



# Government Gazette Staatskoerant

REPUBLIC OF SOUTH AFRICA  
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**IMPORTANT NOTICE:**

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**No FUTURE QUERIES WILL BE HANDLED IN CONNECTION WITH THE ABOVE.**

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government  
printing

Department:  
Government Printing Works  
REPUBLIC OF SOUTH AFRICA

## HIGH ALERT: SCAM WARNING!!!

### TO ALL SUPPLIERS AND SERVICE PROVIDERS OF THE GOVERNMENT PRINTING WORKS

It has come to the attention of the *GOVERNMENT PRINTING WORKS* that there are certain unscrupulous companies and individuals who are defrauding unsuspecting businesses disguised as representatives of the *Government Printing Works (GPW)*.

The scam involves the fraudsters using the letterhead of *GPW* to send out fake tender bids to companies and requests to supply equipment and goods.

Although the contact person's name on the letter may be of an existing official, the contact details on the letter are not the same as the *Government Printing Works*. When searching on the Internet for the address of the company that has sent the fake tender document, the address does not exist.

The banking details are in a private name and not company name. Government will never ask you to deposit any funds for any business transaction. *GPW* has alerted the relevant law enforcement authorities to investigate this scam to protect legitimate businesses as well as the name of the organisation.

Example of e-mails these fraudsters are using:

[PROCUREMENT@GPW-GOV.ORG](mailto:PROCUREMENT@GPW-GOV.ORG)

Should you suspect that you are a victim of a scam, you must urgently contact the police and inform the *GPW*.

*GPW* has an official email with the domain as [@gpw.gov.za](mailto:@gpw.gov.za)

Government e-mails DO NOT have org in their e-mail addresses. All of these fraudsters also use the same or very similar telephone numbers. Although such number with an area code 012 looks like a landline, it is not fixed to any property.

*GPW* will never send you an e-mail asking you to supply equipment and goods without a purchase/order number. *GPW* does not procure goods for another level of Government. The organisation will not be liable for actions that result in companies or individuals being resultant victims of such a scam.

*Government Printing Works* gives businesses the opportunity to supply goods and services through RFQ / Tendering process. In order to be eligible to bid to provide goods and services, suppliers must be registered on the National Treasury's Central Supplier Database (CSD). To be registered, they must meet all current legislative requirements (e.g. have a valid tax clearance certificate and be in good standing with the South African Revenue Services - SARS).

The tender process is managed through the Supply Chain Management (SCM) system of the department. SCM is highly regulated to minimise the risk of fraud, and to meet objectives which include value for money, open and effective competition, equitability, accountability, fair dealing, transparency and an ethical approach. Relevant legislation, regulations, policies, guidelines and instructions can be found on the tender's website.

## Fake Tenders

National Treasury's CSD has launched the Government Order Scam campaign to combat fraudulent requests for quotes (RFQs). Such fraudulent requests have resulted in innocent companies losing money. We work hard at preventing and fighting fraud, but criminal activity is always a risk.

### How tender scams work

There are many types of tender scams. Here are some of the more frequent scenarios:

Fraudsters use what appears to be government department stationery with fictitious logos and contact details to send a fake RFQ to a company to invite it to urgently supply goods. Shortly after the company has submitted its quote, it receives notification that it has won the tender. The company delivers the goods to someone who poses as an official or at a fake site. The Department has no idea of this transaction made in its name. The company is then never paid and suffers a loss.

OR

Fraudsters use what appears to be government department stationery with fictitious logos and contact details to send a fake RFQ to Company A to invite it to urgently supply goods. Typically, the tender specification is so unique that only Company B (a fictitious company created by the fraudster) can supply the goods in question.

Shortly after Company A has submitted its quote it receives notification that it has won the tender. Company A orders the goods and pays a deposit to the fictitious Company B. Once Company B receives the money, it disappears. Company A's money is stolen in the process.

Protect yourself from being scammed

- If you are registered on the supplier databases and you receive a request to tender or quote that seems to be from a government department, contact the department to confirm that the request is legitimate. Do not use the contact details on the tender document as these might be fraudulent.
- Compare tender details with those that appear in the Tender Bulletin, available online at [www.gpwonline.co.za](http://www.gpwonline.co.za)
- Make sure you familiarise yourself with how government procures goods and services. Visit the tender website for more information on how to tender.
- If you are uncomfortable about the request received, consider visiting the government department and/or the place of delivery and/or the service provider from whom you will be sourcing the goods.
- In the unlikely event that you are asked for a deposit to make a bid, contact the SCM unit of the department in question to ask whether this is in fact correct.

Any incidents of corruption, fraud, theft and misuse of government property in the *Government Printing Works* can be reported to:

Supply Chain Management: Ms. Anna Marie Du Toit, Tel. (012) 748 6292.  
Email: [Annamarie.DuToit@gpw.gov.za](mailto:Annamarie.DuToit@gpw.gov.za)

Marketing and Stakeholder Relations: Ms Bonakele Mbhele, at Tel. (012) 748 6193.  
Email: [Bonakele.Mbhele@gpw.gov.za](mailto:Bonakele.Mbhele@gpw.gov.za)

Security Services: Mr Daniel Legoabe, at tel. (012) 748 6176.  
Email: [Daniel.Legoabe@gpw.gov.za](mailto:Daniel.Legoabe@gpw.gov.za)

# Closing times for **ORDINARY WEEKLY** **REGULATION GAZETTE** **2022**

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

- **31 December 2021**, Friday for the issue of Friday **07 January 2022**
- **07 January**, Friday for the issue of Friday **14 January 2022**
- **14 January**, Friday for the issue of Friday **21 January 2022**
- **21 January**, Friday for the issue of Friday **28 January 2022**
- **28 January**, Friday for the issue of Friday **04 February 2022**
- **04 February**, Friday for the issue of Friday **11 February 2022**
- **11 February**, Friday for the issue of Friday **18 February 2022**
- **18 February**, Friday for the issue of Friday **25 February 2022**
- **25 February**, Friday for the issue of Friday **04 March 2022**
- **04 March**, Friday for the issue of Friday **11 March 2022**
- **11 March**, Friday for the issue of Friday **18 March 2022**
- **17 March**, Thursday for the issue of Friday **25 March 2022**
- **25 March**, Friday for the issue of Friday **01 April 2022**
- **01 April**, Friday for the issue of Friday **08 April 2022**
- **07 April**, Thursday for the issue of Thursday **14 April 2022**
- **13 April**, Wednesday for the issue of Friday **22 April 2022**
- **21 April**, Thursday for the issue of Friday **29 April 2022**
- **28 April**, Thursday for the issue of Friday **06 May 2022**
- **06 May**, Friday for the issue of Friday **13 May 2022**
- **13 May**, Friday for the issue of Friday **20 May 2022**
- **20 May**, Friday for the issue of Friday **27 May 2022**
- **27 May**, Friday for the issue of Friday **03 June 2022**
- **03 June**, Friday for the issue of Friday **10 June 2022**
- **09 June**, Thursday for the issue of Friday **17 June 2022**
- **17 June**, Friday for the issue of Friday **24 June 2022**
- **24 June**, Friday for the issue of Friday **01 July 2022**
- **01 July**, Friday for the issue of Friday **08 July 2022**
- **08 July**, Friday for the issue of Friday **15 July 2022**
- **15 July**, Friday for the issue of Friday **22 July 2022**
- **22 July**, Friday for the issue of Friday **29 July 2022**
- **29 July**, Friday for the issue of Friday **05 August 2022**
- **04 August**, Thursday for the issue of Friday **12 August 2022**
- **12 August**, Friday for the issue of Friday **19 August 2022**
- **19 August**, Friday for the issue of Friday **26 August 2022**
- **26 August**, Friday for the issue of Friday **02 September 2022**
- **02 September**, Friday for the issue of Friday **09 September 2022**
- **09 September**, Friday for the issue of Friday **16 September 2022**
- **16 September**, Friday for the issue of Friday **23 September 2022**
- **23 September**, Friday for the issue of Friday **30 September 2022**
- **30 September**, Friday for the issue of Friday **07 October 2022**
- **07 October**, Friday for the issue of Friday **14 October 2022**
- **14 October**, Friday for the issue of Friday **21 October 2022**
- **21 October**, Friday for the issue of Friday **28 October 2022**
- **28 October**, Friday for the issue of Friday **04 November 2022**
- **04 November**, Friday for the issue of Friday **11 November 2022**
- **11 November**, Friday for the issue of Friday **18 November 2022**
- **18 November**, Friday for the issue of Friday **25 November 2022**
- **25 November**, Friday for the issue of Friday **02 December 2022**
- **02 December**, Friday for the issue of Friday **09 December 2022**
- **08 December**, Thursday for the issue of Thursday **15 December 2022**
- **15 December**, Thursday for the issue of Friday **23 December 2022**
- **22 December**, Thursday for the issue of Friday **30 December 2022**

## LIST OF TARIFF RATES FOR PUBLICATION OF NOTICES

**COMMENCEMENT: 1 APRIL 2018**

### NATIONAL AND PROVINCIAL

Notice sizes for National, Provincial & Tender gazettes 1/4, 2/4, 3/4, 4/4 per page. Notices submitted will be charged at R1008.80 per full page, pro-rated based on the above categories.

Pricing for National, Provincial - Variable Priced Notices		
Notice Type	Page Space	New Price (R)
Ordinary National, Provincial	1/4 - Quarter Page	252.20
Ordinary National, Provincial	2/4 - Half Page	504.40
Ordinary National, Provincial	3/4 - Three Quarter Page	756.60
Ordinary National, Provincial	4/4 - Full Page	1008.80

### EXTRA-ORDINARY

All Extra-ordinary National and Provincial gazette notices are non-standard notices and attract a variable price based on the number of pages submitted.

The pricing structure for National and Provincial notices which are submitted as **Extra ordinary submissions** will be charged at **R3026.32** per page.

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**No FUTURE QUERIES WILL BE HANDLED IN CONNECTION WITH THE ABOVE.**

## GOVERNMENT PRINTING WORKS - BUSINESS RULES

The **Government Printing Works (GPW)** has established rules for submitting notices in line with its electronic notice processing system, which requires the use of electronic *Adobe Forms*. Please ensure that you adhere to these guidelines when completing and submitting your notice submission.

### CLOSING TIMES FOR ACCEPTANCE OF NOTICES

1. The *Government Gazette* and *Government Tender Bulletin* are weekly publications that are published on Fridays and the closing time for the acceptance of notices is strictly applied according to the scheduled time for each gazette.
2. Please refer to the Submission Notice Deadline schedule in the table below. This schedule is also published online on the Government Printing works website [www.gpwnonline.co.za](http://www.gpwnonline.co.za)

All re-submissions will be subject to the standard cut-off times.

**All notices received after the closing time will be rejected.**

Government Gazette Type	Publication Frequency	Publication Date	Submission Deadline	Cancellations Deadline
National Gazette	Weekly	Friday	Friday 15h00 for next Friday	Tuesday, 15h00 - 3 working days prior to publication
Regulation Gazette	Weekly	Friday	Friday 15h00 for next Friday	Tuesday, 15h00 - 3 working days prior to publication
Petrol Price Gazette	Monthly	Tuesday before 1st Wednesday of the month	One day before publication	1 working day prior to publication
Road Carrier Permits	Weekly	Friday	Thursday 15h00 for next Friday	3 working days prior to publication
Unclaimed Monies (Justice, Labour or Lawyers)	January / September 2 per year	Last Friday	One week before publication	3 working days prior to publication
Parliament (Acts, White Paper, Green Paper)	As required	Any day of the week	None	3 working days prior to publication
Manuals	Bi- Monthly	2nd and last Thursday of the month	One week before publication	3 working days prior to publication
State of Budget (National Treasury)	Monthly	30th or last Friday of the month	One week before publication	3 working days prior to publication
<i>Extraordinary Gazettes</i>	As required	Any day of the week	<i>Before 10h00 on publication date</i>	<i>Before 10h00 on publication date</i>
Legal Gazettes A, B and C	Weekly	Friday	One week before publication	Tuesday, 15h00 - 3 working days prior to publication
Tender Bulletin	Weekly	Friday	Friday 15h00 for next Friday	Tuesday, 15h00 - 3 working days prior to publication
Gauteng	Weekly	Wednesday	Two weeks before publication	3 days <b>after</b> submission deadline
Eastern Cape	Weekly	Monday	One week before publication	3 working days prior to publication
Northern Cape	Weekly	Monday	One week before publication	3 working days prior to publication
North West	Weekly	Tuesday	One week before publication	3 working days prior to publication
KwaZulu-Natal	Weekly	Thursday	One week before publication	3 working days prior to publication
Limpopo	Weekly	Friday	One week before publication	3 working days prior to publication
Mpumalanga	Weekly	Friday	One week before publication	3 working days prior to publication



### GOVERNMENT PRINTING WORKS - BUSINESS RULES

Government Gazette Type	Publication Frequency	Publication Date	Submission Deadline	Cancellations Deadline
Gauteng Liquor License Gazette	Monthly	Wednesday before the First Friday of the month	Two weeks before publication	3 working days <b>after</b> submission deadline
Northern Cape Liquor License Gazette	Monthly	First Friday of the month	Two weeks before publication	3 working days <b>after</b> submission deadline
National Liquor License Gazette	Monthly	First Friday of the month	Two weeks before publication	3 working days <b>after</b> submission deadline
Mpumalanga Liquor License Gazette	Bi-Monthly	Second & Fourth Friday	One week before publication	3 working days prior to publication

### EXTRAORDINARY GAZETTES

3. *Extraordinary Gazettes* can have only one publication date. If multiple publications of an *Extraordinary Gazette* are required, a separate Z95/Z95Prov *Adobe* Forms for each publication date must be submitted.

### NOTICE SUBMISSION PROCESS

4. Download the latest *Adobe* form, for the relevant notice to be placed, from the **Government Printing Works** website [www.gpwonline.co.za](http://www.gpwonline.co.za).
5. The *Adobe* form needs to be completed electronically using *Adobe Acrobat / Acrobat Reader*. Only electronically completed *Adobe* forms will be accepted. No printed, handwritten and/or scanned *Adobe* forms will be accepted.
6. The completed electronic *Adobe* form has to be submitted via email to [submit.egazette@gpw.gov.za](mailto:submit.egazette@gpw.gov.za). The form needs to be submitted in its original electronic *Adobe* format to enable the system to extract the completed information from the form for placement in the publication.
7. Every notice submitted **must** be accompanied by an official **GPW** quotation. This must be obtained from the eGazette Contact Centre.
8. Each notice submission should be sent as a single email. The email **must** contain **all documentation relating to a particular notice submission**.
  - 8.1. Each of the following documents must be attached to the email as a separate attachment:
    - 8.1.1. An electronically completed *Adobe* form, specific to the type of notice that is to be placed.
      - 8.1.1.1. For National *Government Gazette* or *Provincial Gazette* notices, the notices must be accompanied by an electronic Z95 or Z95Prov *Adobe* form
      - 8.1.1.2. The notice content (body copy) **MUST** be a separate attachment.
    - 8.1.2. A copy of the official **Government Printing Works** quotation you received for your notice. (*Please see Quotation section below for further details*)
    - 8.1.3. A valid and legible Proof of Payment / Purchase Order: **Government Printing Works** account customer must include a copy of their Purchase Order. **Non-Government Printing Works** account customer needs to submit the proof of payment for the notice
    - 8.1.4. Where separate notice content is applicable (Z95, Z95 Prov and TForm 3, it should **also** be attached as a separate attachment. (*Please see the Copy Section below, for the specifications*).
    - 8.1.5. Any additional notice information if applicable.

**GOVERNMENT PRINTING WORKS - BUSINESS RULES**

9. The electronic *Adobe* form will be taken as the primary source for the notice information to be published. Instructions that are on the email body or covering letter that contradicts the notice form content will not be considered. The information submitted on the electronic *Adobe* form will be published as-is.
10. To avoid duplicated publication of the same notice and double billing, Please submit your notice **ONLY ONCE**.
11. Notices brought to **GPW** by “walk-in” customers on electronic media can only be submitted in *Adobe* electronic form format. All “walk-in” customers with notices that are not on electronic *Adobe* forms will be routed to the Contact Centre where they will be assisted to complete the forms in the required format.
12. Should a customer submit a bulk submission of hard copy notices delivered by a messenger on behalf of any organisation e.g. newspaper publisher, the messenger will be referred back to the sender as the submission does not adhere to the submission rules.

**QUOTATIONS**

13. Quotations are valid until the next tariff change.
  - 13.1. **Take note:** **GPW**'s annual tariff increase takes place on **1 April** therefore any quotations issued, accepted and submitted for publication up to **31 March** will keep the old tariff. For notices to be published from 1 April, a quotation must be obtained from **GPW** with the new tariffs. Where a tariff increase is implemented during the year, **GPW** endeavours to provide customers with 30 days' notice of such changes.
14. Each quotation has a unique number.
15. Form Content notices must be emailed to the *eGazette* Contact Centre for a quotation.
  - 15.1. The *Adobe* form supplied is uploaded by the Contact Centre Agent and the system automatically calculates the cost of your notice based on the layout/format of the content supplied.
  - 15.2. It is critical that these *Adobe* Forms are completed correctly and adhere to the guidelines as stipulated by **GPW**.
16. **APPLICABLE ONLY TO GPW ACCOUNT HOLDERS:**
  - 16.1. **GPW** Account Customers must provide a valid **GPW** account number to obtain a quotation.
  - 16.2. Accounts for **GPW** account customers **must** be active with sufficient credit to transact with **GPW** to submit notices.
    - 16.2.1. If you are unsure about or need to resolve the status of your account, please contact the **GPW** Finance Department prior to submitting your notices. (If the account status is not resolved prior to submission of your notice, the notice will be failed during the process).
17. **APPLICABLE ONLY TO CASH CUSTOMERS:**
  - 17.1. Cash customers doing **bulk payments** must use a **single email address** in order to use the **same proof of payment** for submitting multiple notices.
18. The responsibility lies with you, the customer, to ensure that the payment made for your notice(s) to be published is sufficient to cover the cost of the notice(s).
19. Each quotation will be associated with one proof of payment / purchase order / cash receipt.
  - 19.1. This means that **the quotation number can only be used once to make a payment.**

**GOVERNMENT PRINTING WORKS - BUSINESS RULES****COPY (SEPARATE NOTICE CONTENT DOCUMENT)**

20. Where the copy is part of a separate attachment document for Z95, Z95Prov and TForm03
- 20.1. Copy of notices must be supplied in a separate document and may not constitute part of any covering letter, purchase order, proof of payment or other attached documents.
- The content document should contain only one notice. (You may include the different translations of the same notice in the same document).
- 20.2. The notice should be set on an A4 page, with margins and fonts set as follows:
- Page size = A4 Portrait with page margins: Top = 40mm, LH/RH = 16mm, Bottom = 40mm;  
Use font size: Arial or Helvetica 10pt with 11pt line spacing;
- Page size = A4 Landscape with page margins: Top = 16mm, LH/RH = 40mm, Bottom = 16mm;  
Use font size: Arial or Helvetica 10pt with 11pt line spacing;

**CANCELLATIONS**

21. Cancellation of notice submissions are accepted by **GPW** according to the deadlines stated in the table above in point 2. Non-compliance to these deadlines will result in your request being failed. Please pay special attention to the different deadlines for each gazette. Please note that any notices cancelled after the cancellation deadline will be published and charged at full cost.
22. Requests for cancellation must be sent by the original sender of the notice and must be accompanied by the relevant notice reference number (N-) in the email body.

**AMENDMENTS TO NOTICES**

23. With effect from 01 October 2015, **GPW** will not longer accept amendments to notices. The cancellation process will need to be followed according to the deadline and a new notice submitted thereafter for the next available publication date.

**REJECTIONS**

24. All notices not meeting the submission rules will be rejected to the customer to be corrected and resubmitted. Assistance will be available through the Contact Centre should help be required when completing the forms. (012-748 6200 or email [info.egazette@gpw.gov.za](mailto:info.egazette@gpw.gov.za)). Reasons for rejections include the following:
- 24.1. Incorrectly completed forms and notices submitted in the wrong format, will be rejected.
- 24.2. Any notice submissions not on the correct *Adobe* electronic form, will be rejected.
- 24.3. Any notice submissions not accompanied by the proof of payment / purchase order will be rejected and the notice will not be processed.
- 24.4. Any submissions or re-submissions that miss the submission cut-off times will be rejected to the customer. The Notice needs to be re-submitted with a new publication date.

**GOVERNMENT PRINTING WORKS - BUSINESS RULES****APPROVAL OF NOTICES**

25. Any notices other than legal notices are subject to the approval of the Government Printer, who may refuse acceptance or further publication of any notice.
26. No amendments will be accepted in respect to separate notice content that was sent with a Z95 or Z95Prov notice submissions. The copy of notice in layout format (previously known as proof-out) is only provided where requested, for Advertiser to see the notice in final Gazette layout. Should they find that the information submitted was incorrect, they should request for a notice cancellation and resubmit the corrected notice, subject to standard submission deadlines. The cancellation is also subject to the stages in the publishing process, i.e. If cancellation is received when production (printing process) has commenced, then the notice cannot be cancelled.

**GOVERNMENT PRINTER INDEMNIFIED AGAINST LIABILITY**

27. The Government Printer will assume no liability in respect of—
  - 27.1. any delay in the publication of a notice or publication of such notice on any date other than that stipulated by the advertiser;
  - 27.2. erroneous classification of a notice, or the placement of such notice in any section or under any heading other than the section or heading stipulated by the advertiser;
  - 27.3. any editing, revision, omission, typographical errors or errors resulting from faint or indistinct copy.

**LIABILITY OF ADVERTISER**

28. Advertisers will be held liable for any compensation and costs arising from any action which may be instituted against the Government Printer in consequence of the publication of any notice.

**CUSTOMER INQUIRIES**

Many of our customers request immediate feedback/confirmation of notice placement in the gazette from our Contact Centre once they have submitted their notice – While **GPW** deems it one of their highest priorities and responsibilities to provide customers with this requested feedback and the best service at all times, we are only able to do so once we have started processing your notice submission.

**GPW** has a 2-working day turnaround time for processing notices received according to the business rules and deadline submissions.

Please keep this in mind when making inquiries about your notice submission at the Contact Centre.

29. Requests for information, quotations and inquiries must be sent to the Contact Centre **ONLY**.
30. Requests for Quotations (RFQs) should be received by the Contact Centre at least **2 working days** before the submission deadline for that specific publication.

## GOVERNMENT PRINTING WORKS - BUSINESS RULES

### PAYMENT OF COST

31. The Request for Quotation for placement of the notice should be sent to the Gazette Contact Centre as indicated above, prior to submission of notice for advertising.
32. Payment should then be made, or Purchase Order prepared based on the received quotation, prior to the submission of the notice for advertising as these documents i.e. proof of payment or Purchase order will be required as part of the notice submission, as indicated earlier.
33. Every proof of payment must have a valid **GPW** quotation number as a reference on the proof of payment document.
34. Where there is any doubt about the cost of publication of a notice, and in the case of copy, an enquiry, accompanied by the relevant copy, should be addressed to the Gazette Contact Centre, **Government Printing Works**, Private Bag X85, Pretoria, 0001 email: [info.egazette@gpw.gov.za](mailto:info.egazette@gpw.gov.za) before publication.
35. Overpayment resulting from miscalculation on the part of the advertiser of the cost of publication of a notice will not be refunded, unless the advertiser furnishes adequate reasons why such miscalculation occurred. In the event of underpayments, the difference will be recovered from the advertiser, and future notice(s) will not be published until such time as the full cost of such publication has been duly paid in cash or electronic funds transfer into the **Government Printing Works** banking account.
36. In the event of a notice being cancelled, a refund will be made only if no cost regarding the placing of the notice has been incurred by the **Government Printing Works**.
37. The **Government Printing Works** reserves the right to levy an additional charge in cases where notices, the cost of which has been calculated in accordance with the List of Fixed Tariff Rates, are subsequently found to be excessively lengthy or to contain overmuch or complicated tabulation.

### PROOF OF PUBLICATION

38. Copies of any of the *Government Gazette* or *Provincial Gazette* can be downloaded from the **Government Printing Works** website [www.gpwnonline.co.za](http://www.gpwnonline.co.za) free of charge, should a proof of publication be required.
39. Printed copies may be ordered from the Publications department at the ruling price. The **Government Printing Works** will assume no liability for any failure to post or for any delay in despatching of such *Government Gazette(s)*

## GOVERNMENT PRINTING WORKS CONTACT INFORMATION

#### Physical Address:

**Government Printing Works**

149 Bosman Street

Pretoria

#### Postal Address:

Private Bag X85

Pretoria

0001

#### GPW Banking Details:

**Bank:** ABSA Bosman Street

**Account No.:** 405 7114 016

**Branch Code:** 632-005

**For Gazette and Notice submissions:** Gazette Submissions:

**For queries and quotations, contact:** Gazette Contact Centre:

**E-mail:** [submit.egazette@gpw.gov.za](mailto:submit.egazette@gpw.gov.za)

**E-mail:** [info.egazette@gpw.gov.za](mailto:info.egazette@gpw.gov.za)

**Tel:** 012-748 6200

**Contact person for subscribers:** Mrs M. Toka:

**E-mail:** [subscriptions@gpw.gov.za](mailto:subscriptions@gpw.gov.za)

**Tel:** 012-748-6066 / 6060 / 6058

**Fax:** 012-323-9574

**GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS****DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT**

NO. 2490

16 September 2022

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

**REVOCATION OF APPOINTMENT AS ASSIGNEES: (1) IMPUMELELO  
AGRIBUSINESS SOLUTIONS (PTY) LTD, AND (2) NEJAHMOGUL TECHNOLOGIES  
AND AGRIC SERVICES (PTY) LTD**

It is hereby made known for general information that the Minister of Agriculture, Land Reform and Rural Development has under section 2(3) of the Agricultural Product Standards Act, 1990 (Act No.119 of 1990), revoked the appointment of the following two assignees for the purpose of the application of sections 3(1) (a) and (b), 3A (1), 4A (1) (a), 7 and 8 of the said Act with regard to the below-mentioned regulated products and with effect from the respective dates as indicated below:

<b>Name of Assignee</b>	<b>Products</b>	<b>Date of revocation</b>
<b>Impumelelo Agribusiness Solutions (Pty) Ltd</b>	Regulated processed products (fruit juices and drinks, frozen fruit and vegetables, jam, jelly & marmalade, rooibos, honey, table olives, fat spreads, mayonnaise & salad dressings and vinegar) and canned processed products (canned pasta, canned mushrooms, canned fruit and canned vegetables) as well as any other processed products and canned processed products for which regulations may be promulgated.	07 September 2022
<b>Nejahmogul Technologies and Agric Services (Pty) Ltd</b>	Regulated dairy and related products (dairy and imitation dairy products and edible ices)	25 August 2022

**BILLY MALOSE MAKHAFOLA**  
**Executive Officer: Agricultural Product Standards**

## DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NO. 2491

16 September 2022

**AGRICULTURAL PRODUCT STANDARDS ACT, 1990  
(ACT No. 119 OF 1990)****INVITATION FOR THE PUBLIC TO COMMENT ON REGULATIONS RELATING TO  
THE QUALITY, GRADING, PACKING AND MARKING OF TOMATOES INTENDED  
FOR SALE IN THE REPUBLIC OF SOUTH AFRICA**

I, Angela Thoko Didiza, Minister of Agriculture, Land Reform and Rural Development, acting under section 15 of the Agricultural Product Standards Act, 1990 (Act No. 119 of 1990) hereby publish the attached Regulations relating to the quality, grading, packing and marking of tomatoes intended for sale in the Republic of South Africa.

