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**PART 1 OF 3**



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**PROCLAMATIONS • PROKLAMASIES**

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**PROCLAMATION NO. 15 OF 2020****NATIONAL ENVIRONMENTAL MANAGEMENT: PROTECTED AREAS ACT, 2003  
(ACT NO. 57 OF 2003)****DECLARATION OF CERTAIN PROPERTIES SITUATED IN THE NORTHERN CAPE PROVINCE THE  
MEERKAT NATIONAL PARK**

I, Barbara Dallas Creecy, Minister of Environment, Forestry and Fisheries, hereby under section 20(1)(a)(i) and (b)) of the National Environmental Management: Protected Areas Act, 2003 (Act No.57 of 2003), declare the properties listed in the Schedule herein the Meerkat National Park, and in terms of section 38(1)(a) assign the management of the Meerkat National Park to the South African National Park.



**BARBARA DALLAS CREECY  
MINISTER OF ENVIRONMENT, FORESTRY AND FISHERIES**

**SCHEDULE****ADMINISTRATIVE DISTRICT: CARNARVON, NORTHERN CAPE**

1. Remainder of the Farm Dubbelde Vlei No. 63, measuring 3443,1526 hectares, according to SG No. F196/1873 held by the Deed of Transfer T1292/2017;
2. Remainder of the Farm Schiet Poort No. 64, measuring 3165,0657 hectares, according to SG No. F76/1870 held by the Deed of Transfer T4271/2017;
3. Portion 1 of the Farm Schiet Poort No.64, measuring 1571,9601 hectares, according to SG No. F5094/1945 held by the Deed of Transfer T63456/2016;
4. Portion 2 of the Farm Schiet Poort No. 64, measuring 1571,9748 hectares, according to SG No. F5095/1945 held by the Deed of Transfer T70250/2016;
5. Remainder of the Farm Boter Leegte No. 65, measuring 5494,0743 hectares, according to SG No. F77/1870 held by the Deed of Transfer T1117/2018;
6. Portion 1 of the Farm Boter Leegte No. 65, measuring 289,976 hectares, according to SG No. F1910/1880 held by the Deed of Transfer T987/2018;
7. Portion 2 of the Farm Boter Leegte No. 65, measuring 5382,0434 hectares, according to SG No. F1724/1936 held by the Deed of Transfer T74872/2016;
8. Remainder of the Farm Brak Puts No. 66, measuring 7996,1359 hectares, according to SG No. F25/1870 held by the Deed of Transfer T987/2018;
9. Portion 1 of the Farm Brak Puts No. 66, measuring 263,6305 hectares, according to SG No. F1909/1880 held by the Deed of Transfer T1117/2018;
10. Remainder of Portion 1 of the Farm Swart Fontein No. 67, measuring 2080,7051 hectares, according to SG No. F2365/1899 held by the Deed of Transfer T1117/2018;
11. Portion 2 of the Farm Swart Fontein No. 67, measuring 3368,7442 hectares, according to SG No. F9558/1955 held by the Deed of Transfer T988/2018;
12. Farm Mey's Dam No. 68, measuring 7046,0464 hectares, according to SG No. F68/1870 held by the Deeds of Transfer T47450/2008;
13. Portion 1 of the Farm Vissers Kloof No.69, measuring 8730,1999 hectares, according to SG No. F10067/1951 held by the Deed of Transfer T2838/2017;
14. Portion 2 of the Farm Vissers Kloof No.69, measuring 4364,4744 hectares, according to SG No. F9559/1953; held by the Deed of Transfer T1292/2017;
15. Portion 3 of the Farm Vissers Kloof No.69, measuring 4355,4745 hectares, according to SG No. F9560/1953 held by the Deed of Transfer T882/2017;
16. Portion 2 of the Blaauwpoort No. 71, measuring 2753,9231 hectares, according to SG No. FA2211/1925 held by the Deeds of Transfer T882/2017;
17. Portion 1 of the Farm Pofadderfontein No. 494, measuring 2220,2675 hectares, according to SG No. F646/1938 held by the Deed of Transfer T2921/2017;
18. Portion 2 of the Farm Pofadderfontein No. 494, measuring 2220,2628 hectares, according to SG No. F645/1938 held by the Deed of Transfer T2921/2017;
19. Remainder of the Farm Pofadderfontein No.495, measuring 1522,9723 hectares, according to SG No. F11054/1947 held by the Deed of Transfer T5584/2017;
20. Portion 2 of the Farm Pofadderfontein No.495, measuring 1882,1315 hectares, according to SG No. F11052/1947 held by the Deed of Transfer T2132/2017;
21. Portion 3 of the Farm Pofadderfontein No.495, measuring 1756,9467 hectares, according to SG No. F11053/1947 held by the Deed of Transfer T2132/2017;
22. Remainder of the Farm Swartfontein No. 496, measuring 2288,324 hectares, according to SG No. F9557/1953 held by the Deed of Transfer T1117/2018;

23. Remainder of Portion 1 of the Farm Swartfontein No. 496, measuring 2288,8077 hectares, according to SG No. F9558/1953 held by the Deed of Transfer T3318/2017;
24. Portion 2 of the Farm Swartfontein No. 496, measuring 945,8 hectares, according to SG No. F888/1958 held by the Deed of Transfer T1117/2018;
25. Remainder of Lot No. 4 Van Wyks Vlei Settlement, measuring 1827,867 hectares, according to SG No. F437/1934 held by the Deed of Transfer T882/2017;
26. Lot No. 149 Van Wyks Vlei Settlement, measuring 913,9345 hectares, according to SG No. F1562/1943 held by the Deed of Transfer T882/2017;

All situated in the Kareeberg Municipality, in the Administrative District of Camarvon, province of the Northern Cape.

#### **ADMINISTRATIVE DISTRICT: FRASERBURG, NORTHERN CAPE**

27. Farm Water Kloof No. 69, measuring 6494,04 hectares, according to SG No. F429/1807 held by the Deed of Transfer T67474/2016;
28. Farm De Hoek No. 70, measuring 4667,1001 hectares, according to SG No. F73/1870 held by the Deed of Transfer T67474/2016;
29. Remainder of the Farm Zout Rivier No.71, measuring 1487,3191 hectares, according to SG No. F70/1870 held by the Deed of Transfer T1381/2017;
30. Portion 1 of the Farm Zout Rivier No.71, measuring 4386,0966 hectares, according to SG No. FA1905/1930 held by the Deed of Transfer T2915/2017;
31. Portion 2 of the Farm Zout Rivier No.71, measuring 1462,0489 hectares, according to SG No. F3723/1959 held by the Deed of Transfer T1381/2017;
32. Portion 3 of the Farm Zout Rivier No.71, measuring 1462,0469 hectares, according to SG No. F3724/1959 held by the Deed of Transfer T3702/2017;
33. Remainder of the Farm Rooi Zand No.72, measuring 3809,921 hectares, according to SG No. F69/1870 held by the Deed of Transfer T793/2017;
34. Portion 1 of the Farm Rooi Zand No.72, measuring 3809,859 hectares, according to SG No. F1725/1936 held by the Deed of Transfer T3495/2017;
35. Farm Los Berg No. 73, measuring 6534.97 hectares, according to SG No. F4069/1935 held by the Deeds of Transfer T745934/2008;
36. Farm Groot Paarde Kloof No. 74, measuring 7779,923 hectares, according to SG No. F489/1870 held by the Deed of Transfer T46437/2016;
37. Remainder of the Farm Jas Kloof No. 76, measuring 3681,6733 hectares, according to SG No. F71/1870 held by the Deed of Transfer T2916/2017;
38. Portion 1 of the Farm Jas Kloof No. 76, measuring 3660,833 hectares, according to SG No. F5685/1937 held by the Deed of Transfer T2916/2017;
39. Farm Blaauw Heuvel No. 96, measuring 5465,0025 hectares, according to SG No. FB74/1870 held by the Deed of Transfer T49289/2016;

All situated in the Karoo Hoogland Municipality, in the Administrative District of Fraserburg, province of the Northern Cape.

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**GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS**

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**DEPARTMENT OF AGRICULTURE, FORESTRY AND FISHERIES**

NO. 362

27 MARCH 2020

**NATIONAL AGRICULTURAL MARKETING COUNCIL  
MARKETING OF AGRICULTURAL PRODUCTS ACT, 1996, AS AMENDED  
(ACT No. 47 OF 1996)**

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**REQUEST FOR THE CONTINUATION OF STATUTORY MEASURES RELATING TO  
LEVIES, REGISTRATION AND RECORDS & RETURNS IN THE RED MEAT INDUSTRY  
IN TERMS OF THE MARKETING OF AGRICULTURAL PRODUCTS ACT**

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It is hereby made known that, in terms of section 10 of the Marketing of Agricultural Products Act, 1996 (Act No. 47 of 1996) (MAP Act), the Minister of Agriculture, Land Reform and Rural Development has received a request from the red meat industry for the continuation of statutory measures relating to levies, registration, the keeping of records and the rendering of returns. The Red Meat Industry Forum (RMIF), representative of most of the role-players in the red meat industry, applied for the proposed statutory measures.

The current statutory measures in the red meat industry will expire on 4 November 2020. The RMIF requested ministerial approval for the continuation of these statutory measures for a new period of two years, from 5 November 2020 to lapse on 4 November 2022. In terms of this application, the red meat industry refers to role-players involved in the production and marketing of cattle, goats, sheep and its products, as well as the relevant products purchased for processing.

The proposed statutory measures in the red meat industry will be administrated by the Red Meat Levy Administrator (RMLA), which has performed this role for the past few years. The proposed new levies will be as follows:

<b>Cattle</b>	From 5/11/2020 Until 4/11/2021	From 5/11/2021 until 4/11/2022
Deducted and retained from the selling price of each designated animal by any buyer of such animal. In the event the said buyer disposes of such animal other than by sale, export, or delivery to an abattoir for slaughter, or if such animal dies or is stolen before the said buyer disposes of it, the buyer shall pay the levy thus deducted and retained over to the Levy Administrator. For avoidance of doubt, the buyer is only entitled to retain the levy thus deducted where the relevant designated animal is sold, exported or delivered to an abattoir for slaughter.	R7.01 per head	R7.43 per head



Payable by the owner at slaughter, to the abattoir who slaughters such animal; the abattoir shall be liable to collect such levy from the owner and pay it over to the Levy Administrator. Where the abattoir is the owner, the abattoir shall make payment directly to the Levy Administrator.	R11.68 per head	R12.38 per head
Payable by each meat trader to the Levy Administrator, in respect of each outlet through which red meat, red meat products or processed pork is sold.	R741 per year during which the meat trader sells red meat, red meat products or processed pork	R785 per year during which the meat trader sells red meat, red meat products or processed pork
Payable by the importer to the Levy Administrator prior to being issued with an import permit. The levy receipt number is to be submitted with the permit application to the issuing officer.	R1 304 per container or consignment	R1 382 per container or consignment
Payable by the exporter to the Levy Administrator.	R11.68 per head exported live	R12.30 per head exported live
Payable by the livestock agent to the Levy Administrator.	0.114% of commission	0.122% of commission
Payable by the processor for every hide locally produced to the Levy Administrator. Payable by the exporter for every unprocessed hide exported, to the Levy Administrator.	2.26c per kg	2.40c per kg

<b>Sheep and Goats</b>	From 5/11/2020 until 4/11/2021	From 5/11/2021 until 4/11/2022
Deducted and retained from the selling price of each designated animal by any buyer of such animal. In the event the said buyer disposes of such animal other than by sale, export, or delivery to an abattoir for slaughter, or if such animal dies or is stolen before the said buyer disposes of it, the buyer shall pay the levy thus deducted and retained over to the Levy Administrator. For avoidance of doubt, the buyer is only entitled to retain the levy thus deducted where the relevant designated animal is sold, exported or delivered to an abattoir for slaughter.	R1.51 per head	R1.60 per head
Payable by the owner at slaughter, to the abattoir which slaughters such animal; the abattoir shall be liable to collect such levy from the owner and pay it over to the Levy Administrator. Where the abattoir is the owner, the abattoir shall make payment directly to the Levy Administrator.	R2.27 per head	R2.41 per head
Payable by each meat trader to the Levy Administrator, in respect of each outlet through which red meat, red meat products or processed pork is sold.	R741 per year	R785 per year
Payable by the importer to the Levy Administrator prior to being issued with an import permit. The levy receipt number is to be submitted with the permit application to the issuing officer.	R1 304 per container or consignment	R1 382 per container or consignment.

Payable by the exporter to the Levy Administrator.	R2.27 per head	R2.40 per head
Payable by the livestock agent to the Levy Administrator.	0.114% of the commission	0.122% of the commission
Payable by the processor for every skin locally produced to the Levy Administrator. Payable by the exporter for every unprocessed skin exported to the Levy Administrator.	2.26c per kg	2.40c per kg

<b>Processors</b>	From 5/11/2020 until 4/11/2021	From 5/11/2021 until 4/11/2022
For red meat products and processed pork purchased by registered meat processors for processing to be paid over to the Levy Administrator.	2.26c per kg	2.40c per kg

Notes:

- The R741 per year payable by each meat trader outlet relates to each outlet *per se*, and is not applicable per meat trader outlet per specie; and
- A 3 % collection fee can be deducted from the collected levies by the abattoir before the levies are paid over to the Levy Administrator.
- Every import permit issued will attract a minimum R1 304 statutory levy charge payable by the applicant. Where an import permit is issued for more than one container or load per consignment then each individual container or load per consignment up to a maximum of 28mt will attract the levy charge payable by the applicant. Where a master import permit is issued the R1 304 statutory levy will be payable by the applicant for every multiple of 25mt.

Exclusions: Where an import permit is issued for the importation of samples, and the quantity to be imported is less than 200kg, then the statutory levy shall be waived for that import permit.

The estimated income from the proposed levies is between R50,8 million (for 2020/21) and R54,1 million per annum (for 2021/22). The proposed statutory levies will finance the following functions, namely –

- Consumer assurance;
- Consumer communication and education;
- Transformation in the developing sector;
- Red meat research and development;
- Industry and international liaison;
- Production development;
- Compliance to legislation; and
- Administration.

The MAP Act stipulates that a statutory levy may not exceed 5% of the price released for a specific agricultural product at the first point of sale. The maximum of 5% must be based on a guideline price calculated as the average price at the first point of sale over a period not exceeding three years. The RMIF calculated the guideline price for cattle at R12 000 per head and the proposed levy of R11.68 per head from 5 November 2020, until 4 November 2021 equates to 0.10% of the guideline price. For sheep/goats the guideline price was calculated at R1 900 per head and the proposed levy of R2.27 per head for the first year equated to 0.11% of the guideline price. Both the proposed statutory levies for cattle and sheep/goats of 0.10% and 0.11% of the guideline prices respectively, are well within the requirement of 5% as stipulated in the MAP Act.

The RMIF decided that the proposed statutory levies will be a proportional transaction-based levy to ensure that all directly affected groups in the red meat value chain are making a contribution.

The purpose of the statutory measure relating to registration is to compel all relevant role-players in the red meat industry to register with the Levy Administrator. The purpose of the statutory measure relating to records and returns is to compel all relevant role-players in the red meat industry to render records and returns to the Levy Administrator. By prescribing the keeping of records with the rendering of returns on an individual basis, market information for the whole of the industry can be processed and published. These statutory measures are necessary to ensure that continuous, timeous and accurate information relating to the designated animals slaughtered and their products, is available to all role-players. Market information is deemed essential for all role-players in order for them to make informed decisions.

The National Agricultural Marketing Council (NAMC) took cognisance that the proposed continuation of the statutory measures relating to levies, registration, the keeping of records and the rendering of returns in the red meat industry as requested by RMIF, is consistent with the objectives of the MAP Act. The request is currently being investigated by the NAMC and recommendations in this regard will be made to the Minister in the near future.

Directly affected groups in the red meat industry are kindly requested to submit any comments, regarding the proposed statutory measures, to the NAMC on or before 10 April 2020, to enable the Council to finalise its recommendation to the Minister in this regard.

**Submissions should be in writing and be addressed to:**

**National Agricultural Marketing Council**

**Private Bag X 935**

**PRETORIA**

**0001**

**Enquiries: Dr Ndumiso Mazibuko**

**E-mail : [ndumiso@namc.co.za](mailto:ndumiso@namc.co.za)**

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**DEPARTMENT OF AGRICULTURE, FORESTRY AND FISHERIES**

NO. 363

27 MARCH 2020

**NATIONAL AGRICULTURAL MARKETING COUNCIL  
MARKETING OF AGRICULTURAL PRODUCTS ACT, 1996, AS AMENDED  
(ACT No. 47 OF 1996)**

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**REQUEST FOR THE CONTINUATION OF STATUTORY MEASURES IN THE SOUTH  
AFRICAN WOOL INDUSTRY (REGISTRATION AND RECORDS & RETURNS) IN TERMS  
OF THE MARKETING OF AGRICULTURAL PRODUCTS ACT, 1996 (ACT NO 47 OF  
1996), AS AMENDED**

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It is hereby made known that in terms of section 11 of the Marketing of Agricultural Products Act, 1996 (Act No.47 of 1996), that the Minister of Agriculture, Land Reform and Rural Development has received a request from the wool industry for the continuation of statutory measures in the wool industry.

Cape Wools SA, on behalf of the directly affected groups in the wool industry applied for the continuation of the statutory measures relating to registration, the keeping of records and rendering of returns. The current statutory measures in the wool industry will lapse on 30 June 2020. Cape Wools SA requested ministerial approval for the continuation of these statutory measures for a new period of four years, from 1 July 2020 to lapse on 30 June 2024.

The purpose and aim of the statutory measure relating to registration is to provide a statutory mechanism for producers, brokers, traders or wool buyers, processors, importers and exporters to register with Cape Wools SA. A central database of names and contact details of individuals and organisations involved in the production, trading, processing and exporting of wool (by means of a unique identification number) supports the accurate and efficient gathering of data.

The purpose and aim of the statutory measure relating to records & returns is to provide a statutory mechanism for the keeping of records and the furnishing of returns to Cape Wools SA. It will be expected from each broker, trader or wool buyer, processor, importer and exporter of wool to keep the specific records with regard to wool that he or she has in his or her possession or under his or her control and shall within 15 days after the end of each calendar month, furnish it to Cape Wools SA. This is deemed necessary to ensure that continuous, timeous and accurate statistics and information relating to the characteristics and the marketing and sale of wool is made available to all role-players. A centralised source

of reliable, objective and user-friendly statistics and information on the aggregate profile of the industry at any given point in time, to aid decision-making during the growing, marketing, processing and promotion of South African wool is an essential tool to continuously position the South African wool industry nationally and internationally.

According to the applicant (Cape Wools SA), the proposed continuation of the statutory measures will further the objectives of the MAP Act as stipulated in section 2(2) thereof. Such establishment will also not contravene section 2(3) of the Act, namely will not be detrimental to food security, the number of employment opportunities within the economy or fair labour practices. The objectives referred to in section 2(2) of the Act are to increase market access for all market participants, to promote the efficiency of the marketing of agricultural products, to optimise export earnings from agricultural products and to enhance the viability of the agricultural sector.

The institution that will be responsible for the administration of these statutory measures is Cape Wools SA, a company without profit motive incorporated in terms of section 21 of the Companies Act, 1973 (Act No 61 of 1973) and by default qualifies as a company incorporated for a public benefit in terms of the Companies Act, 2008 (Act No 71 of 2008). Considering the South African wool industry's international associations and linkages and the need to establish a structure that will ensure the ongoing involvement by all affected parties, Cape Wools SA is the appropriate institution to administer the measures. It is internationally recognised and accepted as the overarching representative South African wool industry body, is representative of all directly affected groups in the wool industry and its sole responsibility is to implement the strategic plan for the wool industry as developed by the Wool Industry Forum of South Africa.

The National Agricultural Marketing Council (NAMC) took cognisance that the proposed continuation of the statutory measures relating to registration and the keeping of records and rendering of returns in the wool industry as requested by Cape Wools SA, is consistent with the objectives of the MAP Act. The request is being investigated by the NAMC and recommendations in this regard will be made to the Minister in the near future.

Directly affected groups in the wool industry are kindly requested to submit any comments regarding the proposed statutory measures, to the NAMC on or before 10 April 2020, to enable the Council to finalise its recommendation to the Minister in this regard.

**Submissions should be in writing and be addressed to:**

**National Agricultural Marketing Council**

**Private Bag X 935**

**PRETORIA**

**0001**

**Enquiries: Dr Ndumiso Mazibuko**

**E-mail : [ndumiso@namc.co.za](mailto:ndumiso@namc.co.za)**

**Tel No. : (012) 341 1115**

**: (073) 551 8388**

**Fax No. : (012) 341 1911**

**DEPARTMENT OF AGRICULTURE, FORESTRY AND FISHERIES****NO. 364****27 MARCH 2020****MARINE LIVING RESOURCES ACT, 1998  
(ACT NO. 18 OF 1998)****NOTICE IN RESPECT OF APPLICATIONS FOR NEW (EXPERIMENTAL AND EXPLORATORY)  
FISHERIES**

I, Barbara Dallas Creecy, Minister of Environment, Forestry and Fisheries, hereby give notice that no new permit applications for new fisheries (experimental and exploratory), in terms of section 83 of the Marine Living Resources Act, 1998 (Act No. 18 of 1998), will be accepted by the Branch: Fisheries Management of the Department of Environment, Forestry and Fisheries until further notice. This arrangement is implemented pending a policy review for the establishment and management of new fisheries in South Africa.

This arrangement will allow the Department of Environment, Forestry and Fisheries to commence with a public consultation process to review the current draft policy and determine which process would be best suited for the establishment of a new fisheries model. This will also allow the Department to evaluate the historical process and determine what has and has not worked, and consider various options for the new policy. Details of the public consultation process will be published in due course, and interested and affected stakeholders will be approached and advised of the review process.



**BARBARA DALLAS CREECY**  
**MINISTER OF ENVIRONMENT, FORESTRY AND FISHERIES**



## DEPARTMENT OF ARTS AND CULTURE

NO. 365

27 MARCH 2020



## SOUTH AFRICAN HERITAGE RESOURCES AGENCY

## DECLARATION OF THE GAME PASS ROCK SHELTER, KAMBERG NATURE RESERVE, KWAZULU-NATAL AS A NATIONAL HERITAGE SITE

By virtue of the powers vested in the South African Heritage Resources Agency, in terms of section 27 (5) of the National Heritage Resources Act (No. 25 of 1999) SAHRA hereby declares Game Pass Rock Shelter in the Kamberg Nature Reserve as a National Heritage Site.

**Statement of Significance**

*The San rock painting site of Game Pass Shelter in the Kamberg Nature Reserve, within the Southern Maloti-Drakensberg World Heritage Site, is one of the most extensive painted panels in South Africa. A wide variety of painted figures adorn the shelter walls, including many eland and human figures, as well as numerous therianthrope figures which are interpreted to depict the embodied esoteric experiences and of indigenous knowledge systems of indigenous societies. Within the environmental and cultural context in which the Game Pass Shelter is located in KwaZulu Natal (KZN), the embodied spiritual experience is understood and known as "Idlozi" (spirit-medium/therapy) experience, among other interpretations.*

*The Rock Paintings at Game Pass Shelter offer an opportunity to acknowledge the spiritual depth and social complexity of South African rock art that reinforces the significant links between tangible and intangible heritage that resonates with local communities, in particular, who continue to incorporate sites, such as Game Pass Shelter, into their living heritage, ancestral historical identity and cultural practices. That is, Game Pass Shelter, as one of the seminal sites in the history of rock art research, represents a key turning point (cf. decolonial gaze) in rock art research and interpretation in South Africa. In terms of the National Heritage Resources Act No. 25 of 1999, Section (3)(c) the site yields information that contributed to an understanding of South Africa's rock art cultural heritage; and had a profound impact on archaeological research theory in South Africa. Game Pass Shelter, additionally, in terms of the National Heritage Resources Act No. 25 of 1999, Section (3)(h) has strong or special association with the life or work of a person, group or organisation of importance in the history of South Africa. We deem the site to have a strong or special association with the San peoples who are part of the ancestors of existing Sotho, Zulu, Hlubi, Xhosa and Thembu communities, the heritage of the /Xegwi, !Ga !ne, Nqgosini and as such is of importance in the history of South Africa.*

*Furthermore, this site offers an opportunity to bring the work of 19th-century anthropologists, Lloyd and Bleek, with the !Kun and !Xam peoples of the Northern Cape, to a wider audience, and particularly to the attention of local communities who have not been exposed to the testament left to us by !Kabbo and Dia !kwain of the !Xam people. The Rock Paintings at Game Pass Shelter offer a comparative opportunity to display elements of the legacy of the !Xam legacy - a well-documented primary source of language, narratives, paintings, and*

*spirituality that can be viewed alongside the original rock art of the Eastern San, which will offer new perspectives and provide a unique experience.*

### **Schedule**

The demarcation of the site is as follows:

Site Name	Erf No / Farm	Province	Nearest Town	Municipality		Survey Diagram	Deed
				Local	District		
<b>Game Pass Rock Shelter</b>	Kamburg Nature Reserve	KZN	Mooi River	Mpofana	uMgungundlovu	1868/2004	1899/2017

### **Co-ordinates:**

	Lat	Lon
A	S29°23'37.35"	E29°38'47.38"
B	S29°23'38.06"	E29°38'47.96"
C	S29°23'38.05"	E29°38'47.93"
D	S29°23'41.34"	E29°38'47.93"

## DEPARTMENT OF BASIC EDUCATION

NO. 366

27 MARCH 2020


**SOUTH AFRICAN SCHOOLS ACT, 1996 (ACT NO 84 of 1996)****AMENDED NATIONAL NORMS AND STANDARDS FOR SCHOOL FUNDING**

I, Angelina Matsie Motshekga, Minister of Basic Education, in terms of section 35 read with section 39(7) of the South African Schools Act, 1996, (Act 84 of 1996) and with paragraphs 110 and 112 of the National Norms and Standards for School Funding (NNSF), after consultation with the Minister of Finance and the Council of Education Ministers, hereby publish amendments to the NNSF. The NNSF were published in Government Notice No. 890, Government Gazette No. 29179 of 31 August 2006.

The NNSF are hereby amended by updating the:

1. National Targets Table (Par. 109 of the NNSF) to include 2021 and 2022 indicative target amounts; and the
2. National Poverty Distribution Table (Par. 111 of the NNSF).

The amendment is contained in the Schedule. The effective date for implementation of this amendment will be 1 January 2020.

  
**MRS AM MOTSHEKGA, MP**  
Minister of Basic Education  
Date: 10 March 2020

## SCHEDULE

In terms of Paragraph 110 of the NNSSF, the National Targets Table published in Government Gazette No. 42445 Government Notice No. 643, of 06 May 2019 is hereby updated to include 2022 target amounts. The no fee threshold will be R1, 466 in 2020:

**National table of targets for the school allocation (2020 – 2022)**

	2020	2021*	2022*
NQ1 – NQ3	1,466	1,536	1,610
NQ4	735	770	807
NQ5	254	266	279
No fee threshold	1,466	1,536	1,610
Small schools: National fixed amount	33,968	35,598	37,307

\* 2021 and 2022 figures inflation adjusted – Consumer price index (CPI) projected inflation rate adjusted

No new data is available to update the national poverty distribution table (Paragraph 111 of the NNSSF) In terms of Paragraph 112 of the NNSSF. The table which was published in Government Gazette No. 42445 Government Notice No. 643, of 06 May 2019, therefore remains the basis for the national poverty targeting in 2020:

National Poverty Distribution Table						
Quintiles						
%	1 poorest	2	3	4	5	Total
EC	27.3	24.7	19.6	17	11.4	100%
FS	20.5	20.9	22.4	20.8	15.4	100%
GP	14.1	14.7	17.9	21.9	31.4	100%
KZN	22.1	23.2	20.2	18.7	15.8	100%
LP	28.2	24.6	24.2	14.9	8	100%
MP	23.1	24.1	21.5	17.7	13.5	100%
NC	21.5	19.3	20.7	21.4	17.1	100%
NW	25.6	22.3	20.8	17.6	13.7	100%
WC	8.6	13.3	18.4	28	31.7	100%
SA	20	20	20	20	20	100%

In terms of section 39(7) of the South African Schools Act, I hereby determine all learners in quintiles 1 to 3 (60% of the public school learners nationally) to be in no fee schools for 2020.

If funds are available, and after taking into consideration the possible funding implications this may have on other poverty related programmes involving no fee schools, the Provincial Education Department (PED) may offer Q4 and Q5 schools no fee status at least at the threshold level of R 1,466 voluntarily. In declaring these fee charging schools as no fee schools, the PEDs need to ensure all these schools are informed that they will be declared no fee schools from 1 January 2020. PEDs also need to ensure that these schools have informed parents of the change.

ECONOMIC DEVELOPMENT DEPARTMENT

NO. 367

27 MARCH 2020



*competition***commission**  
*south africa*

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

**March 2020**

## 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 31 March 2020.

## 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 **30 June 2020**.

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

## DEPARTMENT OF ECONOMIC DEVELOPMENT

NO. 368

27 MARCH 2020

## COMPETITION COMMISSION

## NOTIFICATION OF CLOSED CONDITIONAL MERGER APPROVALS

1 APRIL 2019 – 30 SEPTEMBER 2019

**1. CASE NO. 2017DEC0036 SEMA HOLDINGS LIMITED AND CWT AQUARIUS SHIPPING INTERNATIONAL PROPRIETARY LIMITED**

The conditions required Acquiring Group to not nominate the same individuals who serve on its board of directors to also serve on the board CWT Aquarius. The conditions further required the Acquiring Group to ensure that its representatives appointed to the board of CWT Aquarius signs a confidentiality undertaking confirming that he or she will keep confidential, the competitively sensitive information of CWT Aquarius. On 26 March 2019, the Commission unconditionally approved an intermediate merger whereby the Acquiring Group increased its shareholding in CWT Aquarius to owning the entire issued share capital. Therefore, as a result of that merger approval, CWT Aquarius is now a wholly owned subsidiary of the Acquiring Group. Consequently, the information sharing concerns that gave rise to the Conditions become no longer applicable and were terminated by the Commission.

**2. CASE NO. 2016SEP0477 PARENTCO PROPRIETARY LIMITED AND EDCON LIMITED**

The Competition Tribunal imposed conditions aimed at promoting BEE, local procurement and preserving employment within Edcon. On 9 May 2019, the Tribunal approved the merger between *New Holdco and Edgars Consolidated Stores Limited (New HoldCo/Edcon)* with conditions. The *New HoldCo/Edcon* merger related to the further restructuring of the Edcon group which rendered the 2016 *Parentco (Pty) Ltd and Edcon Limited (Parentco/Edcon)* merger superfluous. In other words, the *New HoldCo/Edcon* merger set aside and substituted the *Parentco/Edcon* merger along with the Conditions imposed in that merger. As such, the Commission formed the view that the Conditions were no longer applicable and proceeded to terminate same.

**3. CASE NO. 2019FEB0025 SENWESBEL LIMITED, SENWES LIMITED AND KLK LANDBOU LIMITED**

The Competition Tribunal was concerned that Senwes may not obtain the requisite shares to establish control over KLK given that the merger was a hostile takeover through public offer.

In order to mitigate this concern, the Tribunal imposed a condition that required Senwes to acquire 50% plus 1 of the issued share capital of KLK within 2 years of 14 June 2019 (i.e. 14 June 2021). Should Senwes only obtain or establish control over KLK after 14 June 2021, the conditions require Senwes to file another merger notification to the Commission requiring approval. On 4 June 2019, the Commission received a compliance affidavit deposed to by the Group Chief Executive Officer of Senwes who confirmed that Senwes has implemented its acquisition of more than 50% plus 1 of the issued share capital in KLK as at 3 June 2019. The Commission therefore noted that Senwes had complied with the Conditions and the Conditions are no longer applicable because Senwes had acquired control over KLK as envisaged by the Conditions. Consequently, the Conditions have lapsed.

**4. CASE NO. 2014OCT0553 COMPUGROUP MEDICAL SOUTH AFRICA (PTY) LTD AND MEDICAL EDI SERVICES (PTY) LTD**

The Commission imposed conditions that imposed a moratorium on retrenchments for a period of 2 years from the implementation date. The compliance reports submitted by the merged entity indicate that it has complied with the conditions, as it did not retrench any employees during the moratorium period. The Conditions therefore lapsed and were consequently terminated.

**5. CASE NO. 2016JUL0347 ENX GROUP LIMITED AND EQSTRA NEWCO (PTY) LTD**

The Commission imposed a condition that limited the number of merger specific retrenchments to 15 employees for a period of 2 years from the implementation date. The compliance reports submitted by the merged entity indicate that it has complied with the conditions, as it did not retrench any employees during the moratorium period. The Conditions therefore lapsed and were consequently terminated.

**6. CASE NO. 2017SEP0065 KAP BEDDING (PTY) LTD AND SUPPORT A PAEDIC CC AND RME**

The conditions required the merged entity to reduce the restraint period contained in the Sale Agreement from 5 years to a maximum of 3 years. The merged entity submitted the amended Sale Agreement in line with the conditions, which reflect the new restraint period of 3 years. The Conditions therefore lapsed and were consequently terminated.

**7. CASE NO. 2017JUL0052 LIBSTAR OPERATIONS (PTY) LTD AND SONNENDAL DAIRIES (PTY) LTD**

The Commission imposed a condition requiring the merged entity to reduce the scope of the restraint clause as it relates to the territory contained in the Sale of Shares Agreement. The



merged entity submitted the amended Sale of Shares Agreement in line with the conditions. The Conditions therefore lapsed and were consequently terminated.

**8. CASE NO. 2016DEC0012 RHODES FOOD GROUP (PTY) LTD AND PAKCO (PTY) LTD**

The conditions limited the number of merger specific retrenchments to 13 employees for a period of 2 years from the implementation date. The compliance reports submitted by the merged entity indicate that it has complied with the conditions, as it did not retrench any employees during the moratorium period. The Conditions therefore lapsed and were consequently terminated.

**9. CASE NO. 2016APR0186 SANTAM LIMITED AND ABSA INSURANCE COMPANY LIMITED COMMERCIAL LINES BUSINESS**

The conditions imposed a moratorium on retrenchments for a period of 1 year from the approval date. The compliance report submitted by the merged entity indicate that it has complied with the conditions, as it did not retrench any employees during the moratorium period. The Conditions therefore lapsed and were consequently terminated.

**10. CASE NO. 2014OCT0538 FIDELITY SECURITY SERVICES (PTY) LTD AND FIDELITY CASH SOLUTION (PTY) LTD AND PROTEA COIN GROUP (PTY) LTD (ASSETS IN TRANSIT AND ARMED REACTION)**

The conditions imposed a moratorium on merger specific retrenchments for a period of 18 months from the implementation date. In addition, the conditions required the merging parties to implement certain information exchange safeguards to prevent the exchange of competitively sensitive information. The Commission received various compliance reports from the merging parties which indicated that it complied with the conditions. The Conditions therefore lapsed and were consequently terminated.

**11. CASE NO. 2016SEP0472 KONECRANES PLC AND THE TEREX MATERIAL HANDLING AND PORT SOLUTIONS BUSINESS**

The conditions limited the number of merger specific retrenchments to 40 employees for a period of 2 years from the implementation date. The compliance reports submitted by the merged entity indicate that it has complied with the conditions, as it did not retrench any employees during the moratorium period. The Conditions therefore lapsed and were consequently terminated.

**12. CASE NO. 2014JUL0346 NEWCO ONE, BAGSHAW FOOTWEAR (PTY) LTD AND BOLTON FOOTWEAR (PTY) LTD AND THE DIVISIONS, UNITED FRAM, WAYNE**

**PLASTICS, MOSSOP WESTERN LEATHERS AND JORDAN SHOES OWNED BY KAP MANUFACTURING (PTY) LTD**

The conditions imposed a moratorium on retrenchments for a period of 1 year from the approval date. The compliance report submitted by the merged entity indicate that it has complied with the conditions, as it did not retrench any employees during the moratorium period. The Conditions therefore lapsed and were consequently terminated.

**13. CASE NO. 2017AUG0073 OPEL AUTOMOBILE GMBH AND THE OPEL DISTRIBUTION NETWORK AND CHEVROLET AFTERSALES DISTRIBUTION NETWORK OF GENERAL MOTORS SOUTH AFRICA (PTY) LTD**

The conditions required the merging parties to transfer certain employees and dealerships of General Motors to Opel Automobile in South Africa to ensure no jobs are lost as a result of the merger. The merged entity submitted the first compliance affidavit relating to the transfer of 16 employees and 2 contractors of GMSA that were dedicated to service the target firm to Opel SA as envisaged by the Conditions. The compliance affidavit confirms that the 16 employees and 2 contractors were transferred and were under the employment of Opel SA as at the implementation date of the merger, in compliance with Conditions. The merged entity further submitted a compliance affidavit with concluded Dealership Agreements with various identified Opel dealerships in compliance with the conditions. The Conditions therefore lapsed and were consequently terminated.

**14. CASE NO. 2015NOV0627 SIBANYE PLATINUM BERMUDA (PTY) LTD AND AQUARIUS PLATINUM (PTY) LTD**

The conditions imposed a moratorium on retrenchments for a period of 2 years from the implementation date. The compliance reports submitted by the merged entity indicate that it has complied with the conditions, as it did not retrench any employees during the moratorium period. The Conditions therefore lapsed and were consequently terminated.

**15. CASE NO. 2015NOV0625 SIBANYE RUSTERNBURG MINES (PTY) LTD AND THE RUSTERNBURG MINES (A DIVISION OF RUSTERNBURG PLATINUM MINES LIMITED)**

The conditions limited the number of merger specific retrenchments to 260 employees for a period of 2 years from the implementation date. The various compliance reports submitted by the merged entity indicated that Sibanye only effected a total of 25 merger specific retrenchments out of the 260 allowable retrenchments in terms of the Conditions. The Conditions therefore lapsed and were consequently terminated.

**16. CASE NO. 2015SEP0511 STEINHOFF DOORS AND BUILDING MATERIALS (PTY) LTD  
/ ILIAD AFRICA LTD**

The conditions imposed a moratorium on retrenchments for a period of 2 years from the implementation date at the store level. In addition, the conditions imposed a cap on the number of retrenchments at the head office level to a maximum of 50 employees for a period of 2 years. The compliance reports submitted by the merged entity indicate that it has complied with the conditions, as it did not retrench any employees at the merged entity's stores during the moratorium period and capped the number of head office retrenchments to 21 employees. The Conditions therefore lapsed and were consequently terminated.

**17. CASE NO. 2015JUN0312 VKB AGRICULTURE (PTY) LTD AND LOUIS DREYFUS  
COMMODITIES AFRICA (PTY) LTD AND THE KROMDRAAI GROUP OF COMPANIES**

The conditions limited the number of merger specific retrenchments to 61 employees for a period of 2 years from the implementation date. The compliance reports submitted by the merged entity indicate that it has complied with the conditions, as it did not retrench any employees during the moratorium period. The Conditions therefore lapsed and were consequently terminated.

## DEPARTMENT OF ECONOMIC DEVELOPMENT

NO. 369

27 MARCH 2020

## COMPETITION COMMISSION

## NOTIFICATION TO APPROVE WITH CONDITIONS THE TRANSACTION INVOLVING:

GLAXOSMITHKLINE CONSUMER HEALTHCARE HOLDINGS LIMITED

AND

THE CONSUMER HEALTHCARE BUSINESS OF PFIZER INC.

CASE NUMBER: 2019APR0004

1. On 03 April 2019, the Competition Commission ("the Commission") received notice of an intermediate merger whereby GlaxoSmithKline Consumer Healthcare Holdings Limited ("GSK CH Holdings") intends to acquire the Consumer Healthcare Business of Pfizer Inc. ("Pfizer CH"). Upon the implementation of the proposed transaction, Pfizer CH and GSK CH Holdings will form a combined CH Business which will be solely controlled by GlaxoSmithKline plc. ("GSK").
2. The primary acquiring firm is GSK CH Holdings. GSK CH Holdings is ultimately controlled by GSK.
3. GSK and its subsidiaries are collectively referred to as the GSK Group.
4. The primary target firm is Pfizer CH. Pfizer CH is division of Pfizer Laboratories PFE (Pty) Ltd ("Pfizer PFE"). Pfizer PFE is ultimately controlled by Pfizer Inc. ("Pfizer").
5. GSK is a pharmaceuticals company active worldwide in research, development, manufacturing, and marketing in three broad segments, namely prescription

pharmaceuticals (including HIV/AIDS pharmaceuticals through the existing and separate ViiV joint venture with Pfizer), vaccines and consumer healthcare products.

6. In South Africa, the GSK Group operates a consumer healthcare business, which manufactures, develops and markets consumer preferred and expert recommended brands in the oral health, pain relief, respiratory, nutrition, gastro-intestinal and skin health categories.
7. Pfizer CH is the consumer healthcare business of Pfizer. Pfizer CH is a global over-the-counter ("OTC") healthcare business which develops, manufactures and markets non-prescription medicines, vitamins and nutritional products. Globally, Pfizer CH offers products in five major areas: (a) Pain Management; (b) Gastrointestinal Health; (c) Respiratory; (d) Dietary Supplements; and (e) Personal Care products (e.g. lip care).
8. The Commission considered the activities of the merging parties and found that they overlap in respect of the production and supply of consumer healthcare products for cold and flu treatments and pain management treatment in South Africa. The Commission assessed the following markets:
  - 8.1. National market for multi-symptom cold and flu treatments (ATC 3 class R5A / OTC 3 class 01B1);
  - 8.2. National market for nasal preparations (ATC 3 class R1A, R1B/ OTC 3 01B2);
  - 8.3. National market for multi-symptom cold and flu treatments (ATC 3 class R5A / OTC 3 class 01B1) and topical nasal preparations (R1A / OTC 3 class 01B2);
  - 8.4. National market for multi-symptom cold and flu treatments (ATC3 class R5A / OTC class 01B1) and systemic nasal preparations ((ATC3 class R1B / 01B2);
  - 8.5. National market for multi-symptom cold and flu treatments (ATC 3 R5A/OTC 3 01B1) and antitussives (ATC 3 class R5D / OTC 3 class 01A1);
  - 8.6. National market for systematic non-narcotic analgesics (ATC 3 level of N2B/ OTC 3 02A2 and 02A2); and
  - 8.7. National market for topical analgesics (ATC 3 M2A/OTC 3 02E1).

### Assessment of the horizontal overlaps

9. The below table reflects the combined post-merger market shares of the merging parties and the market shares accretion based on the IQVIA data.

Relevant market	Merging parties combined market shares			Market share accretion		
	2016	2017	2018	2016	2017	2018
Multisystem cold and flu treatments	9,0%	8,2%	7,6%	7.6%	6.9%	6.7%
<b>Nasal preparations</b>	<b>25.8%</b>	<b>23.7%</b>	<b>21.7%</b>	<b>0.6%</b>	<b>0.7%</b>	<b>0.7%</b>
Multi-symptom cold and flu and topical nasal preparations	8.7%	7.8%	7.3%	7.4%	6.6%	6.4%
Multi-symptom cold and flu treatments and systematic nasal preparations	12.6%	11.6%	10.5%	6.1%	5.6%	5.4%
Multi-symptom cold and flu treatments, and antitussives	6,0%	5.3%	5.0%	5.0%	4.5%	4.4%
Supply of non-narcotics and anti-pyretics	4.5%	4.2%	4.9%	0.4%	0.3%	0.3%
<b>Supply of topical analgesics</b>	<b>26.2%</b>	<b>26.4%</b>	<b>24.7%</b>	<b>0.0%</b>	<b>4.8%</b>	<b>4.6%</b>

10. The Commission found that the merging parties' combined post-merger market shares in the respective markets remains low, with the exception of the market for production and supply of nasal preparations and the supply of topical analgesics.
11. With respect to the market for production and supply of nasal preparations and the supply of topical analgesics, the market share accretion resulting from the proposed merger remain low (less than 5%) implying that the proposed transaction does not significantly alter the structure of the market. Furthermore, the Commission finds that the merged entity will continue to face competition from various players such as, Pharmicare Limited, t/a Aspen Pharmicare ("Aspen"), Adcock Ingram Healthcare (Pty) Ltd and Ascendis Pharma (Pty) Ltd . These firms will constrain the merging parties from unilaterally increasing their prices to the detriment of their customers.
12. The Commission is thus of the view that the proposed transaction is unlikely to substantially prevent or lessen competition in these markets as the parties combined post-merger market shares remains low. Furthermore, the Commission finds that the merging parties will continue to face competition from various players..

13. In light of the above, the Commission concludes that the proposed transaction is unlikely to substantially prevent or lessen competition in the affected markets.

#### **Public interest considerations**

##### *Effect of the proposed transaction on the manufactures of healthcare product supplied by the Pfizer*

14. The Commission found that Pfizer CH uses other third-party manufactures. In respect of Pfizer CH, it is not certain whether GSK will take over the manufacturing of the locally produced products and thereby taking business from the third-party manufactures.
15. The Commission received concerns from a third-party manufacturer indicating that they are concerned that should the relationship with Pfizer CH not continue as a result of the proposed transaction, then their business will be negatively impacted in terms of loss of their business revenue and would need to retrench some of its employees from the loss of the Pfizer CH contract.
16. The Commission found that a termination of a contractual arrangements by Pfizer CH with the third-party manufacturer as a result of the proposed transaction will negatively impact on their business and lead to indirect retrenchments of employees. The third-party manufacturer is a black empowered business and a fully South African owned pharmaceutical company. To mitigate against this, the Commission is imposing a condition requiring the merging parties to continue to utilise the services of the third-party manufacturer for a specified period.

##### *Effect of the proposed transaction on employment*

With respect to employment, the merging parties submit that the proposed transaction may result in the retrenchments of 38 skilled employees.

17. The Commission is of the view that the number of employees likely to be retrenched of 38 is substantial given the number of employees employed by Pfizer CH. The merging parties

submit that the retrenchments would occur at both Pfizer CH and GSK CH. The merging parties have to some extent followed a rational process in identifying the number of employees likely to be retrenched as the merging parties have specified the positions which are likely to be affected by duplications. However, the Commission acknowledges that the retrenchments are triggered by possible duplications.

18. The Commission is imposing a condition which requires the merging parties to limit the number of retrenchments to 38 skilled employees.

#### **Overall conclusion**

19. In light of the above, the Commission concludes that the proposed transaction is unlikely to substantially prevent or lessen competition in any of the affected market. However, the proposed transaction is likely to negatively affect the local manufacturers of pharmaceutical product who manufactures product for Pfizer CH. Lastly, the transaction is likely to result in significant employment loss.
20. Thus, to remedy these concerns, the Commission approves the proposed transaction subject to conditions that the merging parties must continue using the third-party local manufacturer for a specified period and the merging parties will cap the number of retrenchments to 38 skilled employees. These conditions are contained in Annexure A" The parties have agreed to the proposed conditions.



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**Annexure A****GLAXOSMITHKLINE CONSUMER HEALTHCARE HOLDINGS LIMITED****AND****THE CONSUMER HEALTHCARE BUSINESS OF PFIZER INC.****CC Case Number: 2019APR0004**

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**CONDITIONS****1. Definitions**

The following expressions shall bear the meanings assigned to them below and related expressions bear corresponding meanings –

- 1.1 **"Act"** means the Competition Act No. 89 of 1998;
- 1.2 **"Acquiring Firm"** means MMC Bidco;
- 1.3 **"Approval Date"** means the date referred to in the Commission's clearance certificate (Form CC15);
- 1.4 **"Commission"** means the Competition Commission of South Africa;
- 1.5 **"Commission Rules"** means the Rules for the Conduct of Proceedings in the Competition Commission;
- 1.6 **"Conditions"** means these conditions;
- 1.7 **"Days"** mean any calendar day which is not a Saturday, Sunday or an official holiday in South Africa;
- 1.8 **"Implementation Date"** means the date, occurring after the Approval Date, on which the merger is implemented by the Merging Parties;

- 1.9 **"JLT"** means Jardine Lloyd Thompson Group plc;
- 1.10 **"Labour Relations Act"** means the Labour Relations Act No. 66 of 1995 (as amended);
- 1.11 **"Merger"** means the acquisition by MMC Bidco of the entire issued share capital of JLT;
- 1.12 **"Merged Entity"** means MMC Bidco and JLT, post implementation of the Merger;
- 1.13 **"Merging Parties"** means MMC Bidco and JLT;
- 1.14 **"MMC Bidco"** means MMC Treasury Holdings (UK) Limited;
- 1.15 **"Moratorium Period"** means a period of at least 2 (two) years from the Implementation Date;
- 1.16 **"Skilled Employees"** means the maximum of the identified employees of the Merging Parties who have post-grade 12 qualifications, and who may be retrenched as a result of the merger;
- 1.17 **"Target Firm"** means JLT;
- 1.18 **"Tribunal"** means Competition Tribunal of South Africa; and
- 1.19 **"Vulnerable Employees"** means identified employees of the Merging Parties whose highest qualification is a grade 12 certificate or below, and who may be retrenched as a result of the merger.

## 2. Recordal

- 2.1 Following its investigation, the Commission finds that the Merger is unlikely to substantially prevent or lessen competition in the non-life insurance broking services, reinsurance broking services and employee benefits related services markets in South Africa.
- 2.2 However, the Commission finds that the Merger may result in retrenchments of the Merged Entity in South Africa (as set out in Annexure B). Of these employees, the Commission notes that some are Vulnerable Employees while others are Skilled Employees. The Skilled Employees and Vulnerable Employees constitute 7.5% of Merged Entity's total workforce.

- 2.3 The Commission also finds that Marsh & McLennan Companies Inc. ("MMC"), which owns and controls MMC Bidco, indirectly holds a non-controlling interest in Alexander Forbes Group Services (Pty) Ltd ("Alexander Forbes").

### 3. Conditions

#### *Employment*

- 3.1 The Merged Entity shall not retrench any Vulnerable Employees as a result of the merger for the duration of the Moratorium Period.
- 3.2 Save for the Skilled Employees, the Merged Entity shall not retrench any other employees as a result of the merger during the Moratorium Period.
- 3.3 For the sake of clarity, retrenchments do not include (i) voluntary retrenchment and/or voluntary separation arrangements; (ii) voluntary early retirement packages; (iii) unreasonable refusals to be redeployed in accordance with the provisions of the Labour Relations Act; (iv) resignations or retirements in the ordinary course of business; (v) retrenchments lawfully effected for operational requirements unrelated to the Merger; and (vi) terminations in the ordinary course of business, including but not limited to, dismissals as a result of misconduct or poor performance.
- 3.4 For a period of one year after the Moratorium Period, should any employment opportunity arise at the Merged Entity for which a Vulnerable Employee is qualified, the Merged Entity shall give first right to an interview to such a Vulnerable Employee/s.
- 3.5 In compliance with clause 3.3 above, the Merged Entity shall:
- 3.4.1. When a vacancy, or the sort referred to above, arises to be filled within the Merged Entity, forward a batch communicate via SMS to all retrenched Vulnerable Employees, who meet the relevant requirements, providing them with the information and details of the position as well as contact details as to whom to contact within the Merged Entity to enable them to apply should they wish to do so. Under all circumstances the onus will rest on such Vulnerable Employees to apply for vacant positions; and

- 3.4.2. In the event that there are two or more retrenched Vulnerable Employees who apply for the same vacancy, the Merged Entity may select one of them in its sole discretion, who meet the relevant requirements, in accordance with the provisions of 3.3 above, subject to the LRA and the Merged Entity's Labour Law practices and policies.

#### ***Cross Directorships***

- 3.6 For as long as MMC directly/indirectly holds interest in Alexander Forbes and has the right to appoint directors, it will not appoint the same director(s) for MMC Bidco and Alexander Forbes. MMC will also not appoint the same directors for any of its subsidiaries that compete with Alexander Forbes.

#### **4. Monitoring of compliance with the conditions**

- 4.1. The Merged Entity shall inform the Commission in writing of the Implementation Date within 5 (five) Days of it becoming effective.
- 4.2. The Merging Parties shall circulate a copy of the Conditions to their employees/and or their respective representatives including relevant trade unions within 5 (five) Days of the Approval Date.
- 4.3. As proof of compliance thereof, the Merging Parties shall within 10 (ten) Days of circulating the Conditions, provide the Commission with an affidavit by a director employed by each of the Merging Parties attesting to the circulation of the Conditions and attach a copy of the notice sent.
- 4.4. The Merged Entity shall submit a report on each anniversary of the Implementation Date and for a period of 2 (two) years, setting out its compliance with these Conditions. This report shall be accompanied by an affidavit, attested to by a director of the Merged Entity, confirming the accuracy of the report.
- 4.5. Any employee who believes that his/her employment with the Merging Parties has been

terminated in contravention of these Conditions may approach the Commission with his or her complaint.

- 4.6. An apparent breach by the Merging Parties of the Conditions shall be dealt with in terms of Rule 39 of the Rules for the Conduct of Proceedings in the Commission.
- 4.7. All correspondence in relation to the Conditions shall be submitted to the following email address: [mergerconditions@compcom.co.za](mailto:mergerconditions@compcom.co.za).

## **5. Duration of the Condition**

- 5.1. The Conditions shall remain in effect for a period of 3 years from the Implementation Date.

Enquiries in this regard may be addressed to Manager: Mergers and Acquisitions Division at Private Bag X23, Lynnwood Ridge, 0040. Telephone: (012) 394 3298, or Facsimile: (012) 394 4298

## DEPARTMENT OF ECONOMIC DEVELOPMENT

NO. 370

27 MARCH 2020

## COMPETITION COMMISSION

## NOTIFICATION TO APPROVE WITH CONDITIONS THE TRANSACTION INVOLVING:

WACO AFRICA (PTY) LTD

AND

DOKA SOUTH AFRICA (PTY) LTD

CASE NUMBER: 2019APR0025

1. On 16 April 2019, the Competition Commission (the Commission) received notice of an intermediate merger wherein Waco Africa (Pty) Ltd ("Waco") intends to acquire the business of Doka South Africa (Pty) Ltd ("Doka"), as a going concern. Post-merger, Waco will exercise sole control over Doka.
2. The primary acquiring firm is Waco, a company incorporated in accordance with the laws of South Africa. Waco is ultimately controlled by Waco International Holdings (Pty) Ltd. Waco controls the following firms: Waco Engineering Services (Pty) Ltd; Construction and Industrial Maintenance Services Limited; Kwikform Formwork and Scaffolding (Pty) Ltd and Form-Scaff Ghana Limited, amongst others. Waco and its subsidiaries shall be referred to as the Waco Group.
3. Waco Group is an industrial service business operating in formwork, shoring and scaffolding equipment, industrial maintenance, hydraulics and suspended access platforms, relocatable and modular buildings, sanitation and hygiene solutions.
4. The primary target firm is Doka, a company incorporated in accordance with the laws of South Africa. Doka is wholly controlled by Doka GmbH, a company registered in the Republic of Austria.

5. Doka is a provider of formwork products. In addition, Doka is involved in the management of projects and provides its customers with solutions to assist during the project development, scheduling, executive and completion of construction.
6. The Commission considered the activities of the merging parties and found that, there is a horizontal overlap between the activities of the merging parties in the market for the provision of formwork services. The Commission finds that the merged entity will have an estimated market share of approximately 18% with a market share accretion of 6% in the market for the provision of formwork services.
7. The Commission is of the view that the proposed transaction is unlikely to substantially prevent or lessen competition in the market for the provision of formwork services as the merging parties will continue to face competition from a number of players in the market for the provision of formwork services such as: Peri Formwork Scaffolding Engineering (Pty) Ltd (with 10% market shares); Uni-Span Formwork & Scaffolding (Pty) Ltd (with 10% market shares) and Preform (Pty) Ltd (with 9% market shares) amongst others.
8. In addition, none of the customers contacted by the Commission raised any concerns relating to the proposed merger. In-fact, the customers of the merging parties indicated that there are numerous other players active in the market which they can switch to should the merged entity increases its prices or degrades the quality of service or the quality of the products.
9. In light of the above, the Commission found that the proposed transaction is unlikely to substantially prevent or lessen competition in the market for the provision of formwork services.
10. The Commission finds that Waco is currently a respondent in the pending cartel investigation relating to supply, installation and dismantling of scaffolding and thermal insulation to Eskom. Given that Waco is currently a respondent in the pending cartel investigation, the Commission also considered if the merger will not facilitate or enhance collusion in this

market. The Commission has recently investigated and referred to the Competition Tribunal cartel conduct against seven (7) companies that were involved in a collusive tendering when bidding for tender for the supply, installation and dismantling of scaffolding and thermal insulation for all the 15 Eskom coal-fires power stations in contravention of section 4(1)(b)(i) and (iii) of the Act.

11. The Commission finds that Doka, the primary target firm in the instant transaction is not a respondent in the said cartel investigation. Furthermore, Doka is not active in the installation and dismantling of scaffolding and thermal insulation. In this regard, the parties state that: *"Doka's Group core business has been the supply of formwork services. Historically, the Group has not strategically pursued the scaffolding business as Doka has been a specialist formwork provider."*
12. In light of the above, the Commission is of the view that the proposed merger is unlikely to enhance collusion in the scaffolding market as Doka is not active in this market.

#### **Effect of the merger on employment**

13. With respect to public interest, the merging parties submit that, *"while post-transaction integration plans have not been finalised and planning is still underway the parties confirm that, in terms of clause 13 of the Business Transfer Agreement between the parties, all employees of the target firm will be transferred to the acquiring firm in terms of section 197(6) of the Labour Relations Act, 66 of 1995"*
14. However, the merging parties submit that, they anticipate that there will be duplication of positions in the business post-merger, and they also submit that, they have not consulted with each other and/or their employees on the possible job losses and retrenchments that shall be carried out post-merger, even after the integration plans have been finalised. However, the merging parties submitted that a maximum of 43 employees are likely to be retrenched as a result of duplications.



15. The total number of employees employed by the merging parties in South Africa is 2757 (2666 from the acquiring firm + 91 from the target firm). Therefore, the 43 employees likely to be affected account for approximately 1.6% of the merged entity's total workforce. Doka employs only 91 employees and as such, the 43 affected positions can be considered significant relative to Doka's existing number of employees. However, the parties indicate that the retrenchments will affect both the employees of Doka and Waco.
16. The merging parties have to some extent followed a rational process in identifying the number of employees likely to be retrenched as the merging parties have specified the positions which are likely to be affected by duplications. The Commission found that the retrenchments are likely to affect both skilled and unskilled employees. The Commission is also concerned that, those with no post-matric qualifications may struggle to find alternative employment.
17. In light of the above, the Commission is of the view that the proposed transaction is likely to result in significant employment concerns in that it will result in the retrenchment of both unskilled and skilled employees. To remedy the concerns, the Commission approves the proposed transaction subject to conditions that the merging parties will cap the retrenchments at 43 employees. In the event the merging parties retrench unskilled employees, the merging parties will establish a fund of R20 000 per employee which can be utilised by the unskilled employees over a period of 12 months post the retrenchments. The fund can be used for reskilling and/or upskilling purposes to improve the unskilled employee's chances of finding alternative employment. The fund can also be used for small business venture purposes. Accordingly, the Commission imposes this funding initiative as a condition that will alleviate the plight of the employees that may be retrenched. These conditions are contained in "Annexure A". The parties agreed to the proposed conditions.
18. The Commission therefore approves the proposed transaction with conditions attached in Annexure A.

**ANNEXURE A****WACO AFRICA (PTY) LTD****AND****DOKA SOUTH AFRICA (PTY) LTD****CASE NUMBER: 2019APR0025**

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**CONDITIONS**

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**1. DEFINITIONS**

1.1. The following expressions shall bear the meanings assigned to them below and cognate expressions bear corresponding meanings: -

1.1.1. **"Acquiring Firm"** means Waco Africa (Pty) Ltd;

1.1.2. **"Affected Employees"** means a maximum of 43 Employees that may be retrenched as a result of the Merger in the categories specified in **Table 1**;

1.1.3. **"Affected Unskilled Employee/s"** means those Affected Employees whose qualifications are Grade 12/matric or less in in the categories specified in **Table 1**;

1.1.4. **"Allowance"** means the amount of no more than R20 000 (twenty thousand rands) that the Merged Entity shall provide to each of the retrenched Affected Unskilled Employees for reskilling and/or upskilling purposes and/or small business venture purposes;

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- 1.1.5. **"Allowance Period"** means a period not exceeding 1 (one) year from the date of retrenchment of the Affected Unskilled Employee;
- 1.1.6. **"Approval Date"** means the date on which the Merger is approved by the Commission and as set out in the Commission's clearance certificate (Notice CC 15);
- 1.1.7. **"Commission"** means the Competition Commission of South Africa;
- 1.1.8. **"Conditions"** means the conditions set out herein;
- 1.1.9. **"Days"** means any calendar day which is not a Saturday, Sunday or an official holiday in South Africa;
- 1.1.10. **"Doka"** means Doka South Africa (Pty) Ltd
- 1.1.11. **"Implementation Date"** means the date, occurring after the Approval Date, on which the Merger is implemented by the Merging Parties;
- 1.1.12. **"Labour Relations Act"** means the Labour Relations Act, 66 of 1995 (as amended);
- 1.1.13. **"Merger"** means the acquisition of control by the Acquiring Firm over the Target Firm;
- 1.1.14. **"Merged Entity"** means the combined Acquiring Firm and Target Firm following the Merger (with the Acquiring Firm as the controller);
- 1.1.15. **"Merging Parties"** means Waco and Doka;
- 1.1.16. **"Skilled Employees"** means employees with a minimum qualification of a national diploma and employed by the Merged Entity at Paterson Job Grade 3 and higher,

employed by the Merged Entity See the link  
<http://www.patersongrading.co.za/about/>;

1.1.17. **"Target Firm"** means the business of Doka South Africa (Pty) Ltd, which will be acquired by the Acquiring Firm;

1.1.18. **"Tribunal"** means the Competition Tribunal of South Africa; and

1.1.19. **"Waco"** means Waco Africa (Pty) Ltd.

## 2. RECORDAL

2.1. On 16 April 2019, the Merging Parties notified the Merger to the Commission. Following its investigation of the Merger, the Commission concluded that the Merger is unlikely to substantially prevent or lessen competition in any relevant market.

2.2. The Merging Parties intend to integrate their operations post-Merger and that would result in duplications of job positions. Thus, the Merging Parties indicated that the Merger is likely to result in the retrenchment of the Affected Employees. According to the Merging Parties, the Acquiring Firm is unable to absorb all of the duplications arising from the Merger given the downturn in the South African construction sector and declining demand for the Acquiring Firm's services. In order to limit the Merger's impact on employment, the Commission has imposed these Conditions.

## 3. CONDITIONS

3.1. Save for the Affected Employees, the Merged Entity shall not retrench any other employees as a result of the Merger for a period of 3 years post the Implementation Date. Without limiting the right of the Merged Entity to retrench the Affected Employees, it is noted that the Merged Entity shall use its best endeavours to minimise the number of retrenchments

or, to the extent that it is reasonably commercially possible avoid any retrenchments of the Affected Employees.

- 3.2. For the sake of clarity, retrenchments do not include (i) voluntary retrenchment and/or voluntary separation arrangements; (ii) voluntary early retirement packages; (iii) unreasonable refusals to be redeployed in accordance with the provisions of the Labour Relations Act; (iv) resignations or retirements in the ordinary course of business; (v) retrenchments lawfully effected for operational requirements unrelated to the Merger; (vi) terminations in the ordinary course of business, including but not limited to, dismissals as a result of misconduct or poor performance; and (vii) any decision not to renew or extend a contract of a contract worker.
- 3.3. In the event that any retrenchments of Affected Employees include Affected Unskilled Employees, the Merged Entity shall provide each Affected Unskilled Employee with the Allowance. The Allowance be applied in accordance with the principles and conditions set out in **Annexure A1** of these Conditions.
- 3.4. The Merged Entity shall offer the Allowance to each Affected Unskilled Employee upon the retrenchment of that Affected Unskilled Employee's employment.
- 3.5. The Affected Unskilled Employees shall indicate in writing to the Merged Entity which training or skills development course they wish to enrol for or which small business venture they wish to undertake, within the Allowance period. Failure to do so will result in the Affected Unskilled Employees losing their entitlement to the Allowance.
- 3.6. All reasonable costs relating to the administration of the Allowance shall be borne by the Merged Entity and shall not form part of the payment of any other benefit that is due to the Affected Unskilled Employees in terms of the Labour Relations Act of 1995, as amended.
- 3.7. The Merged Entity shall also comply with the following undertakings:
- 3.7.1. Should there be an advertised vacant position within the Merged Entity, the

Merged Entity will give first preference to job applications submitted by any retrenched Affected Employees over other equally qualified applicants who do not form part of the Affected Employees.

3.7.2. The Merged Entity will provide career guidance consultation sessions and financial advice services to Affected Employees and also provide counselling and support for the Affected Employees and their immediate families

3.8. The Acquiring Firm will forward a communique via SMS, email and/or community notice boards, directly or indirectly through third party service providers to all the Affected Employees, providing such Affected Employees with the information and details of the available vacancies at the Merged Entity as well as contact details as to whom to contact within the Acquiring Firm's human resource department to enable them to apply should they wish to do so. Under all circumstances, the onus will rest on the Affected Employees to apply for a vacancy.

#### **4. MONITORING OF COMPLIANCE WITH THE CONDITIONS**

4.1. The Acquiring Firm shall inform the Commission of the Implementation Date within 5 (five) Days of it becoming effective.

4.2. The Merging Parties (Acquiring Firm and Target Firm) shall circulate a copy of the Conditions within 5 (five) Days of the Approval Date to all of its employees and employee representatives in South Africa.

4.3. As proof of compliance thereof, a director of the Target Firm shall within 10 (ten) Days of circulating the Conditions, submit an affidavit attesting to the circulation of the Conditions and provide a copy of the notice that was sent to the employees and employee representatives at the Target Firm.

4.4. The Acquiring Firm shall submit an affidavit on each anniversary of the Implementation Date, confirming compliance with clause 3 of the Conditions for the duration of the Conditions. This affidavit must be deposited to a director of the Acquiring Firm.

4.5. The Acquiring Firm shall provide a report to the Commission on each anniversary of the Implementation Date and until the Allowance Period ceases, detailing, *inter alia*, the number of Affected Unskilled Employees that have obtained the Allowance, the purpose for which the Allowance will be used and proof of disbursement of the Allowance

## 5. GENERAL

5.1. All correspondence in relation to these Conditions must be submitted to the following e-mail address: [mergerconditions@compcom.co.za](mailto:mergerconditions@compcom.co.za).

5.2. In the event that the Commission discovers that there has been an apparent breach of these Conditions, this shall be dealt with in terms of Rule 39 of the Rules for the Conduct of Proceedings in the Competition Commission.

5.3. The Merging Parties may at any time, on good cause shown, apply to the Commission for the Condition to be lifted, revised or amended. Should a dispute arise in relation to the variation of the Condition, the Merging Parties shall apply to the Tribunal, on good cause shown, for the Condition to be lifted, revised or amended.

**Annexure A1**

1. A Chief Financial Officer ("CFO") in the employment of the Merged Entity shall be appointed to control and manage all financial and accounting aspects of the Allowance.
2. Each Affected Unskilled Employee will be allocated a maximum of R20 000.00 for purposes of training or reskilling or for seed capital to establish a small business venture.
3. The Affected Unskilled Employees shall have the sole right to make an election of what they intend to use the Allowance for, provided that it is either for the purposes of training or reskilling or for seed capital to establish a small business venture.
4. In relation to training or reskilling, any Affected Unskilled Employee wishing to make use of the Allowance shall apply to the appointed CFO, within the Allowance Period, for the allocation of all or a portion of the fees payable for the training. The application shall be fully motivated and shall include details (on accredited document of the training facility in question) of the cost of the training programme, the material covered in the course and the certification or other accreditation conferred on participants upon successful completion of the training programme. The Affected Unskilled Employee may also use the Allowance to enroll for an accredited training programme within the Merged Entity. The Merged Entity will, upon request from any Affected Unskilled Employee, assist or arrange for the assistance of any prospective applicant with the application process to the respective Institution where the training programme is offered.
5. Should an application for the training be successful, the Merging Parties shall make payment of the fees in question (or the portion thereof granted to the Affected Unskilled Employee) directly to the training institution in question.
6. In relation to setting up a small business venture, any Affected Unskilled Employee wishing to make use of the Allowance shall apply to the appointed CFO, within the Allowance Period, for the allocation of all or a portion of the Allowance. The application shall be accompanied by a business plan or business concept the Affected Unskilled Employee wishes to pursue with the designated funds. The Merging Parties shall provide or arrange for assistance to be available to the Affected Unskilled Employees in coming up with a credible business plan, should the assistance be required.



7. The Merged entity shall not unreasonably refuse to disburse the Allowance to an Affected Unskilled Employee who wishes to set up a small business venture where a promising business plan has been provided.
8. The Merging Parties shall continue to offer the Allowance to the Affected Unskilled Employees for the duration of the Allowance Period.

**Table 1: Description of likely Affected employees from either the Target Firm or the Acquiring Firm**

Position		Skill Level	Reason for Duplication
<b>GAUTENG</b>			
Yard manager	2	Skilled	Waco currently employs a yard manager who performs the same duties.
Delivery returns supervisor	1	Skilled	Waco currently employs one yard manager who performs the same duties.
Group leader	3	Skilled	Waco currently employs 1 supervisor, 12 checkers, 6 forklift drivers and 22 general workers who perform the same duties.
Team leader	1	Skilled	Waco currently employs 1 supervisor, 12 checkers, 6 forklift drivers and 22 general workers who perform the same duties.
Assistant yard manager	2	Skilled	Waco currently employs one yard manager who performs the same duties.
Welder	1	Skilled	Waco currently employs 2 Welders, 6 operators, 2 grinders, 1 spray painter, 1 panel beater storeman and 1 quality assurance who perform the same duties.
Machine operator	2	Skilled	Waco currently employs 2 Welders, 6 operators, 2 grinders, 1 spray painter, 1 panel beater storeman and 1 quality assurance who perform the same duties.
Driver	1	Skilled	Waco currently employs 2 Welders, 6 operators, 2 grinders, 1 spray painter, 1 panel beater storeman and 1 quality assurance who perform the same duties.
Senior commercial co-ordinator	1	Skilled	Waco currently employs a branch co-ordinator who performs the same duties.
Marketing manager	1	Skilled	Waco currently employs a branch co-ordinator who performs the same duties.
Logistics manager	1	Skilled	Waco currently employs a branch co-ordinators who perform the same duties.
Sales administrator	1	Skilled	Waco currently employs a branch co-ordinator who performs the same duties.

Trainee technician	1	Skilled	Waco currently employs a draughtsman who performs the same duties.
Head of Support	1	Skilled	Waco currently employs 3 key accounts managers, 5 technical salesmen and 4 counter salesmen who perform the same duties.
Accountant	1	Skilled	Waco currently employs 3 key accounts managers, 5 technical salesmen and 4 counter salesmen who perform the same duties.
Debtors controller	1	Skilled	Waco currently employs 3 key accounts managers, 5 technical salesmen and 4 counter salesmen who perform the same duties.
HR assistant	1	Skilled	Waco currently employs 3 key accounts managers, 5 technical salesmen and 4 counter salesmen who perform the same duties.
Receptionist	1	Skilled	Waco currently employs 3 key accounts managers, 5 technical salesmen and 4 counter salesmen who perform the same duties.
<b>23</b>			
<b>KWA ZULU NATAL</b>			
Commercial Co-Ordinator	1	Skilled	Waco currently employs a branch co-ordinator who performs the same duties.
Yard Manager	1	Skilled	Waco currently employs a yard manager who performs the same duties.
Branch Manager	1	Skilled	Waco currently employs a branch manager who performs the same duties.
Senior Project Technician	1	Skilled	Waco currently employs a draughtsman who performs the same duties.
Project Manger	1	Skilled	Waco currently employs a draughtsman who performs the same duties.
<b>5</b>			
<b>CAPE TOWN</b>			
Receptionist	1	Skilled	Waco currently employs a receptionist who performs the same duties.
Branch Manager	1	Skilled	Waco currently employs a branch manager who performs the same duties.
Form Work Instructor	1	Skilled	Waco currently employs a form work instructor who performs the same duties.
Senior Sales Administrator/Counter Sales	1	Skilled	Waco currently employs an administrator and a counter sales person who performs the same duties.

Yard Manager	1	Skilled	Waco currently employs a yard manager who performs the same duties.
Group Leader	2	Skilled	Waco currently employs a group leader who performs the same duties.
General Assistant	5	Skilled	Waco currently employs a general assistant who performs the same duties.
Group Leader	1	Skilled	Waco currently employs a group leader who performs the same duties.
Welder	1	Skilled	Waco currently employs a welder who performs the same duties.
Machine Operator	1	Skilled	Waco currently employs a machine operator who performs the same duties.
	15		
<b>Total</b>	<b>43</b>		

**DEPARTMENT OF ECONOMIC DEVELOPMENT****NO. 371****27 MARCH 2020****COMPETITION COMMISSION****NOTIFICATION TO APPROVE WITH CONDITIONS THE TRANSACTION INVOLVING:****BAIN CAPITAL INVESTORS, LLC****AND****THE COMPANIES COMPRISING THE KANTAR GROUP****CASE NUMBER: 2019AUG0007**

1. On 05 August 2019, the Competition Commission ("Commission") received notice of an intermediate merger wherein Bain Capital Investors LLC ("Bain Capital") intends to acquire sole control over the business of the Kantar Group, through the Bain Capital Vehicles.
2. The proposed transaction is an international transaction that has been notified in 10 (ten) other jurisdictions, namely, the EU, China, Kenya, Mexico, Russia, South Korea, Turkey, the USA, Argentina and Ukraine.
3. The primary acquiring firm is Bain Capital, a public company incorporated in the United States of America ("USA"). Bain Capital is a global private equity investment firm that invests, through its family of funds, in companies across various industries, including information technology, healthcare, retail and consumer products, communications, financial services and industrial/manufacturing.
4. The primary target firm is the various companies comprising Kantar Group. The Kantar Group is controlled by WPP LC ("WPP"). WPP is a public company listed on the London and New York stock exchanges and is not controlled by any firm or individual. In South Africa, the

Kantar Group controls Kantar South Africa Proprietary Limited, the Customer Equity Company Proprietary Limited and Added Value Group Proprietary Limited.

5. Kantar is active in the provision of market research services, media measurement services and marketing and communications services. Kantar's product offering covers a breadth of techniques and technologies, from purchase and media data to predicting long term trends; from neuroscience to exit polls; from large scale quantitative studies to qualitative research, incorporating ethnography and semiotics. In relation to media measurement, Kantar is active in television audience measurement, advertising expenditure measurement, and a range of other media measurement services. Kantar also offers marketing and communications insight and consultancy services.
6. The Commission considered the activities of the merging parties and found that the proposed transaction does not present any horizontal overlap in the activities of the merging parties. This is because no firm within the acquiring group sells products or renders services which are considered by buyers as reasonably interchangeable with, or substitutable for, any products or services provided by the Kantar Group. Moreover, no vertical overlap arises as a result of the proposed transaction as the merging parties do not supply each other with any products or services.
7. Accordingly, owing to the absence of horizontal or vertical overlaps between the merging parties, the Commission is of the view that the proposed transaction is unlikely to substantially prevent or lessen competition in any market in South Africa.
8. The merging parties were not able to provide an unequivocal statement on whether or not the proposed transaction will result in job losses. In view of this and in line with the Commission's approach in previous matters, the Commission is of the view that it is appropriate in the circumstances to impose an employment condition placing a moratorium on merger specific retrenchments for a period of 2 years ("the conditions").
9. For the above reasons, the Commission approves the proposed transaction subject to employment-related conditions.

**ANNEXURE A****BAIN CAPITAL INVESTORS, LLC****AND****THE COMPANIES COMPRISING THE KANTAR GROUP****CC Case Number: 2019AUG0007**

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**DEFINITIONS**

The following expressions shall bear the meaning assigned to them below and cognate expressions bear corresponding meaning: –

1. **"Acquiring Firm"** means Bain Capital Investors, LLC;
2. **"Approval Date"** means the date on which the Merger is approved by the Commission and as set out in the Commission's clearance certificate (Notice CC15);
3. **"Days"** means any calendar day which is not a Saturday, a Sunday or an official public holiday in South Africa;
4. **"Commission"** means the Competition Commission of South Africa;
5. **"Competition Act"** means the Competition Act, No. 89 of 1998, as amended;
6. **"Conditions"** mean the conditions set out herein;
7. **"Excluded Employees"** mean employees of the Merging Parties in South Africa who hold a qualification of national qualification framework level 6 and above, as provided for in terms of the National Qualification Framework Act 67 of 2008;
8. **"Implementation Date"** means the date, occurring after the Approval Date, on which the Merger is implemented by the Merging Parties;
9. **"LRA"** means the Labour Relations Act 66 of 1995;
10. **"Merger"** means the acquisition of control by the Acquiring Firm over the Target Firm;

11. **"Merging Parties"** means the Acquiring Firm and the Target Firm;
12. **"Target Firms"** means the companies comprising the Kantar Group;
13. **"Trade Union"** means a registered trade union as defined and described under the Competition Act; and
14. **"Tribunal"** means the Competition Tribunal of South Africa.

## 2. RECORDAL

- 2.1. On 5 August 2019, the Commission received notification of an intermediate merger in terms of which the Acquiring Firm intends to acquire control of the Target Firm following its investigation, the Commission found that the Merger is unlikely to substantially prevent or lessen competition in any relevant market.
- 2.2. The Commission requested that the Merging Parties provide an unequivocal undertaking that the Merger will not give rise to any job losses or have any other negative impact on employment. The Merging Parties were unable to provide the Commission with such an unequivocal undertaking. In order to address the employment concerns identified by the Commission, the Merger is approved subject to these Conditions. In terms of the Conditions, the merging parties have agreed on a moratorium on merger specific retrenchments for a period of 2 years. However, the merging parties proposed that the Condition should exclude skilled employees including employees who hold a qualification of national qualification framework level 5 and above, as provided for in terms of the National Qualification Framework Act 67 of 2008. The various NQF levels are outlined below:
  - 2.2.1. level 1 – general certificate;
  - 2.2.2. level 2 – elementary certificate;
  - 2.2.3. level 3 – intermediate certificate;
  - 2.2.4. level 4 – national certificate;
  - 2.2.5. level 5 – higher certificate;
  - 2.2.6. level 6 – diploma / advanced certificate;
  - 2.2.7. level 7 – Bachelor's Degree / Advanced Diploma;

2.2.8. level 8 – Bachelor Honours Degree / Postgraduate Diploma / Bachelor's Degree;

2.2.9. level 9 – Master's Degree / Master's Degree (Professional); and

2.2.10. level 10 – Doctoral Degree / Doctoral Degree (Professional).

- 2.3. The Commission was not satisfied with the exclusion of employees from NQF level 5, and requested the merging parties to adjust this to one level upwards. The merging parties subsequently agreed to this. As a result, the Commission is satisfied with the exclusion of employees with a qualification of national qualification framework level 6 to 1.

### **3. CONDITIONS**

- 3.1. The Merging Parties shall not retrench any employees in South Africa as a result of the Merger for a period of 2 (two) years from the Implementation Date.
- 3.2. For the sake of clarity, retrenchments for purposes of paragraph 3.1 above will not include (i) voluntary separation arrangements; (ii) voluntary early retirement packages; (iii) unreasonable refusals to be redeployed in accordance with the provisions of the LRA; (iv) resignations or retirements in the ordinary course of business; (v) retrenchments lawfully effected for operational requirements unrelated to the Merger; (vi) terminations in the ordinary course of business, including but not limited to, dismissals as a result of misconduct or poor performance; and (vii) any Excluded Employees.

### **4. MONITORING OF COMPLIANCE WITH THE CONDITIONS**

- 4.1. The Acquiring Firm shall inform the Commission in writing of the Implementation Date of the Merger within 5 (five) Days of it becoming effective.
- 4.2. The Merging Parties shall each circulate a copy of the Conditions to their employees in South Africa, the relevant trade unions and employee representatives within 5 (five) Days of the Approval Date.
- 4.3. As proof of compliance thereof, the Transaction Counsel, on behalf of the Acquiring Firm in South Africa, and Chief Executive Officer of Kantar MEA, on behalf of the Target Firm in South Africa, shall within 10 (ten) Days of circulating the Conditions, submit an affidavit to the Commission attesting to the circulation of the Conditions and provide a copy of the



notice that was sent to the employees, the relevant trade unions and employee representatives.

- 4.4. The Acquiring Firm shall, on each anniversary of the Implementation Date, submit an affidavit confirming compliance with clause 3 of the Conditions for the duration of the Conditions. This affidavit shall be deposited to by the Transaction Counsel of the Acquiring Firm.
- 4.5. Any employee, relevant trade union or employee representative of either of the Merging Parties who believes that the Merging Parties have not complied with or have acted in breach of these Conditions may approach the Commission.

## **5. BREACH**

- 5.1. In the event that the Commission determines that there has been an apparent breach by the Merging Parties of any of the above Conditions, this shall be dealt with in terms of Rule 39 of the Rules for the Conduct of Proceedings in the Commission read together with Rule 37 of the Rules For the Conduct of Proceedings in the Tribunal.

## **6. VARIATION**

- 6.1. The Merging Parties may at any time, on good cause shown, apply to the Commission for the Conditions to be lifted, revised or amended.

## **7. GENERAL**

- 7.1. All correspondence in relation to the Conditions must be submitted to the following e-mail address: [mergerconditions@compcom.co.za](mailto:mergerconditions@compcom.co.za)

Enquiries in this regard may be addressed to Manager: Mergers and Acquisitions Division at Private Bag X23, Lynnwood Ridge, 0040. Telephone: (012) 394 3298, or Facsimile: (012) 394 4298

## DEPARTMENT OF ECONOMIC DEVELOPMENT

NO. 372

27 MARCH 2020

## COMPETITION COMMISSION

## NOTIFICATION TO APPROVE WITH CONDITIONS THE TRANSACTION INVOLVING:

RHENUS SE &amp; CO KG

AND

WORLD NET LOGISTICS

CASE NUMBER: 2019APR0030

1. On 23 April 2019, the Competition Commission (Commission) received a notice of an intermediate merger whereby Rhenus SE & Co KG ("Rhenus") intends to acquire 100% of the issued share capital of World Net Logistics ("World Net Logistics"). Upon implementation of the proposed transaction, Rhenus will obtain sole control of the World Net Logistics.
2. The primary acquiring firm is Rhenus, a company incorporated in accordance with the laws of Germany. Rhenus is in turn controlled by the Rethmann SE & CO ("Rethmann"). Rethmann is in turn controlled by the members of the Rethmann family. The members of the Rethmann family are Klemens Rethman, Ludger Rethman, Georg Rethmann and Martin Rethmann. Rhenus does not own or control any firms in South Africa. However, Rhenus controls the following firms that are located outside of South Africa, but generate a revenue from within South Africa include; (i) Rhenus Logistics India Private Limited (ii) Rhenus Air & Ocean N.V. (iii) Transmarcom Air & Ocean N.V. (iv) Rhenus Project Logistics AG (v) Teeuwissen China Co. Ltd (vi) Rhenus Intermodal Systems N.V. (vii) Rhenus Freight Logistics GmbH & Co. KG to name a few. (viii) Rhenus Logistics S.A to name a few. The Rethmann family and all firms controlled by the Rethmann family will collectively be referred to as the Acquiring Group.

3. The Acquiring Group provides freight forwarding and clearing services by air, land and sea and logistics services globally. Freight forwarding services entail the arrangement of the shipment of goods from the manufacturer or point of origin, by land, sea or air, to the final point of distribution in a different country. It also includes the arrangements to meet the legal requirements for the goods to clear the relevant border crossings and for the applicable customs and excise to be paid and arranging for the warehousing of the goods whilst in transit.
4. The primary target firm is World Net Logistics. With respect to South Africa, the target firm is World Net SA Proprietary Limited ("World Net SA"), a company incorporated in accordance with the laws of South Africa. World Net SA is controlled by World Net Logistics. In turn, World Net Logistics is controlled by Quay Alliance Group (Holding) Limited. World Net Logistics controls the following firms in addition to World Net SA; (i) World Net Logistics Germany; (ii) World Net Logistics Hong Kong; (iii) Eurobox Thailand Limited; and (iv) World Net Logistics Singapore. World Net Logistics and all firms controlled by World Net Logistics will collectively be referred to as the Target Group.
5. The Target Group provides freight forwarding and clearing services to a variety of industries such as automotive, electric industry, health and pharma, engineering, manufacturing, and consumer goods. The Target Group's services further include, most notably, the special storage of cargo, consulting, account and project management, risk management, customs clearing, warehousing and over border distribution. In addition, transport services include, most notably, air freight, sea freight, warehousing, distribution, and road freight.
6. The Commission assessed the competition effects of the proposed transaction in the market for the provision of freight forwarding services in South Africa. This is in line with the Commission and Competition Tribunal (Tribunal) approaches in previous cases, namely *Imperial Holdings Ltd and Megafreight Investments (Pty) Ltd ("Imperial/Megafreight")* and in *Bidvest Freight (Pty) Ltd and Sebenza Forwarding and Shipping (Pty) Ltd, ("Bidvest/Sebenza")*.
7. The Commission found that there is no publicly available information to calculate market shares for the provision of freight forwarding and clearing services. In the recent the **Bidvest/Sebenza** merger, the Commission found that according to the Freight Forwarding

Association of South Africa, there are in excess of 300 providers of freight forwarding and clearing services active in South Africa. Kuehne + Nagel, one of the competitors to the merging parties, submitted that there are approximately 900 firms that provide freight forwarding and clearing services in South Africa. In view of the foregoing, the Commission concluded that the merged entity will likely command a minimal market share post-merger (less than 1%). Moreover, the merged entity will continue to face constraint from participants such as Bidvest-Sebenza (9.5%), Kuehne + Nagel (2 %), DSV (4.2%), Expeditors International (1.0%) and DB Schenker (0.7%). Therefore, the Commission is of the view that the proposed merger is unlikely to substantially prevent or lessen competition in any market.

The merging parties were unable to provide an unequivocal statement on whether or not the merger will result in job losses. As a result, the Commission is of the view that it is appropriate in the circumstances to impose an employment condition placing a moratorium on merger specific retrenchments for a period of 2 years. The conditions are attached as **Annexure A** hereto. The merging parties have agreed to the conditions.

8. Further, no other public interest issues arise as a result of the proposed transaction.
9. The Commission therefore approves the proposed transaction subject to the conditions set out in **Annexure A** hereto.

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**ANNEXURE A****RHENUS SE & CO KG****AND****WORLD NET LOGISTICS PROPRIETARY LIMITED****CASE NUMBER: 2019APR0030**

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**CONDITIONS****1. DEFINITIONS**

1.1. The following expressions shall bear the meanings assigned to them below and cognate expressions bear corresponding meanings:-

1.1.1. **"Acquiring Firm"** means Rhenus SE & CO KG;

1.1.2. **"Approval Date"** means the date on which the Merger is approved by the Commission and as set out in the Commission's clearance certificate (Notice CC 15);

1.1.3. **"Commission"** means the Competition Commission of South Africa;

1.1.4. **"Conditions"** means the conditions set out herein;

1.1.5. **"Days"** means any calendar day which is not a Saturday, Sunday or an official holiday in South Africa;

1.1.6. **"Implementation Date"** means the date, occurring after the Approval Date, on which the Merger is implemented by the Merging Parties;

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1.1.7. **"Labour Relations Act"** means the Labour Relations Act, 66 of 1995 (as amended);

1.1.8. **"Merger"** means the acquisition of control by the Acquiring Firm over the Target Firm;

1.1.9. **"Merging Parties"** means Rhenus and World Net;

1.1.10. **"Rhenus"** means Rhenus SE & CO KG;

1.1.11. **"Target Firm"** means World Net Logistics Proprietary Limited;

1.1.12. **"Tribunal"** means the Competition Tribunal of South Africa; and

1.1.13. **"World Net"** means World Net Logistics Proprietary Limited.

## 2. RECORDAL

2.1. On 23 April 2019, the Merging Parties notified an Intermediate Merger to the Commission wherein the Rhenus intends to acquire control over World Net. Following its investigation of the Merger, the Commission concluded that the Merger is unlikely to substantially prevent or lessen competition in any relevant market.

2.2. The Commission requested an unequivocal undertaking that the merger will not give rise to any job losses or have any other negative impact on employment. The merging parties were unable to provide the Commission with such an unequivocal undertaking. The failure of the merging parties to provide the Commission with an unequivocal undertaking led the Commission to be concerned about the prospect of merger specific retrenchments at the Target Firm post-Merger.

2.3. In order to address the employment concerns identified by the Commission, the Merger is approved subject to these Conditions, which the Merging Parties have agreed to.

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### **3. CONDITIONS**

- 3.1. No retrenchments shall be affected at the Target Firm as a result of the Merger for a period of two (2) years from the Implementation Date.
- 3.2. For the sake of clarity, retrenchments do not include (i) voluntary retrenchment and/or voluntary separation arrangements; (ii) voluntary early retirement packages; (iii) unreasonable refusals to be redeployed in accordance with the provisions of the Labour Relations Act; (iv) resignations or retirements in the ordinary course of business; (v) retrenchments lawfully effected for operational requirements unrelated to the Merger; (vi) terminations in the ordinary course of business, including but not limited to, dismissals as a result of misconduct or poor performance; and (vii) any decision not to renew or extend a contract of a contract worker.

### **4. MONITORING OF COMPLIANCE WITH THE CONDITIONS**

- 4.1. The Acquiring Firm shall inform the Commission of the Implementation Date within 5 (five) Days of it becoming effective.
- 4.2. The Target Firm shall circulate a copy of the Conditions within 5 (five) Days of the Approval Date to all of its employees and employee representatives in South Africa.
- 4.3. As proof of compliance thereof, a director of the Target Firm shall within 10 (ten) Days of circulating the Conditions, submit an affidavit attesting to the circulation of the Conditions and provide a copy of the notice that was sent to the employees and employee representatives.
- 4.4. The Target Firm shall submit an affidavit on each anniversary of the Implementation Date, confirming compliance with clause 3 of the Conditions for the duration of the Conditions. This affidavit must be deposited to a director of the Target Firm.
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## 5. GENERAL

- 5.1. All correspondence in relation to these Conditions must be submitted to the following e-mail address: [mergerconditions@compcom.co.za](mailto:mergerconditions@compcom.co.za).
- 5.2. In the event that the Commission discovers that there has been an apparent breach of these Conditions, this shall be dealt with in terms of Rule 37 of the Rules for the Conduct of Proceedings in the Competition Tribunal read together with Rule 39 of the Rules for the Conduct of Proceedings in the Competition Commission.
- 5.3. The Merging Parties may at any time, on good cause shown, apply to the Tribunal for the Conditions to be lifted, revised or amended.
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## DEPARTMENT OF ECONOMIC DEVELOPMENT

NO. 373

27 MARCH 2020

## COMPETITION COMMISSION

## NOTIFICATION TO PROHIBIT THE TRANSACTION INVOLVING:

REBEL PACKAGING (PTY) LTD

AND

RIGHT CORRUGATED CONTAINERS (PTY) LTD

CASE NUMBER: 2019JUN0040

1. On 25 June 2019, the Competition Commission (Commission) was notified of the prior implemented merger whereby Rebel Packaging (Pty) Ltd (Rebel) acquired control over Right Corrugated Containers (Pty) Ltd (RCC) in 2006, without notifying the Competition Authorities as required by section 13A of the Competition Act of 1998, as amended (the Act).
2. The primary acquiring firm is Rebel, a firm incorporated in accordance with the company laws of the Republic of South Africa (South Africa). Rebel is a wholly owned subsidiary of Mpact Limited (Mpact). Rebel and Mpact are used interchangeably in this report and essentially refer to the acquiring firm.
3. The primary target firm is RCC, a firm incorporated in accordance with the company laws of South Africa. In 2006 before the implementation of this merger, RCC was controlled by its shareholders.

***Activities of the parties***

4. Mpact is a paper and plastics packaging manufacturer with operations in South Africa, Mozambique, Namibia and Botswana. Its business involves the production of paper and plastic packaging products; and recycling (of both paper and plastic). Mpact's paper business

comprises three parts, each of which operates at a different level of the paper and paper packaging value chain.

5. Of relevance to the proposed transaction is Mpact's corrugated and converted paper products operations, wherein Mpact is active in the production of printed and unprinted converted corrugated and other paper products, including corrugated packaging, corrugated boxes, die-cut cases, folded glued cases, trays, point-of-sale displays, converted paper products for the quick service restaurant (QSR) sector, as well as paper bags.
6. RCC operates as a sheet plant and is based in Boksburg, Gauteng. Sheet plants purchase corrugated sheet board from corrugating facilities and convert this boards into corrugated boxes and other finished packaging products.

### ***Overlap***

7. The prior implemented merger raised both horizontal and vertical overlaps between the activities of the merging parties. The horizontal overlap was in relation to the manufacturing and supply of finished corrugated boxes and packaging products. The vertical overlap arose as Mpact supplies RCC with corrugated board which is an input in the manufacturing of finished corrugated boxes and other finished packaging products. As a result, the Commission considered the following markets:

- 7.1. The upstream market for the manufacture and supply of corrugated boards in Gauteng, and
- 7.2. The downstream market for the manufacture and supply of corrugated boxes and packaging in Gauteng.

### ***Competition Assessment***

8. In the upstream market for manufacturing and supply of corrugated boards, the Commission found that Mpact has an estimated market share of approximately between 20 – 30%. The remainder of the market shares are held by Neopak, Corruseal and New Era. This indicates that Mpact is unlikely to have acquired market power in the upstream market as they were/are

constrained by other market participants who account for the remaining 70 - 80% of the market share.

9. In the downstream market for the manufacture and supply of corrugated boxes and other finished packaging products in Gauteng, the Commission found that Mpact had an estimated market share of between 10 - 20% in 2017 while RCC had an estimated market share of below 5%. Rebel/Mpact's acquisition of RCC, along with interest it held in other sheetplants, implied that it had a combined post-merger market share of approximately between 20 – 30%. The merged entity continues to be constrained by firms such as New Era, Corruseal, Neopak and others who operate in Gauteng.
10. Therefore, the Commission is of the view that the prior implemented mergers did not provide Mpact/Rebel with the ability to unilaterally increase prices in Gauteng Province mainly due low market share accretion and the presence of alternatives.

#### ***Vertical assessment***

11. As discussed above, the merger resulted in a vertical overlap as Mpact supplied RCC with corrugated board (sheet) and to a limited extent corrugated packaging. The Commission considered the merged entities' ability to exercise market power in the market for the manufacture of corrugated board, thereby foreclosing its rivals in the downstream market for the supply of corrugated packaging.
12. The Commission found that Mpact does not have the ability to foreclose the downstream competitors as there are alternatives in the upstream market who control close to 80% of the supply. The Commission does not carry out a detailed vertical effects analysis as the current data indicates that competitors of RCC and Mpact have continued to operate within the market with new entrants entering the market during the period when the mergers were prior implemented. Furthermore, Mpact does not appear to have gained any considerable market share in the supply of corrugated packaging as a result of the prior implemented mergers.
13. In addition, the Commission notes that prior to the merger, RCC did not purchase any significant amounts of corrugated board from any third parties save for Mpact. Therefore, it is

unlikely that the prior implemented mergers resulted in any input or customer foreclosure mainly due to relatively low market shares of the merged entity in both upstream and downstream markets.

### ***Coordinated effects***

14. The Commission considered whether the prior implemented transactions resulted in coordination in the market, as there are several cartel investigations in the corrugated packaging markets. Of note is that Mpact and RCC are directly implicated in these cartel investigations.
15. The Commission investigation of this merger found that it facilitated collusion between Mpact and RCC. The Commission notes that Mpact did not acquire sole control over RCC and as such Mpact and RCC did not constitute a single economic entity. The Commission further found evidence of collaboration between Mpact and RCC where prices, customers and volumes of corrugated packaging products were discussed. It should be noted that this is in a context where Rebel/Mpact did not exercise sole control of RCC and therefore could not have been part of a single economic entity. This therefore implies that Mpact and RCC were competitors that exchanged commercially sensitive information.
16. The Commission notes that in the merger between Rebel and Seyfert, which was recently prohibited, the same evidence was found. It should also be noted that even in that transaction, Rebel/Mpact implemented that transaction without notifying the Competition Authorities. In this transaction, like the Rebel/Seyfert merger, the Commission found that these transactions facilitated the collusion between Mpact and RCC in contravention of section 4(1)(b) of the Act.
17. Lastly, the Commission notes that although this assessment relates to RCC, Mpact has implemented various other similar transactions in Gauteng and the Western Cape. As such, considering the impact of all these transactions in totality, the Commission is of the view that there may have been a substantial effect in the market. Therefore, the Commission concludes that the collusive conduct by Mpact as a result of these mergers raised substantial competition concerns.

### ***Remedies***

18. Given the nature of the anti-competitive concerns this merger raises, namely collusion which is a per se prohibition in terms of section 4(1)(b) of the Act, there is no remedy that could alleviate it. Mpact and RCC have been colluding for approximately 13 years since the merger was implemented and have successfully sustained the collusion without detection.
19. In order to address this concern, the Commission is of the view that a prohibition of the merger is the only appropriate remedy. Further, the Commission is of the view that since the merger was implemented already, divestiture of Mpact's 49% shares of RCC is also an appropriate remedy.
20. The merger does not raise any public interest concerns.
21. The Commission therefore prohibits the prior-implemented merger between Mpact and RCC.

Enquiries in this regard may be addressed to Manager: Mergers and Acquisitions Division at Private Bag X23, Lynnwood Ridge, 0040. Telephone: (012) 394 3298, or Facsimile: (012) 394 4298.

## DEPARTMENT OF ECONOMIC DEVELOPMENT

NO. 374

27 MARCH 2020

## COMPETITION COMMISSION

## NOTIFICATION TO PROHIBIT THE TRANSACTION INVOLVING:

REBEL PACKAGING (PTY) LTD

AND

RIGHT CORRUGATED CONTAINERS (PTY) LTD

CASE NUMBER: 2019JUN0040

1. On 25 June 2019, the Competition Commission (Commission) was notified of the prior implemented merger whereby Rebel Packaging (Pty) Ltd (Rebel) acquired control over Right Corrugated Containers (Pty) Ltd (RCC) in 2006, without notifying the Competition Authorities as required by section 13A of the Competition Act of 1998, as amended (the Act).
2. The primary acquiring firm is Rebel, a firm incorporated in accordance with the company laws of the Republic of South Africa (South Africa). Rebel is a wholly owned subsidiary of Mpact Limited (Mpact). Rebel and Mpact are used interchangeably in this report and essentially refer to the acquiring firm.
3. The primary target firm is RCC, a firm incorporated in accordance with the company laws of South Africa. In 2006 before the implementation of this merger, RCC was controlled by its shareholders.

***Activities of the parties***

4. Mpact is a paper and plastics packaging manufacturer with operations in South Africa, Mozambique, Namibia and Botswana. Its business involves the production of paper and plastic packaging products; and recycling (of both paper and plastic). Mpact's paper business

comprises three parts, each of which operates at a different level of the paper and paper packaging value chain.

5. Of relevance to the proposed transaction is Mpact's corrugated and converted paper products operations, wherein Mpact is active in the production of printed and unprinted converted corrugated and other paper products, including corrugated packaging, corrugated boxes, die-cut cases, folded glued cases, trays, point-of-sale displays, converted paper products for the quick service restaurant (QSR) sector, as well as paper bags.
6. RCC operates as a sheet plant and is based in Boksburg, Gauteng. Sheet plants purchase corrugated sheet board from corrugating facilities and convert this boards into corrugated boxes and other finished packaging products.

### ***Overlap***

7. The prior implemented merger raised both horizontal and vertical overlaps between the activities of the merging parties. The horizontal overlap was in relation to the manufacturing and supply of finished corrugated boxes and packaging products. The vertical overlap arose as Mpact supplies RCC with corrugated board which is an input in the manufacturing of finished corrugated boxes and other finished packaging products. As a result, the Commission considered the following markets:

7.1. The upstream market for the manufacture and supply of corrugated boards in Gauteng, and

7.2. The downstream market for the manufacture and supply of corrugated boxes and packaging in Gauteng.

### ***Competition Assessment***

8. In the upstream market for manufacturing and supply of corrugated boards, the Commission found that Mpact has an estimated market share of approximately between 20 – 30%. The remainder of the market shares are held by Neopak, Corruseal and New Era. This indicates that Mpact is unlikely to have acquired market power in the upstream market as they were/are

constrained by other market participants who account for the remaining 70 - 80% of the market share.

9. In the downstream market for the manufacture and supply of corrugated boxes and other finished packaging products in Gauteng, the Commission found that Mpact had an estimated market share of between 10 - 20% in 2017 while RCC had an estimated market share of below 5%. Rebel/Mpact's acquisition of RCC, along with interest it held in other sheetplants, implied that it had a combined post-merger market share of approximately between 20 – 30%. The merged entity continues to be constrained by firms such as New Era, Corruseal, Neopak and others who operate in Gauteng.
10. Therefore, the Commission is of the view that the prior implemented mergers did not provide Mpact/Rebel with the ability to unilaterally increase prices in Gauteng Province mainly due low market share accretion and the presence of alternatives.

#### ***Vertical assessment***

11. As discussed above, the merger resulted in a vertical overlap as Mpact supplied RCC with corrugated board (sheet) and to a limited extent corrugated packaging. The Commission considered the merged entities' ability to exercise market power in the market for the manufacture of corrugated board, thereby foreclosing its rivals in the downstream market for the supply of corrugated packaging.
12. The Commission found that Mpact does not have the ability to foreclose the downstream competitors as there are alternatives in the upstream market who control close to 80% of the supply. The Commission does not carry out a detailed vertical effects analysis as the current data indicates that competitors of RCC and Mpact have continued to operate within the market with new entrants entering the market during the period when the mergers were prior implemented. Furthermore, Mpact does not appear to have gained any considerable market share in the supply of corrugated packaging as a result of the prior implemented mergers.
13. In addition, the Commission notes that prior to the merger, RCC did not purchase any significant amounts of corrugated board from any third parties save for Mpact. Therefore, it is



unlikely that the prior implemented mergers resulted in any input or customer foreclosure mainly due to relatively low market shares of the merged entity in both upstream and downstream markets.

### ***Coordinated effects***

14. The Commission considered whether the prior implemented transactions resulted in coordination in the market, as there are several cartel investigations in the corrugated packaging markets. Of note is that Mpact and RCC are directly implicated in these cartel investigations.
15. The Commission investigation of this merger found that it facilitated collusion between Mpact and RCC. The Commission notes that Mpact did not acquire sole control over RCC and as such Mpact and RCC did not constitute a single economic entity. The Commission further found evidence of collaboration between Mpact and RCC where prices, customers and volumes of corrugated packaging products were discussed. It should be noted that this is in a context where Rebel/Mpact did not exercise sole control of RCC and therefore could not have been part of a single economic entity. This therefore implies that Mpact and RCC were competitors that exchanged commercially sensitive information.
16. The Commission notes that in the merger between Rebel and Seyfert, which was recently prohibited, the same evidence was found. It should also be noted that even in that transaction, Rebel/Mpact implemented that transaction without notifying the Competition Authorities. In this transaction, like the Rebel/Seyfert merger, the Commission found that these transactions facilitated the collusion between Mpact and RCC in contravention of section 4(1)(b) of the Act.
17. Lastly, the Commission notes that although this assessment relates to RCC, Mpact has implemented various other similar transactions in Gauteng and the Western Cape. As such, considering the impact of all these transactions in totality, the Commission is of the view that there may have been a substantial effect in the market. Therefore, the Commission concludes that the collusive conduct by Mpact as a result of these mergers raised substantial competition concerns.

### ***Remedies***

18. Given the nature of the anti-competitive concerns this merger raises, namely collusion which is a per se prohibition in terms of section 4(1)(b) of the Act, there is no remedy that could alleviate it. Mpact and RCC have been colluding for approximately 13 years since the merger was implemented and have successfully sustained the collusion without detection.
19. In order to address this concern, the Commission is of the view that a prohibition of the merger is the only appropriate remedy. Further, the Commission is of the view that since the merger was implemented already, divestiture of Mpact's 49% shares of RCC is also an appropriate remedy.
20. The merger does not raise any public interest concerns.
21. The Commission therefore prohibits the prior-implemented merger between Mpact and RCC.

Enquiries in this regard may be addressed to Manager: Mergers and Acquisitions Division at Private Bag X23, Lynnwood Ridge, 0040. Telephone: (012) 394 3298, or Facsimile: (012) 394 4298.

## DEPARTMENT OF ECONOMIC DEVELOPMENT

NO. 375

27 MARCH 2020

## COMPETITION COMMISSION

## NOTIFICATION TO PROHIBIT THE TRANSACTION INVOLVING:

REBEL PACKAGING (PTY) LTD

AND

BOX BOYZ SA (PTY) LTD

CASE NUMBER: 2019JUN0037

1. On 24 June 2019, the Competition Commission (Commission) was notified of the prior implemented merger whereby Rebel Packaging (Pty) Ltd (Rebel) acquired control over Box Boyz SA (Pty) Ltd (Box Boyz) in 2006, without notifying the Competition Authorities as required by section 13A of the Competition Act of 1998, as amended (the Act). The parties further indicated that they entered into a Share Repurchase Agreement wherein the current shareholders of Box Boyz will re-acquire the shareholding held by Rebel.
2. The primary acquiring firm is Rebel, a firm incorporated in accordance with the company laws of the Republic of South Africa (South Africa). Rebel is a wholly owned subsidiary of Mpact Limited (Mpact). Rebel and Mpact are used interchangeably in this report and essentially refer to the acquiring firm.
3. The primary target firm is Box Boyz, a firm incorporated in accordance with the company laws of South Africa.

***Activities of the parties***

4. Mpact is a paper and plastics packaging manufacturer with operations in South Africa, Mozambique, Namibia and Botswana. Its business involves the production of paper and plastic packaging products; and recycling (of both paper and plastic). Mpact's paper business comprises three parts, each of which operates at a different level of the paper and paper packaging value chain.
5. Of relevance to the proposed transaction is Mpact's corrugated and converted paper products operations, wherein Mpact is active in the production of printed and unprinted converted corrugated and other paper products, including corrugated packaging, corrugated boxes, die-cut cases, folded glued cases, trays, point-of-sale displays, converted paper products for the quick service restaurant (QSR) sector, as well as paper bags.
6. Box Boyz operates as a sheet plant and is based in Boksburg, Gauteng. Sheet plants purchase corrugated sheet board from corrugating facilities and convert this boards into corrugated boxes and other finished packaging products.

***Overlap***

7. The prior implemented merger raised both horizontal and vertical overlaps between the activities of the merging parties. The horizontal overlap was in relation to the manufacturing and supply of finished corrugated boxes and packaging products. The vertical overlap arose as Mpact supplies Box Boyz with corrugated board which is an input in the manufacturing of finished corrugated boxes and other finished packaging products. As a result, the Commission considered the following markets:

7.1. The upstream market for the manufacture and supply of corrugated boards in Gauteng; and

7.2. The downstream market for the manufacture and supply of corrugated boxes and packaging in Gauteng.

**Competition Assessment**

8. In the upstream market for manufacturing and supply of corrugated boards, the Commission found that Mpact has an estimated market share of between 20 – 30%. The remainder of the market shares are held by Neopak, Corruseal and New Era. This indicates that Mpact is unlikely to have acquired market power in the upstream market as they were/are constrained by other market participants who account for the remaining 70 - 80% of the market share.
9. In the downstream market for the manufacture and supply of corrugated boxes and other finished packaging products in Gauteng, the Commission found that Mpact had an estimated market share of between 10 - 20% in 2017 while Box Boyz had an estimated market share of below 5%. Rebel/Mpact's acquisition of Box Boyz, along with interest it held in other sheetplants, implied that it had a combined post-merger market share of between 20 - 30%. The merged entity continues to be constrained by firms such as New Era, Corruseal, Neopak and others who operate in Gauteng.
10. Therefore, the Commission is of the view that the prior implemented mergers did not provide Mpact/Rebel with the ability to unilaterally increase prices in Gauteng Province mainly due to low market share accretion and the presence of alternatives.

**Vertical assessment**

11. As discussed above, the merger resulted in a vertical overlap as Mpact supplied Box Boyz with corrugated board (sheet) and to a limited extent corrugated packaging. The Commission considered the merged entities' ability to exercise market power in the market for the manufacture of corrugated board, thereby foreclosing its rivals in the downstream market for the supply of corrugated packaging.
12. The Commission found that Mpact does not have the ability to foreclose the downstream competitors as there are alternatives in the upstream market who control close to 80% of the supply. The Commission does not carry out a detailed vertical effects analysis as the current data indicates that competitors of Box Boyz and Mpact have continued to operate within the market with new entrants entering the market during the period when the mergers were prior

implemented. Furthermore, Mpact does not appear to have gained any considerable market share in the supply of corrugated packaging as a result of the prior implemented mergers.

13. In addition, the Commission notes that prior to the merger, Box Boyz did not purchase any significant amounts corrugated board from any third parties save for Mpact. Therefore, it is unlikely that the prior implemented mergers resulted in any input or customer foreclosure mainly due to relatively low market shares of the merged entity in both upstream and downstream markets.

#### ***Coordinated effects***

14. The Commission considered whether the prior implemented transactions resulted in coordination in the market, as there are several cartel investigations in the corrugated packaging markets. Of note is that Mpact and Box Boyz are directly implicated in these cartel investigations.
15. The Commission investigation of this merger found that it facilitated collusion between Mpact and Box Boyz. The Commission notes that Mpact did not acquire sole control over Box Boyz and as such Mpact and Box Boyz did not constitute a single economic entity. The Commission further found evidence of collaboration between Mpact and Box Boyz where prices, customers and volumes of corrugated packaging products were discussed. It should be noted that this is in a context where Rebel/Mpact did not exercise sole control of Box Boyz and therefore could not have been part of a single economic entity. This therefore implies that Mpact and Box Boyz were competitors that exchanged commercially sensitive information.
16. The Commission notes that in the merger between Rebel and Seyfert, which was recently prohibited, the same evidence was found. It should also be noted that even in that transaction, Rebel/Mpact implemented that transaction without notifying the Competition Authorities. In this transaction, like the Rebel/Seyfert merger, the Commission found that these transactions facilitated the collusion between Mpact and Box Boyz in contravention of section 4(1)(b) of the Act.
17. Lastly, the Commission notes that although this assessment relates to Box Boyz, Mpact has implemented various other similar transactions in Gauteng and the Western Cape. As such,

considering the impact of all these transactions in totality, the Commission is of the view that there may have been a substantial effect in the market.

### ***Remedies***

18. Given the nature of the anti-competitive concerns this merger raises, namely collusion, which is a per se prohibition in terms of section 4(1)(b) of the Act, there is no remedy that could alleviate it. Mpact and Box Boyz have been colluding for approximately 13 years since the merger was implemented and have successfully sustained the collusion without detection.
19. In order to address this concern, the Commission is of the view that a prohibition of the merger is the only appropriate remedy. Further, the Commission is of the view that since the merger was implemented already, divestiture of Mpact 44% share of Box Boyz is also an appropriate remedy.
20. The Commission, however, notes that following its prohibition of Mpact/Seyfert merger, Mpact has entered into a Shares Repurchase Agreement with the other shareholders of Box Boyz in terms of which it intends to sell the shares back to the original owners. This will ensure that the cartel contravention occurring as a result of the shareholding and the ability to appoint board members at the sheetplants is curtailed. This is enough to remedy the competition issues.
21. The merger does not raise any public interest concerns.
22. The Commission therefore prohibits the prior-implemented merger between Mpact and Box Boyz.

Enquiries in this regard may be addressed to Manager: Mergers and Acquisitions Division at Private Bag X23, Lynnwood Ridge, 0040. Telephone: (012) 394 3298, or Facsimile: (012) 394 4298.

## DEPARTMENT OF HEALTH

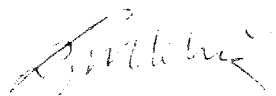
NO. 376

27 MARCH 2020

## HEALTH PROFESSIONS ACT, 1974 (ACT NO.56 OF 1974)

REGULATIONS RELATING TO THE SPECIALITIES AND SUBSPECIALITIES IN  
MEDICINE AND DENTISTRY: AMENDMENT

The Minister of Health has, in terms of section 35 of the Health Professions Act, 1974 (Act No. 56 of 1974), and after consultation with the Health Professions Council of South Africa, made the Regulations in the Schedule.



DR ZWELI MKHIZE

MINISTER OF HEALTH

DATE: 20/1/2020

## SCHEDULE

## Definitions

1. In these regulations “**the regulations**” means Regulations relating to the Specialities and Subspecialities in Medicine and Dentistry published under Government Notice No. R. 590 of 29 June 2001, as amended by Government Notices Nos. R. 1457 of 13 December 2004, R. 712 of 17 August 2007, R. 645 of 22 August 2012, and R. 971 of 02 September 2016, and any word or expression to which a meaning has been assigned in the regulations shall bear such meaning, unless the context indicates otherwise –



## Amendment of regulation 2 of the regulations

2. Regulation 2 of the regulations is hereby amended –

- (a) by the deletion in sub regulation (1) of the speciality “**Physical medicine**”, and the note following this speciality;
- (b) by the insertion in sub regulation (1) of the speciality “**Sports and Exercise Medicine**”; and
- (c) by the substitution, in sub regulation (2), for the speciality “**Oral Pathology**..... **Oral Pathologist**” of the following speciality:

**“Oral and Maxillofacial pathology ..... Oral and Maxillofacial pathologist”**

## Amendment of regulation 3 of the regulations

3. Regulation 3 of the regulations is hereby amended –

- (a) by the deletion of the following subspecialties and any note following these subspecialties:
  - (i) “Medical Genetics;
  - (ii) Occupational health; and
  - (iii) Paediatric Surgery”.
- (b) by the insertion, in alphabetical order, of the following subspecialties:
  - (i) “Addiction Psychiatry;
  - (ii) Community Paediatrics;
  - (iii) Consultation-Liaison Psychiatry;
  - (iv) Hepatology;
  - (v) Paediatric Emergency Medicine; and
  - (vi) Urogynaecology”

## Amendment of regulation 4 of the regulations

4. Regulation 4 of the regulations is hereby amended by the insertion, in alphabetical order, of the following registrable subspecialties and basic specialities:

***Registrable subspeciality***

***Basic speciality***

---

(i)	"Addiction Psychiatry	Psychiatry
(ii)	Vascular Surgery	Cardiothoracic surgery General Surgery
(iii)	Community Paediatrics	Paediatrics
(iv)	Consultation-Liaison Psychiatry	Psychiatry
(v)	Hepatology	Internal Medicine"
(vi)	Paediatric Emergency Medicine	Paediatrics Emergency medicine
(vii)	Urogynaecology	Obstetrics and Gynaecology Urology and Surgery

#### **Amendment of regulation 6 of the regulations**

**5.** Regulation 6 of the regulations is hereby amended –

(a) by the substitution for paragraph (a) of sub regulation (2) of the following paragraph:

"(a) In the case of the specialties Anaesthesiology, Dermatology, Medical Genetics, Medicine, Neurology, Nuclear Medicine, Obstetrics and Gynaecology, Ophthalmology, Orthopaedics, Otorhinolaryngology, Paediatrics, Psychiatry, Radiation Oncology, and Urology, a person shall have obtained at least four years' satisfactory education and training as the holder of a board-approved post as registrar at a hospital, department or facility accredited by the board for specialist education and training."

(b) by the addition in sub regulation (2) and after paragraph (l) of the following paragraph:

“(m) In the case of the specialities Cardiothoracic Surgery, Diagnostic Radiology, ENT (Otorrhinolaryngology), General Surgery, . Neurosurgery. Obsteterics and Gynaecology, Ophthalmology, Orthopaedic Surgery, Paediatric Surgery, Plastic and Reconstructive Surgery, Urology, a person shall have obtained at least five years satisfactory education and training as the holder of a board-approved post as registrar at a hospital, department or facility accredited by the board for specialist education and training.”

(c) by the substitution, for item (aa) of subparagraph (i) of paragraph (a) in sub regulation (3), of the following item:

“(aa) the applicant was registered as a medical practitioner in terms of the Act for the full duration of the training of the speciality; and”

#### **Amendment of regulation 7 of the regulations**

6. Regulation 7 of the regulations is hereby amended by –

(a) the substitution for sub regulation (2) of the following sub regulation:

“(2) In addition to the requirements in subregulations (1), the following requirements shall apply to the specialities listed:

(a) In the case of the specialities Community Dentistry, Maxillo-facial and Oral Surgery, Oral Medicine and Periodontics, Orthodontics and Prosthodontics, a person shall have obtained at least four years' education and training as the holder of a post of registrar approved by the board at a hospital, department or facility accredited by the board for specialist education and training.

(b) In the case of the speciality Oral and Maxillofacial Pathology, a person shall have obtained at least five years' education and training, of,

which at least two years shall have been in Pathology (Anatomical) at an academic teaching department of a teaching hospital accredited as such by the board."

- (c) by the substitution, for item (aa) of subparagraph (i) of paragraph (a) in sub regulation (3), of the following item:

"(aa) the applicant was registered as a dentist in terms of the Act for the full duration of the training of the speciality; and"

**Amendment of regulation 10 of the regulations**

7. Regulation 10 of the regulations is hereby amended by the deletion of subregulation (3).

**Short Title**

8. Regulations Relating to the Specialities and Subspecialities in Medicine and Dentistry: Amendment, 2019.

## DEPARTMENT OF HEALTH

NO. 377

27 MARCH 2020

**MEDICINES AND RELATED SUBSTANCES ACT, (ACT NO. 101 OF 1965)****REGULATIONS RELATING TO A TRANSPARENT PRICING SYSTEM FOR  
MEDICINES AND SCHEDULED SUBSTANCES****(DISPENSING FEE TO BE CHARGED BY PERSONS LICENSED IN TERMS OF  
SECTION 22C (1) (a))**

The Minister of Health has, on the recommendation of the Pricing Committee, in terms of Section 22G of the Medicine and Related Substances Act, 1965 (Act No. 101 of 1965) as amended, made the regulations in the schedule.

**SCHEDULE****Definitions**

1. In these regulations any word or expression to which a meaning has been assigned in the Act shall have such meaning and, unless the context indicates otherwise-

**"the Regulations"** means the Regulations Relating to the Transparent Pricing System for Medicines and Scheduled Substances published under government Notice No. R1102 of November 2005 as amended.

**Substitution of Regulation 12**

2. The following regulation is hereby substituted for regulation 12 of the regulations:

“12. The appropriate dispensing fee as contemplated in section 22G of the Act to be charged by persons licensed in terms of section 22C (1) (a) of the Act must be calculated, exclusive of VAT, as follows:

- (a) Where the single exit price of a medicine or scheduled substance is less than one hundred and twenty eight rand (R128.00), the dispensing fee must not exceed 30% of the single exit price in respect of that medicine or scheduled substance;
  - (b) Where the single exit price of a medicine or scheduled substance is equal to or greater than one hundred and twenty eight rand (R128.00), the dispensing fee must not exceed thirty eight rand and forty cents (R38.40) in respect of that medicine or scheduled substance;
3. The provisions of sub-regulation 2 must be reviewed annually by the Minister after taking into account-
- (a) the need to ensure the availability and affordability of quality medicines and scheduled substances in the Republic;
  - (b) annual inflation rates published periodically by Statistics South Africa;
  - (c) information supplied by persons licensed to dispense in terms of section 22C (1)(a) in accordance with guidelines determined by the Minister from time to time by Notice in the Gazette; and

(d) any other information the Minister may deem necessary to consider.

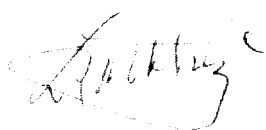
4. Persons Licensed to dispense in terms of section 22C (1) (a) must-

(a) by means of a clearly displayed notice in the dispensing practice, inform members of the public using the dispensing practice of the maximum fee structure used by such dispensing practice to determine the dispensing fee; and

(b) provide an invoice that in respect of each medicine clearly indicates the-

(i) dispensing fee charged; and

(ii) the single exit price;



**DR ZL MKHIZE, MP**  
**MINISTER OF HEALTH**

**DATE:** 12/12/2019

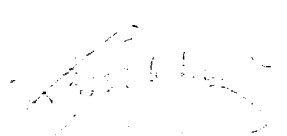
## DEPARTMENT OF HEALTH

NO. 378

27 MARCH 2020

**DENTAL TECHNICIANS ACT, 1979 (ACT No. 19 of 1979)**  
**REGULATIONS REGARDING THE REGISTRATION AND TRAINING OF STUDENT DENTAL**  
**TECHNICIANS AND STUDENT DENTAL TECHNOLOGISTS**

The Minister of Health has, under section 50 of the Dental Technicians Act, 1979 (Act No. 19 of 1979), on the recommendation of the South African Dental Technicians Council, made the Regulations in the Schedule.

  
**DR. Z.L. MKHIZE, MP**  
**MINISTER OF HEALTH**

DATE: 20/01/2020

**SCHEDULE**

**Definitions**

1. In these regulations, any expression to which a meaning has been assigned in the Act bear that meaning and unless the context indicates otherwise -

**"approved institution"** means a public higher education institution or private institution approved under the Higher Education Act 1997 (Act No. 101 of 1997) and accredited by the Council;

**"council"** means the South African Dental Technicians Council established in terms of section xx of the Act;

**"education committee"** means the committee established by the council in terms of section 11 of the Act;

**"education inspector"** means an inspector referred to in regulations 15 and 16 and Section 31 of the Act;

**"employer"** means the owner of a registered dental laboratory and who employs a registered dental technician or dental technologist;



**"extended curriculum programme"** means learning activities at the lower end of the higher education band that are intended to enable students from disadvantaged educational backgrounds to acquire the academic foundation necessary for succeeding in higher education, and that must lead to a purposeful and structured set of learning outcomes that lead to an approved and recognised professional qualification;

**"dental technician"** means any person who is registered as such by the Council;

**"dental technologist"** means any person who is registered as such by the Council;

**"final summative practical assessment"** means the last practical assessment in any appropriate subject in any academic year that is intended to assess the student's fitness for an approved purpose, at a given level, but specifically referring to those assessments at the end of a programme that would be presented to or considered by the Council for professional registration purposes;

**"laboratory"** means a dental laboratory registered under section 30 of the Act;

**"minimum requirements"** means-

- (a) the annual determined requirements approved by the Council on the recommendation of an accreditation panel of the education committee of the Council; and
- (b) for the purposes of regulations 9, 10 and 11, the annual determined requirements contemplated in paragraph (a) for practical education and training required by the approved syllabus of an approved institution for the appropriate practical subject, of which the successful completion may be considered by the Council for registration purposes;

**"NQSF"** means a National Qualifications Sub-Framework as contemplated in the National Qualifications Framework Act, 2008 (Act No. 67 of 2008);

**"professional study"** means study at an approved institution for any of the Council approved qualifications and aligned to the prevailing NQSF or any national structure that may replace it from time to time, and the expressions "professional study in dental technology" and "study in dental technology" have corresponding meanings;

**"Regulations"** means these Regulations;

**"senate"** means the highest authority at an university of technology or a similar approved structure at a private institution approved under the Higher Education Act 1997 (Act No 101 of 1997);

**"the Act"** means the Dental Technicians Act, (Act No. 19 of 1979) as amended; and

**"work integrating learning" and "practical laboratory exposure"** mean education that combines learning in the lecture room with learning in the dental laboratory where academic knowledge is applied through relevant work experience outside the lecture room and the challenges and insights so gained are brought back to the lecture room for further analysis and reflection, work-integrating-learning and practical laboratory exposure.

**Approval of training institutions: Procedure in accreditation and evaluation of training**

2 (1) An application by a training institution for permission to offer or provide any education or training which is intended to qualify a person to practice the profession of a dental technician or a dental technologist, must be submitted in writing by that institution to the Council at least six months prior to the commencement of such education or training.

(2) The application referred to in subregulation (1) must be accompanied by the applicant's capital expenditure budget; equipment maintenance plan; and future contingencies for applying new technologies; self-evaluation report based on the guidelines provided by the Council; and must meet the criteria determined by the Council from time to time by rule.

(3) A training institution must, in support of its application, indicate whether offering any of the approved qualifications at the approved institution has been approved by all other reporting structures both internal and external to the said approved institution, where applicable

(4) On receipt of an application contemplated in subregulation (1), the Council may-

- (a) request from the applicant or any other person any further information that it deems necessary to enable it to consider the application; and
- (b) appoint an evaluation panel or another structure of Council, if deemed necessary and make the necessary arrangements including but not limited to scheduling the date of the evaluation with the educational institution.

(5) The evaluation panel referred to in sub regulation (4) (b) must conduct the evaluation in accordance with the criteria determined by the Council, and provide the Council with the evaluation report and its recommendations.

(6) The Council must consider the application together with the evaluation report and the recommendations of the evaluation panel and decide on whether or not to accredit the training in question.

(7) The Council may, after considering the application together with the evaluation report and the evaluation panel's recommendations and before deciding on the application, direct the registrar to ask the educational institution to clarify specified aspects of the application or to provide any additional information to enable the council to make its own decision.

(8) The Council may, having considered the application, evaluation report, recommendations of the evaluation panel, and any clarification or additional information from the educational institution, approve, conditionally approve, or refuse the accreditation of the training and educational institution concerned and if approved must approve the number of student dental technicians or technologists who may be enrolled as first-year students.

(9) An approved institution must employ only dental technologists registered with the Council in the education and training of student dental technicians or technologists, and other suitably qualified persons approved by the council for any ancillary subjects such as those related to professional ethics and practice.

### **Duration of accreditation**

3. (1) The Council may, subject to regulation 2(8) accredit the training concerned for a period not exceeding five years.

(2) If the application does not meet all the criteria determined by the Council, the Council may provisionally accredit the training concerned for a period of time less than five years and subject to certain conditions that:-

- (a) The council must re-evaluate the training referred to in subregulation (1) after every five years, and after the period of time stipulated in subregulation (2);
- (b) The council may, at any time after accrediting training and before the expiry of the five-year period of accreditation, direct that an accredited training and educational institution be re-evaluated, should it be in receipt of information to the effect that the accredited training and educational institution no longer meets the requirements prescribed by the council.

**Withdrawal of accreditation**

4. (1) The Council may withdraw the accreditation of the training and the educational institution referred to in these regulations if:

- (a) the training and the educational institution no longer meets the minimum requirements determined by the Council; and
- (b) information is brought to the council to the effect that such training and an educational institution no longer comply with the conditions of accreditation as may have been determined by the Council.

(2) The Council must, prior to the withdrawal of the accreditation of training and an educational institution, give an educational institution 30 days within which to furnish the reasons why such training and an educational institution's accreditation should not be withdrawn.

(3) The Council must consider the reasons furnished by an educational institution before withdrawing the accreditation of an educational institution.

(4) Should the Council decide to withdraw accreditation of training and an educational institution, the Council must, in writing, inform such an educational institution and the students at such an educational institution of its decision accordingly.

(5) The Council may, having withdrawn the accreditation of the training in an educational institution, give any direction to the educational institution and the students at that educational institution.

(6) The council may require a person who is in possession of a qualification from an educational institution whose accreditation has been withdrawn to undergo and pass an evaluation or evaluations both in the theoretical as well as the practical aspect of dental technology as it applies to the relevant qualification, before considering such person for registration in terms of the Act.

**Composition of the evaluation panel**

5. (1) Wherever possible, and subject to the approval of council, the evaluation panel should comprise:

- (a) A member of council as Chair;
- (b) A representative of the discipline of Complete Removable Prosthodontics;

- (c) A representative of the discipline of Partial Removable Prosthodontics;
- (d) A representative of the discipline of Fixed Prosthodontics;
- (e) A representative of the discipline of Orthodontics;
- (f) Any other person the council may wish to include;
- (g) In attendance: a council observer; and
- (h) Council secretariat.

(2) Council shall determine and publish, by Rule, from time to time, fees payable to members of the evaluation panel for the evaluation of the training and the educational institution and for the preparation of the evaluation report for accreditation or re-accreditation contemplated in these regulations.

(3) The registrar must pay members of the evaluation panel fees and disbursements due to the members of the evaluation panel on the submission, to the registrar, of the final evaluation report.

### **Registration of student dental technician or dental technologist**

6. (1) An application for registration as a student dental technician or student technologist must be made to the council within 90 days after the commencement of the applicant's study: provided that the council may grant an extension of the period, as it considers appropriate.

(2) An application for registration as a student dental technician or student technologist must be accompanied by-

- (a) a certified copy of a birth certificate or, if the applicant is unable to submit a birth certificate, alternative proof of age and correct names to the satisfaction of the registrar;
- (b) a certificate, which is equivalent to any grade 12 or equivalent educational qualification that regulates admission to a higher educational institution at the level of such specific qualification;
- (c) a declaration from the approved institution concerned indicating that the applicant has commenced studies in dental technology at that approved institution, and indicating the programme, the year of study for which the applicant is enrolled and the date on which he or she was so enrolled; and
- (d) a registration fee as determined by council from time to time.

(3) A student dental technician or student technologist must not be registered by the council if any of the documents referred to in sub regulation (2)(a),(b) or (c) have not been received as well as the payment referred to in sub regulation (2)(d) by 30 April of the applicable year of study.

(4) An approved institution may, on the grounds of previous education or training of a student dental technician or student dental technologist in dental technology, grant such a student exemption from studies for a specific study year, as long as the requirements of council are upheld.

(5) A student dental technician or dental technologist whose registration as such has expired but, who, within one year thereafter, resumes his or her professional study, must submit an application for re-registration to the council within 14 days of the resumption of his or her professional study: Provided that the council may extend the period of 14 days, as it considers appropriate.

- (6) An application referred to in sub regulation (5) must be accompanied by-
- (a) A declaration indicating that the applicant has resumed his or her professional study;
  - (b) the original registration certificate issued by the council; and
  - (c) an amount payable as determined by the council from time to time.

(7) Despite sub regulation (6), the name of a student dental technician or student technologist who interrupts his or her professional study for not more than one year and who applies in writing to the council to continue his or her studies in the following year, must not be removed from the register of student dental technicians or dental technologist during the said period.

(8) A person who applies for re-registration in terms of sub regulation (5) but who is not able to submit his or her original certificate as required in terms of regulation (6) (b) must apply to the council for a certified copy of his or her original registration certificate, for which a fee as determined by council from time to time is payable.

(9) An application for re-registration as a student dental technician or dental technologist must be accompanied by-

- (a) a certified copy of the relevant approved and recognised qualification in dental technology of the applicant concerned, or other proof from the approved institution that the applicant has complied with the requirements for the prerequisite qualification;

- (b) a declaration from the approved institution concerned indicating that the applicant has commenced studies towards the appropriate qualification at that approved institution, and the date on which he or she was so enrolled; and
- (c) a registration fee as determined by the council from time to time.

(10) A student dental technician or dental technologist must not be registered or re-registered by the council if any of the documents referred to in subregulation (9)(a) or (b) as well as the payment referred to in subregulation (9)(c) have not been received by 30 April of the applicable year of study.

(11) Any application for registration or re-registration, together with the applicable documents and fees, submitted after the period of 90 days referred to in sub regulation (1), or the period of 14 days referred to in sub regulation (5), as the case may be, must be subject to an additional registration fee as determined by the council for each month or portion of a month that the application is overdue, subject to any extension that the council may grant.

(12) No person must be registered or re-registered unless he or she has complied with sub regulation 2, 5 or 8, as the case may be, and with sub regulation 11, where applicable.

(13) A registration certificate in a format approved by the council must be issued to each student dental technician or dental technologist, as the case may be.

#### **Information to be supplied by an approved institution**

7. (1) An approved institution must, as soon as possible after 15 March of each year, submit a list to the council indicating the full names of all-

- (a) student dental technicians or dental technologists enrolled at such approved institution on 15 March of that year;
- (b) student dental technicians or dental technologists who abandoned their studies during the preceding 12 months, and, in cases where students have discontinued their professional study, the date of such discontinuation;
- (c) student dental technicians or dental technologists who temporarily abandoned their studies during the preceding 12 months, together with the reasons for such temporary abandonment and the date, where possible, on which such persons anticipate resuming their studies; and

- (d) student dental technicians or dental technologists, who, after the temporary abandonment of their studies, resumed their studies during the preceding 12 months.

(2) Every approved institution must notify the council within 30 days after a student dental technician or technologist, has been found guilty by such an approved institution, of misconduct in terms of the rules and regulations of the approved institution concerned, and must furnish the council with full particulars of such conduct.

(3) If a student is in contravention of the statutes under the administration of the council, such contravention must be reported to the registrar of the council for decision and possible action.

#### **Removal of names from register of student dental technicians or dental technologists**

- 8. The registrar must remove the name of a student dental technician or dental technologist, from the register that is kept in terms of section 20 of the Act-
  - (a) as soon as he or she has been registered as a dental technician or dental technologist or 30 days after the registrar receives notice of the name of such student in accordance with regulation 11; or
  - (b) as soon as evidence has been submitted to the satisfaction of the registrar that the student dental technician or dental technologist has abandoned his or her professional study in South Africa.

#### **Minimum curriculum for courses leading to registration as a dental technician**

- 9. (1) (a) The period of professional study in dental technology must be from the date of registration as a student dental technician, at an approved institution until the date on which the appropriate recognised qualification, entitling such student dental technician to register as a dental technician, is awarded, or until such time as a National Professional Examination when available, has been passed.
- (b) The period referred to in paragraph (a) must consist of at least the minimum time prescribed for that qualification level as it appears on the NQSF, inclusive of both academic training at an approved institution and such practical laboratory exposure as may be applicable .



(2) From the first year of study all subjects must be aimed at training in dental technology.

(3) The syllabus for professional study for any of the council approved qualifications at any of the NQSF must consist of systematic instruction and, where applicable, practical work, and must cover the following:

- (a) All aspects of modern dental technology that are benchmarked internationally;
- (b) Dental materials science appropriate to the aspects referred to in paragraph (a) and underpinned by the appropriate applied and biosciences;
- (c) Dental technology and other related legislation that impacts on the profession of dental technology; and
- (d) Professional conduct and ethics.