Interested parties are invited to submit written comments within (5) five weeks from the date of publication of this Notice to the following address:

Executive Officer: Agricultural Product Standards  
Department of Agriculture, Land Reform and Rural Development  
Private Bag X343,  
Pretoria,  
0001,  
30 Hamilton Street, Harvest House Building, Room 152

Tel. no. 012 319 6291 or 6171 Fax no. 012 319 6265

Email: [CarolineL@dalrrd.gov.za](mailto:CarolineL@dalrrd.gov.za) or [VictorMa@dalrrd.gov.za](mailto:VictorMa@dalrrd.gov.za)

The Regulations may be obtained from the Department's website at the following link <http://www.dalrrd.gov.za/Branches/Agricultural-Production-Health-Food-Safety/Food-Safety-Quality-Assurance/Draft-Legislation-for-Comments> or can be sent through electronic mail or posted by mail to any person upon request.



MRS AT DIDIZA, MP

MINISTER FOR AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT



## DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NO. 2492

16 September 2022

AMENDING GOVERNMENT NOTICE NO: 14 OF 2016 IN THE GOVERNMENT GAZETTE NO: 39679 DATED THE 12<sup>th</sup> FEBRUARY 2016

AMENDMENT NOTICE INTERMS OF SECTION 11A (4) OF THE RESTITUTION OF LAND RIGHTS ACT 1994 [ACT 22 OF 1994] AS AMENDED.

Notice is hereby given in terms of Section 11A (4) of the Restitution of the Land Rights Act 1994 [Act 22 of 1994] as amended, that the Commissioner for Restitution of Land Rights is amending the said Gazette Notice because the Remaining Extent of Portion 1 of the Farm Roodewal 570 KT was erroneously Omitted.

Particulars of the Claimants	Identity Number	KRP's
Mr Kgethanu Titus Mogane (on behalf of Ngwaritsi Community)	2603265246081	<ul style="list-style-type: none"> <li>• 771</li> <li>• 1511</li> <li>• 1528</li> <li>• 1529</li> </ul>

## PARTICULARS OF THE PROPERTIES

## 1. HEBRON 570 KT

of Property	Owner of Property	Title Deed Number	Extent of Property	Bonds	Bond Holder	Other Endorsements
The Remaining Extent of the farm 540 KT	Republic of South Africa	T6809/1933	2586.8323 ha	None	None	1-1961/2016C

## 2. VADERLANDS WILGEBOOM 538 KT

Description of Property	Owner of Property	Title Deed Number	Extent of Property	Bonds	Bond Holder	Other Endorsements
Remaining Extent of the farm 538 KT	Republic of South Africa	T33127/2002	1372.1971 ha	None	None	1-11934/1996C-T9743 1-1961/2016C
Portion 1	Republic of South Africa	T33127/2002	848.8846 ha	None	None	1-11934/1996C-T10426

## 3. KLEINFONTEIN 571 KT

Description of Property	Owner of Property	Title Deed Number	Extent of Property	Bonds	Bond Holder	Other Endorsements
Remaining Extent of the farm 571 KT	Republic of South Africa	T33127/2002	785.4078 ha	None	None	1-11934/1996C-T6725/33 1-11934/1996C-T6953/33
Portion 1	Republic of South Africa	T33127/2002	392.7039 ha	None	None	




Portion 2	Republic of South Africa	T33127/2002	666.1941 ha	None	None	I-11934/1996C-T6808/33
Portion 3	Republic of South Africa	T33127/2002	785.3900 ha	None	None	I-11934/1996C-T7042/33

#### 4. ROODEWAL 570 KT

Description of Property	Owner of Property	Title Deed Number	Extent of Property	Bonds	Bond Holder	Other Endorsements
Remaining Extent of the farm 570 KT	Republic of South Africa	T33127/2002	696.2163 ha	None	None	I-1961/2016C
The Remaining Extent of Portion 1	M T O Forestry Pty Ltd	T804/2015	696.2163 ha	B258/2015 B3166/2016	Standard Bank of South Africa Standard Bank of South Africa	I-11934/1996C-T7043/33 None
Portion 2	Republic of South Africa	T33127/2002	696.2163 ha	None	None	I-11934/1996C-T315/34
Portion 3	Republic of South Africa	T33127/2002	345.7395 ha	None	None	I-11934/1996C-T6807/33
Portion 4	Republic of South Africa	T33127/2002	207.4432 ha	None	None	I-11934/1996C-T6954/33
Portion 5	Republic of South Africa	T33127/2002	424.1685 ha	None	None	I-11934/1996C-T6726/33

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

Commissioner for Restitution of Land Rights  
Private Bag X 11330  
Nelspruit  
1200  
TEL NO: 013 756 6000  
FAX NO: 013 752 3859

  
MR. L. H. NTSUTHA  
REGIONAL LAND CLAIMS COMMISSIONER  
DATE: 20/09/21

## DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NO. 2493

16 September 2022

## 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. Louis Mbutini Mbonani [ID No. 550217 5665 089] on behalf of the Mbonani Family on the property mentioned hereunder situated in The City of Mbombela, Ehlanzeni District in the Mpumalanga Province: [KRP: 6314]

## CURRENT PARTICULARS OF THE PROPERTY

## LANGESPRUIT 22 JU

Description of property	Owner of Property	Title Deed Number	Extent of Property	Bonds	Bond Holder	Other Endorsements
Portion 22	Running Waters Eiendomme CC [CK89/17188/23]	[T80613/1989]	4.1162H	None	None	None
Portion 26	Fruit Farm Group South Africa PTY Ltd [195200284507]	[T1058/2010]	51.5746H	None	None	None

The affected hectares on portions 22 and 26 of the farm Langespruit 22 JU measures 55.6908ha in total extent of the claimed land.

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. Louis Mbutini Mbonani [ID No. 550217 5665 089]** on behalf of the **Mbonani Family** on the property mentioned hereunder situated in **The City of Mbombela, Ehlanzeni District in the Mpumalanga Province: [KRP: 6314]**

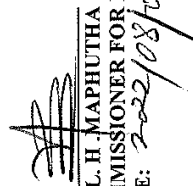
The Regional Land Claims Commissioner, Mpumalanga Province will investigate all the claims in terms of the provisions of the Act, any party interested in the above mentioned property is hereby invited to submit within 30 [Thirty days] from the date of publication of this notice to submit any comments,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

**Commissioner for Restitution of Land Rights**

Private Bag X 11330  
Nelspruit  
1200

Or

30 Samora Machel Drive  
Restitution House  
Nelspruit  
1200  
TEL NO: 013 756 6000  
FAX NO: 013 752 3859

  
**MR. L. H. MAPHUTHA**  
**COMMISSIONER FOR RESTITUTION OF LAND RIGHTS**  
DATE: 2022/08/02

## DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NO. 2494

16 September 2022

AMENDING GOVERNMENT NOTICE NO: 983 OF 2005 IN THE GOVERNMENT GAZETTE NO: 27712 DATED 01 JULY 2005  
 AMENDMENT NOTICE INTERMS OF SECTION 11A {} OF THE RESTITUTION OF LAND RIGHTS ACT 1994 [ACT 22 OF 1994] AS AMENDED.

Notice is hereby given in terms of Section 11A [4] of the Restitution of the Land Rights Act 1994 [Act 22 of 1994] as amended, that the Commissioner for Restitution of Land Rights is amending the said Gazette Notice due to the fact that the Bembe family was erroneously omitted in the said gazette and also to include KRP No.1934 under mentioned claimant, hereunder situated in Mkhondo Local Municipality under Gert Sibande District in the Mpumalanga Province. As Follows

Name of Claimant	ID No	KRP
Mr Dingindawo Zebulon Bembe	280101 6186 081	I311 & 1934

CURRENT PARTICULARS OF THE PROPERTY  
DUITSCHLAND 27 HT

Description of property	Owner of Property	Title Deed Number	Extent of Property	Bonds	Bond Holder	Other Endorsements
The Remaining Extent of the Farm 27 HT	Amangcamane Communal Prop Assoc {20071060}	T577/2008	178.4645 ha	None	None	<ul style="list-style-type: none"> <li>K595/1986RM In favour of Joubert Jozua Adrian</li> <li>VA261/2008 In favour of Bosspruit Ondernemings Pty Ltd</li> </ul>
Portion 1	<ul style="list-style-type: none"> <li>National Government of the Republic of South Africa</li> </ul>	T13299/2008	37.4300 ha	None	None	None
The Remaining Extent of Portion 2	<ul style="list-style-type: none"> <li>Bosspruit Ondernemings Pty Ltd {196901605207}</li> <li>Amangcamane Communal Prop Assoc {20071060}</li> </ul>	T45035/1986  T577/2008	385.6311 ha	None	None	<ul style="list-style-type: none"> <li>K3376/1986RM</li> <li>K3477/1986RM</li> </ul>
Portion 3	National Government of the Republic of South Africa	T13299/2008	4.3730 ha	None	None	None
Portion 4	National Government of the Republic of South Africa	T13299/2008	233.8574 ha	None	None	None
Portion 5	National Government of the Republic of South Africa	T15584/2015	276.6905 ha	None	None	VA2250/2015 In favour of Republiek Van Suid- Afrika

AMENDING GOVERNMENT NOTICE NO: 983 OF 2005 IN THE GOVERNMENT GAZETTE NO: 27712 DATED 01 JULY 2005

AMENDMENT NOTICE INTERMS OF SECTION 11A {4} OF THE RESTITUTION OF LAND RIGHTS ACT 1994 [ACT 22 OF 1994] AS AMENDED.

Notice is hereby given in terms of Section 11A {4} of the Restitution of the Land Rights Act 1994 [Act 22 of 1994] as amended, that the Commissioner for Restitution of Land Rights is amending the said Gazette Notice due to the fact that the Bembe family was erroneously omitted in the said gazette and also to include KRP No.1934 under mentioned claimant-, hereunder situated in Mkhondo Local Municipality under Gert Sibande District in the Mpumalanga Province. As Follows

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 X 11330

Nelspruit

1200

or 30 Samora Machel Drive

Restitution House

Nelspruit

1200



MR. L. H. MAPHUTHA

COMMISSIONER FOR RESTITUTION OF LAND RIGHTS

DATE:

06/01/2022

(A)

## DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NO. 2495

16 September 2022

## 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 Keletsha William Ndlovu [I.D No: 520527 5416 089] on behalf of the Matsane Community on the property mentioned here situated in Thaba Chwen Local Municipality under Ehlanzeni District Municipality in the Mpumalanga Province: [KRP: 2048]

## CURRENT PARTICULARS OF THE PROPERTIES

## DOORKOP 61 JT

Description of Property	Owner of Property	Title Deed Number	Extent of Property	Bonds	Bond Holder	Other Endorsements
Portion 2	Veximode Inv Pty Ltd [200902391507]	T4234/2010	603.6766ha	B1738/2010	Absa Bank Ltd	None
Portion 7	Veximode Inv Pty Ltd [200902391507]	T4234/2010	226.3785ha	B1738/2010	Absa Bank Ltd	K3111/1989 in favour of Steenkamp David Josephus

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

Commissioner for Restitution of Land Rights

Private Bag X 11330

Nelspruit

1200

TEL NO: 013 756 6000

FAX NO: 013 752 3859

  
MR. L. H. MAPHUTHA

REGIONAL LAND CLAIMS COMMISSIONER

DATE: 2022/06/10

## DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NO. 2496

16 September 2022

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

Notice is hereby given in terms of Section 11[1] of the Restitution of the Land Rights Act 1994 [Act 22 of 1994] as amended, that a land claim for Restitution of Land Rights has been lodged by the late Ms. Nkomeni Ella Mkhonto, ID No: 290710 0209 083 on behalf of the Mkhonto family on the following property mentioned hereunder situated under Albert Luthuli Local Municipality, Gert Sibande District Municipality in Mpumalanga Province: KRP 5296

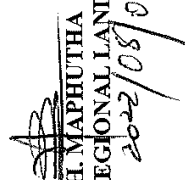
## DIEPGEZET 388 JU

Description of property	Owner of Property	Title Deed Number	Extent of Property	Bonds	Bond Holder	Other Endorsements
Remaining Extent of the farm Diepgezet 388 JU	National Government of the Republic of South Africa	T8820/1975	2321.7849 hectares (the land claim affects 20 ha)	None	None	VA825/2010 in favour of Kangwane Government

NB: The total hectares affected by the land claim is 20 ha of 2321.7849 ha

The Regional Land Claims Commissioner, Mpumalanga Province will investigate all the claims in terms of the provisions of the Act, any party interested in the above-mentioned property is hereby invited to submit within 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  
30 Samora Machel Drive  
Nelspruit, 1200  
Tel No: 013 756 6000  
Fax No: 013 752 3859

  
MR L.H. MAPHUTHA  
THE REGIONAL LAND CLAIMS COMMISSIONER, SA  
DATE: 2022/08/02

## DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NO. 2497

16 September 2022

**LAND REFORM: LABOUR TENANTS ACT NO.3 OF 1996**

Notice is hereby given, in terms of Section 17 (2) (c) of the Land Reform (Labour Tenants) Act, 1996 (Act No 3 of 1996) ("the LTA"), that applications for acquisition of land or rights in land were lodged with the Director General of the erstwhile Department of Land Affairs by the applicants, and in respect of the property, described in the Schedule.

Any party who may have an interest in the applications appearing in the Schedule is hereby invited to make written representations to the Director General, within 30 days from the publication of this Notice. The representations must be forwarded to:

The Director General  
c/o Director: Tenure Reform Implementation  
Department of Agriculture, Land Reform and Rural Development  
PSSC: KZN  
188 Hoossen Haffeejee  
Pietermaritzburg  
3200  
Tel (033) 355 4300,  
Email: jomo.ntuli@drdlr.gov.za  
File Reference: **See attachment**

**SIGNED BY: MR. J NTULI****DIRECTOR: TENURE REFORM IMPLEMENTATIONS  
DULY AUTHORISED****FOR DIRECTOR- GENERAL: DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT**

1.	Gorton	Ms. Babhekile Jama	540223 0214 085	Ptn 1 of the farm Murchison No.2063, ET	Harry Gwala	T18329/2 017	Gorton Land Trust	B11242/2017 FirstRand Bank Limited
		Mr. Clement Sele	490621 5697 081					



ADMIN DETAILS		DETAILS OF THE APPLICANTS		DETAILS OF THE PROPERTY			
No.	File No / Reference	Name and Surname	Identity Number	Property Description	Locality (District)	Current Title Deed No	Bonds and Restrictive Conditions (Interdicts)
2.	Ringstead	Mr. Dennis Z. Ms. Victoria P. Mvubu Associate: Ms. Nosipho Mvubu Ms. Gladys B Mvubu Mr. Thuboyi S Mtnambo Associate: Ms. Nelisiwe Mntambo Mr. Michael T. Ntshiza Mr. Ndivi P. Memela Associate: Ms. Nonhlanhla Memela	330129 0212 082 950303 0723 088 770913 0119 083 530220 5746 089 861105 0303 086 631215 5906 087 501110 0524 083 821229 0358 087	Lot FP of farm Ringstead No. 9526, FS	Harry Gwala	T7080/19 74	N/A
3.	GlenLea	Mr. Losi Z. Mbanjwa Associates: Mr. Patrick Xolani Mbanjwa Mr. Mfundisi Emmanuel Mbatha	400505 5228 083 710324 5684 084 620105 6108 085	Lot FP 96 of Glenlea Farm No. 8414, FS	Harry Gwala	T39736/2 013	FirstRand Bank Limited
4.	Centenary	Mr. Kwazikwakhe Petrus Shabalala Associate: Ms. Elihle Majozi Mr. Phathokwakhe B. Dlamini Associates: Mr. Sibongiseni Nicholas Jili	731010 6635 085 731225 6398 084 780808 5802 089	FP 194 B of Centenary Farm No. 8304, FS	Harry Gwala	T15982/2 018	N/A

ADMIN DETAILS		DETAILS OF THE APPLICANTS		DETAILS OF THE PROPERTY			
No.	File No / Reference	Name and Surname	Identity Number	Property Description	Locality (District)	Current Title Deed No	Bonds and Restrictive Conditions (Interdicts)
5.	Glengariff	Ms. Zanele Ncobeni	541009 0715 083				
		Associate: Mr. Jimson Ncobeni	510717 5311 081				
		Ms. Pholoni Paulina Mbanjwa	731010 6635 085				
		Associate: Ms. Thobile Mzolo	881027 1179 081				
		Ms. Shonisile Ntombi Dlamini	550721 0798 087				
6.	Bush hill	Mr. Mhlanganyelwa Reuben Shezi	310101 6042 080				
		Associates: Mr. Mlungisi Shezi					
		Ms. Viola Camangile Shezi	420521 0291 085				
		Ms. Bayekile Priscilla Mzolo	650808 0767 086				
		Associate: Ms. Bukisile Viola Mzolo	700202 1654 081				
		Mr. Mzanywa Beatus Mzolo	540204 5573 089				
		Mr. Thanda Alex Shezi	470105 5545 080				
		Associate: Ms. Utah Buyaphi, Shezi	470516 0431 086				
		Mr. Thulani Richard Biyase	580322 5296 088				
		Associates: Mr. Bongani Biyase	610309 5302 085				
				Lot FP 205 Glengariff Farm No. 7961, FS	Harry Gwala	T4890/19 73	Quathlamba pty ltd  FirstRand Bank Limited
				PTN 0 of the farm Bush Hill No.4480, ET	Harry Gwala	T27483/2 011	Herdstown Trust - Trustees  B19584/2011 FirstRand Bank Limited

ADMIN DETAILS		DETAILS OF THE APPLICANTS		DETAILS OF THE PROPERTY			
No.	File No / Reference	Name and Surname	Identity Number	Property Description	Locality (District)	Current Title Deed No	Bonds and Restrictive Conditions (Interdicts)
7.	The Rock	Ms. Kunto Protasia Shezi Mr. Mzikayifani Masophotha Shezi Associates: Mr. Mnyamezeli Shezi Ms. Catherine Busisiwe Shezi Mr. Nkosinathi Sizwe Ms. Gugu Nobuhle Shezi	450815 0312 088 260219 5156 089 650604 5273 083 661018 0634 081 950502 5314 088 960827 0195 085	Ptn 0 of Lot FP 108 of the farm The Rock No. 8563	Harry Gwala	T46723/1 999	B4182/2009 Standard Bank Of South Africa Ltd
8.	Castledene	Mr. Mabiga Cornelius Khumalo Associate: Mr. Alfons Bhekindawo Khumalo Ms. Jalinani Elizabeth Khumalo Mr. January Mikion Ngcobo Associates: Ms. Collina Ngcobo Mr John Alfred Dumakude Associate: Mr Siyabonga Emmanuel Dumakude Mr. Bhorolo Dlangisa Ms Phumzile Mecrina Shezi Ms Bakhulisile Mtu Shoba	370201 5323 080 380205 0257 084 580702 5253 082 520523 5531 084 901125 6061 084 430424 5228 087 560317 0337 089 450505 0307 083	Lot FP 195B of the farm Castledene No. 8396	Harry Gwala		
No.	File No / Reference	Name and Surname	Identity Number	Property Description	Locality (District)	Current Title Deed No	Bonds and Restrictive Conditions

ADMIN DETAILS		DETAILS OF THE APPLICANTS		DETAILS OF THE PROPERTY			
No.	File No / Reference	Name and Surname	Identity Number	Property Description	Locality (District)	Current Title Deed No	Bonds and Restrictive Conditions (Interdicts)
9.	Good Hope	Mr. Ganani Zuma Mr. Toshi Ngcobo Ms. Helziphi Dlamini Mr. Dunisani Mboni Ms Pheteni Mtolo Associates: Mr. Lungisane. Reginald Mtolo Geza Dlamini Delisile.P. Zondi Winephi Biyase Mseko Biyase	390519 5290 082 290519 5290 082 290130 0097 083 600721 5577 080 660502 0566 089 840706 6104 083 Unknown Unknown Unknown Unknown	Portion 1 of the farm Goodhope No. 16278	Harry Gwala	T790/2014	(Interdicts) ABSA Bank Limited
10.	Ellerslie	Mr. Msayinelwa D. Nzimande Associate: Mr. Sphamandla Nzimande Mr. Robert Ngcobo Associate: Ms. Thenjiwe Ngcobo Mr. Michion Zikode Mr. Khewana Michion Mazeka	660402 5779 086 890111 6282 081 600628 5540 085 781106 5286 083 580809 5924 081	Ptn 2 of the farm Ellerslie No. 7756, FS	Harry Gwala	T21503/2015	B11609/2017 Standard Bank of South Africa LTD

ADMIN DETAILS		DETAILS OF THE APPLICANTS		DETAILS OF THE PROPERTY				
No.	File No / Reference	Name and Surname	Identity Number	Property Description	Locality (District)	Current Title Deed No	Current Owner	Bonds and Restrictive Conditions (Interdicts)
11.	Splashy Fen	Mr. Mnukeni R. Nzimande Associate: Mr. Nkululeko Nzimande Ms. Catherine Nzimande	630705 5298 080  880606 2364 081 600122 0578 084	Splashy Fan Farm No. 15472, FS	Harry Gwala	T13704/2 019	Huyssteen Stephanus John Van	K146/1989S
		Associate: Ms. Thandekile Theresa Ms. Kate Nomasonto Songoni Associate: Mr. Mthokozisi Songoni Mr. Jele Mkhize Associate: Mr. Khethukuthula N.	590227 5322 081 630607 0805 085 500807 0235 088  471207 5301 081 790704 5420 089					
12.	Goxhill	Mr. Solomon Gerald, Mnguni Associates: Mr. Michael Mnguni Mr. Thabo Vitus Mndaweni Associates: Mr. Thabo Mndaweni Ms. Nana Gloria, Shabalala Mr. Gugulethu Allen, Majozi Mr. Nikho Agrippa, Dlamini	400729 5342 084  770128 5304 081 591129 5274 080  740715 6020 083 621108 0656 082 630205 5831 089 530810 5481 081	Goxhill Farm No. 15871, FS	Harry Gwala	T24069/2 005	Goxhill Farm PTY LTD	Nedbank Limited

ADMIN DETAILS		DETAILS OF THE APPLICANTS		DETAILS OF THE PROPERTY				
No.	File No / Reference	Name and Surname	Identity Number	Property Description	Locality (District)	Current Title Deed No	Current Owner	Bonds and Restrictive Conditions (Interdicts)
		Associates: Mr. Sipho Reginald Dlamini	791016 5326 086					
13.	Riversdale	Ms. Madlala Sylvia Khalo  Associates: Ms. Princess Zamile Gcume Mr. Xolani Madlala Ms. Nomvelo Madlala	640503 0270 081  801108 0286 080	Ptn 13 of the farm Riversdale Farm No. 11287, FS	Harry Gwala	T10468/2 010	Barrowdale Family Trust - Trustees	B6702/2010 Scott Rosemary Lynne
14.	Stoney Hall	Mr. Mhambi Sweetmilk Sosibo  Associates: Mr. Mthomubi Fliston Sosibo Ms. Nombuso Annamaria Sosibo Ms. Snethemba Slindile Sosibo	310701 5298 086  551110 5660 089	Ptn 4 of Stoney Hall No.2, Farm No. 8961, FS	Harry Gwala	T531/198 6	Mackay Cynil John	I – 12861/2000C 3847/2000
15.	Lynton	Mr. Hlabeyakhe Raphael Mkhize Mr. Mala Petros Mkhize	630315 5944 087 580102 5990 082	Lot FP 377 of Lynton Farm No. 10934	Harry Gwala	T35088/2 007	RG Trust- Trustees	B18523/2015 ABSA Bank Limited

## DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NO. 2498

16 September 2022

**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/51/797/2100/70

CLAIMANT : **Phillip Sicelo August**  
(On behalf of the late **Mieta Pieterse**)

PROPERTY DESCRIPTION : Erf 777, Salisbury Park in Port Elizabeth, currently consolidated to Erf 1758, Nelson Mandela Metropolitan Municipality in the Eastern Cape Province

EXTENT OF LAND : 495 sqm

TITLE DEED : T11257/1934 CTN

DATE CLAIM SUBMITTED : 24/02/1997

CURRENT OWNER : Nelson Mandela Metropolitan Municipality

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 Agriculture, Land Reform and Rural Development**  
**PO Box 1375**  
**East London**  
**5200**  
**Tel : 043 700 6000, Fax : 043 743 3687**



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

28-07-2022

## DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NO. 2499

16 September 2022

**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 : 6/2/2/D/86/0/0/2

CLAIMANT : Harvey Xolani Qali  
(On behalf of Zwartwater Community)

PROPERTY DESCRIPTION : Zwartwater Villange no.6, Queenstown, Chris  
Hani District in the Eastern Cape Province

EXTENT OF LAND : 7568 Hectares

TITLE DEED :

DATE CLAIM SUBMITTED : 27/02/1997

CURRENT OWNER : Department of Agriculture, Land Reform and Rural  
Development

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 Agriculture, Land Reform and Rural Development**  
**PO Box 1375**  
**East London**  
**5200**  
**Tel : 043 700 6000, Fax : 043 743 3687**



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



**DEPARTMENT OF EMPLOYMENT AND LABOUR**

**NO. 2500**

**16 September 2022**

**CODE OF PRACTICE FOR LIFTS INSIDE WIND TURBINE**

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### Background

The Department has witnessed significant increase in the installation of electricity generating wind turbines in areas of the Northern, Eastern and Western Cape regions. Lifts are being installed inside these wind turbine towers for the transportation of maintenance personnel to the top station of these towers.

There is currently no standard for these specific lifts, however, the International Organisation for Standards (ISO) is in the process to develop a standard in this regard.

We must therefore urgently address the need for a code of practice that will supply guidance for the safe installation, maintenance, and inspection of these lifts.

This document has been compiled in consultation with stakeholders and industry representatives for this purpose.

### Introduction

This code of practice is not a technical design manual.

The intent of this document is solely to provide guidance to standardise the installation, operation, and maintenance of lifts installed inside the wind turbine towers.

It additionally seeks to provide guidance with regards to the minimum safety functions and requirements that must be adhered to with respect to lift installations, its operation and maintenance thereof

## 1. Scope

This code of practice gives clarity with regards to the general aspects of safety, construction, erection, operation, maintenance, inspection, and testing of lifts inside a wind turbine tower

## Definitions

“Accredited Authority” means the South African National Accreditation System(SANAS) established by section 3 of the Accreditation for Conformity Assessment, Calibration and Good Laboratory Practice Act,2006(Act of 2006).

“Barricades” means an improvised barrier erected to prevent or delay the movement of opposing force.

“Competent lift mechanic” means a person who-

(a) has completed a learnership or an apprenticeship in the trade of lift mechanic and has been deemed competent by the lift manufacturer; or

(b) has completed an electrical or mechanical trade qualification and has either had at least one year post qualification general practical experience on wind turbine lifts or has been deemed competent by the lift manufacturer; or

(c) has obtained a minimum of a NQF level five electrical or mechanical engineering qualification and has either had at least one year post qualification general practical experience on wind turbine lifts or is deemed competent by the lift manufacturer.

“Competent lift service provider” means a person that employs competent lift mechanics, or a competent lift mechanic who is self-employed and who undertakes to contract with the user of a lift, escalator, passenger conveyor to perform maintenance, examinations, and tests in terms of regulation 7 of the Lift, Escalator and passenger Conveyor Regulations;

“Competent trainer” means a person who is deemed to be competent by the manufacturer to train operators.