#### **Minimum curriculum for courses leading to registration as a dental technologist**

10. (1) (a) The period of professional study in dental technology must be from the date of registration as a student dental technologist, at an approved institution until the date on which the appropriate recognised qualification, entitling such student dental technologist to register as a dental technologist, is awarded, or until such time as a National Professional Examination when available, has been passed.

(b) The period referred to in paragraph (a) must consist of at least the minimum time prescribed for that qualification level as it appears on the NQSF, inclusive of both academic training at an approved institution and such practical laboratory exposure as may be determined under regulation (3) (f).

(2) From the first year of study all subjects must be aimed at training in dental technology.

(3) The syllabus for professional study for any of the council approved qualifications at any of the NQSF must consist of systematic instruction and, where applicable, practical work, and must cover the following:

- (a) All aspects of modern dental technology that are benchmarked internationally;

- (b) Dental materials science appropriate to the aspects referred to in paragraph (a) and underpinned by the appropriate applied and biosciences;
- (c) Dental technology and other related legislation that impacts on the profession of dental technology;
- (d) Professional conduct and ethics;
- (e) General dental laboratory management, business competence and business practice related subjects focused on the application in dental technology;
- (f) Profession-specific and work-integrating learning, aimed at preparing students for the world of work in general, but focused on the profession of dental technology, which must enable student dental technologists to successfully participate as employees in a registered dental laboratory, and student dental technologists as employers, entrepreneurs or supervisors of dental laboratories; and
- (g) the ability to engage and conduct profession-directed-research that must contribute to the development of the dental technology profession.

### **Syllabus**

11. (1) The curriculum and syllabus must be determined by each approved training institution and must be presented to the council prior to commencement for approval as must be the case when any changes to the approved curriculum and syllabus are made.

(2) The curriculum and syllabus contemplated in sub regulation (1) must contain all the aspects provided for in regulation 9 (3) where applicable to courses leading to registration as a dental technician or regulations 10 (3) where applicable to courses leading to registration as a dental technologist.

### **Examinations**

12. (1) An approved institution must-
- (a) evaluate the progress of a student dental technician or dental technologist in respect of the subjects referred to in regulations 9 (3) or 10 (3) as the case may be and conduct the examinations in those subjects in accordance with the rules framed by the senate ~~academic board~~ of such approved institution as approved by the council; and
  - (b) at the end of the period contemplated in regulations 9 (1) or 10 (1) as the case may be, examine the student dental technician or

technologist, by means of a practical examination in dental technology in accordance with the rules framed by the senate of such approved institution, where the Act and the Regulations are silent, but such rules may not be in contravention of the Act and the Regulations.

- (2) A student dental technician or dental technologist may receive recognition from the senate or from a similar structure with the same mandate, of an approved training institution, for a subject when he or she has passed the examination in such subject in accordance with these Regulations.
- (3) In the event where a student dental technician or dental technologist enrolls on the Extended Curriculum Programme, a further one year must be allowed over and above the time period contemplated in regulation 9 (1) and 10 (1).

#### **Completion of academic years of study**

13. (1) An approved institution must, on or before 31 December of each year, furnish the registrar in writing with the name of each student dental technician or dental technologist at such approved institution, who has complied with the requirements for the appropriate, approved and recognised qualification regardless of whether the qualification is withheld on institutional grounds.

(2) The withheld qualifications must be communicated to the Council as an addendum to this requirement.

#### **Proficiency**

14. (1) An approved institution must determine at what stage and for what period a student dental technician, where applicable, and student dental technologist must undergo work integrated learning/practical laboratory exposure in accredited dental laboratories.

(2) For the purposes of sub regulation (1) the council and the approved institution must approve and accredit any dental laboratory referred to in sub regulation (1) by a process of evaluation as determined by council from time to time, by Rule.

(3) An approved institution must ensure that the proficiency acquired through work integrated learning/practical laboratory exposure and other practical work, together with academic training, is sufficient for a student dental technologist to be employed as a dental technician or dental technologist.

**Qualification to practice the profession as dental technician or dental technologist**

**15.** (1) An approved institution must award the appropriate qualification as approved by council to a student dental technician or dental technologist if the student has passed the examinations prescribed for that qualification and otherwise complied with the requirements determined by the senate of that institution for that qualification.

(2) The appropriate qualification as approved by council and awarded by an approved institution maybe recognised by the council as the qualification which entitles the holder thereof to registration as a dental technician or dental technologist in terms of section 18 of the Act and to practise the profession as a dental technician or dental technologist, until such time as council approves a national professional examination for registration, in which case the approved institutional qualification will be accepted by the council as entrance qualification to the indicated examination.

(3) The council will publish by Rule the requirements for a national professional examination for registration and the commencement year in which all graduates in dental technology must take and pass the national examination in order to be registered as a dental technician or dental technologist.

(4) A dental technician must be entitled to practice his or her profession in the capacity of an employee.

(5) A dental technologist must be entitled to practice his or her profession in the capacity of an employee or an employer.

(6) For the purposes of this regulation, the council will continue to register as a dental technician holders of the following qualifications: the National Diploma: Dental Technology, the Diploma: Dental Technology; the National Higher Diploma: Dental Technology; the Advanced Diploma: Dental Technology or any qualifications previously issued or recognised by council for this purpose.

(7) For the purposes of this regulation, the Council will continue to register as a dental technologist holder of the following qualifications: the B.Tech.Dent.Tech. degree; the Post Graduate Diploma: Dental Technology, or any qualifications previously issued or recognised by council for this purpose, all rights granted under previously issued qualifications will be recognised and retained.

### **Investigation into education and training at an approved institution**

**16.** (1) The council may annually, at its first meeting, appoint at least two dental technicians or dental technologists as education inspectors.

(2) The fees and allowances payable to an education inspector convenor or an education inspector for the performance of their functions must be determined by the council from time to time by Rule.

(3) An education inspector, on the instruction of the council, may be present whenever an approved institution conducts a final assessment in respect of academic progress made by student dental technicians or dental technologists and may investigate any matter concerned with the education of such students, and must report to the council on such examination or investigation.

(4) An investigation must not be carried out by an education inspector unless

- (a) the council has decided that an investigation is to be carried out at that specific approved institution; or
- (b) an approved institution requests the council, in writing, to cause an investigation to be carried out, and the council approves such investigation.

(5) The education inspector must declare in his or her report whether or not the minimum requirements and standards for education and training, as prescribed by the council, are being maintained, and whether the assessment is effective as a means of determining the competence of student dental technicians or dental technologists.

(6) The education inspector may attach to his or her report, any other evaluation reports, question papers, memoranda, work models, examples of completed tasks or any other documents, photographic evidence or observations relevant to the report.

(7) The education inspector must submit his or her report to the registrar within one month of the completion of the investigation.

(8) The registrar must submit the report to the education committee of the council which may, if it is of the opinion that the report is lacking in any respect, order that the education inspector submit an amended or additional report.

(9) The report must thereafter be submitted to the Dean of the Faculty of the approved institution concerned for comment, and the comments must be furnished within one month of receipt of the report to the registrar, failing which the report will stand.

(10) The report and the comments, if any, of the approved institution concerned, must be submitted to the education committee of the council for its first meeting thereafter or a special meeting may be convened for this purpose.

(11) If the education committee of the council is of the opinion that the report reveals deficiencies in the education and training or in the assessment of the competence of student dental technicians or dental technologists, the education committee must report to the Council accordingly and the council may take such steps as it deems necessary to ensure that the deficiencies are remedied.

#### **Investigation into education and training at approved institution**

**17.** (1) An education inspector must, if the council so directs, be present for such period as the council may determine, at the final summative practical assessment of any or all of the dental technology specific subjects that have a compulsory practical component and which is reflective of the professional skills of the student dental technician or dental technologist, and which is part of the appropriate, approved and recognised qualification conducted by an approved institution.

(2) The education inspector must declare in his or her report contemplated in sub regulation (1), whether in his or her opinion-

- (a) the summative practical assessment was an effective and valid means of evaluating the students concerned;
- (b) the summative practical assessment was completed in a manner consistent with the minimum requirements; and

- (c) the summative practical assessment tasks were of such a standard as to show that the students concerned are able to practice the profession of dental technician or dental technologist.

(3) For the purposes of sub regulation (2), the education inspector must submit his or her report to the registrar within one month of the completion of the investigation:-

- (a) the registrar must submit the report to the education committee of the council which, if the report is lacking in any respect, may order that the education inspector submit an amended or additional report;
- (b) the report, together with the amended or additional report must, if necessary, be submitted to the Dean of the Faculty of the approved institution concerned for comment, who must respond within one month of receipt of the report; and
- (c) the report and the response contemplated in paragraph (b), if any, must be submitted to the education committee of the council for its first meeting thereafter or, if necessary, for a special meeting convened for that purpose.
- (d) If the education committee of the council is of the opinion that the results of the summative practical assessment, taken as a whole, do not at least reflect the minimum standard or that the conditions under which the assessment was conducted were unacceptable or if the results of the approved institution revealed irregularities or inconsistencies, as reflected in the reporting referred to in subregulation (3), such education committee must report to the council accordingly and the council must take such steps against the approved institution as it may deem necessary.
- (e) If the council is of the view that the examination results of the summative practical assessment, taken as a whole, do not at least reflect the minimum standard, the council may request one or more particular students to be re-examined by the approved institution as a condition for his or her registration as a dental technician or dental technologist, as the case may be.

## **Offences**

**18.** Any owner of a registered dental laboratory who fails to comply with regulation 13 (2) must be guilty of an offence and upon conviction liable to a fine as determined by the council.

**Repeal**

19. The Regulations published under Government Notice No. R 156 of 23 February 2001, are hereby repealed.

**Short title**

20. These regulations are called the Regulations Regarding the Registration and Training of Student Dental Technicians and Dental Technologists, 2020.



## DEPARTMENT OF HOME AFFAIRS

NO. 379

27 MARCH 2020

**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 Forenames printed in *italics*:

1. Sameerah Jooma - 910407 6296 087 - 25 Sedson Street, ROSHNEE, 1936 - *Mohammed Zaakir*
2. Nicolaas Christopher Liebenberg - 690907 5116 083 - 18 Milly Weg, MACASSAR, 7130 - *Christopher Nicolaas*
3. Otlhwathwa Setlola Maponya - 971121 0489 087 - 112 Tulip Street, Lynnwood Ridge, PRETORIA, 0081 - *Otlhwathwa*
4. Lobabalo Gift Xhanko - 990107 6079 086 - 25 – 640 Tytilana Street, STRAND, 7140 - *Lubabalo Gift*
5. Mantwa Wilhemina Kumalo - 830327 0473 085 - Bp Tele Bridge, PALMIETFONTEIN, 9070 - *Phillile*
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12. Esihle Mbalana - 011220 0872 086 - B 1830 White City, NYANGA, 7750 - *Esihle Kim*
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25. Mahlasela Owen Mamaila - 010414 5111 084 - House No 4, 118 Doornkraan, LADANNA, 0699 - *Lehlogonolo Owen*
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134. Julia Cathrine Sekile - 750716 0529 084 - 2892 Tshepiso Crescent, Extension 2, SIMUNYE, 7779 - *Khadijah Mona*
135. Maloisane Daniel Motsapi - 810709 5447 087 - 8297 Beverlyhills, EVATON, 1984 - *Perculiar Daniel*
136. Piting Lesaoana - 781119 0370 083 - 409 Justice Muhomed, 28 Celia Mensions, SUNNYSIDE, 2001 - *Abigail*
137. Elizabeth Busisiwe Mthembu - 910608 0975 085 - Melville Area, STANGER, 4450 - *Busisiwe Mirriam*
138. Thato Seretlo - 850126 0435 085 - 695 Picasso Street, Moreleta Park, PRETORIA EAST, 0049 - *Thato Madiara*
139. Anniah Thokozile Methula - 861028 0709 088 - 2383 Singo Street, THUBELIHLE, 2271 - *Anniah*
140. Lucian Hess - 931114 5011 088 - 31 Park Isando Quay, MUIZENBERG, 7945 - *Luqmaan*
141. Enrico Kenneth Schouw - 920423 5242 087 - 3 Wolf Ibel Street, Wooplunds, MITCHELLS PLAIN, 7789 - *Mogamat Taariq*
142. Kgaume Tonic Manthata - 940526 5887 085 - Seokodibeng, DRIEKOP, 1129 - *Tonic Mahlolo*
143. Inga Benedict Ngxumza - 930621 5971 088 - 22741 Katanga Street, DELFT, 7100 - *Nkosinathi Inga*
144. Tienet Schoeman - 001109 0737 088 - Silver Wining Farm, VOLKSRUST, 2470 - *Tienet Antoinette*
145. Gladys Khumalo - 811116 0302 086 - Tshikato, MAKHADO, 0920 - *Masindi Tsietsi Gladys*
146. Moramang Petrus Mkhwanazi - 880825 5501 080 - 9431 Somers Post, Zamdela, SASOL BURG, 1560 - *Mpho Petrus*
147. Ntakadzeni Rambau - 930504 5208 083 - 28377 Protea Glen, Extension 24, SOWETO, 1818 - *Ntakadzeni Moses*
148. Katrina Bitterbos - 760620 0669 080 - 517 Van Riebeck Street, Rietvale, RITCHIE, 8701 - *Dimakatso Catherine*
149. Nkiyasi Biacca Ntimbane - 011227 0204 087 - 22126 Clove Street, PROTEA GLEN, 1818 - *Nkiyasi Bianca*
150. Ukhona Ndamase - 011129 0799 084 - Maqanyeni Area, NGQELENI, 5140 - *Ukhona Bukhanyise*
151. Randal Quinton Abrahams - 010626 5508 080 - 15 Realmadrid Street, Freedom Park, TAFELSIG, 7785 - *Rushdien*
152. Khomotso Legoabe - 010318 5286 087 - 5 Ainbree Avenue, Savo JOHANNESBURG, 2019 - *David Lekgowanyana*
153. Vuyisile Dlungile - 000809 0639 082 - Mahwaqa Ward 11, UMTHWALUME, 4186 - *Vuyisile Andiswa*
154. Mahlomola Matthew Masipa - 820524 5552 085 - 43 Mashamite , Dikgomo Section, Moletjie, POLOKWANE, 0822 - *Moshabi Matthews*
155. Nompumelelo Albertina Mathebula - 890830 0417 082 - 148 Badplaas, ERMELO, 2350 - *Nompumelelo Natasha*
156. Ngibusile Majobhi Mkhize - 890121 0517 083 - 218452 Tarven Road, ZWELIBOMVU, 3604 - *Ngibusile Ntombifuthi*
157. Mapetsana Mirriam Liphoto - 891103 0423 081 - 1009 C1, BOTSHABELO, 9781 - *Mabahlakwana Mirriam*
158. Yasmine Le Roux - 981212 0181 085 - 21 Kremetart Street, Randpark, RIDGE, 2169 - *Yasmin*
159. Lubabalo Mfunda - 810519 5464 085 - 8 Mfula Close, Phakamisa, KHAYELITSHA, 7784 - *Lubabalo Rory*
160. Moses Fuma - 840308 5769 089 - 5250 Site B, KHAYELITSHA, 7784 - *Mzamo*
161. Hendrick Sedibana - 861018 5402 086 - 162 Schaafma Street, THE ORCHARDS, 0182 - *Thabang Hendrick*

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162. Ntombizonke Banda - 980531 0323 087 - X 360 Inkanyezi Close, MALUKAZI, 4066 - *Kaitlyn Ntombizonke*
  163. Themba Nkuna - 960407 5643 080 - Nwamita, TZANEEN, 0850 - *Miraculous Kuhlula*
  164. Dillan Lambrechts - 921213 5108 084 - La Serena Plaas, De Doorns, WORCESTER, 6849 - *Dillan Riqhaard*
  165. Kgagudi David Leseilane - 780414 5799 084 - No 81 Mohlaetsi Street, SEKHUKHUNE, 1124 - *David Morwamoche*
  166. Arthur Ngcebo Nkwanyana - 900205 5819 087 - B 370 Inanda Newtown, 11 SEKHUKHUNE CLOSE, 4309 - *Ngcebo*
  167. Welheminah Rebene Molefe - 650504 0824 080 - 5 Cypress , Louis Trichard Street, EMALAHLENI, 1035 - *Rebene*
  168. Betty Mamajeremane Moloto - 900513 0934 086 - 707 Block P, SOSHANGUVE, 0152 - *Betty*
  169. Kitso Gift Moleme - 991021 5287 088 - 4878 Botlhoko Street, Rocklands, BLOEMFONTEIN, 9300 - *Seven Gift*
  170. Amanda Langasiki - 000319 5411 081 - 648 – Sea Cow Lake Road, AVOLA HILL, 4051 - *Ayanda*
  171. Christiana Vivian December - 000623 6333 081 - 4 Hendry Meinie Place, BUFFALO FLATS, 5209 - *Christiano Vivian*
  172. Abonga Goci - 860426 5543 083 - 39 Cosmo Street, DUNOON, 7441 - *Abonga Michael*
  173. Chuene Jacqueline Marotola - 980707 0631 089 - House No 14705, Extension 75, POLOKWANE, 0700 - *Moloko Jessica*
  174. Lenah Sebogile Sofe - 871012 0002 080 - 12699 Extension 18, Lalaphanzi Street, JOUBERTON, 2574 - *Faith Kgalalelo*
  175. Gilbert Maqalika - 000810 5660 081 - 22814 Extension 22, JOUBERTON, 2574 - *Bokang Gilbert*
  176. Braen Sechaba Mogashoa - 870312 5721 085 - House 256, Marshall Street, POLOKWANE, 0700 - *Brian Sechaba*
  177. Thaang Shezi - 000915 5945 083 - 617 Hawaii West, 25 Rutherford Street, DURBAN, 4001 - *Thabang*
  178. Hlamgile Purity Ncwane - 780328 0546 086 - Nhlazuka Area, RICHMOND AREA, 3780 - *Hlengiwe Purity*
  179. Thembaliphele Rhuxwana - 821212 5999 089 - 639 Extension 19 , Lotus Gardens, ATTERIDGEVILLE, 0008 - *Themba Sidwell Thembaliphele*
  180. Taryn Sharman - 800617 0326 085 - 42 Benmore Road, MORNINGSIDE, 2196 - *Taryn Hunter*
  181. Jodie Lee Mettler - 950323 0112 082 - 9 Chiphill Side Road, RETREAT, 7945 - *Imaan*
  182. Mothibeng Phinaza Ntjana - 970615 5318 085 - Madibong, JANE FURSE, 1085 - *Phala Filasto*
  183. Ramogohlo Molatelo Mmako - 990829 0386 080 - Mphanama, GA MMAKO, 1069 - *Mante Molatelo*
  184. Nhlakanipho Phumelelo Mashaba - 990622 0271 083 - G F 9 Hector Peterson Street, MACHADODORP, 1170 - *Gugulethu Nhlakanipho*
  185. Helen Nkosi - 980129 0564 089 - Private Bag X 1008, WHITE RIVER, 1245 - *Faith Gamelihle Helen*
  186. Horime Shigeaki - 970429 5835 084 - 13 Gerritweg, WORCESTER, 6849 - *Hirome*
  187. Thabang Diale - 990822 5359 087 - Stand No 053, Ga – Matholo, MANKWENG, 0727 - *Thabang Rufus*
  188. Allen Makhubela - 971109 5477 082 - House No 86, Earth Street, EMELO PARK, 0699 - *Allen Khensani*
  189. Pendulo Chokoe - 000902 5242 083 - 2810 25 Isifutha Crescent, Extension 4, EBONY PARK, 1632 - *Mpendulo*
  190. Lubabalo Somakhwabe - 000706 5625 084 - Gomolo Area, PORT ST JOHNS, 5120 - *Lubabalo Madala*
  191. Ntomfuthi Tinyiko Sithole - 991121 0265 087 - 17548 Ivory Park, Extension 3, MIDRAND, 1632 - *Ntombifuthi Tinyiko*
  192. Qigifa Martin Mbambo - 781117 5284 085 - 195 Thornwood Road, MARIANHILL, 3605 - *Qoqifa Martin*
  193. Andile Mabhena - 980810 5306 085 - House No 70, Road 749, Montford, CHATSWORTH, 4092 - *Shaban*
  194. Ngwakwana Moshakga - 970801 0600 087 - Rita Mshango Village, Stand No 105, KIBI LONGDEN, 0718 - *Makwena Ngwakwana*

195. Pfarelo Charles Vernon Rasalavho - 980910 5945 088 - Mveliphanda, TWAMONDO, 0985 - *Pfarelo Charles*
196. Kleinboy Magabane - 921121 5377 080 - 235 Tickyline, GA – MAAKE, 0850 - *Kleinboy Manyeme*
197. Elizabeth Tinge Sithole - 881117 0627 089 - 10427 Extension 3, WINTERVELDT, 0190 - *Elizabeth Sibongile*
198. Nokuthula Dingiswayo - 840811 0554 083 - 3764 Extension 4, ZITHOBENI, 1024 - *Nokuthula Cynthia*
199. Amy Nicole Hendricks - 970711 0270 080 - 14 A Seine Road, MANENBERG, 7824 - *Akeefah*
200. Gabrial Almacin - 920909 0202 084 - 20 Williams Avenue, GASSY PARK, 7941 - *Gabrialle*
201. Lazarus Thabo Mopedi - 800613 5453 081 - 832 Sunbird Street, BLYBANK, 2499 - *Kgosietsile Thabo Lazarus*
202. Johannes Mandla Mahlangu - 860109 5506 082 - 49 Wolmarans Street, Janniemandpark, EASTLYNNE, 0186 - *Mbongeni Mandla*
203. Meyer Frederick Botha - 980921 5158 085 - 24 Royal Chalice , Mooikloof, PRETORIA, 0059 - *Wolf Meyer Frederick*
204. Manqoba Mabuza - 901222 5373 089 - 2324 Siluma View, KATLEHONG, 1431 - *Manqoba Morris*
205. Lesego Matlala Matlou - 961130 0185 084 - 13296 Tsomi Street, Extensio 22, VOSLOORUS, Alberton - *Daniel Lesego*
206. Mechaé Caroline Mosime - 950826 0282 085 - 73 2nd Avenue, Belgravia, CAPE TOWN, 7764 - *Amirah*
207. Sivuyile Gladman Mefane - 790212 6080 084 - 18778 Mbethe Street, Ezinyoka, PORT ELIZABETH, 6000 - *Sivuyile Thabiso*
208. Tlou Frank Mokoeele - 850225 5698 083 - 2334 Tambo View, Makgofe, MOLETJIE, 0784 - *Matsimela Tlou Frank*
209. Josephina Mmamme Thema - 010609 0517 082 - 2521 Rasegwati Section, JERICHO, 0189 - *Josephina Kamogelo*
210. Tihompho Lelle Msibi - 010702 5365 084 - 2701 Nkaki Street, Thokoza, ALBERTON, 1450 - *Tihompho Lele*
211. Katlego Collen Mokwena - 930110 5795 085 - Schoonoord, JANE FURSE, 1085 - *Mogobe Napo*
212. Sinothando Teffo - 991227 0384 081 - 5487 Extension 4, Witdoring Avenue, Paimridge, GERMISTON, 1458 - *Sinothando Nkone*
213. Andile Vayo - 771103 5883 086 - 77 Felele Steet, WELLS ESTATE , 6211 - *Khantilomzi*
214. Samantha Palesa Pule - 971013 0255 081 - 3 Insele Street, Kamagugu, NELSPRUIT, 1200 - *Palesa Rorisangmodimo Samantha*
215. Nhlanhla Mahlangu - 960417 0528 087 - 2722 Roedfish Street, Kaalfontein , Extension 5, MIDRAND, 1632 - *Nhlanhla Skyler*
216. Little Sonia Zulu - 010507 0311 086 - 54 Dhuphu Street, Mabuya Park, VOSLOORUS, 1475 - *Sonia*
217. Nkgape Pollen Boshielo - 920225 5856 083 - Stand No C 211, Mooihoek, TSIMANYANE, 0453 - *Mokgadi Pollen*
218. Maria Khathazile Mahlangu - 790822 0302 084 - 5594 Botleng Extension 4, DELMAS, 2210 - *Maria Nokuthula*
219. Itumeleng Madisha - 870921 5895 085 - 2030 Frank Chikane Street, MAMELODI EAST, 0122 - *Mokgakgathi Itumeleng*
220. Qedusizi Agrippa Ntshangase - 930310 5900 087 - 453 Block HH, SOSHANGUVE, 0152 - *Qedusizi Zwelihle Agrippa*
221. Tlou Frans Ngoepe - 770221 5310 081 - H/N 3007 Bridella Street, Extension 18, THABAZIMBI, 0380 - *Tlou Setaki*
222. Thembisa Tungana - 990909 0764 088 - Everite Hostel , Room G1, Kruisfontein Road, BRACKENFELL, 7560 - *Nicho*
223. Lerabo Motsikoa - 900711 5604 080 - 484 B David Street, TLHABANE, 0299 - *Lethabo Ntesang Theodore*
224. Senzeni Judith Ntanz - 830415 0402 087 - 140320 Osindisweni Area, VERULAM, 4339 - *Snentokozo Judith*
225. Mafemani Cedrick Khomola - 820109 5105 082 - Stand No 1379, SIYATHUTHUKA, 1102 - *Ndwamato Cedrick*
226. Nopasika Bongeka Yekelo - 890324 0856 085 - 19988 Lambatha Road, PHILLIPPI, 7750 - *Bongeka*
227. Tshokolo Samuel Bonokwane - 910622 5430 087 - 3023 Basia Street, BULFTONTEIN, 9670 - *Pokgisho Willbe*
228. Sello Alpheus Ntlailane - 651021 5695 083 - 3842 Matjialla Section, MARAPYANE, 0431 - *Alpheus Ramokhuwe*

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229. Majafela Justinah Qaba - 721108 0554 088 - Stand No 288, KWAMHLANGA, 1022 - *Gabriel Jerusalem*
230. Tsakani Seira Monyahi - 750406 1030 080 - 854 Phusuphusu Street, VLEIFONTEIN, 0948 - *Tsakani Sarah*
231. Mboniseni Owen Mshengu - 880701 5446 081 - Mashayibovu Road, Ntukuso Area, CATO-RIDGE, 3680 - *Mboniseni Siph*
232. Zisokile Cele - 820704 0511 084 - V7 / 858 Emalandeni Road, UMLAZI, 4001 - *Mukelisiwe*
233. Sphamandla Ndlovu - 911212 6034 085 - 2010138 Tuleni, PIETERMARITZBURG, 3200 - *Sphamandla Lindokuhle*
234. Sholen Reddy - 930627 5134 080 - Derhse 424 , Sub 118 , KWA DUKUZA, 4450 - *Sharvesvaran*
235. Ngoneni Witness Mabaso - 880213 0305 080 - Ntabamhlophe, ESTCOURT, 3310 - *Andile Witness*
236. Maria Nti Mmuluke - 950602 0741 085 - 3129 Extension 2, Boikhutso, LICHTENBURG, 2740 - *Olerato Ntombikayise*
237. Marcelino Bruce Phillips - 940511 5109 086 - 978 Mountain View Road, Chatsworth, MALMESBURY, 7353 - *Zuhayr*
238. Dime Sammy Ngwasheng - 000217 5811 088 - C 0024 Sterkwater Village, Ga-Chokoe, REBONE, 0617 - *Choene Robert*
239. Mokanna Rodney Sekgobela - 820819 5701 082 - 3 Ingelnook Riverside Estate, Nahoon Valley, EAST LONDON, 5241 - *Mokanna Barendbatho*
240. Norbert Mügge - 910423 5142 081 - 35 A Lambert Road, PORT ALFRED, 6170 - *Jhett Norbert*
241. Maphehle Danny Makuwa - 870622 5743 081 - Mamgameng Village, SEKHUKHUNE, 1127 - *Mahlwane Danny*
242. Barbara Johanna Maria Slabbert - 951129 0169 082 - 208 Klip Street, VRYHEID, 3100 - *Bradley Jacques Markus*
243. Chukwuemeka Wilson Arinze - 001022 5064 087 - 642 Umbilo Road, DURBAN, 4001 - *Wilson*
244. Samukelisiwe Bongiwe Ndaba - 000923 0334 089 - 5 Blinkblaar Street, PHALABORWA, 1389 - *Samukelisiwe Bongiwe Simomondiya*
245. Betty Dipuo Mashaba - 960510 0733 085 - 8835 Tambo Ville, TEMBA, 0407 - *Allison Dineo Betty*
246. Sylvia Sinazo Ntaka - 831205 0770 081 - 712 Meade Gardens, GEORGE, 6530 - *Sinazo*
247. Primrose Ndileka Mfembe - 720125 0439 087 - 600 Ramokonopi East, KATLEHONG, 1431 - *Ndileka*
248. Jafta Thaga - 930914 6039 082 - 1151651 A, DAVEYTON, 1520 - *Jafta Ngwato Mabone*
249. Matsepo Dikeledi Mokgadi - 931202 0372 082 - 93 Magigwana, DAVEYTON, 1520 - *Matshepo Dikeledi Hope*
250. Thandolethu Mabuza - 900425 5303 086 - 15646 Mnyanda Street, DAVEYTON, 1520 - *Jabulani Thandolethu*
251. Yvonne Phumelele Zwane - 810505 1069 085 - 29 Lennox Road, GERMISTON, 1401 - *Phumelele Radebe*
252. Celebrate Mashaba - 971125 0298 083 - 16275 Joseph Molahlwa, KAGISO, 1754 - *Bontle Celebrate*
253. Frank Mothusi Marokana - 930302 5724 088 - 2090 Block A, Zone 7, LETLHABILE, 0264 - *Refilwe Poulos*
254. Raesetja Rosina Tokalo - 761125 0914 089 - Stand No 179, GA-MOLEPO, 0727 - *Matlakala Evelyn*
255. Ndivhudzannyi Julenda Sumbana - 760415 0292 086 - Manamane, THOHOYANDOU, 0950 - *Ndivhudzannyi Eulendah*
256. Antonny Butie Mokwadi - 920507 5692 083 - Imango Avenue, ALRA PARK, 1491 - *Anthony Butie*
257. Nomama Novakakubi Mosikili - 780518 0305 083 - 147 Royal Reef West, Lillianton, PRETORIA, 1459 - *Nomama*
258. Maroping Maphoto - 980813 0303 081 - Tembisa Hospital, DE HOOP, 1632 - *Maroping Michelle*
259. Betty Tlou Mphela - 850620 0383 089 - 9732 Zone 4, Winnie Mandela, EDENVALE, 1610 - *Betty Sphiwe*
260. Chantel Candice Fortuin - 970616 0158 088 - 53 Louise Crescent, Colorado, MITCHELLS PLAIN, 7785 - *Aasiyah*
261. Onke Dazana - 980315 5540 089 - Mdisanisweni Area, Ntibane Location, TSOLO, 5170 - *Onke Eric*

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262. Precious Tumelo Motlhabi - 921127 5352 080 - 3 Dolomite Street, WESTONARIA, 1779 - *Tumelo*
263. Mzuhleli Mazikwana - 830703 5642 082 - Mdeni Area, QUMBU, 5100 - *Mzuhleli Mcebisi*
264. Morewane Mogau Mampuru - 001221 5829 081 - 1085 / 781 Ngwanamatlana, SEKHUKHUNE, 1085 - *Leseilane Mogau*
265. Lungelo Buthelezi - 000601 5770 081 - P O Box 114, MAHLABATINI, 3865 - *Lungelo Mzobanzi*
266. Ahele Gladwell Manewe - 780307 5882 084 - 327 Sixaba Road, BEAUFORT WEST, 6976 - *Anele*
267. Koketso Matsepe - 930123 0591 086 - 411 Vivian Drive, Extension 1, DAVEYTON, 1520 - *Motswagae Koketso*
268. Charolte-Lee Friday - 011227 0229 084 - 34 – 4th Avenue, BELGRAVIA, 7764 - *Charlotte-Lee*
269. Lillian Nontsizi Seeqela - 011123 0935 087 - Klein Jonas Area, MALUTI, 4740 - *Lillian Nontsizi Lumka*
270. Lilitha Brightness Mabumbulu - 001102 0791 080 - 15 Widman Street, Resents Park, JOHANNESBURG, 2001 - *Lilitha Brightness*
271. Asia A Mnguni - 010906 0384 087 - 1229 C Shabangu Street, WHITE CITY, 1700 - *Asia*
272. Mpilwenhe Mkhize - 011211 5221 080 - 26 Sedgemoor Place, DURBAN, 4001 - *Mpilwenhle*
273. Dikano Nchoma - 011107 0339 085 - 8186 Horseshoe, KOKSTAD, 4700 - *Dikano Natasha*
274. Master Phala Ntjana - 010706 5415 088 – Madibong Village, JANE FURSE, 1085 - *Mothibeng Master*
275. Nkagisane Lydia Koaleli - 910818 0922 082 - 305 C Section, BOTSHABELO, 9781 - *Nkagisang Lydia*
276. Alitta Mpolai Mosisi - 870502 0450 082 - 26 Kiepersol Street, FOCHVILLE, 2515 - *Alitta Boitumelo*
277. Koketso Nelson Giba - 951217 5821 086 - 175 Ramokgopa Street, ATTRIDGEVILLE, 0008 - *Koketso Nelson Masokameng*
278. Mishka Haffeejee Mushfieldt - 970127 0196 086 - 14 Penelope, Avondale, ATLANTIS, 7449 - *Misha Jack*
279. Victor Motseki - 840825 5291 087 - 268 Extension 4, Khutsong South, CARLETONVILLE, 2502 - *Itumeleng Victor*
280. Nontokozo Misiwe Zikhali - 860224 0462 080 - 6452 Mububulo Crescent, BIRCH ACRES, 1618 - *Misiwe Nicole*
281. Dharshana Kirthi Yengopal - 941108 0128 085 - 10 Nfale Crescent, Extension 22, NORTH CLIFF, 2190 - *Luke James*
282. Tokollo Semethi Malaka - 010827 5703 081 - 10198 Mosate Section, GA-MALAKA, 1061 - *Emmanuel Semethi*
283. Kgangetsile Baganedi - 000410 5277 083 - 7524 Extension 25, VRYBURG, 8600 - *Morekolodi*
284. Tambulo Tacia Mukhari - 990130 0645 082 - Stand No 195, Bodwe, MASHAU, 0943 - *Shandukani Tacia*
285. Norman Legodi Dikgole - 940107 5547 084 - Stand No 1064, Marapyane, GROBLERSDAL, 0470 - *Norman Karabo*
286. Phethego Phahlamohlaka - 980206 5468 084 - Stand No 1387, Ga-Phaahla, SIYABUSWA, 0472 - *Mashupye Phethego*
287. David Ntabanyane - 860320 5348 082 - 439 Zone 3, Zonkizizwe, KATLEHONG, 1431 - *Teboho David*
288. Harry Mamogale - 790505 5250 081 - Zone 9, Winnie Mandela, TEMBISA, 2053 - *Botsang Harry*
289. Matthew Joshua Weber - 960913 5034 089 - 62 Dirkie Uys Street, GOODWOOD, 7460 - *Uzair*
290. Thabo Wilkinson Hlongwane - 930819 5080 088 - 70 Dann Road, Aston Manor, CAPE TOWN, 1619 - *Lethabo Wilkinson*
291. Luvuyo Patric Qengwa - 880215 5811 087 - 21 Winard Street, ALICE, 5700 - *Luvuyo*
292. Seshane Mathekga - 980701 5282 089 - 1441 B Zone 9, MEADOWLANDS, 1852 - *Seshane Thato*
293. Alfredo Raul Mazzucchi - 011120 5173 086 - 39 Hettie Street, Cyrildene, JOHANNESBURG, 2001 - *Raul*
294. Gugu Precious Mofokeng - 960724 0376 080 - 1082 Tshongweni Section, Makuba Street, KATLEHONG, 1400 - *Gugulethu Precious*
295. Saaraa Bibi Dawood - 921022 0078 089 - 9 Block D, Alpine Street, BENONI, 1501 - *Sarah*

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296. Ditshele Rachel Ledimo - 000408 0759 089 - 4688 Block 7, Snake Park, DOBSONVILLE, 1863 - *Kamogelo Rachel*
297. Ambüre Stephanie Cloete - 990318 0061 083 - 49 – 27th Avenue, ELSIES RIVER, 7490 - *Ashieka*
298. Carmelitte Cecelia Rodrigues - 950722 0079 086 - 5 Slangolie Street, Tafelsig, MITCHELLS PLAIN, 7785 - *Ammaarah*
299. Gelberto Carvalho - 000409 5193 084 - 61 Pleasant Street, Wesbank, CAPE TOWN, 7580 - *Gilberto Monteiro De*
300. Mpyanatau Lerato Manape - 000920 0609 080 - Af 10 Siyahlala, SAULSVILLE, 0125 - *Lerato Malekgala*
301. Seipati Joyce Ntsane - 880323 0742 081 - 516 Tshipo Street, WOLMARANSSTAD, 2630 - *Amatullah Joyce*
302. Dominique Colleen Sein - 950624 0028 081 - 27 Caterham Crescent, PARKLANDS, 7441 - *Dominique*
303. Monique Ursula Fisher - 920828 0274 085 - 33 Chapel Road, Harmony Village, MITCHELLS PLAIN, 7789 - *Moeneefah*
304. Ayanda Ellen Motaung - 010512 0633 083 - 533 Nombhela Drive, Extension 5, VOSLOORUS, 2010 - *Ellen*
305. Kamogelo Eulogan Prince - 000217 0299 081 - 115 Woodpecker, Eco Park Estate, CENTURION, 0140 - *Eulogan*
306. Nolitha Yedwa - 820804 0826 084 - 102 Grey Street, WORCESTER, 6850 - *Nolitha Buhle*
307. Zacharia Thabang Landman - 010909 5661 087 - 1705 Ngwathe, EDENVILLE, 9535 - *Thabang*
308. Nombuso Chonco - 991226 0847 089 – Ntambanana Area, EMPANGENI, 3880 - *Nombuso Nokwanda*
309. Gcobisa Memani - 980830 0053 086 - 4 Celtis Street, PALMRIDGE, 1458 - *Mihlali Gcobisa*
310. Bosabosele Gilbert Maota - 911110 5550 087 - Stand No 432, Plot 61, PRINCESS, 1724 - *Lesedi Oratile*
311. Tshogane Wellcome Lethuba - 911105 5775 080 - Moomane, NEBO, 1051 - *Mathantasa Welcome*
312. Thembinkosi Cebekhulu Cebekhulu - 790414 5752 081 - C 1031 Umbhangazi Avenue, DURBAN, 4001 - *Thembinkosi Richard Celimpilo*
313. Ntholeng Lettia Mokoena - 011129 0366 082 - 458 Lebebo Street, BULTFONTEIN, 9670 - *Botshelo Lettia*
314. Nomathamsanqa Ciyana - 880107 0645 083 - F 60 Mzamomhle Township, Gonubie, EAST LONDON, 5200 - *Tamara Nomathamsanqa*
315. Ebenezer Tshakiso Rodney Maimela - 000329 0169 089 - 6 Box Tree Street, Extension 47, THE ORCHARDS, 0182 - *Ebenezer Ntsakiso*
316. Hlupheka Donald Manganyi - 891221 5339 084 - Plot 50, Endicott Road, ERMELO, 1575 - *Manqoba Donald*
317. Nozaziso Ndwangu - 950807 0989 085 - 12781 Extension 1, Phola Park, THOKOZA, 1426 - *Nozaziso Zimasa*
318. Clife Shogole - 981220 5102 089 - 2608 Extension 4, MABOPANE, 0202 - *Cliff Lethabo*
319. Motsamai Solomon Lebeko - 961103 5470 082 - 6657 Extension 9, KHUMA, 2551 - *Motsamai Solomon Lawrence*
320. Theunis Michael Botha - 940523 5205 087 - 70 Dunnotor Street, RANDBURG, 2125 - *Michael*
321. Thotsana Mabotsa - 930608 5242 081 - 2499 Mampuru Street, MAPETLA, 1818 - *Joshua Thotsana*
322. Mphulo Athalior Mapotse - 691022 0713 089 - 383 – 16th Street, Esslen Park, TEMBISA, 1632 - *Mphulo Tiny*
323. Joy Khandy Mlambo - 970616 0619 089 - 307 F Paulhof, 207 Minnaar Street, PRETORIA, 0002 - *Daniel Lesego*
324. Petrus Michael Mwale - 660525 6101 080 - 6725 Extension 23, Roodekop, GERMISTON, 1401 - *Michael*
325. Mavis Sidudla Maluka - 710622 0642 084 - Stand No 348, KABOKWENI, 1245 - *Mavis Sizakele*
326. Imani Stopy Ratshilumela - 971222 0838 081 - Tshifulanani Village, THOHOYANDOU, 0950 - *Imani Unarine*
327. Celestine Johnson - 610619 0776 087 - 31 Tulbagh Road, Portlands, MITCHELLS PLAIN, 7785 - *Gaironiesia*

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328. Nonhlanhla Zwane - 990209 0429 083 - Mangweni Area, MSINGA, 3010 - *Nonhlanhla Nompumelelo*
329. Primrose Vuntu - 891226 0674 088 - 58 Siko Street, MFULENI, 7100 - *Babalwa Primrose*
330. Piet Dingani Tshabangu - 900708 5252 084 - 2773 Phomolong, DENEYSVILLE, 1932 - *Lwandle Vincent*
331. Selina Plaatjie - 980329 0666 088 - 13072 France, ZAMDELA, 1900 - *Nomvula*
332. Ndumiso Nyathi - 001002 6440 080 - 78 Ramapuputla Street, AKASIA, 0110 - *Ndumiso Leon*
333. Thembelihle Masina - 010418 0554 081 - 776 Emaromeni, LOUWSBURG, 3150 - *Thembelihle Ncamisile*
334. Cabangeni Shongani Zulu - 940629 0845 080 - Mbulwini Area, KRANSKOP, 3268 - *Nobahle Cabangeni*
335. Primrose Mamiki Tsolo - 950821 0668 086 - 207 K Section, BOTSHABELO, 9781 - *Silindile Primrose*
336. Forget Maluleka - 001211 6075 081 - 1358 Section B, Carousel View, TEMBA, 0407 - *Thato*
337. Tamia Jooné - 870505 0025 085 - 11 Viljoen Street, Brandwag, KUILS RIVER, 7580 - *Summer*
338. Sodickan Williams - 860711 0210 089 - 9 Brook Road, Harmony Village, MITCHELLS PLAIN, 7789 - *Sodickah*
339. Megashnee Chetty - 850915 0077 081 - 8 Orthman Road, DURBAN, 4001 - *Melissa*
340. Kymmona Ramsunder Patel - 850530 0118 080 - 23 Brookfield Manor, 3 Falcon Street, MEYERSDAL, 1447 - *Kymmona Mayav*
341. Monique Nakerdien - 850306 0132 086 - 85 Plumbago Street, BONTEHEUWEL, 7764 - *Mushfeeqah*
342. Julie Cruywagen - 751211 0021 083 - 1 A Grasso, 106 Beach Road, STRAND, 7130 - *Juliyah*
343. Melonie Mahadhavan Pillay - 751219 0176 088 - 158 Hillhead Road, Bluff, DURBAN, 4052 - *Melanie*
344. Martha Getruida Meyer - 781117 0185 089 - 10 Parkzicht Close, Goedemoed, DURBANVILLE, 7601 - *Nanku Martha Getruida*
345. Judith Magdalena Van Greuning - 800804 0171 089 - 47 Koek Street, POTCHEFSTROOM, 2520 - *Meryam*
346. Daniele Estelle De Kock - 880817 0057 085 - 17 Shipston Lane, Victoria, JOHANNESBURG, 2192 - *Danielle Estelle*
347. Hendrik Jacobus Grobbelaar - 880802 5235 084 - 14 Achilles Street, KIMBERLEY, 8300 - *Jakkie*
348. Allison Hendricks - 710101 0070 083 - 5 Paarlberg Street, Tafelsig, MITCHELLS PLAIN, 7789 - *Jasmine*
349. Nontozolizwe Motlalepule Emily Mosai - 791117 0498 084 - 243 Old Location, Mokwallo, VREDEFORT, 9590 - *Nontozolizwe Motlalepule Emily Dorcas*
350. Cheré Nadine Bailey - 930415 0219 084 - 8 Valotta Avenue, Brantwood, KUILS RIVER, 7580 - *Sadiyah*
351. Tebogo Lucky Motsepe - 930907 5600 086 - 18 Dithage, SPRINGS, 1560 - *Chosen Tebogo*
352. Koketso Obed Kekana - 940909 5821 082 - 592 Namaolo, GA-MPHAHLELE, 0201 - *Mogale Mcbright*
353. Miyelani Tivana - 900427 0998 084 - 1984 Ivory Park, KEMPTON PARK, 1685 - *Isabella Miyelani*
354. Samantha Rom - 700926 0159 086 - 200 - 9th Avenue, Highlands North, ALEXANDRA, 2010 - *Sam Sarah*
355. Ngwakoana Lekota - 980428 1337 085 - Greenside Primary School, Vardon Road, GREENSIDE, 2193 - *Keamogetse Ngwakoana*
356. Jade Justin Pefto - 000125 6288 083 - 41 De Maas Avenue, RYTERWAGCHT, 7760 - *Yunus*
357. Tshehla Kgothatso Moramaga - 890928 5495 085 - 180 Steve Biko, PRETORIA NORTH, 0001 - *Kgakana Kgothatso*
358. Vinolia Ida Phahlana - 941218 0306 084 - 34 Dihekeng, SIYABUSWA, 0472 - *Vinolia Ida Karabo*
359. Lelakwe William Moagi - 911005 5454 084 - 2581 No, MARAPYANE, 0431 - *Letlotlo William*
360. Patli Finah Sithole - 850401 0803 081 - 82 Die Heuwel Estate, WITBANK, 1035 - *Omphemetse Finah*
361. Lemlomonolo Lucky Mosia - 880703 5209 089 - 6775 Extension 12, BOPHELONG, 2000 - *Lehlohonolo Lucky*

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362. Sylvester Maluleka - 860826 5396 087 - 1622 Block 55, Extension 4, Talipot Street, SOSHANGUVE, 0152 - *Sylvester Gazende Mandla*
363. Ofane David Mmusi - 960910 5311 087 - 939 Tshelo Street, Nkwe Estate, ROSSLYN, 0118 - *Judas*
364. Thabiso Mothupi - 900730 5563 088 - Flat 705, Sharon's Place, PRETORIA, 0001 - *Thabiso Tshogofatso Macheng*
365. Maudu Machaka - 900601 0825 089 - 30 Summerview, Summerfield Estate, KOSMOSDAL, 0157 - *Maudu Duduetsang*
366. Kgaladi Jostinah Mankga - 900411 0958 082 - 29 – 9 L, SESHEGO, 0742 - *Kgaladi Jostinah Mahlatse*
367. Victor Mosibudi Motlapema - 971020 5513 083 - Stand No 111, Bergendal, BOCHUM, 0790 - *Victor Moses*
368. Afraid Sekgobela - 971201 0616 085 - Thokoane Village, MOROKE, 1154 - *Afraid Carol*
369. Ramadimetje Elizabeth Leshilo - 910307 0550 085 - P O Box 1698, LEBOWAKGOMO, 0737 - *Mankwele Elizabeth*
370. Shimanyana Vukela - 980919 5468 082 - 12872 A Lomanyaneng, MAHIKENG, 2745 - *Kgosi Shimanyana*
371. Leslie Tihobogang Olifant - 900707 5609 087 - 954 Bophirima Cul, Unit 5, MMABATHO, 2745 - *Abdul Hakim Leslie Tihobogang*
372. Nakedi Daryl Mosiane - 850225 5608 082 - 11180 Signal Hill, MMABATHO, 2733 - *Lethogonolo Nakedi Daryl*
373. Lenny Perumal Pillay - 741003 5011 083 - 330 Taj Street, LAUDIUM, 0037 - *Muhammad Taariq*
374. Wayne David Dicks - 720630 5124 089 - 10 Jubel Close, Ponland Estate, ATHLONE, 7764 - *Riedewaan*
375. Patricia Stemmet - 710212 0170 086 - 5 Poinsettia Street, BONTEHEUWEL, 7764 - *Rabia*
376. Vinesh Bhula - 691124 5216 082 - 21 St Austell Street, New Redruth, ALBERTON, 1450 - *Muhammad*
377. Riaan Geldenhuys - 680128 5014 085 - 820 Denysen Avenue, SUIDERBERG, 0101 - *Raehan*
378. Ronice Sheila Jephtha - 670818 0169 080 - 28 The Avenues, 297 High Level Road, CAPE TOWN, 8005 - *Rhonice Sheila*
379. Beverley Patricia Branford - 670418 0185 085 - 73 Somerset Road, GREENPOINT, 8005 - *Beverley*
380. Edgar Mark Jones - 660212 5219 086 - 30 Cardenia Lane, LOTUS RIVER, 7541 - *Emraan*
381. Thungavel Venketsamy - 620329 5229 086 - 9 Berry Avenue, OAKDENE, 2190 - *Thungavel Roy*
382. Hendriena Maria Nicholson - 600521 0131 085 - Brandfontein, BULTFONTEIN, 9670 - *Elaia Zamith*
383. Marlene Diana Giraud - 560320 0090 088 - 60 Maryboys Avenue, Kensington, PORT ELIZABETH, 6035 - *Moegsiedah*
384. Bertha Isabella Clayton - 551014 0205 082 - 85 Sixth Avenue, Florida, JOHANNESBURG, 1709 - *Feroza*
385. John Witbooi - 830711 5321 086 - Tradouws Hoek, SWELLENDAM, 6750 - *Junaid John*
386. Xoshewe Ellah Duba - 930203 0612 080 - 3824 Skhila, MASHISHING, 1123 - *Thandi Ellah*
387. Byron Lall Rai - 950113 5215 083 - 40 Edwin Swales Road, KLOOF, 3640 - *Byron Wulf*
388. Given Leeuw - 850807 5815 088 - 45 Eden Garden, Petrel Street, ROOIHUISKRAAL, 0157 - *Vusumzi Given*
389. Phicamadoda Ernest Zulu - 691001 5396 082 - Block G, Room 10, ACTONVILLE, 1500 - *Mlamuli Ernest*
390. Mahlaise Juddy Shubane - 771011 5633 080 - 60 Loeries Place, 3rd Road, MONTANA, 0182 - *Mahlatse*
391. Maria Nhlapho - 820324 0664 088 - 1053 Nyilika Street, Zondi 1, KWA XUMA, 1500 - *Zanele Maria*
392. Helen Mabaile Seemise - 820820 0770 080 - 515 Phase 6, Kopanong, SOSHANGUVE, 0152 - *Kitso*
393. Savawia Moodley - 991118 0617 085 - Beyers Park, BOKSBURG, 1459 - *Savania*
394. Nonkwekwe Yapi - 730511 5355 089 - Ugie Park, UGIE, 5470 - *Nonkwekwe Victor*

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395. Pfunzo Machimana - 861011 0442 082 - 41 Chervil Avenue, Annlin, PRETORIA, 0001 - *Pfunzo-Theblessed*
396. Gideon Mopeli - 800906 5639 083 - 6243 Freedom Park, ELDORADO PARK, 1811 - *Sammy*
397. Tubaki Alma Kgarabjang - 920202 0305 085 - Stand No 50, MALEBITSA, 0450 - *Tumisho Alma*
398. Denicke Monique Visagie - 931028 0349 089 - 47 Adrian Road, LOTUS RIVER, 4610 - *Aneeqah*
399. Nicole Terché Kada - 910513 0395 088 - 23 Kweker Avenue, Westridge, MITCHELLS PLAIN, 7288 - *Naa'ilah*
400. Olive Phiri - 740730 0482 080 - 8048 Bacela Street, ORLANDO WEST, 1804 - *Sthembile*
401. Sello Levy Phaladi - 960207 5539 084 - P O Box 319, LEBOWAKGOMO, 0237 - *Sello Levy Lethabo*
402. Sandra Mamazane Mahlangu - 780629 0393 084 - Stand No 4091, Waterval, MAGELEMBE, 0466 - *Sandra Thandiwe*
403. Shane Steven Swartz - 951209 5153 081 - 11 Tennant Street, CRAWFORD, 7764 - *Shaikir*
404. Anastasia Brown - 940801 0092 084 - 129 Hester Street, VALHALLA PARK, 7490 - *Tharwa*
405. Given Jacqe Hlongwani - 821210 5606 084 - P O Box 1524, ELIM HOSPITAL, 0960 - *Hlongwani*
406. Bennett Masetlale Lethabo Mangoale - 841004 5962 084 - Ckia No 7, Hospital Sted, TZANEEN, 0850 - *Lethabo*
407. Dennis Thabo Baloyi - 850805 6092 087 - 14656 Extension 11, SOSHANGUVE, 0152 - *Thabo Lioxeama*
408. Nqobile Khumalo - 000115 1116 082 - 995 White City, INANDA, 4020 - *Bongekile Nqobile*
409. Stephani Anne Kauzil - 980908 1471 083 - Wild Oliver Road, FOURWAYS, 2191 - *Stephanie Anne*
410. Stanley Mogaramedi Thobejane - 880829 5959 082 - 5492 Vincent Street, TEMBISA, 1632 - *Stanley Mamoketu*
411. Mamaila Tiyiso Mahumani - 930425 0453 088 - 1932 Ritoni Street, Zone 2, DIEPKLOOF, 1862 - *Ntiyiso*
412. Zukisa Mzolo - 671109 5057 085 - White City, UMZIMKHULU, 3297 - *Professor Sazi Zukisa*
413. Christopher Musawakhe Makhaye - 840802 5440 089 - 4 Waverledale, Waterford Park, PIETERMARITZBURG, 3200 - *Mzwakhe*
414. Eliane Koketso Boroko - 000830 0389 080 - Stand No A327, Maganagorushwa, SIYABUSWA, 0472 - *Koketso Eliane*
415. Malebo Venetia Mashishi - 990523 0679 087 - 10227 Makgaratipane, MONONONO, 0300 - *Venetia*
416. Cynic Nemaungane - 961110 0744 080 - House No 157, Tshino Nesemgani, VUWANI, 0952 - *Joy*
417. Vernon Julian Snell - 840611 5391 089 - 9 Sky Road, Bishop Lavis, BELLVILLE, 7470 - *Shahied*
418. Nosihle Annacleter Ngiba - 871110 0470 081 - L 544, UMLAZI, 4001 - *Nosihle Annacleter*
419. Rocky Sylvester Ruiters - 890704 5294 087 - 422 Second Avenue, LOTUS RIVER, 7941 - *Rushdien*
420. Nikita Dreyer - 910301 1024 083 - 37 Monsoon Road, Rocklands, MITCHELLS PLAIN, 7789 - *Nashita*
421. Nkosingiphile Simphiwe Mhlongo - 921202 5541 089 - L 1293 Avenue, CLERMONT, 3610 - *Nkosinathi Simphiwe*
422. Nomandoyiswe Mqetheba - 750406 0936 089 - 37656 Gele Street, KHAYELITSHA, 7525 - *Zoliswa*
423. Vuyolwethu Denton Nongubo - 710217 5651 089 - 10 N Hoboshe Street, Extension 4, MFULENI, 7100 - *Vuyolwethu Denton Damamzi*
424. Bertram Hendrik Ross - 971208 5056 084 - 41 Rose Street, RAVENSMEAD, 7493 - *Bertram*
425. Isaack Mzikawuphili Mthembu - 930316 5440 081 - Madundube, STANGER, 4450 - *Isaack Mzikawupheli*
426. Mkululeko Ephraim Cele - 990206 5339 085 - 65 Mboyizana Road, WENDOLINS, 3609 - *Nkululeko Ephraim*
427. Ketlogetswe Edith Mosanya - 920701 0544 080 - Nr 2076 Motlhabeng, MAHIKENG, 2700 - *Katlego Ketlogetswe Edith*
428. Cikizwe Somhlaho - 621224 1269 088 - Tikitiki Area, TSOLO, 5170 - *Cikizwa Muriel*

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429. Ziphozihle Sonwabiso Jakuja - 850715 0757 082 - 198 Makangiso Street, Nu 6, MOTHERWELL, 6211 - *Ziphozihle Manyanisa*
430. Sphokazi Symantha Mpondo - 931117 0256 087 - 11591 Seleka Street, DAVEYTON, 1520 - *Siphokazi Samantha*
431. George Bothata Mashinini - 821118 5403 081 - 1491 Thabong, WELKOM, 9463 - *George*
432. Reshoketswe Rababalela - 910901 5862 089 - 985 Zebra Road, Pennyville, NEW CANABA, 1804 - *Reshoketswe Shocky*
433. Zodidi Gwexa - 981212 0729 081 - Tyholo Area, MQANDULI, 5080 - *Zodidi Sisanda*
434. Shemaine Mothemela - 960306 0769 082 - 17 Columbus Crescent, FOURWAYS, 2120 - *Pebetsi Shemaine*
435. Tokunbo Munene Ogunsola - 990928 5456 086 - 1374 Nu 13, MDANTSANE, 5219 - *Khwezi*
436. Alvin Wynton Sauls - 890829 5141 085 - 16 Waterpan Crescent, RANDBURG, 1811 - *Lemuel Solomon*
437. Nku Petrus Phatsa - 920303 5457 085 - 1103 Dipelaneng, HOBHOUSE, 9740 - *Thabang Petrus*
438. Andrew Sifiso Mbiko - 830225 5188 080 - 4172 Shayamoya, KOKSTAD, 4700 - *Sifiso*
439. Madikathama Idah Ramagoshi - 870929 0601 085 - P O Box 1629, BOCHUM, 0790 - *Madikathama*
440. Kyle Ernest Firmstone - 891030 5104 087 - 64 Clover Crescent, KEWTOWN, 7764 - *Shafiq*
441. Nyelisani Nekhumbe - 960315 5754 080 - Tshidzivhe, THOHOYANDOU, 0950 - *Mulanga*
442. Uhuru Khutso Maja - 860116 5446 086 - 1 Voortrekker Road, PRETORIA, 0143 - *Khutso*
443. Masego Isaiah Boikanyo - 800305 5460 089 - 4044 Ikageleng Section, DINOKANA, 2868 - *Masego Keoitse*
444. Kgabo Edith Digashu - 011016 0615 081 - Room 66, 4 Women Hostel, ALEXANDRA, 2010 - *Mmaphuti Edith*
445. Sipiwe Ledwaba - 011014 5097 082 - 10186 Kgaye Street, Mzimhlope, ORLANDO, 1804 - *Sipiwe Asaph*
446. Surprise Maremela - 010510 5294 083 - P O Box 041, GOMPIES, 0631 - *Lesiba Surprise*
447. Sethabile Sima - 010222 0473 080 - Q438 No, UMLAZI, 4001 - *Sethabile Sanelisiwe*
448. Melchizedek Thokozani Mazinyo - 011014 0784 080 - Nkhwe Area, BIZANA, 4800 - *Piwokuhle Liyabona*
449. Andries Dalikie Magosi - 010815 5639 082 - 4694 Extension 3, Boikhutso, LICHTENBURG, 2740 - *Andries Ofentse*
450. Nelson Walaza - 010704 5210 088 - 4027 Phase 4, BRAAMFISCHER, 1724 - *Lungile Nelson*
451. Clemenceau Farao - 840605 5266 085 - 41 Harabees Fort Lodge, MITCHELLS PLAIN, 7785 - *Abdul - Qadir*
452. Llewellyn John Abrahams - 880625 5069 082 - C 104 Belhar Gardens, BELHAR, 7493 - *Lulu*
453. Sebastain Allan Matthews - 751218 5166 086 - 71 Rolbal Crescent, Beaconvalley, MITCHELLS PLAIN, 7785 - *Sabier*
454. Lorental Samantha De Villiers - 821117 0092 089 - 47 Summergreens Drive, CAPE TOWN, 7441 - *Lorinda Samantha*
455. Clayton Angus Brooks - 820409 5124 087 - 15 Roos Street, Schauderville, PORT ELIZABETH, 6001 - *Haroon*
456. Lesley Tyrone Erasmus - 800520 5242 085 - 99 Marsh Crescent, Highlands Village, MITCHELLS PLAIN, 7789 - *Tashreeq*
457. Yolandi Joyce Salie - 790324 0219 087 - 137th – 18 Avenue, FACTRETON, 7405 - *Yusrika*
458. Kagiso Lydia Mosehla - 011212 0178 085 - 69 Everst Street, Ce 2, VANDERBIJLPARK, 1911 - *Kagiso Anaiah Celeste*
459. Kabelo Sekhome Moabelo - 010524 5441 081 - 10 Redhartebees Street, DAWN PARK, 1459 - *Kabelo Mutele Sekhome*
460. Mmaphakge Busisiwe Mjeza - 980216 0272 084 - 71 Loami Street, ENNERDALE, 1828 - *Busisiwe Keabetswe*
461. Duduzile Prudence Shongwe - 900220 0209 085 - 258 Far East B Ank, ALEXANDRA, 2090 - *Duduzile Summer*
462. Elizabeth Sepelete Tefu - 960411 0578 085 - 162 – 16th Avenue, ALEXANDRA, 2090 - *Elizabeth Tsholofelo*



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463. Selematsela Jacob Sehloa - 780808 6167 086 - Phahlananoge, SEKHUKHUNE, 1124 - *Selematsela Josey*
464. Lwandokazi Mtyhobile - 840516 0447 085 - 14 – 4th Street, Comfort Court, SPRINGS, 1559 - *Lwandokazi Sharon*
465. Siphebihle Emly Shange - 010429 0292 085 - Mfundeni Reseivor, UMGABA, 4126 - *Siphebihle Emily*
466. Constance Belinah Thobisa - 900613 0199 084 - 4078 Phalament, Meloding, VIRGINIA, 9430 - *Hopolang Constance*
467. Gawie Abraham Sackanary - 330707 5034 088 - 28 Woodwind Circle, STEENBERG, 7945 - *Gabriel Gawie Abraham*
468. Elizabeth Hauptfleisch - 561211 0048 086 - 20 Alheit Street, KLEINMOND, 7200 - *Elisheva*
469. Annie Magrieta Cloete - 570928 0122 087 - 340 Bo Street, SPRINGBOK, 8265 - *Elize Annie*
470. Johannes Hendrik Jacobus Vlok - 590221 5054 083 - 12 Bognor Road, ROSEBANK, 7700 - *Johan*
471. Sylvia Klaasen - 701010 0831 082 - 26 Boad Way Road, STRAND, 7740 - *Nuksi*
472. Avril Myrtle Madeline Hattingh - 590311 0085 081 - 19 Marina Glen, KLEINEMONDE, 6172 - *Petra*
473. Nonkululeko Mavis Ketwa - 650123 0262 082 - 19 Glenfields, Manitoba Drive, FAERIE GLEN, 0081 - *Nonkululeko Mavis Majorie*
474. Sophie Masuku - 940805 0984 083 - 6061 Tsolapi Street, VLAKFONTEIN, 1829 - *Silethokuhle*
475. Kabelo Mampuru - 010521 5550 085 - 292 Weaver Street, East Bank, ALEXANDRA, 2010 - *Ntwampe Kabelo*
476. Zhivago Jamaine Delcarne - 961203 5153 082 - 31 Sebrahout Street, DELFT, 7100 - *Zhaheer*
477. Emily Faith Louise Southgate - 970810 0065 084 - 14 Helderberg Street, Tafelsig, MITCHELLS PLAIN, 7789 - *Izrah*
478. Rethabile Motati - 000820 0129 081 - 20934 Thabong, WELKOM, 9460 - *Rethabile Boipelo*
479. Buyelwayini Majozi - 890402 0519 083 - Eskom No 008009, UTRECHT, 2980 - *Thembekile Happiness*
480. Koelimate Mcetywa - 940911 0929 084 - L 252 Lusha, NYANGA, 7733 - *Kulakazi Pretty*
481. Peter Mokgoro Masehla - 900221 5525 087 - Stand No 109, Naganeng, SIYABUSWA, 0472 - *Peter Modianyane*
482. Nompie Lindiwe Moropa - 910923 1035 080 - 6869 Extension 5, Emzinoni Township, BETHAL, 2310 - *Nompilo Lindiwe*
483. Maureen Ncube - 850604 0768 085 - 26 Darby Street, VANDERBIJLPARK, 1911 - *Maureen Khensani*
484. Nosipho Idicia Nomsa Mbanjwa - 980916 0375 080 - 14041 Vilakazi Street, KWA THEMA, 1575 - *Nosipho Eudicia Nomsa*
485. Constance Mmalla Kgalane - 910915 0953 081 - 7749 Extension 9, Phomolong, MODIMOLLE, 0510 - *Seth*
486. Joyce Mmadichaba Kgatshe - 900807 0760 081 - 941 Lekubung Section, PELLA, 2890 - *Mmadichaba*
487. Israel Goitsemodimo Rakuba - 980524 0628 084 - 1839 Siokwaneng Section, TLOKWENG, 2800 - *Goitsemodimo*
488. Salmina Buthelezi - 960331 0456 084 - 3325 A Zone 10, MEADOWLANDS, 1852 - *Salamina Sphelele*
489. Rahaba Mamabola - 901018 0248 080 - 452 B Zone 1, DIEPKLOOF, 1700 - *Naomi Mamoshibudi*
490. Chimane Bernard Mogotsi - 910206 5592 086 - 1984 Block X, SOSHANGUVE, 0152 - *Giselle Amélie Chimane*
491. Keabetswe Nondabula - 910309 0212 088 - 1427 Molefi Street, DOBSONVILLE, 1863 - *Keabetswe Noqhayiya*
492. Balekile Abel November - 950218 5335 086 - 1669 Sekgoe Street, HOOPSTAD, 9479 - *Balekile Badu*
493. Tshadi Perseverity Chabaesele - 991111 0845 087 - 417 B Pampierstad Village, MMABATHO, 2735 - *Tshadi Tuduetso*
494. Ntsamayeng Letsoisa - 851224 0727 087 - 8353 Letolsa Street, Mayfield, Extension 1, DAVEYTON, 1520 - *Ntsamayeng Agnes*
495. Nompogo Beatrice Nkosi - 970321 0611 083 - Stand No 5967, DAANTJIE, 1216 - *Nomawethu Beatrice*
496. Mahlomola Gift Mokoena - 831126 5619 083 - 105 L Bluegumbosch, WITSIESHOEK, 9870 - *Gift*