“Car guide shoe” means a device that is guiding the car in the vertical travel of the lift shaft.

“Comprehensive report” means a certificate as contemplated in the relevant health and safety standard incorporated in these regulations

“Department” means the Department of Employment and Labour

“GPS” means a Global Positioning System

“Hitch plate” means a plate clamped to the underside of the crosshead and to which the shackles are attached;

“HSE” means a Health and Safety Environment.

“Inspector” means a person designated under section 28 of Occupational Health and Safety Act, 1993 (Act 85 of 1993).

“Inspection service provider” means a person that employs a registered lift inspector who undertakes to contract with the user of a lift to perform inspections and is accredited by the accredited authority;

“Kick plates” Means a protective plate applied to the bottom and top of the car.

“Machine compartment” means the room or space where main driving machinery or controls of the lift, escalator or passenger conveyor are situated.

“PPE” means a Personal Protective Equipment worn in a workplace by employees during operations.

“Pull rope” means a rope that is used to activate or deactivate a switch in the full travel of the lift.

“Registered lift inspector” means a person registered with the Engineering Council of South Africa in terms of the Engineering Profession of South Africa Act, 2000 (Act 46 of 2000);

“the Act” means the Occupational Health and Safety Act, 1993 (Act 85 of 1993);

“well” means any vertical or inclined way in which a lift is operated.

“Rack and pinion type lift” means man lifts or personnel elevators that are designed of linear actuator that comprises a circular gear (the pinion) engaging a linear gear (the rack)

“Winch” means a lifting device consisting of a rope or chain winding round a horizontal rotating drum driven by a motor.

## **2. Scope of Application**

This code of practice applies to the following types of lifts

Rack and pinion type

Winch type

ladder or cable guided

### 3. General

#### 3.a **Design**

All wind turbine tower lifts must have a manufacturing specification specific to the lift installed. The minimum safety requirements to ensure safety of the total installation must be verified. The user will have to provide Department of Labour with a copy of the manufacturer's lift specification.

The hitch plate at the top of the shaft must be designed and certified by the structural engineer.

#### 3.b **Design approval by an Engineer**

A product certificate issued by a notified body, or a certificate signed by the manufacturer's engineer, stating that the total product comprising of all its components is safe to be used for the purpose designed must be submitted the user, whenever an application is made to install any of this type of lift equipment.

All components must comply to manufacturers specification.

Spares replacement must be according to the manufacturer's specification.

#### 3.f **Car**

The lift cars shall be equipped with gates and locking mechanisms, and it shall not be possible to move the cars unless these devices are closed.

The car roofs shall cover the full car size (floor areas of the cars).

The car roof shall have sufficient strength to carry the weight of two persons (100KG each) anywhere on the roof.

Inside the car there shall be a durable notice which indicates the maximum allowable load and number of persons permitted to ride in the car.

A light shall be provided inside the lift car which shall switch on with the opening of the car door/s. This light shall remain on whilst the lift is in use and has occupants.

The lift must be equipped with an emergency light connected to a battery system.

Barricades and kick plates must be fitted on top of the car.

There must be a safe egress from top landing on to a platform that provides walkthrough to the turbine machine compartment. The lift car must be enclosed on all sides.

### **3.g Landing button operation**

Should landing button stations be required, then these stations must be installed separate from the lift car and a button station shall be mounted on the landing floors. The operation shall be of continuous press of the up or down buttons.

### **3.h Maintenance Inspection Control**

Where shaft inspections or repairs require a person to ride on top of the car, inspection controls and an emergency stop button shall be provided on top of the car.

## **4. Shaft**

Shaft lights shall be installed throughout the lift shaft/ hoist way, so spaced as to provide a consistent light intensity of 50 Lux anywhere throughout the shafts.

A safety space must be provided at the bottom of the tower with clear warning signage.

An enclosed landing area with a door shall be provided on each landing.

The landing door locks shall have two contacts in circuit – one to prove the door is closed and one to prove the lock is made.

Triangle dislocking devices shall be provided for all landing doors. Boxes with triangle locks to protect other types of dislocking devices will also be acceptable.

There needs to be a resting means on the ladder with a maximum spacing of 10m apart. If it is a fold out platform a monitor switch must be provided. Escape ladder should be installed at a maximum 1m away from the car. This requirement applies to lifts suspended on ropes.

A pull rope emergency switch system from the top to the bottom of the travel to be present so that should a person be on the ladder at any time and the car starts to move that the pull rope switch system can stop the lift electrically.

The gap between the car and landing platform on step off landing shall not exceed 150mm in horizontal or vertical level.

## 5. Car Guide Ropes

- A mechanical/electrical device must be provided to monitor rope guide shoe and ensure that it is still intact.
- The mechanical/electrical device must ensure that the rope does not come off guide shoe and causing the car to twist.

## 6. Controller

There shall be lockable main switches at the accesses to the machinery spaces.

- There shall be well kept, up to date durable and legible wiring diagrams.
- Controllers shall have two contactors for the main motors – mains + up or mains + down.
- Two independent contacts of the motor contactors shall be in series with the brake coil.
- Three phase installations shall be protected with reverse phase protections.
- All units shall be equipped with top and bottom final limit switches.
- The cars shall be provided with overload devices and signals.
- The car doors shall have gate switches which shall be tamper free and out of reach of the users.
- 220 Volt light and socket outlet circuits shall be protected with earth leakage devices.

## 7. Machinery & Machinery Spaces

- Machinery shall be kept in safe lockable spaces or cabinets.
- There shall be 220 Volt socket outlets in the machinery spaces.
- The lighting in the machinery spaces shall be 200 Lux throughout.
- Overspeed governor and safety gear shall be installed.
- Sheaves for the suspension ropes shall be minimum 25 times the diameter of the suspension rope/s.

## 8. Installation

Installation of these lifts shall be conducted in terms of manufacturers installation manual under supervision of a person considered competent by the manufacturer.

## 9. Maintenance

Maintenance of the lift installation must be conducted by a competent lift service provider.

Every lift must be serviced to the lesser of:

- a) Six monthly intervals



- b) In terms of the Manufacturers trip count indication, provided the visit intervals does not exceed six monthly intervals
- c) As per the manufacturer's maintenance interval specifications not exceeding six monthly intervals: Provided that an inspector may prescribe such examining intervals as he or she may deem necessary.

Should suspension ropes be used, then rope inspections must be conducted in line with the manufacturer's maintenance specification.

Ropes must be inspected, and all inspections recorded:

- a) Six monthly intervals (or as per manufacturers specification but at no longer intervals then 6 months)

Overspeed governor and safety gear system must be inspected, and inspections recorded:

- a) Six monthly intervals (or as per manufacturers specification but at no longer intervals then 6 months)

The competent lift service provider shall ensure that the winch rigging type machine is maintained as per manufactures specification and a valid safe use certificate is available on site

Should a load test be required as per the manufacturers specification then the recording of such test shall be recorded in the record book.

Proof of maintenance signed by the lift mechanic shall be kept on site in the wind tower.

Maintenance recordings must be specific to the type of lift and in accordance with the manufacturer's specification and the requirements of the LEPC regulations.

## 10. Inspection

Inspections prior to use shall be conducted by Operators in line with manufacturer's specification.

### Statutory Inspections

- a. The user shall ensure that each lift is inspected and assessed as follows:  
Commissioning – Manufacturer's Installation or Commissioning report (Annex A) to be completed prior to use by an installer who is deemed competent by the manufacturer.

The report must be available for the life cycle of the lift.

- b. First Inspection –Commissioning report and Comprehensive Report (Annex A and B) shall be completed by an Inspection Service Provider before use.
- c. Periodic Inspection – Comprehensive Report (Annex B specifically for wind tower lifts) shall be completed by an Inspection Service Provider at 24 months intervals.
- d. Other comprehensive report to be conducted as per regulation 6 of the LEPC.

## **11. Personal Protective Equipment**

PPE should be checked that they are within the equipment's lifecycle. The minimum PPE required should be determined by the risk assessment for the specific site.

A functional headlamp needs to be provided inside the lift car.

## **12. Training**

8.1 The user shall ensure that all operators and employees are competent, medically fit and comply with all site HSE requirements. The training must include amongst others:

- a. turbine tower working at heights
- b. turbine tower rescue procedures
- c. confined space training including working at height

8.2 The User shall ensure that all employees, including all people who will be using the lift in the wind tower, shall undergo induction training prior to them being allowed to operate the lift.

## **13. Notices and instruction manual**

A notice shall be displayed on the inside of the lift and on the main landing specifying the maximum rated capacity of the lift for the number of persons as well as the maximum loading.

A copy of the instruction manual, electrical drawings, and the installation layout drawings shall be stored safely in a record holder at a conspicuous place in the wind tower.

Such documents must be available for perusal by an Inspector.

## **14. Communication**

The user shall ensure that a hard-wired intercom system is provided as a means of communication at each wind tower. The intercom needs to be backed up by a battery system. A 5-way system is required

- Inside car

- Top of car
- Bottom landing area
- Top floor landing area
- On site rescue centre

The user shall ensure that the Intercom system is tested monthly and be recorded, such testing records shall be available.

#### **15. Registration of lifts**

The User shall register its wind tower site with the department (define) by submitting one Annex 1 application per site, indicating the number of turbines lifts and in addition the GPS coordinates for each turbine.

#### **17. Record keeping**

A copy of the commissioning, maintenance and inspection reports must be kept in the respective record book holder situated in the wind turbine tower.

Active site visit records shall be kept at the site office or in the wind tower. All people entering the wind tower must be recorded in a register book.

#### **18. Access to wind tower**

Access to the wind tower must be restricted to authorised persons and in accordance with the wind turbine tower company policies.

## DEPARTMENT OF FORESTRY, FISHERIES AND THE ENVIRONMENT

NO. 2501

16 September 2022

## WORLD HERITAGE CONVENTION ACT, 1999 (ACT NO. 49 OF 1999)

**INTENTION TO DECLARE MANAGEMENT AUTHORITIES FOR ROBBEN ISLAND MUSEUM WORLD HERITAGE SITE AND UKHAHLAMBA DRAKENSBERG PARK WORLD HERITAGE SITE, THE SOUTH AFRICAN COMPONENT OF MALOTI-DRAKENSBERG PARK WORLD HERITAGE SITE UNDER THE WORLD HERITAGE CONVENTION ACT, 1999 (ACT NO. 49 OF 1999)**

I, Barbara Dallas Creecy, Minister of Forestry, Fisheries and the Environment, hereby, under section 7, read with section 8 of the World Heritage Convention Act, 1999 (Act No. 49 of 1999), consult on my intention to declare Robben Island Museum Council and KwaZulu-Natal Nature Conservation Board as the Management Authorities for Robben Island Museum World Heritage Site and uKhahlamba Drakensberg Park World Heritage Site, the South African component of Maloti-Drakensberg Park World Heritage Site, respectively.

The Management Authorities shall exercise those powers and duties referred to in sections 13(1), (2) and 15 of the World Heritage Convention Act, 1999 (Act No. 49 of 1999). In order for the Management Authorities to be able to perform their duties, I furthermore declare that sections 33, 35, 36, 37, 39, 40(1) and (2), and 42 of the World Heritage Convention Act, 1999 (Act No. 49 of 1999), shall apply.

Members of the public are invited to submit to the Minister, within 30 days from the date of the publication of this notice in the *Gazette*, written representations on or objections to this notice to any of the following addresses:

By post: The Director-General: Department of Forestry, Fisheries and the Environment  
Attention: Mr Sydney Nkosi  
Private Bag X447  
**PRETORIA**  
0001

By hand at: 473 Steve Biko Street, Arcadia, Pretoria, 0083.

By email: [tntloko@dffe.gov.za](mailto:tntloko@dffe.gov.za) / [nbhengu@dffe.gov.za](mailto:nbhengu@dffe.gov.za)

Any inquiries in connection with the notice can be directed to Ms T Ntloko at Tel.: 012 399 9531.

**Comments received after the closing date may be disregarded**

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

## DEPARTMENT OF HIGHER EDUCATION AND TRAINING

NO. 2502

16 September 2022

## CONTINUING EDUCATION AND TRAINING ACT, 2016

**CALL FOR PUBLIC COMMENTS ON THE DRAFT POLICY ON THE REMUNERATION OF COUNCIL MEMBERS OF PUBLIC TECHNICAL AND VOCATIONAL EDUCATION AND TRAINING COLLEGES IN TERMS OF SECTION 41D OF THE CONTINUING EDUCATION AND TRAINING ACT, 2006 (ACT NO 16 OF 2006)**

I, Bonginkosi Emmanuel Nzimande, MP, Minister of Higher Education, Science and Innovation in accordance with section 41B of the Continuing Education and Training Act, 2006, hereby publish the draft ***POLICY ON THE REMUNERATION OF COUNCIL MEMBERS OF PUBLIC TECHNICAL AND VOCATIONAL EDUCATION AND TRAINING COLLEGES*** for public comment.

The purpose of the policy is to provide a set of uniform guidelines on the remuneration of council members of public colleges. The policy is informed and predicated on the National Treasury Directive on the *Remuneration of various governing bodies, state entities and other institutions*. The policy is applicable to all persons appointed as members of council and council sub-committees appointed in terms of the Continuing Education and Training Act, 16 of 2006.

All persons and organisations are invited to comment on the draft national policy in writing, and direct their comments to – The Director-General, Private Bag X174, Pretoria, 0001 for attention of Mr A Garza, Email: [Garza.A@dhet.gov.za](mailto:Garza.A@dhet.gov.za), Telephone: 012 312 5051/5473.

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

The copy of the draft policy can be downloaded from the website of the Department at [www.dhet.gov.za](http://www.dhet.gov.za).



**Dr BE Nzimande, MP**

**Minister of Higher Education Science and Innovation**

**Date:** 22/07/2022

DRAFT TVET COUNCIL RENUMERATION POLICY



**higher education  
& training**  
Department:  
Higher Education and Training  
REPUBLIC OF SOUTH AFRICA

**DRAFT POLICY ON REMUNERATION OF COUNCIL  
MEMBERS OF PUBLIC TECHNICAL AND VOCATIONAL  
EDUCATION AND TRAINING COLLEGES**

**JANUARY 2021**

## DRAFT TVET COUNCIL RENUMERATION POLICY

**1. Definitions**

- 1.1. The CET Act:** the Continuing Education and Training Act, No. 16, of 2016, as amended.
- 1.2. TVET College:** The public Technical and Vocational Education and Training college as defined by CET Act.
- 1.3. Sitting Allowance:** For purposes of this policy an allowance is any form of remuneration paid in terms of the rates approved by this policy.
- 1.4. Member of Council:** A person appointed as a member of a public Technical and Vocational Education and Training (TVET) college council in terms of the CET Act.
- 1.5. Member of Council Sub-Committee:** A person appointed as a member of a sub-committee of a public Technical and Vocational Education and Training (TVET) college council in terms of the CET Act and the college statute.
- 1.6. Official Council Member** A person who is appointed to serve on the council or a sub-committee of council and is **employed** by a national, provincial or local government or by an agency or entity of government. These members are remunerated accordingly and **do not** receive any additional compensation for sitting on a TVET college council or council subcommittees. Students who are council members also fall in this category.
- 1.7. Non-Official Council Member:** A person who is appointed to serve on the council or a sub-committee of council and is **not employed** by a national, provincial or local government or by an agency or entity of government. These council members **are compensated** for attending approved council and sub-committee meetings of council.
- 1.8. Internal Council Member:** A person who is appointed on the council or a council subcommittee, in terms of the CET Act, and who is an employee of the college or the Department of Higher Education and Training or is a registered student of the college.
- 1.9. External Council Member:** A person who is appointed on the council or a council subcommittee, in terms of the CET Act, and who is not an employee of the college or the Department of Higher Education and is not a registered student at the college.



**DRAFT TVET COUNCIL RENUMERATION POLICY**

- 1.10. Official Council Activities:** means meetings of council and sub-committees of council and activities that have been approved by the full council. This may include workshops and conferences that are attended in the capacity as a council or council sub-committee member and must be of benefit to the college and must be approved by the council.

**DRAFT TVET COUNCIL RENUMERATION POLICY****2. Purpose of the Policy**

The purpose of this policy is to provide a set of uniform guidelines on the remuneration of council members of public Technical and Vocational Education and Training colleges.

**3. Scope of Application**

This policy is applicable to all persons appointed as council members and members of council sub-committees appointed in terms of the CET Act.

**4. Mandate of the Policy**

This policy is developed in terms of the CET Act to formalise the remuneration of persons appointed to serve as members of a public TVET college council or as members of sub-committees of a public TVET college.

**5. Membership of Public TVET College Council**

A person who applies to serve as a member of a public TVET college is **volunteering** and is regarded by the Minister as a public service and as such remuneration is only in the form of a meeting-based sitting allowance, with a limitation on the number of meetings for which payment may be made per annum.

The public TVET college reimburses council members for costs directly incurred in the course of their duties, such as travelling and accommodation where required in the execution of their roles as council members. This applies to non-official, external council members only.

**6. Legislative Requirement**

**6.1.** In terms of section 9(1) read with section 25(1) (c) of the CET Act, public colleges are required to establish a college council and to implement internal audit and risk management systems that are not inferior to the requirements of the Public Finance Management Act, 1999 (Act No. 1 of 1999) ("the PFMA").

**6.2.** This policy is informed and predicated on the directive on the remuneration of various governing bodies, state entities and other institutions as issued by the National Treasury. This policy is therefore aimed at facilitating the operational process involved in implementing the directive issued by the National Treasury.

## DRAFT TVET COUNCIL RENUMERATION POLICY

**6.3.** This policy makes reference to the latest directive by the National Treasury on remuneration levels was issued in the circular of 30 August 2019. Clause 5 of the Circular provides that employees of national, provincial and local government or institutions, agencies and entities of government serving as office bearers on public entities or institutions are **not** entitled to additional remuneration.

**6.4.** According to the PFMA, **public entities** means:

- a. national government business enterprise; or
- b. a board, commission, company, corporation, fund or other entity (other than a national government business enterprise) which is:
  - i. established in terms of national legislation;
  - ii. fully or substantially funded either from the National Revenue Fund, or by way of tax, levy or other money imposed in terms of national legislation; and
  - iii. are accountable to parliament.

This definition includes **employees of universities** as they:

- i. are governed by the Higher Education Act, 101 of 1997, as amended;
- ii. derive their major income from the national revenue; and
- iii. are subject to the national parliament.

While the PFMA does not apply to education institutions, nor does the definition of a *public entity* extend to education and training institutions but the definition of **an organ of state** does apply in terms of the definition of an “organ of state” in section 239 of the Constitution of the Republic of South Africa, 1996.

**6.5.** Paying sitting allowance to employees of the state and/or public entities, including employees of a public college and the Department of Higher Education and Training may be construed as ‘**double dipping**’, given that the major source of income of the employees are from the state’s national revenue. It should be noted that these employees are contracted to work for the whole year, and are therefore subjected to the contractual agreement of their employment. This applies to permanent and fixed-term contract employees.

**6.6.** In terms of section 25(1)(c) of the CET Act, TVET colleges are obliged to implement internal audit and risk management systems which are not inferior to the standards contained in the Public Finance Management Act, 1999.

## DRAFT TVET COUNCIL RENUMERATION POLICY

**7. Conditions for the payment of sitting allowance**

- 7.1. Sitting allowances shall only be paid to **non-official external council members** undertaking official council activities.
- 7.2. No council or sub-committee member who, for the purpose of this policy is deemed an **official council members**, is remunerated accordingly. They will not receive any additional remuneration for serving on the council and/or the sub-committees of the council.
- 7.3. Sitting allowance will be paid to non-official external council members for attending **four (4) meetings per year, plus not more than three (3) special or emergency meetings**, where such meetings will be meant for resolving matters of the public TVET college.
- 7.4. Sitting allowances will be paid to non-official external council members for attending **sub-committee meetings**. The number of meetings for which remuneration is payable is restricted to **four (4) per annum** except for the audit and risk committee, where one special meeting may be arranged, if required.
- 7.5. **Unofficial council visits to the college** do not constitute meetings of council and will not be compensated. Attending events or undertaking travel that has not been approved by the council, will not be compensated.
- 7.6. Payment may be made for **overtime** i.e. if meetings are held beyond working hours. This must be agreed to by both the college management and the college council **before** the beginning of the financial year, subject to available budget.
- 7.7. An allowance may be paid for the performance of **special tasks** at the public TVET college or other venues as determined by the council or the executive committee, provided it is approved by the council. Such allowance payment must not exceed the hourly rate for a period, and must not be more than three (3) hours.
- 7.8. **No sitting or other allowance** is paid to **internal staff members and students**, serving as members of a public TVET college council.

**8. Donation of entitled sitting allowance**

**DRAFT TVET COUNCIL REMUNERATION POLICY**

A council member who chooses not to claim sitting fees for her/his personal gain, may donate the sitting allowance due to her/him to the college e.g. to contribute to a bursary fund to support students in need.

**9. Rates for sitting allowance**

**9.1.** The maximum remuneration for qualifying (non-official) members of council, as well as approved council sub-committees is based on the rates published by National Treasury annually, under the heading “*REMUNERATION OF NON-OFFICIAL MEMBERS: COMMISSIONS & COMMITTEES OF INQUIRY AND AUDIT COMMITTEES.*”

**9.2.** Payments may be adjusted annually and retrospectively, as soon as the rates are gazetted by the National Treasury, which is normally three (3) to four (4) months after the end of the fiscal year.

**9.3.** The rates for the period 1 April 2021 to 31 March 2022 are as follows:

<b>Designation</b>	<b>College Council, Audit and Risk Committees (per day)</b>	<b>Per hour (8 hours per day)</b>	<b>All other Council Sub-Committees (per day)</b>	<b>Per hour (8 hours per day)</b>
<b>Chairperson</b>	R5 230	R654	R4 317	R540
<b>Member</b>	R3 888	R486	R2 619	R327

**9.4.** The college council, upon consideration of the college finances, may decide to pay less than is indicated by the current directive from the National Treasury.

**10. Other Allowances/honorariums**

The council, the Audit and Risk Committee and all other approved council sub-committees, may be remunerated for meeting preparation time up to a maximum of three (3) hours per meeting based on the hourly rate as indicated in paragraph (9.3) above.

## DRAFT TVET COUNCIL RENUMERATION POLICY

**11. Subsistence and Travel (S+T)**

- 11.1.** All council members, who according to this policy are eligible for travel, will only be reimbursed for claims against the **place of residence as per their application**, as it is a criterium used for their appointment.
- 11.2.** Council members may travel on the account of the college and in line with the **college's S+T policy and rates** and which must be aligned to the department's rates and policies. This includes flights, accommodation and mileage claims
- 11.3.** All **external members** of the council would be reimbursed for travelling and accommodation costs in the execution of officially approved council duties and only if not paid for by their employer.
- 11.4.** Travel and accommodation will only be reimbursed to external council members and where members are **officially authorised by the council** to attend official council activities such as meetings, workshops or seminars.
- 11.5.** All **international travel** by council members and members of sub-committees of council, must be for official council activities and **must be approved by the Minister**.
- 11.6.** External council members on official council approved **international** activities will **only** be **reimbursed for travel and accommodation**. Approved college policies and rates, which are aligned to the Department's policies and rates will be used.
- 11.7.** **Internal staff members and students** do not qualify for travel allowance for the attendance of meetings. In instances where meetings take place outside the premises of the public TVET college, transport and where applicable accommodation must be provided by the college in accordance with the policy of the college.
- 11.8.** The following costs may be incurred by external members of the council and be reimbursed by the college:
- a.** Domestic hotel accommodation may not exceed the Department's approved rates;
  - b.** Overnight accommodation must be limited to instances where the distance by road exceeds 500 kilometers to and from the destination (return journey);

**DRAFT TVET COUNCIL REMUNERATION POLICY**

- c. Vehicle hire for any member must be in accordance with the applicable and approved respective public College's policy;
- d. Travel claims must be in accordance with the applicable and approved respective public TVET college's policy;
- e. A member may not purchase air tickets for business class or first-class travel; and
- f. Travel bookings may be made by the public TVET college on behalf of the external council member, who has the approval of the council and the approval of the Minister in the case of international travel.

**12. Annual review**

This policy will be reviewed annually by the Department of Higher Education and Training and adjustments will be communicated to the public TVET colleges by the Department.

**13. Budget**

Colleges must budget for the remuneration payable to all external council members serving on the Public TVET College Council based on the minimum of:

- 13.1.** four (4) quarterly meetings and three (3) special meetings per year;
- 13.2.** one (1) special meeting in respect to the audit and risk committee; and
- 13.3.** four (4) meetings in respect of other approved sub-committees.

An example of a special meeting is if there is a strike at the Public TVET College and the College Council involvement may be required in addition to the quarterly meetings.

**14. Pro rata payments**

- 14.1.** The full daily allowance is payable where the duration of the meeting is four hours or longer per sitting.
- 14.2.** The daily rate should be prorated for meetings where the duration of the meeting is less than three hours, in which case an hourly rate will apply.