- 497. Nadine Mercia Paulse - 921024 0120 085 - 20 Marun Crescent, Strandfontein, CAPE TOWN, 7800 - *Nusrah*
- 498. Chandré De Villiers - 940616 0302 089 - 34 Haisint Street, VELDDRIFT, 7365 - *Zayaan*
- 499. Buting Jou Phosiso - 890204 5615 084 - 10245 Lomanyaneng, MAHIKENG, 2745 - *Butana Joe*
- 500. Leandra Ramalatso - 990323 0639 086 - 789 Extension 2, Mabhoko Street, DIEPSLOOT, 0100 - *Leandra Nkele*
- 501. Marlene Doughty Sedibe - 920406 0747 085 - 660 Norman Eaton Avenue, Phillip Nel Park, PRETORIA WEST, 0183 - *Marlene Miyelani Doughty*
- 502. Boitshoko Maria Ngwako - 951230 0758 088 - P O Box 1, MOLOKWENG, 8614 - *Boitshoko Marcia*
- 503. Mbengeni Magoda - 880111 0771 089 - Tshakhuma, VUWANI, 0952 - *Lutendo*
- 504. Naledi Mavhungu Maneje - 821120 0306 087 - 119 Clearwater, Eco Park, CENTURION, 0157 - *Naledi*
- 505. Joshua Elias Mpotu - 751005 5403 084 - 1693 Zone 10, SEBOKENG, 1982 - *Mmereki*
- 506. Lonia Disebo Rambau - 940628 0485 087 - 86 Reginald Street, Block L, KAREN PARK, 0182 - *Lonia Oratilwe Ke Modimo*
- 507. Stepini Lubisi - 920904 0640 086 - 15168 Jerusalem Street, Ivory Park, MIDRAND, 0100 - *Stephina*
- 508. Ephordia Apprehend Thabana - 870827 1062 085 - Stand No 390, Thembaletu, KWAMHLANGA, 1200 - *Ephordia*
- 509. Elsia Voziwe Bike - 930817 0781 080 - 30339 Motlhabeng Village, MAHIKENG, 2745 - *Alicia Fuziwe*
- 510. Adrian Joseph Van Niekerk - 950304 5091 083 - 15 Georgia Drive, Colorado Park, MITCHELLS PLAIN, 7784 - *Adir*
- 511. Bianca Shannon Neilon - 920429 0179 083 - 47 Belletuin Park, 20 Crescent Road, OTTERY, 7808 - *Kauthar*
- 512. Gaositwe Matshidze - 001127 0040 089 - 30 Chiloane Street, ATTERIDGEVILLE, 0008 - *Obakeng Gaositwe*
- 513. Tshotlego Lucas Moalosi - 770805 5541 081 - 937 Main Road, DOBSONVILLE, 1865 - *Tshepo Lucas*
- 514. Dylan Draper - 970907 1371 089 - 722 Braude Street, Garsfontein, PRETORIA, 0001 - *Natasha*

## DEPARTMENT OF HOME AFFAIRS

NO. 380

27 MARCH 2020

**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. Zanele Ntuli - 021112 0920 080 - 543 Oudezwaan Street, BRONKHORSTSPRUIT, 1510 - *Sibiya*
2. Koketso Nyawane - 011231 5668 080 - 668 Extension 1, SOSHANGUVE, 0152 - *Nkwane*
3. Nokuthula Nyathi - 010505 1256 086 - Zwelisha Area, ESTCOURT, 3310 - *Madondo*
4. Swazi Kupa - 010706 5878 087 - Esk 1002, Annievill Farm, DANNHAUSER, 3080 - *Nkosi*
5. Lethani Phanaso Simelane - 000102 6374 080 - Maureseen Area, LOUWSBURG, 3150 - *Malinga*
6. Minenhle Mhlongo - 980811 1035 082 - Flansi, Phase 5, PIETERMARITZBURG, 3200 - *Makhanya*
7. Kwanele Dungulu - 950920 1488 088 - Luhenini Area, NGCOBO, 5050 - *Ntabeni*
8. Tebogo Madumetja Monyama - 880414 5732 084 - House No 554, Mzombane, MOKOPANE, 0600 - *Mamashela*
9. Bongani Maxwell Meyi - 720404 7063 087 - 59570 Mgwali Street, EAST LONDON, 5641 - *Sauti*
10. Monthati Danaza Swaedi - 010707 1141 082 - Ngwaabe Location, JANE FURSE, 1085 - *Makola*
11. Sisanda Dladla - 020314 1340 083 - 20783 Ekuthuleni Location, PIETERMARITZBURG, 3200 - *Zondi*
12. Nomcebo Nichol Nyambi - 010429 1093 086 - Stand No 99, Block B Trust, KOMATIPOORT, 1340 - *Nkuna*
13. Fundile Humphrey Songxishe - 840511 5642 087 - 227 Baduza Street, Emmangweni, TEMBISA, 1632 - *Mbuce*
14. Sakhile Lehlohonolo Thamsanqa Vanqa - 900716 6252 086 - Plot No 17558, GARORONE, 0081 - *Rampa*
15. Xolani Mphlaba - 990218 5997 085 - Mpumelelo Location, PIETERMARITZBURG, 3200 - *Ngubane*
16. Nkosinathi Jacobs Rasikhanya - 991229 6477 083 - Lwamondo Village, THOHOYANDOU, 0985 - *Mpangela*
17. Asanda Gema - 010712 6147 084 - Kwamachi Location, HARDING, 4680 - *Machi*
18. Philani Nzama - 770411 5984 080 - T 631 Linda Mnyana Street, CLERMONT, 3610 - *Mdletshe*
19. Tumisho Mafihle Mabowa - 900904 5450 089 - 1299 Zone 5, LEBOWAKGOMO, 0737 - *Kgasago*
20. Reuben Phaphathi Mabowa - 930325 5854 084 - 1299 Zone 5, LEBOWAKGOMO, 0737 - *Kgasago*
21. Melusi Amen Chiliza - 000928 5880 085 - Mgodini Location, HIGHFLATS, 3306 - *Mayeza*
22. Tshepo Epaphrus Mphela - 840909 5531 088 - Private Bag X9697, KOLOTI, 0709 - *Maphepha*
23. Prince Makhubela - 980614 5033 081 - Stand No 411, Nkuri Tomu Village, GIYANI, 0826 - *Mabunda*
24. Jacob Mehale - 890613 5867 083 - 10002 Rooiwal Village, BAKENBERG, 0611 - *Nong*
25. Vutomi Fanuel Kwinika - 881114 5596 088 - P O Box 1173, ELIM, 0960 - *Maluleke*
26. Tendani Erence Ndabadzindi - 890426 5462 080 - 801 Isithame Section, TEMBISA, 1632 - *Mutavhatsindi*
27. Kamohelo Molefe - 990212 5390 086 - 1130 Obed Mthombeni Nkosi, RATANDA, 1441 - *Tshabangu*
28. Morris Neo Bakwena - 761015 5792 087 - 4570 Mwt Rex Street, Extension 4, LENASIA, 1828 - *Magagula*
29. Mompoti Samuel Lolwane - 830312 5421 081 - 5643 Magogoe, Tlhabologo Village, MMABATHO, 2735 - *Leteane*
30. Nhlakanipho Velaphi Mgahe - 971122 5490 088 - Private Bag X6022, NONGOMA, 3950 - *Mathula*
31. Ayanda Professor Ngwane - 831217 5725 085 - B 407 Umlazi Area, DURBAN, 4001 - *Luthuli*
32. Nontokoze Senamile Mpunzana - 010716 0528 082 - Shakaville Area, STANGER, 4400 - *Madlala*
33. Wonderboy Ngcobo - 000501 5179 087 - Enkanyezini Location, PIETERMARITZBURG, 3200 - *Nxumalo*

34. Zizile Gontsana - 000929 1069 087 - Bhambayi Area, INANDA, 4310 - *Suduka*
35. Malesela Paul Oupa Rabalao - 861105 5362 087 - 1208 Section C, KWAGGAFONTEIN, 1100 - *Skosana*
36. Bhekizwe Joseph Mccunu - 770510 6040 089 - Secakini, RICHMOND, 3780 - *Tshapa*
37. Lindelani Ngema - 960518 5897 086 - A 174 Ntokozo Road, Kwama Village, KWAMASHU, 4000 - *Mthethwa*
38. Nompumelelo Prosperity Nxumalo - 981217 1188 088 - 6726 Extension 13, BARBERTON, 1300 - *Mhlanga*
39. Motlapele Johannes Mampana - 850613 5933 081 - 1437 Extension 25, GA-RANKUWA, 0208 - *Makgope*
40. Makwande Peacemaker Sigubudu - 020429 6050 089 - Sandlwana Area, NQUTU, 3135 - *Ngobese*
41. Pamella Phumelele Butshingi - 780727 1138 084 - Ntshingeni, COFIMVABA, 5380 - *Mayaba*
42. Nokubongwa Sindisiwe Mchunu - 891125 1049 086 - A 1463 Angola Area, Amaoti, INANDA, 4310 - *Mkhize*
43. Ndumiso Mtshali - 970723 5899 086 - P O Box 609, HLUHLUWE, 3960 - *Mthembu*
44. Neliso Ngobani Myeni - 000629 6286 088 - Eshlangwini, INGWAVUMA, 3968 - *Nyawo*
45. Innocent Mosa Molokomme - 000303 6396 087 - 1804 Allemansdrift C, MBIBANE, 0449 - *Malobola*
46. Andile Zwane - 000603 6317 086 - No 519 Ntemeka Farm, DANNHAUSER, 3080 - *Magubane*
47. Thabo Mtombeni - 980114 6192 085 - Shushumela, DULLSTROOM, 1110 - *Mahlangu*
48. Mahlori Makhubele - 000621 1221 087 - House No 3046, Extension 2, Boitekong, RUSTENBURG, 0300 - *Khoza*
49. Ronaldo Sanele Hlatshwayo - 000502 6202 084 - Acaciaville, LADYSMITH, 3370 - *Green*
50. Wayne Motlalekhotso Raputsoe - 850705 6627 082 - Plot 12019, TLOKWENG, 2600 - *Molwantwa*
51. Thabiso Edwin Xaba - 941017 5533 084 - D 1423 Saganga Road, HAMMARSDALE, 3700 - *Ngidi*
52. Olebogeng Letlhogonolo Mokhuane - 011017 5853 081 - 08041 Kraaipan, MAHIKENG, 2745 - *Magonare*
53. Sphamandla Mkhize - 010216 6313 084 - Ngome Area, GREYTOWN, 3250 - *Ngubane*
54. Tsheamo Junior Shabangu - 020806 5986 084 - 16 Malherbe Street, Rynfield, BENONI, 1501 - *Madi*
55. Melisa Malgas - 010907 0894 083 - 14 Rawana Street, KWAMAGXAKI, 6201 - *Kitise*
56. Happy Bafana Manana - 961225 6488 084 - 1490 Extension 2, EMBAHLENI, 2285 - *Ndlovu*
57. Nondumiso Brightness Khumalo - 000423 1058 084 - Doringkop, STANGER, 4450 - *Hadebe*
58. Zinzi Elna Chabangu - 960928 1135 086 - 12600 Ntsikne Street, Extension 8, KRUGERSDORP, 1754 - *Xulu*
59. Matlhogonolo Lemao - 001212 0561 084 - 311 Block Dd, SOSHANGUVE, 0152 - *Matseke*
60. Dimpho Patricia Maphanga - 011012 0957 086 - St Ritas, GLEN COWIE, 1061 - *Mahudu*
61. Nozipho Millicent Magagule - 860826 1059 085 - House No 475, Lindela Location, VOLKSRUST, 2470 - *Thabethe*
62. Mpho Gift Magabe - 980616 6037 086 - Plot No 538, Bosplaas West, MABOPANE, 0200 - *Kubayi*
63. Smilo Mdlangathi - 011226 5711 088 - Dipdale Location, BULWER, 3244 - *Mthembu*
64. Thembelihle Mbanjwa - 960208 0480 084 - 777 H Zimbuthu Farm, UTRECHT, 2980 - *Mfusi*
65. Sinenhlanhla Lethukuthula Mtshali - 000909 5903 085 - Morningside Location, IXOPO, 3276 - *Mdlozini*
66. Phindile Sithole - 000828 0878 086 - Qhudeni Area, NQUTU, 3135 - *Khumalo*
67. Simphiwe Mazibuko - 011025 5422 088 - Madolobheni, ESTCOURT, 3310 - *Nyathi*
68. Itumeleng Audcius Mosimanyane - 830215 5500 087 - House No 10299, Extension 28, VRYBURG, 8601 - *Cwecwene*
69. Sihle Sydney Nzama - 860506 5643 080 - 1323 Esikeloheni Way, RIVERDENE, 4037 - *Cele*
70. Sifiso Sphiwe Ngcobo - 880319 5398 085 - B 821 Malibuye Street, Folweni Trust, ISIPINGO RAIL, 4105 - *Zondi*
71. Ishmael Tumelo Mohlala - 890114 5336 088 - 323 April Street, THUSHANANG, 1039 - *Mogwane*

72. Fortunate Thandeka Thembeke Mngomezulu - 850616 0686 083 - Matshana Reserve, EMPANGENI, 3850 - *Shandu*
73. Cassius Dinyalo Makanatleng - 010228 6110 089 - Ga-Machacha, JANE FURSE, 1085 - *Nkwana*
74. Gideon Thabo Kekana - 851227 5605 083 - 7926 Intingonono Street, Olievenhoutbosch, CENTURION, 0175 - *Sebolai*
75. Margaret Tshegofatso Motlhamme - 960605 0700 082 - 1664 Zone 3, SESHEGO, 0742 - *Masoga*
76. Naledi Promise Tsholofelo Sibanyoni - 990723 0908 086 - 54 Beverly Drive, CONSTANTIA KLOOF, 1724 - *Lubisi*
77. Gilbert Manyosi Ramela - 801022 5297 085 - 290 Swift Street, RABIE RIDGE, 1685 - *Kganyago*
78. Ayanda Hlophe - 990610 6530 081 - 258468 Nkubanye Road, MARIANHILL, 3000 - *Mbonambi*
79. Lamulile Peter - 011222 1163 085 - 3000 Extension 3, VLAKFONTEIN, 2090 - *Mkhize*
80. Begonia Shanty Nyalungu - 000410 1343 087 - C5 Umgababa Flats, ZAMDELA, 1949 - *Molautsi*
81. Nonhlanhla Mtshali - 020101 1460 080 - 456 Mnisi Stand, WINTERVELDT, 0198 - *Mnisi*
82. Kgolagano Olebogang Omolemo Modumo - 020113 1126 082 - 775 Cui 17, Unit 2, MAHIKENG, 2735 - *Mosenogi*
83. Duncan Khulani Mokgotho - 020905 6463 083 - Gardenlity Rise, BUSHBUCKRIDGE, 1280 - *Dibakoane*
84. Lodwek Mashabela - 000708 5419 088 - 533 Hospital View, MAHWELERENG, 0626 - *Thobejane*
85. Nompumelelo Promise Sgubudu - 910305 1140 088 - 7477 Eziphunzini, PIET RETIEF, 2380 - *Ngwenya*
86. Given Ronewa Moshabane - 941231 0503 089 - 90 Ibaxa Section, Eritrea Street, TEMBISA, 1032 - *Munasi*
87. Masimbonge Chithi - 001003 5721 082 - 8891 Vnathi Mkefa, EZIBELENI, 5326 - *Mketi*
88. Vuyani Miya - 940725 5984 088 - 962 Mdakane Street, THOKOZA, 1426 - *Sibaya*
89. Lethabo Faith Luvhengo - 980616 5563 082 - 7237 Oxygen Street, NELLMAPIUS, 0122 - *Madisa*
90. Mnqobi Kweyama - 991011 5829 088 - 108 St Eastreet, PIETERMARITZBURG, 3200 - *Shozi*
91. Kagiso Blessing Mogudi - 900923 5497 080 - 22 Lutumba Street, KWA THEMA, 1575 - *Thabethe*
92. Thokozane John Setwaba - 870307 5534 082 - 92 Zone 10, Extension 2, SEBOKENG, 1984 - *Khambule*
93. Edwin Sefako - 970619 5823 086 - Masemola, JANE FURSE, 1085 - *Mokalapa*
94. Dibaga Joseph Makola - 860226 5667 084 - 709 Marikana, JANE FURSE, 1085 - *Tebele*
95. Caitlin Alexandra Du Toit - 990518 0383 086 - 8 Sherwood Complex, 6th Road, Noordwyk, MIDRAND, 1687 - *Tomada*
96. Ernest Jr Chika-Odili Thapelo Anasiudu - 990601 5309 080 - 1803 Block Bb, SOSHANGUVE, 0152 - *Tsatsi*
97. Rashae Vallabh Govender - 010727 5167 081 - 58 Manron Crescent, WESTVILLE, 3629 - *Vallabh*
98. Ntombile Getrude Budaza - 810728 0903 084 - P O Box 385, KOKSTAD, 4700 - *Mbanjwa*
99. Thabo Rufus Matlou - 880209 5314 085 - 19046 Tsitsing Street, Extension 14, KAGISO, 1700 - *Mahlake*
100. Jacob Sbusiso Mayibuye Nkosi - 910824 5215 084 - 873 Vyeboom Road, DOORNKOP, 0186 - *Sempe*
101. Asnat Maupi Mashifane - 870914 0472 083 - 7759 Section V, Kgatle Street, MAMELODI WEST, 0122 - *Malatji*
102. Nondumiso Magubane - 900731 0738 089 - P O Box 127, HAZYVIEW, 1242 - *Mlaba*
103. Tlou Frans Rammutla - 830929 5958 083 - 13 Paris Avenue, Mahlasedi Park, SESHEGO, 0742 - *Komape*
104. Montwedi John Khothule - 800403 5334 089 - 347 Surry Avenue, Fernedale, RANDBURG, 2190 - *Mokolutlo*
105. Palesa Charlotte Maphosa - 900506 0424 082 - 566 Walkraal Rdp, SIYABUSWA, 0472 - *Molefe*
106. Thabani Dumakude Mahendula - 961024 5538 084 - Skhemelele Area, KWANGWANASE, 3973 - *Ngwenya*
107. Simphiwe Kenneth Mtsweni - 890110 5231 089 - Stand No 2676, Extension 3, Impumelelo, DEVON, 2260 - *Xaba*
108. Thabo Moloi - 751008 5498 088 - 98 – 17th Avenue, ALEXANDRA, 2090 - *Guqaza*
109. Xolile Sibiya - 910518 0696 088 - Silverstream, MAPHUMULO, 1400 - *Ngubane*

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110. Phillip Rapudi - 970221 5799 083 - 6524 Extension 5, BELA-BELA, 0480 - *Motaung*
111. Nkhumeleni Tshabuse - 850209 5396 088 - 156 Khumalo Street, KATLEHONG, 1431 - *Mazibuko*
112. Christopher Thabo Shongwe - 840121 5374 085 - P O Box 493, MTUBATUBA, 3935 - *Malaza*
113. Vincent Tumelo Manamela - 950219 5350 083 - 1364 Thembaletu, KWAMHLANGA, 1022 - *Chili*
114. Bhekithemba Mthokozisi Maletshe - 860119 5283 087 - 8086 Baqwa Street, SOWETO, 1717 - *Mhlongo*
115. Mthokozisi Desmond Ngcobo - 870218 5277 087 - E 7732 Section 5, MADADENI, 2951 - *Mthethwa*
116. Justice Sekgote Kabelo Makgale - 910216 5170 080 - 4008 Masupha Street, Zone 3, DIEPSLOOT, 1700 - *Tabane*
117. Oshebile Justice Lenoke - 791006 5440 086 - House No 20088, GANYESA, 8513 - *Mokgoro*
118. Joyce Caroline Mnguni - 810710 0892 087 - 1894 Section H, EKANGALA, 1021 - *Masanabo*
119. Given Justice Mathe - 790503 5324 089 - 4004 Klarine, Extension 6, WITBANK, 1035 - *Mashele*
120. Ishmael Kenosi Lekwene - 990721 5808 087 - Deelpan Village, SANNIESHOF, 2760 - *Dikgang*
121. Daniella Bernalee Evertse - 001224 0066 089 - 2278 Essenhout Street, GRABOUW, 7160 - *Mannix*
122. Sonwabo Owen Mqoqi - 780825 5709 080 - Masimini Location, STUTTERHEIM, 4930 - *Rala*
123. Keketso Ekeopara - 010614 5660 085 - 3323 Zone 3, Pimville, SOWETO, 1809 - *Moloi*
124. Molatodi Amos Sikhampo - 010602 5715 082 - 3628 Tambo, LINDLEY, 9700 - *Zwane*
125. Puleng Keletso Nkoane - 010928 0693 085 - 117 Meloding Location, VIRGINIA, 9430 - *Mpuru*
126. Jabulane Reitumetse Selane - 990217 5369 089 - 6533 Naledi Section, BETHELEHEM, 9702 - *Khumalo*
127. Aristo Stapelberg - 951018 5150 082 - Cottage 2, Redberry Farm, GEELHOUTBOOM, 6529 - *Kritzas*
128. Tshiamo Ramabule - 010102 0599 086 - E 34 Phosa Maloka, Klipgat C, PRETORIA, 0001 - *Mkhaliphi*
129. Charlotte Matshidisho Makibelo - 861223 1061 080 - 41 Forestdale Villas, Old Paarl Road, BRACKENFELL, 7436 - *Malatji*
130. Mlungisi Minenhle Shabangu - 970918 6547 086 - P O Box 227, MTUBATUBA, 3935 - *Mkhwanazi*
131. Thenoleus Tiyiselani Kubayi - 990505 5827 084 - 128 Kopanong Section, TEMBISA, 1632 - *Mashashane*
132. Matlhatse Johannes Kekana - 000317 6259 087 - 145 Driefontein, DRIEFONTEIN, 0457 - *Tshotshi*
133. Siyabonga Sihle Sibiya - 951012 5867 084 - 5413 New Stands, Lakeside, VRYHEID, 3100 - *Nkosi*
134. Solly Mantshegele Mampholo - 750627 5794 088 - 1475 Sections, Mashimong, PRETORIA, 0001 - *Ndawe*
135. Sizwe Comfort Madondo - 900607 5866 085 - 2003 Road, 45 Village, WELDATCH WEST, 4098 - *Diadla*
136. Sibonelo Sphamandla Myeni - 980304 6478 085 - Esihlangwini, INGWAVUMA, 3968 - *Nyawo*
137. Lehlohonolo Makwale Ledwaba - 010215 5959 087 - 12222 Extension 71, POLOKWANE, 0699 - *Matlala*
138. Nqobile Sizakele Sithole - 000527 1072 083 - Rosedale, ESTCOURT, 3910 - *Mazibuko*
139. Simphiwe Prince Jele - 930331 5929 082 - 265 Nkamini Section, Silobela, CAROLINA, 1185 - *Masina*
140. Tihompo Lotlhanyang - 850217 0804 089 - 181 Maphinick Village, KURUMAN, 8460 - *Seikaneng*
141. Mzwakhe Hlakaniphani Mthethwa - 970326 6353 085 - A 1 Xolani Road, KWAMASHU, 4359 - *Gumede*
142. Nkosikhona Mdumiseni Nxumalo - 951226 6236 087 - Mntanenkosi Area, MBAZWANA, 3974 - *Mlambo*
143. Paulina Sebolaishi Matlakala Moyo - 000310 0445 083 - 0465 Middle Trust, MABOPANE, 0100 - *Lupa*
144. Bontle Moshe Masoga - 011210 5070 083 - 1902 Section E, EKANGALA, 1021 - *Lepaku*
145. Lebohang Emmanuel Makopo - 890721 5323 088 - 6838 Kopaopi Street, Extension 9, VOSLOORUS, 1475 - *Mofokeng*
146. Jack Mosehla Mokgokong - 981130 6288 086 - 122 Ga-Zora, SEBOGENG, 0752 - *Dikgale*
147. Nqobile Nxumalo - 000216 5741 089 - Mahhehle Location, IXOPO, 3276 - *Khomo*

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148. Shime Andries Letageng - 950402 5762 081 - 849 Phase 3, ITSOSENG, 0196 - *Moila*
149. Collen Tirikolo Maleswena - 821018 5676 084 - 2924 Mokgotla Street, VOSLOORUS, 1475 - *Mashilo*
150. Khanyisile Mbele - 900918 1067 085 - D 36 Silwane Khoza Road, UMLAZI, 4001 - *Cele*
151. Lufono Chebele - 880227 0428 080 - 1015 Mokaba Street, Villa Liza, BOKSBURG, 1600 - *Makhanthisa*
152. Gcina Mthethwa - 990703 6128 087 - Cc 1723 Area One, MAYVILLE, 4020 - *Dlamini*
153. Siboniso Ntuli - 010120 6422 087 - Rocky-Drift, MOOI RIVER, 3300 - *Ntombela*
154. Themba Vilakazi - 710729 5440 081 - 1644 A Mokoena Street, Emndeni, SOWETO, 1717 - *Sibiya*
155. David Theledi - 960418 5868 080 - Stand No 510, Bank B, SABIE, 1280 - *Madalane*
156. Patricia Silinda - 010709 1088 081 - P O Box 87, XIMHUNGWE, 1281 - *Mathebula*
157. Nkonjane John Xaba - 921210 5410 080 - 9915 Umbulan Street, Palmridge, Extension 7, KATLEHONG, 1431 - *Bazima*
158. Vusumuzi Paul Mogapi - 981001 6347 083 - 19 Pirate Street, CARLETONVILLE, 2499 - *Radebe*
159. Sithembile Khanyi - 980831 1144 080 - No 1172, MOOIPLAAS, 0100 - *Mokoena*
160. Neo Hope Tsholofelo Mokhothu - 950210 0479 084 - E 614 Pitso Section, Phokeng, RUSTENBURG, 0300 - *Mahuma*
161. Sphamandla Madutyulwa - 991024 5357 083 - Atalea Road, PIETERMARITZBURG, 3200 - *Nkonyane*
162. Kgaugelo Nakene - 990221 1109 085 - Rikhotso Village, TZANEEN, 0850 - *Machethe*
163. Samuel Ophney Nkosi - 800815 6002 086 - 600 Leader Jacket Street, Waterval Spruit, ALBERTON, 1450 - *Matsemela*
164. Mbutana Daniel Kekana - 660719 5535 089 - 46 Jinnahpark, Extension 3, BELA-BELA, 0480 - *Motalane*
165. Sphelele Jali - 990108 6004 082 - Ntuntambili Area, GREYTOWN, 3250 - *Magwaza*
166. Vuyisile Joseph Nandize - 960224 6148 088 - 15393 Phase 6, BLOEMFONTEIN, 9323 - *Rodolo*
167. Mandisa Mbali Ngcobo - 000204 1323 086 - Ocingweni Location , Ward 4, HARDING, 4680 - *Ndadane*
168. Madimetja Lucky Mashabane - 951021 6010 081 - 10005 Leyden Village, BAKENBERG, 0611 - *Sasa*
169. Nonkazimulo Mavimbela - 970528 1260 088 - Kwangabayela, POMEROY, 3020 - *Thusini*
170. Nkanyiso Siphosakhe Khumalo - 970206 6265 085 - Makekeni Loskop, ESCOURT, 3310 - *Kheswa*
171. Kgaugelo Melitah Phiri - 960602 0611 088 - 1980 Block Kk, SOSHANGUVE, 0152 - *Motsodisa*
172. Noxolo Bester Gushu - 961023 0165 083 - 14515 Daza Street, Bloekombos, KRAAIFONTEIN, 7570 - *Tenteza*
173. Talitha Ontong - 951029 0078 087 - 46 Stratford Avenue, EERSTE RIVER, 7100 - *De Villiers*
174. Maria Mologodi Masemene - 820717 0856 085 - No 46- 14th Avenue , ALEXANDRA, 2090 - *Phala*
175. Lebogang Bophelo Ngobeni - 950208 5279 087 - 5 Constantia Avenue, Alan Manor Mews, JOHANNESBURG, 2091 - *Mabedhle*
176. Thulani Innocent Skosana - 950302 5414 081 - 268 Section A , EKANGALA, 1021 - *Masehla*
177. Ndabenhle Lindokuhle Gumede - 000918 6297 082 - No 15 Falaza Street, King Dinuzulu Township, ESHOWE, 3815 - *Mahaye*
178. Snethemba Shabangu - 990131 5978 080 - House No 2688 , Sky Village, VOLKSRUST, 2470 - *Dube*
179. Karabo David Morajane - 010222 6187 080 - 3589 Ext 6 , Sakhile, STANDERTON, 2430 - *Mbatha*
180. Mlungisi Lungisani Sikakane - 000508 6368 080 - Ebusi Village, WASBANK, 2920 - *Dlamini*
181. Andiswa Noluthando Dlamini - 000413 1048 086 - C1286 Parkgate, Ottawa, VERULAM, 4339 - *Shezi*
182. Thandzile Ellin Nkosi - 000325 1187 088 - No 12A , ELUKWATINI, 1192 - *Ngobeni*
183. Sibonelo Praiseboy Mkhize - 880503 5234 081 - P O Box 16, TORVILLE, 3760 - *Khanyile*
184. Thandokuhle Peaceful Dlamini - 990523 0546 088 - P O Box 11129, UMZINTO, 4200 - *Mkhize*
185. Sethaiso Igbani Mosimane - 770811 5567 084 - Driefontein Village, LEHURUTSHE, 2887 - *Mokotedi*

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186. Margaret Mthembu - 920517 0687 087 - Hlomendlini Area, MANDENI, 4490 - *Cele*
187. Zuziwe Mbobo - 920610 0810 088 - Kwa-Meyi Village, STERKSPRUIT, 9762 - *Mei*
188. Karabo Mabelane - 010211 0629 080 - Ext 3 Shushumeza, PRAKTISEER, 1150 - *Makofane*
189. Suzanna Makgoka - 960828 0550 089 - 1606 Koloti, POLOKWANE, 0709 - *Somo*
190. Sinazo Ndzabe - 001224 6084 086 - Lubhacweni Location, MOUNT FRERE, 5090 - *Tshitshi*
191. Marubini Thomas Tshinyolo - 730705 5213 088 - Stand No 334, MULIMA, 0920 - *Ramapulana*
192. Bongisipho Sithembiso Mpanza - 010918 5863 080 - Milford Nyanyadu, DANNHAUSER, 3080 - *Ntanz*
193. Nkanyiso Sakhile Khumalo - 000714 6321 083 - 24725 Kopie Motebang, BARCELONA, 1519 - *Mhlanga*
194. Fatenyana Annah Kekana - 010416 0874 087 - 1258 Khureng Village, ZEBEDIELA, 0600 - *Maake*
195. Sinazo Miranda Mbasa - 940207 1262 082 - Second Gate, MOUNT FRERE, 5090 - *Jezile*
196. Mahlare Ephiam Sekokotla - 780610 6408 084 - Stand No 009431 , X 44, POLOKWANE, 0699 - *Mogano*
197. Melitha Mukangane - 640504 1195 087 - Tshirenzheni Village, NZHELELE, 0993 - *Mugagadeli*
198. Isaac Goodman Mahlase - 790101 6760 086 - Stand No 2034, Block A3 , KOMATIPOORT, 1341 - *Sibiya*
199. Vusi Cele - 880101 7038 087 - C 3332 Carlifonia Street, Ntuzuma Township, DURBAN, 4359 - *Sibiya*
200. Simphiwe Nxele - 840924 5477 083 - Iniwe Residence, EMPANGENI, 3880 - *Mkhwanazi*
201. Sibusiso Gregory Sibeko - 900327 5816 085 - Emanzini Area, BERGVILLE, 3350 - *Mazibuko*
202. Maketa Magae - 800521 5571 085 - 609 Vusimuzi, TEMBISA, 1632 - *Kgomo*
203. Tjetwa David Makgotha - 720903 5940 089 - P O Box 3035, MPHAHLELE, 0236 - *Legoabe*
204. Penny Phindile Cele - 850606 0602 081 - B1763 Illovo Township, AMANZIMTOTI, 4126 - *Nzama*
205. Thabiso Shabalala - 000120 5638 081 - Chibini Location, IXOPO, 3276 - *Ngcobo*
206. Lungile Mabaso - 980906 0457 087 - 2617 - 34th Avenue, CLERMONT, 3610 - *Duma*
207. Thabisho James Moremi - 830406 5482 083 - 511 Tlapeng Section, MARUPING, 8460 - *Sekgetho*
208. Sifiso Mahlangu - 870223 5344 085 - 20321 Marasela Street, Etwatwa West, DAVEYTON, 1519 - *Motaung*
209. Joseph Mathuba - 851229 5446 088 - House No 764, Sekgatlang Section, SAULSPOORT, 0318 - *Matabane*
210. Whitney Khutso Ledwaba - 970830 0684 080 - House No 12222, Extension 171, POLOKWANE, 0699 - *Matlala*
211. Mahlatsi Simon Rangata - 980604 5589 083 - Stand No 10086, Sefithhogo Village, SELEKA, 0621 - *Magwai*
212. Omphemetse Ramothopo - 010514 0223 089 - 95 Moletji, GA-RAMMETLWANA, 0710 - *Sekgala*
213. Thapelo Gift Nhlapo - 930404 5309 082 - 8088 Skirlik, BELA-BELA, 0480 - *Nkomo*
214. Britney Taylor Pretorius - 991030 0127 082 - 50 Benson Road , MONTCLAIR, 4004 - *Van Dyk*
215. Mampe Angel Dlamini - 990918 0312 087 - 3025 Ngubeni Street, TSAKANE, 1550 - *Masuku*
216. Talente Dikobe - 900325 5558 087 - 464 Section A , MALAMULELE, 0982 - *Mboweni*
217. Alice Mamalefane Maubane - 901230 0244 080 - 11477 Ntsu Street, Ivory Park, MIDRAND, 1685 - *Marabe*
218. Tshepho Joseph Mamabolo - 830331 5597 088 - 286 Lithuli Park 9a , SESHEGO, 0699 - *Senetla*
219. Jacob Tshidiso Jakole - 810330 5527 081 - 1109 Tswelopele Street, Extension 5 Simunye, WESTONARIA, 1779 - *Silanda*
220. Alfousina Mamohau Magagula - 790318 0814 087 - 3874 Ext 2 Sakhile, STANDERTON, 2430 - *Bucibo*
221. Thobile Innocentia Sikhonde - 000402 0223 089 - 1016/18 Extension 01, Sakhile, STANDERTON, 2430 - *Shongwe*
222. Freedom Vikie Sibanyoni - 861219 5371 087 - Stand No 010195b, MSOGWABA, 1215 - *Nene*
223. Eddy Jaison Mokoena - 900205 5458 084 - 2900 Relani Trust, BUSHBUCKRIDGE, 1280 - *Mashigo*



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224. Soli Matome Monisi - 680102 6591 086 - 1933 Extension 3, ORANGE FARM, 1805 - *Mapate*
225. Vinnette Fanie Malope - 860522 5715 083 - Stand 138 Tsakani, MARITE, 1280 - *Mashale*
226. Sibulele Nkangeni - 0012215547 089 - No 3078 Zone 10, ZWELITSHA, 5608 - *Nyikana*
227. Thabo Joseph Thobatsi - 900921 5324 080 - 730b Madlala Street, Naledi, SOWETO, 1868 - *Ramotlana*
228. Mabatho Leah Mphela - 911130 0508 088 - Stand No 1, Motinti, KOLOTI, 0709 - *Maphepha*
229. Sabatha Sibiya - 000916 5315 087 - Sikhemelele Area, KWANGWANASE, 3973 - *Mthembu*
230. Ntando Lerato Mkhize - 961001 5350 082 - 1181 Olifants Oor Street, PROTEA GLEN, 1819 - *Tola*
231. Refilwe Valerie Mahlasela - 000822 0323 086 - 74 Badger Palace, Extension 38, Dawn Park, BOKSBURG, 1459 - *Stemmer*
232. Nqobile Khumbulile Nxumalo - 990215 0770 087 - Ngwebini Area, NQUTU, 3135 - *Masango*
233. Prince Mahlangu - 941116 5772 088 - 9128 Thusanang Street, Sisonke Section, IVORY PARK, 1685 - *Lugayeni*
234. Malibongwe Lawrence Shezi - 981019 5305 084 - 3544 Chris Hani Road, Mpophomeni Township, CHRIS HANI, 3291 - *Mkhulise*
235. Evelyn Tsholofelo Moopelwa - 990817 0572 080 - 692 Mgina Street, WARRENTON, 8530 - *Lentsoe*
236. Nkosingiphile Dladla - 990527 5024 082 - Bush Area, ESTCOURT, 3310 - *Dlamini*
237. Tunu Benson Ntongo - 400915 5490 086 - Ntontela Area, LUSIKISIKI, 4820 - *Mabena*
238. Tiisetso Masingi - 000828 6179 083 - 4552 Extension 19, OLIEVENHOUTBOSCH, 0187 - *Khumbula*
239. Ibanathi Sthembile Mandla - 000213 1196 087 - 21 – 271 Brazzille, SAULSVILLE, 0125 - *Shabalala*
240. Yedwa Arthur Nomafusi - 880828 5951 081 - Mnqwane Area, MT AYLIFF, 5130 - *Ntonga*
241. Sunday Henry Mahlalela - 920912 6060 084 - Stand No 108, Masibekela, KOMATIPOORT, 1342 - *Silva*
242. Eliyudi Mthomboti - 981023 6055 086 - P O Box 746, HAZYVIEW, 1242 - *Nkosi*
243. Seipati Holkrans - 011124 1007 082 - 1895 Itumeleng Location, ZASTRON, 9950 - *Molato*
244. Zimbili Sibisi - 000428 1160 087 - 166 Tintown Area, INCHANGA, 3670 - *Thabethe*
245. Tofo Menzi David Maluleka - 880404 6040 082 - Stand No 268, Dindela, BARBERTON, 1300 - *Mokoena*
246. Nkosinamandla Madonsela - 011026 6211 082 - Mpolweni Area, NEW HANOVER, 3200 - *Msomi*
247. Nabila Ellassali - 740419 0389 087 - Didi Location, BIZANA, 4800 - *Hoshe*
248. Linda Hlonipani Mthembu - 010327 6247 089 - P O Box 505, KWA NGWANASE, 3973 - *Manzini*
249. Redver Navan Strettón Pieters - 960504 6248 081 - 64 Hoot Street, Laingville, ST HELENA BAY, 7390 - *Fortuin*
250. Palesa Leah Matla - 010107 1145 086 - 3566 Petsana, REITZ, 9810 - *Motloun*
251. Bongani Maseko - 011113 6217 085 - 573 Sibaya Street, Khumalo Valley, KATLEHONG, 1400 - *Hlungwane*
252. Nkosizile Mathibela - 960306 1100 089 - 8999 Extension 18, KWAGUQA, 1039 - *Zwane*
253. Tshepang Gaekganenwe - 931031 5652 085 - E 22 Suurdeg Village, KURUMAN, 8460 - *Galobelwe*
254. Jozua Joubert Scheepers - 920812 5136 085 - 2 Erret Lane, SILLITTS, 3610 - *Nel*
255. Ziyaad Hendricks - 890730 5406 082 - 12 Woodwind Circle, Steenberg, RETREAT, 7945 - *Stoffels*
256. Diteko Adam Phore - 790102 5666 084 - 691 Condor Street, Tigane, HARTBEESFONTEIN, 2600 - *Modise*
257. Jabulani Richman Nhlapho - 750505 7639 081 - 11342 Extension 7 A, ORANGE FARM, 2900 - *Kubheka*
258. Xolani Manuel Mazibuko - 860502 5483 080 - 611 Hospital Street, Skosana Section, KATLEHONG, 1431 - *Sigcawu*
259. Simiselo Baswana - 970205 5974 085 - 1803 Metsi Street, BENONI, 1500 - *Tumatshe*
260. Prince Mpumelelo Khumalo - 971205 6076 087 - 21748/84 Extension 6, Tshilawane Street, EDENVALE, 1475 - *Nhlapo*
261. Sbonelo Zenzele Tembe - 960905 6552 085 - Ndumo Area, INGWAVUMA, 3968 - *Duze*

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262. Sithokozile Ntinga - 011011 1197 080 - House No 18, Luthuli Road, KWANDENGEZI, 3600 - *Khuzwayo*
263. Mfanufikile Siyanda Dlamini - 010312 6273 087 - Nketheni Area, PIETERMARITZBURG, 3200 - *Shezi*
264. Dinah Minah Somo - 990418 1126 081 - Stand No 82, Spa Park, BELA-BELA, 0480 - *Tekela*
265. Sifiso Koza - 020108 6434 085 - 220 Ncala Section, KATLEHONG, 1431 - *Ngobese*
266. Mdumiseni Gxumayo - 960815 6036 080 - Farview Area, MOUNT FLETCHER, 4770 - *Mhluzana*
267. Daniel Mandla Cele - 000929 6254 080 - P O Box 3088, MTUBATUBA, 3935 - *Zulu*
268. Sibusiso Myeni - 670209 5682 089 - P O Box 1395, NONGOMA, 3950 - *Thusi*
269. Nkosikhona Ntloko - 000707 6040 083 - Madlangala Area, MATATIELE, 4730 - *Ntsontso*
270. Nthabeleng Harold Mamiane - 030501 6213 087 - P O Box 188, MAFEMANE, 1285 - *Silinda*
271. Ngcebo Ncedo Mbatsane - 981221 6254 085 - Stand No 144, Ntunda Trust, KOMATIPOORT, 1331 - *Masilela*
272. Londiwe Jessica Selepe - 030906 0182 081 - 888 Truta Trust, Extension 4, Hospital Hill, TEMBISA, 1632 - *Ntuli*
273. Chulumanco Malimba - 990831 6332 084 - Zulu Area, NTABANKULU, 5130 - *Mhloleli*
274. Rethabile Maletsatsi Thokoane - 010621 1279 083 - 1393 Fanabafana Street, PIMVILLE, 1500 - *Morake*
275. Makgomo Rosina Mocheke - 020126 0241 082 - House No 10141, Phahladira, SHONGOANG, 0607 - *Ngoma*
276. Phinius Thaba - 010715 5572 087 - P O Box 4481, POLOKWANE, 0700 - *Maepa*
277. Nokuthula Sthembele Mntsele - 971002 0183 088 - 2257 Fani Street, THOKOZA, 1426 - *Buthelezi*
278. Benedict Mabuya - 800413 5574 089 - 1215 Jaxola Street, Mailula Extension 3, VOSLOORUS, 1475 - *Hobo*
279. Wandile Ncanana - 001027 5704 087 - Matimatolo Area, GREYTOWN, 3250 - *Mpanza*
280. Aluta Mbombo - 930519 5631 084 - 4007 Nu 8, Mdantsane, EAST LONDON, 5219 - *Xuba*
281. Neo Dikobe - 011011 5134 089 - 0803 Hlanganani Gardens, 15 Burkina Faso Street, RANDBURG, 2125 - *Morake*
282. Rocky Tokiso Cj Mogale - 990702 5554 087 - 58 Swallows Street, Section B1, Block XX, SOSHANGUVE, 0152 - *Malesa*
283. Michael Johns Piek - 010626 5225 081 - 120 A Tina Place, Hillside Estate, MORELETA PARK, 0100 - *Le Roux*
284. Modikwe John Ananias Sibeko - 810210 5662 080 - Stand No 3886, MARAPYANE, 0430 - *Madihlaba*
285. Suprice Khoza - 011018 6131 089 - Crouvettlako Area, XIMUNGWE, 1281 - *Mkhabela*
286. Kabelo Sethoboko - 871210 5762 084 - 1567 Wild Peach Street, Extension 2, PROTEA GLEN, 1800 - *Mojaki*
287. Letsepe Mmarakeng Baloyi - 960416 5496 084 - 38 Stevens Street, Extension 11, ORCHARDS, 0182 - *Rakgoale*
288. Andile Erasmus Shange - 000910 5257 084 - Mbayimbayi Location, MURCHISON, 4250 - *Cele*
289. Given Mpho Masuku - 790811 5727 080 - Mariti Trust, HAZYVIEW, 1242 - *Ngwenya*
290. Thabang Evans Mongale - 830809 5839 089 - 845/139 Extensuin Y, SOSHANGUVE, 0152 - *Manamela*
291. Daniel Phalane - 810606 5564 087 - Plot 52, ZANDSPRUIT, 0100 - *Tjiane*
292. Kutlo Confidence Namate - 991105 0322 089 - House No 40444, MODDERKUIL, 0312 - *Mothupi*
293. Sipho Zilwa - 970301 5044 084 - 4 Snyman Drive, Wright Park, SPRINGS, 1560 - *Nkosi*
294. Tintswalo Dinah Khosa - 990409 0631 080 - 793 B Oliverton, RADIUM, 0483 - *Tshabangu*
295. Tshepiso Rose Khosa - 930216 0697 083 - 793 B Oliverton, RADIUM, 0483 - *Tshabangu*
296. Inolofatseng Khumo Motukisi - 920601 0540 080 - 3730 Kiribati Street, COSMO CITY, 2188 - *Segale*
297. Nkosingiphile Cebekhulu - 901015 5698 087 - Woolstorm Area, GREYTOWN, 3250 - *Mzobe*
298. Siyamthanda Judge - 890802 5153 087 - 21162 Madwara Street, Govan Mbeki Location, PORT ELIZABETH, 6001 - *Gebe*
299. Masilo France Moshai - 790215 5931 082 - 1747 Block H, SOSHANGUVE, 0152 - *Sithole*

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300. Sello Piet Mafuna - 980316 5701 085 - 8129 Extension 9, Phomolong, MODIMOLLE, 0510 - *Monama*
301. Moyahabo Pacient Mothemane - 000625 5469 089 - 2916 Extension 4, REFILWE, 1003 - *Siaga*
302. Tshepang Nkhutha Lawrence Mogashoa - 900916 6104 085 - 3329 C Maseding Section, MARAPYANE, 0431 - *Moepye*
303. Lerato Masemola - 990604 5668 083 - Mamone Village, SEKWATI, 1063 - *Mamogobo*
304. Tshepiso Moremi - 950806 0070 086 - 3 Petrea, 27 Kretschman Avenue, BELA-BELA, 0480 - *Mahlaula*
305. Hilda Mafumo - 010114 0822 087 - 2552 Mukosi Parklane, Extension 2, CHIAWELO, 1818 - *Sono*
306. Noxolo Tracey Siwela - 931218 0627 085 - 2576 Ntokozo Road, Mpophomeni Township, PIETERMARITZBURG, 3200 - *Ngcobo*
307. Mduduzi Cyril Nyawose - 010109 5604 084 - Tongaas Location, Ward 1, MARGATE, 4275 - *Ndovela*
308. Xolani Sfiso Skosana - 970925 5806 082 - Stand No 379, VERENA, 0400 - *Mahlangu*
309. Luthando Luke - 950322 5492 085 - Greenland Farm, ENGCOBO, 5050 - *Williams*
310. Sivenathi Skepu - 980716 5864 082 - Tyusha Location, KING WILLIAMSTOWN, 5600 - *Sogidashe*
311. Peit Buda - 000622 5755 088 - 29821 Mampuru Avenue, Extension 10, MAMELODI, 0100 - *Mnisi*
312. Eliya Godfrey Pelusa - 920808 5820 082 - 1078 Tlapeng, MASHISHIMANE, 1392 - *Motswiane*
313. Sidwell Nkosinathi Ndaba - 861102 5305 083 - 6430 Phola Park, PIET RETIEF, 2380 - *Sikhosana*
314. Bongani Dlamini - 000827 5140 088 - Locksway Area, ESTCOURT, 3310 - *Khan*
315. Hellen Dineo Matemana - 900320 0916 083 - 1604 Zone 5 F, SESHEGO, 0742 - *Mahlakoane*
316. Siyanda Maduna - 011123 5136 087 - Ezinketheni Location, PIETERMARITZBURG, 3200 - *Ntuli*
317. Kesserina Exzitha Sibiya - 970614 0575 088 - 115 Uitsig Landgoed Estate, Dr Enos Mobeza Drive, MBOMBELA, 1200 - *Sgudla*
318. Limpho Sehako - 960622 0036 086 - House No 1429 B, Mositwana Section, LEROME, 0318 - *Rametsi*
319. Anna Kelebogile Mokone - 970809 0554 089 - 2188 Oukasie, BRITS, 0250 - *Molwele*
320. Lilian Mokeki Magabe - 891003 0701 082 - Plot No 538, Bosplaas West, MABOPANE, 0201 - *Kubayi*
321. Tankiso Matiane - 980725 5336 082 - 3169 Zone 6, FICKSBURG, 9730 - *Mashiane*
322. Neo Ngombane - 990601 5235 087 - 15 Duo Villa, Bree Street, Navalsig, BLOEMFONTEIN, 9300 - *James*
323. Rethabile Mavis Chere - 011108 0450 088 - 10020 Esdaile, Mapinonyane, GANYESA, 8613 - *Babua*
324. Katlego Chao - 010813 5582 089 - 54245 Ipopeng Section, Rockland, BLOEMFONTEIN, 9300 - *Selebogo*
325. Gaedupe Petrus Mangole - 910731 5557 086 - E 277 Bakwena Section, Mogopa, ZEERUST, 2865 - *Kau*
326. Diketso Forget Ndlovu - 000717 0464 080 - P O Box 467, BUSHBUCKRIDGE, 1280 - *Mokome*
327. Mmankadiseng Gladys Ganjeruba - 980810 0582 086 - House No 696, Unit 8, MOGWASE, 0314 - *Mathe*
328. Nkosazana Penelope Mavimbela - 010331 0509 080 - 12011 Skate Street, Extension 22, NELLMAPIUS, 0122 - *Masemola*
329. Mphefo Mokgaetsi Molahlegi Mothapo - 010810 0608 083 - N 1659 Extension 7, DIEPSLOOT, 2189 - *Matsoma*
330. Baby Precious Mpinga - 990708 0852 087 - 63231 Zone 16, SEBOKENG, 1983 - *Ndaba*
331. Piet Masiya - 830918 5588 081 - 565 C White City, JABAVU, 1800 - *Mzinyane*
332. Thato Theko - 900725 5398 089 - 2437 Block L, SOSHANGUVE, 0152 - *Kekana*
333. S'bonelo Felix Dlamini - 910719 5478 080 - 1279 Mpumelelo Location, PIETERMARITZBURG, 3200 - *Mkhize*
334. Sabelo Nkwanyana - 960405 5746 085 - Qomintaba Area, MELMOTH, 3835 - *Ngcobo*
335. Nqobi Nxasane - 871029 5591 081 - 16254 Atom Street, Braamfischer, ROODEPOORT, 1725 - *Radebe*
336. Siphiwe Andile Silinda - 900627 5397 089 - 3901 Zebra Street, Dawn Park, BOKSBURG, 1459 - *Ntebe*
337. Christopher Maseko - 780921 5563 088 - 496 Hlatshwayo Street, ORLANDO EAST, 1804 - *Sithole*

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338. Bekithemba Mdzimwa - 010730 5336 086 - Njijini Area, MOUNT FRERE, 5090 - *Lawrence*
339. Danny Anele Ndzambo - 980201 5245 087 - 3418 Sindane Street, DAVEYTON, 1520 - *Bukala*
340. Shahil Wesley Singh - 000601 5449 082 - 28 The Fountains, Moore Avenue, BENONI, 1500 - *Singh Ahmed*
341. Gofamodimo Reginald Motswiri - 920728 5509 081 - Borakalalo Village, Tlhaole Section, LEHURUTSHE, 2888 - *Kgokong*
342. Millicent Thato Motsisi - 001125 0361 083 - House No 60186, Marula Park, MABESKRAAL, 0300 - *Tabane*
343. Tshepo Elvis Malaka - 900318 5721 086 - 1061 Phokoane, NEBO, 1059 - *Mamosadi*
344. Koketso Thorome Masemola - 990212 5445 088 - P O Box 545, MANGANENG, 1127 - *Phasha*
345. Vincent Kamogelo Motsisi - 970614 5406 081 - House No 60186, Marula Park, MABESKRAAL, 0300 - *Tabane*
346. Busisiwe Wendy Mofokeng - 940610 1019 081 - 259 Block Jj, Phemelong Street, SOSHANGUVE, 0152 - *Kiva*
347. Fortunate Nare Mokgolo - 951230 0109 084 - 161 Refentse Extension, Stinkwater, HAMMANSKRAAL, 0100 - *Tlhako*
348. Morgan Sedibe - 830914 5867 088 - 2127 Zone 7, LETLHABILE, 0264 - *Nonyana*
349. Dimakatso Venessa Pipi - 960930 0232 088 - 7498 Extension 25, VRYBURG, 8600 - *Rugby*
350. Sabulela Kevin Mgcwembe - 870614 5584 086 - B 39 B Themba Crescent, MFULENI, 7100 - *Magopeni*
351. Thabiso Mvuyana - 911003 5816 089 - 78 Washington Road, SCOTTVILLE, 3201 - *Manyoni*
352. Thulani Gave Mahlangu - 010226 5597 082 - B43 Mogononong, SIYABUSWA, 0472 - *Ntuli*
353. Koketso Thomas Lekwatsipa - 980912 5333 083 - 00173 Mahobe, LEBOWAKGOMO, 0737 - *Letsoalo*
354. Jacey-Lee Ohlson - 971003 0055 086 - 20 Nautilus Street, Saxonsea, ATLANTIS, 7349 - *Lewis*
355. Chengelo Kasokola Kampamba - 011029 5251 083 - 250 Thatchers Field, LYNNWOOD, 0081 - *Kanyama*
356. Dany-Boy Thakalani Maphela - 941128 5276 085 - Jv 1649, JEFFSVILLE, 0008 - *Tshavhuyo*
357. Andries Thabang Aphone - 950422 5551 086 - 1 A The Old, LYNNWOOD, 0100 - *Mabaso*
358. Themba Skosana - 941228 5817 084 - 227 Zone 2, Mandela Park, KATLEHONG, 1400 - *Mthethwa*
359. Thatoyaona Beauty Segakweng - 980807 0465 080 - 1728 Mabalane Street, TLHABANE, 0309 - *Maraya*
360. Kenosi Penny Matjila - 970328 5517 082 - 1678 Motla, PRETORIA, 0001 - *Nkoane*
361. Bongani Jacob Ramasodi - 980806 5507 086 - 755 Luderitz Street, BOOYSENS, 0082 - *Segole*
362. Binni Aleseng Moloi - 861013 0487 083 - House No 329, ATAMELANG, 2732 - *Nthimole*
363. Freda Mmachele Dikute - 840902 0823 089 - 02 Tlaseng Village, RUSTENBURG, 0300 - *Khunou*
364. Ogotse Modise - 950127 5460 085 - 43 Royden Avenue, VRYBURG, 8600 - *Dioka*
365. Nkosinathi Nimrod Thethe - 000428 5810 083 - No 130071, BUFFELSHOEK, 1300 - *Thabane*
366. Kwanele Shoba - 000202 5451 085 - Obengwane Area, NQUTU, 3135 - *Sithole*
367. Kean Kerin Joel Randall - 981224 5075 089 - 32 Finchaven Place, Wentworth, DURBAN, 4001 - *Du Plooy*
368. Mesuli Sikhakhane - 011215 5343 083 - Maduma Area, EMPANGENI, 3900 - *Hadebe*
369. Khayaletu Terrence Ndlovu - 931010 5921 088 - C 1605 Folweni, UMBUMBULU, 4105 - *Mkhize*
370. Johanna Mamasele Qumbane - 790614 0791 089 - Stand No 216, 243 Mgebeba Section, BOLEU, 0414 - *Mogola*
371. Eric Nkolele - 910707 5501 084 - Stand No EE400, RAMOKGOPA, 0811 - *Seshibedi*
372. Witney Ntsako Khosa - 000116 5702 083 - P O Box 1500, GIYANI, 0826 - *Baloyi*
373. Kamogelo Andronica Movundlela - 000221 0364 085 - 784 Zone 2, MAHWELERENG, 0626 - *Boshomane*
374. Mpho Given Maletle - 001007 5416 080 - 590 Masehlaneng Village, MOKOPANE, 0600 - *Mogano*
375. Siyanda Professor Mbhele - 851026 5588 087 - Isipan Road, HIBBERDENE, 4220 - *Madlala*

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376. Mxolisi Zakhele Nkomentaba - 870823 5752 086 - 6537 Section U, MADADENI, 2951 - *Nxumalo*
377. Sphiwe Andries Ngubeni - 980902 5806 089 - 1629 Mayekiso Street, DUDUZA, 1496 - *Mahlangu*
378. Mzuvele Dumakude - 761224 5299 081 - Ekuvukeni Area, PINETOWN, 3600 - *Mchunu*
379. Olwethu Graduate Mkhize - 990729 5644 089 - Hlokozi Location, HIGHFLATS, 3200 - *Mayeza*
380. Siyanda Mthobisi Zuma - 000105 5981 086 - 4436 Mafakatini Location, Vulindlela, PIETERMARITZBURG, 3200 - *Mahlase*
381. Benjamin Moate - 900601 5604 083 - 1811 Thakadu Street, Naledi, KWA-XUMA, 1868 - *Sekhonyane*
382. Kamogelo Simon Sebothoma - 951003 5223 089 - 10868 Mehlape Street, TSAKANE, 1550 - *Mokoena*
383. Meshack Sifiso Mbombela - 920917 5391 083 - Plot 53, RANDFONTEIN, 1750 - *Maphalala*
384. Mary Thabiso Motloba - 791126 0410 080 - 10164 Block 1, WELGEVAL, 0318 - *Phiri*
385. Idiom Shivuriso Magasela - 770515 5852 087 - 1123/22 Matlapa Street, Extension 27, DEVLAND, 1813 - *Shirinda*
386. Mpho William Maano - 941105 5325 088 - 10245 Verdwaal No 1, ITSOTENG, 2744 - *Nchoe*
387. Aubrey Bhekuyise Magcaba - 670610 5333 088 - Thornville Area, HOPEVILLE, 3710 - *Mchunu*
388. Ishamael Thomas Hlatshwayo - 700507 5772 089 - 129-4th Avenue, BAKEERTON, 1559 - *Mkhize*
389. Emmanuel Mbongeleni Ngema - 661024 5670 088 - 11b Charles Horsley, ESHOWE, 3815 - *Mchunu*
390. Smangele Sharon Thanjekwayo - 840131 0968 088 - 38 Phase 2, Lebanon, MABOPANE, 0190 - *Khoba*
391. Petros Mathibela - 460602 5576 083 - 1599 Section D, EKANGALA, 1020 - *Tlhabane*
392. Brian Themba Malebati - 881201 5438 088 - 120 Viljoen Street, 22 Riviera Mews, RIVIERA, 0084 - *Kwenda*
393. Vusumuzi Mthokozisi Ngwenya - 950907 5889 080 - 8189 Sebini Street, Extension 36, OLIEVENHOUT BOSCH, 0175 - *Ntshangase*
394. Ndaedzo Andrina Matemane - 000919 0474 081 - 53a Extension10, Tsakane, SPRINGS, 0817 - *Mbaimbai*
395. Lindokuhle Fortune Maisa - 910313 5953 084 - 738 Tsutsumani Village, Boulevard, ALEXANDRA, 2090 - *Maseko*
396. Lebogang Windy Maupye - 011203 0352 085 - 4416 Fracolin Street, Riverside Estate, REET, 0850 - *Masedi*
397. Ramakgahlela Dora Malatji - 001006 0616 082 - Maratapel Village, GA-CHUENE, 0735 - *Ntsoane*
398. Musa Mathonsi - 930622 0790 085 - 362 Ver Vain & All Spice Street, Extension 1, Zakariyya Park, JOHANNESBURG, 1820 - *Mabaso*
399. Tlou Sylia Mantjabadi - 990921 0866 086 - 3103 Zone 2, SESHEGO, 0742 - *Ika*
400. Sydwele Mahumane - 910905 5655 088 - 41 Litsikama Street, TEMBISA, 1632 - *Mngomezulu*
401. Naledi Lerato Princess Moreko - 000429 0368 085 - 696 Kganane Street, Nguni Section, VOSLOORUS, 1475 - *Khumalo*
402. Ngwanamakhwenana Anna Moraba - 680428 0973 081 - Bothashoek Area, BURGERSFORT, 1150 - *Manzini*
403. Nokuthula Johanna Mashiane - 970417 0296 089 - 14406 Mosie Street, Extension 2, KWA-THEMA, 1575 - *Nkosi*
404. Keketso Setlhoboko - 910814 5266 088 - 1567 Wild Peach Street, Extension 2, PROTEA GLEN, 1818 - *Mojaki*
405. Dolf Schalk Dorfling - 011121 5148 086 - 27 Franklin Street, Flamingo Park, WELKOM, 9459 - *Rabie*
406. Thamsanqa Thiko - 011216 5226 088 - 78 Mosala Street, Tikwana, HOOPSTAD, 9479 - *Rampai*
407. Motumi Samuel Mosena - 711126 5537 082 - 2134b Naledi Area, SOWETO, 1818 - *Phutsisi*
408. Siphamandla Sidney Nkosi - 970918 6054 083 - Nondweni Area, NQUTU, 3135 - *Bhekiswayo*
409. Felicia Badula - 960101 1091 085 - 80370 Moiragale Section, KHUNWANA, 2748 - *Mosimanyane*
410. Siboniso Nxusa - 990504 5685 089 - Masokaneni Area, NONGOMA, 3950 - *Mthembu*
411. Thabo Sidzamba - 870929 5369 084 - 221-3rd Avenue, DE DOORNS, 6875 - *Belle*
412. Onalenna Hendrick Makhosi - 990421 5508 080 - Ramokoto Section, SETLAGOLE, 2773 - *Mosenogi*
413. Sonwabo Micheal Sibhidla - 760720 5685 089 - 1201 Jb Mafora, Rocklands, BLOEMFONTEIN, 9323 - *Khumalo*

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414. Azwihangwisi Jenifer Mutshegwe - 740905 1248 082 - No C245 , Ha-Mavhunga, Gondeni, NZHELELE, 0993 - *Gumani*
415. Bongani George Mabuya - 960113 5405 088 - 793 Kunene Street, VOSLOORUS, 1475 - *Mahlangu*
416. Zukisa Nkweba - 921218 5874 080 - 124 Buhle Park, Klipportjie, GERMISTON, 2001 - *Somaguda*
417. Dexter Charl Hartzenberg - 921130 5140 083 - 26 Nelson Street, Beaconsfield, KIMBERLEY, 8300 - *Kistoo*
418. Morris Mambusha Khoza - 680812 5956 086 - 3615-6th Street, Mmotla, CLINTON, 0407 - *Nkuna*
419. Ditaba Michack Ngozo - 820919 5869 085 - 7313/45 Extension 4, SOSHANGUVE EAST, 0152 - *Mohlakoana*
420. Banele Bevelly Mdlalose - 990823 0116 084 - 3060 Sefolo Street, VOSLOORUS, 1475 - *Khumalo*
421. Anastasia Van Der Walt - 920511 0038 086 - 40 Station Street, BRAKPAN, 1541 - *Kokkolis*
422. Johannes Erasmus Chauke - 911006 5249 086 - 286-6th Street, Extension 7, ATTERIDGEVILLE, 0008 - *Thosago*
423. Amogelang Sithole - 970801 5695 082 - 21951 Jabulani Street, MAMELODI EAST, 0122 - *Mei*
424. Mbongeni Lucky Jacob Khoza - 010317 5676 081 - 1624 Sundowns Street, Extension 3, NELMAPIUS, 0122 - *Langa*
425. Dikeledi Pinkie Madimabe - 920908 0505 082 - 6262 Piemaarspoort, MAMELODI EAST, 0122 - *Lebese*
426. Karabelo Thabiso Dorman - 000619 5919 086 - 1140 Zone 10, SEBOKENG, 1983 - *Toyi*
427. Lerato Moagi - 791018 0716 089 - 1458 Sofasonke Street, ORLANDO EAST, 1804 - *Zikhali*
428. Siseko Gift Joseph - 010521 5801 082 - 855 Dzana Street, DOBSONVILLE, 1863 - *Dodo*
429. Tumelo Niclas Tshoaei - 941014 6212 081 - 3018 Bakgatlang Section, LEDIG, 0316 - *Hector*
430. Mduduzi Dimane - 940703 5902 087 - Biniza Location, BIZANA, 3800 - *Makaula*
431. Thabang Tranquil Bele - 010316 5337 082 - 12508 Evaton West, EVATON, 1984 - *Nkutha*
432. Kamogelo Patrick Ronaldo Sethibe - 990108 5275 089 - 935 Thipe Street, Molebogo Location, HETZOGVILLE, 9482 - *Mdanke*
433. Ntombenhle Albertina Makhoba - 980602 0362 084 - House No 23, Kanana Avenue, Ethembalethu, MULDERSDRIFT, 1747 - *Mokwena*
434. Nosipho Mdluli - 000729 0709 083 - 1320c Umfolozi Road, KWAMASHU, 4359 - *Madonsela*
435. Lawrence Tumelo Koikoi - 000207 5775 086 - 748 Lakeside, LAKESIDE PROPER, 1984 - *Mpinga*
436. Hassim Ronewa Mavhaga - 980115 5412 085 - 21913 Extension 7, SOSHANGUVE, 0112 - *Mashiane*
437. Nsizwa Ndukenhle Nkosi - 841025 5720 081 - 2563 Jango Street, WATTVILLE, 1501 - *Godi*
438. Thato Nthute - 010526 5280 088 - 2076/77 Phase One, Beverley Hills, EVATON, 1983 - *Monyane*
439. William Mpho Makhudu - 810211 5743 086 - 1590 Tshweni Stand, WINTERVELD, 0198 - *Maile*
440. Thokozani Sizoluhle Zungu - 990806 5709 086 - Mhlanga Area, EMPANGENI, 3910 - *Magubane*
441. Nomusa Elizabeth Xulu - 530223 0197 084 - Empangeni Area, SWART MFOLOZI, 3115 - *Luvuno*
442. Tshepiso Promise Molepo - 940124 0660 085 - 2526 Masombuka Street, ZITHOBENI, 1024 - *Ndhlovu*
443. Lebohang Edward Mollo - 721023 5401 088 - 305 Letsie Street, Kanana Township, ORKNEY, 2620 - *Motloung*
444. Valerie Busisiwe Mthethwa - 930905 0022 082 - 814 Chikane Street, Hospital View, TEMBISA, 1632 - *Nhlapo*
445. Mphathelwa Patrick Ntshobo - 761010 6804 080 - Xurana Area, LUSIKISIKI, 4820 - *Kwaziwa*
446. Robert Johannes Ngcobo - 700618 5796 083 - C912 Dube Village, 17 Street, 109365 Lot, INANDA, 4309 - *Luthuli*
447. Moses Mpho Ndhlovu - 991118 5655 080 - Tshirolwe Village, Extension 2, DZANANI, 0955 - *Madamalala*
448. Michael Maake - 771116 5512 083 - 2472 Block P, SOSHANGUVE, 0152 - *Chamane*
449. Nokuthula Portia Yende - 931213 0753 080 - 2213 Myama Street, LANGAVILLE, 1550 - *Mota*
450. Zwelinzima Tumelo Molokwe - 810114 5437 081 - 570 Mocwacole Street, MOTHIBISTAD, 8474 - *Melokwe*
451. Ngoako Alpheus Molokomme - 780508 5509 086 - 11 Craig Street, BIRCHEIGH, 1619 - *Seanego*

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452. Mogomotsi Johanna Banda - 961115 0374 085 - 14571 Extension 11, SOSHANGUVE SOUTH, 0152 - *Ngobeni*
453. Priscilla Mafatle - 920616 1068 089 - Sefateng Village, ATOK, 0745 - *Malepe*
454. Luvuyo Vincent Zigana - 931204 5337 086 - 1039 Molemole Street, Extension 2, Naledi, SOWETO, 1868 - *Jalisa*
455. Tsholofelo Precious Gumede - 901112 0250 087 - 1313 Block K, Tumeio Crescent Street, SOSHANGUVE, 0152 - *Mkhwanazi*
456. Qiniso Scelo Dlamini - 980927 5833 080 - C124 Geneva, Amaoti Area, INANDA, 4310 - *Cele*
457. Lindokuhle Buthelezi - 001107 5668 084 - 26874 Milkyway Road, DISSENHOEK, 3680 - *Mtolo*
458. Moses Maseke Morota - 000707 5942 081 - Ga-Matlala Village, STEELPOORT, 1133 - *Magolego*
459. Mohlala Johannes Rababalela - 820707 6256 083 - Stand No 170, Ga-Ribane, BOTLOKWA, 0812 - *Ribane*
460. Vusani Malinga - 990525 5539 083 - K1001 Umlazi Township, UMLAZI, 4031 - *Mkhize*
461. Segodi Mabatho Makoana - 990403 0684 082 - Ga-Mashegoana Village, SEKHUKHUNE, 1124 - *Mashegoana*
462. Ayanda Funani - 831218 0257 082 - 11 Bhungane Street, Nu2, Motherwell, PORT ELIZABETH, 6210 - *Kopsani*
463. Bright Masilo Machaba - 990214 5274 088 - Indermark Village, BOCHUM, 0790 - *Phooko*
464. Phiwe Mngxozana - 001114 5853 088 - 64 Mhlengala Street, Nu 12, Motherwell, PORT ELIZABETH, 6211 - *Zimela*
465. Thabiso Nathaniel Matela - 910326 5414 089 - 26 Constantia Street, BRYANSTON, 2125 - *Koki*
466. Phillip Phoso Magane - 940608 5477 081 - Stand No 3571, SEHLAKWANE, 1047 - *Makua*
467. Zwelithini Pellican Simelane - 880827 5758 082 - 2 Matsemela Street, Extension 2, SOSHANGUVE SOUTH, 0152 - *Madiba*
468. Jacob Sefulela Mamogobo - 810614 5772 080 - Pshiring Village, MASEMOLA, 1060 - *Masemola*
469. Kutloano Mfenyane - 960228 0378 088 - 5880b Nongoma Street, Zone 5, DIEPKLOOF, 1864 - *Mosana*
470. Tshegofatso Mapoti Makgasane - 980906 5532 082 - 5597 Extension 14, SOSHANGUVE SOUTH, 0152 - *Masemola*
471. Elsie Poppy Sekele - 721204 0347 084 - 734 Luthuli Street, Lynville, EMALAHLENI, 1039 - *Jiane*
472. Nhlanganiso Thamsanqa Bhengu - 990302 5327 087 - 385 Nicolson, CHESTERVILLE, 4001 - *Zulu*
473. Mandla Frans Skosana - 981208 5262 086 - A227 Mandela Park, Zone 2, KATLEHONG, 1432 - *Mthethwa*
474. Boikanyo Giba - 990619 5867 089 - 1 Libbis Place, ELANDSPOORT, 0183 - *Lekalakala*
475. Zakithi Nomfundo Chili - 920928 0404 086 - C2749 Angola, Ngoqokazi, INANDA, 4310 - *Ngubane*
476. Anele Mellisa Blose - 971224 0302 084 - 123 Dube Village, INANDA, 4310 - *Khumalo*
477. Mfundo Brukwe - 970804 5684 080 - C51 Ingome Road, KWAMASHU, 4360 - *Mncwango*
478. Nkululeko Gumede - 960823 5954 089 - P O Box 029, INANDA, 4310 - *Gwala*
479. Sibusiso Patrick Nzama - 840720 5540 080 - 1232 Esikebheni Way, RIVERDENE, 4037 - *Cele*
480. Sharon Lebohang Maphosa - 870901 0497 087 - 3260 Extension 6, Empumelelweni, EMALAHLENI, 1039 - *Molefe*
481. Siwelile Nzimande - 970429 0744 083 - 2978 Mpanza Road, Lamontville, DURBAN, 4027 - *Khoza*
482. Siphos Musizi Mgenge - 960915 5488 082 - Mapheleni Area, MTUBATUBA, 3935 - *Mfekayi*
483. Siboniso Malambule - 800822 5271 084 - H122 Ingwe Road, KWAMASHU, 4360 - *Jili*
484. Avele Queeneth Mbhele - 970808 0521 080 - Ward 14, Mandawe, SCOTTBURGH, 4180 - *Mbutho*
485. Moeketsi Khulwane - 950921 5868 085 - Ga-Nchabeleng Village, LEFALANE, 0741 - *Dipee*
486. Sindisiwe Precious Mazeka - 840605 0912 089 - 110 Berg Street, PIETERMARITZBURG, 3201 - *Dlamini*
487. Zamani Lewelyn Gcwabaza - 831021 5637 088 - C387 Mthungulu Road, LINDELANI, 4760 - *Zulu*
488. Simphiwe Lushozi - 870105 5469 089 - C767 Newtown, INANDA, 4310 - *Biyela*
489. Arthur Lebohang Motete - 921027 5334 080 - 11118 Snake Park, Maokeng, KROONSTAD, 9498 - *Moilola*

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490. Thabiso Lucas Mbongo - 871025 5231 082 - 1490-11 Nickel Street, IRENESIDE, 1984 - *Mkhuma*
491. Mamokobeng Elsie Ledwaba - 901022 0328 082 - 1414 Block Bb, SOSHANGUVE, 0152 - *Mabena*
492. Zamani Sihle Ncayiyana - 971214 5334 083 - 2526 Nunu Shezi, UMLAZI, 4031 - *Buthelezi*
493. Nkgothatse Mavunga - 010109 0562 089 - 36 Yelanda Street, The Reeds, CENTURION, 0157 - *Mathatho*
494. Nqobile Makhane - 940204 5190 088 - 407 Umgilingo Street, VOSLOORUS, 1475 - *Ubisi*
495. Noxolo Lesego Lauren Ngqula - 930905 0230 081 - 13 Hillary Street, GILLVIEW, 2091 - *Akamelu*
496. Bonga Emmanuel Mdhuli - 950204 5145 089 - B37 Amoatana Area, VERULAM, 4340 - *Ngema*
497. Nwabisa Ally Hlamvushe - 990430 0689 084 - No 16 Ny 138, GUGULETHU, 7750 - *Golotile*
498. Vusi Donald Tsotetsi - 931101 5010 087 - 13228 Somerspost, ZAMDELA, 1949 - *Malindi*
499. Bongani Desmond Vilakazi - 851120 5390 089 - 2087 Radebe Street, Sakhile, STANDERTON, 2030 - *Dhlamini*
500. Mboshwa Aaron Mahlangu - 760715 5534 089 - 4398 Mononyane Avenue, DELMAS, 2210 - *Sithole*
501. Marcél Daniël Matthee - 950126 5046 084 - Philipsstreet 6, Kroonheuwel, KROONSTAD, 9499 - *Odendaal*
502. Tshepo Mdaweni - 900903 5678 087 - 20321 Marasela Street, Etwatwa West, DAVEYTON, 1519 - *Motaung*
503. Bongani Emmanuel Shabalala - 871118 5566 084 - Ntshongweni Area, HAMMERSDALE, 3700 - *Dube*
504. Zakkariya Mirza - 010425 5537 086 - 16 Juno Road, Woodlands, MITCHELLS PLAIN, 7785 - *Dustay*
505. Thandeka Portia Mthombeni - 810611 0664 080 - Dutch Area, ESTCOURT, 3310 - *Dlamini*
506. Tshepang Moshoeshoe - 931219 5244 082 - 3220 A Mathithibala Street, Zone 3, PIMVILLE, 1868 - *Podile*
507. Hamilton Muzikhona Ntombela - 860917 5659 085 - Dabhasi Area, NONGOMA, 3950 - *Ndwardwe*
508. Lee-Ché Emily-Jean Adilene Mc Carthy - 970421 0195 085 - 2 Omega Park, GEORGE, 6570 - *Somers*
509. Melusi Collen Thebe - 920916 5547 082 - Entumbane Area, PIET RETIEF, 2380 - *Soko*
510. Ramokone Elizabeth Ndhlovu - 891215 0292 082 - 5667 Mashimong Section 5, MAJANENG, 0407 - *Motaung*
511. Sipho Rostino Mahlalela - 940429 5391 085 - 886 Block T, SOSHANGUVE, 0152 - *Mthembu*
512. Gideon Bonkosi Mahlalela - 890125 5540 081 - 886 Block T, SOSHANGUVE, 0152 - *Mthembu*
513. Patricia Sibongile Mahlalela - 911124 0367 082 - 886 Block T, SOSHANGUVE, 0152 - *Mthembu*
514. Bongani Perican Nyathi - 880806 5342 089 - Stand No 1650, BELFAST, 1102 - *Ndlovu*
515. Thabang John Sekwatakwata - 790722 5549 087 - 13309 Middeltown, BRITS, 0250 - *Kwata*
516. Marc-Anthony Lindani Dlamini - 880306 5376 088 - 52 Arlanda Crescent, Piccadilly Place, Highveld, CENTURION, 0169 - *Zulu*
517. Lance Jade Cupido - 010127 5389 084 - Van Druten 11, OLIFANTSHOEK, 8405 - *Humphreys*
518. Makhosazana Cynthia Vilakazi - 821109 0525 085 - 189282 Umzinyathi, INANDA, 4310 - *Duma*
519. Tebogo Raymond Nyathela - 911101 5367 085 - 1862 Makapane Street, MOLAPO, 1868 - *Moerane*
520. Ndumiso Ntokozo Mdluli - 990928 6165 082 - Imbali 2540, Unit J, PIETERMARITZBURG, 3200 - *Zondo*
521. Mokete Frank Molete - 730104 5618 084 - 5 Connahugh Avenue, VEREENIGING, 1939 - *Manzini*
522. Mandla Jeffrey Msomi - 630530 5810 084 - 2373 Unit Bb, Imbali, PIETERMARITZBURG, 3200 - *Ngcobo*
523. Katlego Michelle Maluleka - 960831 0370 086 - 17601 Nkuna Street, MAMELODI EAST, 0122 - *Mathale*
524. Tshwarano Albert Masote - 010425 5135 089 - Stand No 1842, Ditshwaneng Section, MARAPYANE, 0431 - *Motsogi*
525. Mbalenhle Precious Buthelezi - 970920 0628 086 - 90 Namibia Area, INANDA, 4310 - *Mthiyane*
526. Shadrack Mainganya - 951210 5615 087 - Stand No 89, Makungwi, NZHELELE, 0993 - *Sokhweni*
527. Luyanda Mthembu - 950526 5700 087 - 96 Hazelmere Area, VERULAM, 4340 - *Dube*



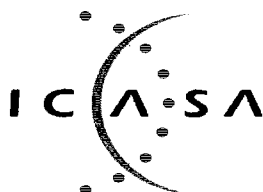
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528. Nosiphelo Ndlovu - 010422 0397 087 - Ezakheni D2424, EMNAMBITHI, 3201 - *Mnguni*
529. Njabulo Eric Mjiyakho - 870415 5720 088 - Craigsides Area, DUNDEE, 3000 - *Zulu*
530. Lungisa Terrence Mnyandu - 890513 5760 082 - M37 Road, ADAMS MISSION, 4126 - *Ndlovu*
531. Wiseman Phumlani Sikhosana - 800903 5670 085 - Valkop Area, WASBANK, 2920 - *Mkhize*
532. Ziphokuhle Engrith Chili - 010514 0623 080 - Nkambini Location, UMTWALUME, 4186 - *Mbili*
533. Paballo Ntshadi Mathebe - 010128 0369 089 - 19540 Mashaba Street, MAMELODI EAST, 0122 - *Makitla*
534. Mokgadi Tsholo Faith Ramogopotji - 000828 0252 084 - 3219 Byatane Street, Mahube Valley, MAMELODI EAST, 0122 - *Ramopai*
535. Mfundo Dlamini - 000528 5453 089 - Kulman Location, UNDERBERG, 3257 - *Mnyosi*
536. Lorraine Reitumetse Rakhozi - 990801 0502 081 - 2285 Extension 15, EMBALENHLE, 2285 - *Douw*
537. Willene Maudré-Ann Sass - 000308 0225 083 - Uitsig 56, FRASERBURG, 6960 - *Andreas*
538. Thembakuye Lethumusa Majola - 991230 5943 083 - Mpumusa Location, PIETERMARITZBURG, 3201 - *Hlela*
539. Bright Trust Shibiti - 990512 5796 087 - Stand No 171, Mkhuhlu, HAZYVIEW, 1246 - *Siwela*
540. Lucas Bongani Khoza - 890929 5669 083 - 1750 Extension 4, Kwaguqa, WITBANK, 1035 - *Sikhosana*
541. Tshepo Godfrey Ramadiko - 920214 5154 087 - Zi 12 Brazzaville, SAULSVILLE, 0125 - *Lehomo*
542. Seleke Johannes Makata - 710316 5968 087 - 3475 Leswaneng Section, MATHIBESTAD, 0412 - *Mampane*
543. Melusi Mlungisi Vilakazi - 880205 5359 088 - Sobantu Location, PIETERMARITZBURG, 3201 - *Makhanya*
544. Olwethu Gerald Mnonopi - 931216 5325 085 - 94 John Nesh, Buffalo Flats, FYNBOSS, 5200 - *Teyise*
545. Athini Bonani - 970127 0322 088 - 5513 Saba Street, Kwazakhele, PORT ELIZABETH, 6208 - *Mbewu*
546. Simiso Mkhize - 010615 5865 087 - Macabazi Location, BULWER, 3244 - *Sithol E*
547. Patricia Makhosi Mkhize - 761220387 087 - 2696 Hlalanyathi Road, PIETERMARITZBURG, 3217 - *Shabalala*
548. Tidimalo Irvin Selepe - 860527 5332 086 - 3114 Section D, MABOLOKA, 0259 - *Moerane*
549. Omphile Daniel Moatshe - 000729 5383 082 - Stand No E91, Makapepe, TAFELKOP, 0475 - *Tsiane*
550. Nokuthaba Lumka Yousa Ximba - 990426 0983 089 - 583 Unit 15, Imbali, PIETERMARITZBURG, 3200 - *Dlamini*
551. Lwazi Mhlengi Thokozani Ximba - 000627 5919 089 - 583 Unit 15, Imbali, PIETERMARITZBURG, 3200 - *Dlamini*
552. Senamile Samukelisiwe Xulu - 010226 0678 085 - Elandskop Location, PIETERMARITZBURG, 3200 - *Thabethe*
553. Ndumiso Njabulo Maphumulo - 950426 5617 086 - 801 Snathing, Tafuleni Location, PIETERMARITZBURG, 3200 - *Ndlovu*
554. Ntshuxeko Leo-Ann Mabuza - 010830 0523 082 - 1682 Unit A, LEBOWAKGOMO, 0732 - *Mothwa*
555. Tshidiso Keagile Maseko - 020125 5070 082 - 972 Mpunzi Street, MAMELODI GARDENS, 0122 - *Madiseng*
556. Samkelo Gamede - 001014 5326 087 - 4020 Roets Drive, VOSLOORUS, 1475 - *Cindi*
557. Cebelihle Satisfied Ngcobo - 880921 5790 086 - Westgate Area, PIETERMARITZBURG, 3200 - *Duma*
558. Ramonwana Patrick Bilankulu - 831102 5492 086 - 242 Block A, MABOPANE, 0190 - *Rasebotsa*
559. Sinenhlanhla Zama Shoji - 980218 0814 089 - House No 58, Emolebeni, Doringkop, STANGER, 3600 - *Thabethe*
560. Xolani Pleasure Matenji - 010512 5341 088 - Stand No 540, Elandsdoorn Township, DENNILTON, 1030 - *Hlatshwayo*
561. Anani Anny Sikhavhakhavha - 010605 5524 081 - Ngovhela Lukau, THOHOYANDOU, 0950 - *Nethanani*
562. Pontsho Dipedi Chukudu - 910803 5726 084 - Seruleng Village, GOMPIES, 0631 - *Mmako*
563. Ngwako Ramabala - 790716 5615 088 - Stand No 1492, Botlokwa, SPRINGS, 0812 - *Mabeba*
564. Refilwe Bella Manamela - 811224 0834 080 - 268 Zone 5, SESHEGO, 0742 - *Masanya*
565. Derek Mduduzi Zondi - 800902 5470 082 - 7082 Phase 5, France, PIETERMARITZBURG, 3200 - *Mhlanzi*

- 566. Thamsanqa Wiseman Dlamini - 880523 5435 082 - P O Box 102536, MEERENSEE, 3901 - *Mbatha*
- 567. Lwazi Errol Dlamini - 831108 5305 087 - J184 Clermont, Kwadabeka, PINETOWN, 3610 - *Chiliza*
- 568. Dumisani Vusumuzi Mhasana - 010322 6075 085 - 1206 Block Xx East, SOSHANGUVE EAST, 0152 - *Madonsela*
- 569. Sicelo Welcome Majola - 790701 5420 085 - Mfekayi Area, MTUBATUBA, 3935 - *Luthuli*
- 570. Thabo Ntlhantla Mdlalose - 921018 5445 083 - 637 Bujumburu Street, Phase 5, TSHEPISONG, 1725 - *Mkhize*
- 571. Thandeka Zinhle Zulu - 971208 0722 086 - 1518 Mziki Street, NSELENI, 3900 - *Ngubane*
- 572. Msuthukazi Mdubu - 900926 1050 084 - Sipaqeni Area, FLAGSTAFF, 4810 - *Ntsoyana*
- 573. Mokgonyana Petrus Ntoba - 840909 5726 084 - 6987 Zone 2, Winnie Mandela, TEMBISA, 1632 - *Poopedi*
- 574. Tiisetso Meshak Matabane - 970908 5425 087 - 3685/51 Extension 3, Karolo Crescent, Mahube Valley, MAMELODI EAST, 0122 - *Lebogo*
- 575. Silindele Charlotte - 001220 0422 082 - C1691 Umlazi Township, UMLAZI, 4031 - *Sithole*
- 576. Chloé Hunter Dawson - 981114 0035 081 - 623 Granofier Street, ELARDUSPARK, 0181 - *Scholtz*
- 577. Ivan Thabo Ohitile - 900321 5547 089 - 1097 Extension 6, TAUNG, 8584 - *Gaotsietse*
- 578. Mokibelo Kagiso Makhudu - 001111 6255 081 - Stand No C166, Ga-Matshwi Village, BOLOBEDU, 0835 - *Rampya*

## INDEPENDENT COMMUNICATIONS AUTHORITY OF SOUTH AFRICA

NO. 381

27 MARCH 2020



## INDEPENDENT COMMUNICATIONS AUTHORITY OF SOUTH AFRICA

## UNRESERVED POSTAL SERVICES REGULATIONS, 2020

The Independent Communications Authority of South Africa ("the Authority") hereby publishes the Unreserved Postal Services Regulations in the Schedule, made in terms of section 21, read with section 61 (b) and (c) of the Postal Services Act, 1998 (Act No. 124 of 1998).

The Regulations are also available on the Authority's website at <http://www.icasa.org.za> and in the Authority's Library at No. 350 Witch-Hazel Avenue, Eco Point Office Park, Centurion between 09h00 and 16h00, Monday to Friday.

A handwritten signature in black ink, appearing to read 'Dr. Keabetswe Modimoeng', written over a horizontal line.

**DR KEABETSWE MODIMOENG**  
**ACTING CHAIRPERSON**  
**ICASA**

## THE INDEPENDENT COMMUNICATIONS AUTHORITY OF SOUTH AFRICA

The Independent Communications Authority of South Africa has in terms of section 21, read with section 61 (b) and (c) of the Postal Services Act, 1998 (Act No. 124 of 1998), made the Regulations in the schedule.

### SCHEDULE

#### 1. DEFINITIONS

In these Regulations, unless the context otherwise indicates, a word or expression to which a meaning has been assigned in the Act has the meaning so assigned.

**"Agent"** means a person that has concluded a commercial agreement or similar instrument with the registered operator for the provision of unreserved postal services on behalf of the registered operator;

**"applicant"** means a person who has submitted an application for a registration of a registration certificate;

**"application fee"** means a once off non-refundable fee paid to the Authority to apply for registration to provide unreserved postal services;

**"Authority"** means the Independent Communications Authority of South Africa;

**"day"** means working day unless otherwise specified;

**"Franchisee"** is a business that has purchased the right to use a registrant trademarks, associated brands, and other proprietary knowledge to market and sell the same brand and uphold the same standards as the registrant;

**"Registered operator"** means a person issued with registration certificate to provide unreserved postal services as contemplated by section 20 of the Act;

**"Renewal fee"** means a non-refundable fee paid for the renewal of a registration certificate to provide unreserved postal services; and

**"the Act"** means the Postal Services Act, 1998 (Act No 124 of 1998).

## 2. PURPOSE OF THE REGULATIONS

- (1) The purpose of these Regulations is to set out:
  - (a) the procedure for the application and renewal of the registration certificate for the provision of unreserved postal services;
  - (b) the procedure for notification for change of information and the surrender of a registration certificate;
  - (c) fees payable with respect to the procedure referred to in paragraph (a);
  - (d) the validity period of the registration certificate;
  - (e) the obligation(s) on third party contracting; and
  - (f) penalties applicable for the contraventions of the Regulations.

## 3. SCOPE

These Regulations apply to a registered operator who provides unreserved postal services listed in Schedule 2 of the Act.

## 4. APPLICATION FOR A REGISTRATION CERTIFICATE

- (1) No person may operate unreserved postal services without a valid registration certificate issued by the Authority.
- (2) An application for a registration certificate must be made in writing and completed in accordance with **FORM A** of the Regulations.
- (3) An applicant must submit two (2) hard copies (including an original) of the application as well as an electronic copy of the application on a USB or a disc or via email to **upsapplications@icasa.org.za**.
- (4) An application must be accompanied by the following documents:

- (a) certified copies of the applicant's company registration documents;
  - (b) business profile;
  - (c) certified copies of the applicant's tax clearance certificate; and
  - (d) proof of payment of the application fee.
- (5) An application that is not accompanied by any of the documents listed in sub regulation (3) above is incomplete and will not be processed or dealt with by the Authority.
- (6) An application must be hand delivered or posted to the Authority's Head office or Regional offices by or before 16H00 during working days.
- (7) The Authority will inform an applicant of the outcome of its application in writing within thirty (30) days of the Authority receiving a complete application for a registration certificate.

## **5. MINIMUM OPERATING STANDARDS**

An application relating to unreserved postal services must include documents describing the following minimum operating standards with undertakings to:

- (a) have a track and trace system capable of locating the whereabouts of any item received or collected for delivery by the unreserved postal service;
- (b) provide standard delivery times for deliveries across borders and within the Republic;
- (c) have rates to be charged for delivery; and
- (d) clear items through customs where applicable.

## 6. CUSTOMER COMPLAINTS PROCEDURES

An applicant must provide a customer complaints procedure, which at a minimum, must include:

- (a) a designated contact point for all customers;
- (b) acknowledgement of receipt of a complaint within three (3) days upon receipt of a complaint in writing;
- (c) a timeframe of a maximum of fifteen (15) days within which to resolve a complaint;
- (d) information to the complainant of the right to escalate an unresolved complaint to the Authority within fifteen (15) days of receiving the said response; and
- (e) a record keeping mechanism of all complaints that the operator received for five (5) years.

## 7. APPLICATION FOR THE RENEWAL OF A REGISTRATION CERTIFICATE

- (1) An application for renewal of a registration certificate must be lodged with the Authority ninety (90) days before the expiry thereof.
- (2) An application for renewal of a registration certificate must be made in writing and completed in accordance with **FORM B** of these Regulations.
- (3) An applicant must submit two (2) hard copies (including an original) of the application for renewal as well as an electronic copy of the application on a USB or a disc or email to **upsapplications@icasa.org.za**.
- (4) An application for the renewal of a registration certificate must be accompanied by the following documents:
  - (a) certified copies of the company registration documents;
  - (b) business profile;
  - (c) certified copies of the tax clearance certificate; and
  - (d) Proof of payment of the renewal fee.

- (5) A renewal application that is not accompanied by any of the documents listed in sub-regulation (4) above is incomplete and will not be processed by the Authority.
- (6) Subject to sub-regulation (1), the Authority will, in writing, notify the applicant of its incomplete application, to which the applicant will have an opportunity to furnish the Authority with a complete application.
- (7) An application for the renewal of a registration certificate may be hand delivered or posted to the Authority's Head office or Regional offices on or before 16H00 during working days.
- (8) An application for renewal of a registration certificate will not be processed by the Authority where it is found that:
  - (a) an applicant has failed to pay its annual fee; and/or
  - (b) an applicant has been found guilty of non-compliance by the Complaints and Compliance Committee (CCC) and the applicant has not rectified the non-compliance with the Act or the Regulations, and/or has not paid the relevant fine imposed by the Authority.
- (9) If a registered operator fails to lodge an application to renew in terms of sub-regulation (1), such a certificate will expire at the end of its validity period.

## **8. CHANGE OF INFORMATION**

- (1) A notice of change of information must be submitted in the format as set out in **FORM C**.
- (2) A registrant must notify the Authority within fifteen (15) days from the date of a change of information with respect to the following:
  - (a) name of the Registrant;
  - (b) contact details, including the contact person;



(c) shareholding; and

(d) company physical and postal address.

## 9. FEES PAYABLE

- (1) The application and renewal fee must be paid upfront, that is prior to submitting an application to the Authority, by way of an electronic transfer or via a direct deposit into the Authority's bank account:

**Account name:** Independent Communications Authority of South Africa

**Bank name:** Nedbank

**Account number:** 1454090456

**Branch name:** Corporate client services JHB

**Branch Code:** 145405

**Reference:** Applicant's name

- (2) A non-refundable application fee of R3000.00 (Three thousand Rands) is payable on application for registration.
- (3) A registrant must pay an annual fee of R4000.00 (Four thousand Rands) each year for the duration of the registration certificate.
- (4) The annual fee is payable within sixty (60) days after the publication of inflation adjusted fees on the Authority's website or Government Gazette.
- (5) A non-refundable fee of R3000.00 (Three thousand Rands) is payable upon application for the renewal of a registration certificate.
- (6) No fee is payable in respect of notifications.

- (7) Interest on fees that are overdue will be charged in accordance with the section 80 of the Public Finance Management Act, Act 1 of 1999, as amended, at the applicable interest rate as published by the Minister of Finance.

## **10. FEES INCREASE**

- (1) The Authority will, on an annual basis, implement an automatic increase in the registration, renewal and annual fee by the Consumer Price Index ("CPI").
- (2) The applicable CPI, in terms of sub regulation (1), shall be the average of the previous calendar year as published by Statistics South Africa.
- (3) The Authority will on annual basis publish the inflation adjusted fees on the Authority's website and/or Government Gazette.

## **11. DURATION OF A REGISTRATION CERTIFICATE**

A Registration certificate is valid for a period of five (5) years from the date of issue.

## **12. THIRD PARTY CONTRACTING**

- (1) An unreserved postal service may be provided by an agent and/or franchisee of the registered operator, without such agent and/or franchisee being required to hold a registration certificate in terms of the Act.
- (2) The registered operator must on a quarterly basis notify the Authority of such agent and/or franchisee in writing by providing full business details of the agent and/or franchisee.
- (3) Any non-compliance with these Regulations, by an agent and/or franchisee, will be attributed to the registered operator.

### 13. SURRENDER OF A REGISTRATION CERTIFICATE

- (1) A registrant may not cease providing unreserved postal services prior to notification for the surrender of its registration certificate to the Authority.
- (2) A registrant may surrender its registration certificate by submitting a Notice of Surrender as set out in **Form D** of these Regulations.
- (3) The registrant that intends to surrender its registration certificate must take appropriate steps to inform its customers of the cessation of its unreserved postal services two (2) months prior to ceasing with the provision of the services.
- (4) All amounts payable in terms of these Regulations must be paid to the Authority within twenty-two (22) days of the date on which the service provided in terms of the registration certificate are discontinued, except where the Authority, upon the request by the registrant and on good course shown, extends the time in this regard.

### 14. CONTRAVENTIONS AND PENALTIES

- (1) Any person that contravenes regulation 4 (1) of the Regulations is guilty of an offence and subject, on conviction, to imprisonment not exceeding 5 (five) years and/or a fine not exceeding R250 000.00 (two hundred and fifty thousand Rands).
- (2) Any registered operator that contravenes regulations 8 (2) and 12 (2) of these Regulations is subject to a fine not exceeding R 250 000.00 (two hundred and fifty thousand Rands).
- (3) Any registered operator that contravenes regulation 9 (3) of these Regulations will have their registration certificate revoked by the Authority. Prior to confiscating the certificate, the Authority will adhere to the following process:
  - (a) give the operator an opportunity to provide reasons, within twenty (20) days of receipt of written correspondence from the Authority, why its certificate must not be revoked; and

(b) upon receipt of reasons, as per paragraph (a) above, the Authority will advise the registered operator of its decision.

- (4) Any person that contravenes regulation 13 (1) of the Regulations is guilty of an offence and subject, on conviction, to imprisonment for a period not exceeding six (6) months and/or a fine not exceeding R100 000.00 (One hundred thousand Rand).

## **15. SHORT TITLE AND COMMENCEMENT**

These Regulations are called the “Unreserved Postal Services Regulations, 2020” and shall come into operation ninety (90) days upon publication in the Government Gazette.

## **16. REPEAL OF REGULATIONS**

The Unreserved Postal Services Regulations, 2009 published in Government Gazette No. 32859 of 8 January 2010 are hereby repealed in their entirety.

**FORM A****APPLICATION FOR REGISTRATION TO OPERATE UNRESERVED POSTAL SERVICE IN  
TERMS OF SECTION 21 OF THE POSTAL SERVICES ACT 124 OF 1998**

- (a) Applicants must refer to the Act and any Regulations published under the Act regarding the requirements to be fulfilled by applicants.
- (b) Information required in terms of this Form which does not fit into the space provided may be contained in an appendix attached to the Form. Each appendix must be numbered with reference to the relevant part of the Form.
- (c) Where any information in this Form does not apply to the applicant, the applicant must indicate that the relevant information in the Form is not applicable.

**1. PARTICULARS OF THE APPLICANT**

- 1.1. Company Name: .....
- 1.2. Company registration number: .....
- 1.3. Company name as it is to appear on the certificate: .....
- 1.4. Provide details of each member of the applicant board of Directors as per below (additional pages may be affixed if required):
  - 1.4.1. Name: .....
  - 1.4.2. Nationality: .....
  - 1.4.3. Identification or passport number: .....
  - 1.4.4. Position: .....

**2. COMPANY DETAILS****2.1. Company physical address (Head Office):**

.....  
.....

**2.2. Company postal address:**

.....  
.....

**2.3. Contact person details:**

2.3.1. Name: .....

2.3.2. Telephone number: .....

2.3.3. Fax number: .....

2.3.4. Mobile number: .....

2.3.5. e-mail address: .....

**3. DESCRIPTION OF THE SERVICE:** (additional pages may be affixed if required).

.....  
.....  
.....  
.....  
.....  
.....  
.....

Standard Operating Procedure:	Documents in relation to regulation 5 attached	Initials
	Yes /No	
Track and trace system		
Standard delivery times		
Delivery Rates		
Customer complaints procedure		

3.1 Does the applicant intend to have a franchise or agents in the postal services sector (Y/N)?

3.1.1. If yes to the above, provide information as set out below:

3.1.1.1. Number of Franchisees and/or Agents per province.

Province	Number of franchises	Number of agents

<b>TOTAL</b>		

3.1.1.2. Provide business name and address of all Franchisees and Agents (list of franchise and agents must be attached).

**4. ANY OTHER INFORMATION THE APPLICANT DEEMS RELEVANT TO THE APPLICATION (attach additional pages if necessary)**

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.....

**5. DOCUMENTS CHECKLIST**

<b>Documents attached</b>	<b>Yes /No</b>	<b>Initials</b>
Proof of payment of the application fee (see regulation 9 of the Regulations)		
Certified copies of the applicant's tax clearance certificate		
Certified copies of the applicant's company registration documents;		
Business profile including but not limited to the following: <ul style="list-style-type: none"> <li>• Overview of the company;</li> <li>• General historical background;</li> <li>• Postal sector background;</li> <li>• Primary business activity;</li> </ul>		



<ul style="list-style-type: none"> <li>• Number and breakdown of employees and management;</li> <li>• Ownership structure: Indicate if the applicant is part of a larger holding company or a group of companies and the identity thereof; and</li> <li>• An approximate annual turnover.</li> </ul>		
--	--	--

I acknowledge that the Authority reserves the right to have any registration certificate issued pursuant to this application set aside should any material statement made herein, at any time, be found to be false.

Signed: .....

Applicant: .....

I certify that this declaration was signed and sworn to before me at..... on the ..... day of ..... 20...., by the deponent who acknowledges that he/she:

1. Knows and understands the contents hereof;
2. Has no objection to taking the prescribed oath or affirmation; and
3. Consider this oath or affirmation to be truthful and binding on his/her conscience.

.....  
COMMISSIONER OF OATHS

Name: .....

Address: .....

Capacity: .....

**FORM B****APPLICATION FOR RENEWAL**

- (a) Applicants must refer to the Act and any Regulations published under the Act regarding the requirements to be fulfilled by applicants.
- (b) Information required in terms of this Form which does not fit into the space provided may be contained in an appendix attached to the Form. Each appendix must be numbered with reference to the relevant part of the Form.
- (c) Where any information in this Form does not apply to the applicant, the applicant must indicate that the relevant information in the Form is not applicable.

**1. PARTICULARS OF THE APPLICANT**

1.1 Company Name	
1.2 Registration Certificate Number	
1.3 Nature of services authorised to be provided in terms of the registration certificate	
1.4 Expiry date of the certificate	
1.5 Attach a copy of the registration certificate that is the subject of this application marked clearly as <b>appendix 1 of form B</b>	

**2. CONTACT PERSON DETAILS:**

2.1. Name: .....

2.2. Telephone number: .....

2.3. Fax number: .....

2.4. Mobile number: .....

2.5. e-mail address: .....

**3. BUSINESS PRESENCE**

3.1. Number of business outlets / branches: .....

3.2. Number of business outlets / branches per province.

<b>Province</b>	<b>Number of outlets/ branches</b>
<b>TOTAL</b>	

3.3. Number of Franchises/Agents .....

3.4. Number of franchises / agents per province.

<b>Province</b>	<b>Number of franchises</b>	<b>Number of agents</b>
<b>TOTAL</b>		

#### 4. Has the applicant been found guilty of contravening the Act or any related Legislation Y/N?

If yes, provide details below

.....

.....

.....

#### 5. Any other information the applicant deems relevant to the application

.....

.....

.....

#### 6. DOCUMENTS CHECKLIST

Documents attached	Yes /No	Initials
• Certified copies of the applicant's company registration documents;		
• Business profile;		
• Certified copies of the applicant's tax clearance certificate; and		
• Proof of payment of the renewal fee (see regulation 9 of the Regulations).		

I acknowledge that the Authority reserves the right to have any registration certificate issued pursuant to this application set aside should any material statement made herein, at any time, be found to be false.

Signed: .....

Applicant: .....

I certify that this declaration was signed and sworn to before me at..... on the  
.....day of ..... 20..., by the deponent who acknowledges that he/she:

1. Knows and understands the contents hereof;
2. Has no objection to taking the prescribed oath or affirmation; and
3. Consider this oath or affirmation to be truthful and binding on his/her conscience.

.....

COMMISSIONER OF OATHS

Name: .....

Address: .....

Capacity: .....

**FORM C****NOTICE OF CHANGE OF INFORMATION**

- (a) Registrants must refer to the Act and any Regulations published under the Act regarding the requirements to be fulfilled by Registrants.
- (b) Information required in terms of this Form which does not fit into the space provided may be contained in an appendix attached to the Form. Each appendix must be numbered with reference to the relevant part of the Form.
- (c) Where any information in this Form does not apply to the registrant, the registrant must indicate that the relevant information in the Form is not applicable.

**1. PARTICULARS OF THE REGISTRANT**

1.1. Company name	
1.2. Registration certificate number	
1.3 Attach a copy of registration certificate that is subject to this application, marked clearly as Appendix 1 of <b>FORM C</b>	

**2. CHANGE OF INFORMATION**

2.1 Indicate with an X whether the updated information relates to	
2.1.1. Name of the registrant	
2.1.2. Contact details	
2.1.2. Shareholding	
2.1.3. Company physical Address	
2.1.4. Company postal address	
2.1.5. Other (provide details)	

**3. NEW INFORMATION**

3.1. Registrant must provide information in this section <b>only</b> where they have indicated with an "X" above (section 2)	
3.1.1. Name of the registrant	
3.1.2. Contact details	
3.1.2.1. Name of contact person	
3.1.2.2. Telephone number	
3.1.2.3. Mobile number	
3.1.2.4. Fax number	
3.1.2.5. E-Mail address	
3.1.3. Shareholding	
3.1.4. Company physical Address	
3.1.5. Company postal address	
3.1.6. Other (provide details)	

I acknowledge that the Authority reserves the right to have any registration certificate issued pursuant to this application set aside should any material statement made herein, at any time, be found to be false.

Signed: .....

Applicant: .....

I certify that this declaration was signed and sworn to before me at..... on the .....day of ..... 20..., by the deponent who acknowledges that he/she:

1. Knows and understands the contents hereof;
2. Has no objection to taking the prescribed oath or affirmation; and
3. Considers this oath or affirmation to be truthful and binding on his/her conscience.

.....

COMMISSIONER OF OATHS

Name: .....

Address: .....

Capacity: .....



**FORM D****SURRENDER OF UNRESERVED POSTAL SERVICE  
CERTIFICATE**

- a) Registrants must refer to the Act and any Regulations published under the Act regarding the requirements to be fulfilled by applicants.
- b) Information required in terms of this Form which does not fit into the space provided may be contained in an appendix attached to the Form. Each appendix must be numbered with reference to the relevant part of the Form.
- c) Where any information in this Form does not apply to the registrant, the registrant must indicate that the relevant information in the Form is not applicable.

**1. PARTICULARS OF REGISTRANT**

1.1 Company name	
1.2. Company registration number	
1.3. Expiration date of the certificate	
1.4. Date on which surrender of the certificate is to take effect:	
1.5. Attach a copy of the certificate that is the subject of this notice marked clearly as <b>Appendix 1 of Form D.</b>	

**2. PARTICULARS OF THE DESIGNATED CONTACT PERSON**

2.1. Full name	
2.2. Position	
2.3. Telephone numbers	
2.4. E- mail address	

**3. REASONS FOR SURRENDER**

.....

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.....

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.....

**4. STEPS TO INFORM CUSTOMERS**

Provide details of the steps the registrant proposes to take to inform customers of the cessation of the unreserved postal services in respect of which the certificate was granted.

.....

.....

.....

.....

.....

**5. FEES PAYABLE**

Indicate the fees which will be due and payable by the date on which the surrender of the certificate is to take effect and, where possible, the amount of such fees.

.....

.....

.....

.....

.....

**6. GENERAL**

6.1. Provide details of any matter and undertakings which, in the registrant's view, the Authority should take note of.

.....

.....

.....

.....

.....

6.2. Attach a resolution authorising the person signing this notice marked clearly as Appendix 2 of Form D.

.....

.....

.....

.....

.....

Signed .....(CERTIFICATE)

I certify that this declaration was signed and sworn to before me at .....  
on the ..... day of ..... 20 ..., by the deponent who acknowledged that  
he/she:

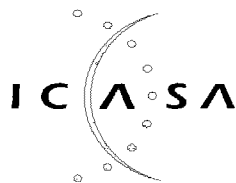
1. knows and understands the contents hereof;
2. has no objection to taking the prescribed oath or affirmation; and
3. consider this oath or affirmation to be truthful and binding on his/her conscience.

.....  
COMMISSIONER OF OATHS

Name: .....

Address: .....

Capacity: .....



Independent Communications Authority of South Africa  
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# **REASONS DOCUMENT ON UNRESERVED POSTAL SERVICES REGULATIONS**

**March 2020**

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## 1. Background and Process

- 1.1. On 28 September 2018 the Authority published a notice of its intention to conduct an inquiry into the effectiveness of the Regulations on Unreserved Postal Services, 2010 ("Regulations") in Government Gazette No. 32859, in terms of section 4B of the Independent Communications Authority of South Africa Act no. 13 of 2000 ("ICASA Act"). This was pursuant to a Discussion Document on Unreserved Postal Services ("Discussion Document") published in Government Gazette No. 41928.
- 1.2. Following the Discussion Document, on 13 March 2019 the Authority Published a Position Paper on Unreserved Postal Services ("Position Paper")<sup>1</sup>. The Position Paper also contained the findings of the inquiry into the effectiveness of the Regulations. The findings are that the Regulations are inefficient to address challenges of the unreserved postal services due to the following reasons:
  - 1.2.1. The registration process is inadequate for regulation of the unreserved postal sector;
  - 1.2.2. Fees payable are not applicable to the current environment; and
  - 1.2.3. The duration of the registration certificate is inadequate.
- 1.3. In light of the findings the Authority took a decision to review the Regulations and published the Unreserved Postal Services Draft Regulations ("Draft Regulations") on 27 September 2019 in Government Gazette No. 42725.
- 1.4 The Authority received submissions from Fastway Couriers ("Fastway"), South African Express and Parcel Association ("SAEPA") and Consumer Advisory Panel ("CAP") which all requested an opportunity to present in a public hearing.
- 1.5 On the 17th of January 2020, the Authority held public hearings. Post hearings, stakeholders were afforded an opportunity to submit additional information as identified in the hearings.

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<sup>1</sup> Government Gazette No. 42323 of 22 March, 2019.

1.6 The deadline for submission of additional information was 27 January 2020. Additional submissions were received from CAP, SAEPA, Fastway and Zuzile Consulting. The submission from Zuzile Consulting was received three (3) days beyond the closing date and was therefore not considered in the final Regulations. Following the consideration of the three submissions, the Authority has concluded the final Regulations.

1.7 This document sets out the Authority's reasons with respect to the Regulations

## 2. Submissions received on the draft Regulations and the Authority's response

### 2.1. Definitions

#### 2.1.1. Franchisee and Agent

##### 2.1.1.1. Submission received:

- 2.1.1.1.1. CAP proposes that the Authority insert the definitions of franchisee and agent as they are used in the Regulation.
- 2.1.1.1.2. CAP suggests that the Authority should consider the Consumer Protection Act as it defines the Franchise as a consumer and prescribes conditions under which the Franchisor-Franchisee relationship will succeed.
- 2.1.1.1.3. CAP further suggests that the definition of an Agent be extracted from the Notice in Respect of the Accounting Separation Regulations for Reserved Postal Services.
- 2.1.1.1.4. FASTWAY proposed a definition of an agent as "*a third party with whom a registered operator has contracted for the purpose of the Agent performing services contemplated in the Unreserved Postal Services on behalf of the Registered Operator*".

**2.1.1.2. Authority's Decision**

After having considered the submissions, the Authority inserted the definition for a "franchisee" and "agent" in the Regulations to provide clarity to what these terms mean in these Regulations.

**2.1.2. Franchise agreement****2.1.2.1. Submission received**

2.1.2.1.1. CAP suggests that the definition of Franchise Agreement be inserted in order to harmonise the Regulations with the Consumer Protection Act and also to give guidance to what encompasses the full business details that the registered operator should provide as per Regulation 12(2) on Third Party Contracting in the Draft Regulations.

**2.1.2.2. Authority's Decision**

The Authority decided to not include the definition of Franchise Agreement as it is not used in the Regulations. Further, the Authority does not have jurisdiction to regulate franchise agreements in the unreserved postal services sector.

**2.2. Regulation 4: Application for registration Certificate****2.2.1. Requirement to submit hard and electronic copy.****2.2.1.1. Submission received:**

2.2.1.1.1. SAEPA proposes a process through which certificate applications are submitted electronically *via* an on-line portal, doing away with hard copy submissions. This would obviate the preparation and submission costs (printing and transport costs) associated with hard copy submissions.



#### 2.2.1.2. **Authority's decision**

- 2.2.1.2.1. The Authority decided to retain the requirement to submit hard copies, however, extended the mechanism for electronic submissions to include an email as an accessible alternative.

#### 2.2.2. **Documents to accompany the application**

##### 2.2.2.1. **Submission received:**

- 2.2.2.1.1. SAEPA submits that a full list of the information that the Authority requires in the business profile would provide more certainty to applicants in preparing their applications and reduce the administrative burden on the Authority that may arise as a result of incomplete or non-conforming applications.

- 2.2.2.1.2. Therefore SAEPA proposes instead that applicants should include in their registration applications, and as part of the business profile the following information set out in paragraph 8 of SAEPA's Additional Submissions and Representations dated 27 January 2020:

*"8.1 the applicant's full legal particulars, including full legal name, trading name, identification number, entity type, principal business address, and primary contact details including their e-mail address;*

*8.2 a brief description of the applicant's industry or sector;*

*8.3 a brief description of the applicant's core business, including a description of the geographic areas in which these services are provided. This should be limited to whether the applicant provides international, regional or local services or a combination of any of these;*

*8.4 the names of the applicant's directors and executive officers;*

*8.5 confirmation of the applicant's track and trace abilities insofar as it confirms locational tracking ability and final delivery status and signatory;*

*8.6 confirmation of the applicant's delivery packages with a brief description of each package;*

*8.7 a brief description of the applicant's customs support capabilities, if any. The description should merely reference whether the applicant provides customs brokerage or clearance services for their customers shipments."*

2.2.2.1.3. Fastway states that it would be in everyone's interest for there to be a clear outline in the new Regulations of ICASA's requirements of the content of a 'Business Profile'. This will provide certainty to Applicants as well as to the staff inside ICASA who are tasked with monitoring compliance with the application requirements.

2.2.2.1.4. Fastway submits that the contents of paragraphs 1,2,3 and 4 of Form A of the Draft Regulations should be used. In addition, the Fastway suggests that the Authority include:

- Number of years in business;
- An approximate annual turnover: e.g<R1mp.a;>R1m p.a;
- The Applicant's customer complaints procedure;
- A question on if an Applicant is part of a larger holding company or group and the identity thereof; and
- A question on whether the Applicant has insurance cover available for the liability for the loss or damage of parcels.

2.2.2.1.5. Fastway is of the view that Applicants with a turnover below R1m p.a should be exempted from payment of the registration and annual fees in order to ensure the continued viability of small operators.

2.2.2.1.6. However, Fastway does not believe inclusion of financial statements is necessary as it does not assist ICASA with enforcement of the regulations and would be a disclosure of highly confidential information.

**2.2.3. Authority's decision:**

2.2.3.1. The Authority has decided to give an indication of what a business profile should contain for application and renewal. The information that should be contained in the business profile includes proposals submitted by stakeholders.

2.2.3.2. The Authority does not seek to prescribe a rigid business profile. Applicants must include information that they deem relevant and that which may assist the Authority to understand its business. The information in the business profile is an addition to the information required in Form A.

2.2.3.3. The Business Profile should, amongst others, contain the following:

- Overview of the company;
- General historical background;
- Postal sector background;
- Primary business activity;
- Number and breakdown of employees and management;
- Ownership structure: Indicate if the applicant is part of a larger holding company or a group of companies and the identity thereof; and
- An approximate annual turnover.

**2.3. Regulation 5: Minimum Operating standards**

**2.3.1. Submission received**

2.3.1.1. SAEPA proposes the deletion of Draft Regulation 5 altogether and further proposes instead that that applicants should include in their registration applications, and as part of the business profile, a statement of their capabilities, which must disclose the details set

out at paragraphs 8.5 to 8.7 of SAEPA's Additional Submissions and Representations dated 27 January 2020.

**2.3.2. Authority's decision**

- 2.3.2.1 The Authority has decided to keep Regulation 5 to ensure registrants commit to minimum service standards that are transparent and predictable. This is to further ensure consumer protection against exploitative practices by registrants.

**2.4. Regulation 6: Customer Complaints procedure**

**2.4.1. Submission received**

- 2.4.1.1. Fastway submits that the requirement to provide a single point of entry for all customer complaints is not an optimal structure for the resolution of complaints, as there are some important practical aspects surrounding complaint resolution that should be considered when deciding on a complaint resolution process. Fastway is of the view that a customer's complaint or enquiry is best addressed by the regional depot with whom they do business.
- 2.4.1.2. SAEPA states that regulation 6 in the Draft Regulation, if passed, will oblige registrants to undertake to provide a customer complaints procedure, which must meet the minimum requirements set out in Draft Regulation 6(a) – (e).
- 2.4.1.3. SAEPA points out that the Authority has not previously held stakeholder consultations in respect of the proposed mandatory customer complaints procedure, to the best of SAEPA's knowledge. Therefore, SAEPA considers the Authority's rationale for this proposal to be unclear.
- 2.4.1.4. SAEPA is of the view that the terms and conditions of service in the unreserved postal are a matter that ought to be left for agreement between service providers and their customers and/or as provided for in any contract between the parties.

#### **2.4.2. The Authority's decision**

- 2.4.2.1. The Authority has decided to keep regulation 6 as a mechanism for consumer protection and to provide certainty and clarity on consumer complaints. Regulation 6 will further enhance quality of service.
- 2.4.2.2. The Authority has decided to rephrase regulation 6 (1) (a) to clarify confusion of single point of entry by replacing it with single designated contact. A single designated contact can be an email or call centre number at any branch or depot as chosen by the Operator. The intention of regulation 6 is to ensure that customer complaints procedures are in place and easy to access.
- 2.4.2.3. The Authority has consulted on consumer protection issues through the Discussion Document and the Position Paper

#### **2.5. Regulation 7: Application for the renewal of a registration certificate.**

##### **2.5.1. Submission received:**

- 2.5.1.1. SAEPA submits that it is not clear whether registrants that hold valid registration certificates under the existing regulations will be required to apply for new certificates upon the promulgation of the Draft Regulations, or if they will simply have to submit renewal applications.

##### **2.5.2. Authority's decision**

- 2.5.2.1. The regulations do not invalidate the current valid registration certificate. Any Operator holding a valid registration certificate is considered valid until the expiry date. Further, the Authority has removed reference to a transitional period.

## **2.6. Regulation 8: Change of information**

### **2.6.1. Submission received:**

2.6.1.1. SAEPA proposes an amendment to regulation 8(c) of the Draft Regulations to only require a registrant to notify the Authority of a change in its control, instead of shareholding. SAEPA suggests that control can then be defined to refer to control as it is understood or defined by the Companies Act, 2008 or the Competition Act.

### **2.6.2. The Authority's decision**

2.6.2.1. The Authority decided to retain the requirement to submit notice of change of information of shareholding instead of control. It is important for the Authority to be notified of changes of shareholding as this will be a change to one of the required documents for application and renewal. Control is not defined by the Act.

## **2.7. Regulation 9: Fees Payable**

### **2.7.1. Submission received**

2.7.1.1. CAP is of the view that when stipulating the rate at which interest will be charged for late payments, there should be transparency in order to bring certainty and also to avoid charging exorbitant rates. CAP cites as an example, section 40 of the National Credit Act, which prescribes the method that is used to calculate the interest together with section 42 which sets the Maximum Prescribed Interest.

### **2.7.2. The Authority's decision**

2.7.2.1. The Authority has included a clause that will provide clarity on the charged interest rate as per section 80 of the Public Finance Management Act, Act 1 of 1999, as amended.

## 2.8. Regulation 12: Third party contracting

### 2.8.1. Submissions received:

- 2.8.1.1. SAEPA submits that it is not clear in these circumstances whether the Authority will require notification of each agreement between the registrant and each person that conveys the items at some level of the supply chain or not. SAEPA accordingly submits that the Authority must have further stakeholder consultations on this clause.
- 2.8.1.2. SAEPA further submits that the Authority must in respect of this proposed regulation 12, provide its rationale as this will enable stakeholders to better understand the danger that this proposed regulation seeks to address, which is not immediately apparent to SAEPA.
- 2.8.1.3. Fastway submits that the current wording of regulation 12 of the Draft Regulations includes temporary contractors who are sometimes 'one-man shows' or individuals and places an unnecessary administrative burden on the operator to submit information.
- 2.8.1.4. Fastway submits it would be more efficient to require operators to provide business details to ICASA of its third parties only if they are providing services to the operator on a regular basis, for example, for more than 5 (five) business days in any calendar month.
- 2.8.1.5. Fastway is further of the view that the details of individuals providing services to registered operators on an adhoc basis should be exempted from this reporting.
- 2.8.1.6. Fastway also states that the details of third-party contractors that are already registered with ICASA should be exempted from this reporting. Fastway submits that alternatively, it would be more efficient to require registered operators to have a record-keeping mechanism for the safe-keeping of the details of all third parties to be retained for a period of a year. According to Fastway, this information should be available for inspection by ICASA if so required.

**2.8.2. The Authority's decision**

- 2.8.1.1. The Authority has decided to retain Regulation 12 to ensure that every operator involved in the provision of unreserved postal services is known to the Authority for sector intelligence and analysis. The Authority will further use the Third-Party list to follow up on unregistered operators that fulfil the criteria of being unreserved operators as per section 22 of Act.
- 2.8.1.2. The Third-Party list is also essential for the Authority to further enhance quality of service and compliance with requirements of the Act and other related legislation by ensuring non-compliance by an agent and/or franchisee, will be attributed to the registered operator.



**2.9. Regulation 14: Contraventions and Penalties****2.9.1. Submissions received:**

2.9.1.1. SAEPA submits that these provisions are draconian and disproportionate, particularly in an environment where ambiguity subsists in respect of the exact scope of what constitutes unreserved postal services.

2.9.1.2. SAEPA proposes that the Authority must engage with the Ministry to review the PSA's offence provisions insofar as they relate to imprisonment. In addition, it is unclear whether corporate entities will also be liable to imprisonment or if this will only be applicable to individual employees, and if so, the specific requirements or conduct that the individuals must engage in to be held criminally liable for the conduct of a corporate entity.

**2.9.2. Authority's decision**

2.9.2.1. The Authority reviewed the clauses on contraventions and penalties. The Authority believes that R250 000.00 (Two hundred thousand Rands) is a suitable amount to deter non-compliance.

**DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM****NO. 382****27 MARCH 2020****GENERAL NOTICE IN TERMS OF THE RESTITUTION OF LAND RIGHTS ACT,  
1994 (ACT NO.22 OF 1994)**

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

REFERENCE : 6/2/3/D/50/780/875/44

CLAIMANT : Petrus Tamboer (On behalf of Ngcayisa Family)

PROPERTY DESCRIPTION : Erf 235, Backhouse Hoak consolidate to Erf 1451 in  
Hankey, Kouga Local Municipality, Sarah Baartman  
District, Eastern Cape

EXTENT OF LAND : 5607 sqm

TITLE DEED : T13954/2001

CURRENT OWNER : Roux Sarel Du Plessis Le Trustees

DATE SUBMITTED : 21/06/1995

Has been submitted to the Regional Land Claims Commissioner for the Eastern Cape and that the Commission on Restitution of Land Rights will investigate the claim in terms of the provisions of the Act in due course.

Any person who has an interest in the above-mentioned land is hereby invited to submit, within fourteen (14) days from the publication of this notice, any comments/information to:

**Office of the Regional Land Claims Commissioner : Eastern Cape**  
**Department of Rural Development and Land Reform**  
**PO Box 1375**  
**East London**  
**5200**  
**Tel : 043 700 6000**  
**Fax : 043 743 3687**

  
**Mr. L.H. Maphutha**  
**Regional Land Claims Commissioner**

2020/02/24

## DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM

NO. 383

27 MARCH 2020

**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 No. 22 of 1994, as amended, that a claim for Restitution of Land Rights has been lodged on Erf 149 of New Pietersburg, now consolidated into Erf 5700 in the Polokwane Local Municipality of Capricorn District Limpopo.

The land claim was lodged by Thoka Albert Ngoato as the originally disposed individual on the 12<sup>th</sup> of December 1998 in terms of the Restitution of Land Rights Act, 1994 (Act No. 22 Of 1994), as amended.

The late Thoka Albert Ngoato was dispossessed from the claimed property in 1960 and his spouse Thoka Mosima Sophia opted for financial compensation in this matter, in terms of the Restitution of Land Rights Act, 1994 (Act No. 22 of 1994), as amended.

**The property description is as follows:**

PROPERTY	CURRENT OWNER	TITLE DEED	EXTENT (HECTARES)	ENDORSE MENTS	HOLDER
Erf 149 of Pietersburg	Polokwane Municipality	N/A	800.0000 DUM	N/A	N/A

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 comments, objections or information under reference number **KRP 7007** to :

**The Regional Land Claims OR  
Commission: Limpopo  
Private Bag X 9552  
Polokwane  
0700**

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

  
\_\_\_\_\_  
**MAPHUTHA L.  
REGIONAL LAND CLAIMS COMMISSIONER**

**DATE:** 2020/01/23

NO. 384

## DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM

27 MARCH 2020

## NOTICE OF AMENDMENT OF GAZETTE NOTICE NUMBER 41399 OF 2018

**GENERAL NOTICE OF AMENDMENT IN TERMS OF SECTION 11A(4) OF THE RESTITUTION OF LAND RIGHTS ACT, 1994 (ACT NO. 22 OF 1994) AS AMENDED**

Notice is hereby given that at the expiry of **30** (Thirty) days from the date of publication hereof, and unless cause to the contrary is shown to the satisfaction of the Regional Land Claims Commissioner, Gazette Notice No. 41399 of 2018 published under Government Gazette No. 46 shall be amended in terms of Section 11A(4) of the above-mentioned Act by incorporating the under mentioned property from the said Government Notice.

FARM	OWNER	TITLE DEED NOTICE	EXTENT (ha)	ENDORSEMENTS	HOLDER	CLAIMANT
Remaining Extent of Bulgerivier 198 KQ	Limpopo Provincial Government	T1714/1903PTA T26646/2010PTA	2115.8242 ha	K939/2004RMPTA K998/1999PCPTA VA864/1999PTA VA2737/2010PTA	AFC Prop Pty Ltd Rio Tinto Mining & Exploration Ltd Republic Van Suid-Afrika	Pule Silas Mfisa
Portion 14 of Bulgerivier 198 KQ	National Government of RSA	T35799/1965PTA T63887/2014PTA	500.0000 sqm	VA5150/2014PTA	Republic Van Suid-Afrika	Pule Silas Mfisa
Portion 15 of Bulgerivier KQ	National Government of RSA	T35799/1965PTA T63887/2014PTA	2.5696 ha	VA5150/2014PTA	Republic Van Suid-Afrika	Pule Silas Mfisa
Portion 1 of Manamane 201 KQ	Malmanie Boerdery CC	T82088/1998PTA	151.0078 ha	T82088/1998PTA	Malmanie Boerdery	Pule Silas Mfisa
Portion 1 of Hermanusdoorns	RJ Normandie	T6251/1991PTA	603.8551ha	VA2372/2007PTA	RJ Normandie	Pule Silas Mfisa

204 KQ	farms Pty (Ltd) Quick Leap Inv. 284 CC	T80587/1997PTA			farms Pty (Ltd)	
Portion 4 of Hermanusdoorns 204 KQ	Calogenix Pty (Ltd)	T2034/2018	634.8922 ha	VA2372/2007PTA	RJ Normandie farms Pty (Ltd)	Pule Silas Mfisa
R/E of Portion 5 of Hermanusdoorns 204 KQ	Calogenix Pty (Ltd)	T2034/2018	554.5114 ha	VA2372/2007PTA	RJ Normandie farms Pty (Ltd)	Pule Silas Mfisa
Remainder of Hermanusdoorns 205 KQ	Mogol River Gamefarm Pty (Ltd)	T83713/1996PTA	945.1172 ha	None	None	Pule Silas Mfisa
Portion 9 of Hermanusdoorns 204 KQ	RJ Normandie farms Pty (Ltd)  Quick Leap Inv. 284 CC	T6251/1991  T80587/2013	346.2184 ha	VA2372/2007	RJ Normandie farms Pty (Ltd)	Pule Silas Mfisa
Remainder of Hermanusdoorn 660 KQ (Moloko River Private Nature Reserve)	Mogol River Gamefarm Pty (Ltd)	T91675/2003PTA	6462.4337 ha	K320/2018S	Mogol River Gamefarm Pty (Ltd)	Pule Silas Mfisa
Remaining Extent of Hartebeestdrift 189 KQ	Gemsbokfontein Eiendomme Pty	T8301.2003PTA	2049,51.12 H Sqm	B6871/2003  K1278/1990RM K210/1946RM	Jorsie Trading Co. Pty (Ltd) Blain Alfred	Pule Silas Mfisa

	(Ltd)			K683/2000RM VA5324/1998	None Banwell Brian Oliver Blain Alfred	
Portion 1 of Hartebeestdrift 189 KQ	Itabi Pty (Ltd)	T60320/2010PTA	8.5653 ha	B43988/2013	Absa Bank (Ltd)	Pule Silas Mfisa
Portion 3 of Hartebeestdrift 189 KQ	Itabi Pty (Ltd)	T60320/2010PTA	1007.2409 ha	B43988/2013	Absa Bank (Ltd)	Pule Silas Mfisa

Any party that may be aggrieved by this publication may submit his/her objection thereto, to the Office of the Regional Land Claims Commissioner: Limpopo within **30 (Thirty)** days of publication hereof to the below mentioned address under reference number **KRP 1799**.

**Office of the Regional Land Claims Commissioner: Limpopo**  
**Private Bag X 9552**  
**Polokwane**  
**0700**

**Submission may also be delivered to:**  
**Koos Smith Building**  
**61 Biccard Street**  
**Polokwane**  
**0700**

  
**MR. L. MAPHUTHA**  
**REGIONAL LAND CLAIMS COMMISSIONER**

**DATE:** 20/02/05

## DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM

NO. 385

27 MARCH 2020

**PROVISION OF LAND AND ASSISTANCE ACT, 1993: DESIGNATION OF CERTAIN LAND SITUATED IN THE DIVISION OF ALEXANDRIA, SUNDAYS RIVER VALLEY MUNICIPALITY, SARAH BAARTMAN DISTRICT MUNICIPALITY, PROVINCE OF THE EASTERN CAPE**

Under sections 2(1)(c) and 3(1) of the Provision of Land and Assistance Act, 1993 (Act No. 126 of 1993), read with Presidents minute No. 13 of 10 June 1994, I, Thokozile Didiza, Minister of Rural Development and Land Reform, hereby designate, the **PORTION 29 (a portion of portion 2)** of the farm Niekerks Hope No. 264; Alexandria Division, Sundays River Municipality, Sarah Baartman District Municipality, in the Eastern Cape Province, for the purpose of settlement and hereby impose the following conditions for the use of the designated land:

- (i) **VADOMANZI (Pty) Ltd, Registration No. 2012/173045.07**, shall hold the land for the benefit of 5 identified Groentetuin families
- (ii) **VADOMANZI (Pty) Ltd, Registration No. 2012/173045.07**, shall ensure that the carrying capacity of livestock units, as prescribed in the agricultural report, is not exceeded. The Conservation of Agricultural Resources Act, 1983 (Act No. 43 of 1983), shall apply to the utilisation of the land.

  
Z PITYI

CHIEF DIRECTOR: ECPSSC

DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM

DATE: 02/03/2020

## DEPARTEMENT VAN LANDELIKE ONTWIKKELING EN GRONDHERVORMING

NO. 385

27 MAART 2020

**WET OP DIE BESKIKBAARSTELLING VAN GROND EN BYSTAND, 1993:  
AANWYSING VAN SEKERE GROND GELEE IN DIE REGISTRASIE AFDELING  
VAN ALEXANDRIA, OOS-KAAP PROVINSIE**

Kragtens artikels 2(1)(c) en 3(1) van die Wet op die Beskikbaarstelling van Grond en Bystand, 1993 (Wet No. 126 van 1993), gelees met Presidentsminuut No. 13 van 10 Junie 1994 wys ek, Thokozile Didiza, Minister van Landelike Ontwikkeling en Grondhervorming, hierby Gedeelte 29 ('n gedeelte van Geldeete 2) van die Plaas Niekerks Hope Nr. 264, Registrasie Afdeling van Alexandria, Sondagsriviervallei Munisipaliteit in die Oos-Kaap Provinsie, aan vir vestigingsdoeleindes onder die volgende gebruiksvoorwaardes:

- (i) **VADOMANZI (Pty) Ltd, Registration No. 2012/173045.07**, sal grond tot voordeel van 5 geïdentifiseerde Groentetuin families hou.
- (ii) **VADOMANZI (Pty) Ltd, Registration No. 2012/173045.07**, moet verseker dat aan die voorskrifte vir die drakrag van grootvee eenhede, soos voorgeskryf in die landboukundige verslag voldoen word. Die Wet op die Bewaring van Landbouhulpbronne, 1983 (Wet No. 43 van 1083), sal ten opsigte van die benutting van die grond van toepassing wees.