## DEPARTMENT OF HOME AFFAIRS

NO. 2503

16 September 2022

**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. Michael Neo Sokoti - 030216 6137 \*\*\* - 2173 Kgotsong, BOTHAVILLE, 9660 - *Talane*
2. Oupa Johannes Qugani - 950914 5531 \*\*\* - 70920 Zone 24, SEBOKENG, 1983 - *Tshabalala*
3. Tshepiso Ndlovu - 861125 5504 \*\*\* - 5096 Extension 8, DIEPSLOOT, 0181 - *Aphane*
4. Hitekani Believe Shibambu - 980309 5548 \*\*\* - 106 Adderley Street, CAPE TOWN, 8001 - *Mboweni*
5. Njabulo Progress Mabele - 930718 5426 \*\*\* - Ntabamhlophe, ESTCOURT, 3310 - *Mchunu*
6. Shadon Potso Mogashoa - 960925 5762 \*\*\* - Stand No 139, Ga-Memenya, MOLETJIE, 0710 - *Thantsa*
7. Tshireletso Jack Makhubela - 970926 5212 \*\*\* - 22 Mosalakae Street, VILJOENSKROON, 9520 - *Mokatsane*
8. Andrew Makukuru Mabunda - 760317 5449 \*\*\* - 10333 Makgofe Village, POLOKWANE, 0700 - *Matli*
9. Zinhle Agnes Skhosana - 010811 0546 \*\*\* - 485-22 Street, Phola Park, KWAMHLANGA, 1022 - *Ntuli*
10. Lesego Petunia Selemela - 911107 0575 \*\*\* - 175 Mafa Crescent, LOTUS GARDENS, 0001 - *Malinga*
11. Thamsanqa Meshack Jiyane - 890806 5218 \*\*\* - 362 Block JJ, SOSHANGUVE, 0152 - *Ngxiya*
12. Fortune Mawela - 750314 5451 \*\*\* - 157 Section 5, MASHEMONG, 0400 - *Vuma*
13. Arnot Ramuada - 991222 5651 \*\*\* - 14550 Magonono Street, ATTERIDGEVILLE, 0008 - *Namanashi*
14. Simon Mathe - 781015 5538 \*\*\* - Moroki Block C140,, HAMMANSKRAAL, 0404 - *Chabalala*
15. Lucky Chauke - 890812 5410 \*\*\* - 12 Zama Zama, Extension 28, VOSLOORUS, 1475 - *Ntlemo*
16. Martin Sello Selema - 940708 5362 \*\*\* - 2199 Pholong, KROONSTAD, 9500 - *Lechalaba*
17. Tabiso Siphesihle Stenge - 980421 5705 \*\*\* - Lukholo Location, BIZANA, 4800 - *Makhobotloane*
18. Alten-Jay Machobane - 830311 5803 \*\*\* - 7680 Lembede Street, Orlando West, SOWETO, 1804 - *Raleie*
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21. Kevin Mmoya Ratebe - 970619 5438 \*\*\* - 8407 Mahogang Street, Leondale Gardens, GERMISTON, 1401 - *Mohlala*
22. Ramatsimele Bertha Maluleka - 841224 1742 \*\*\* - 1367 Zone 8, SESHEGO, 0742 - *Mphahlele*
23. Vernon Augus - 031129 5472 \*\*\* - 202 Koester Street, Welgelee, OLIFANTSHOEK, 8450 - *Isaacs*
24. Ngane John Makhubedu - 960325 5791 \*\*\* - 3975 / 38 Rotloetso Street, Extension 3, Mahube Valley, MAMELODI EAST, 0122 - *Segomane*



25. California Kgopotso Moabelo - 971220 0373 \*\*\* - 631 Motinti, MOLETJIE, 0709 - *Lekganyane*
26. Desmond Makolane Molamo - 840210 5549 \*\*\* - Mailamapitsane, SEKHUKHUNE, 1124 - *Maduane*
27. Guilty Sithole - 901116 5256 \*\*\* - 8230 Extension 7, Insimbi Street, NELLMAPIUS, 0122 - *Ndhlovu*
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32. Michelle Romalda Makhathini - 900513 0364 \*\*\* - 28 Syringa Street, 369 Castellet Country Estate, BROADACRES, 2021 - *Thomas*
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36. Ratholo Donald Mosima - 780606 6284 \*\*\* - 40189 Motlhasedi Village, Seleke, LEPHALALE, 0609 - *Moroka*
37. Magdeline Mmamosele Mochitele - 620725 0918 \*\*\* - E 732 Zone 3, Moeka Village, TEMBA, 0407 - *Maribe*
38. John Kgopotso Mahlangu - 680202 7298 \*\*\* - 1881 Vuka Section, OUKASIE, 0250 - *Lenkwe*
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51. Melatha Sukabodi Chandh - 670708 0147 \*\*\* - Joan Farm, HIBBERDENE, 4040 - *Ramawthar*
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110. Lebogang Ncheshele - 980621 5342 \*\*\* - T 1902 B, Gamokaopa Section, Morokweng, GANYESA, 8614 - *Leeuw*
111. Tshepo Phillemon Motshwene - 850209 5482 \*\*\* - N172609 Steve Biko Street, MAMELODI EAST, 0122 - *Masuku*
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113. Joshua Maake - 910826 5734 \*\*\* - Moime Village, NAPHUNO, 0857 - *Matlou*
114. Kholofelo Marieth Nkoana - 020210 0577 \*\*\* - 507 Toivo Ja Toivo, Mthambeka Section, TEMBISA, 1632 - *Radebe*

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120. Thapelo Tebele - 030509 5562 \*\*\* - 5394 Makurunyane Street, BOKSBURG, 1459 - *Matenchi*
121. Lucia Sibongile Mazibuko - 770324 0632 \*\*\* - 2848 Likole, Extension 1, JOHANNESBURG, 1431 - *Majola*
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124. Lerato Caroline Mathibedi - 800113 0550 \*\*\* - 1404 Stateng Section, JERICHO, 0189 - *Mogapi*
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126. Sefane Jane Molokomme - 770707 1159 \*\*\* - Sefihlampsana, BOCHUM, 0790 - *Morata*
127. Marnus Harmse - 000924 5842 \*\*\* - Plot 11, Tse Road, RANDFONTEIN, 1759 - *Mostert*
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142. Siyabulela James Mhlokovana - 990303 5642 \*\*\* - 8323 Mzilakatha Street, MOHLAKENG, 1759 - *Nxele*
143. Anton Christo Edward Sebastians - 950601 5285 \*\*\* - W/S 113d Pine Street, Cloeteville, STELLENBOSCH, 7600 - *Flink*
144. Masetjhaba Joyce Masela - 880219 0302 \*\*\* - 1487 Walsh Street, Alliance, BENONI, 1501 - *Mosetlha*

145. Ndumiso Gift Mhlokovana - 971130 5628 \*\*\* - 8323 Mzilankatha Street, Mohlakeng, RANDFONTEIN, 1759 - *Nxele*
146. Zakhele Samuel Ngenisa - 781104 5224 \*\*\* - 6 Block B, Shawela Flat, SOWETO, 1818 - *Chefu*
147. Melvern Mazinyo - 910327 5618 \*\*\* - 574 Fine Town, CENTURION, 1828 - *Morotoba*
148. Lekokoto Elliot Maoto - 780619 5466 \*\*\* - Molopo Street, Naledi, SOWETO, 1868 - *Nteso*
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150. Moduduzi James Shoko - 930406 5674 \*\*\* - 2072 Block Pp3, SOSHANGUVE, 0152 - *Mazibuko*
151. Sphiwe Bayanda Tshalalala - 000512 6417 \*\*\* - 581023 Nhlazatshe Location, Edendale, PIETERMARITZBURG, 3201 - *Blose*
152. Tshepo Reginald Ntwagae - 830219 5383 \*\*\* - X 1035 Make Street, KLERKSDORP, 2574 - *Qankase*
153. Chulumanco Mbekushe - 020629 5307 \*\*\* - 23 Mali Street, KWANONQABA, 6506 - *Ralarala*
154. Tebogo Lilian Tukagomo - 860621 0610 \*\*\* - 864 B Section, Mozombane, MOKOPANE, 0601 - *Sebelebele*
155. Thapelo Richard Mandu - 820205 6108 \*\*\* - House No 185, Bushbuck, KURUMAN, 8460 - *Mogaswe*
156. Zwivhuya Ramovha - 910628 5604 \*\*\* - Thembaluvhilo Area, DZANANI, 0003 - *Nembidzani*
157. Sinenhlanhla Fortune Nzama - 860506 5351 \*\*\* - 14 Aloe Street, ESTCOURT, 3310 - *Sithomo*
158. Khayelihle Hadebe - 771010 7045 \*\*\* - C 944 Mamli Nxele Groove, UMLAZI, 4031 - *Msomi*
159. Boitshwarelo Magdeline Seipone - 920408 0832 \*\*\* - 44 Maroro Street, KURUMAN, 8460 - *Setuti*
160. Melikhaya Adams - 971016 5330 \*\*\* - 274 Street 4, Rocklands, PORT ELIZABETH, 6230 - *Qoboshiyane*
161. Mpfariseni Ndou - 910831 5498 \*\*\* - No 287, Ngovhela Thondoni, SIBASA, 0970 - *Mushavhanamadi*
162. Richard Gobe - 781130 5490 \*\*\* - 10572 Mofutso 2, ATAMELANG, 2732 - *Moeng*
163. Nmolwazi Nandi Zondi - 941015 0514 \*\*\* - 72 Bedford Avenue, BURBAN, 4094 - *Nxele*
164. Qaphelani Sithole - 890809 5894 \*\*\* - Paraffin Area, TUGELA FERRY, 3010 - *Gabuza*
165. Fhulufhelo Mufandilani - 920101 5980 \*\*\* - Stand No 142, Mangilasi, Block E, VUWANI, 0952 - *Mudau*
166. Mpho Malete - 840602 6246 \*\*\* - 2384 Ntshere Street, NALEDI, 1868 - *Maluleke*
167. Shannon Chadleigh Jenneker - 890830 5038 \*\*\* - 34 Simonsberg Avenue, BOSMONT, 1400 - *Bailey*
168. Dikeledi Ellen Mabena - 820424 0816 \*\*\* - 945 Khumalo Street, DUDUZA, 1496 - *Mthimkhulu*
169. Mandla John Malleka - 760717 5497 \*\*\* - House No 841, MOTETEMA, 0473 - *Mndebele*
170. Bonolo Batho - 991027 0895 \*\*\* - 10 Colliers Street, PIETERMARITZBURG, 3201 - *Zakaria*
171. Kufa Johannes Mashinini - 500416 5330 \*\*\* - 3903 Leandro, LESLIE, 1628 - *Phungwayo*
172. Nompumelelo Nyembe - 950127 0066 \*\*\* - 24 Garlicke Street, PIERRE VAN RYNEVELD, 0157 - *Ramncwana*
173. Kelebogile Sarah Molapisi - 000608 0221 \*\*\* - 901 Extension 2, DAMONSVILLE, 0250 - *Mphafudi*
174. Lerato Elias Thwala - 810210 5337 \*\*\* - 6413 Naledi Section, Bothlokong, BETHLEHEM, 9701 - *Mashigo*

175. Richard Tshepiso Mashego - 880107 5688 \*\*\* - 1735 Mokholo Street, Wattville, BENONI, 1501 - *Mabuza*
176. Cleopas Johnathan Lefa Dolamo - 800124 5403 \*\*\* - 1999 Diafora Section, GAMASEMOLA, 1060 - *Masemola*
177. Ofentse Ndhlovu - 810917 5545 \*\*\* - 1801 Section E, EKANGALA, 1021 - *Ndwendwa*
178. Godfrey Rapula Ramathlape - 761105 5650 \*\*\* - 50252 Legalaopeng Section, BAPONG, 0200 - *Rambau*
179. Zimkita Makanda - 941007 0954 \*\*\* - P O Box 489, MOUNT FRERE, 5090 - *Smith*
180. Michael Kirsten Ebrahim - 980726 5121 \*\*\* - 105 Woodlands Road, Woodlands, PIETERMARITZBURG, 3201 - *Bailey*
181. Jabulani Rikhotso - 890517 5850 \*\*\* - House No 4029, Extension 4, BOITEKONG, 0308 - *Maluleke*
182. Musawenkosi Nkululeko Mkhulise - 940331 5301 \*\*\* - Qwabe Location, UMZUMBE, 4249 - *Nzuza*
183. Pekiso John Modupane - 731119 5826 \*\*\* - 4361 Antony Dally Street, TSHEPISONG, 1724 - *Molapisi*
184. Tlotlo Ugbo Aimienmwona - 001211 5089 \*\*\* - 2565161 Extension 19, Extension 19, Barclays, NATURENA, 2064 - *Majosi*
185. Tebogo Sanele Kgasapane - 890506 5334 \*\*\* - 12736 Extension 7, EVATONWEST, 1984 - *Ndaba*
186. Pule Given Skosana - 841208 5618 \*\*\* - 634 Block Dd, SOSHANGUVE, 0152 - *Mukansi*
187. Katlego Kenneth Mathibe - 950307 5260 \*\*\* - 970 Mokoena Drive, RETHABISENG, 1026 - *Lefiri*
188. Nompumelelo Mtolo - 881223 0729 \*\*\* - 2599 France, PIETERMARITZBURG, 3200 - *Phoswa*
189. Thembelihle Samukelisiwe Mazibuko - 910825 0198 \*\*\* - 246 Flathele, OSIZWSENI, 2952 - *Khumalo*
190. Dee-Dee Emily Khupa - 910601 0348 \*\*\* - 2 Senekal Street, SASOLBURG, 1947 - *Lyons*
191. Mahlatse Wilfred Musosomba - 960829 5600 \*\*\* - Ramatjowe Village, Botlokwa, LIMPOPO, 0812 - *Monyemangene*
192. Tshepo Mashiloane - 910725 5652 \*\*\* - 37812 Kgautitseke Street, MAMELODI EAST, 0122 - *Mthombeni*
193. Neo Modikeng - 930516 5128 \*\*\* - 27 Flora Street, NATURENA, 2091 - *Motaung*
194. Nwabisa Alicia Kolisi - 930125 0480 \*\*\* - 8722 Khuzwayo Street, Kwazakhele, PORT ELIZABETH, 6001 - *Ndamase*
195. Gaven Mahlalela - 890920 5126 \*\*\* - 23 Monmouth Road, SHERWOOD, 5025 - *Matli*
196. Maphefo Winnie Maphanga - 860508 0497 \*\*\* - 26a Humphrey Simes, Pentagon Park, BLOEMFONTEIN, 9301 - *Leboho*
197. Themba David Zulu - 790619 5443 \*\*\* - 6671 Khothe Way, EZIMANGWENI, 4360 - *Dlamini*
198. Nthabiseng Josephina Tsotetsi - 860511 0306 \*\*\* - 3065 Extension 3, VREDE, 9835 - *Lephoto*
199. Boitshoko Tobias Phake - 000104 5476 \*\*\* - 779 Rdp Phase, MATHIBESTAD, 0418 - *Botolo*
200. Kyle Arthur De Koker - 990330 5232 \*\*\* - 16 Ganges Street, Riverlea, JOHANNESBURG, 2093 - *Oersen*
201. Reginald Rito Mkhabele - 890121 5375 \*\*\* - 23 – 3rd Avenue, Extension 7, ATTERIDGEVILLE, 0008 - *Mabasa*
202. Marcus Khumalo - 940622 5397 \*\*\* - 5015 A Zone 5, Ubombo, DIEPKLOOF, 1862 - *Zulu*
203. Sipiwe Radebe - 971228 5292 \*\*\* - 1116 N Bluegumbosch, WITSIESHOEK, 9870 - *Twala*
204. Kagiso Moela - 930418 5783 \*\*\* - 26943 Legadima Street, Extension 8, MAMELODI EAST, 0122 - *Mosehla*



205. Dikosa David Thosago - 820831 5597 \*\*\* - 45 – 17th Avenue, ALEXANDRA, 2010 - *Kgopane*
206. Relebogile Pini Catherine Nong - 950812 0115 \*\*\* - 2944 A Lefoo Street, Mapetla, SOWETO, 1818 - *Madingwane*
207. Noxolo Kubheka - 921216 0194 \*\*\* - 949 B / 30 Sengwayo Street, Zola 3, SOWETO, 1868 - *Makhubo*
208. Moloko Kgaugelo Lamola - 010329 5682 \*\*\* - House No 464, SEKAKENG, 0812 - *Seema*
209. Bridget Nomfundo Ncube - 841002 0633 \*\*\* - Inkanyezini Near Nobhala School, PIETERMARITZBURG, 3200 - *Bhengu*
210. Tinyiko Xolani Mokoena - 910317 5526 \*\*\* - 2183 Galka Street, TSAKANE, 1550 - *Masinga*
211. Mashego Anna-Marie Mahlangu - 950828 0589 \*\*\* - 2058 Sun City Area, KWAMHLANGA, 1022 - *Phetla*
212. Wilfred Mahlangu - 891109 5592 \*\*\* - 4216 Phase 3, MABOPANE, 0190 - *Zungu*
213. Granny Karabo Ntsime - 990718 0891 \*\*\* - 2060 Extension 4, Borolelo Location, SWARTRUGGENS, 2835 - *Oliphant*
214. Shatadi Mahlako Kathleen Paile - 011203 0258 \*\*\* - 45 South Boundary Road, Dawn Park, BOKSBURG, 1459 - *Moshabane*
215. Adivhaho Magadze - 950415 5826 \*\*\* - Stand No 07, TSHIKWETA, 0970 - *Mathada*
216. Tshepang Kutlwano Nyathela - 910612 0339 \*\*\* - 2 Nomazikho-Mtshali Street, ATTERIDGEVILLE, 0008 - *Shifura*
217. Roberto Carlo Froneman - 890805 5071 \*\*\* - Weirda Road, SANDTON, 2196 - *Bollini*
218. Liyabona Lona Ndondlo - 940428 0152 \*\*\* - 1 Sylvia Street, Driezecht, RICHWOOD, 7441 - *Ndana*
219. Andries Monnapule Senoametsi - 850603 5327 \*\*\* - 731 Theteletse Street, OTTOSDAL, 2610 - *Moopelwa*
220. Millicent Khomotso Tlaka - 970722 0506 \*\*\* - 2452 Savannah Section, MMOTLA, 0407 - *Lamola*
221. Bongani Phillip Masina - 840212 5531 \*\*\* - 26462 Ndelela Street, KWA THEMA, 1575 - *Mdlalose*
222. Valithuba Victor Nofotho - 740304 6467 \*\*\* - 2 Zodwa Kamagagula Street, ATTERIDGEVILLE, 0008 - *Ndzimande*
223. Balma Charissa-Ann Pruij - 651006 0037 \*\*\* - 9 Cumnor Avenue, KENNILWORTH, 7708 - *De Sousa Costa*
224. Ignituous Matsebe Makgeru - 930528 5882 \*\*\* - Tshehloaneng, JANE FURSE, 1085 - *Malekana*
225. Naso Ntshobane - 930106 5628 \*\*\* - 5 Starling Crescent, MTHATHA, 5099 - *Zilwa*
226. Lerato Monica Motsoane - 760303 1471 \*\*\* - 1273 Coltus Street, Rustervaal, VEREENIGING, 1930 - *Molefe*
227. Rorisang Doctor Willy Maphalla - 000702 5342 \*\*\* - 664 Block F, SOSHANGUVE, 0152 - *Mogale*
228. Jack Lebogang Leshaba - 890128 5731 \*\*\* - 1022 Block Kk, SOSHANGUVE, 0152 - *Mabuza*
229. Katlego Michelle Mathebula - 010322 0441 \*\*\* - 351 Kerkfosfontein B, DENNILTON, 1030 - *Moima*
230. Nonhlanhla Sibanyoni - 010717 0279 \*\*\* - 3098 Section K, MAMELODI, 0182 - *Sithole*
231. Tebogo Johanna Nkambule - 820221 0608 \*\*\* - 2898 Bokamoso Street, Mahube, MAMELODI, 0122 - *Boikhutso*
232. Kwanele Gugu Danise - 870412 0686 \*\*\* - Ntombihlulunina, MAPHUMULO, 4070 - *Khanyile*
233. Belina Ndaba - 760704 0993 \*\*\* - 1215 B Tumahle, WHITE CITY JABAVU, 1818 - *Maleke*
234. Fikile Precious Khenisa - 901120 1370 \*\*\* - Phaphama Road, DURBAN, 4023 - *Lukhozi*

235. Sithembile Sikhona Buthelezi - 890523 0523 \*\*\* - Jessie Zwane, EDENDALE, 3201 - *Zikalala*
236. Tshepho Mashatola - 920203 5813 \*\*\* - Standplaas, GA-CHUENE, 0745 - *Mnisi*
237. Patricia Nontombi Tshabalala - 970124 0861 \*\*\* - 1996 Block P, SOSHANGUVE, 0152 - *Ndati*
238. Mxolisi Senzani - 970823 5203 \*\*\* - 791 Mchung Street, Mofolo Central, SOWETO, 1801 - *Zikalala*
239. Boikhutso Boitheko - 011215 1012 \*\*\* - 11 / 111 Police Station Section, GANYESA, 8613 - *Bareki*
240. Edward Sebaka Molepo - 940419 5895 \*\*\* - 81 Thomas Podille, TEMBISA, 1632 - *Methi Molepo*
241. Thabiso Ntuli - 961126 5683 \*\*\* - 5267 Simelani Street, Extension 2, LAWLEY, 1824 - *Mpongose*
242. Andries Vusumuzi Mthombeni - 730121 5817 \*\*\* - 60238 Block L, Lekgema, MADIDI, 0190 - *Masinga*
243. Sammy Sibiya - 980915 5637 \*\*\* - 698 Block Pp 2, Kherere, SOSHANGUVE, 0152 - *Ndlovu*
244. Percy Tshepo Tshukudu Modingoane - 870424 5881 \*\*\* - Block B, No 4, TSHIAWELO, 1518 - *Mathipa*
245. James Tladi Nkdimeng - 981024 5383 \*\*\* - Manganeng, JANE FURSE, 1085 - *Tladi*
246. Neo Keanu Naidoo - 040505 5202 \*\*\* - 24 Wite-Elshout, HEUWELOORD, 0157 - *Mahlobo*
247. Ethel Lesiba - 771014 0604 \*\*\* - 795 Moloi Street, MOLETSANE, 1868 - *Tshabalala*
248. Mbuso Mhlongo - 030725 5711 \*\*\* - C 1491 Umzumber Road, KWAMASHU, 4359 - *Madonsela*
249. Tebatso Manyaka - 920521 5442 \*\*\* - 5115 Section B, CENTURION, 0157 - *Matjie*
250. Themba Norman Mapela - 820803 5569 \*\*\* - 7260 / 1 Maloti Street, Extension 45, Clayville, OLIFANTSFONTEIN, 1666 - *Tshabalala*
251. Dineo Sphiwe Maria Kabini - 000821 0499 \*\*\* - 1628 Block F, SOSHANGUVE, 0152 - *Mogale*
252. Lusanda Welile Nzama - 951223 5596 \*\*\* - 79 Stepheni Dlamini, MUSGRAVE, 4001 - *Mnguni*
253. Basetsana Francina Siyaba - 870302 0928 \*\*\* - 2277 B Molohe Street, NALEDI, 1868 - *Mogale*
254. Modjadji Aletta Molepo - 780122 0393 \*\*\* - 259 B, MANKWENG, 0727 - *Chueu*
255. Jabulani Kgasapane - 871226 5270 \*\*\* - 12736 Extension 7, EVATON WEST, 1984 - *Ndaba*
256. Sakhile Goodman Kubeka - 881215 5582 \*\*\* - 10 Louis Walter Road, Berkshire Downs, NEW GERMANY, 3610 - *Dlamini*
257. Siyanda Sicelo Ngcobo - 890120 5788 \*\*\* - 501 Magaba Road, NTSHONGWENI, 3670 - *Makhathini*
258. Jaqueline Tema - 880711 0896 \*\*\* - Pv 10200, Vergenoeg, SAULSVILLE, 0125 - *Phahlamohlaka*
259. Johannes Niculus Seoposengoe - 900926 5338 \*\*\* - 39 Hout Street, POSTMASBURG, 8420 - *Seoposengwe*
260. Nicolas Lwandle Dlangise - 750925 5417 \*\*\* - 871 Bendile, Jabulane, SOWETO, 1717 - *Ncombo*
261. Nontobeko Eulenda Zungu - 800123 0694 \*\*\* - A 652 Nzima Street, EMONDLO, 3105 - *Nxumalo*
262. Motswalo Humphrey Mosetlha - 821125 5452 \*\*\* - 30189 Mahlaba Village, BAKENBERG, 0611 - *Masipa*
263. Tsholanang Maimela - 931203 0873 \*\*\* - 893 Phase 6, ITSOSENG, 0190 - *Monama*



264. Tebatjo Gavin Phofa - 940419 5734 \*\*\* - Stand No 76, Zone 6, SESHEGO, 0742 - *Maphosa*
265. Lucas Madimetja Molewo - 940714 5690 \*\*\* - Laastehoop Gamolepo, POLOKWANE, 0700 - *Molepo*
266. Granny Nthwapi Molepo - 810105 0577 \*\*\* - 931 Lucas Meyer, THERESA PARK, 0183 - *Chueu*
267. Mthokozisi Patrick Zibi - 990120 5281 \*\*\* - A Umnoni Drive, Illovu, UMZUMBE, 4226 - *Mnguni*
268. Lerato Baliso - 970129 5456 \*\*\* - 1272 Masuku Street, NALEDI, 1861 - *Nxumalo*
269. Nathaniel Makganya Malatsi - 980430 5504 \*\*\* - 6873 Mapatane Street, THOKOZA, 1426 - *Somo*
270. Mpho Mangena - 981015 5459 \*\*\* - Makhubidung Area, TZANEEN, 0850 - *Jongweni*
271. Dorcas Modisane - 890205 0446 \*\*\* - 1420 Chief Mogale, KAGISO II, 1754 - *Makoale*
272. Mlondolzi Sakhile Ndimba - 930511 5791 \*\*\* - No 214, DANNHAUSER, 2940 - *Mkhwanazi*
273. Lucia Nomathemba Mangwegape - 890309 0791 \*\*\* - Rabatho Section, MADIBOGO, 2772 - *Chondo*
274. Kethabile Theo Philus Modise - 011010 5802 \*\*\* - F 1244 C, MOROKWENG, 8614 - *Motshidisi*
275. Puso Witness Modise - 940427 5681 \*\*\* - F 1244 C, Ga-Mokgopa Section, MOROKWENG, 8614 - *Motshidisi*
276. Percy Sabelo Ndlela - 910304 5857 \*\*\* - 930321 Newton Village, Mpolweni Mission, PIETERMARITZBURG, 3200 - *Khumalo*
277. Shaylin Keshan Velrain Steyn - 980819 5034 \*\*\* - 23 Willys Street, EDENPARK, 1458 - *Johnson*
278. Kebalepile Patrick Mosetlhatsela - 740911 5943 \*\*\* - House No 1738, Setlhwatlwe Section, SETLAGOLE, 2773 - *Majako*
279. Gladwin Mroko - 840112 5362 \*\*\* - 623 Ramogotsi, CHANENG, 0301 - *Masilo*
280. Olebogeng Ronny Moropa - 981001 6264 \*\*\* - 3345 Extension 1, Seraleng, RUSTENBURG, 0300 - *Segwati*
281. Robert Nyathi - 770625 5332 \*\*\* - P O Box 3396, LETABA, 0870 - *Mkansi*
282. Letsebelo Simon Tau - 971227 5475 \*\*\* - 1587 Mokotjo Street, BOTHAVILLE, 9660 - *Nthejane*
283. Kgopotse Ngwatle - 930522 5739 \*\*\* - 2348 Phase 3, Tshepiso, SHARPEVILLE, 1928 - *Kgotse*
284. Amukelani Phaswane - 000523 5139 \*\*\* - 258 Xubeni Section, TEMBISAS, 1632 - *Mahlaule*
285. Lehlohonolo Lawrence Kokozela - 890611 5854 \*\*\* - 107 Grand Rapids, 476 Felstead Road, NORTHRIDING, 2188 - *Setshabi*
286. Bongani Ronald Mudalahotho - 980423 5856 \*\*\* - 98 Clinic Street, MASISI, 0989 - *Cross*
287. Bafana Emmanuel Mkhonza - 010315 5757 \*\*\* - 1659 Flafree Crescent, Extension 10, BOKSBURG, 1459 - *Marwale*
288. Danielle Louise Alheit - 940203 0237 \*\*\* - 56 Forest Glade, Tokai Road, WYNBERG, 7824 - *Goldberg*
289. Tebogo Colen Voorby - 820207 5052 \*\*\* - 2148 Dibate Village, MAHIKENG, 2745 - *Dira*
290. Bhekizizwe Joseph Dzimbiri - 781111 5257 \*\*\* - 812 Section F, EKANGALA, 1021 - *Tshabalala*
291. Warona Chelsea Mogashoa - 030728 0182 \*\*\* - 32685 Tshipo Street, Extension 12, MAMELODI EAST, 0122 - *Mantikoe*
292. Vallentia Thabisile Florence Ngwenya - 830706 0655 \*\*\* - 6378 Didi Street, DAVEYTON, 1520 - *Gumede*
293. Andries Mashabela - 840105 5524 \*\*\* - 27 Block Nn, SOSHANGUVE, 0152 - *Mkhabela*