  
Z PITYI

HOOFDIREKTEUR: EC

DEPARTEMENT VAN LANDELIKE ONTWIKKELING EN GROND HERVORMING

DATUM: 02/03/2020



NO. 386

## DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM

27 MARCH 2020

**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. Felani William Masango** [ID No. 300528 5184 08 7] on behalf of **Masango family** on the property mentioned hereunder situated in **Victor Khanye Local Municipality, Nkangala District in the Mpumalanga Province: [KRP: 9942]**

**CURRENT PARTICULARS OF THE PROPERTY****WELGELEGEN 221 IR**

Description of property	Owner of Property	Title Deed Number	Extent of Property	Bonds	Bond Holder	Other Endorsements
The Remaining Extent of Portion 6	Farm House Holdings Pty Ltd (201701881007)	T4288/2017	226.5563 H	None	None	K3077/1987PC

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**

**TEL NO: 013 655 1000**

**FAX NO: 013 690 2438**

**CHECKED BY: MRS R SINGH**

**RESTITUTION ADVISOR**

**DATE: 06/02/2020**

**MR. L. H. MAPHUTHA**

**COMMISSIONER FOR RESTITUTION OF LAND RIGHTS**

**DATE: 2020/03/05**

## DEPARTMENT OF SOCIAL DEVELOPMENT

NO. 387

27 MARCH 2020

**SOCIAL SERVICE PRACTITIONERS DRAFT BILL, 2019**  
**INVITATION TO COMMENT ON THE SOCIAL SERVICE PRACTITIONERS**  
**DRAFT BILL, 2019**

The Department of Social Development hereby invites any interested person or body to provide written comments on Social Service Practitioner's Draft Bill, 2019 as contained in the Schedule hereto. The memorandum on the objects of the Bill may be accessed on the Departmental website: [www.dsd.gov.za](http://www.dsd.gov.za)



MS LINDIWE D ZULU, MP  
MINISTER OF SOCIAL DEVELOPMENT  
DATE: 20/03/2020

The closing date for comments is 60 calendar days from the date of publication of this notice in the Gazette. All comments must be submitted in the format indicated below:

**NAME AND CONTACT DETAILS:**

[Please provide the name of the person or body who submits the comment and contact details, preferably email address]

CLAUSE COMMENTED ON [Please indicate which particular clause of the Bill the comments relate to]	PROPOSAL [Please provide a clear proposal on how the particular clause should be amended]	MOTIVATION [Please provide detailed motivation for the proposed amendment]
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Comments must be submitted to:

(a) by Post:

The Director-General: Department of Social Development  
Private Bag X901  
Pretoria  
0001;

(b) by Hand:

The Director-General: Department of Social Development  
Human Sciences Research Council Building  
134 Pretorius Street  
Pretoria;

(c) by Email: [Professionalsupport@dsd.gov.za](mailto:Professionalsupport@dsd.gov.za)

**REPUBLIC OF SOUTH AFRICA**

**SOCIAL SERVICE PRACTITIONERS BILL, 2019**

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*(As introduced in the National Assembly (proposed section 76); explanatory summary of the Bill published in Government Gazette No. 43145 of 27 March 2020) (The English text is the official text of the Bill)*

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**(MINISTER OF SOCIAL DEVELOPMENT)**

**[B —2018]**

110318nim

**BILL**

**To provide for the establishment of a South African Council for Social Service Practitioners; to determine its composition, powers and functions; to provide for the establishment, composition, powers and functions of social service professional boards and social service occupational boards; to provide for the registration of social service practitioners; to promote and regulate the education, training and professional development of social service practitioners; to regulate the professional conduct of social service practitioners; and to provide for incidental matters.**

**ARRANGEMENT OF SECTIONS****CHAPTER 1****DEFINITIONS AND OBJECTS OF ACT**

1. Definitions
2. Objects of Act

**CHAPTER 2****SOUTH AFRICAN COUNCIL FOR SOCIAL SERVICE PRACTITIONERS**

3. Establishment of South African Council for Social Service Practitioners
4. General objects and powers of Council

## 3

5. Powers of Council regarding registration
6. Powers and functions of Council regarding education, training and development.
7. Appeal procedure for education and training institutions and education, training and development service providers
8. General duties of Council

**CHAPTER 3****COMPOSITION OF COUNCIL AND APPOINTMENT OF OFFICE-BEARERS**

9. Composition of Council
10. Term of office of members of Council
11. Appointment of new Council
12. Recusal of member with conflicting interests
13. Fiduciary duties of Council members
14. Disqualification from membership of Council
15. Vacation of office and filling of vacancies
16. President and Deputy-president of Council
17. Discipline and removal of Council members
18. Executive committee
19. Finance committee
20. Risk and Audit Committee
21. Human resource and remunerations Committee
22. Occupational Committee
23. Other committees

## **CHAPTER 4**

### **REGISTRAR AND SECRETARIAT**

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## CHAPTER 1

### INTERPRETATION AND OBJECTS

#### Definitions

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

**"accredited"** means recognition or certification by the Council or the relevant social service professional or social service occupational board in terms of this Act as meeting the prescribed relevant education and training requirements;

**"caregiver"** means a registered social service practitioner who provides psycho-social and physical care and support to older persons, persons with disabilities and those with chronic illnesses;

**"child and youth care worker"** means a registered social service practitioner who interacts with children and youth, providing holistic care, therapeutic, developmental, educational and recreational programmes that promote and enhance optimum development including practitioners providing supervisory and management support services;

**"committee"** means a committee of the Council contemplated in sections 18, 19, 20, 21, 22, 61, 62 and 71 or any other committee established by the Council in terms of section 23 or any committee established by a social service board;

**"community development practitioner"** means a registered social service practitioner who facilitates community development initiatives and collective solutions to address social development issues, needs and problems that arise within that community including practitioners providing supervisory and management support services;

**"Council"** means the South African Council for Social Service Practitioners established in terms of section 3;

**"Department"** means the department responsible for social development;

**"early childhood development practitioner"** means a registered social service practitioner who provides early childhood development services through formal early childhood development programmes, family services, play groups and training, including social service practitioners providing supervisory and management support services;

**"education and training institution"** means a university, college or other education and training institution which offers an education and training programme or programmes leading to a prescribed qualification;

**"education, training and development service provider"** means any institution, organisation, professional body, professional association, individual or company approved by the respective social service board and accredited to provide qualification for the education, training and development programmes and continuous professional development for social service practitioners;

**"employer"** means any person or organisation that employs social service practitioners in terms of this Act;

**"family member"** in respect of any member of the Council, social service boards and committees, means his or her parent, sister, brother, child, spouse, life partner,

including any other relative who resides permanently with that member and any other relative who is of necessity dependent upon the member;

**"learner"** means a person who is learning subjects and skills related to social service practice as set out and approved by the QCTO in accordance with the National Qualifications Framework Act, 2008 (Act No. 67 of 2008);

**"Mental Health Care Act"** means the Mental Health Care Act, 2002 (Act No.17 of 2002);

**"Minister"** means the Minister responsible for social development;

**"practice"** means a service or type of work identified within the approved scope of practice of a social service profession or a social service occupation in terms of section 48;

**"prescribed"** means as prescribed by rule or regulation;

**"prescribed qualification"** means a minimum qualification prescribed by regulation;

**"qualification"** means any designated and approved social service degree, diploma or certificate awarded after assessment of a person's competency in a particular subject;

**"Registrar"** means the person appointed as Registrar in terms of section 24;

**"regulation"** means a regulation made by the Minister in terms of this Act;

**"Republic"** means the Republic of South Africa;

**"rule"** means a rule made by the Council in terms of this Act;

**"SAQA"** means the South African Qualifications Authority contemplated in chapter 4 of the National Qualifications Framework Act, 2008 (Act No. 67 of 2008);

**"SETA"** means a sector education and training authority established in terms of section 9(1) of the Skills Development Act, 1998 (Act No. 97 of 1998);

**"social service board"** means a social service professional board or a social service occupational board established in terms of section 37 of this Act;

**"social service occupation"** means a series of jobs or specialised tasks which can be grouped together for classification and designated by the Minister as a social service occupation contemplated in section 45;

**"social service practitioner"** means any person registered in a social service profession or occupation in terms of this Act to practise and render a service within the social service sector;

**"social service profession"** means any social service practice designated by the Minister as a social service profession contemplated in section 36(1);

**"Social Service Professions Act"** means the Social Service Professions Act, 1978 (Act No. 110 of 1978);

**"social service sector"** means groups of organisations and persons rendering social welfare and social development services;

**"social worker"** means a registered social service practitioner who may practise with individuals or communities and groups, to promote social change, build capacity in human relationships, enhance social functioning and advocate for social justice, including supervisory and management support functions;

**"student"** means a person who is studying at a recognised education and training institution to obtain a suitable qualification to practice as a social service practitioner;

**"this Act"** includes the rules and regulations; and

**"QCTO"** means the Quality Council for Trades and Occupations established in terms of section 26G of the Skills Development Act, 1998 (Act No. 97 of 1998).

## **Objects of Act**

**2.** The objects of this Act are to—

- (a) provide for the establishment of the Council;
- (b) provide for the establishment of social service professional boards for designated social service professions;
- (c) provide for the establishment of social service occupational boards for designated social service occupations;
- (d) advance social justice by promoting developmental social services;
- (e) promote and protect the interests of the public in matters involving social service practitioners;
- (f) advance and protect the interests of social service practitioners;
- (g) promote and ensure adherence to the professional and ethical standards of social service practitioners;
- (h) promote the adherence to the code of good practice by employers;
- (i) promote the standard and quality of education, training and development of social service practitioners;
- (j) provide for the registration of social service practitioners and professional social services; and
- (k) provide for disciplinary action in respect of unprofessional and unethical conduct by social service practitioners.

**CHAPTER 2****SOUTH AFRICAN COUNCIL FOR SOCIAL SERVICE PRACTITIONERS****Establishment of South African Council for Social Service Practitioners**

**3.** (1) There is hereby established a juristic person to be known as the South African Council for Social Service Practitioners in terms of this Act, which exercises the powers and performs the functions conferred upon or assigned by this Act.

(2) The Council is entitled to sue and be sued, to acquire, possess and alienate moveable and immovable property and to acquire rights and incur liabilities.

(3) The Council must at all times function in a transparent, responsive, efficient and accessible manner.

**General objects and powers of Council**

- 4.** The Council must, in order to achieve the objects of this Act—
- (a) advise the Minister on—
    - (i) any matter affecting social service practitioners and practice;
    - (ii) any proposed amendments to this Act; and
    - (iii) any other matter arising from or connected to the application of this Act;
  - (b) take steps it considers necessary to—
    - (i) protect the interests of the public in their dealings with social service

- practitioners and practice; and
- (ii) enhance the integrity and professionalization of social service practitioners and practice;
- (c) promote and ensure the maintenance and improvement of standards of service for social service practitioners;
- (d) advise, consult and liaise with relevant public authorities on matters affecting social service practitioners and practice;
- (e) investigate and report on any matter affecting social service practitioners and practice;
- (f) determine policy on any matter concerning social service practitioners and practice and the administration;
- (g) authorise policy proposals presented to it to enable the relevant division to proceed with the drafting of policy;
- (h) ratify a policy as contemplated in paragraph (f);
- (i) ensure the uniform implementation and application of such policy by social service boards;
- (j) develop and issue guidelines on any matter affecting social service practitioners and practice;
- (k) advise social service boards on matters affecting social service practitioners and practice and coordinate the activities of social service boards;
- (l) provide the necessary financial, administrative and other assistance in order to enable social service boards to perform their functions;
- (m) recognise, consult and liaise with social service practitioner associations on matters affecting social service practitioners and practice;
- (n) promote, undertake or cause research to be undertaken on matters relating



- to social service practitioners and practice and provide feedback on findings;
- (o) establish and strengthen relationships with social service councils of other countries for the advancement of social service practitioners and practice;
  - (p) exercise or perform any other power or function conferred or imposed upon the Council by or under this Act or any other law; and
  - (q) generally, take such other steps as may be necessary for or conducive for the achievement of the objects of this Act.

### **Powers of Council regarding registration**

- 5.** The Council must subject to this Act—
- (a) recommend for approval to the Minister the—
    - (i) minimum standards for practice, practical training and qualification;
    - (ii) competency framework and conditions required for the registration of social service practitioners; and
    - (iii) period of validity, conditions and requirements for the renewal of registration;
  - (b) oversee the consideration and decision for registration and renewal thereof;
  - (c) monitor the development and updating of the registers of social service practitioners; and
  - (d) ensure that the Registrar keeps, updates and produces the register on request by members of the public and employers as prescribed.

**Powers and functions of Council regarding education, training and development**

6. (1) The Council must subject to this Act—
- (a) recommend for approval to the Minister, after consultation with SAQA, the minimum standards of education, training and development applicable to social service practitioners;
  - (b) recommend persons for appointments as experts for quality assurance of the education, training and development of social service practitioners;
  - (c) consult with the Council on Higher Education established in terms of Section 4 of the Higher Education Act, 1997 (Act No. 101 of 1997) regarding matters relevant to education, training and development of social service practitioners;
  - (d) consult with the Council on Higher Education, the QCTO, the relevant Sector Education and Training Authorities, SAQA and any relevant body accredited by SAQA regarding education, training and development of social service practitioners; and
  - (e) promote collaboration in the field of education, training and development of social service practitioners in the Republic and internationally.
- (2) The Council may, subject to this Act—
- (a) recognise, either wholly or in part, education and training institutions or education, training and development service providers or withdraw such recognition;
  - (b) recognise any qualification held by any person whether obtained within or outside the Republic as being equal, either wholly or in part, to any

prescribed qualification;

- (c) assess and recognise prior non-formal or experiential learning of any person for the purpose of registration as a social service practitioner; and
- (d) enter into agreements with persons or bodies in the Republic or internationally regarding education, training and development of social service practitioners.

(3) The Council must, before withdrawing any recognition contemplated in subsection (2)(a)—

- (a) give notice in writing, within 30 days from date of resolution, to the concerned education and training institution or education, training and development service provider of its intention to withdraw the recognition with reasons; and
- (b) afford the concerned education and training institution or education, training and development service provider 21 days in which to submit grounds for the Council not to withdraw the recognition.

(4) No qualification may, in terms of subsection (2)(b), be recognised as being equal, either wholly or in part, to any prescribed qualification, unless that qualification meets the standard of professional education, training and development as prescribed.

(5) The Council must, in exercising or performing its powers or functions regarding education, training and development, take into account the policies and procedures of the SAQA and those of any other statutory authority exercising standard setting or quality assurance powers in respect of education, training and development of social service practitioners.

(6) The Council must make rules prescribing—

- (a) conditions relating to continuing professional development to be undergone by social service practitioners in order to retain or renew their registration;
- (b) the nature and extent of continuing professional development to be undergone by social service practitioners;
- (c) the criteria for recognition of continuing professional development programmes offered by education and training institutions and education, training and development service providers; and
- (d) any matter pertaining to education, training and development in the social service sector.

**Appeal Procedure for education and training institutions and education, training and development service providers**

7. (1) The Council must establish the appeals committee as prescribed.

(2) An education and training institution or education, training and development service provider which is not satisfied with the decision of the Council to withdraw its recognition as contemplated in sections 6(2)(a), may appeal against the decision of the Council to the appeals committee.

(3) The appellant must, within 30 days from the date on which it is notified in writing of the decision against which it wishes to appeal, submit to the Minister a written notification of appeal on which the grounds for appeal are stipulated.

(4) The Minister must, within 14 days from receipt of the appeal, communicate receipt of the appeal to the appellant.

(5) The Minister must, within 90 days from receipt of the appeal, notify the appellant of the outcome of the appeal.

### **General duties of Council**

8. (1) The Council must ensure that it has and maintains—
- (a) an effective, efficient and transparent system of financial and risk management and internal control, including a system of internal audit;
  - (b) an appropriate procurement and provisioning system that is fair, equitable, transparent, competitive and cost effective; and
  - (c) an appropriate procurement policy in accordance with section 217 of the Constitution of the Republic of South Africa, 1996.

- (2) The Council must take effective and appropriate steps to—
- (a) collect all revenue due to the Council; and
  - (b) prevent irregular expenditure, fruitless and wasteful expenditure, losses resulting from criminal conduct, and expenditure not complying with the operational policies of the Council.

(3) The Council is responsible for the management, including the safeguarding of its assets and for the management of its revenue, expenditure and liabilities.

- (4) The Council must take effective and appropriate disciplinary steps against any employee of the Council who—
- (a) contravenes or fails to comply with this Act;
  - (b) commits an act that undermines the financial management and internal control systems of the Council; or

(c) makes or permits any irregular expenditure, fruitless and wasteful expenditure or expenditure not complying with the operational policies of the Council.

(5) The Council may delegate any of its functions in this section in writing.

(6) The President of the Council must register with the Minister, within three months of his or her coming into office, a strategic plan of action for approval.

(7) After the strategic plan of action is registered with the Minister, amendments may only be effected if the majority of the members of the Council recommend such amendment and such amendment is then approved by the Minister.

(8) The President of the Council must submit bi-annual reports to the Minister on progress with regard to the implementation of the strategic plan of action.

### **CHAPTER 3**

#### **COMPOSITION OF COUNCIL AND APPOINTMENT OF OFFICE-BEARERS**

##### **Composition of Council**

9. (1) The Council consists of a minimum of 15 members appointed as follows:

(a) persons elected by the social service sector as prescribed to serve on the Council as follows -

(i) one social service practitioner representing the disability sector and actively involved in the social service sector;

- (ii) one person from education institutions;
  - (iii) two social service practitioners from the social service occupations or professions for which a social service board is established;
  - (iv) one person from the social service sector with financial management and accounting skills; and
  - (v) one person from the community who is actively involved in the social service sector;
- (b) five persons appointed by the Minister in the prescribed manner of whom—
- (i) one legally qualified person well versed in labour, constitutional and administrative law;
  - (ii) one person from the trade unions which represent employees engaged in the social service sector;
  - (iii) one representative from the Higher Education sector as nominated by the Minister of Higher Education;
  - (iv) one senior manager representing the Provincial Departments of Social Development as nominated by the Heads of Department; and
  - (v) one senior manager representing the National Department of Social Development.

(2) When appointing the members of the Council, the Minister must strive to ensure that the composition of the Council is broadly representative of society, with due regard to race, gender, disability and the demographics of the Republic.

(3) The Minister must by notice in the *Gazette*, and two newspapers, publish and circulate nationally—

- (a) an invitation for the nominations as contemplated in subsection (1); and
- (b) the names of persons appointed as members of the Council in terms of subsection (1) and the dates of commencement of their terms of office.

(4) The notice contemplated in subsection (3) must specify a

period of at least 30 days for nominations to be submitted to the Minister.

(5) If any required nomination is not submitted within the specified period as prescribed, the Minister may appoint a suitably qualified person as a member of the Council as prescribed in respect of the relevant category.

(6) The Registrar must invite nominations for social service practitioners from the established social service boards to be elected as members of the Council.

(7) The Registrar must ensure that the nomination and election of members to serve on the Council is conducted in accordance with the procedure as prescribed.

#### **Term of office of members of Council**

**10.** (1) Members of the Council hold office for a period of five years from the date of their appointment by the Minister.

(2) A member of the Council may, on expiry of that member's term of office, be reappointed, but may not serve more than two consecutive terms of office.

(3) The term of office of the member of the Council may only be extended as contemplated in Section 11(5).

#### **Appointment of new Council**

**11.** (1) For the purposes of section 10, the Registrar must notify the Minister in writing at least 12 months prior to the expiration of the term of office of



the serving Council members, and propose a date for the election of new Council members.

(2) The nomination process for the election and appointment of the new Council members must commence 12 months prior to the expiration of the term of office of the Council.

(3) Appointment of the new Council by the Minister must be finalised three months prior to the expiration of the term of office of the serving Council members.

(4) Six months prior to the Council's term of office coming to an end, the Registrar must provide the Minister with a detailed progress report on the nomination and election of the new Council.

(5) Similarly the process of nominations and appointment by the Minister must be overseen by the responsible line function within the Department within the same time frames as contemplated above for the Registrar.

(6) Despite section 10, and taking into consideration section 24(7), whenever the Council's term of office has come to an end without the Registrar having acted in terms of subsections (1) and (2), the Council will continue to perform its functions for a period not exceeding six months with the approval of the Minister.

(7) The approval contemplated in subsection (5) must be obtained by the President of the Council.

(8) Should the term of office of the Council be extended as contemplated in subsection (5), the Registrar must provide the Minister with reasons for his or her failure to comply with subsections (1) and (2).

(9) Failure to adhere to the requirements illustrated in this section

will result in disciplinary action being instituted against the responsible official.

### **Recusal of member with conflicting interests**

**12.** (1) A member of the Council—

- (a) must make full disclosure to the Council of any conflict of interest including any potential conflict;
- (b) may not vote, attend or participate in any proceedings in relation to any matter before the Council in respect of which that member has a conflict of interest; and
- (c) must comply with any decision as to whether such a member is entitled to participate in any particular proceedings of the Council.

(2) For the purpose of this section, a member has a conflict of interest if—

- (a) the family member, partner or business associate of the member, has a financial or other interest in the business that is involved with the project;
- (b) the member has any other interest that may preclude, or may reasonably be perceived as precluding, the member from performing the functions of a member of the Council in a fair, unbiased and proper manner; or
- (c) he or she, or his or her family member, partner or business associate is a director, member or partner of, or has a controlling interest or any financial or other interests in the registration or recognition, or any other right or privilege to be granted by the Council.

(3) A disclosure in terms of subsection 1(a) must be recorded in the minutes of a meeting of the Council.

**Fiduciary duties of Council members**

**13.** A member of the Council must—

- (a) ensure reasonable use and protection of the assets and records of the Council;
- (b) act in good faith and in the best interests of the Council in managing its financial affairs;
- (c) conduct all the affairs of the Council in accordance with the principles of good governance;
- (d) disclose to the Council any direct or indirect personal or private interest that a member or a member's spouse, partner or family member may have in any matter before the Council;
- (e) withdraw from the proceedings of the Council when that matter concerns the direct or indirect personal or private interests of such member or his or her spouse, partner or family member, unless the Council considers that the member's direct or indirect interest in a matter is trivial or irrelevant;
- (f) not act in a way that is inconsistent with the responsibilities of the Council in terms of this Act; and
- (g) not use the position, privileges, or confidential information obtained as a member of the Council for personal gain or to improperly benefit another person.

**Disqualification from membership of Council**

14. A person may not be appointed as a member of the Council if that person—

- (a) is not a citizen of the Republic, and is not ordinarily resident in the Republic;
- (b) is an un-rehabilitated insolvent;
- (c) is disqualified under any law from practising that person's profession;
- (d) is of unsound mind as declared by a competent court;
- (e) has been convicted of an offence and was sentenced to imprisonment without the option of a fine;
- (f) has been convicted of fraud or any other offence involving dishonesty or any sexual offence, and sentenced with the option of a fine, imprisonment or both;
- (g) has at any time been removed from an office of trust on account of a breach of fiduciary duty or misconduct;
- (h) has been found guilty of unprofessional and unethical conduct in terms of this Act;
- (i) has a direct or indirect financial interest in any matter concerning the Council; or
- (j) is found to be unsuitable to work with children, older persons or persons with disabilities by a competent court and whose details appear in the—
  - (i) national child protection register as contemplated in the Children's Act, 2005 (Act No. 38 of 2005);
  - (ii) national register for sex offenders as contemplated in the Criminal Law (Sexual Offences and Related Matters) Amendment Act, 2007 (Act No. 32 of 2007); or
  - (iii) register of persons convicted of abuse of older persons or any crime

or offence related to the abuse of older persons as contemplated in section 31 of the Older Persons Act, 2006 (Act No.13 of 2006).

### **Vacation of office and filling of vacancies**

**15.** (1) A member of the Council must vacate his or her office if the member—

- (a) becomes disqualified from being appointed as a member in terms of section 14;
- (b) has been absent from more than two consecutive ordinary meetings of the Council without the leave of the Council;
- (c) resigns by giving three months written notice addressed and delivered to the Minister;
- (d) ceases to hold the position which is inherent for the appointment to the Council;
- (e) is declared by a competent court to be of unsound mind, or has a mental disorder, or is detained in terms of the Mental Health Care Act; or
- (f) is removed from office by the Minister—
  - (i) in the public and or professional interest and for a just cause;
  - (ii) after consulting the Council; or
  - (iii) after a fair hearing.

(2) Every vacancy on the Council must, within three months of the vacancy occurring, be filled in the same manner in which the member who vacates office was elected and appointed and every member so elected and appointed must hold office for the unexpired portion of the period for which his or her predecessor was appointed.

(3) When a vacancy arises from the circumstances referred to in subsection (1), the Minister may appoint a qualified person to act in the vacant post until the process contemplated in subsection (2) is completed.

(4) The acting appointment contemplated in subsection (3) may not exceed a period of nine months.

(5) It is incumbent on the Registrar or the Department, as the case may be, to ensure that any vacancy that arises as contemplated in this section is filled in accordance with subsection (2).

(6) Where a vacancy is not filled as contemplated in subsection 2, the Registrar or the Department, as the case may be, must provide a detailed report to the Minister within seven days of expiration of the three months contemplated for the filling of such vacancy.

### **President and Deputy-President of Council**

**16.** (1) At a first meeting of a newly constituted Council, the members of the Council must nominate from amongst themselves—

- (a) two members who are registered to practise as social service practitioners to become the President of the Council; and
- (b) two members who are registered to practise as social service practitioners to become the Deputy-President of the Council.

(2) The Registrar must notify the Minister of the members nominated for appointment as President and Deputy-President of the Council within seven days of such nomination.

(3) The Minister must appoint the President and Deputy-President

from the nominations made in terms of subsection (1)(a) and (b).

(4) If the office of the President or Deputy-President becomes vacant, the members of the Council must, at the first meeting after such vacancy has occurred, nominate members to become the President or Deputy-President of the Council, as the case may be, in accordance with the nomination process contemplated in subsection (1).

(5) The Registrar must notify the Minister of the members nominated in terms of subsection (4) within seven days of such nomination and the Minister must appoint the new President or Deputy-President who will hold office for the unexpired portion of the period for which his or her predecessor was appointed.

- (6) The President and the Deputy-President of the Council—
- (a) may hold office for the duration of their terms of office as members of the Council;
  - (b) on expiry of their term of office, are eligible for re-appointment or re-election as President and Deputy-President but may not serve more than two consecutive terms of office; and
  - (c) may vacate office without terminating their membership of the Council.

### **Discipline and removal of Council members**

17. (1) The Minister must, within seven days of being informed of a transgression by the President of the Council of a provision of this Act, a regulation or directive made thereunder, take appropriate disciplinary steps against the President of the Council.

(2) The President of the Council must vacate his or her office when

the majority of the members of the Council pass a vote of no confidence in the President at any sitting of the Council.

(3) The President of the Council must—

- (a) within seven days, take appropriate disciplinary steps against the Deputy-President or a member of the Council, as the case may be, if he or she does not comply with the provisions of this Act or a regulation or directive made thereunder;
- (b) within seven days, report to the Minister the particulars of such non-compliance; and
- (c) within seven days after completion of the disciplinary process report to the Minister the particulars of the disciplinary steps taken.

(4) If after the disciplinary steps have been taken against a member of the Council and such member has been found guilty of the following—

- (a) contravening the provisions of this Act or a regulation or directive made thereunder;
- (b) misconduct; or
- (c) inability to perform his or her duties efficiently,

the Minister must remove such a member of the Council from office.

### **Executive committee**

**18.** (1) The executive committee of the Council consists of the following members—

- (a) the President of the Council;
- (b) the Deputy-President of the Council;



- (c) the chairperson of the finance committee;
- (d) the chairperson of the human resource and remunerations committee; and
- (e) two other members designated by the Council.

(2) The executive committee must—

- (a) monitor that the decisions of the Council are implemented and recorded by the secretariat;
- (b) exercise any power or perform any functions delegated to it by the Council; and
- (c) ensure that administrative support serves as the secretariat to the Council and social service boards.

(3) A decision of the executive committee is binding on members of the Council.

(4) Subsection (2) does not empower the executive committee to set aside or amend any decisions of the Council.

(5) The quorum for and the procedure at meetings of the executive committee are as prescribed.

### **Finance committee**

19. (1) The Council must appoint a finance committee from amongst its members comprising of—

- (a) a chairperson who is a member of the Council as contemplated in 9 (1)(a) (iv);
- (b) one member from the risk and audit committee; and
- (c) a representative from each social service board.

(2) The chairperson may invite a representative from a social service board and any other member from the Council as required.

(3) The finance committee must sit quarterly.

(4) In addition to the quarterly meetings, special meetings may be convened as required.

(5) The finance committee must develop policies to ensure the effective and efficient control of the finances in accordance with the principles of good governance and the generally accepted accounting practices.

### **Risk and audit committee**

**20.** (1) The Council must appoint a risk and audit committee comprising the following suitably qualified external experts—

- (a) a person with a qualification and experience in risk management, auditing and accounting who will be appointed as the chairperson;
- (b) a person with a qualification and experience in external auditing; and
- (c) a person with a qualification and experience in internal auditing.

(2) The chairperson of the finance committee must be a member of the risk and audit committee.

(3) The risk and audit committee must sit quarterly.

(4) In addition to the quarterly meetings, special meetings may be convened as required.

(5) The risk and audit committee must develop policies to mitigate risk including codes of conduct and ethics for members of the Council, social service boards and committees.

**Human resource and remunerations committee**

**21.** (1) The Council may appoint a human resource and remunerations committee from amongst its members comprising—

- (a) the trade union representative as contemplated in section 9 (1)(b)(ii);
- (b) one legally qualified person as contemplated in section 9 (1)(b)(i); and
- (c) the chairperson of the finance committee.

(2) The chairperson may invite a representative from a social service board and any other member from the Council as required.

(3) The human resource and remunerations committee must sit quarterly.

(4) In addition to the quarterly meetings, special meetings may be convened as required.

(5) The human resource and remunerations committee must develop policies to ensure the effective management of human resources.

**Occupational committee**

**22.** (1) The Council may establish an occupational committee comprising—

- (a) two members from the Council representing education and training

institutions one must be the chairperson;

- (b) one member representing each social service board; and
- (c) the Registrar.

(2) The occupational committee must—

- (a) guide the development of emerging social service occupations to become a social service board;
- (b) screen applications to be recognised as occupations;
- (c) provide the guidelines and minimum standards for education and training;
- (d) liaise with the occupational groups seeking recognition; and
- (e) report on the progress of the application by the occupational group seeking recognition to a professional level when required.

### **Other committees**

**23.** (1) The Council may establish other committees that it considers necessary from amongst its members for the effective exercise of any power or performance of any functions.

(2) Each committee must have a minimum of three members but not more than five members including members from the social service boards.

(3) The members appointed to a committee must appoint a Chairperson from amongst themselves.

(4) The Council may obtain the assistance of an external persons with appropriate expertise to assist a committee where necessary.

(5) The Council may in respect of any committee established under subsection (1)—

- (a) appoint the members of the committee, which may include members of the Council, social service boards and subject matter experts as contemplated in subsection (4);
- (b) determine the terms of reference of the Committee;
- (c) prescribe rules regarding the holding of and procedure at meetings;
- (d) dissolve or reconstitute the committee when necessary;
- (e) determine the terms and conditions applicable to any person appointed under subsection (4), including the work to be performed or service to be rendered; and
- (f) conclude a written agreement with that person.

(6) Every committee established by the Council must—

- (a) assist the Council in the exercise of any power or performance of any functions or in respect of matters delegated by the Council; and
- (b) advise the Council on matters specified by the Council.

(7) The experts contemplated in subsection (4) may be remunerated in accordance with the determination made by National Treasury from time to time.

## CHAPTER 4

### REGISTRAR AND SECRETARIAT

#### Appointment of Registrar

**24.** (1) The Council, subject to the approval of the Minister, must appoint a suitably qualified and experienced person as Registrar.

(2) The Registrar must possess:

- (a) a qualification recognised by SAQA as designated in the social service sector;
- (b) registration with Council; and
- (c) experience at a senior management level in the social service sector including experience in providing statutory, executive, organisational leadership and strategic direction.

(3) The Registrar—

- (a) is an employee of the Council;
- (b) is the accounting authority of the Council;
- (c) is responsible for the efficient management of the administrative support to the Council and the social service boards, including financial management and human resources management;
- (d) is the head of administrative support which serves as the secretariat to the Council and the social service boards; and
- (e) must exercise the powers and perform the functions conferred on the Registrar by or under this Act or delegated to the Registrar by the Council.

(4) The Council must determine the remuneration, allowances, benefits, and other terms and conditions of employment of the Registrar.

(5) The Registrar's performance agreement—

- (a) must be signed with the President of the Council within six weeks of the Registrar being appointed; and
- (b) must be signed annually with the President of the Council.

(6) The Registrar reports and is accountable to the President of

the Council.

(7) The Registrar must lead and support policy development as commissioned by the Council and social service boards to a committee.

(8) If the Registrar fails to exercise his or her powers or perform his or her functions as stipulated in his or her performance agreement, the Council must take the necessary disciplinary steps against the Registrar.

### **Term of office of Registrar**

**25.** (1) The Registrar will be contracted for a period of five years from the date of his or her appointment by the Council.

(2) The Registrar may, on the expiry of his or her contract and upon the recommendation of the Council, be reappointed but must not serve more than two consecutive contractual periods.

### **Appointment of Deputy-Registrar**

**26.** (1) The Council, subject to the approval of the Minister, may appoint a Deputy-Registrar as prescribed.

(2) The Deputy-Registrar must possess:

- (a) a qualification recognised by SAQA as designated in the social service sector;
- (b) registration with Council; and
- (c) experience at a senior management level in the social service sector and managing the operations of an organisation.

(3) Whenever the Registrar, because of absence or for any other reason, is unable to carry out the functions of that office, or whenever such office becomes vacant, the Council, subject to the approval of the Minister, may appoint the Deputy-Registrar in that office to act in the place of such Registrar, during the period of such absence or incapacity, or to act in the vacant office until the vacancy is filled, as the case may be.

(4) The acting Registrar will have all the powers and authority to exercise the functions of the Registrar.

(5) Notwithstanding subsections (3) and (4), if so required, the Council may, in consultation with the Minister, appoint an acting Registrar other than the Deputy-Registrar to exercise the powers and perform the functions of the Registrar as conferred by the Act.

### **Functions of Registrar and Deputy-Registrar**

**27.** (1) The Registrar must provide statutory, executive, organisational leadership and strategic direction in respect of the management of the Council including—

- (a) management of the Administration's business and strategy;
- (b) renders a support function to Council and social service boards;
- (c) accounting and financial management;
- (d) corporate governance management;
- (e) operational management;
- (f) customer management and supervisory services; and
- (g) management of human resource matters.



- (2) The Deputy-Registrar must—
- (a) perform the function of the Registrar in the absence of the Registrar as contemplated in section 26(3);
  - (b) provide oversight in human resource, communication, and information technology;
  - (c) oversee the registration division;
  - (d) provide oversight, maintenance, safe-keeping and retrieval of records as prescribed; and
  - (e) perform any other function as delegated by the Registrar.

### **Appointment of staff of secretariat**

**28.** (1) The Registrar must appoint staff to assist the Council in exercising its powers and performing its functions.

(2) Appointment of staff must be in accordance with the human resource management plan, the human resource management policy and the organisational structure as approved by the Council.

(3) All employees who are employed in terms of the Social Service Professions Act are considered to have been employed in terms of this Act.

(4) The staff so appointed must perform administrative and secretarial functions to ensure the smooth management and effective functioning of the Council and social service boards.

(5) The Council must determine the remuneration, allowances, benefits, and other terms and conditions of appointment of its staff in accordance with the existing legislation and policies of the Council and social service boards.

**Disciplinary procedure for secretariat**

**29.** (1) Disciplinary action against the staff of the secretariat and the Registrar must be in accordance with the Labour Relations Act, 1995 (Act No. 66 of 1995) and the approved Council's human resource policy and procedures.

(2) The Registrar must—

- (a) ensure that appropriate disciplinary procedures are instituted against any staff member of the secretariat who transgresses any provisions of this Act, regulations, rules, or any determination or directive made thereunder;
- (b) immediately report to the Council the particulars of any transgression referred to in paragraph (a); and
- (c) as soon as possible, report to the Council the particulars of the disciplinary steps taken.

(3) Where the Registrar fails to exercise disciplinary action against any staff member of the secretariat, the relevant committee of the Council will notify the President of the Council of such inaction.

**Protocol for effecting discipline of secretariat**

**30.** (1) The chairperson of a disciplinary hearing has the power to—

- (a) summons staff members and other persons as witnesses;
- (b) cause an oath or affirmation to be administered to them;
- (c) examine them; and
- (d) call for the production of books, documents and other objects.

(2) When a chairperson of a disciplinary hearing pronounces a sanction in a case of misconduct, the following persons must give effect to the sanction—

- (a) in the case of a Registrar, the President of the Council; and
- (b) in the case of any other staff member of the secretariat, the Registrar.

(3) In the event that a President of the Council has not been appointed in terms of section 16, the Minister may perform the function contemplated in subsection (2)(a).

(4) A staff member may lodge an internal appeal in accordance with the approved Council's human resource policy and procedures.

(5) Where applicable, costs for travel, subsistence and other fees for witnesses will be incurred by the Council during disciplinary hearings.

### **Meetings and operating procedures of Council**

31. (1) The Council must meet at least four times a year and at a venue determined by the President of the Council.

(2) A special meeting may be called at the written request of the Minister, the President of the Council, or the majority members of the Council.

(3) The President of the Council, or in the absence of the President, the Deputy-President of the Council presides at meetings of the Council.

(4) If the President and Deputy-President of the Council are absent from a meeting of the Council, the majority of the members present at the meeting may nominate a member to preside at the meeting unless the President of the Council nominates a proxy to preside at the meeting.

(5) The majority of the members that are appointed as contemplated in section 9 constitutes a quorum.

(6) The Registrar and chairperson of each established social service board must attend each meeting of Council and have no voting powers.

The Council may prescribe rules to further regulate its proceedings.

(7) A decision of the Council is not invalid by reason only of a vacancy on the Council.

(8) A decision of the Council is invalid where a person failed to disclose his or her interest as contemplated in section 12 and actively participated and influenced the decision making process.

(9) A decision of the Council is invalid where a person who is not entitled to sit as a member of the Council sat as a member at the time the decision was taken and actively participated and influenced the decision making process.

(10) The decision taken by the majority of members attending the meeting is valid.

(11) A member of the Council must not in any manner participate in the proceedings at any meeting of the Council if, in relation to any matter before the Council—

- (a) he or she or his or her family member, partner or business associate is a director, member or partner of, or has a controlling interest or any financial or other interests in, the registration or recognition, or any other right or privilege to be granted by the Council; or
- (b) he or she has any interest which precludes him or her from performing his or her functions as a member of the Council in a fair, unbiased and proper manner.

### **Remuneration and allowances payable to Council members and members of social service boards**

**32.** (1) The Council must annually recommend to the Minister the fees payable to members of the Council and members of social service boards and to committees.

(2) The Minister must publish regulations in the Government *Gazette* in this regard.

### **Funding and investments**

**33.** (1) The funds of the Council consist of—

- (a) money appropriated by Parliament in order to enable the Council to carry out its programmes;
- (b) money received by the Council in terms of this Act as prescribed;
- (c) fines imposed and recovered in terms of this Act;
- (d) income derived by the Council from any investment; and
- (e) money accruing to the Council from any other source.

(2) The Minister must, with the concurrence of the Minister of Finance—

- (a) advance or grant to the Council, out of money appropriated by Parliament, such amounts as he or she considers necessary in order to enable the Council to carry out its programmes; and
- (b) determine the conditions to and repayment of the advance.

(3) The Registrar, with the approval where necessary of the Council, may use the Council's funds for defraying expenditure incurred in achieving its objects, exercising its power and performing its functions under this Act.

(4) The Council may invest any of its funds not immediately required.

(5) The Registrar and the Council must apply due care and diligence when investing any funds or incurring any expenditure from the funds of the Council.

(6) The Registrar must provide monthly income and expenditure reports to the Council.

(7) The Council must apply due care and diligence when investing any money or incurring any expenditure from the funds of the Council.

### **Unauthorised, irregular or fruitless and wasteful expenditure**

**34.** (1) Without limiting liability in terms of common law or other legislation—

- (a) a member of the Council is liable for unauthorised expenditure if that member knowingly, or after having been advised by the Registrar that the expenditure is likely to result in unauthorised expenditure, instructed an official of the Council to incur such expenditure;
- (b) the Registrar is liable for unauthorised expenditure deliberately or negligently incurred by him or her, subject to subsection (3);
- (c) any member or official of the Council who deliberately or negligently made or

authorised an irregular expenditure is liable for that expenditure; and

- (d) any member or official of the Council who deliberately or negligently made or authorised a fruitless and wasteful expenditure is liable for that expenditure.

(2) The Council must recover unauthorised, irregular or fruitless and wasteful expenditure from the person liable for that expenditure, unless the expenditure—

- (a) in the case of unauthorised expenditure, is—

- (i) authorised in an adjustments budget; or
- (ii) certified by the Council, after investigation by a Council committee, as irrecoverable and written off by the Council; and

- (b) in the case of irregular or fruitless and wasteful expenditure, after investigation by a Council committee, is certified by the Council as irrecoverable and written off by the Council.

(3) If the Registrar becomes aware that a member of the Council has taken a decision which, if implemented, is likely to result in unauthorised, irregular or fruitless and wasteful expenditure, the Registrar will be liable for any ensuing unauthorised, irregular or fruitless and wasteful expenditure, in the event that the Registrar fails to inform the Council member in writing that the expenditure is likely to be unauthorised, irregular or fruitless and wasteful expenditure.

(4) The Registrar must promptly inform the President of the Council and Minister in writing—

- (a) of any unauthorised, irregular or fruitless and wasteful expenditure incurred by the Council;
- (b) whether any person is responsible or under investigation for such unauthorised, irregular or fruitless and wasteful expenditure; and

(c) of the steps that have been taken—

- (i) to recover or rectify such expenditure; and
- (ii) to prevent a recurrence of such expenditure.

(5) Criminal and disciplinary proceedings, as the case may be, will be instituted against a person charged with the commission of an offence relating to unauthorised, irregular or fruitless and wasteful expenditure whether or not it is written off in terms of subsection (2)(b).

(6) The Registrar must report to the South African Police Service all cases of alleged—

- (a) irregular expenditure that constitute a criminal offence; and
- (b) theft and fraud that occur in the Council.

(7) The Council must take all reasonable steps to ensure that all cases referred to in subsection (6) are reported to the South African Police Service if—

- (a) the charge is against the Registrar; or
- (b) the Registrar fails to comply with that subsection.

### **Financial year and accounting**

**35.** (1) The financial year of the Council is from 1 April in any year to 31 March of the following year.

(2) The Registrar must—

- (a) cause records of all income and expenditure to be kept in the prescribed manner;
- (b) maintain records of all its assets and liabilities; and



(c) must as soon as possible after the end of each financial year, cause statements of account and a final balance sheet to be prepared, showing the prescribed particulars in respect of that financial year.

(3) The Council must appoint a firm of external auditors to audit records, statements of account and balance sheets and to present an audit report to the Council.

(4) A copy of the external audit report referred to in subsection (3) must be submitted to the Minister within the prescribed period and must be open for inspection by the public in the prescribed manner.

## CHAPTER 5

### SOCIAL SERVICE PRACTITIONERS

#### Designation and scope of social service practitioners

**36.** (1) The Minister must, on the recommendation of the Council and by notice in the *Gazette* publish—

- (a) designations of persons rendering social services within various settings; and
- (b) define or amend the scope of practice of any social service profession or occupation.

(2) Before acting under subsection (1), the Minister must—

- (a) invite affected persons to submit written representations on the matter within a period not exceeding 30 days from the date of publication of the notice in the *Gazette* and in at least two newspapers published and circulated

nationally; and

- (b) consider any written representations within a period of 60 days from the date of the submission thereof.

### **Establishment of social service boards**

**37.** (1) The Minister must, on the recommendation of the Council and by notice in the *Gazette*, establish—

- (a) social service professional boards for designated social service professions as prescribed; and
- (b) social service occupational boards for designated social service occupations as prescribed.

(2) The Minister may, on the recommendation of the Council and after consulting the concerned social service board, by notice in the *Gazette*, dissolve or amend the concerned social service board.

(3) Before acting under subsection (2), the Minister must—

- (a) by notice in the *Gazette*—
  - (i) inform affected persons of his or her intention to dissolve or amend the concerned social service board with reasons; and
  - (ii) invite affected persons to submit written representations on the matter within a period not exceeding 30 days from the date of publication of the notice in the *Gazette*; and
- (b) consider any written representations within a period of 60 days from the date of the submission thereof.

### **Objects of social service boards**

**38.** The objects of social service boards are to—

- (a) assist in the promotion of social services across the Republic;
- (b) consult and liaise with any other social service boards or relevant public authority on matters affecting any social service profession or occupation falling under the relevant social service boards;
- (c) provide oversight and exercise authority in respect of all matters affecting—
  - (i) the training of persons falling within the ambit of social service boards;  
and
  - (ii) the practices pursued in the social service professions and occupations falling within the ambit of the respective social service boards;
- (d) promote liaison, in cooperation with the education and training institutions and education, training and development service providers in the field of the training contemplated in paragraph (c)(i), both within and outside the Republic and to promote the standards of such training in the Republic;
- (e) determine the minimum standards of education and training including the continuous professional development of persons practising the social service professions or occupations falling within the ambit of the concerned social service boards;
- (f) develop and implement approaches or strategies to promote the continuous development of the social service practitioners represented;
- (g) promote the development of specialisation and post-graduate qualifications;
- (h) serve as the representatives of the social service practitioners that comprise membership of the respective social service boards;

- (i) protect the interests of the public in matters pertaining to the social service practitioners represented by a social service board; and
- (j) make representations to the Council for the making, amending or withdrawal of any regulation or rule that applies or will apply to the social service boards or social service practitioners.

### **General powers of social service boards**

**39.** (1) A social service board may—

- (a) in the prescribed circumstances, or where otherwise authorised by this Act, direct the Registrar to remove any name from a register or, upon payment of the prescribed fee, restore thereto, or suspend a registered person from practising his or her social service profession or occupation pending the carrying out of any investigations or inquiry in terms of section 61;
- (b) appoint examiners and moderators, conduct examinations and grant certificates, and charge the prescribed fees in respect of such examinations or certificates;
- (c) subject to prescribed conditions, approve education, training and development service providers;
- (d) consider any matter affecting any social service profession or occupation falling within the ambit of a social service board and make representations or take such action in connection therewith as the relevant social service board considers advisable;
- (e) upon application by any person, recognise any qualification held by him or her, whether such qualification has been obtained within or outside the

Republic, as being equal, either wholly or in part, to any prescribed qualification, whereupon such person must, to the extent to which the qualification has so been recognised, be deemed to hold such prescribed qualification;

- (f) after consultation with any other social service board, establish a joint standing committee or committees of the social service boards concerned;
- (g) perform such other prescribed functions, and generally do all such things as the social service board considers necessary or expedient to achieve the objects of this Act in relation to a social service profession or occupation falling within the ambit of the concerned social service board;
- (h) take disciplinary steps against members in terms of prior agreed upon criteria and standards that emerged from a democratic and participatory process and only if institutions of redress, including external and objective institutions, for accused and accusers are in place;
- (i) maintain communication and consultative processes with members, intended service users and other relevant stakeholders;
- (j) maintain the register of social service practitioners it is representing;
- (k) advise the Council on any matter affecting any social service profession or occupation falling under a social service professional board or social service occupational board;
- (l) determine boundaries and define a scope of practice in collaboration with the Council;
- (m) after consultation with any other social service board, establish joint standing committees of the social service boards concerned;
- (n) exercise effective control over the professional conduct of social service

practitioners falling under a social service professional or social service occupational board;

- (o) protect, promote and maintain the dignity and integrity of any social service profession and occupation falling under a social service board; and
- (p) exercise any duty or perform any function conferred on the social service board by this Act and which was delegated to the social board by the Council or prescribed in terms of this Act.

(2) Any consultation with the Minister on any matters concerning a social service board must be done through the Council.

### **Appointment and composition of social service boards**

**40.** (1) Each social service board should consist of 15 members constituted as follows-

- (a) 10 elected members from the profession that the social service board represents as prescribed;
- (b) 5 members appointed by the Minister as follows:-
  - (i) one person representing the Associations (professional or occupational);
  - (ii) one person representing Quality Council Trade and Occupations;
  - (iii) one person representing the trade unions organising in the sector;
  - (iv) one person with a broad understanding of the sector education and training authority; and
  - (iv) one person who has specialised knowledge of the law in the social service sector.

(2) Members of social service boards will hold office for a period of five years from the date of their appointment by the Minister.

**Appointment of chairperson and deputy-chairperson of social service boards**

41. (1) At a first meeting of a newly constituted social service board, the members of the social service board must nominate, from amongst themselves, two members who are registered to practise as social service practitioners to be considered for appointment as chairperson and deputy-chairperson respectively.

(2) The Registrar must notify the Minister of the two persons nominated for appointment as chairperson and deputy-chairperson of the social service board within seven days of such nomination.

(3) The Minister must appoint the chairperson and deputy-chairperson of a social service board as nominated by such social service board.

(4) If the office of the chairperson or deputy-chairperson becomes vacant, the members of the social service board must, at the first meeting after such vacancy has occurred or soon thereafter, nominate from amongst themselves a new chairperson or deputy-chairperson, as the case may be.

(5) The Registrar must notify the Minister of the member nominated for chairperson or deputy-chairperson in terms of subsection (4) within 14 days of such nomination and the Minister must appoint the new chairperson or deputy-chairperson who will hold office for the unexpired portion of the period for which his or her predecessor was appointed.

(6) The chairperson and deputy-chairperson of the social service board—

(a) may hold office for a period of five years;

(b) on expiry of their term of office, are eligible for re-appointment or re-election

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as chairperson or deputy-chairperson but may not serve more than two consecutive terms of office; and

- (c) may vacate office without terminating their membership of the social service board.

(7) The Minister may terminate the term of office of the chairperson of a social service board—

- (a) if it is in the public or professional interest and for just cause;
- (b) after consulting the Council and the relevant social service board; and
- (c) after a fair hearing.

(8) If the office of the chairperson becomes vacant, the Minister may appoint the deputy-chairperson to act as chairperson until the vacancy is filled in terms of subsections (4) and (5).

(9) The Minister may terminate the term of office of the deputy-chairperson of a social service board—

- (a) if it is in the public or professional interest and for just cause;
- (b) after consulting the Council and the relevant social service board; and
- (c) after a fair hearing.

(10) If the office of the deputy-chairperson becomes vacant, the Minister may appoint a suitable person for the position of deputy-chairperson until the vacancy is filled in terms of subsections (4) and (5).

### **Meetings of social service boards**

**42.** (1) A social service board must meet four times a year at times and places determined by the chairperson of the social service board.

(2) The chairperson must convene a special meeting of the social service board within 14 days upon receipt of a written request by the Council or at least six members of the social service board.

(3) A written request for a special meeting must state clearly the purpose of the meeting.

(4) The chairperson, or in the absence of the chairperson, the deputy-chairperson presides at meetings of a social service board.

(5) If both the chairperson and deputy-chairperson are absent from a meeting of a social service board, members present at the said meeting must elect, from amongst themselves, a member to preside as a chairperson.

(6) The majority of the members of a social service board constitute a quorum for a meeting of the social service board.

(7) Members of a social service board may not absent themselves for more than three consecutive meetings of the respective social service board without the approval of the chairperson.

(8) The social service board may prescribe the proceedings for the meetings.

(9) A decision of a social service board is not invalid by reason only of a vacancy on the social service board.

(10) A decision of a social service board is invalid where a person failed to disclose his or her interest as contemplated in subsection (12) and actively participated in and influenced the decision making process.

(11) A decision of a social service board is invalid where a person who is not entitled to sit as a member of the social service board sat as a member at the time the decision was taken and actively participated in and influenced the

decision making process.

(12) A member of a social service board must not in any manner participate in the proceedings at any meeting of the social service board if, in relation to any matter before the social service board, he or she has a conflict of interest as contemplated in section 12.

### **Operating procedures of social service boards**

**43.** (1) The strategic and implementation plans of social service boards, as prescribed, must be approved by the Council.

(2) Any amendments to the strategic and implementation plans must be approved by the Council.

(3) Any deviation from the strategic and implementation plans which have financial implications, must be presented to the Council for approval within 30 days of the social service board becoming aware of the need for such deviation.

### **Vacation of office and filling of vacancies on social service boards**

**44.** (1) A member of a social service board must vacate his or her office if the member—

(a) becomes disqualified in terms of section 45 from being appointed as a member;

(b) has been absent from more than three consecutive meetings of the social service board without the leave of the relevant social service board, except

on good cause shown;

- (c) resigns by giving three months written notice to the President of the Council and thereafter delivers such notice to the chairperson of the relevant social service board;
- (d) in the case of an elected member of a social service board, ceases to hold a qualification required for his or her election or ceases to represent the category of persons who elected him or her to the social service board;
- (e) is declared by a competent court to be of unsound mind, or to have a mental disorder, or is detained in terms of the Mental Health Care Act; or
- (f) is removed from office by the Minister—
  - (i) in the public or professional interest and for just cause;
  - (ii) after consulting the social service board; and
  - (iii) after a fair hearing.

(2) The Registrar must report every vacancy that arises as contemplated in subsection (1) to the Minister and the Council within three days of a vacancy coming to the attention of the Registrar.

(3) Every vacancy on a social service board arising from a circumstance referred to in subsection (1) and every vacancy caused by the death of a member must be filled in the same manner in which that member was elected and appointed and every member so elected and appointed holds office for the unexpired portion of the period for which his or her predecessor was appointed.

(4) Where a vacancy arises from the circumstances referred to in subsection (1), the Minister may, if necessary, appoint a qualified person to act in the vacant post until the process contemplated in subsection (3) is completed.

(5) The acting appointment contemplated in subsection (4) may

not exceed a period of nine months.

### **Disqualification from membership of social service boards**

**45.** (1) A person may not be appointed as a member of a social service board if that person—

- (a) is not a citizen of the Republic, and is not resident in the Republic;
- (b) is an unrehabilitated insolvent;
- (c) is disqualified under any law from practising that person's profession or occupation;
- (d) is of unsound mind as declared by a competent court;
- (e) has been convicted of an offence in the Republic and sentenced to imprisonment without the option of a fine, or in the case of fraud, or any other offence involving dishonesty or any sexual offence, to a fine or imprisonment or both;
- (f) subject to subsection (2), has been convicted of an offence in a foreign country and sentenced to imprisonment without the option of a fine, or in the case of fraud, or any other offence involving dishonesty or a sexual offence, to a fine or imprisonment or both;
- (g) has at any time been removed from an office of trust on account of a breach of fiduciary duty;
- (h) has been found guilty of unprofessional and unethical conduct in terms of this Act;
- (i) has a direct or indirect financial interest in any matter concerning the social service board; or

- (j) is found to be unsuitable to work with children, older persons and people with disabilities by a competent court and whose details appear on the—
- (i) national child protection register as contemplated in the Children's Act, 2005 (Act No. 38 of 2005);
  - (ii) national register for sex offenders as contemplated in the Criminal Law (Sexual Offences and Related Matters) Amendment Act, 2007 (Act No. 32 of 2007); or
  - (iii) register of persons convicted of abuse of older persons or any crime or offence related to the abuse of older persons as contemplated in section 31 of the Older Persons Act, 2006 (Act No. 13 of 2006).
- (2) An offence contemplated in subsection (1)(f) must constitute an offence under South African law.

### **Discipline and removal of members from social service boards**

**46.** (1) Disciplinary action can be taken against any member of a social service board who—

- (a) contravenes the provisions of this Act or a regulation or directive made thereunder or a code of conduct; or
- (b) demonstrates inability to perform his or her duties efficiently.

(2) The President of the Council, as delegated by the Minister, must immediately take appropriate disciplinary steps against the chairperson of a social service board if he or she does not comply with the provisions of this Act or a regulation or directive made thereunder.

(3) The chairperson of a social service board must—

- (a) immediately take appropriate disciplinary steps against the deputy-chairperson or a member of the social service board, as the case may be, if he or she does not comply with the provisions of this Act or a regulation or directive made thereunder;
- (b) immediately report to the President of the Council the particulars of such non-compliance; and
- (c) as soon as possible, report to the President of the Council the particulars of the disciplinary steps taken.

(4) If a member of a social service board has been found guilty in terms of subsection 1(a) or (b), the chairperson of the social service board must recommend the appropriate sanctions to the President of the Council, taking into consideration the gravity of the breach of conduct.

## CHAPTER 6

### REGISTRATION OF SOCIAL SERVICE PRACTITIONERS

#### Categories of registration

**47.** (1) The categories in which a person must register within a social service profession are—

- (a) social worker;
- (b) social worker within approved specialisation area;
- (c) student social worker;
- (d) auxiliary social worker;
- (e) student auxiliary social worker;



- (f) child and youth care worker;
- (g) student child and youth care worker;
- (h) child and youth worker auxiliary level; and
- (i) any other category designated in terms of subsection (3).

(2) The categories in which a person must register in a social service occupation are—

- (a) early childhood development practitioner;
- (b) community development practitioner;
- (c) assistant community development practitioner;
- (d) caregiver; and
- (e) any other category designated in terms of subsection (3).

(3) The Minister may, on the recommendation of the Council and by notice in the *Gazette*, designate additional categories in which persons may register in a social service profession or a social service occupation.

(4) A person may practise in a category contemplated in subsections (1), (2) or (3) only if he or she is registered in that category.

(5) Every newly qualified social service practitioner who is registered in terms of this Act must undergo supervision as prescribed.

(6) Every newly qualified social service practitioner contemplating registration in terms of subsections (1) and (2) must undergo an employment readiness programme for a period not exceeding six months as prescribed.

### **Scope of practice**

48. (1) The Minister must by notice in the *Gazette*—

- (a) inform affected persons on the intention to review or introduce a scope of practice; and
- (b) invite affected persons to submit written representations on the matter within a period not exceeding 21 days from the date of publication of the notice in the *Gazette*.

(2) The Minister must consider any written representations within a period of 21 days from the date of the submission thereof.

(3) After such consideration and on recommendation of the Council, the Minister must publish in the *Gazette* the scope of practice which must only be performed by persons registered in the category.

### **Compliance with registration**

- 49.** (1) A person who is not registered with the Council may not—
- (a) for gain, directly or indirectly, in any manner whatsoever, practise the profession or occupation in respect of which social service boards have been established;
  - (b) conduct any training, including in higher learning institutions, related to a social service profession or occupation unless he or she is a registered social service practitioner in that field; or
  - (c) in any manner falsely represent himself or herself to be a social service practitioner.

(2) A student or a learner must be registered with the Council before undertaking any social service practical work required to complete the qualification.

(3) A student or a learner, as contemplated in subsection (2), must be placed under the supervision of a registered social service practitioner.

(4) Supervision must be done in line with the norms and standards of the Council and the supervision framework.

### **Social service professional and occupational registers**

**50.** (1) The Council, after consulting the social service boards, must prescribe the—

- (a) registers to be kept;
- (b) form of registers and the maintenance of registers;
- (c) manner in which alterations to registers may be effected; and
- (d) form of certificates of registration and the issuing of certificates of registration.

(2) Access to information to registers can be obtained by following the procedure as outlined in terms of the Promotion of Access to Information Act, 2000 (Act No. 2 of 2000), subject to the Protection of Personal Information Act, 2013 (Act No. 4 of 2013).

(3) The Registrar is responsible for keeping and maintaining the social service professional and occupational registers of the Council.

(4) The Registrar must keep separate registers in the Council's office in respect of the different social service professions, social service occupations and other categories of registration.

(5) The Registrar must record in the appropriate register the particulars in the prescribed manner in respect of every social service profession,

social service occupation and other category of registration.

(6) A social service practitioner may make representations to the Registrar to rectify any incorrect entry with regards to his or her information in a register and the Registrar must record any such rectification in the register concerned.

(7) An extract from a register as contemplated in subsection (2), signed by the Registrar, may be submitted as admissible evidence in any proceedings unless provided otherwise.

(8) Where a person is not registered with the Council, the Registrar may, upon request, depose to an affidavit confirming that such person is not registered with the Council.

(9) Any person registered with the Council may—

- (a) practise as a social service practitioner in the category in respect of which he or she is registered; and
- (b) use such title, description or symbol prescribed by the Council for the registration category concerned.

(10) A person who is a registered social service practitioner must in the practise of his or her social service profession or occupation, state only those qualifications and specialisation areas that have been registered with the Council.

### **Application for registration**

51. (1) A person who applies for registration as a social service practitioner must do so in the prescribed form and manner.

(2) An application for registration in terms of subsection (1) must

be accompanied by—

- (a) the prescribed application form;
- (b) proof of payment of the prescribed registration fee;
- (c) a certified copy of the qualifications in respect of the registration category concerned and a letter of recommendation from the education and training institution concerned;
- (d) a certified copy of the applicant's identity document or passport;
- (e) proof of residence not older than three months or a letter from the Department of Home Affairs confirming residential status;
- (f) police clearance; and
- (g) any further documents and information as may be prescribed.

(3) For the purpose of considering any application contemplated in subsection (1), the Council may require the applicant to furnish further proof in support of the application regarding the applicant's identity, good character, education and training, qualifications and experience.

(4) The Council must approve an application for registration within 30 days of receipt of all documents as contemplated in subsection (2), provided that the applicant is not disqualified in terms of section 52.

(5) If the Council approves an application, the Registrar must within 30 days—

- (a) register the applicant by entering the prescribed particulars in the appropriate register; and
- (b) issue a certificate of registration to the applicant in the prescribed form.

(6) A residential or postal address furnished to the Registrar in terms of subsection (2)(e), or any change thereto as contemplated in subsection

(7), serves as the registered address for service upon such person of any notice, documents and process in terms of this Act.

(7) A social service practitioner must notify the Registrar in writing of any change to his or her personal particulars and registered residential or postal address within 30 days of such change.

(8) The Council may approve the registration of a person who satisfies the prescribed requirements and conditions, subject to—

- (a) that person being fit and proper to practise the profession;
- (b) the completion of conditional registration with an education and training institution;
- (c) the successful completion of the assessment of recognition of prior learning or the submission of the portfolio of evidence; and
- (d) evidence of prescribed continuous professional development.

### **Disqualification from registration**

**52.** (1) The Council may refuse an application for registration if the applicant—

- (a) does not satisfy the requirements of this Act or the prescribed requirements;
- (b) has been removed from an office of trust on account of breach of fiduciary duty;
- (c) has been convicted of an offence in the Republic, and sentenced to imprisonment without the option of a fine, or in the case of fraud, or any other offence involving dishonesty, or any sexual offence, to a fine or imprisonment or both;

- (d) is a person whose name appears on the register contemplated in—
  - (i) section 31 of the Older Persons Act, 2006 (Act No. 13 of 2006) which refers to the register of abuse of older persons; or
  - (ii) section 111 of the Children’s Act, 2005 (Act No. 38 of 2005) which in part B refers to the national child protection register; or
  - (iii) chapter 6 of the Criminal Law (Sexual Offences and Related Matters) Amendment Act, 2007 (Act No. 32 of 2007) which refers to the national register for sex offenders;
- (e) subject to subsection (4), has been convicted of an offence in a foreign country and sentenced to imprisonment without the option of a fine, or in the case of fraud, or any other offence involving dishonesty or any sexual offence, to a fine or imprisonment or both;
- (f) is disqualified from registration as a result of any disciplinary sanction imposed under this Act; and
- (g) is an unrehabilitated insolvent.

(2) An unrehabilitated insolvent must declare such status upon application for registration for consideration by the Council.

(3) The Council must investigate and hold an inquiry, whenever it is reported that a person registered under this Act—

- (a) has become mentally or physically challenged to such an extent that it would be contrary to the professional or public interest to allow him or her to continue to practise;
- (b) has become unfit to acquire, keep, use, administer or possess any scheduled substance; and
- (c) has become addicted to the use of any substance that adversely affects

professional practise and conduct.

(4) An offence contemplated in subsection (1)(e) must constitute an offence under South African law.

(5) The Council must, within 30 days, provide any person whose application for registration has been refused in terms of subsection (1) with written reasons for refusing the application.

### **Removal of name from register**

**53.** (1) The Council may cancel a social service practitioner's registration and instruct the Registrar to remove the name of any person from the register concerned if the person—

- (a) has died;
- (b) has in the prescribed manner, requested the removal of his or her name from the register and no disciplinary steps in terms of this Act are pending or contemplated, or are likely to be instituted, against that person;
- (c) has been found guilty of unprofessional or unethical conduct and a penalty contemplated in section 67(1) is imposed on such person including any grounds for disqualification contemplated in section 52;
- (d) has left the Republic permanently or has been absent from the Republic for a continuous period of more than three years without the prescribed notice to the Council;
- (e) has failed to pay prescribed fees owed to the Council within three months of the date upon which it became payable;
- (f) has failed to furnish a residential address or postal address in accordance



with the written request of the Registrar;

- (g) is declared by a competent court to be of unsound mind, or to have a mental disorder, or is detained in terms of the Mental Health Care Act;
- (h) has been registered in error or fraudulently; or
- (i) has not met the requirements prescribed by the Council policy regarding continuing professional development.

(2) Before cancelling a registration as contemplated in subsections (1)(c) to (i), the Registrar must—

- (a) give notice in writing to the person of the Council's intention to cancel his or her registration and the reasons on which it is based;
- (b) afford the person a period of 30 days from the date of receipt of the notice contemplated in paragraph (a) to submit written representations against the Council's intention to cancel the social service practitioner's registration; and
- (c) consider any written representations within a period of 30 days from the date of the submission thereof.

(3) Notice of the intention to remove a person's name from the register in terms of subsection (1)(c) to (i), as well as the notice of the removal of the person's name, must be given by the Registrar to the person concerned by registered post, electronic mail, courier services, or to the person's registered address.

(4) A person whose name has been removed from the register after the Registrar has considered the written representations contemplated in subsection (2)(b), may apply in a prescribed manner for restoration of his or her name to the register.

(5) The application for the restoration of a name to a register must

be accompanied by a written representation that the reasons for removal from the register no longer apply.

(6) The Council may on application made in the prescribed manner by that person, and after payment of the prescribed fee, consider the application and order that the Registrar restore the person's name to the register.

(7) The fact that a person's registration has been cancelled and his or her name has been removed from a register, does not prevent a social service board from instituting criminal or civil proceedings against that person for unprofessional or unethical conduct committed prior to the cancellation or removal.

### **Renewal or restoration of registration**

**54.** (1) Registration to practise is renewed upon payment of the prescribed annual fees to the Council.

(2) The Council must prescribe requirements and conditions for the renewal of registration.

(3) The Council must, on receipt of application, restore to the register any person whose registration was cancelled in terms of section 53(1)(e) if that person has paid—

- (a) the prescribed fee;
- (b) any outstanding annual fee or portion thereof;
- (c) any expenses incurred by the Council in connection with the recovery of any arrear fees; and
- (d) any penalties imposed by the Council.

**Registration of additional qualifications and specialisations**

**55.** (1) The Council may prescribe—

- (a) the degrees, diplomas, certificates and other qualifications which may be registered as additional qualifications by social service practitioners;
- (b) the proficiency which may be registered as specialisation by social service practitioners; and
- (c) an assessment of a social service practitioner for recognition of prior learning.

(2) A person who wishes to register a degree, diploma, certificate or other qualification in addition to a prescribed qualification, or a specialisation, must apply to the Council in the prescribed form and manner.

(3) An application in terms of subsection (2) must be accompanied by—

- (a) the prescribed fee; and
- (b) documentary proof of the additional qualification in question as the Council may require, or documentary proof that the applicant complies with the prescribed requirements for a specialisation.

(4) The Council may approve an application for registration within 30 days of receipt.

(5) The Council may instruct the Registrar to enter the degree, diploma, certificate or other qualification, or the specialisation, in the register against the name of the applicant, if the Council is satisfied that—

- (a) the additional qualification is a degree, diploma, certificate or other qualification prescribed in terms of subsection (1); or

(b) the specialisation has been prescribed in terms of subsection (1) and the applicant complies with the prescribed requirements.

(6) The Registrar must enter the degree, diploma, certificate or other qualification, or the specialisation in the register against the name of the applicant within 30 days of the Council's approval of the application.

(7) The Council may, within 30 days of receipt of the application, require an applicant who does not comply with the prescribed requirements to complete a prescribed assessment on a date and at a place and before assessors appointed by the Council, for the purpose of determining whether his or her professional knowledge and skills are adequate to practise the specialisation concerned.

(8) The Council may prescribe the fees payable by an applicant in respect of a prescribed assessment.

(9) If the applicant passes the prescribed assessment to the satisfaction of the Council, the Council must instruct the Registrar to enter the specialisation in the register against the name of that person within two days from the request being made.

(10) The Council may cancel any specialisation registered in terms of this section, and may instruct the Registrar to remove it from a register within 30 days, if the social service practitioner concerned ceases to comply with any prescribed requirement for the registration of the specialisation.

(11) Before acting in terms of subsection (10), the Council must—

- (a) give notice in writing to the person at their registered address of its intention to cancel the registered specialisation and the reasons on which it is based;
- (b) afford the person a period of 30 days from the date of receipt of the notice

- contemplated in paragraph (a) to submit written representations against the Council's intention to cancel the person's registered specialisation; and
- (c) consider any written representations within a period of 30 days from the date of the submission thereof.

(12) The Council may instruct the Registrar to remove from a register, any specialisation registered in terms of this section if the social service practitioner concerned has lodged a written application for the removal of the specialisation.

(13) The Council may instruct the Registrar to restore any specialisation removed in terms of subsection (10) if the social service practitioner—

- (a) applies in the prescribed form and manner for restoration;
- (b) pays any fees prescribed in respect of such restoration; and
- (c) complies with any other requirements as the Council may determine.