294. Mpho Mohlapuli - 000810 0746 \*\*\* - 14 Senatorrood Raod, VEREENIGING, 1939 - *Motaung*
295. Thabang Phillip Matso - 791111 5475 \*\*\* - 32 Thiamane Street, Phooko Section, KATLEHONG, 1431 - *Moloi*
296. Matsobane Melford Mabitsela - 950712 5484 \*\*\* - 895 Tswelapele, WINNIE MANDELA, 1632 - *Mathekge*
297. Shihlovo Shantel Nkuna - 000901 0904 \*\*\* - 9159 Hospital View, SESHEGO, 0699 - *Ramethape*
298. Gregory Shadrack Gans - 951214 5547 \*\*\* - 39 Enslin Road, Ottery, CAPE TOWN, 7808 - *Hercules*
299. Nkanyiso Nomadwayi - 000408 5821 \*\*\* - Spring Valley, HIGHFLATS, 3306 - *Duma*
300. Gratitude Thapelo Morwe - 930228 5102 \*\*\* - 18239 Tirisano Street, Kutlwanong, KIMBERLEY, 8301 - *Debesha*
301. Felicia Nobuhle Galela - 940404 0169 \*\*\* - 491 Section B, EKANGALA, 1021 - *Songo*
302. Phindile Pearl Nkambule - 911120 0546 \*\*\* - 18 Premier Street, CLAYVILLE, 1666 - *Zulu*
303. Thabo Treasure Tjabane - 871226 5527 \*\*\* - 11292 Enoch Moshashe, Bloemanda, BLOEMFONTEIN, 9323 - *Mafata*
304. Rahaba Shabangu - 010315 0327 \*\*\* - 5627 Ivory Park, MIDRAND, 1685 - *Mohlala*
305. Agrinnette Mpho Maphase - 931111 0318 \*\*\* - 1323 Phillip Ramakobya Street, KAGISO 2, 1754 - *Mosetlhi*
306. Siphesihle Bhengu - 930727 5802 \*\*\* - 39 Longtom, LADYSMITH, 3370 - *Simamane*
307. Onalenna Kelebogile Sello - 971102 0216 \*\*\* - 35 Pitso Street, Ikageng, POTCHEFSTROOM, 2531 - *Masiu*
308. Matome Clive Manabalala - 920907 5720 \*\*\* - Taaibosch Village, RADITSHABA, 0718 - *Mosina*
309. Molahlehi Peter Nene - 960606 5456 \*\*\* - 800-3 Hamilton Road, EVATON, 1984 - *Lekone*
310. Zastron Mbuyiselwa Tshalalala - 810922 5822 \*\*\* - 942 Nkala Street, INTABAZWE, 9850 - *Msimango*
311. Martins Mathebula - 761113 5433 \*\*\* - 15321 Mzila Street, TSAKANE, 1550 - *Mpete*
312. Nokuthula Samantha Malinga - 960710 0807 \*\*\* - 3122 Mandonsela Street, Phomolong, TEMBISA, 1632 - *Ndlovu*
313. Nels Thuso Tau - 811228 5697 \*\*\* - 589 Extension 1, Kokosi Location, FOCHINE, 2515 - *Bok*
314. Tebogo Mmola - 980803 0656 \*\*\* - 36467 Kwa-Xuma Street, TSAKANE, 1550 - *Nukeri*
315. Lawrence Xihlamariso Hlungwani - 860724 5344 \*\*\* - Crn Old Pretotia Road, Maxwell Drive, MIDRAND, 1684 - *Nkuna*
316. Tsholofelo Mabuya - 950811 0845 \*\*\* - 238 Ruth First Street, Lotus Gardens, PRETORIA, 0008 - *Setenane*
317. Simphiwe Fortune Mankazana - 951230 5646 \*\*\* - Fine Town Phillip Street, GRASMERE, 1928 - *Mabaso*
318. Dalindyabo Mabandla Jawuza - 821009 5637 \*\*\* - Gugwini Area, UMZIMKHULU, 3191 - *Damoyi*
319. Kealeboga Vincent Senye - 720104 5737 \*\*\* - 58-7th Avenue, Sesheng, KATHU, 8447 - *Dehuis*
320. Amon Chirwa - 840802 5756 \*\*\* - 28-15th Avenue, ALEXANDRA, 2090 - *Kekana*
321. Phaweng Sammy Kgare - 871227 5626 \*\*\* - 63-09th Evenue, ALEXANDRA TOWNSHIP, 2090 - *Mmagapa*
322. Thandeka Evodia Duma - 990216 0735 \*\*\* - 9540 Pieterswarts, BLOEMFONTEIN, 9301 - *Ngwelingwele*
323. Vuyisile Edward Sithole - 880513 5536 \*\*\* - 34 Carleton Jones Drive, CARLETONVILLE, 2499 - *Mthembu*

324. Sinethemba Promise Mathwebula - 941015 0412 \*\*\* - 93 Rockhill Groove, Newlands West, DURBAN, 4037 - *Mpanza*
325. Mamphohu Ralph Shai - 980211 5645 \*\*\* - Ratanang Trust, BUSHBUCKRIDGE, 1280 - *Lawrence*
326. James Setshepi Shai - 890509 5805 \*\*\* - Stand No 22, Ratanang Trust, BUSHBUCKRIDGE, 1370 - *Lawrence*
327. Rebecca Bitsedi Shai - 860429 0590 \*\*\* - Stand No 22, Ratanang Trust, BUSHBUCKRIDGE, 1370 - *Lawrence*
328. Puleng Brian Raphoko - 941015 5629 \*\*\* - Stand No 296, Majeje Ext C, BENFARM, 1220 - *Thibela*
329. Karabo Mabote - 010803 0192 \*\*\* - 1161 Bethel Sec, Lefaragatche, RUSTENBURG, 0299 - *Mfati*
330. Donovan Fick - 920910 5117 \*\*\* - 12 Bosduif Cres, Safarituine, RUSTENBURG, 0299 - *Mc Carthy*
331. Sindisiwe Cynthia Sibisi - 800924 0538 \*\*\* - 93 Seascapemews, GORDONS BAY, 7140 - *Zikalala*
332. Senani Petrus Matsepane - 901123 5997 \*\*\* - Mmaphakathi Village, BOLOBEDU, 0837 - *Ramoetlo*
333. Lucas Motaleng Molefe - 971104 5571 \*\*\* - 43 C Kauletsi, SELEKA, 0609 - *Mabula*
334. Mauta Elias Molefe - 981125 5446 \*\*\* - 43 C Kauletsi, SELEKA, 0609 - *Mabula*
335. Tshegofatso Nkemisang - 951218 0702 \*\*\* - Louwma Village, VRYBURG, 8601 - *Melore*
336. Mpho Mabitsa Sekhu - 940812 0483 \*\*\* - 090161 Mapela Village, MOKOPANE, 0610 - *Letwaba*
337. Nonhlakanipho Hloniphile Khumalo - 961110 0537 \*\*\* - Ntshingimpisi Ward14, RICHARDSBAY, 3900 - *Bukhosini*
338. Sakhele Nhlanhla Twala - 970102 5385 \*\*\* - Sibisi Stand, Jakkalas Pan, OSIZWENI, 2952 - *Mazibuko*
339. Mesuli Mahlobo - 981121 5570 \*\*\* - Manzana 52h12, OSIZWENI, 2952 - *Sibiya*
340. Philile Ntokozo Gcabashe - 890302 0534 \*\*\* - Stand No 2473, OSIZWENI, 2952 - *Luthuli*
341. Delisile Nonsikelelo Ngwenya - 901203 0372 \*\*\* - Top Rank, COLENSO, 3360 - *Dladla*
342. Mthobisi Musawenkosi Mlambo - 000416 5747 \*\*\* - Hlathikhulu Village, ESTCOURT, 3310 - *Hadebe*
343. Mmapatle Bonolo Masilo - 880528 0382 \*\*\* - 1914 Unit8, Mothusi Street, MMABATHO, 2735 - *Tshetlo*
344. Aakifaf Solomons - 891126 0016 \*\*\* - B Newland Street, BEACON VALLEY, 7785 - *White*
345. Kgothatso Winnie Mokgadi Mosehle - 951011 0359 \*\*\* - 4161 Pheaa, NELLMAPIUS, 0122 - *Mogale*
346. Kgolagano Christian Rakumakoe - 981211 5075 \*\*\* - 5 Sentry Palm, Akasia, PRETORIA, 0182 - *Pheko*
347. Mpho Bridget Matsimela - 930117 0723 \*\*\* - Makotse Village, LEBOWAKGOMO, 0737 - *Maluleke*
348. Happy Monicah Tukagomo - 981226 0511 \*\*\* - 864 B Section, Mozombane, MOKOPANE, 0601 - *Sebelebele*
349. Johny Ramontsho - 980919 5454 \*\*\* - 31 Hekpoort, KRUGERSDORP, 1739 - *Mavhetha*
350. Lerato Prince Gungqisa - 991213 5891 \*\*\* - 1503 Bapong, Newtown Section, BRITS, 0250 - *Melwa*
351. Lesego Lucas Hlebela - 010728 5089 \*\*\* - 1610 Lethabong, MABOLOKA, 0191 - *Tshabalala*
352. Silindile Ndlovu - 960406 0695 \*\*\* - Mahhehle Location, XOPO, 3226 - *Sobiso*
353. Salaminah Maluleka - 750424 0677 \*\*\* - 1946 Section F, 9aza Street, MAMELODI WEST, 0122 - *Malahlela*

354. Malehlohonolo Mokhoathi - 880124 0696 \*\*\* - Zingonyameni A/A, MOUNT FLETCHER, 4770 - *Ngubo*
355. Reitumetse Mathibidi - 970429 0498 \*\*\* - 8344 Ext25, Concor Block, VRYBURG, 8601 - *Moncho*
356. Vutlhari Matototo - 950507 0620 \*\*\* - 105 3rd Avenue, Fairlands, JOHANNESBURG, 2170 - *Mashisani*
357. Ofentse Simon Sepholoane - 960706 5419 \*\*\* - 2116 Block X, SOSHANGUVE, 0152 - *Phele*
358. Rampere Simon Matlhoko - 920716 5380 \*\*\* - 5271 Needle Bush Street, Bluevalley Golf Estate, MIDRAND, 0187 - *Morua*
359. Irvin Theledi - 961127 5840 \*\*\* - 11083 Ext 5, SOSHANGUVE, 0152 - *Shongwe*
360. Kamogelo Leballo Freddy Seageng - 940426 5356 \*\*\* - 944 Kilimanjaro, Klipfontein View, MIDRAND, 1685 - *Masilo*
361. Steve Mashabela - 870222 5591 \*\*\* - 27 Block Nn, SOSHANGUVE, 0152 - *Mkhabela*
362. Thulani Zulu Charles Wilson - 910212 5221 \*\*\* - 91 Nikkel Street, PROCLAMATION HILL, 0182 - *Shongwe*
363. Thulisiwe Innocentia Cherrol Ngwenya - 930305 0471 \*\*\* - 473 Elandsdoorn, DENNIITON, 1030 - *Nkambule*
364. Lwazi Peace Masina - 970718 5803 \*\*\* - Stand No 302, ELUKWATINI, 1192 - *Mnisi*
365. Excelent Odirile Sabatho Kubang - 010624 5398 \*\*\* - 1743 Mphatong Sec, MABESKRAAL, 0313 - *Makaba*
366. Percevearence Koketso Biyana - 881207 5404 \*\*\* - 3664 Zone 10, Letlhabile, BRITS, 0264 - *Mosupi*
367. Kgomotso Samuel Chabalala - 810308 5779 \*\*\* - 270 Strelitzia Ave, Damonsville, BRITS, 0250 - *Matlapeng*
368. Bongani David Nhlapo - 780612 6123 \*\*\* - 1381 Block W, SOSHANGUVE, 0152 - *Mkwebane*
369. Botlhale Megan Mathada - 930922 0754 \*\*\* - 14242 Mothutse Street, MAMELODI EAST, 0122 - *Mnisi*
370. Tshepo Joseph Mofokeng - 850512 6158 \*\*\* - 203 Masubele Street, Extension 3, CHIAWELO, 1818 - *Mosikidi*
371. Oded Marukgwane Maswanganye - 771014 5624 \*\*\* - 735 Mogogelo, TEMBA, 0407 - *Matshakele*
372. Isaac Benedict Mokwena - 620119 5885 \*\*\* - 1226 New Stands, HEBRON, 0193 - *Geldenhuis*
373. Sibusiso Gift Mnisi - 990205 5217 \*\*\* - 16246 Sinaba Str, DAVEYTON, 1520 - *Sibiya*
374. Bongani Jeffrey Magagula - 810907 5542 \*\*\* - 144 Khupu Street, ATTERIDGEVILLE, 0008 - *Mampheko*
375. Goitsemanang Winston Matlabe - 760123 5415 \*\*\* - 1629 Mofolo Street, SHARPEVILLE, 1928 - *Modiba*
376. Mavis Dumazile Nkutha - 760625 0574 \*\*\* - 4604 Ext3, STANDERTON, 2430 - *Mbatha*
377. Precious Koketso Ramogaene - 920727 0733 \*\*\* - 1168 Intenesha Street, Extension 3, EMALAHLENI, 1035 - *Tayob*
378. Mbongeni Sydney Mahlangu - 000728 5842 \*\*\* - Stand No 5204, Khayelisha, KWAMHLANGA, 1022 - *Mokwena*
379. Thabang Luther Magopa - 960204 5260 \*\*\* - Witbank Correctional Centre House 14, Hadida Street, WITBANK, 1035 - *Mashilo*
380. Kgothatso Vincent Moropa - 020115 5330 \*\*\* - 283o Mokolong View, KGABALATSANE, 0208 - *Phateng*
381. Rudzani Raedane - 921011 0774 \*\*\* - 7089 Mobung Street, Extension 31, Roodepoort, GERMISTON, 1434 - *Phaswana*
382. Kagiso Wickly Mabelane - 910613 5608 \*\*\* - 30 Leslie Ntankwende Avenue, Extension 18, MAMELODI, 0122 - *Bapela*
383. Jackson Lesiba Seanego - 940310 6025 \*\*\* - 10035 Ga-Mocheko, LEPHALALE, 0555 - *Monyeki*

384. Mokwetedi Donald Mapitsing - 680303 5725 \*\*\* - 450 Phadima Section, KATLEHONG, 1431 - *Maledimo*
385. Lebogang Refentse Ntheko Nkosana - 000613 0161 \*\*\* - 74 Erasmus Village, HEBRON, 0196 - *Busang*
386. Sello Cry Magana - 980609 5875 \*\*\* - Stand No 2020, VERENA, 0458 - *Madisa*
387. Phehello Charles Sedibane - 820629 5526 \*\*\* - No 6 Sandton Fire Station, 140 Linden Road, SANDTON, 2196 - *Mohlala*
388. Peter Paseka Mahlangu - 860328 5748 \*\*\* - 895 Block E, LETLHABILE, 0264 - *Stemmer*
389. Johannes Thulare Kgosana - 910817 5812 \*\*\* - 1000 Block K, Maubane, HAMMANSKRAAL, 0404 - *Mahlangu*
390. Mathavha Nodia Mangwedi - 900319 5881 \*\*\* - 796 Extension 1, SOSHANGUVE SOUTH, 0152 - *Mafela*
391. Mduduzi Phemelo Lebeya - 960306 5884 \*\*\* - 818 Block B, MABOLOKA, 0198 - *Kubheka*
392. Michael Ignazio Ferreira - 950426 5120 \*\*\* - 21 Martin Son, STELLENBOSCH, 7600 - *Van Wyk*
393. Kwanele Ignatius Shabangu - 980612 5250 \*\*\* - 1282 Block Aa, SOSHANGUVE, 0152 - *Mbokane*
394. Athenkosi Mankosi - 910619 5490 \*\*\* - 4 Aurthur Road, Tek Base, Lyttleton, PRETORIA, 0157 - *Ntozini*
395. Sifiso Howard Buthelezi - 890913 5377 \*\*\* - 639 Joe Slovo, ROODEPOORT, 1724 - *Magagula*
396. Lincon Vumbani - 950901 5969 \*\*\* - Stand No 2542, Section B, NKOWANKOWA, 0870 - *Ngobeni*
397. Solani Eugene Sejaphala - 860616 5979 \*\*\* - 574 Chief Mogale, KAGISO, 1754 - *Mbatsane*
398. Mbali Janet Erasmus - 010523 0131 \*\*\* - 1358 Maharaj Street, Masechoba View, DUDUZA, 1496 - *Dhlamini*
399. Matome Brian Maruping - 000714 5106 \*\*\* - E242 Kagisanong View, GA-RANKUWA, 0208 - *Ntlekwana*
400. Precious Mmola - 900220 0574 \*\*\* - 36467 Kwa-Xuma Street, TSAKANE, 1550 - *Nukeri*
401. Mulalo Hope Ntanjana - 990409 0081 \*\*\* - 4585 Slovo, MABOPANE, 1834 - *Moloisane*
402. Kwanele Mzimela - 010215 5687 \*\*\* - Mnyameni Village, MAPHUMULO, 4450 - *Ngubane*
403. Mayibongwe Sipho Mthethwa - 940331 5567 \*\*\* - Plot 251 24, OSKRAAL, 0264 - *Nkosi*
404. Ronald Thabang Aphane - 951223 5925 \*\*\* - 767 Motetema, GROBLERSDAL, 0473 - *Kgaditse*
405. Zoleka Mfengwana - 031030 0197 \*\*\* - 9 Ysterhout, Bloemendal, BELLVILLE, 7530 - *Majodina*
406. Nonhle Sindi Mnguni - 040527 1264 \*\*\* - Lindizwe Area, NONGOMA, 3950 - *Nyandeni*
407. Siyanda Myeni - 970806 6011 \*\*\* - P O Box 1785, ESIKHAWINI, 3887 - *Maklana*
408. Nkagiseng Ramalepe - 990303 5308 \*\*\* - 724 Laaste Hoop, GA-MOPLEPO, 0754 - *Motimele*
409. Prince Tshepo Matlala - 770208 5560 \*\*\* - 1974 Maranela Street, Section F, MAMELODI WEST, 0122 - *Manyelo*
410. Mzwakhe Hlongwane - 960506 5564 \*\*\* - 724 Laaste Hoop, GA-MOLEPO, 0754 - *Mlondolozu*
411. Pauline Nomsogas Mokwena - 801102 0420 \*\*\* - 1510 Kgomo Street, Rethabile, MAMELODI GARDENS, 0122 - *Letlhaka*
412. Thembinkosi Godfrey Masina - 890406 5315 \*\*\* - 2 Wessel Avenue, LYNHURST, 2192 - *Mdlalose*
413. Olwethu Sithole - 030102 6208 \*\*\* - Nyangwini Area, HIBBERDENE, 4186 - *Dube*

414. Nhlanzeko Njabulo Zwane - 030510 5075 \*\*\* - P O Box 284, KWA-MBONAMBI, 3915 - *Jiyane*
415. Ephraim Mpelege Monyepago - 981228 5882 \*\*\* - Stand No 87, Mangata, BOTLOKWA, 0812 - *Rangata*
416. Nthabiseng Lydia Makhobela - 900726 0917 \*\*\* - 4724 Mokwadi Street, Extension 2, Nellmapius, MAMELODI EAST, 0122 - *Mphambo*
417. Thamsanqa Meshack Jiyane - 8900806 5218 \*\*\* - 362 Block Jj, SOSHANGUVE, 0152 - *Ngxiya*
418. Nokwazi Audrey Precious Nkomo - 770505 0340 \*\*\* - 3344 Shinkora Street, Zone 10, MEADOWLANDS, 1852 - *Mabaso*
419. Phumudzo Calvin Tghukhutha - 800307 5485 \*\*\* - Zomuraleni Village, MAKHADO, 0920 - *Matodzi*
420. Thabo Morake - 930915 5501 \*\*\* - 2685 Mokhehle Road, VOSLOORUS, 1475 - *Chekoane*
421. Kenva Danielle Cresswell - 000524 0277 \*\*\* - 458 Colorado Crescent, Extension 0, COSMO CITY, 2188 - *Van Der Merwe*
422. Nkosinathi Mduduzi Xulu - 830713 5376 \*\*\* - Zinkwal Street, ESKHALENI, 3887 - *Nxumalo*
423. Sithembiso Maseko - 010622 5618 \*\*\* - 78 Krol Street, VOSLOORUS, 2970 - *Tshabalala*
424. Lawrence Mandla Mongoni - 930401 5270 \*\*\* - 3547 Mazibuko Street, Extension 2, CHIAWELO, 1818 - *Ngubeni*
425. Xolani Richard Jr Nhlabathi - 990408 5570 \*\*\* - 376 Duck Street, TEMBISA, 1632 - *Gule*
426. Simon Madala Chego - 791203 5341 \*\*\* - Thabaleboto Area, NEBO, 1059 - *Sekele*
427. Lebeko Inocent Mashanya - 900621 5724 \*\*\* - Balloon Village Stansi, BALLOON, 0890 - *Mahlo*
428. Tshepang Sapula - 010705 6243 \*\*\* - 838 Malosi Street, NALEDI, 1861 - *Ramodisa*
429. Lionel Oratile Tlhako - 850510 5545 \*\*\* - 1246 Lekeke Street, Unit 5 North, MOGWASE, 2840 - *Oatlhotse*
430. Nomaphelo Nkumeni - 831030 1100 \*\*\* - A0116, Masithandane Street, Kayamandi, STELLENBOSCH, 7600 - *Jim*
431. Tshabang James Khubai - 721007 6007 \*\*\* - 6 Skilpao Street, NEWCASTLE, 2940 - *Mphela*
432. Sphamandla Dlamini - 940303 5901 \*\*\* - Stand No 4642, Extension 7, KWAZAMOKUHLE, 1098 - *Manzini*
433. Msimamisi Sakhile Mwandla - 000314 5512 \*\*\* - Ward 20, GG Location, MURCHISON, 4240 - *Lushaba*
434. Priscilla Kwanele Gasa - 870107 0737 \*\*\*\* - Oshabeni Ward 04, PORT SHEPSTONE, 4240 - *Khuzwayo*
435. Nonhlanhla Nomthandazo Khoza - 840909 0600 \*\*\* - Hlophekhu Area, MAHLABATHINI, 3850 - *Ncanana*
436. Nake Elias Maepa - 721102 5597 \*\*\* - Stand No 60018, GLEN COWIE, 1061 - *Madigage*
437. Vincent Thapelo Matsekolong - 900812 5863 \*\*\* - 1104 Matllu, POLOKWANE, 1068 - *Moela*
438. Gino Sizwe Maphumulo - 960412 5170 \*\*\* - 377 Pine And Olive Street, Extension 02, ALVEDA PARK, 2091 - *Salgado*
439. Otsile Johnson Tabane - 960818 5446 \*\*\* - 20283 Makhubung, MAHIKENG, 2744 - *Simelela*
440. Zolani Eric Richard July - 750510 5630 \*\*\* - Tembeni Locationb, KING WILLIAMS TOWN, 5600 - *Copiso*
441. Thabang Titus Mahlangu - 920105 5610 \*\*\* - 441 Ndlovustand, KLIPGAT, 0190 - *Motileni*
442. Keagan Sage Van Wyk - 991022 5070 \*\*\* - 3 Canigou Avenue, Rondebosch, CAPE TOWN, 7700 - *Hollywood*
443. Richard Mokhonoana - 921015 5915 \*\*\* - 4 Lily Place, Lindo Park, Extension 1, KOEDEOSPOORT, 0122 - *Rikhotso*



444. Samukelo Hadebe - 961111 5930 \*\*\* - Alzoen Farm, PIET RETIEF, 2350 - *Nkosi*
445. Lebogang Violet Maja - 001127 0380 \*\*\* - 202 Block Ss, Extention 5, SOSHANGUVE, 0152 - *Mojela*
446. Deogracious Katlego Mathakeng - 940908 5317 \*\*\* - 594 Phadima Section, KATLEHONG, 1431 - *Mashilwane*
447. Paulos Modise Mdontswa - 820816 5509 \*\*\* - 2913 Silwape Street, Kagiso, KRUGERSDORP, 1734 - *Molete*
448. Hlayisani Khoza - 041219 5971 \*\*\* - Stand No 20045, Clare A, HLUVUKANI, 1363 - *Ndhlovu*
449. Tshepo Hector Mashike - 000802 5313 \*\*\* - No 3329, Extention 1, SOSHANGUVE, 0152 - *Mangoale*
450. Koketso Abisai Makhura - 920107 5071 \*\*\* - 694 Block C, Letlhabile, BRITS, 0264 - *Marobe*
451. Senzosenkosi Mhlongo - 850226 5357 \*\*\* - 159 4th Avenue, ALEXANDRA, 2090 - *Mnguni*
452. Mfundo Karabo Lukhuleni - 961128 5171 \*\*\* - 2882/33 Tshabalala Street, Rockville, SOWETO, 1818 - *Mudau*
453. Nkosinathi Mamafa - 891123 5145 \*\*\* - 58 Lukusuzi Area, TEMBISA, 1632 - *Mkasi*
454. Rodrigo Dunté Natus - 020215 5061 \*\*\* - 2057 The Alley Way, HAWSTON, 7202 - *Natus*
455. Ayanda Gawulani - 851006 5660 \*\*\* - Tshatshu Location, KING WILLIAMS TOWN, 5600 - *Siyaya*
456. Tiisetjo Lephoi Maila - 870515 5679 \*\*\* - Mamaolo Village, GA-MPHAHLELE, 0736 - *Maripane*
457. Theresho Ramadimetje Maila - 960929 5452 \*\*\* - Mamaolo Village, GA-MPHAHLELE, 0736 - *Maripane*
458. Itumeleng Mmangaka Maila - 920617 5660 \*\*\* - Seleteng Village, Mamaolo, GA-MPHAHLELE, 0736 - *Maripane*
459. Katlego Derrick Meno - 890903 5578 \*\*\* - 286/89 Block Ff, SOSHANGUVE, 0152 - *Kgomo*
460. Thabiso Midlas Masonganya - 810303 6546 \*\*\* - Paledi Village 974, MANTJANA, 0727 - *Photo*
461. Mogammad Raai-Iq Van Oudtshoorn - 010417 5194 \*\*\* - 13 Dickson Street, Church Square Apartment 212, WOODSTOCK, 7925 - *Isaacs*
462. Sibusiso Antonio Gamedala - 020408 5422 \*\*\* - 34823 Block 10, Doornkop, ROODEPOORT, 1723 - *Gama*
463. Mack Bopape - 760407 5902 \*\*\* - 1025 Kwena Moloto, MOLETJI, 0746 - *Maphothoma*
464. Bheki Ephraim Thwala - 880113 5527 \*\*\* - Old Stand 153, DRIEFONTEIN, 2383 - *Mkhondwane*
465. Christopher Gquma - 720904 6032 \*\*\* - Ny111 No33, GUGULETHU, 7750 - *Mlotywa*
466. Ntobeko Sondlo - 840108 5466 \*\*\* - 897 David Street, NEW CROSSROADS, 7750 - *Ntshikose*
467. Evile Maseko - 910124 5630 \*\*\* - 52 Bella Vista, Protea Road, BRACKENFELL, 7560 - *Jack*
468. Madimetsa Lesley Makhafola - 980612 5331 \*\*\* - Folopo, Groothoek, SEBETEELA, 0628 - *Bodila*
469. Godwin Baleseng Mnengetja - 870328 5360 \*\*\* - 2769 Maile Street, Boitekong, Extension 2, RUSTENBURG, 0308 - *Molewa*
470. Vuyane Mguca - 800709 5780 \*\*\* - Zone 21-74, Langa, 74555 - *Mapu*
471. Reginald Moeketsi Tlhoka - 861117 5397 \*\*\* - 14 Kareehof, VANDERBIJLPARK, 1911 - *Makhale*
472. Kgolokwe Elizabeth Magalefa - 771119 0350 \*\*\* - 4153 Palmsprings, Section F, EVATON, 1984 - *Tlhapane*

473. Luthando Christopher Masimini - 730817 5370 \*\*\* - 48 Phila Street, Joe Slovo, DESPATCH, 6220 - *Singqoto*
474. Phillimon Muntu Lubisi - 780729 5565 \*\*\* - 1093 Residencia, TSHEPONG PHASE, 1984 - *Msiza*
475. Nomsa Sibeko - 000228 0151 \*\*\* - 9514 Mogwai Street, DOBSONVILLE, 1863 - *Makhaya*
476. Makenetane Johannes Gwangwa - 931113 5503 \*\*\* - House No 900 9I, Luthulipark, SESHEGO, 0742 - *Mafunko*
477. Moletsane Nkosikhona Ndlovu - 960916 5678 \*\*\* - 3886 Mkhawana Road, LAMONTVILLE, 4027 - *Likhethe*
478. Thato Maphase - 010827 5359 \*\*\* - 1323 Phillip Ramakobya Street, KAGISO 2, 1754 - *Mosethi*
479. Nhlanhla Legula - 990402 5735 \*\*\* - 5195 Veni Street, Devland Freedom Park, JOHANNESBURG, 1811 - *Mokoena*
480. Wilhemina Ngozo - 710523 0757 \*\*\* - 14 Renoster Street, Meyerton Farms, MEYERTON, 1961 - *Thanjekwayo*
481. Jabulani Romeo Mpeli - 830710 5829 \*\*\* - Manqindi Road, CATORIDGE, 3680 - *Mkhize*
482. Malesela Charles Mabusela - 861217 5497 \*\*\* - 05 Itireleng, Block G, KGABALATSANE, 0193 - *Monama*
483. Lucky Bheka Phakathi - 010410 5503 \*\*\* - Stand 1608, BOEKENHOUTHOEK, 0418 - *Nkambule*
484. Priston Gounden - 980321 5220 \*\*\* - 5 Duzi Flat, Gartgle Street, WESTVILLE, 3630 - *Sigamoney*
485. Mpho Sesedinyane - 960517 0388 \*\*\* - 3618 Unit One Ext, THABA NCHU, 9780 - *Phalo*
486. Chanel Kemp - 010925 0131 \*\*\* - 4 Sorrento Avenue, RISIDALE, 2195 - *Schnider*
487. Itumeleng Jacobs - 910802 0226 \*\*\* - 7648 Redshow Drive, DIEPKLOOF ZONE3, 1862 - *Monnakgotla*
488. Tshamiseka Thabo Vukeya - 970714 6005 \*\*\* - 197 Peacock Street, Motsu Section, TEMBISA, 1632 - *Nxumalo*
489. Nomonde Cheryl Mavuso - 870914 0442 \*\*\* - 455 Inyenzane Street, Extension 17, VOSLOORUS, 1475 - *Biyela*
490. Nkanyiso Zungu - 900406 5330 \*\*\* - E 347, UMLAZI, 4066 - *Myeza*
491. Pakeng Patrick Sekhukhune - 821214 5567 \*\*\* - 105 Nyiko Street, LOTUS GARDENS, 0008 - *Mofokeng*
492. Phetola Frans Khathi - 360712 5161 \*\*\* - Thakgalang Village, SEKGOSESE, 0810 - *Mokgathi*
493. Siyanda Thamsanqa Siyabonga Boyana - 010914 5164 \*\*\* - 60 Villa Baroque, Midrand, CARLSWALD, 1685 - *Mthethwa*
494. Moses Mphafudi- 920927 5795 \*\*\* -Nogoni, MPHAHLELE, 0736 - *Mampa*
495. Sydney Chabalala- 830418 5625 \*\*\* -Ga Chuene, MOGODIMO, 0735 - *Maluleke*
496. Frederick Stanley Rikhotso- 790921 5723 \*\*\* -Nkambako, Maweni Village, RITAVI, 0870 - *Mashele*
497. Simon Nyabane Ntsoane- 911120 5650 \*\*\* -Maijane, MPHAHLELE, 0736 - *Mamosebo*
498. Kagiso Mamabolo- 951202 5203 \*\*\* -Gamaja, MOGODUMO, 0735 - *Mamabolo*
499. Thandanane Abram Dithlaga- 840904 5634 \*\*\* -Roodepoort, JOHANNESBURG, 1729 - *Ramaisha*
500. Johannes Leferela- 760514 5569 \*\*\* -6094 New Eersterus, F4, HAMMANSKRAAL, 0407 - *Sebopela*
501. Kgaugelo Calvin Moroamoche- 970618 5573 \*\*\* -Hohwaletsi, SIKHUKHUNE, 1124 - *Seswayi*
502. Toby Owethu Tinaye Mkhonza- 030309 6075 \*\*\* -40 Dumreichergasse, Vienna, AUSTRIA, 1220 - *Graham*



503. Daanyaal Suleman-Dadhiseth- 001018 5227 \*\*\* -25 Roshpark Court, Roshnee, VEREENIGING, 1930 - *Dadhiseth*
504. Thato Selala- 980210 5247 \*\*\* -630 Dilakalaka Street, Block X, SOSHANGUVE, 0152 - *Tsokela*
505. Kgaugelo Anthronicah Hlaka- 950515 0771 \*\*\* -308 Jeff Masemola Street, 307 Transburger Flat, PRETORIA, 0002 - *Matlou*
506. Koketso Diseko- 010225 5554 \*\*\* -6013 Maraba Drive, Kagiso, KRUGERSDORP, 2551 - *Ntokoane*
507. Masobe Candice Mothapo- 951108 0418 \*\*\* -1342/176 Wheateater Street, Rabie Ridge, Extension 2, MIDRAND, 1685 - *Mothapo*
508. Estie Cloete- 800402 0211 -161 Noordkkaup Street, KEIMOES, 8860 - *Felix*
509. Nasa Brighton Eguzoroibe- 990812 0420 \*\*\* -47 Berea Road, Bertrams, JOHANNESBURG, 1852 - *Ramalobela*
510. Nare Given Motonya- 880505 5761 \*\*\* -3014 Suphaer Road, Clayville, Extension 29, OLIFANTSFONTEIN, 1886 - *Jiyane*
511. Elias Malose Ledwaba- 910822 5721 \*\*\* -40 Dominus Street, Glenway Estate, MAMELODI, 0122 - *Maraba*
512. Jonathon Trevor Long- 900417 5637 \*\*\* -7 Gyghet Road, Florida Lake, JOHANNESBURG, 1709 – *Wolf*
513. Maleho James Leacwe - 731004 5738 \*\*\* - your wife – Molemoeng Bernadette Leacwe – 810115 0769 \*\*\* - and two minor children –Katlego Leacwe – 090419 5088 \*\*\* - Reabetswe Mpho Leacwe – 161210 0229 \*\*\* - 113 Ulco East, ULCO, 8390 - *Hammer*
514. Sabata christian fayindlala - 760214 5671 \*\*\* - your wife Phumza Beauty Fayindlala – 801229 1045 \*\*\* - and three minor childred – Olwethu alesandro Nyakama – 020629 5951 \*\*\* - Olwam Fayindlala – 090502 0094 \*\*\* - Onezwa Fayindlala – 140502 5148 \*\*\* - 7 Matezcrescent, KWANOBUHLE, 6242 - *Budaza*
515. Thinabantu Sibusiso Gcabashe - 730605 5352 \*\*\* - your wife – Nobuhle Princess Gcabashe – 790808 1166 \*\*\* - and two minor children – Mphilisi Sanele Nxele – 141021 6206 \*\*\* - Samukelo Nxele – 081028 5280 \*\*\* - 1875 Panekeni Road, INCHANGA, 3670 - *Shangase*
516. Linda Majola - 771101 5493 \*\*\* - your wife – Silindile Majola – 840810 0997 \*\*\* - and two minor children – Philasande Slindokuhle Majola – 171130 0953 \*\*\* - Hleloluhle Ivo Majola – 150730 5761 085 - 32 Mtolo Road, KWANDENGEZI, 3607 - *Dlamini*
517. Tsholofelo Louisa Motsoeneng - 900427 0431 \*\*\* - and a minor child – Tokollo Lattifah Motsoeneng – 190521 0736 \*\*\* - 34 Padi Street, SAULSVILLE, 0125 - *Moremi*
518. Zinhle Mkhondo - 931108 0455 \*\*\* - and a minor child – Boikano Owami Oarabile mkhondo – 161122 0262 \*\*\* - 36118 Longa Street, TSAKANE, 1550 - *Mtshali*
519. Zandile Portia Langa - 760427 0431 \*\*\* - and a minor child – Teboho Blessing Langa – 160128 6077 \*\*\* - 434 Fred Mlaba Street, VOSLOORUS, 1431 - *Skhosana*
520. Sonnyboy Lucas Monareng – 750927 5525 \*\*\* -and two minor children – Dimpho Makgwale Monareng – 091117 1043 \*\*\* - Reatile Ngwanatshela Monareng – 130614 0773 \*\*\* - Stand 181, Leeukraal, NEBO, 1059 - *Makuwa*
521. Matome Thomas Masedi – 800822 5531 \*\*\* - your wife Moronwa Euphodia Masedi – 821112 0508 \*\*\* - and three minor children – Tokollo Tshepiso Justice Masedi – 200822 5238 \*\*\* - Lethabo Rochell Masedi - 110328 0395 \*\*\* - Sewela Koketso Masedi – 160123 0226 \*\*\* - 570 Francis Baard Street, ARCADIA, 0083 - *Rikhotso*
522. Laki Samuel Gwelele - 690506 5413 \*\*\* - your wife – Loraine Kesabetswe Gwelele – 660906 0575 \*\*\* - and two minor children – Palesa Gwelele – 010114 0487 \*\*\* - Kelebogile Gwelele – 050304 0333 \*\*\* - 2649 Zone B, WARRENTON, 8530 - *Motaung*
523. Patrick Dondolo - 670312 5829 \*\*\* - your wife – Regina Dondolo – 700807 0598 \*\*\* - and a minor child – Joy Meisie Dondolo – 050425 0329 \*\*\* - 8091 Kalamba Street, Extension 2, DOBSONVILLE, 1863 - *Simelane*
524. Thembanani Godfrey Chabalala – 770121 5382 \*\*\* - your wife – Nkhensani Agnes Chabalala – 770501 0577 \*\*\* - Snenhlanhla Naom Chabalala – 180514 0488 \*\*\* - Nhlahuko arise Chavalala – 041009 5199 \*\*\* - Thembelani Nhlanhla Chabalala – 110718 6003 \*\*\* - Stand No 505, Phumlane Msholozzi, WHITE RIVER, 1245 - *Matsebele*

525. Khomotso Hwele Kekana - 970416 0624 \*\*\* and a minor child – Tshiamo Kekana – 160908 0289 \*\*\* - Ragoatha, GROOTHOEK, 0628 - *Seloma*
526. Thamsanqa Khoba - 870327 5366 \*\*\* - your wife – Wendy Nontokoza Khoza – 840921 0876 \*\*\* - and three minor children – Lwandle Anezelwe Khoza – 180920 1479 \*\*\* - Khethokuhle Asavela Khoza – 120522 6026 \*\*\* -Gcebo Owami Khoza – 091114 6010 \*\*\* - Hlophekhulu Area, MAHLABATHINI, 3865 - *Ncanana*
527. Tshepo Abinar Ditsepu - 920727 5921 \*\*\* - your wife – Keletso Cathrine Ditsepu – 980304 0597 088 – and two minor children – Bokang Pearl Ditsepu – 170801 1309 \*\*\* - Bokamoso Priya Ditsepu – 190825 0517 \*\*\* - 786 Zone P, LEBOWAKGOMO, 0737 - *Tshehla*
528. Nonhlanhla thembisile Keswa - 961231 0350 \*\*\* - and three minor children – Lukhona Lwandile Keswa – 121128 6583 \*\*\* - Yolandiswa Elonhle Keswa – 180202 2389 \*\*\* - Abuhle Phiwokuhle Keswa – 211118 5887 \*\*\* - Ezakheni, LADYSMITH, 3370 - *Nyembe*
529. Malungisa Cebisa – 780909 5632 \*\*\* - your wife – Silungile precious Cebisa – 811022 0271 \*\*\* - and a minor child Sphosam Aphelele Cebisa – 050902 1059 \*\*\* - B1844 Phenduka Drive, Illovo Township, AMANZIMTOTI, 4145 - *September*
530. Seluleko Cebile Bonisiwe Yende - 991116 0281 \*\*\* - a minor child – Samkelo Avethandwa Phiwokuhle Yende – 190205 5807 \*\*\* - C2875 Section 3, MADADENI, 2952 - *Dlamini*
531. Buhle Precious Sithebe - 830926 0573 \*\*\* - and a minor child – Owami Mphilwenhle |Sithebe – 150226 5907 \*\*\* - R1774 Section 7, MADADENI, 2951 - *Maphanga*
532. Tshegofatso Motlapelle Bogoshi – 920226 0655 \*\*\* - and a minor child – Mabatane Sisekelo Regen Bogoshi – 160305 5855 \*\*\* - Mmadisha Leolo, ZEBEDIELA, 0631 - *Ngele*
533. Sboniso Innocent Shezi - 890131 5493 \*\*\* - and your wife – Nomusa Princess Mtolo – 800501 0620 \*\*\* - Elandskop, PIETERMARITZBURG, 3201 - *Zulu*
534. Mandisa Smangele Chiliza - 910817 0631 \*\*\* - and two minor children – Langelihle akhona Chiliza - 100612 5777 \*\*\* - Amahle Azanda chiliza – 110527 0923 \*\*\* - 351 Ntombela Road Lamontville, DURBAN, 4027 - *Cele*
535. Olebogeng Patrick Dithloiso - 791105 5146 \*\*\* - and two minor children – Ororiseng Dithloiso – 180129 5683 \*\*\* - One Dithloiso – 150525 0169 \*\*\* - House No 2292 E, Magojaneng, KURUMAN, 8460 - *Kaotsane*
536. Thembinkosi Ciliza – 850612 5517 \*\*\* - and a minor child – Siphokazi Angel Ciliza – 150603 0571 \*\*\* - Ward No 28, AMALAKHE, 4249 - *Cele*

**NATIONAL TREASURY****NO. 2504****16 September 2022****MAXIMUM MONETARY FINES IN TERMS OF AUDITING PROFESSION ACT, 2005**

1. The Minister of Finance hereby, in terms of sections 51(2) and 51B(3)(b) of the Auditing Profession Act, 2005 (Act No. 26 of 2005 - "the Act"), and on the recommendation of the Independent Regulatory Board for Auditors, publish for comment—

- (a) a proposed maximum amount of—
  - (i) R5 million per charge, as the amount envisaged in section 51(2) of the Act, which may be imposed on an individual registered auditor who admits guilt as contemplated in section 49(4)(a) of the Act; and
  - (ii) R15 million per charge, as the amount envisaged in section 51(2) of the Act, which may be imposed on a firm of auditors that admits guilt as contemplated in section 49(4)(a) of the Act; and
- (b) a proposed maximum amount of—
  - (i) R10 million, as the amount envisaged in section 51B(3)(b) of the Act, which may be imposed on an individual registered auditor who is charged and found guilty or if the registered auditor admits guilt to the charges; and
  - (ii) R25 million, as the amount envisaged in section 51B(3)(b) of the Act, which may be imposed on a firm of auditors that is charged and found guilty or if the firm admits guilt to the charges.

2. It is proposed that the amounts in paragraph 1(a) and (b) be increased annually, from 1 October, at the rate of the Consumer Price Index.

3. Written comments on the amounts proposed in paragraph 1(a) and (b) should be submitted to [CommentDraftLegislation@treasury.gov.za](mailto:CommentDraftLegislation@treasury.gov.za) by close of business on within 30 days after the date of publication of this notice.

## DEPARTMENT OF PUBLIC WORKS AND INFRASTRUCTURE

NO. 2505

16 September 2022

REQUEST FOR PUBLIC COMMENTS ON EXPANDED PUBLIC WORKS  
PROGRAMME POLICY

1. I, Honourable P. De Lille (MP), in my capacity as the Minister of the Department of Public Works and Infrastructure hereby give notice that the Department of Public Works and Infrastructure publishes the Expanded Public Works Programme (EPWP) Policy and invites the public to provide written comments. The published EPWP Policy is available on the website [www.epwp.gov.za](http://www.epwp.gov.za).
2. Comments on the EPWP Policy may be submitted via:
  - a. email: [epwppolicy@dpw.gov.za](mailto:epwppolicy@dpw.gov.za) or [epwppolicy1@dpw.gov.za](mailto:epwppolicy1@dpw.gov.za); or
  - b. hand: Department of Public Works and Infrastructure, Central Government Offices (CGO), Cnr Bosman and Madiba (Vermeulen) Street, Pretoria, 0001; or
  - c. Post: Department of Public Works and Infrastructure, Private Bag X65, Pretoria, 0001.
3. Comments on the Expanded Public Works Programme Policy must be submitted not later than 30 working days after the date of publication of this invitation.
4. For further information, please contact Mr D Pillay (Chief Director: Sustainable Livelihoods Convergence & Compliance) on 082 317 2873.
5. The EPWP Policy is translated into Sepedi and IsiZulu and the translated version may be found at [www.epwp.gov.za](http://www.epwp.gov.za).



Ms Patricia de Lille, MP

Minister of Public Works and Infrastructure



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# EXPANDED PUBLIC WORKS PROGRAMME POLICY FINAL DRAFT

12 DECEMBER 2021



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## ACRONYMS

AG	Auditor General
APP	Annual Performance Plan
CWP	Community Work Programme
DCOG	Department of Cooperative Governance
DEL	Department of Employment and Labour
DDM	District Development Model
DFFE	Department of Forestry, Fisheries and the Environment
DHET	Department of Higher Education and Training
DORA	Division of Revenue Act
DPWI	Department of Public Works and Infrastructure
DSD	Department of Social Development
EBPM	Evidence-Based Policy Making
ECD	Early Childhood Development
ECDG	Early Childhood Development Grant
EPIP	Environment Protection and Infrastructure Programmes
EPWP	Expanded Public Works Programme
ERRP	Economic Reconstruction and Recovery Plan
ESSA	Employment Services of South Africa
GDS	Growth Development Summit 2003
HCBC	Home and Community-Based Care
HFRG	Health Facilities Revitalisation Grant
IA	Implementing Agencies
IDP	Integrated Development Plan
IFC	International Finance Corporation
ILO	International Labour Organisation
KPI	Key Performance Indicators
M&E	Monitoring and Evaluation
MFMA	Municipal Finance Management Act, No 32 of 2000
MIG	Municipal Infrastructure Grant
MINMEC	Minister and MEC Meeting
MTEF	Medium-Term Expenditure Framework
MTSF	Medium-Term Strategic Framework
NDG	Neighbourhood Development Grant
NDP	National Development Plan 2030
NPO	Not-for-Profit Organisation
NMW	National Minimum Wage
NRM	Natural Resource Management
NSC	National Steering Committee
NSCC	National Sector Coordinating Committee
NYS	National Youth Service





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PA	Performance Agreement
PEP	Public Employment Programme
PEP-IMC	Public Employment Programmes Inter-Ministerial Committee
PES	Presidential Employment Stimulus
PFMA	Public Finance Management Act, No 1 of 1999
PMG	Provincial Maintenance Grant
PMN	Pathway Management Network
PMO	Programme Management Office in the Presidency
PP	Policy Position
PSC	Provincial Steering Committee
PSCC	Provincial Sector Coordinating Committee
PYEI	Presidential Youth Employment Youth Initiative
PWD	Persons with Disabilities
RDP	Reconstruction and Development Programme
SDBIP	Service Delivery Budget Implementation Plan
SETA	Sector Education and Training Authority
SMME	Small, Medium and Micro-sized Enterprises
SOE	State-owned Enterprise
SP	Strategic Plan
TVETS	Technical and Vocational Education and Training Colleges
USDG	Urban Settlement Development Grant



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## DEFINITIONS

<b>Code of Good Practice for Expanded Public Works Programmes</b>	The Minister of Employment and Labour issued a Ministerial Determination and Gazetted Code of Good Practice for Special Public Works Programmes that allows for special conditions to facilitate greater employment on Public Works Programmes. The latest version of this is contained in the Ministerial Determination, Gazette No 35310, issued on 4 May 2012.
<b>Compliance</b>	Compliance means adherence to policies, plans, procedures, laws, regulations, contracts, or other requirements.
<b>Community-based targeting</b>	Community-based targeting involves a project steering committee or similar structure that identifies potential workers in the targeted community based on four key criteria: (i) willingness to work at EPWP wage, (ii) being unemployed or underemployed, (iii) being poor and (iv) residing in the local community.
<b>Conditions</b>	Stipulations or requirements that must be met.
<b>Criteria</b>	A set of decisive factors or elements often used to reach a decision.
<b>Demographic targeting</b>	The EPWP Recruitment Guidelines approved by the Minister of Employment and Labour on 5 December 2017 recommend all EPWP projects to target the recommended share for youth participation, women and for people with disabilities.
<b>Displacement</b>	The term refers to persons permanently separated from their jobs and connotes the disappearance of the job as well as the dislocation of the individual workers from the enterprise.
<b>EPWP Target Group</b>	Unemployed, local, unskilled and semi-skilled persons willing and allowed to work on EPWP projects.
<b>EPWP Project</b>	Refers to a project wholly or partially funded through public funding that targets poor and unemployed people, in compliance with the EPWP Ministerial Determination, using labour intensive methods in the provision of services and creation of assets, and addressing the objectives of poverty alleviation addressing inequality and job creation.
<b>Geographical targeting</b>	Aims, as much as possible, to ensure that all EPWP projects and programmes are located in poor communities and recruit workers residing in those communities.
<b>Inequality (in the context of EPWP)</b>	EPWP contributes to reducing inequality in the following ways: Spatial inequality – through targeting the poorest areas; gender inequality – through the recruitment targets for women; ableism – through the recruitment targets for disabled individuals. In addition, EPWP's role as a social protection instrument contributes to the redistribution of income, thereby contributing to the overall reduction of inequality in South Africa.



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<b>Inter-sectoral</b>	The convergence of efforts of different governmental and non-governmental entities to produce comprehensive and integrated policies that aim to achieve integrated results in complex situations.
<b>Labour-intensive</b>	Refers to methods of construction and maintenance involving a mix of labour and machines without compromising on quality, where labour is the primary resource supported by plant and equipment for activities that cannot be feasibly done by labour only.
<b>Labour-intensity</b>	Refers to the expenditure on unskilled and semi-skilled labour wages expressed as a percentage of the total expenditure on activities implemented labour-intensively.
<b>Monitoring</b>	Monitoring is a process that involves measuring and tracking progress according to the planned situation including; inputs, resources, completion of activities, costs, timeframes, etc.
<b>Ministerial Determination</b>	The Ministerial Determination applies to all employers and employees engaged in the EPWP gazetted by the Minister of Labour. Refer to the latest approved determination.
<b>Performance</b>	Performance is the achievement, accomplishment and success towards realising a predetermined objective or target.
<b>Project</b>	A specific component of a programme usually funded by a defined budget. A planned undertaking designed to achieve specific objectives within a given budget and within a specific period. A project usually includes a detailed plan of actions to be undertaken.
<b>Public Body</b>	A public body is any organisation that is defined by legislation as a government institution; and for purposes of this document, refers to a national or provincial department or municipality or state-owned entities within these spheres of government.
<b>Public Employment Programmes</b>	The provision of state-sponsored employment for the working age poor who are unable to support themselves due to the inadequacy of market-based employment opportunities. PEPs entail the payment of a wage by the state, or an agent acting on its behalf, in return for the provision of labour, with the objectives of i) reducing poverty and ii) producing an asset or service.
<b>Reporting</b>	Reporting is a process that best communicates the required information collected during monitoring and/or evaluation for optimum use by different stakeholders.



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## 1. EXECUTIVE SUMMARY

Around the world, Public Employment Programmes (PEPs), of which the Expanded Public Works Programme (EPWP) is included, face a triple challenge in the achievement of sustainable development, namely poverty alleviation, addressing inequality and unemployment. This triple challenge is even more pronounced in South Africa.

The high demand for PEPs has placed a heavy burden on EPWP to deliver the highest number of work opportunities in the context of the National Development Plan (NDP), which expects the EPWP to contribute 5 million employment opportunities out of the 23 million opportunities required in 2030, under a 3.3% average growth scenario. Given that economic growth has not surpassed 2% since 2010 and that the unemployment rate has escalated astronomically due to COVID-19, it cannot be business as usual.

The core focus of EPWP is for those individuals in our communities that are unemployed and vulnerable, even more now than ever before. The COVID-19 Pandemic has had an especially devastating impact on the livelihoods of the poor and most vulnerable South Africans, especially women, youth and persons with disabilities. As a result, the unemployment rate has worsened even further. The EPWP has therefore never been more critical.

There is, however, both a need and an opportunity to refocus and reset the EPWP through this Policy as we have to move to an approach that goes well beyond business as usual. With our changing world, there is an opportunity for a responsive change, innovation and growth in the implementation of EPWP, both in terms of its positive impacts and the quality of its outcomes.

The implementation of EPWP takes place at the different spheres of government. These public bodies each with different needs, population demographics, and resultant priorities. The different public bodies also all have resource constraints to varying degrees of severity.



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What every public body does, however, have in common, which we sometimes fail to see, is that there is an ever-increasing unemployment rate, poverty levels are rising and both social and economic inequality issues are still to be addressed. The commitment starts at the highest level and needs to be inculcated in every realm of implementation for us to be able to begin to tackle this resultant devastating impact on our people of the pandemic.

The six Policy Positions detailed in this EPWP Policy provide strategic direction for all stakeholders involved in the planning, implementation and management of EPWP, ensuring that our PEPs are streamlined, progressive, innovative and most importantly objective-driven and can be massified, focusing on those individuals in our communities that are unemployed and vulnerable.

*P. de Lille*

**Honourable Patricia De Lille, MP**  
**Minister of Public Works and Infrastructure**



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## 2. INTRODUCTION

Since the dawn of democracy, government's interventions in South Africa has focused on addressing key socio-economic challenges which include unemployment, poverty, a low skills base and inadequate social services. In response to the persisting complex and inter-related challenges, the government convened the Growth and Development Summit (GDS) in 2003 and it culminated in a social contract amongst government, labour, community and the private sector. One of the key elements of the agreement was continuation and growth of Public Works Programmes, and in specific, the introduction and implementation of the EPWP.

Around the world, PEPs, of which the EPWP is included, face a triple challenge in the achievement of sustainable development, namely poverty alleviation, addressing inequality and unemployment. This triple challenge is even more pronounced in South Africa. Given the increasing global importance of governments' commitments to job creation and poverty alleviation, and at the same time a requirement to massify the output and achieve best value-for-money, EPWP has the opportunity to be tailored to fit these complexities.

Appropriately designed and effectively implemented PEPs not only tackle poverty and reduce short-term unemployment, they also offer the potential to build bridges to more sustaining and sustainable decent work, while building valuable assets and delivering vital services for the respective communities and contribute to social cohesion and national development. Studies show that PEPs can offer less costly alternatives to building and particularly to maintaining infrastructure, compared to using private contractors adopting more capital-intensive methods.

## 2. PURPOSE

The purpose of the EPWP Policy is to define the emerging problem statement of the EPWP in the South Africa of today, and to build from that basis the refocused PEP agenda of government, with policy positions and programmes of action that are clearly defined, implementable and enforceable for government and empowering for the participant in EPWP in effectively addressing inequality, poverty and unemployment.