### **Continuing professional development**

**56.** (1) All employers must ensure continued professional development and monitor progress of the social service practitioners in this regard.

- (2) The Council must make rules prescribing—
- (a) conditions relating to continuing professional development to be undergone by social service practitioners in order to retain or renew their registration;
- (b) the nature and extent of continuing professional development to be undergone by social service practitioners; and
- (c) the criteria for recognition of continuing professional development

programmes by education and training institutions and education, training and development service providers offering such programmes.

### **Registration of international qualifications**

**57.** (1) Where the applicant for registration wants his or her qualification to be recognised in South Africa against the national qualification framework, he or she has a responsibility to contact SAQA for verification of that qualification.

(2) A qualification obtained from an education and training institution situated outside the Republic must not be registered in terms of this Act, unless—

- (a) the qualification conforms to the equivalent national qualifications framework level as determined by the relevant qualifications authority; and
- (b) the Council is satisfied that the qualification meets the standard of professional education, training and development not lower than that prescribed in respect of the education, training and development of a person or persons practising as social service practitioners within the Republic.

(3) For purposes of subsection (1), the Council may require a person who holds an international qualification and who applies for registration as a social service practitioner to fulfil the requirements as prescribed.

(4) The Council may prescribe the fees payable by an applicant in respect of the prescribed assessment.

## **Appeals against registration decisions**

**58.** (1) Any person aggrieved by a decision of the Council concerning registration may, within 90 days of receiving notice thereof, appeal that decision to the appeals committee in terms of section 71.

(2) The decisions of the Council which may be appealed in terms of subsection (1) includes, amongst others, a—

- (a) refusal to register an applicant in terms of section 52(1);
- (b) cancellation of registration in terms of section 53(1);
- (c) refusal to restore registration in terms of section 54(3);
- (d) refusal to renew registration in terms of section 54;
- (e) decision in terms of this Act to—
  - (i) refuse to register an additional qualification or specialisation;
  - (ii) cancel a registered additional qualification or specialisation; and
  - (iii) refuse to restore an additional qualification or specialisation; and
- (f) refusal to register an international qualification in terms of section 57.

## **CHAPTER 7**

### **DISCIPLINARY POWERS AND PROCEDURES**

#### **Professional and ethical conduct**

**59.** (1) The Council must, after consultation with the social service boards, develop and issue codes for professional and ethical conduct for the

purpose of regulating the professional and ethical conduct of social service practitioners.

(2) Social service practitioners must comply with professional and ethical codes of conduct issued by the Council in terms of subsection (1).

(3) The Council and social service boards must—

- (a) promote the required standards of professional and ethical conduct within the social service sector amongst the relevant stakeholders; and
- (b) ensure that any codes of conduct issued in terms of subsection (1) are available to relevant stakeholders.

### **Complaints of unprofessional or unethical conduct**

**60.** (1) A social service board must inquire into any complaint or allegation of unprofessional or unethical conduct against a social service practitioner falling within its jurisdiction.

(2) A social service board may institute an inquiry into any alleged unprofessional or unethical conduct that comes to the attention of the social service board.

(3) If a social service practitioner has been convicted before a court of law of any crime associated with unprofessional or unethical conduct, it is incumbent on the social service practitioner to notify the Council.

(4) If, in the course of any disciplinary proceedings against a social service practitioner by his or her employer, it appears to the employer that there is *prima facie* evidence of unprofessional or unethical conduct on the part of the social service practitioner, the employer must forthwith send a report regarding that



conduct to the relevant social service board.

(5) An education and training institution must inquire into any complaint or allegation of unprofessional or unethical conduct against a student who undertakes social service practical work and is registered with the Council in terms of section 49.

(6) If, in the course of any disciplinary proceedings against a student by his or her education and training institution, it appears that there is *prima facie* evidence of unprofessional or unethical conduct on the part of the student, the education and training institution must forthwith send a report regarding that conduct to the Council.

### **Investigation of unprofessional or unethical conduct**

**61.** (1) The Registrar must appoint the screening committee comprised as follows—

- (a) the professional conduct manager;
- (b) a person qualified in law;
- (c) a member of the social service board concerned;
- (d) a person representing the community in the social service board; and
- (e) a member co-opted from the social service sector as determined by the merits of the case.

(2) The screening committee must—

- (a) screen any written complaint or allegation of unprofessional or unethical conduct received against a registered social service practitioner; and
- (b) advise the preliminary inquiry committee of the merits of the alleged

unprofessional or unethical conduct.

(3) The Council must appoint the chairperson of the preliminary inquiry committee as prescribed.

(4) The preliminary inquiry committee comprises not more than three members of whom at least one member is a member of the Council, and the other members are from the social service board concerned.

(5) The preliminary inquiry committee will further investigate, as prescribed, the merits of any case referred from the screening committee investigating unprofessional or unethical conduct and will refer the case to the disciplinary committee if applicable.

(6) The preliminary inquiry committee must, upon inviting the social service practitioner concerned, inform him or her that—

- (a) he or she is not obliged to make any statement;
- (b) that any statement made by him or her may be used in the disciplinary hearing, and
- (c) he or she is not entitled to legal representation.

(7) The preliminary inquiry committee must, after concluding the investigation, submit its report and recommendations to the relevant social service board.

(8) A Council member, or social service board member, having served on the preliminary inquiry committee may not serve on the disciplinary committee.

### **Appointment of disciplinary committee**

**62.** (1) A social service board must appoint a disciplinary committee of not less than four persons to hear any charge of unprofessional or unethical conduct against a social service practitioner.

(2) The disciplinary committee must consist of—

- (a) a person who specialises and has experience in the social service professional or occupational field of the person charged;
- (b) a representative nominated by the Council;
- (c) a person qualified in law and who has appropriate experience; and
- (d) the Registrar.

(3) The disciplinary committee appoints a chairperson from amongst the persons referred to in subsection (2).

(4) The Registrar must appoint an officer to lead evidence.

(5) The officer leading evidence in the proceedings must read the charges and lead the evidence during the disciplinary hearing.

### **Charge of unprofessional or unethical conduct**

**63.** (1) The disciplinary committee must consider the report of the preliminary inquiry committee and institute the prescribed procedures.

(2) The Registrar must furnish a charge sheet to the concerned social service practitioner by hand, registered mail, electronic mail or courier services to that person's registered address.

(3) The charge sheet must inform the social service practitioner—

- (a) of the details and nature of the charge;
- (b) that he or she must, within 30 days of receiving the charge sheet, respond to

the charges in writing; and

- (c) that he or she may submit a further written explanation regarding the charge as contemplated in paragraph (b).

(4) If the social service practitioner admits guilt to the charge, the disciplinary committee may—

- (a) find the social service practitioner guilty of unprofessional or unethical conduct as charged; and
- (b) after allowing the social service practitioner an opportunity to make representations in mitigation of sentence, impose a disciplinary sanction as contemplated in section 67.

(5) Unless the social service practitioner admits guilt to the charge as contemplated in subsection (4), the disciplinary committee must, on expiry of the period referred to in subsection (3)(b), institute a formal hearing as contemplated in section 65.

### **Pre-disciplinary hearings**

**64.** (1) The officer leading evidence may invite the social service practitioner to a pre-disciplinary hearing conference.

(2) The invitation contemplated in subsection (1) must be given to the social service practitioner at least five days prior to the envisaged date of the pre-disciplinary hearing.

(3) The social service practitioner charged may be assisted or represented by another person, including a legal representative.

(4) Should the matter be resolved at this stage, the officer leading

evidence must inform the disciplinary committee of the outcome.

(5) The disciplinary committee then makes a pronouncement on the resolution by the parties to the relevant social service board.

(6) Where the matter cannot be resolved, the disciplinary committee must proceed with instituting a disciplinary hearing.

### **Disciplinary hearings**

**65.** (1) At a disciplinary hearing, a chairperson of the disciplinary committee may call upon and administer an oath to, or take an affirmation from, any witness at the disciplinary hearing.

(2) The social service practitioner charged—

- (a) may be assisted or represented by another person, including a legal representative;
- (b) may be assisted by an interpreter where necessary;
- (c) has the right to be heard;
- (d) may call witnesses;
- (e) may question any person called as a witness in support of the charge;
- (f) may have access to any books, documents or objects produced in evidence; and
- (g) may admit at any time before the conclusion of the disciplinary hearing that he or she is guilty of the charge despite the fact that he or she denied the charge or failed to respond in terms of section 63(3)(b).

(3) The chairperson appointed in terms of section 62(3) must—

- (a) act as the presiding officer of the proceedings;

- (b) ensure that the proceedings are conducted in a fair and procedural manner;
- (c) be impartial and objective at all times; and
- (d) make a ruling on the objection made by the officer leading evidence or the defence.

### **Summoning of witnesses**

**66.** (1) The Registrar may, for the purposes of a disciplinary hearing, summons any person to appear before a disciplinary committee, at a time and place specified in the summons, and to be questioned or to produce a book, document or object, if the disciplinary committee believes that—

- (a) such person may be able to give material information concerning the subject of the hearing; or
- (b) such person has possession or custody of or has under his or her control any book, document, file or object which has any bearing on the subject of the hearing.

(2) Failure to comply with subsection (1) will be regarded as unprofessional or unethical conduct which may result in disciplinary action.

(3) A summons issued in terms of subsection (1), must—

- (a) be in the prescribed form;
- (b) be signed by the Registrar or, in his or her absence, a member of the disciplinary committee; and
- (c) be served upon the person concerned personally or by sending it in the prescribed manner.

(4) A witness who has been summonsed in terms of subsection

(1) must remain in attendance until excused by the chairperson of the disciplinary committee from further attendance.

(5) The law relating to privilege, as applicable to a witness summonsed to give evidence or to produce a book, document, file or object in a civil trial before a court of law, equally applies to a witness called to appear before a disciplinary committee.

(6) The disciplinary committee may retain any book, document or object produced in terms of subsection (1) for the duration of the disciplinary hearing.

### **Disciplinary sanctions and powers of disciplinary committee**

**67.** (1) A social service practitioner who has been found guilty of unprofessional or unethical conduct in terms of this Act, is liable to one or more of the following disciplinary sanctions depending on the gravity of each case—

- (a) a reprimand or a caution;
- (b) the suspension of his or her registration for a period and on the conditions determined by the disciplinary committee;
- (c) a fine not exceeding R10 000;
- (d) a compulsory period of supervised service determined by the disciplinary committee;
- (e) the payment of costs in respect of the disciplinary proceedings as determined by the disciplinary committee;
- (f) the payment of restitution to the complainant as determined by the disciplinary committee; or

(g) the cancellation of his or her registration.

(2) The disciplinary committee may—

- (a) postpone the imposition of a disciplinary sanction for a period of two years and on conditions as it may determine;
- (b) order that the execution of any disciplinary sanction referred to in subsections (1)(c) or (d) be suspended for a period and on conditions as it may determine; or
- (c) impose the disciplinary sanction it considers appropriate, taking into account considerations of progressive and restorative discipline, the working conditions of the social service practitioner concerned and the protection of the interests of the public.

(3) If any social service practitioner fails to comply with any of the conditions imposed upon him or her in terms of subsection (2), and the disciplinary committee is satisfied that the non-compliance was not due to circumstances beyond that person's control, the disciplinary committee may impose any of the disciplinary sanctions referred to in subsection (1) as if the imposition of the penalty had never been postponed.

(4) If the execution of a disciplinary sanction has been suspended in terms of subsection (2)(b) and—

- (a) the disciplinary committee is satisfied that the concerned social service practitioner complied with all the relevant conditions throughout the period of suspension, the disciplinary committee must inform the social service practitioner that the disciplinary sanction will not be put into operation; or
- (b) the concerned social service practitioner fails to comply with any of the conditions of suspension, the disciplinary committee must put the imposed



disciplinary sanction into operation, unless that person satisfies the disciplinary committee that the non-compliance was due to circumstances beyond his or her control.

(5) Subject to this Act, the Registrar must—

- (a) remove from the register concerned the name of any social service practitioner whose registration has been cancelled in terms of subsection (1)(g);
- (b) record in the register concerned the particulars of any disciplinary sanctions imposed on a social service practitioner in terms of this Chapter; and
- (c) issue the prescribed notices in respect of any person found guilty of unprofessional or unethical conduct under this Act.

(6) Until a period of suspension imposed in terms of subsection (1)(b) has expired, such person is—

- (a) deemed not to be registered; and
- (b) disqualified from practising as a social service practitioner.

(7) The disciplinary committee may, at any time before the expiration of the period for which any registration has been suspended under this Act, on application in the prescribed manner, for sound reasons and on such conditions as the disciplinary committee may think fit, terminate the suspension.

(8) Subject to this Act, the Council may, after the expiration of the period in each case determine and again register a person whose registration has been cancelled in terms of subsection (1)(g).

(9) A fine imposed under this section must be paid by the social service practitioner to the Council within 14 days of receiving notice of the imposition thereof unless an appeal is lodged.

(10) A fine imposed on a social service practitioner by a disciplinary committee in terms of this section has the effect of and may be enforced as a civil judgement in the magistrate's court of the district in which the social service practitioner resides or is employed.

### **Admission of guilt fines**

**68.** (1) If the disciplinary committee is, on reasonable grounds, of the view that after an inquiry, a person registered under this Act may be found guilty of a prescribed category of unprofessional or unethical conduct and in respect thereof would be liable to a fine not exceeding a prescribed amount, the disciplinary committee may issue a summons to that person in the prescribed form stating that the person may—

- (a) admit that he or she is guilty of such conduct; and
- (b) pay the fine, not exceeding the prescribed amount, specified in the summons, without having to appear before a disciplinary committee.

(2) A person who receives a summons in terms of subsection (1) may, without appearing at a disciplinary hearing in terms of section 65, admit that he or she is guilty of the conduct by paying the specified fine to the Council on or before the date specified in the summons.

### **Proceedings after disciplinary hearing**

**69.** (1) The disciplinary committee must, within 30 days of the conclusion of the disciplinary hearing—

- (a) decide whether or not the social service practitioner is guilty of unprofessional or unethical conduct as charged; and
- (b) notify the social service practitioner and the relevant social service board of its decision.

(2) If the disciplinary committee decides that the social service practitioner is guilty of unprofessional or unethical conduct, it must allow—

- (a) the social service practitioner to call witnesses to give evidence on his or her behalf and to address the disciplinary committee in mitigation of sentence; and
- (b) the officer leading evidence to lead evidence and address the disciplinary committee on any aggravating circumstances.

(3) The disciplinary committee may, after taking into account any aggravating or mitigating circumstances, sanction the social service practitioner to one or more of the disciplinary sanctions contemplated in section 67.

(4) The disciplinary committee must inform the social service practitioner of his or her right of appeal in terms of section 70.

(5) The Council must keep records of any disciplinary finding that a social service practitioner is guilty of unprofessional or unethical conduct as contemplated in subsection (1)(a) and any disciplinary sanction imposed in terms of subsection (3).

### **Appeals against disciplinary decisions**

**70.** (1) A social service practitioner aggrieved by a decision of a disciplinary committee referred to in subsection (2) may, within 90 days of receiving

notice thereof, appeal that decision to the appeals committee established in terms of section 71.

(2) The decisions which may be appealed in terms of subsection (1) are any decisions by a disciplinary committee—

- (a) that a social service practitioner is guilty of unprofessional or unethical conduct; or
- (b) to impose a disciplinary sanction as set out in section 67.

### **Appeals committee and appeals procedure**

71. (1) The Minister must appoint an appeals committee to hear and determine appeals against disciplinary decisions.

(2) The appeals committee must consist of—

- (a) a legal practitioner of not less than five years' experience, who is the chairperson; and
- (b) two persons of senior standing in the social service profession or occupation concerned who have no direct interest in the affairs of the appellant and who are not members of the Council or the social service board concerned.

(3) An appellant may in person or through a legal representative appear before the appeals committee or submit written statements or arguments in support of the appeal.

(4) The procedure to be followed in connection with the noting and prosecution of an appeal in terms of this section is as prescribed by the Minister.

(5) The appeals committee may confirm or set aside the decision which is the subject of the appeal, and may, if it is set aside, give such decision as

in its opinion ought to have been given and may direct the Council, a social service board and the Registrar to do everything necessary to give effect to its decision.

(6) Subject to subsection (9), the decision of the appeals committee is final.

(7) The commencement of any decision contemplated in subsection (1) is postponed by the lodging of a notice of an appeal to the date on which the appeal is withdrawn by the aggrieved person or disposed of by the appeals committee.

(8) Any member of the appeals committee, who is not in the full-time employment of the State, may be paid such remuneration and allowances as the Minister may from time to time determine with the concurrence of the Minister of Finance.

(9) The appellant will have a right to take any decision taken by the appeals committee on review to the High Court.

(10) Before the appellant brings his or her matter on review, he or she must first exhaust all internal remedies in terms of this Act.

## CHAPTER 8

### GENERAL PROVISIONS

#### Community service

**72.** (1) The Minister may, on the recommendation of the Council and by notice in the *Gazette*, declare that graduates registering for the first time in a category of a social service profession or occupation contemplated in section 47(1)

and (2), must perform remunerated community service for two years.

(2) The notice contemplated in subsection (1) must include—

- (a) the persons who must perform community service as prescribed;
- (b) the period of community service;
- (c) the places at which community service must be performed;
- (d) the remuneration and other conditions of employment of persons performing community service;
- (e) the years of experience required of a supervisor; and
- (f) requirements to attend the compulsory job readiness induction programme.

(3) The Registrar must open a separate register for the registration of persons performing community service and ensure proper placements and supervision of the graduates.

### **Offences and penalties**

**73.** (1) A person may not—

- (a) practise as a social service practitioner unless that person is registered to practise in the relevant category contemplated in section 47 of this Act;
- (b) practise as a social service practitioner unless that person met the required continuous professional development points prescribed by the Council;
- (c) obstruct, hinder or interfere with a social service practitioner in the performance of his or her official duties or functions in terms of any law;
- (d) perform any type of work identified by the Minister in terms of section 48 of this Act, unless that person is registered as a social service practitioner within that category of practice;

- (e) teach, educate, supervise or train persons enrolled at an education and training institution in an education and training programme that leads to the acquisition of a prescribed qualification, unless he or she—
    - (i) has been registered in terms of this Act; or
    - (ii) has obtained the prior written approval of the relevant social service board in the prescribed manner; or
  - (f) provide the practical training required for the acquisition of a prescribed qualification, unless he or she—
    - (i) has been registered in terms of this Act; or
    - (ii) has obtained the prior written approval of the relevant social service board in the prescribed manner;
- (2) A person who is not registered in terms of this Act may not—
- (a) purport to be, or in any manner allow himself or herself to be regarded as, a social service practitioner;
  - (b) perform any act indicating or calculated to lead persons to believe that he or she is a person registered in terms of this Act; or
  - (c) use the title or description of a social service practitioner or a description prescribed by the Council.
- (3) A person registered under this Act may not take up, use or publish in any manner whatsoever any name, title, description or symbol indicating or calculated to lead persons to infer that that person possesses an additional qualification contemplated in section 55 if that qualification has not been entered in the appropriate register against that person's name.
- (4) A person registered under this Act may not practise as a specialist or may not purport to be a specialist, or may not in any other manner

present himself or herself to be a person in respect of whom a specialisation has been registered.

(5) A person registered under this Act may not, having been summoned in terms of section 66—

- (a) without sufficient cause, fail to attend the disciplinary hearing at the time and place specified in the summons;
- (b) refuse to be sworn in or to be affirmed as a witness;
- (c) without sufficient cause, fail to answer fully and satisfactorily to the best of his or her knowledge all questions lawfully put to him or her; or
- (d) fail to produce any book, document or object in his or her possession or custody or under his or her control which he or she has been required to produce.

(6) A person registered under this Act may not, having been duly sworn in or having made an affirmation as a witness at a disciplinary hearing—

- (a) give a false answer to any question lawfully put to that person; or
- (b) make a false statement on any matter, knowing the statement to be false.

(7) A person registered under this Act may not prevent any other person from complying with a summons or from giving evidence or producing a book, document or object which he or she is, in terms of section 66, required to give or produce.

(8) A person registered under this Act may not wilfully hinder or interfere with any member of a disciplinary committee in the exercise of any power conferred upon that person in terms of Chapter 7.

(9) A person who contravenes or fails to comply with subsections (1) to (8), is guilty of an offence and on conviction is liable to a fine in accordance



with the Adjustment of Fines Act, 1991 (Act No. 101 of 1991) or to imprisonment for a period not exceeding three years, or to both such fine and imprisonment.

### **Delegation of powers and functions**

**74.** (1) The Council may, in writing and subject to such conditions as the Council may determine, delegate any of its powers and functions to a social service board, the Registrar, a committee of the Council or any other competent person.

(2) A social service board may, in writing and subject to such conditions as it may determine, delegate any of its powers and functions, or any delegated functions in terms of subsection (1), to a committee of the social service board or the Registrar.

(3) The Registrar may in writing, with the approval of the Council, delegate any of his or her powers and functions or any delegated functions in terms of subsection (1) to any other competent member of staff.

(4) A delegation under subsections (1), (2) or (3)—

- (a) neither divests nor prevents the exercise of the powers or the performance of the functions of the Council, the social service board or the Registrar; and
- (b) may be revoked by the Council, the social service board or the Registrar at any time.

(5) The Council, social service board or Registrar may at any time amend or set aside any decision made under the delegation.

(6) The Council may not delegate its power to make rules in terms of section 75.

## Rules

- 75.** (1) The Council, after consulting any affected social service boards, may make rules relating to—
- (a) the conduct of persons practising as social service practitioners;
  - (b) the conduct of social service practitioners that constitutes unprofessional or unethical conduct;
  - (c) the establishment, constitution, powers and functions of committees;
  - (d) the recognition of the qualifications or education, training and development programmes of education and training institutions and the withdrawal of such recognition;
  - (e) the criteria and procedures in terms of which persons who are not registered in terms of this Act may be granted approval to teach, educate or train persons enrolled at an education and training institution in an education and training programme that leads to the acquisition of a prescribed qualification;
  - (f) the approval of education, training and development of service providers;
  - (g) standards for education training and development and professional conduct for registration purposes;
  - (h) the criteria and promotion for recognition of prior learning;
  - (i) the fees to be paid annually to the Council by persons practising as social service practitioners, in respect of—
    - (i) the registration or re-registration of persons practising as social

- service practitioners, and of additional qualifications, specialisations and private practices;
- (ii) the restoration of a qualification, specialisation, practice and the name of a person to a register;
  - (iii) any application which may or must be made under this Act;
  - (iv) the issue of registration certificates or copies thereof;
  - (v) the provision of extracts from any register or certificate of status;
  - (vi) the setting of assessments and the issue of associated certificates;
  - (vii) any other act which may or must be performed by the Council, a social service board or by the Registrar under this Act; and
  - (viii) the submission of a portfolio of evidence;
- (j) the exemption of certain persons or categories of persons from the payment of fees;
  - (j) the accreditation and appointment of assessors and moderators, the conducting of assessments and the granting of certificates;
  - (k) any matter in respect of which the Council may or must make rules in terms of this Act; and
  - (l) any matter which the Council considers necessary or expedient for the achievement or promotion of its objects or those of a social service board.
- (2) Different rules may in terms of subsection (1) be made in respect of different social service boards and different categories of registration.

## Regulations

- 76.** (1) The Minister may, on the recommendation of the Council,

make regulations regarding—

- (a) the appointment of members of the Council;
- (b) the minimum prescribed qualifications for registration as a social service practitioner;
- (c) the minimum requirements to obtain a prescribed qualification including the nature, content and duration of education and training programmes, curriculum and practical training;
- (d) the establishment of social service boards;
- (e) the constitution, functions, powers, and term of office of members of social service boards, including—
  - (i) the procedure to be followed for the election and appointment of the members of a social service board;
  - (ii) that the chairperson of a social service board must be registered to practise as a social service practitioner falling under the concerned social service board;
  - (iii) that a social service board may delegate its powers and functions to any established committees;
  - (iv) the appointment of a chairperson and deputy-chairperson by the members of a social service board and the powers and functions of the chairperson and deputy-chairperson; and
  - (v) any other matter necessary for the effective functioning of a social service board.
- (f) investigations and inquiries in terms of Chapter 7, including—
  - (i) the manner in which any complaint of alleged unprofessional and unethical conduct by a social service practitioner may be lodged with

- the Council;
- (ii) the manner in which an investigation or inquiry may be instituted and conducted;
  - (iii) the procedure to be followed at investigations and inquiries; and
  - (iv) any other matter connected with instituting or conducting investigations or inquiries;
- (g) the registration or re-registration of persons practising as social service practitioners and of additional qualifications, specialisations and private practices;
  - (h) the form of any notice or summons given or served in terms of this Act;
  - (i) the documents which must accompany any application in terms of this Act;
  - (j) the requirements for registration within a specialisation;
  - (k) the conditions subject to which any person registered in terms of this Act may practise their profession, occupation or specialisation;
  - (l) remuneration of the Council, social service boards and committees of the Council in accordance with the determination made by the Minister from time to time;
  - (m) the keeping, maintaining and updating by the Registrar of a register of financial interests of members of the Council and social service boards;
  - (n) public access to any register kept and maintained as contemplated in section 50; and
  - (o) generally, any matters that the Minister considers necessary or expedient in order to achieve the objects of this Act.

(2) Different regulations may under this section be made in respect of different social service boards and persons practising in different categories of

registration.

### **Repeal of laws**

**77.** The Social Service Professions Act is hereby repealed.

### **Transitional provisions**

**78.** (1) For purposes of this section, "Social Service Professions Council" means the South African Council for Social Service Professions established in terms of section 2 of the Social Service Professions Act.

(2) All assets, liabilities, finances, rights and obligations of the Social Service Professions Council devolve upon and vest in the Council.

(3) Any person who immediately prior to the commencement of this Act was a member of the Social Service Professions Council is deemed to have been appointed as a member of the Council in terms of this Act until a date determined by the Minister by notice in the *Gazette*.

(4) The Professional Board for Social Work and the Professional Board for Child and Youth Care or any other professional board established by the Minister in terms of the Social Services Professions Act, is deemed to have been established as a social service professional board in terms of this Act.

(5) A person who immediately prior to the commencement of this Act was a member of the Professional Board for Social Work or the Professional Board for Child and Youth Care or any other professional board established by the

Minister in terms of the Social Services Professions Act is deemed to have been appointed as a member of a social service board in terms of this Act and the social service board must be deemed to be validly constituted in terms of this Act.

(6) The Social Service Professions Council must be deemed to be validly constituted in terms of this Act until the expiry of the term of its office.

(7) A person who, immediately prior to the commencement of this Act, was registered under the Social Service Professions Act and was practising a profession in respect of which a professional board was established under the Social Service Professions Act, is deemed to be a social service practitioner in terms of this Act.

(8) An application for registration under the Social Service Professions Act which is pending upon the commencement of this Act, must be dealt with as if the Social Service Professions Act had not been repealed.

(9) A professional conduct or appeal process under the Social Service Professions Act which is pending upon the commencement of this Act, must be dealt with as if the Social Service Professions Act had not been repealed.

(10) A notice or certificate issued by the Council in terms of the Social Service Professions Act is deemed to have been issued in terms of this Act.

(11) A regulation or rule prescribed in terms of the Social Service Professions Act and which is in force upon the date of the commencement of this Act, is deemed to have been prescribed under this Act and may be amended or repealed under this Act.

(12) A register kept in terms of the Social Service Professions Act is deemed to be a register kept in terms of this Act.

(13) An act performed or decision taken in terms of the Social

Service Professions Act is deemed to have been performed or to have been taken as if the Social Service Professions Act had not been repealed.

**Short title**

**79.** This Act is called the Social Service Practitioners Act, 2018.



## DEPARTMENT OF TRADE AND INDUSTRY

NO. 388

27 MARCH 2020

**CO-OPERATIVES THAT HAVE BEEN REMOVED FROM THE REGISTER**

1. PONGOLA KOOPERATIEWE VERVOERSTELSEL BEPERK (K6/3/3/0417)
2. SLANGHOEK KOOPERATIEWE WYNKELDER BEPERK (K6/3/3/0178)
3. INTSIKAYETHEMBA RETAIL CO-OP LTD (2016/001117/24)
4. LANGKLOOF BOEREKOOOPERASIE LTD (K6/3/3/0135)
5. KNYSNA CITRUS CO-OP LTD (2014/009124/24)
6. K M P H TRADING CO-OP LTD (K6/3/9/12319)
7. TAMU TOURISM CO-OP LTD (K6/3/9/12316)
8. BEAUTIFUL BEGINNING CHILD CARE AND EDUCATION CO-OP LTD (K6/3/9/12321)
9. RE SEMELETSE MULTI-PURPOSE AGRICULTURAL CO-OP LTD (K6/3/3/12311)
10. INQONQONDWANE CO-OP LTD (K6/3/9/12363)
11. PHUMELELA ZIMELE CO-OP LTD (K6/3/9/12066)
12. MAKHAYA CO-OP LTD (K6/3/9/13400)
13. SOKESIMBONE UDLAMINI CO-OP LTD (K6/3/9/13419)
14. ASANDE SECURITY SERVICES CO-OP LTD (K6/3/9/12320)
15. SOKESIMBONE UDLAMINI CO-OP LTD (K6/3/9/13419)
16. ENTERPRISE DEVELOPMENT ALLIANCE CO-OP LTD (K6/3/9/12318)
17. BAMBANANI DISABILITY DEVELOPMENT CO-OP LTD (K6/3/9/13496)
18. MNGWAZI FARMERS CO-OP LTD (K6/3/9/12094)
19. LONDEKA USEFUL CO-OP LTD (K6/3/9/13348)
20. AMAKHULUKHULU COAL CO-OP LTD (K6/3/9/13411)
21. PHAKAMA QINISA CO-OP LTD (K6/3/9/12077)
22. IKHONO LETHU CO-OP LTD (K6/3/9/12060)
23. YEKHETHELO CO-OP LTD (K6/3/9/13296)
24. PHUZUKUMILA PLUMBING AND HOUSE REFURBISHMENT CO-OP LTD (K6/3/9/13347)
25. IKITLAETSENG BATTERIES CO-OP LTD (K6/3/9/13284)
26. UMZAMO KANTU CO-OP LTD (K6/3/3/13285)
27. BOITELO CO-OP LTD (K6/3/9/13287)
28. NTILINGWE CO-OP LTD (K6/3/9/12085)
29. LOWER NCUNCUZO CO-OP LTD (K6/3/3/13288)
30. AREKOPANENG MINING CO-OP LTD (K6/3/9/13289)
31. MY DUNS ENTERPRISE SUPPORT CO-OP LTD (K6/3/9/13308)
32. UKUSA CO-OP LTD (K6/3/9/13275)

Notice is hereby given that the names of the abovementioned co-operatives will, after the expiration of thirty days from the date of this notice, be struck off the register in terms of the provisions of section 71A of the Co-operatives Amendment Act, No 6 of 2013.

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 thirty 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. 389

27 MARCH 2020

**CO-OPERATIVES THAT HAVE BEEN REMOVED FROM THE REGISTER**

1. ORION BURIAL SOCIETY CO-OP LTD (2017/006075/24)
2. GROUTVILLE CO-OP LTD (2018/002467/24)
3. UMTHENDE AGRICULTURAL CO-OP LTD (2011/010360/24)
4. SITHEMBELE TRANSPORT AND CONSTRUCTION CO-OP LTD (K6/3/9/13684)
5. KOMMA-WEER (KOOOPERATIEF) BEPERK (K6/3/9/0253)
6. HUISVROU CO-OP LTD (K6/3/9/0204)
7. NABOOM TUISKEUR CO-OP LTD (K6/3/9/0237)
8. WOEKER EN WOEL CO-OP LTD (K6/3/9/0238)
9. VLYTIGE VINGERS CO-OP LTD (K6/3/9/0242)
10. TUISGENOT CO-OP LTD (K6/3/9/0234)
11. FARM FARE HOME INDUSTRIES CO-OP LTD (K6/3/9/0203)
12. SUID-AFRIKAANSE SOUTKOOOPERASIE BEPERK (K6/3/9/0131)
13. SONQOBA BUILDING AND CIVILS CO-OP LTD (K6/3/9/0540)
14. SIYAPHAMBILI FISHING CO-OP LTD (K6/3/9/0552)
15. BRAY CO-OP ENTERPRISE LTD (K6/3/9/0558)
16. SEHLAKWANE CO-OP LTD (K6/3/9/0560)
17. UMCEBUSENDLINI FARMERS CO-OP LTD (K6/3/9/0564)
18. AGTERBAAI VISSERS KOOOPERASIE BEPERK (K6/3/9/0569)
19. INKANYEZI YOKUSA DEVELOPERS CO-OP LTD (K6/3/9/0571)
20. SIZANANI CONSUMER CO-OP LTD (K6/3/9/0581)
21. ODI HEALTH PROVIDERS CO-OP LTD (K6/3/9/0583)
22. HOUTEMA FISHING CO-OP LTD (K6/3/9/0591)
23. BRITS KOOOPERATIEWE TUISNYWERHEID BEPERK (K6/3/9/0223)
24. DIE LADISMITHSE TUISNYWERHEID KOOOPERASIE BEPERK (K6/3/9/0228)
25. ELSBURGSE TUISNYWERHEID CO-OP LTD (K6/3/9/0282)
26. WITRIVIER TUISNYWERHEID CO-OP LTD (K6/3/9/0259)
27. OP-EN-WAKKER (KOOOPERATIEF) BEPERK (K6/3/9/0245)
28. ALBERTON TUISNYWERHEID (KOOOPERATIEF) BEPERK (K6/3/9/0244)
29. GEVULDE URE (KOOOPERATIEF) BEPERK (K6/3/9/0225)
30. ROOSMARYN TUISNYWERHEID (KOOOPERATIEF) BEPERK (K6/3/9/0349)
31. WELLINGTON KOOOPERATIEWE WYNKELDER BEPERK (K6/3/3/0064)
32. MOUNT AYLIFF AGRICULTURAL CO-OP LTD (K6/3/3/0825)

Notice is hereby given that the names of the abovementioned co-operatives will, after the expiration of thirty days from the date of this notice, be struck off the register in terms of the provisions of section 71A of the Co-operatives Amendment Act, No 6 of 2013.

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 thirty 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. 390

27 MARCH 2020

## THE SUGAR INDUSTRY AGREEMENT, 2000

## NOTICE UNDER CLAUSE 82 OF THE SUGAR INDUSTRY AGREEMENT, 2000

The South African Sugar Association hereby publishes under clause 82 of the Sugar Industry Agreement, 2000, the varieties of sugarcane, which varieties have been duly approved by the South African Sugar Association for planting during the year commencing 1 April 2020 exclusively in the control areas or part of a control area specified.

## PEST, DISEASE AND VARIETY CONTROL: 2020/2021 SUGARCANE VARIETIES

CONTROL AREAS	VARIETIES OF SUGARCANE FOR PLANTING EXCLUSIVELY WITHIN EACH CONTROL AREA
Lowveld	N14, N17, N19, N22, N23, N24, CP66/1043, N25, N26, N28, N30, N36, N40, N41, N43, N46, N49, N53, N57, N70, N71 and N73
Pongola	N14, N17, N19, N22, N23, N24, CP66/1043, N25, N26, N28, N30, N36, N40, N41, N43, N46, N49, N53, N57, N70, N71 and N73
Mkuze / Makhatini	N17, N19, N23, N25, N36, N40, N41, N43, N46, N49, N53, N57, N67, N70, N71, N72 and N73
Umfolozi	N12, N14, N17, N19, N21, N22, N23, N24, N25, N26, N27, N28, N30, N33, N35, N36, N40, N41, N42, N43, N45, N46, N47, N49, N51, N53, N55, N57, N58, N59, N60, N64, N67, N70 and N72
Felixton	NCo376, N12, N14, N17, N19, N21, N23, N25, N27, N35, N36, N39, N40, N41, N42, N45, N47, N49, N51, N53, N55, N57, N58, N59, N60, N63, N64, N67, N68, N70 and N72
Entumeni	NCo376, N12, N16, N17, N21, N25, N27, N31, N35, N36, N37, N39, N40, N41, N42, N45, N47, N48, N50, N51, N52, N54, N55, N56, N58, N59, N61, N62, N63, N66, N68, N69, N74 and N75

CONTROL AREAS	VARIETIES OF SUGARCANE FOR PLANTING EXCLUSIVELY WITHIN EACH CONTROL AREA
Amatikulu	NCo376, N12, N17, N19, N21, N25, N27, N31, N35, N36, N39, N40, N41, N42, N45, N47, N51, N52, N53, N55, N56, N57, N58, N59, N60, N63, N64, N67, N68, N70 and N72
North Coast	N12, N14, N16, N17, N19, N21, N22, N25, N26, N27, N31, N35, N36, N37, N39, N40, N41, N42, N45, N47, N48, N49, N50, N51, N52, N53, N54, N55, N56, N57, N58, N59, N60, N61, N62, N63, N64, N66, N67, N68, N69, N70, N72, N74 and N75
Midlands North	N12, N16, N21, N23, N25, N26, N27, N31, N35, N36, N37, N39, N40, N41, N42, N43, N45, N47, N48, N49, N50, N51, N52, N53, N54, N55, N60, N61, N62, N66, N69, N74 and N75
Midlands South	N12, N16, N21, N23, N25, N26, N27, N28, N30, N31, N35, N36, N37, N39, N40, N41, N42, N43, N45, N47, N48, N49, N50, N51, N52, N53, N54, N55, N58, N59, N60, N61, N62, N66, N69, N74 and N75
Sezela	NCo376, N12, N16, N21, N27, N31, N36, N37, N39, N40, N41, N42, N45, N47, N48, N50, N51, N52, N53, N54, N55, N56, N58, N59, N60, N61, N62, N63, N64, N66, N67, N68, N69, N72, N74 and N75
Umzimkulu	NCo376, N12, N14, N16, N17, N21, N27, N31, N36, N37, N39, N40, N41, N42, N45, N47, N48, N50, N51, N52, N54, N55, N56, N58, N59, N61, N62, N63, N64, N66, N67, N68, N69, N72, N74 and N75
Du Roi Agritech (Pty) Ltd	N14, N19, N23, N25, N36, N40, N41, N46, N49, N50, N53 and N57

**SUGAR INDUSTRY AGREEMENT, 2000****CONTROL AREAS****AREAS OF JURISDICTION BY LOCAL MUNICIPALITIES**

Lowveld	City of Mbombela (MP 326) Nkomazi (MP 324).
Pongola	uPhongolo (KZN 262), Umhlabuyalingana (KZN 271); Nongoma (KZN 265) and Jozini (KZN 272), north of the Mduna River.
Mkuze/Makhatini	Umhlabuyalingana (KZN 271), Jozini (KZN 272), uPhongolo (KZN 262), Nongoma (KZN 265) and the Big Five Hlabisa (KZN 276) the northern boundary being the Mozambique and Swaziland borders, the Jozini dam and south of a line along 31°28'19.8"S up to 27°28'19.8"E. The western boundary being the eastern and southern shores of Jozini dam and the western shore of Jozini dam up to Candover (at the crossing of the R69 - 31°28'19.8"S) then in line with Candover south along 27°28'19.8"E up to the Mduna River. The southern boundary being the Mduna River and along the Mzunduzi River up to 27°47'52.3"S and from there eastwards to the Indian Ocean.
Umfolozu	Big Five Hlabisa (KZN 276), Mtubatuba (KZN 275), uMfolozu (KZN 281), the northern boundary being the Mduna River and along the Mzunduzi River up to 27°47'52.3"S and from there eastwards to the Indian Ocean. The southern boundary is Teza Lake.
Felixton	uMlalazi (KZN 284) north of the Bhadi River and east of the road linking the R102 with the town of Mtunzini, uMhlatuze (KZN 282), uMfolozu (KZN 281) south of Kwambonambi, Mthonjaneni (KZN 285), uMfolozu (KZN 281) and City of uMhlatuze (KZN 282).
Amatikulu	uMlalazi (KZN 284), south of the uMlalazi river and Mandeni (KZN 291) north of the Tugela and Nyoni Rivers and west of the R102.
Entumeni	uMlalazi (KZN 284) and Mthonjaneni (KZN 285), including the Eshowe, Entumeni and Melmoth cane supply areas.
North Coast	Mandeni (KZN 291), south of the Tugela and Nyoni Rivers and east of the R102; KwaDukuza (KZN 292), Maphumulo (KZN 294), Umvoti (KZN 245), Ndwedwe (KZN 293) and eThekweni (ETH), east of the N3.
Midlands North	East of the N3 and within the boundaries of Umvoti (KZN 245), Msinga (KZN 244), uMshwathi (KZN 221), Maphumulo (KZN 294), Mkhambathini (KZN 226), the Msunduzi (KZN 225) and uMngeni (KZN 222).
Midlands South	West of the N3 and within the boundaries of Richmond (KZN 227), Mkhambathini (KZN 226), the Msunduzi (KZN 225) and eThekweni (ETH).

Sezela	Ubuhlebezwe (KZN 434), Dr Nkosazana Dlamini-Zumu(KZN 436), Umdoni (KZN 212), eThekwini (ETH) south of the R603, Umdoni (KZN 212), Umzumbe (KZN 213) and Ray Nkonyeni (KZN 216) north of the Mzumbe River.
Umzimkulu	Mbizana (EC 443), uMuziwabantu (KZN 214), uMzimkhulu (KZN 435) Ubuhlebezwe (KZN 434) and Ray Nkonyeni (KZN 216), south of the Mzumbe River.
Du Roi Agritech (Pty) Ltd	Greater Tzaneen (LIM 333). Sugarcane used for the purposes of propagating NovaCane® tissue culture plant material, single-budded transplant seedcane material or whole-stick seedcane.

## DEPARTMENT OF TRADE AND INDUSTRY

NO. 391

27 MARCH 2020

**CO-OPERATIVES THAT HAVE BEEN REMOVED FROM THE REGISTER**

1. DOTYENI TRADING CO-OP LTD (K6/3/9/13569)
2. RAMATLABAMA AGRICULTURAL MARKET CO-OP LTD (K6/3/3/13970)
3. THOTHO CO-OP LTD (K6/3/9/13551)
4. PHUMUZA-IPHIKA (K6/3/9/12812)
6. DEVHULA COMMUNITY SERVICES CO-OP LTD (K6/3/9/13313)
7. XOLISA CO-OP LTD (K6/3/9/13716)
8. JAJU MADIBA TRAVELING AND TOURISM CO-OP LTD (K6/3/9/13960)
9. CHUMANI CO-OP LTD (K6/3/9/13723)
10. IMVANO-LWAZI CO-OP LTD (K6/3/9/13577)
11. CAMERA VIEW PICTURE WORLD CO-OP LTD (K6/3/9/13601)
12. MAKHUKHULA CO-OP LTD (K6/3/3/13604)
13. IMBOKODO EBOMVU CO-OP LTD (K6/3/3/13606)
13. ZAKHELE IKUSASA POULTRY CO-OP LTD (K6/3/3/13605)
14. THOLUKUKHANYA CO-OP LTD (K6/3/9/13607)
15. NCEDO CO-OP LTD (K6/3/9/13764)
16. RUTUMOGA YOUTH @ WORK CO-OP LTD (K6/3/9/13766)
17. OKUMHLOPHE CO-OP LTD (K6/3/9/13307)
18. YOUTH DRIVERS CO-OP LTD (K6/3/9/13755)
19. MN3T CONSTRUCTION CO-OP LTD (K6/3/9/13558)
20. AFRICAN CATERING CO-OP LTD (K6/3/9/13550)
21. GA MAESELA CO-OP LTD (K6/3/9/13322)
22. GIJIMANI SEWING CO-OP LTD (K6/3/9/13310)
23. TSHANDAMA FREEDOM ART MARKET (K6/3/9/13319)
25. NKANDLA LINEN AND EMBROIDERY PROJECT CO-OP LTD (K6/3/9/13972)
26. BOKAMOSONG BA BATSHA MULTI-PURPOSE CO-OP LTD (K6/3/9/13973)
27. MATHANJANA CO-OP LTD (K6/3/9/13710)
28. PFANANANI COMMUNITY PROJECTS CO-OP LTD (K6/3/9/13317)
29. INYATHUKO CO-OP LTD (K6/3/9/13976)
30. MAFULOMAJANGMANAANA AGRICULTURAL CO-OP LTD (K6/3/3/13663)
31. MBOMBELA ARTS, CRAFTS AND AFRICAN DESIGN CLOTHING (K6/3/9/13763)

Notice is hereby given that the names of the abovementioned co-operatives will, after the expiration of thirty days from the date of this notice, be struck off the register in terms of the provisions of section 71A of the Co-operatives Amendment Act, No 6 of 2013.

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 thirty 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. 392

27 MARCH 2020

**CO-OPERATIVES THAT HAS BEEN REMOVED FROM THE REGISTER**

1. LIKUWE PRIMARY CO-OP LTD (2017/002697/24)
2. MASAKHANE SIBEMUNYE CO-OP LTD (K6/3/9/12704)
3. POVERTY STRICKEN FARMERS LTD (K6/3/3/970)
4. TSWELOPELE SEWING CO-OP LTD (K6/3/9/12637)
5. SIZANANI AGRICULTURAL CO-OP LTD (K6/3/3/1332)
6. SIZABANTU AND TOURISM CO-OP LTD (K6/3/9/12544)
7. MORNING STARS B & B TRANSPORT & TOURISM (K6/3/9/12840)
8. TSOSOLOSO-BOTSHA MULTIPURPOSE CO-OP LTD (K6/3/9/12265)
9. NCEDANANI CO-O P LTD (K6/3/3/12428)
10. TSWELELANG AGRICULTURAL CO-OP LTD (K6/3/3/1079)
11. WE WE PLANTERS AGRICULTURAL CO-OP (K6/3/3/13908)
12. ZIYEFENI CO-OP LTD (K6/3/9/12835)
13. ZINEMPILO CO-OP LTD (K6/3/3/1379)
14. ONKGOPOTSE PRODUCERS AND SUPPLIERS CO-OP LTD (2012/016332/24)
15. THEKWANE WEST AGRICULTURE CO-OP LTD (K6/3/3/1138)
16. WAKE UP SOUTH AFRICA WELDERS PRIMARY CO-OP LTD (2013/017340/24)
17. SISONKE WOMEN'S EMPOWERMENT CO-OP LTD (K6/3/9/12843)
18. UMPHITHI SEWING CO-OP LTD (K6/3/9/12847)
19. ZAMANI CREATION CO-OP LTD (K6/3/9/12412)
20. TOP-DRAWER CO-OP LTD (K6/3/9/12517)
21. TSHENOLO CO-OP LTD (K6/3/9/12841)
22. TIGANE BRICKS MAKING CO-OP LTD (K6/3/9/12832)
23. TSALANANI PIGGERY CO-OP LTD (K6/3/6/12860)
24. TSHANDUKO NDI AGRICULTURAL CO-OP LTD (K6/3/3/0994)
25. SIYAYEMUKELA CO-OP LTD (K6/3/9/12849)
26. THUSANANI FARMERS CO-OP LTD (K6/3/3/0964)
27. UBUMBANO LOMUZUMBE CO-OP LTD (K6/3/3/743)
28. SIMONDIUM WYNKELDER KOOPERATIEF BEPERK (K6/3/3/420)
29. SOUTH AFRICAN PROFESSIONAL BEE FARMERS CO-OP LTD (K6/3/3/0418)
30. HAZYVIEW KOOP SITRUS MAATSKAPPY BEPERK (K6/3/3/197)
31. WOMEN'S EMPOWERMENT CO-OP LTD (K6/3/9/12843)

Notice is hereby given that the names of the abovementioned co-operatives will, after the expiration of thirty days from the date of this notice, be struck off the register in terms of the provisions of section 71A of the Co-operatives Amendment Act, No 6 of 2013.

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 thirty days.

**REGISTRAR OF CO-OPERATIVES**

Office of the Registrar of Co-operatives

Dti Campus

77 Meintjies Street

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Private Bag X237

**Pretoria**

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## DEPARTMENT OF TRADE AND INDUSTRY

NO. 393

27 MARCH 2020

**CO-OPERATIVES THAT HAVE BEEN REMOVED FROM THE REGISTER**

1. MAGIC ORGANIC AGRICULTURAL CO-OP LTD (2012/018440/24)
2. KAGISO KE KGANYA LE KUTLWANO BAKERY CO-OP LTD (2016/009035/24)
3. MOSHATE GATEWAY CO-OP LTD (2014/004955/24)
4. VUKUKHANYE AFRICA PRIMARY CO-OP LTD (2016/009067/24)
5. HLOMUKA CO-OP LTD (K6/3/9/14356)
6. LODAKADA CO-OP LTD (K6/3/9/14187)
7. KUYATHUTHUKISWANA CO-OP LTD (K6/3/9/14499)
8. JET ASANTE SECURITY CO-OP LTD (K6/3/9/14188)
9. BELLA CO-OP LTD (K6/3/9/14189)
10. UNCEDO CO -OP LTD (K6/3/9/14668)
11. ABABUSI TRADING AND SERVICES CO-OP LTD (K6/3/9/13330)
12. MASIQALEKABUSHA AGRICULTURAL CO-OP LTD (K6/3/9/14191)
13. KGONENG MAMERELA WOMEN'S CO-OP LTD (K6/3/9/14186)
14. SHUKUMANI BRICKS AND HARDWARE CO-OP LTD (K6/3/9/14196)
15. BUMBANO AGRICULTURE POULTRY CO-OP LTD (K6/3/3/14681)
16. MANYANANI CO-OP LTD (K6/3/9/14357)
17. SBANESIHLE CO-OP LTD (K6/3/9/12809)
18. GAUTENG CHEMICAL MANUFACTURING SECONDARY CO-OP LTD (K6/3/8/13542)
19. BONTLE DIATLENG BAKERY CO-OP LTD (K6/3/9/13780)
20. SEMELELA WOMEN'S CONSTRUCTION CO-OP LTD (K6/3/9/13545)
21. MAATLA GA A LOBE AGRICULTURAL CO-OP LTD (K6/3/3/13537)
22. HELPING HANDS ELECTRICAL AND HARDWARE CO-OP LTD (K6/3/9/13768)
23. VEZIKHONO CO-OP LTD (K6/3/9/14270)
24. ISU LABASHA CENTRAL CO-OP LTD (K6/3/8/13510)
25. S AND A BAKERS CO-OP LTD (K6/3/9/13556)
26. TOWNLAND AGRICULTURAL CO-OP LTD (K6/3/3/14322)
27. SIYAYA COMPUTER ACADEMY CO-OP LTD (K6/3/9/14318)
28. SIYALINGA CO-OP LTD (K6/3/9/14293)
29. ZOE SERVICE CO-OP LTD (K6/3/9/14390)
30. MPHIKELELE CO-OP LTD (K6/3/9/14305)
31. WOMAN OF THE MOMENT CO-OP LTD (K6/3/9/14290)
32. ISIKHAWO-GREEN CO-OP LTD (K6/3/9/14316)

Notice is hereby given that the names of the abovementioned co-operatives will, after the expiration of thirty days from the date of this notice, be struck off the register in terms of the provisions of section 71A of the Co-operatives Amendment Act, No 6 of 2013.

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 thirty days.

**REGISTRAR OF CO-OPERATIVES**

Office of the Registrar of Co-operatives

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Private Bag X237

**Pretoria**

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## DEPARTMENT OF TRADE AND INDUSTRY

NO. 394

27 MARCH 2020

**CO-OPERATIVES THAT HAVE BEEN REMOVED FROM THE REGISTER**

1. ST HELENA DESCENDANTS FARMERS CO-OP LTD (K6/3/3/13712)
2. NGENA CO-OP LTD (K6/3/9/13233)
3. ZENZILE CO-OP LTD (K6/3/9/13714)
4. ZIMNANDI CHICKENS CO-OP LTD (K6/3/9/13946)
5. ACHIB LIMPOPO SECONDARY CO-OP LTD (K6/3/8/13715)
6. MQONCI AGRICULTURAL CO-OP LTD (K6/3/3/13686)
7. SIYADUMISA CO-OP LTD (K6/3/9/13579)
8. TSAKANI MZINTI POULTRY FARMING PRIMARY AGRICULTURAL CO-OP LTD (K6/3/3/13673)
9. AMAQUTHU AKWAHLABISA ART AND CRAFTS CO-OP LTD (K6/3/9/13563)
10. ZINGISA ARTS AND CULTURE CHILD CARE CO-OP LTD (K6/3/9/14010)
11. PATIENCE CRAFT CO-OP LTD (K6/3/9/13704)
12. MPHEZENI EVENT AND TOURISM CO-OP LTD (K6/3/9/13700)
13. KUNGATHI MANUFACTURERS AND MULTI-PURPOSE CO-OP LTD (2010/006183/24)
14. MASIHLANGANYELE 27 CO-OP LTD (2013/015893/24)
15. ELIKAYISE AGRICULTURAL CO-OP LTD (2015/004670/24)
16. SITHI CONTRACTORS CO-OP LTD (K6/3/9/13901)
17. SINAMANDLA CO-OP LTD (K6/3/9/13114)
18. SIKHULULE CO-OP LTD (K6/3/9/13115)
19. IZENZO CERAMIC PRODUCTION CO-OP LTD (K6/3/9/13703)
20. KHOTSOFALANG CO-OP LTD (K6/3/9/13277)
21. QHUBEKEKANI BAFAZI NABAFANA TRADING CO-OP LTD (K6/3/9/13272)
22. MPONENG DRESS MAKING CO-OP LTD (K6/3/9/13488)
23. SIBHEKUKHANYA CO-OP LTD (K6/3/9/13705)
24. PARADISE ENTERPRISE CO-OP LTD (K6/3/9/13278)
25. DOKONONO TSA PHELI TRADING CO-OP LTD (K6/3/9/13273)
26. ABESUTHU CO-OP LTD (K6/3/9/13102)
27. MASAZIWE CATERING CO-OP LTD (K6/3/9/13111)
28. KUYAKHANYA CLEANING MAINTENANCE SERVICES CO-OP LTD (K6/3/9/13486)
29. ALSADEH CO-OP LTD (K6/3/3/13276)
30. INDWE CO-OP LTD (K6/3/9/13106)
31. MQANYAKISO CO-OP LTD (K6/3/9/13271)

Notice is hereby given that the names of the abovementioned co-operatives will, after the expiration of thirty days from the date of this notice, be struck off the register in terms of the provisions of section 71A of the Co-operatives Amendment Act, No 6 of 2013.

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 thirty days.

**REGISTRAR OF CO-OPERATIVES**

Office of the Registrar of Co-operatives  
Dti Campus  
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Private Bag X237  
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# GENERAL NOTICES • ALGEMENE KENNISGEWINGS

## DEPARTMENT OF AGRICULTURE, FORESTRY AND FISHERIES

### NOTICE 206 OF 2020

#### PPECB - BOARD NOTICE

#### PERISHABLE PRODUCTS EXPORT CONTROL BOARD

#### IMPOSITION OF LEVIES ON PERISHABLE PRODUCTS

In terms of section 17(i) of the Perishable Products Export Control Act, 1983 (Act No.9 of 1983), the Board hereby imposes the following levies and tariffs, in respect of each of the under mentioned perishable products, as defined in section 1 (i) of the above mentioned Act, which may be exported from the Republic of South Africa. These levies will be valid from 1<sup>st</sup> of April 2020 until further notice.

#### SEA LEVIES

Conventional (break-bulk)	R 18.80 per pallet
Conventional - Under cold treatment protocols	R 35.48 per pallet
RMT loading/off-loading	R 16.91 per pallet
Containerised harbour	R 526.00 per container
Containerised inland	R 680.00 per container
Containerised - Under cold treatment protocols	R 1 010.00 per container
Containerised at two loading points	R 1 348.00 per container
Products exported by air	R 0.0350 per kilogram
After hour callouts (see definition under HOUR rates)	Hour and kilometre rates as listed

- All levies by kilogram will be based on gross weight.

#### CONTAINER INSPECTION LEVIES

	<u>Week-days</u>	<u>After Hours/Weekends/ Public Holidays</u>
Cleanliness inspection	R 25.66 per unit	R 51.35 per unit
Technical inspection	R 25.66 per unit	R 51.35 per unit
Full inspection	R 51.35 per unit	R 102.65 per unit
After hour callouts (see definition under HOUR rates)	Hour and kilometre rates as listed or Weekend rates as above	

- In all instances where a service is delivered and unit rates are not sufficient to cover costs, PPECB will retain the right to, at its discretion, charge hour and or kilometre rates as listed instead of or in addition to the published fees above. For administrative purposes hour and kilometre rates may be adapted to an equivalent tariff per unit.

#### OTHER LEVIES

The fees listed below exclude any travelling; freight and incidental costs, which will be charged for separately.

Calibration of vessel temperature recording equipment	R 17 475 per vessel (depending on no of cooling compartments)
Inspection and registration of Refrigerated Road Motor Transport	R 760.00 per vehicle (depending on structure of vehicle)
Stuffing reports	R 310.50 per request
Redo of special shipment documentation	R 758.00 per request
Inspection and registration of RMT's & Cold Stores	R 758.00 per RMT/Cold store
Calibration of on-board container data loggers and portable data loggers for use in sterilisation shipments	R 97.30 per calibration
Temperature monitoring probes for conventional shipments	R 269.00 per probe
Administration fee for document retrieval	R 269.00 per retrieval and/or hour rates as listed
Food safety certification audit	R 4 918.00 per audit
Handling fee for residue samples	R 93.90 per sample
MRL sample fee	R 714.00 per sample
Sealing hatches; post harvest claims; grading audits	Hour and kilometre rates as listed

- In all instances where a service is delivered and unit rates are not sufficient to cover costs, PPECB will retain the right to, at its discretion, charge hour and or kilometre rates as listed instead of or in addition to the published fees above. For administrative purposes hour and kilometre rates may be adapted to an equivalent tariff per unit.
- Actual courier cost recovery (will vary depending on location).

**AGRICULTURAL PRODUCT STANDARDS**

In terms of section 17(i) of the Perishable Products Export Control Act, 1983 (Act No. 9 of 1983), and by virtue of the Board's appointment as Assignee in terms of Regulation 1978 of the Agricultural Products Standards Act, 1990 (Act No. 119 of 1990), the Board hereby imposes the following levies and tariffs in respect of each of the products specified in the tables, which may be exported from the Republic of South Africa. These levies will be valid from the 1<sup>st</sup> of April 2020 until further notice.

**INSPECTION LEVIES (AGRICULTURAL PRODUCT STANDARDS)**

<b><u>Products</u></b>	<b><u>Inspection Fee</u></b>
Avocados (less than 5 kilograms)	38.70 cents per container in a consignment
Avocados (more than 5 kilograms)	77.40 cents per container in a consignment
Aseptically packed	0.331 cent per kg or part thereof in a consignment
Canned products	1.760 cent per kg or part thereof in a consignment
Citrus fruit (less than 5 kilograms)	31.94 cents per container in a consignment
Citrus fruit (more than 5 kilograms)	80.00 cents per container in a consignment
Citrus Bulk Bin < and equal to 400kg	R 18.97 per bin or part thereof
Citrus Bulk Bin > and equal to 401kg	R 29.50 per bin or part thereof
Concentrates	2.224 cent per kg or part thereof in a consignment
Condensed milk	8.420 cents per kg or part thereof in a consignment
Dairy products	16.25 cents per kg or part thereof in a consignment
Dried fruit	2.688 cents per kg or part thereof in a consignment
Egg products	13.70 cents per kg or part thereof in a consignment
Flowers, bulbs and proteas	43.53 cents per kg or part thereof in a consignment
Fresh vegetables including onions and potatoes	5.028 cents per kg or part thereof in a consignment
Frozen fruit and vegetables	2.220 cents per kg or part thereof in a consignment
Grain and grain products (excluding maize)	R 4.000 per metric ton or part thereof in a consignment
Grapes (less than 6 kilograms)	79.500 cents per container in a consignment
Grapes (more than 6 kilograms)	R 1.590 per container in a consignment
Groundnuts	R 101.40 per metric ton or part thereof
Peacan Nuts	R 25.42 per metric ton or part thereof
Macadamia Nuts	R 27.61 per metric ton or part thereof
Macadamia Nuts (with certificate)	R 30.95 per metric ton or part thereof
Litchis	14.14 cents per kg or part thereof in a consignment
Maize inland	R 4.00 per metric ton or part thereof in a consignment
Maize (bulk loading at harbours)	R 12.54 per metric ton or part thereof in a consignment
Mangoes (less than and equal to 5 kilograms)	64.86 cents per container in a consignment
Mangoes (more than 5 kilograms)	R 1.299 per container in a consignment
Mangoes in bulk bins	R 71.67 per bin or part thereof
Meat	6.335 cents per kg or part thereof in a consignment
Melons	63.200 cents per container in a consignment
Other fresh fruit	63.251 cents per container in a consignment
Persimmons (less than and equal to 1 kilogram)	14.261 cents per container in a consignment
Persimmons (more than 1 kilogram but less than 5 kilograms)	35.657 cents per container in a consignment
Persimmons (more than 5 kilograms)	64.294 cents per container in a consignment
Pineapples	72.60 cents per container in a consignment
Pome fruit	75.36 cents per container in a consignment
Pome fruit in bulk bins	R 22.14 per bin or part thereof
Red tea	11.93 cents per kg or part thereof in a consignment
Stone fruit	70.80 cents per container in a consignment
All other products	6.33 cents per kg or part thereof in a consignment
Inspections on request	Published inspection levy and/or hour and kilometre rates as listed

- In all instances where a service is delivered and unit rates are not sufficient to cover costs, PPECB will retain the right to, at its discretion, charge hour and or kilometre rates as listed instead of or in addition to the published fees above. For administrative purposes hour and kilometre rates may be adapted to an equivalent tariff per unit.

**HOUR AND KILOMETRE RATES**

	<b><u>Rate per Hour</u></b>
Normal Time (8 am to 5 pm weekdays)	R 726 per hour
Normal Overtime	R 797 per hour
Sundays & Public holidays	R 891 per hour
Kilometre rate	R 6.19 per kilometre

- Above rates will be valid from 1 April 2020 until further notice.
- In all instances where a service is delivered and unit rates are not sufficient to cover costs, PPECB will retain the right to, at its discretion, charge hour and or kilometre rates as listed above instead of or in addition to the published fees. For administrative purposes hour and kilometre rates may be adapted to an equivalent tariff per unit.
- Where hourly rates are charged, a minimum fee for a one hour call out will be charged. Thereafter time will be charged in half hour segments ie R 345.00 per half hour or part thereof. The same principle will be applied to overtime and Sunday time.
- After hour callouts are defined as all callouts made outside Normal Time (8am to 5pm weekdays) and will be charged for at the Normal Overtime or Sunday & Public holiday hour rate.

**Orchard Inspection (Rates determined by DALRRD)**

Orchard Inspection (1 hour)	R 460.00
Orchard Inspection (30 minutes)	R 230.00
Orchard Inspection (Overtime Hours R 330.00 per 30 minutes)	R 690.00
Orchard Inspection (Sunday Hours R 440.00 per 30 minutes)	R 920.00

**LABORATORY FEES****ISO 17025 ACCREDITED METHODS**

<b><u>Mycotoxin Analysis using HPLC methods</u></b>	<b><u>Fee</u></b>
AFLATOXIN B/G Statutory levy: Groundnuts 10kg (extra charge for sample handling – R 52.40 and Transport – R 52.40)	R 1,189.00
AFLATOXIN B/G: Groundnuts, tree nuts, spices, dried fruit, cereals, feeds - (minimum of 250g sample required)	R 1,249.00
AFLATOXIN B/G: Groundnuts 10kg - (extra charge for sample handling – R 52.40 and Transport – R 52.40)	R 1,249.00
OCHRATOXIN 'A': Wines, nuts, spices, dried fruit, cereals, feeds - (minimum of 250g sample required)	R 1,249.00
ZEARALENONE: Cereals, pet foods, feeds - (minimum of 250g sample required)	R 1,249.00
AFLATOXIN M1: Milk and milk powder - (minimum of 100ml or 100g required)	R 1,249.00
FUMONISIN: Food, feed, cereals - (minimum of 250g sample required)	R 1,381.00
PATULIN: Apple juice - (minimum of 100ml required)	R 1,249.00
DEOXYNIVALENOL: Cereal and Grain (minimum of 100g required)	R 1,381.00
T-2 and HT-2 Toxin: Animal Feed (minimum of 100g required)	R 1,381.00

**Fats Analysis**

FREE FATTY ACIDS: Fats, oilseeds, nuts, cereals, pet foods - (minimum of 500g sample required)	R 585.60
PEROXIDE VALUE: Fats, oilseeds, nuts, cereals, pet foods - (minimum of 500g sample required)	R 585.60

**Pesticide Residue Testing**

MRL: Fresh fruit and vegetables, dried fruit, groundnuts and other oilseeds - (minimum of 500g required)	R 1,408.00
MRL + Ethephon: Citrus Fruit and Table grapes - (minimum of 500g required)	R 1,602.00
MRL + Fosetyl-Al: Citrus Fruit, Table grapes, Oilseeds and Oily fruit - (Minimum of 500g required)	R 1,701.00
Ethephon: Citrus Fruit and Table grapes - (Minimum of 500g required)	R 407.00
Fosetyl-Al: Citrus Fruit, Table grapes, Oilseeds and Oily fruit - (Minimum of 500g required)	R 492.75

**Dairy Analysis**

FAT % (GERBER): Yoghurt - (Minimum of 250ml required)	R 217.65
FAT % (VAN GULIK): Cheese - (Minimum of 250g required)	R 334.75
FAT % (GERBER): Milk, sweetened condensed milk - (Minimum of 500ml required)	R 172.15
MOISTURE: Milk, cream, primary cultured milk products, yoghurt - (Minimum of 250ml required)	R 46.45
MOISTURE: Cheese - (Minimum of 250g required)	R 117.10
PROTEIN ANALYSIS: Milk - (Minimum of 50ml required)	R 551.25
FREEZING POINT: Milk - (Minimum of 250ml required)	R 333.60
pH: Milk, cream - (Minimum of 250ml required)	R 133.70

**NON-ACCREDITED METHODS**

MOISTURE CONTENT: Oilseeds, nuts, dried fruit - (Minimum of 50 sample required)	R 602.00
ANISIDINE VALUE: Fats, oilseeds, nuts, cereal, pet foods - (Minimum of 500g sample required)	R 602.00

**Dairy Analysis**

MOISTURE: Condensed milk - (Sweetened and unsweetened, minimum of 250ml required)	R 93.95
FAT % (GERBER): Unsweetened condensed milk - (minimum of 250ml required)	R 133.70
FAT % (TEICHERT) - Dairy powder - (minimum of 250g required)	R 217.65
FAT % (GERBER): Cream – (minimum of 250ml required)	R 133.75
FAT % (BABCOCK): Cream - (minimum of 250ml required)	R 172.35
FAT % (KOHMAN): Butter - (minimum of 250g required)	R 91.70
SALT (KOHMAN): Butter - (minimum of 250g required)	R 250.00
MOISTURE (KOHMAN): Butter - (minimum of 250g required)	R 333.60

**GENERAL**

All charges referred to in this document exclude VAT of 15%.