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### 3. PROBLEM STATEMENT

The EPWP, which has now been in operation since 1 April 2004, has had numerous successes and created close to 13 million work opportunities for the period up to September 2021. Over the years, 24 Programmes have been initiated with varying degrees of success. There is a lack of uniformity in the application of EPWP prescripts and compliance, especially in relation to the Ministerial Determination. This results in the challenge of enforcing the Programme.

PEPs are short to medium term interventions and are intended to address seasonal and cyclical challenges. The challenge in South Africa is that there is a deep rooted structural unemployment, which then results in EPWP having to sometimes unrealistically perform a function in the broader economy that it was not intended to undertake. PEPs are not intended to be a sustainable solution to employment creation. They are however recognised to be one of many interventions aimed at addressing poverty, inequality and unemployment.

Further, there is an economic reality in South Africa that we cannot ignore and that will shape our Policy. Besides the Covid-19 pandemic, our country is faced with an economy that is in a severe recession, which is not growing and is not absorbing labour fast enough, hence there are limited employment opportunities for EPWP participants upon exit. Government initiated the Economic Recovery and Reconstruction Programme (ERRP) in October 2020, which acknowledged PEPs. It is critical that this EPWP Policy thinks creatively as to how this Programme can contribute to a sustainable solution.

This Policy has, on the one hand has embraced the enabling socio-economic externalities that are in play in our country, and on the other hand, address some of the perceptions of EPWP that have developed over the years, together with some of the fundamental issues, as summarised below, in order to positively shape the way in which EPWP Programmes are rolled out going forward.





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In order to be fully comprehensive, a decision has been taken to highlight some of the perceptions, even if they have not been backed up by evidence. It is important to note that these are not trends or even realities in EPWP. This Policy, however, aims to place all opinions and perceptions forward, in order all stakeholders to be recognised and then to move forward together on the most fundamental founding principles of job creation, poverty alleviation and addressing social equity. Some of the main perceptions of EPWP include:

- a. EPWP, in some instances, is seen as work that is of low social and economic value with unacceptably low stipends being paid to participants.
- b. There is a lack of uniformity in the application of standards and implementation of EPWP tools and mechanisms across the various public bodies, resulting in misinterpretations, manipulations, inertia and sometimes abuse of the Programme. This is further resulting in enforcement and compliance issues.
- c. There is a lack of optimisation of the conditional infrastructure grants towards EPWP.
- d. There is public cynicism that government is just repackaging existing projects and re-instating budgets that were cut through, amongst others, the Presidential Employment Stimulus.
- e. Short-term work opportunities are the least effective intervention and not sustainable for both government and the recipient, whether for poverty reduction, enhanced livelihood support, or in relation to the quality of public goods and services being provided.

Following on from the perceptions, there are a number of fundamental issues, as detailed below, that this Policy aims to address that will shape the way in which EPWP is rolled out going forward, for the benefit of all our communities.

- a. Pressures to convert the EPWP work opportunities to permanent jobs despite the fact that PEPs are traditionally interventions aimed at addressing cyclical and seasonal economic shocks.





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- b. There is a continual debate as to whether EPWP is a social protection initiative or part of the labour market programmes. This dilemma often results in confusion as to how to approach the implementation of an EPWP Programme.
- c. Unfunded targets have limited the expansion of innovative projects, together with lack of mechanisms to recognise innovation at a project level, has dampened programme outcomes.
- d. In many cases, there has been limited institutionalisation of the EPWP within public bodies, which impacts on the quality of programmes.
- e. Given the magnitude of the programme and the achievements claimed by the EPWP there is an increasingly heavy administrative and compliance burden on public bodies based on the auditing of the Programme for complete, valid and accurate data in terms of Section 12 of the Ministerial Determination (i.e. retain full attendance registers, IDs, employment contracts and payment registers). Furthermore, the audit related challenges faced by many public bodies have now also impacted on the EPWP as a whole.
- f. Lack of or no training being provided by implementing public bodies and insufficient investment in effective management or quality control of the outputs is resulting in poor quality outputs.
- g. The recruitment and selection process in some instances is being abused or manipulated for individualised gain.

In conclusion, the argument being made is that the original intent of EPWP has been diverted from its original intent, based on the challenges highlighted above and that PEPs are best done programmatically, at scale, with the requisite investment in management, systems and quality oversight, with clear objective-driven outcomes in mind. The EPWP Policy has utilised this as the premise for the six Policy Positions.



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#### 4. LEGISLATIVE AND POLICY ENVIRONMENT

The EPWP is anchored in the Constitution of South Africa and is guided by various Acts, White Papers, policies and international conventions, as elaborated:

##### 4.1. The Constitution

1. Chapter 2, Section 27(c) of the Constitution of the Republic of South Africa, 1996
2. The Bill of Rights

##### 4.2. White Papers and Acts

1. White Paper on Reconstruction and Development, 1994
2. White Paper for Social Welfare, 1997
3. White Paper for Public Works: Towards the 21<sup>st</sup> Century, 1997
4. White Paper on the Rights of Persons with Disabilities, 2015
5. Basic Conditions of Employment Act, No 75 of 1997, as amended
6. Code of Good Practice for Employment & Conditions of Work for EPWP, 2011
7. Ministerial Determination: EPWP, 2012
8. Intergovernmental Relations Framework Act, No 13 of 2005
9. Immigration Act, No 13 of 2002
10. Occupational Health and Safety Act, No 85 of 1993
11. Compensation of Occupational Injuries and Diseases Act, No 130 of 1993
12. Skills Development Act, No 97 of 1998
13. Refugee Act, No 130 of 1998
14. Unemployment Insurance Act, No 63 of 2001
15. Labour Relations Act, No 66 of 1995, as amended
16. Employment Services Act, No 4 of 2014
17. National Minimum Wage Act, No 9 of 2018
18. Division of Revenue Act (published annually)



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#### 4.3. National Policies and Frameworks

1. The National Development Plan (NDP) 2030 – Our Future, 2012
2. The Presidential Job Summit Framework Agreement, 2018
3. South Africa Economic Reconstruction and Recovery Plan (ERRP), 2020
4. Medium Term Strategic Framework (MTSF) 2020-2025

#### 4.4. International Conventions

1. United Nations Convention on the Rights of Persons with Disabilities, 2006
2. International Covenant on Economic, Social and Cultural Rights, signed in 1995 and ratified in 2015

### 5. GOALS AND OBJECTIVES OF THE POLICY

This EPWP Policy provides government the opportunity to do things differently – to reposition and reimagine the EPWP Policy to become South Africa's innovative PEP for building back our future better.

#### 5.1 Reposition EPWP clearly as part of Employment Policy - to enable pathways into the labour market, or as a social protection initiatives or as a hybrid of both:

- 5.1.1 Ensure that EPWP is part of an integrated development process providing pathways out of poverty, no matter where on the employment continuum the specific programme falls.
- 5.1.2 For many, the journey may start with social grants. This can then evolve to be a combination of both social protection and labour market and then to be solely employment-based
- 5.1.3 For some, labour market participation will include self-employment and sustainable livelihood activities, with PEPs providing support to these pathways.



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**5.2 EPWP to be delivered in a focused, programmatic way that has specific service delivery and public employment outcomes:**

- 5.2.1 Identify existing EPWP projects and programmes to be appropriately resourced, and aligned to the objective-driven programmatic methodology.
- 5.2.2 Select and support projects and/or programmes within the EPWP that showcase the objective-driven programmatic approach, and ensure that they become best practice for replication.

**5.3 Establishment of the EPWP Funding Model and Framework that establishes a set of qualitative, quantitative and functional criteria, inclusive of those found in the District Development Model. This does not represent a change to the spatial distribution of these resources, but aims to ensure that the criteria and framework will:**

- 5.3.1 Be utilised as the reference for the funding of PEPs, inclusive of conditional grants, including incentive grants, wage subsidy, equitable share and national allocations.
- 5.3.2 Enable improved, more rigorous and proactive oversight.
- 5.3.3 Improve outcomes that are targeted.
- 5.3.4 Enable accountability and transparency in the allocation of funding.
- 5.3.5 Serve as the parameters for enforcement.

**5.4 Restructured monitoring, evaluation and reporting of EPWP: Ensure transparent recruitment, decent duration of work, investment in appropriate tools, materials and management, in monitoring and evaluation, pathways to sustainable livelihoods etc. and require reporting against these – not just on 'the numbers'.**

- 5.4.1 Focus is on the End User / Participant, ensuring that workers are recruited through a fair and transparent process.
- 5.4.2 Ensure that the monitoring and evaluation system is data-driven, which tracks and supports users.
- 5.4.3 Skills transfer through the fourth industrial revolution.



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5.5 Refocus EPWP to enable Massification of Work Opportunities: Our country is faced with a severe economic crisis that escalated the unemployment rate and deepened poverty. Whether EPWP is within the realms of social protection such as the NPO Programme and the Community Work Programme or within the labour market, such as SMMEs, Large Project Programmes and Community Safety Programmes, it is critical that the focus be on massification in the immediate term, including:

- 5.5.1 Improved oversight to ensure Accountability in Delivery.
- 5.5.2 Extend the opportunities to Implementing Agents that enable massification, training and enable income generating opportunities for NPOs within EPWP.
- 5.5.3 Ensure that SMMEs are prioritised in PEP Initiatives.

5.6 Strengthened EPWP Institutional and Coordination Arrangements, which include:

- 5.6.1 Clarification of Participation in EPWP.
- 5.6.2 Introduction of Compliance Mechanisms in EPWP.
- 5.6.3 New Institutional Arrangements.

## 6. SCOPE AND APPLICATION OF THE POLICY

This Policy applies to all EPWP implementing bodies including:

1. Public bodies involved in the implementation in EPWP, across all sectors, and all national, provincial and local departments of government;
2. State Owned Enterprises; and
3. Non-state actors.

## 7. EPWP POLICY POSITIONS

The intent of this EPWP Policy is to position the Programme within the current socio-economic climate of our country and internationally, focusing on lessons learned and enabling EPWP to be taken to the next level of implementation, in addressing job creation and poverty alleviation in a sustainable way, for the benefit of our communities in need.



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In response to the six Goals and related Objectives in this Policy, six EPWP Policy Positions have been developed. Each Policy Position is defined, the gaps identified, and then the elements of the Policy Position unpacked, enabling service delivery interventions to be realised.

### 7.1. EPWP Policy Position No.1: EPWP Repositioned as part of Employment Policy

#### 7.1.1. Policy Position No. 1 Defined

This Policy Position ensures and that employment creation opportunities are maximised within the identified sectors, with the focus being on the creation of work opportunities and building sustainable livelihoods. EPWP is part of an integrated development process providing pathways out of poverty, no matter where on the employment continuum the specific programme falls.

For many, in EPWP the journey may start with social grants or social protection. This can then evolve to be a combination of both social protection and labour market (a hybrid scenario) and then to be solely employment-based.

For some, and particular SMMEs, which account for up to 50-60% of South Africa's workforce, labour market participation will include self-employment and sustainable livelihood activities, with PEPs providing support to these pathways. EPWP has therefore been repositioned to include all programmes along the Employment Policy continuum.

#### 7.1.2. Problem / Gap Summation

The EPWP Minimum wage was seen to be in the category of a socially acceptable minimum level of payment for work until the National Minimum Wage (NMW) was introduced. The EPWP minimum wage was pegged at 55% of the NMW in 2018. While a case can be made for a somewhat lower PEP wage rate, this gap has become too large and there is a need to close the gap.



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### 7.1.3. Towards the National Minimum Wage

EPWP already had a minimum wage, but when the NMW was introduced it was set at a level 45% higher than the EPWP minimum wage. While certainly, it had been recognised that the EPWP Minimum wage was low, the scale of the gap between what has since become the socially-agreed minimum rate for labour and the EPWP Minimum wage solidified the critique of EPWP as a mechanism justifying and institutionalising low wages.

Government has determined that there is a need to align the two wage bands. Policy Position 1 acknowledges this and at the same time acknowledges that there is a dire need in our country to massify EPWP initiatives due to the ever-increasing unemployment.

In terms of moving towards the NMW, four Policy Scenarios have been developed and costed, as detailed below. These four Policy Scenarios will realise similar end goals but through different ways. Either in terms of different timelines (Scenarios 1 and 2) or through a different composition (Scenarios 3 and 4). No matter which Scenario is ultimately chosen, the aim is to commence implementation at the beginning of the 2023/24 financial year <sup>1</sup>.

It should be noted that these scenarios are based on the premise that there will be no work opportunities lost. Although, if there is no additional funding provided, the implications of this would be a reduction in work opportunities by 84 per cent from the targeted 1, 023,569 in 2023/24 to 166 199, assuming public bodies have no existing additional funds which can be allocated.

<sup>1</sup> A Baseline Scenario has been developed whereby there is an immediate adjustment of all work opportunities under EPWP from the EPWP Minimum Wage to the NMW. In the Baseline Scenario at 2021/22 figures the adjustment is calculated at R4 646 482 674. This amount translated, along with the inflationary rate of 4% to be implemented with effect from the 2023/24 financial year would be R5.026 billion, bringing the total wage bill for EPWP to R19.08 billion. This is just for the current work opportunities.





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This Policy Position only deals with the issue of moving the EPWP Minimum Wage closer to the NMW, considering current duration scenarios. Over and above this, there is the dire need to massify the various Programmes in order to create more work opportunities.

The aim is that through the consultation process these four Scenarios are to be workshopped with the various stakeholders to determine the impact and both the financial viability and social acceptability of each. Depending on the comments received, Government will then determine which or the four Scenarios or a derivative of one to opt for in the final EPWP Policy.

#### SCENARIO 1.

- The gap reduction between the EPWP Minimum Wage and the NMW should be phased in over a five year period from the 2023/24 financial year.
- This will apply to all EPWP work opportunities
- The assumption that has been made is that for the first three years (2023/24, 2024/25 and 2025/26 financial years) there will be a 25% adjustment per annum and for the last two years (2026/27 and 2027/28 financial years) a 12.5% adjustment per annum.
- Scenario 1 has been costed in 2021/22 figures, along with the assumption that the employment rate will remain the same. Further, it has then been applied per annum with a 4% inflationary increase<sup>2</sup>. These figures have not been applied cumulatively.

<sup>2</sup> The 4% inflation increase is the same assumed increase that is applied to the NMW.





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SCENARIO 1			
<b>5 Year Scenario.</b> All EPWP Programmes have been adjusted to be in line with the National Minimum Wage over 5 years. 25% per annum for the 2023/24 - 2025/26 financial years and 12.5% per annum for the 2026/27 and 2027/28 financial years. Adjustments are not cumulative. A 4% inflation per annum has been applied.			
Year	Wage bill (adjustment included)	Adjustment (Rand value in year of implementation)	Adjustment (Rand value in 2021/22 figures)
2023/24	R15 204 349 052	R587 811 338	R543 464 625
2024/25	R17 144 923 250	R1 332 400 236	R1 184 498 958
2025/26	R19 508 369 491	R1 677 649 310	R1 434 061 661
2026/27	R21 281 750 542	R993 046 271	R816 211 648
2027/28	R23 213 793 994	R1 080 773 431	R854 150 942

#### SCENARIO 2.

- The gap reduction between the EPWP Minimum Wage and the NMW should be phased in over a ten year period from the 2023/24 financial year.
- This will apply to all EPWP work opportunities
- The assumption that has been made is that there will be a 10% adjustment for each of the 10 years, commencing in the 2023/24 financial year and culminating in the 2027/28 financial year.
- Scenario 2 has been costed in 2021/22 figures, along with the assumption that the employment rate will remain the same. Further, it has then been applied per annum with a 4% inflationary increase. These figures have not been applied cumulatively.



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SCENARIO 2			
<b>10 Year Scenario.</b> All EPWP Programmes have been adjusted to be in line with the National Minimum Wage over 10 years. Adjusted by 10% annually. Adjustments are not cumulative. 4% Inflation has been applied per annum.			
Year	Wage bill (adjustment included)	Adjustment (Rand value in year of implementation)	Adjustment (Rand value in 2021/22 figures)
2023/24	R14 664 190 508	R47 652 794	R44 057 687
2024/25	R15 603 023 495	R352 265 367	R313 162 629
2025/26	R16 727 913 545	R500 769 110	R428 059 534
2026/27	R17 976 936 920	R579 906 833	R476 641 145
2027/28	R19 361 569 189	R665 554 792	R525 997 620
2028/29	R20 887 146 064	R751 114 107	R570 784 990
2029/30	R22 545 693 679	R823 061 772	R601 403 175
2030/31	R24 313 432 920	R865 911 494	R608 377 930
2031/32	R26 206 130 393	R920 160 157	R621 627 232
2032/33	R28 243 284 642	R988 909 033	R642 376 451

### SCENARIO 3.

- Scenario 3 separates EPWP work opportunities that are defined as purely social protection, namely the NPO Programme and the Community Works Programme (CPW). All those work opportunities will remain under the EPWP Minimum Wage that is adjusted upwards to a differential of 60% of the NMW in the 2023/24 financial year, 65% in the 2024/25 financial year and 70% in the 2025/26 financial year.
- For the Programmes and related work opportunities that are hybrid social protection and labour market or pure labour market, they should be moved to the NMW and should be phased in over a five year period from the 2023/24 financial year.
- The assumption that has been made is that for the first three years (2023/24, 2024/25 and 2025/26 financial years) there will be a 25% adjustment per



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annum and for the last two years (2026/27 and 2027/28 financial years) a 12.5% adjustment per annum.

- Scenario 3 has been costed in 2021/22 figures, along with the assumption that the employment rate will remain the same. Further, it has then been applied per annum with a 4% inflationary increase. These figures have not been applied cumulatively.

SCENARIO 3			
NPO Programme and CWP are classed as purely social protection. For the work opportunities classified as social protection there shall be an adjusted upwards differential to 60% of the NMW in the 2023/24 financial year, 65% in the 2024/25 financial year and 70% in the 2025/26 financial year. The remainder of the EPWP Programmes shall be adjusted to be in line with the National Minimum Wage over 5 years. 25% per annum for the 2023/24 - 2025/26 financial years and 12.5% per annum for the 2026/27 and 2027/28 financial years. Adjustments are not cumulative. A 4% inflation per annum has been applied.			
Year	Wage bill (adjustment included)	Adjustment (Rand value in year of implementation)	Adjustment (Rand value in 2021/22 figures)
2023/24	R14 935 629 453	R319 091 739	R295 018 250
2024/25	R16 479 869 977	R946 815 346	R841 715 395
2025/26	R18 409 427 508	R1 270 362 732	R1 085 911 387
2026/27	R19 735 526 006	R589 721 398	R484 708 002
2027/28	R21 186 028 947	R661 081 901	R522 462 629

#### SCENARIO 4.

- Scenario 4 separates EPWP work opportunities that are defined as purely social protection, namely the NPO Programme and the CWP. All those work opportunities will remain under the EPWP Wage, which is set at 45% differential of the NMW and it will only be increased by 4% inflation per annum.
- For the Programmes and related work opportunities that are hybrid social protection and labour market or pure labour market, they should be moved to the NMW and should be phased in over a five year period from the 2023/24 financial year.



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- The assumption that has been made is that for the first three years (2023/24, 2024/25 and 2025/26 financial years) there will be a 25% adjustment per annum and for the last two years (2026/27 and 2027/28 financial years) a 12.5% adjustment per annum.
- Scenario 4 has been costed in 2021/22 figures, along with the assumption that the employment rate will remain the same. Further, it has then been applied per annum with a 4% inflationary increase. These figures have not been applied cumulatively.

SCENARIO 4			
NPO Programme and CWP are classed as purely social protection. The EPWP minimum wage is set at 55% of the NMW for these two programmes and will only be adjusted annually by 4% inflation. The remainder of the EPWP Programmes shall be adjusted to be in line with the National Minimum Wage over 5 years. 25% per annum for the 2023/24 - 2025/26 financial years and 12.5% per annum for the 2026/27 and 2027/28 financial years. Adjustments are not cumulative. A 4% inflation per annum has been applied.			
Year	Wage bill (adjustment included)	Adjustment (Rand value in year of implementation)	Adjustment (Rand value in 2021/22 figures)
2023/24	R14 806 203 606	R189 665 892	R175 356 779
2024/25	R15 923 916 787	R525 465 037	R467 136 505
2025/26	R17 327 591 310	R766 717 851	R655 393 632
2026/27	R18 485 424 725	R464 729 762	R381 973 989
2027/28	R19 753 384 234	R528 542 520	R417 714 831

#### 7.1.4. Social Protection vs Active Labour Market Intervention

The EPWP solution going forward comprises components of social protection interventions and active labour market interventions. As a development instrument, PEPs provide a unique interface between the more developmental goals of social protection, and the transition into economic inclusion and employment. Irrespective of whether PEPs have a labour market or social protection dimension, the common principle is that a work opportunity is provided to address the following challenges:



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- a. Unemployment has dire social impacts on the individuals affected and their communities. PEPs mitigate this best by providing decent and meaningful employment that delivers socially-useful outcomes. In this sense, PEPs are a social intervention<sup>3</sup> as well as an economic one.
- b. The EPWP initiatives that are configured as a labour market intervention, inclusive of not only the work opportunity but also training and career pathways increase the potential of participants to move out of poverty and into more sustainable livelihoods. It is, however, important to demystify and simplify the concept of training within the ambit of PEPs, as elaborated on further in the Policy.

In several cases the insistence of training certification has brought in complexities and costs that outweigh the training benefits and the wage bill. All the research shows that employers value work experience more than the kind of training certificates characteristic at this level. So make the work experience meaningful, ensuring that it enhances employability.

- c. DPWI together with 8 other departments (including the Presidency) have concluded a MOU in supporting the recently formed National Pathway Management (PMN) related to the Presidential Youth Employment Initiative (PYEI). The PMN is expected a critical role is supporting pathways for young

<sup>3</sup> Social protection is defined as a system of primarily formal public interventions that aim to reduce social and economic risks, vulnerabilities, exclusions and deprivations for all people and facilitate equitable growth. The five functions of social protection in South Africa, as detailed in the NDP are:

1. Protective: measures introduced to save lives and reduce deprivation
2. Preventative: economic stabilisers seeking to reduce vulnerabilities
3. Promotive: enhancing the capabilities of individuals, communities and institutions to participate in all spheres of activity
4. Transformative: redistributive measures to tackle inequality and vulnerability
5. Developmental and generative: enables the poor to access social and economic opportunities, promoting local economic development and increasing their consumption patterns.



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people. It could play a role in supporting fair and transparent recruitment methods. This initiative should be recognised both in the way in which to further the career pathways as well as a test case for the transparent recruitment identification elaborated on in Policy Position 4.

- d. For any work opportunity to qualify as a PEP, whether in the category of social protection, active labour market intervention or a hybrid of the two, its minimum duration should ideally be three months but could be two months for a transitional period. This would require releasing EPWP from its current targets, because it would reduce total numbers. In order for this initiative to be fully implemented, DPWI, in partnership with National Treasury, the PMO in the Presidency, DFFE, DSD and DCOG must:

- Analyse the impact of this policy recommendation, determining the quantitative and qualitative pros and cons.
- Make a recommendation as to how this can be implemented across the sectors and programmes, or where applicable.

There are broadly five types of active labour market policy interventions that are to be explored:

- Labour market training that aims to improve productivity and employability of individuals. Firstly, training is important but, there should be no training for training sake. A more targeted approach to training that aims for much better alignment of training to take advantage of the SETA system and to ensure that if training is meant to enhance employability, there actually is a real pathway to employment linked to labour market demand. This means better alignment with the non-state sector or for livelihood opportunities. Training opportunities are also to be explored for SMMEs.





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- Training for specific vocations (accreditation training) or on-the-job training that aims to enhance the skills of participants, their future employability and their opportunities to access further education, occupational training or employment. Training for the work at hand - often in the form of on the job training - is a priority, to ensure quality outcomes and that people actually get the chance to use any skills / training they gained.
- Non-state incentive programmes. While EPWP does not provide private sector wage subsidies, it does provide a wage subsidy to the NPO's operating in the non-state sector. The wage-subsidy was introduced to promote the use of labour intensive methods and grow existing community-based programmes. This Programme can be revised to ensure that it is optimised for the most work opportunities possible.
- Assess, refocus, streamline and refresh each of the current 24 EPWP Programmes in terms of their achievement of the following overarching objectives and determine whether they should be massified, reconfigured or closed out:
  - Prioritisation- of programmes in which employment creation is the primary goal, targeting opportunities where meaningful scale-up and impact can be achieved
  - Effective programme management that is focused on cost-effective delivery at scale, quality outcomes, peer learning and effective monitoring and evaluation.
  - Assessment as to whether the programmes are still meeting the three primary objectives of EPWP, which are poverty alleviation, addressing inequality and achieving cost effective, sustainable employment creation.
  - Do the programmes measure labour intensive practices and if so, what innovative methodologies have been employed, in any? How can innovation be introduced to assist the participant?



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- Detail the process that will be followed for the said Programme to adhere to both the Recruitment and Selection and Evaluation and Evidence-based Reporting Parameters of Policy Position No. 4. This should include the budget that will be assigned from the Programme to the development of Policy Position No. 4's System for the 2022/23 and 2023/24 financial years that will enable alignment.
- Job-search efficiency services that provide vocational guidance and placement services. Provision of career pathways for participants, by either transitioning participants into the public service<sup>4</sup> or through private sector partnerships. Examples of other such programmes, include:
  - The National Youth Chefs Programme;
  - National Youth Service (NYS) Programme<sup>5</sup>;
  - Early Childhood Development (ECD) Programme;
  - Home and Community-Based Care (HCBC) Programme;
  - Road Maintenance Programme; and
  - Working on Fire Programme.

## 7.2. EPWP Policy Position No 2: An Objective-Driven Programmatic Approach

### 7.2.1. Policy Position No. 2: Defined

The Objective-Driven Programmatic Approach is a structured, purpose-driven methodology that is primarily to be applied to the national, provincial and municipal programmes focusing on service delivery solutions.

The Objective-Driven Programmatic Approach, through collaboration and cooperation by different partners various projects can be developed to focus on specific service delivery problems using EPWP principles. This Approach essentially involves the following:

<sup>4</sup> The role of the Employment Services of South Africa (ESSA) in this process is being explored

<sup>5</sup> NYS to be up-scaled or reconfigured to assist learners with their experiential learning in order to complete their qualifications





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- The public sector body identifies a service delivery problem statement and unpacks what issue they are trying to solve (Two examples of which have been provided).<sup>6</sup>
- A business case that includes the EPWP work opportunities, the contributions by the public body, potential sponsorships or value-adds to be developed and submitted.
- The proposal sets a clear baseline that is outcomes focused. With the first focus being on, employment creation and the alleviation of poverty.
- This is a demand-driven as opposed to supply driven approach, which is critical to both the sustainability of the project and to the employment creation being fit-for-purpose.

<sup>6</sup> The first example is where a Municipality introduced the Women's Roads Maintenance Teams starting the initiative as an EPWP Programme in order to test the concept. The problem statement was that it was very difficult to introduce women into that work environment due to various reasons. Women were employed under EPWP to fulfil all the skills in a road maintenance team – from supervisor through to worker and they were trained.

The Municipality then identified work opportunities within the Roads Department to have one Women's Team per Depot. The Women would have to apply once they had gone through the 9 month EPWP Programme to become eligible for permanent employment.

This Programme became best practice and can be applied to any developmental scenario. It was utilised for the Oceans Economy, Water and Sanitation, etc.