**DEPARTMENT OF EDUCATION****NOTICE 207 OF 2020****THE COUNCIL FOR QUALITY ASSURANCE IN GENERAL AND FURTHER EDUCATION AND TRAINING ("UMALUSI")****NOTICE FOR THE PUBLICATION OF THE AMENDMENTS TO THE POLICY FOR THE RE-ISSUE OF NATIONAL CERTIFICATES ON THE GENERAL AND FURTHER EDUCATION AND TRAINING QUALIFICATIONS SUB-FRAMEWORK FOR PUBLIC COMMENT**

In terms of Section 24 of the National Qualification Framework Act (Act 67 of 2008), Umalusi is the Quality Council for General and Further Education and Training. Umalusi is mandated by the General and Further Education and Training Quality Assurance Act, 2001, (Act no 58 of 2001), to issue certificates to candidates who have successfully achieved qualifications at the exit points in general and further education and training.

In terms of section 27 of the National Qualifications Framework Act, 67 of 2008, Umalusi hereby gives notice of the publication of the gazette for public comment for the amendment to the *Policy for the Re-issue of National Certificates*.

The gazette may be accessed at [www.umalusi.org.za](http://www.umalusi.org.za)

If the party is unable to access the document from the website for any reason, please contact Mr Gerhard Booyse at 012 030 0739 for assistance.

All interested persons and organisations are invited to comment on the amendments to the Policy for the Re-issue of National Certificates in writing, and to direct their comments to:

The Chief Executive Officer  
Umalusi  
PO Box 151  
Persequor Technopark  
Pretoria  
0020  
South Africa

Attention: Mr Gerhard Booyse

E-mail: [Gerhard.Booyse@umalusi.org.za](mailto:Gerhard.Booyse@umalusi.org.za)

Kindly provide the name, address, telephone number, fax number and e-mail address of the person or organisation when submitting comments. Comments should reach Umalusi within 21 calendar days of publication of this notice.



Prof. J Volmink  
**CHAIRPERSON**

Date: 06 March 2020



## **POLICY FOR THE RE-ISSUE OF NATIONAL CERTIFICATES**

**ISBN:**

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**ABBREVIATIONS AND ACRONYMS**

AB	Assessment Body
ABET	Adult Basic Education and Training
CEO	Chief Executive Officer
DBE	Department of Basic Education
DG	Director-General
DHET	Department of Higher Education and Training
FET	Further Education and Training
GENFETQA	General and Further Education and Training Quality Assurance Act
GETC	General Education and Training Certificate
GFETQSF	General and Further Education and Training Qualifications Sub-framework
HEQSF	Higher Education Qualifications Sub-framework
ID	Identity Document
IT	Information Technology
NCS	National Curriculum Statement
NC(V)	National Certificate (Vocational)

NQF	National Qualifications Framework
NSC	National Senior Certificate
TVET	Technical and Vocational Education and Training

## CHAPTER 1

### DEFINITIONS, OBJECTIVES AND APPLICATION

#### 1. Definitions

The purpose of these definitions is to define the terminology used in developing this policy.

In this policy-

- (a) any word or expression to which meaning has been assigned in the *National Qualifications Framework Act, 2008 (Act No. 67 of 2008)* and the *General and Further Education and Training Quality Assurance Act 2001, (Act No. 58 of 2001)*, shall have the meaning so assigned to it, unless the context otherwise indicates-
- (b) the singular shall include the plural and *vice versa*-

**“assessment”** - means the process of identifying, gathering and interpreting information about a learner’s achievement in order to-

- (a) assist the learner’s development and improve the process of learning and teaching; and
- (b) evaluate and certify competence in order to ensure qualification credibility; assessment includes national examinations, end-of-term and/or once-off end-of-year examinations in order to ensure a national standard across providers;

**“assessment body”** - means a juristic body accredited by Umalusi Council to quality assure internal assessment and conduct external examinations, and includes a department of education;

**“candidate”** – means any person who has registered for and written an examination through an accredited assessment body and who achieved a subject credit in a qualification or the full qualification;

**“certification”** - means the formal recognition by Umalusi Council of a qualification or part qualifications awarded to a learner who has successfully completed the qualification registered on the GFETQSF;

**“Council”** – refers to Umalusi, the Quality Council for General and Further Education and Training; as contemplated in the *National Qualifications Framework, 2008 (Act No. 67 of 2008)*, and the *General and Further Education and Training Quality Assurance Act 2001, (Act No. 58 of 2001)*;

**“curriculum”** - means a statement which encompasses three components: intended curriculum, enacted curriculum and assessed curriculum;

**“Department of Basic Education”** - means the national department responsible for education and training that takes place in primary and secondary schools, as well as in adult education and training centres;

**“Department of Higher Education and Training,”** - means the national department responsible for further education and training in colleges, higher education institutions, and adult education and training centres;

**“Director-General”** - means the Director-General of the Department;

**“Further Education and Training”** - means all learning and training programmes leading to qualifications from Levels 2-4 of the National Qualifications Framework (NQF), which levels are above general education and training but below higher education;

**“General Education and Training”** - means all learning and training programmes leading to a qualification on Level 1 of the National Qualifications Framework, which level is below further education and training;



**“General and Further Education and Training Qualifications Sub-framework”** - means the Sub-framework of the NQF for General and Further Education and Training that is developed and managed by Umalusi;

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

**“Head of Examinations”** - means the head of an examination unit responsible for examinations in a province or the assessment body;

**“Minister”** - means the Minister of Basic Education and Minister of Higher Education, Science and Technology [and Training];

**“moderation”** - means a process which ensures that assessment of the outcomes described in the National Qualifications Framework standards or qualifications is fair, valid and reliable, this applies to both external and internal moderation;

**“National Senior Certificate”** as contemplated in the policy, *National policy pertaining to the Programme and Promotion requirements of the National Curriculum Statement, Grades R–12*, published in *Government Gazette No. 34600* of 12 September 2011;

**“National Qualification Framework” (NQF)** - means the national qualifications Framework contemplated in the National Qualifications Framework Act, 2008;

**“part-qualification”** - means an assessed unit of learning with a clearly defined purpose that is, or will be, registered as part of a qualification on the NQF;

**“Provincial Education Department”** - means an education department, contemplated in *Section 1* of the *Employment of Educators Act, 1998 (Act No. 76 of 1998)*;

**“qualification”** - means qualification types and variants as defined on the General and Further Education and Training Qualifications Sub-framework as contemplated in the *National Qualifications Framework Act, 2008 (Act No. 67 of 2008)*;

**“quality assurance”** - means the process of measuring, evaluating and reporting on quality against standards, and monitoring for ongoing improvement in the qualification, the curriculum/programme, the assessment, the implementation and delivery of the curriculum/programme and the capacity of the institution or assessment body to offer and/or assess the qualification;

**“Quality Council (QC)”** - means a Quality Council contemplated in *sections 24-27* of the *National Qualifications Framework Act, 2008 (Act No. 67 of 2008)*;

**“registered qualification”** - means a qualification registered on the National Qualifications Framework by SAQA in terms of *section 13(1)(h)* of the *National Qualifications Framework Act, 2008 (Act No. 67 of 2008)*;

**“Subject statement/certificate”** – means the certificate issued by Umalusi where a candidate has not met the minimum requirements of the qualification but has obtained credits towards the qualification;

**“Umalusi”** – is the Quality Council for General and Further Education and Training established by the *General and Further Education and Training Quality Assurance Act, 2001 (Act No. 58 of 2001)*. In terms of the *National Qualifications Framework Act, 2008 (Act No. 67 of 2008)*, it is tasked to support the achievement of the objectives of the NQF and

to develop and manage the General and Further Education and Training Qualifications Sub-framework.

## 2. Objectives

- (1) The objective of this policy **[document]** is to determine standards for the certification of candidates where the information reflected on the original certificate issued by Umalusi requires amendment by-
- (a) determining the norms and standards for certification of this special group of certification requests;
  - (b) guiding assessment bodies in the submission of data for certification as required by Umalusi in respect of changes to information on certificates already issued by Umalusi;
  - (c) ensuring compliance of candidate and certification data with policies and relevant legislation; and
  - (d) evaluating submitted requests and documentation for changes to information on certificates previously issued by Umalusi.

## 3. Application

- (1) This policy applies to candidates who were registered at public, or independent schools, or Technical and Vocational Education and Training Colleges, or Community Colleges and Private Colleges which offer qualifications registered on the GFETQSF.
- (2) In the event of a conflict between the *National Qualifications Framework Act, 2008 (Act No. 67 of 2008)*, the *Higher Education Act, 1997 (Act No. 101 of 1997)*, the *Skills Development Act, 1998 (Act No. 97 of 1998)* and the *General and Further Education and Training Quality Assurance Act, 2001 (Act No. 58 of 2001)*, the *National Qualifications Framework Act, 2008*, must be given preference.

## CHAPTER 2

### PURPOSE AND SCOPE

#### 4. Purpose

- (1) The purpose of **[the document]** this policy is to provide **[guidelines]** directives for the re-issuing of a certificate where the information on the original certificate requires amendment.
- (2) This policy specifies the required documents or evidence, which must be submitted **[for re-issues]** within the specified timeframes.
- (3) The policy also describes the responsibility of the requesting assessment body to ensure full compliance of each request before submission to Umalusi for consideration.

#### 5. Scope

- (1) The changing of personal particulars on a certificate opens the possibility of a qualification being fraudulently allocated to another person. Such an eventuality must stringently be guarded against.
- (2) The focus of this particular policy is to govern the re-issue of previously issued certificates.
- (3) A request for a re-issue will only be considered where there is sufficient proof that one or more details on the certificate is incorrect and does not correspond with the valid and true facts.

- (4) Umalusi issues certificates for the following qualifications and other qualifications registered on the General and Further Education and Training Qualifications Sub-framework (GFETQSF):
- (a) Senior Certificate (Report 550);
  - (b) Senior Certificate (Report 550) as amended;
  - (c) National Senior Certificate (Reports 190 and 191);
  - (d) National N3 Certificate (Reports 190 and 191);
  - (e) Subject Certificate (Report 550 and Reports 190 and 191);
  - (f) National Senior Certificate (Schools);
  - (g) National Certificate (Vocational) (NC(V)), Level 2 - 4;
  - (h) Subject Statement NC(V), NSC and Senior Certificate (as amended);
  - (l) General Education and Training Certificate (GETC): Adult Basic Education and Training; **[ABET (GETC: ABET)]** and
  - (j) Learning Area Certificate (GETC[: **ABET**]).

## CHAPTER 3

### LEGISLATIVE CONTEXT

#### 6. Underpinning Legislation

- (1) The policy is **[regulations are]** premised on the following acts-
- (a) *The Constitution of the Republic of South Africa, 1996 (Act No. 108 of 1996);*
  - (b) *National Qualifications Framework Act, 2008 (Act No. 67 of 2008) (hereafter referred to as the NQF Act);*
  - (c) *General and Further Education and Training Quality Assurance Act, 2001 (Act No. 58 of 2001) (hereafter referred to as the GENFETQA Act);*
  - (d) *South African Schools Act, 1996 (Act No. 84 of 1996); and*
  - (e) *Continuing Education and Training Act, 2006 (No. 16 of 2006) (Previously "Further Education and Training Colleges Act").*

#### 7. Mandate and responsibilities of Umalusi as Quality Council of the GFETQSF

- (1) Umalusi's mandate as the Quality Assurance Council for bands 1- 4 of the National Qualifications Framework, is stipulated in-
- (a) Section 24 of the NQF Act; and
  - (b) Sections 16(2) and 16(3) of the *GENFETQA Act*.
- (2) In accordance with *section 17A(6) of the General and Further Education and Training Quality Assurance Act, 2001 (Act No. 58 of 2001)*, the Council must issue certificates to learners who have achieved qualifications or part qualifications.

## **8. Guiding Principles**

- (1) In terms of the *Promotion of Administrative Justice Act, 2000*, Umalusi is required to have a policy in respect of administrative decisions taken. In terms of the re-issuing of certificates, an administrative decision is taken with each request for certification received.
- (2) This policy for the re-issue of certificates forms the rule-governed basis for each of these administrative decisions.
- (3) This policy defines the basis for the administrative decisions made by Umalusi in respect of changes requested to certificates already issued by Umalusi.

## **9. Supplementary documents**

This policy must be read in conjunction with the following documents-

- (1) Department of Basic Education Regulations
  - (a) *Regulations Pertaining to the National Curriculum Statement Grades R-12, Government Gazette No. 36041 of 28 December 2012; and*
  - (b) *Regulations Pertaining to the Conduct, Administration and Management of the National Senior Certificate Examinations, Government Gazette No. 31337 of 29 August 2008.*



(2) Department of Basic Education Policies

- (a) *Conduct, Administration and Management of the National Senior Certificate Examination, Government Gazette No. 30048 of 6 July 2007;*
- (b) *National Policy Pertaining to the Programme and Promotion Requirements of the National Curriculum Statement Grades R – 12, Government Gazette No. 36042 of 28 December 2012; and*
- (c) *National Protocol on Assessment for Schools in the General and Further Education and Training (Grades R – 12), Government Gazette No. 34600 of 12 September 2012.*

(3) Department of Higher Education and Training Regulations

*Regulations on the Assessment Process and Procedures for Adult Education and Training (AET) National Qualifications Framework (NQF) Level 1.*

(4) Department of Higher Education and Training Policies

- (a) *National Policy on the Conduct, Administration and Management of the Assessment of the National Certificate (Vocational), Government Gazette No. 30287 of 12 September 2007;*
- (b) *Policy for the Quality Assurance of Private Adult Learning Centres, Private Further Education and Training Colleges and Accreditation of Private Assessment Bodies, Government Gazette No. 33237 of 28 May 2010;*

(c) National Policy on the conduct of Adult Basic Education and Training (ABET) Level 4, Government Gazette No. 23590 of 5 July 2002;

(5) Acts of other State Departments

*Promotion of Administrative Justice Act, 2000, Government Gazette No. 20853 of 3 February 2000.*

(6) Umalusi Regulations, Policies and Directives

(a) Umalusi' regulations, policies and directives as set out below, are binding on the national education system, regardless whether the institutions are public or independent/private-

(i) *General and Further Education and Training Qualifications Sub-framework, promulgated in Government Gazette No. 36006 of 14 December 2012, as amended in Government Gazette No. 36803 of 30 August 2013, and published on 8 September 2014;*

(ii) *Policy for the Management of Qualifications on the General and Further Education and Training Qualifications Framework, a Sub-framework of the National Qualifications Framework [Umalusi discussion document];*

(iii) *Policy for the General and Further Education and Training Qualifications Sub-framework 2014;*

(iv) *Requirements for the Approval of Results (v.1): Umalusi Policy;*

(v) *Standards and Quality Assurance for General and Further Education and Training (September 2014);*

- (vi) The Policy for the General and Further Education and Training Qualifications Sub-framework (September 2014);
- (vii) Policy framework for the quality assurance of assessment (2012);
- (viii) Policy for the quality assurance of the processes and procedures of assessment of qualifications registered on the General and Further Education and Training Qualifications Sub-framework (November 2016);
- (ix) Policy on the quality assurance of resulting: National Senior Certificate (NSC), National Certificate (Vocational) (NC(V)), General Education and Training Certificate (ABET Level 4) GETC (ABET Level 4) (2011);
- (x) Requirements and specifications for the standardisation, statistical moderation and resulting; National Senior Certificate (NSC) and National Certificate (Vocational) (NC(V)) (2010);
- (xi) Credit Accumulation, Exemption, Recognition and Transfer Policy (2015);
- (xii) Policy on Recognition of Prior Learning (2015);
- (xiii) Policy on printing, storage and handling of certificate; and background paper (April 2015);
- (xiv) Regulations for certification, Government Gazette No. 25794 of 2 December 2003, as amended;
- (xv) Directives published by Umalusi for certification of qualifications registered on the General and Further Education and Training Qualifications Sub-framework (GFETQSF).

## CHAPTER 4

### RE-ISSUING OF CERTIFICATES

#### 10. Underlying principles for requesting a re-issue

- (1) The changes to previously issued certificates described below can be requested, based on the submission of the required documentation associated with each type of request.
- (2) All requests for the correction of information must be accompanied by the return of the original certificate issued by Umalusi.
- (3) In cases where candidates have applied for and received a replacement certificate, in lieu of a **[document which has been lost or stolen, the assumption]** certificate, which has been lost or stolen after receipt by the candidate, the assumption, is that the candidate has accepted all information on the original certificate as being correct. In such cases the submission of a replacement certificate is not accepted for a subsequent request to change information on a certificate previously issued by Umalusi.
- (4) In the event that there is documentary evidence that the assessment body erroneously requested the replacement certificate, only then may changes on a replacement certificate be accepted for consideration. In this instance, the replacement certificate will have to be returned to Umalusi.

- (5) In the event that there is documentary evidence that the assessment body requested the replacement certificate in lieu of a certificate, which has been lost before receipt by the candidate, only then may changes on a replacement certificate be accepted for consideration. In this instance, the replacement certificate will have to be returned to Umalusi.
- 6 All documents submitted must be certified copies, which should not be older than three months.
- 7 *Umalusi reserves the right to request additional information and/or to interview the candidate to support such applications.*
- 8 An application from a person who is not a South African citizen or who has received permanent residency should be dealt with in terms of this policy mutatis mutandis

## 11. Re-issue of National Certificates

### (1) Re-issues due to administrative errors

- (a) **[Administrative errors should be identified and corrected as soon as possible after the candidate received the certificate].** Administrative errors should be prevented by the Assessment body and by the candidate. There are [The candidate has] at least two opportunities during the registration process and [then] another two opportunities - upon receipt of the examination timetable, and again upon receipt of the Statement of Results, during which to correct such errors. However, in the unfortunate situation administrative errors are identified on a

certificate, it should be corrected within six (6) months after the candidate received the certificate.

- (b) The errors should be distinguished from changes to personal particulars as a result of changes/corrections made by the Department of Home Affairs on the National Population Register or as a result of a legal process. These changes include, for example, the incorrect spelling of a name or surname, an error in the capturing of an ID number or Date of Birth.
- c) Replacing the date of birth on a certificate with an ID number will only be allowed if evidence is provided that the error occurred due to an administrative error.
- (d) The candidate is required to contact the assessment body with which they wrote the examination for assistance and the assessment body must submit the following documentation on behalf of the candidate-
  - (i) application form detailing the change requested;
  - (ii) a detailed affidavit by the candidate indicating the change requested, the reason for the request, the reason for the error not having been detected and corrected prior to the issuance of the certificate. Information on the affidavit should include the name, surname, ID number/Date of Birth and contact details of the person concerned, affirmation that he/she is the rightful owner of the certificate, and the steps taken to correct the error prior to the issuance of the certificate;
  - (iii) certified copy of ID document or Birth Certificate issued prior to the writing of the examination; In the event the ID document was lost after the writing of the examination and a new ID document was

issued, the copy of the ID document should be accompanied by a letter from the Department of Home Affairs confirming the issue date of the first ID document.

- (iv) original Umalusi certificate;
  - (v) one of the following documents, from the school the candidate has attended, reflecting the candidate's [correct] information;
    - Schools admission register; or
    - Preliminary entry schedule signed by the candidate, the parent/guardian and principal; or
    - Schedule of results; or
    - Entry Schedule obtained from the school's administration IT system (e.g. SA-SAMS or CEMIS)
  - (vi) **[affidavit]** Letter from the Head of Examinations [assessment body] indicating how the error was identified, what steps were taken to address the error and what steps have been taken in an attempt to prevent future occurrences of the same nature.
- (e) An ID document or Birth Certificate issued post the writing of the examination *will not* be considered. All copies

submitted must be certified copies, which are not older than three months.

- (e) ***[Umalusi reserves the right to request additional information and/or to interview the candidate to support such applications.]***

(2) Re-issue due to change of marks

- (a) An application will need to be processed by the assessment body within 6 months after certification.
- (b) It is the responsibility of the assessment body to ensure that the marks submitted at the time of certification have been verified and all mopping-up of the examination cycle has been completed.
- (c) The candidate is required to contact the assessment body with which they wrote the examination for assistance and the assessment body submit the following documentation on behalf of the candidate-
- (i) application form;
  - (ii) a copy of the mark sheet; or
  - (iii) a copy of the front page of the answer book as proof of the correct mark; or
  - (iv) a copy of an audit trail on the candidate record indicating the changes effected - In the event number (ii) or (iii) above could not be submitted. The audit trail will only be allowed for examinations prior November 2019.(v) **[certified copy of ID document or Birth Certificate issued prior to the writing of the examination]**
  - (vi) Original Umalusi certificate; and



- (vii) A letter **[an affidavit]** from the **[assessment body]** Head of Examinations indicating how the error was identified, what steps were taken to correct the error and what steps have been taken in an attempt to prevent future occurrences of the same nature. The letter[affidavit] must also indicate the name, surname, ID number/Date of Birth and contact information of the individual, the change requested, the reason for the change being requested, an indication of why the change is being requested after the certificate was printed.

**[(d) All copies submitted must be certified copies, which are not older than three months]**

- (e) If the application for a re-issue, due to change of marks, is not submitted within 6 months after certification, a letter signed by Head of Examinations must be submitted indicating how the change of marks were identified and why the request is submitted more than six months after certification.

**[(e) Umalusi reserves the right to request additional information and/or to interview an assessment body official to support such applications.]**

- (3) Re-issues **[resulting from]** due to voluntary changes by the candidate resulting in changes on the National Population Register

**[(a) Gender change]**

- (i) For applications with regard to gender description, **[and]** gender status, name and/or surname changes, the candidate is required to contact the assessment body with which they wrote the examination for assistance and the assessment body must submit the following documentation on behalf of the candidate-
  - (ii) A completed application form indicating the change requested.
  - (iii) A detailed affidavit by the candidate indicating the change requested and the reason for the request. Information in the affidavit should include the name, surname, ID number/Date of Birth and contact details of the person concerned, and affirmation that he/she is the rightful owner of the certificate.
- [(cc) A certified copy of an ID document or Birth Certificate or valid Passport issued prior to the writing of the examination.]**
- (iv) A certified copy of the new ID document indicating the new **[ID number, and names]** personal details.
  - (iv) A letter from the Department of Home Affairs confirming that it has, on behalf of the person in question, acted in terms of *Section 27(A) of the Births and Deaths Registration Act, 1992*, and has effected the changes to the population register.
  - (vi) The original certificate

**[(ii) All certified copies should be no more than three months old.]**

**[(iii) Umalusi reserves the right to request additional information and/or to interview the candidate to support such applications.]**

**[(b) Change of name and/or surname**

**For applications with regard to name or/and surname changes, the following documentation is required-**

- (i) Certified copies of the candidate's old and new IDs;**
- (ii) A detailed sworn statement (affidavit) by the candidate;**
- (iii) The original certificate; and**
- (iv) A letter from the Department of Home Affairs confirming that it has, on behalf of the person in question, acted in terms of *Section 27(A) of the Births and Deaths Registration Act, 1992*, and has effected the changes to the population register.]**

**(4) Re-issues due to corrections on the National Population Register resulting in changed names, ID numbers and Date of Birth**

- (a) These errors should be distinguished from changes to personal particulars as a result of errors made by an assessment body (spelling or typo error – referred to as administrative errors).**
- (b) The candidate must bring the amendments to the population register to the attention of Umalusi, by making**

a request for the changes to personal particulars through an assessment body.

- (c) The candidate is required to contact the assessment body with which they wrote the examination for assistance and the assessment body must submit the following documentation on behalf of the candidate-
  - (i) application form detailing the change requested;
  - (ii) a detailed affidavit by the candidate indicating the change requested and the reason for the request, including the name, surname, ID number/Date of Birth and contact details of the person concerned, affirmation that he/she is the rightful owner of the certificate;
  - [(iii) a certified copy of an ID document or Birth Certificate or valid Passport issued prior to the writing of the examination;]**
  - (iii) a certified copy of the new ID document indicating the **[new]** changed ID number, and names;
  - (iv) a certified copy of the legal document issued by the Department of Home Affairs confirming the changes effected to the population register; and
  - (v) original Umalusi certificate.
- (d) All copies submitted must be certified copies, which are not older than three months.
- (e) Umalusi reserves the right to request additional information and/or to interview the candidate to support such applications.

## **12. Internal Certification Committee**

- (1) All applications for the re-issue of certificates will be assessed by the Internal Certification Committee.
- (2) Any request that does not comply with the specified timeframe and/or requisite documentation will not be considered, and the documentation will be returned to the requesting assessment body for return to the candidate.

## **13. Umalusi processes and procedures**

- (1) The following procedure is required in an application for a re-issue:
  - (a) the request for a re-issue must be made through an assessment body;
  - (b) the original certificate must be returned; and
  - (c) all required supporting documents and evidence must be provided.
- (2) A verification process for each of the documents submitted must be undertaken, along with the changes made so that the computerised system used for certification is able to recognise the reasons for re-issue, to ensure that fraudulent certificates do not go into circulation.
- (3) A change to an original certificate will not be considered unless the original certificate (not a replacement certificate) is returned.
- (4) Supporting documentation with regard to re-issues should reach Umalusi within seven working days after Umalusi

has requested the documentation from the assessment body.

(5) A change in the surname due to marriage as per the **Marriage Act, 1961** (Act No. 25 of 1961) (as amended) will not be considered.

(6) Only if administrative evidence of an error can be provided assessment bodies and candidates will be allowed to replace a date of birth with an ID number on a certificate.

#### **14. Appeals Procedure**

- (1) An institution, assessment body or person may lodge an appeal to the Council of Umalusi.
- (2) The assessment body determines the veracity of the appeal request and completeness of supporting documentation.
- (3) If the assessment body determines that such appeal falls outside the scope of this policy, the candidate should be advised appropriately on further steps to be taken.
- (4) If the assessment body determines that the appeal warrants submission to Umalusi, the request is registered on their IT system.
- (5) The appeal is electronically submitted to Umalusi on a dataset.
- (6) Umalusi uploads and processes the dataset on the Umalusi IT system, within seven working days of receipt of the dataset.

- 
- (7) Supporting documentation requested from the assessment body must be submitted to Umalusi within seven working days of its request for such submission.
- (8) The certification officers assess the supporting documentation submitted as evidence according to the policy and submit it to the Internal Certification Committee.
- (9) If the supporting documentation provides sufficient proof and evidence as required the application is approved and the certificate is printed and sent to the requesting assessment body.
- (10) If the application is unsuccessful, the documentation is returned to the assessment body for return to the candidate.
- [(10) An institution, assessment body or person may lodge an appeal to the office of Umalusi CEO within ten (10) working days of the date of receipt of the response.]**
- (11) The appeal process shall be in line with the *Promotion of Administrative Justice Act (Act 3 of 2000)*.

## CHAPTER 5

### TRANSITIONAL ARRANGEMENTS AND SHORT TITLE

#### 15. Transitional Arrangements

Until such time the Minister has promulgated the *Policy for the Re-issuing of National Certificates*, the existing Directives on the *Re-issuing of National Certificates*, will apply to candidates who were registered at public, or independent schools, or Technical and Vocational Education and Training Colleges, or Community Colleges and Private Colleges, which offer qualifications, registered on the GFETQSF. This policy will be applied retrospectively.

#### 16. Short Title

This policy may be cited as the *Policy for the Re-issue of National Certificates* and will commence on the day of its promulgation in the *Government Gazette*.



**LEGAL PRACTICE COUNCIL  
NOTICE 208 OF 2020**

NATIONAL OFFICE  
Thornhill Office Park  
Building 20  
94 Bekker Road  
Vorna Valley, Midrand  
Tel: 010 001 8500



**THE SOUTH AFRICAN LEGAL PRACTICE COUNCIL  
NOTIFICATION IN TERMS OF PARAGRAPH 8.2 OF THE CODE OF CONDUCT  
PUBLISHED IN TERMS OF SECTION 36(1) OF THE LEGAL PRACTICE ACT 28 OF  
2014**

Notice is hereby given that the South African Legal Practice Council ("Council") has prepared draft criteria and procedures for the recommendations of conferment of Senior Counsel and Senior Attorney status in terms of paragraph 8.2 of the Code of Conduct, published in terms of Section 36(1) of the Legal Practice Act 28 of 2014 in Government Gazette 42337, read with Government Gazette 42364, of 29 March 2019, for comment.

All interested persons are called upon to comment to the Council in writing on the draft criteria and procedures within a period of 30 days from the date of publication of this notice.

All comments must be sent by email to [rules@lpc.org.za](mailto:rules@lpc.org.za).

**SIGNED AT PRETORIA THIS 18th DAY OF MARCH 2020**



**Ms Hlaleleni Kathleen Dlepu**

**Chairperson: Legal Practice Council**

**South African Legal Practice Council**  
**Conferment of Senior Counsel and Senior Attorney status**

**Regulations regarding criteria and procedures**

**1. Introduction and preamble**

- 1.1 These guidelines and procedures are established by the Legal Practice Council (the Council) for the information and assistance of practising legal practitioners who wish to apply for the conferment of Senior Counsel or Senior Attorney status.
- 1.2 The status of Senior Legal Practitioner is a high honour conferred on an individual.
- 1.3 The Bar Councils established in South Africa have historically discharged a responsibility, in accordance with tradition, of recommending to the Head of State individuals known to them for the conferment of Senior Counsel. The Council, the statutory regulator of the legal profession in South Africa, has assumed responsibility for the processing of applications for Senior Legal Practitioner status to ensure as far as possible that there is uniformity and transparency in the application of the criteria and the process, and henceforth all applications for Senior Legal Practitioner status must be addressed to the Council for processing.

**2. Definitions**

For purposes of these guidelines and procedures -

- 2.1 "**the Committee**" shall mean the Senior Legal Practitioner Committee established by the Council for the purpose of receiving and evaluating applications for Senior Counsel or Senior Attorney status by practising legal practitioners, which applications may be received directly from legal practitioners or through the medium of Provincial Councils, any professional body of legal practitioners of which applicants may be members, through any other public body which is representative of members of the community, or through any other entity determined from time to time by the Council;
- 2.2 "**Senior Counsel**" means the status of Senior Counsel, a term historically used to describe the title conferred on senior advocates who have achieved that status in the judgment of their peers, which status will be deemed to have been conferred on an advocate only on his or her appointment as Senior Counsel by the President of the Republic of South Africa;

- 2.3 "Senior Attorney" means the newly established status of Senior Attorney, a term to describe the title to be confirmed on Senior Attorneys who have achieved that status in the judgment of their peers, which status will be deemed to have been conferred on an attorney only on his or her appointment as Senior Attorney by the President of the Republic of South Africa;
- 2.4 "Senior Legal Practitioner" means a Senior Counsel or a Senior Attorney, as the context requires.

3. **Criteria by which candidates for the conferment of Senior Legal Practitioner status are judged**

The criteria listed in this paragraph are intended as guidelines in respect of the nomination of legal practitioners as persons appropriate for the conferment of Senior Legal Practitioner status. These guidelines are not definitive or exhaustive, and the weight to be attached to individual criteria may vary. No single factor will be regarded as dominant. The criteria, which are time-honoured and have been applied for many years in relation to considerations for the conferment of Senior Counsel status, and will henceforth also be applied in relation to the conferment of Senior Attorney status, are as follows:

- 3.1 General criteria
- 3.1.1 There may be more suitable candidates in any given year than can be accommodated, having regard to the concept of Senior Legal Practitioner and the needs of the practising legal profession.
- 3.1.2 It follows that only the most meritorious candidates in any particular year can be recommended for Senior Legal Practitioner status in that year. This means that persons who may otherwise have satisfied the criteria may not be recommended for appointment in any particular year. If a candidate is not amongst the most meritorious candidates in a particular year, no recommendation in respect of that candidate will be made. Accordingly, a candidate who has not been recommended in any particular year will not enjoy any preference in any subsequent year in which he or she may be nominated merely by reason of the fact that he or she had previously been nominated.
- 3.1.3 In deciding on the recommendations that may prudently be made for the conferment of Senior Legal Practitioner status in any given year, due regard must be had to the racial and gender composition of the body of Senior Legal

Practitioners amongst advocates and attorneys and the demographics of the country. In addition, regard may be had to the specialised fields of practice in the advocates' and attorneys' professions.

3.2 The criterion of the nature of practice

3.2.1 The practice of a candidate must be a large one comprising good quality work, having regard, in particular, to the complexity of the work. Although preference will be given to practices which embody the whole spectrum of senior work available to legal practitioners, due regard will be given to the experience, expertise and pre-eminence of a candidate in a specialised area of practice, which is not restricted to advocacy but may encompass expertise and pre-eminence in any generally recognised area of legal practice.

3.2.2 Consideration will be given to the reality of race-based and gender-based bias or skewing of patterns of instructions given to attorneys and briefing patterns of advocates, which may tend to result in the exclusion of an otherwise worthy black and women candidates from strong representation in certain areas of practice.

3.2.3 Despite what is said in paragraph 3.2.1, no particular area or type of practice (for example, a commercial practice) will be accorded any more or any less weight than any other area or type of practice.

3.2.4 Due weight will be given to the record of service of the candidate to the legal profession and to the community at large, including, without limitation, service to and leadership positions held in professional structures, commitment to pro bono work, and community service in any respects.

3.3 The criterion of integrity and honourable conduct

A candidate must have an established reputation for personal and professional integrity. He or she must honour professional codes of conduct, be honest and straightforward in professional dealings, including dealings with the court and all other parties, and must not mislead, create a false impression or indulge in underhand dealing. The candidate's disciplinary record with the Council, the former Law Societies or with any voluntary association of legal practitioners of which he or she is a member, will be relevant in relation to the issue of integrity and honourable conduct.

3.4 The criterion of seniority

- 3.4.1 Seniority is an important factor to be taken into account. Although seniority is not a determinative factor, it is to be taken into consideration and weighed together with other criteria. Candidates who have had less than 12 years in practice as a legal practitioner will not ordinarily be considered for the conferment of Senior Legal Practitioner status.
- 3.4.2 Suitability for Senior Legal Practitioner status is too intangible a notion to be regulated entirely by listed criteria. A suitable candidate must be a person of recognised ability, leadership qualities and maturity of judgment.
- 3.4.3 Due weight will be given to a candidate's demonstrable commitment to transformation which is objectively verifiable by reference to any relevant factors, including, but not limited to:
- the extent to which the candidate has actively played a mentoring role to black or women junior legal practitioners or candidate legal practitioners;;
  - the degree to which the candidate has generally participated in the enhancement of transformation through the structures of the legal profession, or any other structures recognised by the Council for that purpose, including individual, firm and group transformation initiatives;
  - the extent to which the candidate has involved black or women junior legal practitioners or candidate legal practitioners in matters in which the candidate has been involved.
- 3.4.4 Experience as a legal practitioner prior to a candidate's joining or rejoining the practising legal profession may in appropriate circumstances be taken into account.
- 3.4.5 In recognition of the fact that the best interests of the legal profession and of the administration of justice are served by a diverse leadership, considerations of race and gender will be taken into account in the selection of candidates for recommendation.

#### **4. Procedure for application for Senior Legal Practitioner status**

- 4.1 The Committee will consider and process nominations of candidates for Senior Legal Practitioner status. The Committee shall consist of legal practitioners (who

need not be members of the Council), of whom one half must be practising advocates and one half must be practising attorneys; provided that where the candidate is a candidate for Senior Counsel status the majority of the members of the Committee who deliberate on the matter must be advocates, and where the candidate is a candidate for Senior Attorney status the majority of the members of the Committee who deliberate on the matter must be attorneys.

- 4.2 On or before 31 March of each year the Council shall publish a notice to all practising legal practitioners in which the names of the members of the Committee are made known and nominations for candidates for Senior Legal Practitioner status are called for.
- 4.3 Nominations must be submitted to the Committee on or before 1 June of the relevant year, and may be received through any entity, whether a statutory body or a voluntary association, which represents the interests of legal practitioners, or from legal practitioners. Every nomination must be signed by at least two legal practitioners of at least 10 years standing as practising legal practitioners.
- 4.4 Every nomination must be accompanied by a statement by the nominating legal practitioners in which the criteria mentioned in paragraph 3, and any other reasons why they consider the candidate should be recommended for Senior Legal Practitioner status, are addressed. Candidates may also attach written representations to advance their candidacy.
- 4.5 Candidates must attach a statement to the nomination form which contains the following information:
- 4.5.1 In the case of an application for Senior Counsel Status -
- 4.5.1.1 the date of admission as an advocate and date on which the candidate commenced practising as advocate;
- 4.5.1.2 any previous experience of the applicant as a practising legal practitioner;
- 4.5.1.3 how often the candidate has appeared in the Supreme Court of Appeal, the Constitutional Court and the Labour Appeal Court during the previous five years, with particulars of each such matter;
- 4.5.1.4 a list of all reported matters in which the candidate has appeared;
- 4.5.1.5 a list of matters in which the candidate has in the past three years -

- been led by a Senior Counsel;
- acted on his or her own against the Senior Counsel;
- led a junior in a matter.

Candidates are required to give full particulars of when each matter was heard, the nature of the matter, the identity of the Senior Counsel concerned and, where the candidate has led a junior, who the junior was;

- 4.5.1.6 an analysis of the type of work the candidate has done over the past three years. Candidates are required to indicate approximately what percentage of their practice was constituted by each type of work;
- 4.5.1.7 whether the candidate regards himself or herself as an expert or specialist in a particular field of practice. If so, full particulars must be provided;
- 4.5.1.8 full particulars of the five most complex matters handled by the candidate in the previous three years must be provided;
- 4.5.1.9 where confidentiality is required, the names of the client and other parties must be omitted;
- 4.5.1.10 particulars of any experience outside the practice of an advocate which the candidate regards as relevant;
- 4.5.1.11 particulars of leadership positions which the candidate has held, both within the legal profession and outside the profession;
- 4.5.1.12 particulars of the candidate's pro bono activities and his or her service to the community;
- 4.5.1.13 particulars of all facts which might reasonably influence the decision of the Senior Counsel Committee.
- 4.5.2 in the case of an application for Senior Attorney status -
  - 4.5.2.1 the date of admission as an attorney and date on which the candidate commenced practising as an attorney;

- 
- 4.5.2.2 any previous experience of the applicant as a practising legal practitioner;
- 4.5.2.3 details of the candidate's practice as an attorney, with particular reference to the experience and expertise of the candidate in a specialised field of practice. If the candidate has right of appearance in the High Court and claims specialist knowledge and experience in the field of advocacy, the candidate should provide the information referred to in paragraphs 4.5.1.3, 4.5.1.4 and 4.5.1.5;
- 4.5.2.4 an analysis of the type of work the candidate has done over the previous five years. Candidates are required to indicate approximately what percentage of their practice was constituted by each type of work;
- 4.5.2.5 full particulars of the five most complex matters handled by the candidate in the previous five years' must be provided;
- 4.5.2.6 where confidentiality is required, the names of the client and other matters must be omitted;
- 4.5.2.7 particulars of any experience outside the practice of an attorney which the candidate regards as relevant;
- 4.5.2.8 particulars of leadership positions which the candidate has held, both within the legal profession and outside the profession;
- 4.5.2.9 particulars of the candidate's pro bono activities and his or her service to the community;
- 4.5.2.10 particulars of all facts which might reasonably influence the decision of the Committee.
- 4.6 A soon as possible after 1 June of the relevant year the chairperson of the Committee shall publish a notice to all practising legal practitioners and to the public at large in which -
- 4.6.1 the names of the nominated candidates in order of seniority are made known, with separate lists for advocates and attorneys;
- 4.6.2 attention is drawn to the fact that all documentation which has been submitted in support of a candidate will be open for inspection at the offices of the Council during normal office hours;



- 4.6.3 practising legal practitioners are invited to submit written comment in respect of the suitability of any candidate to the Chairperson of the Committee on or before 30 June of the relevant year; the notice must state that only specific comments regarding the suitability of the candidate for Senior Legal Practitioner status will be considered.
5. The Chairperson of the Committee shall forthwith provide particulars of any positive or negative comment which has been received in respect of a candidate to the candidate concerned. The candidate will be entitled to comment thereon in writing within seven days, or within such further period as the Chairperson of the Senior Counsel Committee may allow.
  6. As soon as possible after 30 June of the relevant year the Chairperson of the Committee will convene a meeting of the Committee. A quorum for the meeting will be a majority of members.
  7. Every candidate will be entitled on request to address the Committee, and the Committee may itself require any candidate or nominating legal practitioner to appear before the Committee to provide further information or to discuss considerations which may count against the candidate.
  8. The members of the Committee, and any persons who appeared before the Committee, may not disclose anything which was said or which took place at that meeting. The meeting of the Committee will be closed to the public unless the candidate agrees otherwise.
  9. Decisions of the Committee are taken by majority vote. In the event of a deadlock the Chairperson will have a casting vote.
  10. After consideration of the applications with reference to the criteria referred to in paragraph 2 each member of the Committee will disclose his or her order of preference of the candidates orally to the Chairperson. The Chairperson will keep a record of the order of preference so disclosed and will determine, with reference thereto, the Committee's order of preference of candidates. The Committee's order of preference of candidates will determine which candidates will be recommended to fill the need for new Senior Legal Practitioner status.
  11. As soon as possible after the meeting of the Committee the Chairperson must inform each successful and each unsuccessful candidate in writing of the Committee's decision with reasons for the decision. No further particulars may be conveyed to the candidate.

12. The decision of the Committee is final and there shall be no debate with the candidate or with any other person.
13. As soon as possible after the candidates have been informed of the decision of the Committee -
  - 13.1.1 the Chairperson shall publish a notice to legal practitioners and to the public in which the names of the successful candidates are made known;
  - 13.1.2 every successful candidate must provide the Chairperson with a *curriculum vitae* no longer than two pages.
14. The Chairperson shall forward the curricula vitae of the successful candidates to the Judges President of the divisions of the High Court where the candidates practise, under cover of a letter which contains -
  - 14.1 the full names of the successful candidates in order of seniority, with separate lists of advocates and attorneys;
  - 14.2 the admission date of each successful candidate;
  - 14.3 the period which each successful candidate has been in practice as a legal practitioner;
  - 14.4 as an attachment, the nomination form referred to in paragraph 4.3 and all attachments to that form.
15. If a candidate is not supported by the Committee for the conferment of Senior Legal Practitioner status, the candidate may not pursue the matter in the same year. It will be regarded as unprofessional conduct if the candidate applies directly to a Judge President or the Minister of Justice and Constitutional Development.

**DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM**  
**NOTICE 209 OF 2020**

**GENERAL NOTICE IN TERMS OF SECTION 7(1) OF THE LAND TITLE ADJUSTMENT ACT, 1993 (ACT NO. 111 OF 1993)**

Notice is hereby given in terms of section 7 (1) of the Land Title Adjustment Act (Act No. 111 of 1993), that applications for title adjustments were submitted to the Commissioner in respect of portions of the farms **Witfontein 1 JS, Tweefontein 154 JR and Toiskraal 6 JS in the district of Sekhukhune Limpopo Province (designated land)** in terms of section 6 of the Act. The applications for title adjustments in respect of the below mentioned portions of the farms are open for inspection for the period of 2 months from the date of publication of this notice on 20 March 2020.

The Commissioner is calling upon any person who wishes to object to the granting of any applications for title adjustments in respect of the below mentioned portions of the farms, to furnish his objection and the grounds thereof, supported by sworn or solemnly affirmed declaration and such documents as he/she may be able to submit, to the Commissioner within a period of 30 days after the expiration of the said period of inspection.

Submission to the office of: Commissioner Nakedi Charles Machaka

Machaka N.C Incorporated, 131 Lange Street, Nieu Muckleneuk, Brooklyn, Pretoria, 0181.

Tel: (012) 346 1922, Fax: (012) 346 1725

**Farms lodged**

<b>Witfontein 1 JS</b>		
Portion 135 of the farm Witfontein No. 1 JS	Portion 151 of the farm Witfontein No. 1 JS	Portion 154 of the farm Witfontein No. 1 JS
Portion 160 of the farm Witfontein No. 1 JS	Portion 181 of the farm Witfontein No. 1 JS	Portion 194 of the farm Witfontein No. 1 JS
Portion 287 of the farm Witfontein No. 1 JS	Portion 314 of the farm Witfontein No. 1 JS	Portion 431 of the farm Witfontein No. 1 JS
Portion 345 of the farm Witfontein No. 1 JS	Portion 375 of the farm Witfontein No. 1 JS	Portion 386 of the farm Witfontein No. 1 JS
Portion 409 of the farm Witfontein No. 1 JS		
<b>Tweefontein 154 JR</b>		
Portion 63 of the farm Tweefontein No. 154 JR	Portion 110 of the farm Tweefontein No. 154 JR	Portion 154 of the farm Tweefontein No. 154 JR
Portion 159 of the farm Tweefontein No. 154 JR	Portion 208 of the farm Tweefontein No. 154 JR	Portion 209 of the farm Tweefontein No. 154 JR
Portion 254 of the farm Tweefontein No. 154 JR	Portion 301 of the farm Tweefontein No. 154 JR	Portion 332 of the farm Tweefontein No. 154 JR
Portion 348 of the farm Tweefontein No. 154 JR	Portion 350 of the farm Tweefontein No. 154 JR	Portion 371 of the farm Tweefontein No. 154 JR
Portion 371 of the farm Tweefontein No. 154 JR		

## DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM

## NOTICE 210 OF 2020

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

Notice is hereby given in terms of Section 11(1) of the Restitution of Land Rights Act, 1994 (Act No. 22 of 1994) as amended. This is a claim for the restitution of land rights that has been submitted to the Regional Land Claims Commissioner for the Western Cape. The particulars regarding this claim are as follows:

Claim Ref. Number	Claimant	Claim submission date	Claimed Property	Extent (sqm)	Year of Dispossession
T37	Mrs. F. Tape	22 April 1996	Er 769 Hout Bay in the City of Cape Town.	1487 square meters	T7043/1968

The Regional Land Claims Commission will investigate this claim in terms of provisions of the Act in due course. Any party who has an interest in the above-mentioned land is hereby invited to submit, within 14 days from the publication of this notice, any comments / information to:

The Regional Land Claims Commission, Western Cape  
Private Bag X9163  
Cape Town  
8000  
Tel: (021)409-0300  
Fax: (021)424-5146

CHECKED.....

DATE..... 26/02/2020

APPROVED.....

DATE..... 26/02/2020

Mr. L. H. Maphutha  
Regional Land Claims Commissioner

## DEPARTMENT OF TRADE AND INDUSTRY

## NOTICE 211 OF 2020

STANDARDS ACT, 2008  
STANDARDS MATTERS

In terms of the Standards Act, 2008 (Act No. 8 of 2008), the Board of the South African Bureau of Standards has acted in regard to standards in the manner set out in the Schedules to this notice.

## SECTION A: DRAFTS FOR COMMENTS

The following draft standards are hereby issued for public comments in compliance with the norm for the development of the South Africa National standards in terms of section 23(2)(a) (ii) of the Standards Act.

Draft Standard No. and Edition	Title, scope and purport	Closing Date
SANS 50572-1 Ed 3	<i>Glass in building - Basic soda lime silicate glass products Part 1: Definitions and general physical and mechanical properties.</i> Defines and classifies basic glass products, indicates their chemical composition, their main physical and mechanical characteristics and defines their general quality criteria.	2020-04-28
SANS 50572-2 Ed 3	<i>Glass in building - Basic soda lime silicate glass products Part 2: Float glass.</i> Specifies dimensional and minimum quality requirements (in respect of optical and visual faults) for float glass, as defined in EN 572-1, for use in building. Applies only to float glass supplied in jumbo sizes and split sizes and oversize plates.	2020-04-28
SANS 50572-3 Ed 3	<i>Glass in building - Basic soda lime silicate glass products Part 3: Polished wired glass.</i> Specifies dimensional and minimum quality requirements (in respect of optical, visual and wire faults) for polished wired glass, as defined in EN 572-1, for use in building. Applies only to polished wire glass supplied in rectangular panes and in stock sizes.	2020-04-28
SANS 50572-4 Ed 3	<i>Glass in building - Basic soda lime silicate glass products Part 4: Drawn sheet glass.</i> Specifies dimensional and minimum quality requirements (in respect of optical and visual faults) for drawn sheet glass, as defined in EN 572-1, for use in building. Applies only to drawn sheet glass supplied in rectangular panes and in stock sizes.	2020-04-28
SANS 50572-5 Ed 3	<i>Glass in building - Basic soda lime silicate glass products Part 5: Patterned glass.</i> Specifies dimensional and minimum quality requirements (in respect of visual and pattern faults) for patterned glass, as defined in EN 572-1, for use in building. It applies only to patterned glass supplied in rectangular panes and in stock sizes.	2020-04-28
SANS 60076-16 Ed 2	<i>Power transformers Part 16: Transformers for wind turbine applications.</i> Applies to dry-type and liquid-immersed transformers for wind turbine step-up applications having a winding with highest voltage for equipment up to and including 72,5 kV.	2020-05-04
SANS 60076-22-3 Ed 1	<i>Power transformers -Part 22-3: Power transformer and reactor fittings - Insulating liquid to air heat exchangers.</i> Applies to liquid to air heat exchangers, using forced air and forced liquid circuits, used on liquid immersed power transformers according to SANS 60076-1 and reactors according to SANS 60076-6 with and without conservator for indoor or outdoor installation.	2020-05-04
SATS 22002-5 Ed 1	<i>Prerequisite programmes on food safety - Part 5: Transport and storage.</i> Specifies requirements for establishing, implementing and maintaining prerequisite programmes (PRPs) for transport and storage in the food chain to assist in controlling food safety hazards	2020-05-06
SANS 20245 Ed 1	<i>Cross-border trade of second-hand goods.</i> Establishes minimum screening criteria for second-hand goods that are traded, sold, offered for sale, donated or exchanged between countries.	2020-05-06
SANS 17100 Ed 1	<i>Translation services - Requirements for translation services.</i> Provides requirements for the core processes, resources, and other aspects necessary for the delivery of a quality translation service that meets applicable specifications.	2020-05-05

SANS 24521 Ed 1	<i>Activities relating to drinking water and wastewater services-Guidelines for the management of basic on site domestic wastewater services.</i> This standard provides guidance for the management of basic on-site domestic wastewater services, using appropriate technologies in their entirety at any level of development and is intended to be used in conjunction with ISO 24511	2020-05-05
SANS 60076-16 Ed 2	<i>Power transformers Part 16: Transformers for wind turbine applications.</i> Applies to dry-type and liquid-immersed transformers for wind turbine step-up applications having a winding with highest voltage for equipment up to and including 72,5 kV.	2020-05-04

### SCHEDULE A.1: AMENDMENT OF EXISTING STANDARDS

The following draft amendments are hereby issued for public comments in compliance with the norm for the development of the South African National Standards in terms of section 23(2)(a) (ii) of the Standards Act.

Draft Standard No. and Edition	Title	Scope of amendment	Closing Date
SANS 1416 Ed 1.5	<i>Alkali-resistant plaster primer (pigmented, solvent-type)</i>	Amended to update the scope and referenced standards, and to delete the appendix on notes to purchasers	2020-04-28
SANS 887 Ed 3.1	<i>Varnish for interior use.</i>	Amended to update a referenced standard, to update the requirements for colour of glossy varnish and to delete the annex on note to purchasers.	2020-03-31
SANS 10254 Ed 4.2	<i>The installation, maintenance, replacement and repair of fixed electric storage water heating systems</i>	Amended to update definition for professional body for plumbers.	2020-05-05
SANS 1718-5 Ed 1.1	<i>Gambling equipment Part 5: Local area and wide area jackpot and progressive jackpot equipment.</i>	Amended to delete reference to legislation in the foreword, to update the introduction, to update the scope, to update referenced standards, to update and renumber the definitions and abbreviations accordingly, to update the functional requirements, the software requirements, the clause on communication, the subclause on preservation of RAM, the sub-clause on enclosure construction, the clause on electrical requirements, the clause on significance events, to delete annex A, and to add the annex on guidelines for submission and scope of testing.	2020-05-08

### SCHEDULE A.2: WITHDRAWAL OF THE SOUTH AFRICAN NATIONAL STANDARDS

In terms of section 24(1)(C) of the Standards Act, the following published standards are issued for comments with regard to the intention by the South African Bureau of Standards to withdraw them.

Draft Standard No. and Edition	Title	Reason for withdrawal	Closing Date

**SCHEDULE A.3: WITHDRAWAL OF INFORMATIVE AND NORMATIVE DOCUMENTS**

In terms of section 24(5) of the Standards Act, the following documents are being considered for withdrawal.

Draft Standard No. and Edition	Title	Reason for withdrawal	Closing Date

**SECTION B: ISSUING OF THE SOUTH AFRICAN NATIONAL STANDARDS****SCHEDULE B.1: NEW STANDARDS**

The following standards have been issued in terms of section 24(1)(a) of the Standards Act.

Standard No. and year	Title, scope and purport
SANS 20696:2020 Ed 1	<i>Sterile Urethral Catheters for Single Use.</i> Specifies requirements and test methods for sterile urethral catheters for single use, with or without a balloon.
SANS 53284-1:2020 Ed 1	<i>Stationary source emissions. Determination of low range mass concentration of dust - Part 1 Manual gravimetric method.</i> Specifies the standard reference method (SRM) for the measurement of low dust concentration in ducted gaseous streams in the concentrations below 50 mg/m <sup>3</sup> at standard conditions.
SANS 54791:2020 Ed 1	<i>Stationary source emissions - Determination of mass concentration of sulphur oxides - Standard reference method.</i> Specifies the standard reference method (SRM) for the determination of the sulphuric oxide SO <sub>2</sub> in flue gases emitted to the atmosphere from ducts and stacks.
SANS 11607-1:2020 Ed 2	<i>Packaging for terminally sterilized medical devices Part 1: Requirements for materials, sterile barrier systems and packaging systems.</i> Specifies requirements and test methods for materials, preformed sterile barrier systems, sterile barrier systems and packaging systems that are intended to maintain sterility of terminally sterilized medical devices until the point of use.
SANS 11607-2:2020 Ed 2	<i>Packaging for terminally sterilized medical devices Part 2: Validation requirements for forming, sealing and assembly processes.</i> Specifies requirements for the development and validation of processes for packaging medical devices that are terminally sterilized.
SANS 16212:2020 Ed 1	<i>Cosmetics - Microbiology - Enumeration of yeast and mould.</i> Gives general guidelines for enumeration of yeast and mould present in cosmetics by counting the colonies on selective agar medium after aerobic incubation
SANS 51824:2020 Ed 1	<i>Road Marking Materials - Road Trials.</i> Specifies the requirements for conducting road trials for road marking materials intended for use in both permanent and temporary road marking.
SANS 54789:2020 Ed 1	<i>Stationary source emissions. Determination of volume concentration of oxygen. Standard reference method: Paramagnetism.</i> Specifies the standard reference method (SRM) based on the paramagnetic principle for the determination of the oxygen concentrations in flue gases emitted to the atmosphere from ducts and stacks.
SANS 54790:2020 Ed 1	<i>Stationary source emissions - Determination of the water vapour in ducts - Standard reference method.</i> Specifies the standard reference method (SRM) based on a sampling system with a condensation/adsorption technique to determine the water vapour concentration in the flue gases emitted to atmosphere from ducts and stacks.
SANS 8775:2020 Ed 1	<i>Testing of fibre optic cables.</i> Provides a high performance communications pathway whose characteristics can be degraded by inadequate installation and handling by explaining typical optical test procedures to validate optical fibre installations and the characterization of these links installed in the industry.

Standard No. and year	Title, scope and purport
SANS 60794-1-23:2020 Ed 1	<i>Optical fibre cables - Part 1-23: Generic specification - Basic optical cable test procedures - Cable element test methods.</i> Describes test procedures to be used in establishing uniform requirements for the geometrical, material, mechanical, environmental properties of optical fibre cable elements.
SANS 60320-2-4:2020 Ed 2	<i>Appliance couplers for household and similar general purposes Part 2-4: Couplers dependent on appliance weight for engagement.</i> Applies to two-pole appliance couplers for alternating current only, with or without earthing contact, with a rated voltage not exceeding 250 V and a rated current not exceeding 16 A, for household and similar general purposes and intended for incorporation or integration within electric appliances or other electric equipment of multi-part construction for 50 Hz or 60 Hz supply which depend on the weight of the appliance to ensure correct engagement.
SANS 60947-4-1:2020 Ed 4	<i>Low-voltage switchgear and controlgear Part 4-1: Contactors and motor-starters - Electromechanical contactors and motor-starters.</i> Applies to the following equipment, electromechanical contactors and starters including motor protective switching device (MPSD); actuators of contactor relays; contacts dedicated exclusively to the coil circuit of this contactor or this contactor relay; dedicated accessories (e.g. dedicated wiring, dedicated latch accessory); intended to be connected to distribution circuits, motors circuits and other load circuits, the rated voltage of which does not exceed 1 000 V AC or 1500 V DC.
SANS 61057:2020 Ed 2	<i>Live working - Insulating aerial devices for mounting on a chassis.</i> Applies to insulating aerial devices for mounting on a chassis, to be used for live working on electrical installations at nominal voltages above 1 000V r.m.s. AC in the range 45 Hz to 65 Hz and 1 500V DC.
SANS 17664:2020 Ed 2	<i>Processing of health care products - Information to be provided by the medical device manufacturer for the processing of medical devices.</i> Specifies requirements for the information to be provided by the medical device manufacturer for the processing of a medical device that requires cleaning followed by disinfection and/or sterilization to ensure that the device is safe and effective for its intended use.

## SCHEDULE B.2: AMENDED STANDARDS

The following standards have been amended in terms of section 24(1)(a) of the Standards Act.

Standard No. and year	Title, scope and purport
SANS 1329-3:2019 Ed 2.4	<i>Retro-reflective and fluorescent warning signs for road vehicles Part 3: Signs other than triangles, chevron signs and abnormal load vehicle signs. Consolidated edition incorporating amendment No.4.</i> Amended to update referenced standards.
SANS 677:2020 Ed 3.5	<i>Concrete non-pressure pipes. Consolidated edition incorporating amendment No.5.</i> Amended to update requirements, to update referenced standards, and to delete the annex on notes to purchasers.
SANS 10062:2020 Ed 2.4	<i>Fixing of concrete interlocking roofing tiles. Consolidated edition incorporating amendment No.4.</i> Amended to update referenced standards.
SANS 1124-2:2020 Ed 4.1	<i>Syringes and needles (sterile-packed for single use) Part 2: Syringes. Consolidated edition incorporating amendment No.1.</i> Amended to update referenced standards.
SANS 1675:2020 Ed 2.1	<i>The manufacture, production, processing and treatment of canned meat products. Consolidated edition incorporating amendment No.2.</i> Amended to update definitions, to update the requirements on incubation at 35 °C, and to add the subclause on incubation at 55 °C.



**SCHEDULE B.3: WITHDRAWN STANDARDS**

In terms of section 24(1)(C) of the Standards Act, the following standards have been withdrawn.

Standard No. and year	Title
SANS 5662:2013 Ed 2	<i>Determination of peeling load (outer soles to canvas uppers) on canvas shoes.</i>
SANS 52568:2010 Ed 1	<i>Foot and leg protectors - Requirements and test methods for toecaps and metal penetration resistant inserts.</i>
SANS 1937:2006 Ed 1	<i>Cosmetic products - Quantity and marking.</i>
SANS 6117:1988 Ed 1	<i>Moisture stability of insole boards and shank boards for footwear.</i>

**SCHEDULE B.4: REINSTATEMENT OF WITHDRAWN STANDARD**

In terms of section 4(2) (l) the South African Bureau of Standards has established the following technical committees:

Draft Standard No. and Edition	Title	Scope of amendment	Reason

**SCHEDULE B.5: ESTABLISHMENT OF TECHNICAL COMMITTEES**

In terms of section 4(2) (l) the South African Bureau of Standards has established the following technical committees:

Technical Committee No.:	Title	Scope

**SCHEDULE B.6: DISBANDMENT OF TECHNICAL COMMITTEES**

In terms of section 4(2) (l) the South African Bureau of Standards has disbanded the following technical committees:

Technical Committee No.:	Title	Scope

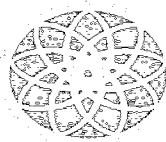
If your organization is interested in participating in these committees, please send an e-mail to [Dsscomments@sabs.co.za](mailto:Dsscomments@sabs.co.za) for more information.

**SCHEDULE 5: ADDRESS OF THE SOUTH AFRICAN BUREAU OF STANDARDS HEAD OFFICE**

Copies of the standards mentioned in this notice can be obtained from the Head Office of the South African Bureau of Standards at 1 Dr Lategan Road, Groenkloof, Private Bag X191, Pretoria 0001.

## BOARD NOTICES • RAADSKENNISGEWINGS

## BOARD NOTICE 48 OF 2020



**SOUTH AFRICAN COUNCIL  
FOR THE  
LANDSCAPE ARCHITECTURAL PROFESSION**  
2ND FLOOR BLOCK A, COROBAY CORNER  
196 COROBAY AVENUE, WATERKLOOF GLEN 0100

www.saclap.org.za  
Tel: 087 980 9846

*The South African Council for the Landscape Architectural Profession in line with Section 12 (1) of the Landscape Architectural Profession Act, (Act No. 45 of 2000), must determine and prescribe the fees and charges applicable for the SACLAP financial year 2020/2021 as detailed below for implementation:*

**Rates Table 2020-2021 for Implementation**

	DESCRIPTION	Rates
<b>1</b>	<b>ADMINISTRATION FEE</b>	
1,1	Applicable to all registration applications	R1 100,00
1,2	Registration Fee payable upon registration	R1 500,00
1,3	Annual payment fee arrangement	R500,00
<b>2</b>	<b>SACLAP ANNUAL FEES FOR CANDIDATES</b>	
	All candidates need to be registered with the Council for a minimum period of 24 months. Fees are payable annually.	
2,1	Candidate Landscape Architect & Candidate Landscape Manager	R1 500,00
2,2	Candidate Senior Landscape Architectural Technologist & Candidate Senior Technologist	R1 400,00
2,3	Candidate Landscape Architectural Technologist & Candidate Technologist	R1 300,00
2,4	Candidate Landscape Architectural Technician & Candidate Technician	R1 200,00
<b>3</b>	<b>COMPULSORY CANDIDATE WORKSHOP</b>	
3,1	Candidate attendance	R1 500,00
<b>4</b>	<b>SACLAP PROFESSIONAL REGISTRATION ASSESSMENT PROCESS</b>	
4,1	Rate is applicable per section of the assessment for all Candidates undertaking the PRAP.	R1 000,00
<b>5</b>	<b>SACLAP PROFESSIONAL REGISTRATION ASSESSMENT PROCESS RE-MARK RATE</b>	
5,1	The following re-mark rate is applicable should the candidate wish to have a section re-marked.	R1 800,00
<b>6</b>	<b>RECOGNITION OF PRIOR LEARNING PROCESS FOR THE LANDSCAPE PROFESSIONS</b>	
6,1	Application by an individual to upgrade as set out in Registration Policy Document (applicable to all categories)	R4 000,00
6,2	Application by an individual with SACLAP accredited qualifications for a review based on the criteria set out in the Registration Policy Document	R6 000,00
6,3	Application by an individual for a review based on accredited qualifications obtained more than 10 years ago as set out in Registration Policy Document	R6 000,00
6,4	Application by an individual with non SACLAP accredited or foreign qualifications as set out in Registration Policy Document	R6 500,00
6,5	All appeal process related to Registration by Review	R5 000,00
6,6	Special Dispensation Assessment Fee	R3 000,00
6,7	Special Dispensation Interview Fee	R2 700,00
<b>7</b>	<b>SACLAP ANNUAL FEES FOR PROFESSIONALS</b>	

7,1	Professional Landscape Architect & Professional Landscape Manager	R4 600,00
7,2	Professional Senior Landscape Architectural Technologist & Professional Senior Technologist	R4 000,00
7,3	Professional Landscape Architectural Technologist & Professional Technologist	R3 000,00
7,4	Professional Landscape Architectural Technician & Professional Technician	R2 700,00
<b>8</b>	<b>LATE PAYMENT ADMINISTRATION FEES</b>	
8,1	Applicable to the first 30 days (i.e. 60 - 90 days) after the initial 60 days term of payment of professional registration rates, as stated in the Act has not been made. This is applicable unless alternative arrangements have been made with the Registrar	R1 500,00
8,2	Applicable to the second 30 days (i.e. 90-120 days) after the initial 60 days term of payment of professional registration rates, as stated in the Act has not been made. This is applicable unless	R2 000,00
<b>9</b>	<b>SPECIAL LEVIES</b>	
9,1	CBE Levy(Candidates)	R21,00
9,2	CBE Levy(Professionals)	R42,00
9,3	Education Fund(Professionals)	R175,00
<b>10</b>	<b>MISCELLANEOUS</b>	
10,1	Replacement or Duplicate copy of Registration Certificate	R1 500,00
10,2	Letter of Good Standing (7 working days)	R600,00
10,3	Letter of Good Standing (4 working days)	R800,00
10,4	Letter of Good Standing (2 working days)	R1 000,00
10,5	Voluntary Association initial application for recognition	R6 520,00
10,6	Voluntary Association (renewal)	R2 620,00
10,7	Voluntary Association (annual administration fee)	R1 500,00
10,8	CPD annual submission fee applicable as of 2017	R300,00
10,9	CPD annual exemption application fee	R1 000,00
10,10	CPD Validation fee (per day) valid for 2 years	R6 000,00
10,11	Programme Accreditation sustainability fee	R40 000,00
10,12	Postage of returned certificate	R600,00

The Registrar  
 South African Council for the Landscape Architectural Profession  
 2nd Floor Corobay Corner  
 196 Corobay Avenue  
 Waterkloof Glen 0100  
[registrar@saclap.org.za](mailto:registrar@saclap.org.za)

**BOARD NOTICE 49 OF 2020****HEALTH PROFESSIONS COUNCIL OF SOUTH AFRICA****HEALTH PROFESSIONS ACT, 1974 (ACT NO. 56 OF 1974)**

The Health Professions Council of South Africa, in terms of the authority granted to it by the Minister of Health in terms of section 62 (1) under Government Notices R.2281 and R.2283 of 3 December 1976, hereby amend Board Notice 11 of 2020 ("Board Notice") as published under Government Gazette No. 43024 of 17 February 2020 by the deletion of item 2 of the Board Notice.



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**DR. MUNYADZIWA A KWINDA****ACTING REGISTRAR****DATE: 17 March 2020**

**BOARD NOTICE 50 OF 2020**  
**FINANCIAL SECTOR CONDUCT AUTHORITY**

**FINANCIAL MARKETS ACT, 2012**

**PROPOSED AMENDMENTS TO THE JSE DEBT LISTING REQUIREMENTS**

**PUBLICATION FOR COMMENT**

The Financial Sector Conduct Authority ("FSCA") hereby gives notice under section 11(6)(c) of the Financial Markets Act, 2012 (Act No. 19 of 2012) that the proposed amendments to the debt listing requirements of the JSE has been published on the official website of the FSCA ([www.fsca.co.za](http://www.fsca.co.za)) for public comment. All interested persons who have any objections to the proposed amendments are hereby called upon to lodge their objections with the FSCA, at the following email address: [michael.kabai@fsca.co.za](mailto:michael.kabai@fsca.co.za) within a period of fourteen (14) days from the date of publication of this notice.



**D.P. TSHIDI**

**FINANCIAL SECTOR CONDUCT AUTHORITY**