A second Objective-Driven Programme was when a Municipality wanted to test whether its infrastructure was universally accessible (accommodating to persons with disabilities) as there had been many complaints from the PWD community plus there had been the introduction of new legislation.

The Municipality devised a Programme that employed persons with disabilities (PWD) along with their respective helpers. It also included transportation and related occupational health and safety officers to manage the programme. This was undertaken under the parameters of EPWP.

An Audit of the various infrastructure and facilities of the municipality was then undertaken in relation to the status quo and what needed to be rectified in accordance with the application of the PWD Standards, per category.

The findings were then taken and turned into a manual by a Supervisory Team that was then workshopped with the PWD Forum before being adopted by the Municipality as a Retrofitment Action Plan.



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- The intention of the Objective-Driven Programmatic Approach is further to draft from the experiences and programmes from other public bodies as well as how they have tackled certain service delivery dilemmas, with the aim of over time developing best practices for investment in the identified sectors, their value chains and promote access to market, to ensure sustainability and ownership of the activities by communities.

#### 7.2.2. Problem / Gap Summation

The EPWP is contributing towards addressing poverty, unemployment, inequality and a shortage of skills, but public bodies have prioritised each of these components differently, which is contrary to the Global Growth and Development Summit (GDS) Agreement of 2003, which states that:

*"EPWP projects must be designed to equip participants with a modicum of training and work experience, which should enhance their ability to earn a living in the future. Such projects must be large enough to have a substantial impact on employment and social cohesion, especially for young people, women and the rural poor. Some programmes in the EPWP's would take the form of the National Youth Service Programme".<sup>7</sup>*

An Objective-Driven Programmatic Approach to EPWP is much more focused on sustainable livelihoods of participants and in the long run more focused on value-for-money for government, as EPWP now turns into an investment for government, creating jobs and delivering on much needed services.

Policy Position No.2: An Objective-Driven Programmatic Approach, has been broken down into three broad components. The components can be applied to different programmes, as long as the Project Sponsor clearly defines at the outset the service delivery outcomes and quantifies the projected jobs created. Prior to

<sup>7</sup> Growth and Development Summit Agreement 2003



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unpacking the components, however, it needs to be emphasised that in order for this Approach to be successful there is a need for strong, collaborative coordination as addressed in 7.2.3 below; along with a user-centric and data-driven system that is addressed in Policy Position 4.

### 7.2.3. Coordination and Oversight of the Programmatic Approach

This Approach requires strong coordination and oversight that will be undertaken by the EPWP Branch in DPWI, in order to foster collaboration between the different stakeholders, identify champions of the various Programmes across the Sectors, operationalise existing policies and ensure harmonisation with existing implementation and monitoring platforms for enhancing resilience.

The EPWP Branch will also continue to be responsible for oversight and will therefore be the custodian of the data-driven monitoring and evaluation system, together with the knowledge management platform, which is to be encompassed into the user-centric and data-driven system that is addressed in Policy Position 4, all encompassed in an Objective-Driven Framework.

DPWI, together with Public Bodies will further establish linkages with both state and non-state partners, including, but not limited to, SETA's, DHET, TVETS, Government Agencies and the private sector, to maximise targeted training outputs and outcomes where possible.

The Objective-Driven Framework, inclusive of implementation parameters will need to be adhered to by the various Sector and Provincial Coordinators, thereby ensuring uniform compliance of the Ministerial Directive and to the principles of massification, to name two. This Framework will then, in turn, also need to be utilised by the implementing public bodies.



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#### 7.2.4. Objective-Driven EPWP-based Service Delivery

Proposals could straddle the infrastructure, environmental, social and non-state sectors, all of which would need to, though this approach, deliver more programmatic and qualitative outcomes.

- A service delivery problem statement is determined, along with identified objectives and desired outcomes, including best value-for-money and best return on investment.
- The targets for employment creation are then to be determined from a demand-driven perspective and related to the service delivery sector and outcome. This will include the quantum of jobs created, the training - type and quantum - plus skills transfer, and localisation that can lead to further job opportunities, etc.

The parameters detailed below are to be applied in relation to Objective-Driven Programmatic EPWP:

1. Programmes that are linked to the achievement of one or more of the seven key national priorities, plus are identified in department's, province's or SOE's Strategic Plans (SP) and Annual Performance Plans (APP), or the municipality's Integrated Development Plans (IDPs) and Service Delivery Implementation Delivery Plans (SDBIP).
2. The EPWP Business Case can have a long-term rollout plan for institutionalisation but the budget motivation should be for the MTEF, with the option of renewal, subject to the compliance of the respective legislation.

#### 7.2.5. EPWP Programme Business Case

EPWP needs in essence to support the achievement of tackling the triple challenges of poverty, inequality and unemployment. The EPWP Objective-driven Programme Business Case therefore needs to demonstrate how the Programme tackles the triple challenges, providing quantifiable objectives and targets in relation to both service delivery outcomes and employment creation outcomes.



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The minimum components to be included into the EPWP Programme Business Case<sup>8</sup>, include the following:

*Details of the EPWP Objective-Driven Programmatic Project Business Case*

1. Standard Operating Procedures for the Objective-Driven Programmatic Approach to EPWP
2. Project Plan and Timeline
3. Clear, Quantifiable Objectives (*service delivery objectives and related employment objectives. This will determine the entire starting point of the Programmatic Approach*)
4. Proposed Targets and Outcomes per Objective (*service delivery and employment creation*)
5. Resources Plan and Key Strategic Questions
  - *Can it be done cost-effectively?*
  - *Can it be done at scale?*
  - *Does the work experience create pathways into opportunities in the labour market?*
  - *Is the requisite management capacity in place to deliver quality outcomes?*
  - *Can it create meaningful social value?*
  - *How does it compare to other public employment delivery options?*
6. Determine the graduation pathways framework whereby EPWP workers are able to progress (or graduate) through stages, whether it be through work experience, training, accreditation or the attainment of different skills
7. MTEF Financial Management Plan
8. Risk Management Plan

<sup>8</sup> **The EPWP Programme Business Case** must not be more than 15 pages, with all core information submitted in the main body of the Report.

- Annexures can be provided but must be limited. Should an Annexure be submitted, it must be clearly referred to in the Business Case, as well as being referenced in the Index Page.
- All information must be relevant to the specific project and should be quantifiable and verifiable.
- Financials, statistics, calculations and figures need to be accurate.
- All assumptions and dependencies need to be detailed in the Business Case.



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#### 7.2.6. Training and Capacitation

With a Programmatic Approach, EPWP should include training, not as mandatory but as critical, in order to enable sustainable livelihoods for participants. The following parameters are to be applied in relation to the training:

1. Depending on the job and related skills set, the option for accreditation or certification related to the training should be explored. This adds value to the investment that government is making in the individual (best value-for-money) as well as enables the individual to utilise the accreditation for future employment opportunities. This is, however, optional.
2. Recognition needs to be given to on-line learning modules, as part of both life-skills training (in the subject matter of the on-line learning module), as well as their exposure to digital skills. In today's world this is important and EPWP will need to adapt to this methodology going forward as we cannot assume that every participant will get 'traditional' forms of on-site training.
3. On the job training needs to be recognised and recorded.
4. Sufficient time must be built into the EPWP module to enable the training.
5. History has revealed that there have been a shortage of trainers. The initiator of the EPWP Programme needs to explore options to utilise their training budgets to train staff, enabling them to undertake on-the-job training;
6. DPWI is to establish links to training institution and provide opportunities to enable workers to access further training with a preference to SETA accredited training, where available.
7. Training needs to be streamlined and not be bureaucratic, where possible being practical and promoting localisation and empowerment of emerging training professionals.
8. The funding model for this type of EPWP solution would then be coupled with a possible longer-term employment solution with a department, province, municipality or SOE.
9. Where applicable, projects/programmes to be designed to include training that are fit-for-purpose and training funds to be assigned by the implementing body.



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### 7.3. EPWP Policy Position No. 3: PEP Funding Model and Management Tool

#### 7.3.1. Policy Position No. 3 Defined

The focus of Policy Position 3 is on all PEP funds. It requires that direct PEP funding allocations<sup>9</sup> to be optimised to not only contribute towards the creation of work opportunities but also for work opportunities to be massified and for poverty alleviation and for social inequality to be addressed by being refocused towards the objective-driven programmatic methodology.

Further, the Equitable Share that is allocated to Provinces and Municipalities, direct funding allocations to National Departments and other grants such as Municipal Infrastructure Grant (MIG), Provincial Maintenance Grant (PMG), Urban Settlements Development Grant (USDG), Early Childhood Development Grant (ECDG) and Health Facilities Revitalisation Grant (HFRG), be optimised and massified. This would be to contribute towards the alleviation of poverty and for social inequality to be addressed by being refocused towards the objective-driven programmatic methodology.

Due to the economic crisis that our country is in, it cannot be "business as usual" and therefore collectively, all spheres of government and all funding allocations, not just those specifically geared towards PEP, need to prioritise the creation of employment, poverty alleviation and socio-economic redress.

<sup>9</sup> The direct funding allocations that are being referred to include:

- CWP Funding
- Incentive for National Environment and Culture Sector Departments
- Environmental Protection and Infrastructure Programmes (EPIP)
- Natural Resource Management (NRM)
- Presidential Employment Stimulus (PES)
- Municipal Integrated Grant
- NPO Wage Subsidy
- Provincial Integrated Grant
- Social Sector Provincial Grant





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### 7.3.2. Problem / Gap Summation

In many instances there is a disjuncture between the policy intent and the financial allocation. Once funding is allocated to a public body, unless there are specific qualifying criteria, the oversight authority does not have any leverage over the qualitative expenditure of the allocation.

To give one example of DPWI, even though the DPWI is responsible for the oversight and coordination of EPWP, the budget for the creation of work opportunities reported resides with the respective implementing bodies. DPWI has no authority over other funding sources besides the incentive grant and NPO Wage Subsidy, which is allocated to the DPWI Vote for transfer to other public bodies. The oversight is mainly through the ability to withhold funds for non-compliance with the Division of Revenue Act. The incentive grant and the NPO Wage subsidy, however, only accounts for 11% of the total EPWP expenditure.

### 7.3.3. Need for the PEP Funding Model and Management Tool

The PEP Funding Model and Management Tool is essentially the application of the Objective-Driven Programmatic Approach as detailed in Policy Position No. 2 to the PEP Funds.

Policy Position No 3 therefore introduces a PEP Funding Model and Management Tool that enables the front-end qualitative oversight and coordination to the PEP process that will not only enable more rigorous compliance by DPWI as well as the Sector- and Provincial Coordinators but, more importantly, enable the various programmes to be, where possible to be massified with ease.

The PEP Funding Model and Management Tool enables DPWI, together with the National Treasury, the PMO in the Presidency, DFFE, DSD and DCOG not only to have line of sight but to ensure that there is more rigorous compliance resulting in both qualitative and quantitative accountability in delivery.





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Using a PEP Funding Model and Management Tool would enhance accountability on all PEP funds and make more visible how the public bodies are leveraging from core budgets, where possible. With the current process none of this is possible.

#### 7.3.4. Parameters of the PEP Funding Model and Management Tool

The DPWI together with, National Treasury, the PMO in the Presidency, DFFE, DSD and DCOG, will set up a collective Technical Working Group for the PEP Funding Model and Management Tool for all PEP Funds. The outcomes of the Technical Working Group (the finalised criteria) will be forwarded to the various MINMECs referred to in Policy Position No 6, for endorsement on an annual basis and then to the PEP-IMC for final approval, prior to implementation.

Once the criteria have been approved by the PEP-IMC, funding will be allocated accordingly. This process will then institutionalise the Objective-Driven Programmatic Approach, which all implementing bodies will then need to follow, no matter which sector they belong to or what funding source they come from.

The PEP Funding Model and Management Tool Technical Working Group shall, amongst others, be responsible for:

1. Development of a set of guidelines on the workings of the PEP Funding Model and Management Tool, the massification of projects and programmes, operating parameters, implementation protocols, etc.
2. Determining a set of functional, financial, monitoring and evaluation, implementation and reporting criteria required to institutionalise the objective-driven programmatic approach and that would form the basis for funding allocations.
3. Strengthening funding procedures and providing frameworks for the improvement of performance monitoring standards to support the achievement of better outcomes.



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4. Certain Operating Parameters must be complied with and all must be in compliance with the Public Finance Management Act (PFMA), No 1 of 1999, as amended as well as the Municipal Finance Management Act (MFMA), No 32 of 2000.

#### 7.3.5. Operating Parameters for the PEP Funding Model and Management Tool

1. Best value for money – All EPWP Objective-Driven Programmatic Business Cases that are submitted to the PEP Funding Model and Management Tool need to ensure that they employ the principles of best value for money by optimising government spending and at the same time maximising sustainable employment creation.
2. Partnerships - The building of partnerships between the public sector, private sector and/or civil society, to effectively leverage available resources and capitalise on local social, economic, environmental and cultural opportunities, in the face of adverse macro-economic challenges. These partnerships need to be set up through the Social Facilitation process and documented in the EPWP Objective-Driven Programmatic Business Case, inclusive of the Financial Plan.

#### 7.4. EPWP Policy Position No. 4: User Centric, Data-driven EPWP System

##### 7.4.1. Policy Position No. 4 Defined

Policy Position No. 4 is probably the most critical in that it asks the question – why is government spending so much time and effort on EPWP and who are we doing this for? It is all about the poor and unemployed and creating employment opportunities that improves their quality of life and at the same time government can optimise government spending in achieving meaningful service delivery.

Policy Position No. 4 adds two critical components to the current monitoring and evaluation system that is in place in DPWI. The first being knowledge management whereby there is a linkage between the EPWP Monitoring and Evaluation System



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to other data labour-based data sets and in particular the database at the Department of Employment and Labour. This will not only broaden the employment opportunities for those that are unemployed but also allow for the tracking of employment opportunities.

Policy Position 4 further requires the investment by DPWI, in consultation with public bodies, in an End-User Module that will enable each EPWP Worker to be able to have a unique EPWP ID that can have the history of work opportunities.

The first step will be to undertake the process of aligning and assimilating the various systems that are already in existence, ensuring that there are no duplications and that there are economies of scale. Of particular importance is the Department of Employment and Labour's (DEL) Employment Seekers System of South Africa (ESSA).<sup>10</sup>

#### 7.4.2. Problem / Gap Summation

While there is a Monitoring and Evaluation Framework with a number of very admirable objectives, as detailed below, but these have not been realised:

- Monitor and report implementation progress and evaluate the impact of the programme on the unemployed and their communities;
- Measure impact on the lives of participants, in relation not only to the impacts of the incomes but also of their participation in work;
- Measure communities and municipal areas in terms of the assets and services being delivered by EPWP programmes; and
- Determine the value of EPWP programmes on the broader economy, environment and society, including measuring the relative returns to investing in, or incentivising various EPWP programmes or sectors.

<sup>10</sup> Work-seeker and opportunity registration on the Employment Services system of South Africa (ESSA): The Department of Employment and Labour has an electronic job-matching system, the Employment Services system of South Africa (ESSA). Work-seekers can register their personal details, skills, qualifications and work experience on ESSA. Employers can register their employment and skills development opportunities on ESSA.



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The underlying problem is that the reporting system is not linked to an electronic, data-driven system that is focused on the end-user and revolves around the recruitment process. Some of the main reasons for this include:

- There is not a centralised, unified yet open platform for recruitment of EPWP workers. This is mainly due to the PEP being funded through multiple sources.
- Inconsistencies in recruitment of participants.
- Lack of transparency.
- Criteria that are to be aligned to the End-User Profiles and to the new parameters have been agreed to between the Auditor General (AG) and DPME.

Further, there is a need to explore user-centric options, especially with the need to massify work opportunities. This is with at the same time acknowledging that some public bodies have financial constraints but at the same time this should not jeopardise the EPWP participant.

#### 7.4.3. Unique EPWP ID System

With an electronic, auditable system that is user-centric, not only will comprehensive monitoring, evaluation and standardised evidence-based reporting be possible, which is a critical component in measuring EPWP's progress and developmental impact, but knowledge management and learning also be possible.

In order to ensure that the job creation emphasis both from a quantitative and qualitative perspective is re-emphasised, the Unique EPWP ID System has been proposed to be introduced. It is further critical that the data from this system be intertwined with that of the monitoring and evaluation system, thereby ensuring synergy in knowledge management.



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1. DPWI to, in collaboration with other stakeholders and in particular DEL, develop the parameters of a centralised, unified yet open platform for recruitment of EPWP workers where they are able to obtain a unique identifier that can be utilised plus that can be linked to performance, training and skills transfer. The system needs to be data-driven and linked to the programmatic methodology.
2. When it comes to recruitment of the participant, the system should allow for:
  - a. An easily accessible sign-up process for all users that is electronic, thereby removing the human element of manipulation of a paper-based system;
  - b. Once the participant is on the system they have a unique EPWP identity and they will be able to be tracked anywhere in a sector, district, region or the country. This is the most important element of transparency and accountability, from government's perspective.
    - i. The AG will have detailed records that are immediately uploaded to the individual and it is a lifetime identity;
    - ii. Government can track users, build up a talent pool, undertake trend analysis etc.
    - iii. Reporting is then streamlined, auditable and accountable.
  - c. From the participant's perspective, the unique EPWP ID also has numerous benefits including that enables them to use their EPWP Identity, which includes track record and training, as a CV for prospective job applications, a reference where historical work history is required, in an application for further studies, etc.
  - d. The Unique EPWP ID System will be linked to the Evaluation and Evidence-based Reporting System that the Department currently has in place.



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#### 7.4.4. System Expansion to include Evidence-based and Compliance Reporting

The Current EPWP Monitoring and Evaluation System that is managed by DPWI is to be extended to cover two additional matters that are critical for EPWP, namely:

- That the Department will require public bodies to provide electronic, evidence-based reporting.
- That the Department will require public bodies to provide electronic, compliance reporting.

The findings from evaluations inform stakeholders on challenges and best practices, the design of future programmes, policy decisions and measure the impact of the programme. The electronic system that is to be designed and implemented by DPWI must have at least the following parameters:

1. Measurable Key Performance Indicators: Key Performance Indicators (KPIs) are to be developed against which each of the projects and programmes will be evaluated in relation to implementation of their targets.
  - a. The areas evaluated will include impact, effectiveness, efficiencies, outputs and outcomes. Additionally, each sector will be required to develop indicators for their specific sub-programmes that align to the overarching KPIs.
  - b. These KPIs must not only be simple, measureable and outcomes based but must be focused on both service delivery in the identified sector and employment creation, with the end user being the focal point.
  - c. This will be undertaken in a collaborative manner, led by the DPWI EPWP Branch Coordination Unit. Once the KPIs and Sector Indicators have been set, they will be documented in a Standard Operating Procedure that can be amended and updated from time-to-time.



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2. Qualitative and Quantitative Targets built into the performance agreements of all involved the coordination and implementation of EPWP. These performance indicators will be aligned across the various spheres of government and serve to ensure effective implementation of EPWP.
3. Evidenced-based Reporting: Identification of relevant evidence to generate a full understanding the nature of the problem, including how the problem has been addressed elsewhere and the cost, benefit and effectiveness of proposed interventions. Further, to situate evidence in relation to additional elements that influence policy and decision-making processes.
4. Knowledge Management and Learning Mechanism: It is critical that the principles, practices and system of knowledge management, continual learning and innovation in the PEP environment are embraced as they not only boost efficiencies and improve our collective understanding to enable improved decision-making.
5. Compliance Reporting Mechanisms: The parameters of compliance will be elaborated on each element that public bodies need to address, along with the related penalties<sup>11</sup>.

## 7.5. EPWP Policy Position No. 5: Refocus EPWP to Enable Massification

### 7.5.1. Policy Position No. 5 Defined

Policy Position No. 5 elaborates on how various EPWP Programmes, whether classified as social protection (for example Not-for-Profit Organisations (NPOs)) or those within the labour market (small, medium and micro enterprises (SMMEs)) need to be reconfigured and refocused in order to enable them to be scaled-up and for the access to employment opportunities to be massified.

<sup>11</sup> Penalties and Details of the Compliance Mechanisms are elaborated on in Policy Position 6: Governance, Logistics and Institutionalisation





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#### 7.5.2. Problem / Gap Summation

In many cases when it comes to the management of NPOs there are too many intermediaries in the process, and/or the management fees are too high, which in turn take away from the NPO's economic viability and the funds that are allocated for actual employment creation. This not only needs to be rectified but the initiatives for NPOs need to be massified.

Further constraints for NPOs relate to the lack of opportunities of how to reach economies of scale, the lack of opportunities for training in revenue generation and the need for assistance programmes for NPOs in scaling up so their businesses in order to reduce administrative costs.

Generally, if NPOs have viable business cases to upscale, they should be given the opportunities to do so, as opposed to just this Programme just being seen as once-off assistance.

When it comes to SMMEs on the other hand, which are on the other side of the employment continuum, there have been a number of initiatives within the EPWP space.

#### 7.5.3. Improved Oversight to ensure Accountability in Delivery

The DPWI must introduce a framework and related criteria to enable oversight over the NPO Programme that will be linked to the Monitoring and Evaluation System. The framework will need to:

- Set criteria and management, sectoral and/or functional parameters within the framework that will enable respective implementing agents to submit business cases for the implementation of various components of the NPO Programme and for the Programme and related work opportunities to be massified.
- Enable the allocation of resources between public bodies and the NPOs, subject to evidence-based reporting at various identified stage-gates, depending on performance.





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#### 7.5.4. Restructured Roles and Responsibilities for Implementing Agents

The NPO Programme is to be extended to more Implementing Agents, assigning them to specific sectors and/or programmes related to the NPO Programme.

Implementing Agents would need to put forward a Business Case to run a specific NPO Programme, motivating their management fee and elaborating on key deliverables – training, revenue generation schemes, reduction in administration costs, introducing economies of scale, etc. Once their business case is approved, the Implementing Agent would be allocated that specific NPO Programme to run at an assigned management fee, with clear deliverables.

#### 7.5.5. SMMEs prioritised in PEPs

Small, micro and medium enterprises (SMMEs) should be given much more priority in the PEP environment. This is especially considering the fact that SMMEs employ 50-60% of South Africa's work force and contribute around 34% of GDP.<sup>12</sup>

Many SMME Programmes in South Africa have, however, had varying degrees of success. EPWP has undertaken several SMME initiatives such as the Vukuphile Contractor Development Programme and Cooperative Development initiatives. Venturing into major massification of these ventures without evaluating these, would however, not be expedient. There is therefore a two-step approach towards prioritisation, including continual engagement with this community, namely:

- Undertake an evaluation of the various historical SMME Programmes to determine the reasons for their successes and failures. Emanating from the lessons learned and best practices, develop criteria and management, sectoral and functional parameters within a SMME Framework that can be applied to new, amended or extended SMME Programmes to enable massification.

<sup>12</sup> International Finance Corporation (IFC)



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- Ensure that the above-mentioned SMME Framework is applicable for all sectors and that it is communicated to the sector coordinators and the SMME community.

## 7.6. EPWP Policy Position No. 6: Logistics, Governance and Institutionalisation

### 7.6.1. Policy Position No. 6 Defined

The governance, logistics and institutionalisation of a policy are key elements to a Programme's longevity and sustainability. Policy Position 6 confirms participation within EPWP and elaborates on the compliance requirements for each of the Policy Positions as well as any other elements where there have the various governance matters that need to be confirmed.

### 7.6.2. Problem / Gap Summation

PEPs that make up the EPWP are implemented by all spheres of government. The role of the EPWP Branch in DPWI is to provide oversight over the entire EPWP, with coordination functions assigned to national departments for sectoral coordination. Public Works provincial departments provide oversight on provincial and municipal EPWP functions. To a large extent, officials undertaking the above functions have been able to perform efficiently and effectively.

Since the inception of the 6<sup>th</sup> Administration, there has been no standing forum for either the Principals or respective Accounting Officers to specifically focus on the issues confronting PEPs.

Further the DPWI does not have the necessary authority to hold national departments or other spheres of government accountable for non-performance or non-compliance in the delivery of the committed work opportunity targets.

During stakeholder consultations, it was also identified that there is a lack of clear roles and responsibilities for public bodies implementing EPWP.



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### 7.6.3. Clarification of Participation in EPWP

EPWP targets the poor and unemployed, including South Africans and foreign nationals that are able to work as defined in the Immigration Act 13 of 2002.

Four targeting mechanisms are utilised, namely:

- a. Geographical targeting: as much as possible all EPWP projects should be located in poor communities and recruit workers residing in those communities.
- b. Self-targeting through the EPWP minimum wage where participants self-select themselves to participate in EPWP programmes for the prevailing wages.
- c. Community-based targeting occurs when participants are targeted through community structures for participation in EPWP.
- d. Demographic targeting<sup>13</sup> with a specific focus on the youth, women and persons with disabilities.<sup>14,15</sup> It should be noted that the Recruitment and targeting guidelines in EPWP do not set a maximum age limit on programme participation<sup>16</sup>.

The criteria upon which participants are chosen include that they:

- a. Are willing and able to take up the offered work;
- b. Can be categorised as poor;
- c. Are unemployed or underemployed and;
- d. Live close to the project area. (Workers from other communities should not exceed 20% of all persons working on a programme)

<sup>13</sup> EPWP Recruitment Guidelines

<sup>14</sup> The United Nations definition of a person with a disability shall be used.

<sup>15</sup> EPWP demographic targets remain overarching, at the programme level. Different projects will adjust to include different demographic populations – i.e. youth, women and persons with disabilities – depending on the context of the project.

<sup>16</sup> International literature review revealed that this is in line with the global norm, where programmes do not articulate a specific age limit for PEP participation, rather, self-targeting approaches encourage those who identify as "able to work", to participate in PEPs. The Older Persons Act, 2006 states that: "Older persons enjoy the rights detailed in section 9 of the Constitution – particularly they may not be denied the right to (a) participate in community life in any position appropriate to his/her interests and capabilities; and (b) participate in activities that enhance his/her income-generating capacity". Purposefully excluding older persons from EPWP would thus be discriminatory and unconstitutional.



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#### 7.6.4 Governance and Compliance Parameters

The absence of a uniform policy implementation guide SA's PEPs leaves room for fragmentation, non-compliance with EPWP prescripts, duplication and sometimes competition for resources; and inappropriate interference in implementation. It is important to locate clear political and administrative accountability for public employment targets and clear, streamlined channels of communication and coordination across all spheres of government, empowering DPWI to drive the policy direction and implementation in the country.

Policy Position 6 elaborates on the governance structures and institutional framework for PEPs, in order to ensure the streamlined and uniformed implementation of the EPWP Policy, the 6 Policy Positions and the alignment of the various PEP Programmes, as detailed, to the Policy.

##### 7.6.4.1 Oversight Principles of Compliance

The DPWI as the Department responsible for oversight of EPWP will be responsible for determining the principles and parameters for monitoring and evaluation, as well as enforcing the prescripts that come with the responsibilities of such oversight, as detailed below.

- DPWI, National Treasury and relevant departments are to provide the Funding Frameworks for PEP Funding which outline conditions to be complied with. This means that conditional grant frameworks, programme funding rules and formulae need to reflect policy principles, conditions and employment targets that need to be complied with, in order to be eligible for or access subsequent funding tranches. These conditions will be determined not only in the Funding Frameworks but also in terms of the processes as elaborated on in Policy Position No 3.



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- In terms of tender specifications, clear guidelines are to be drafted, workshopped and then uniformly applied, where required labour intensive prescripts must be formally included. Tender Evaluation Committees must then have in their instructions how to evaluate these criteria as part of the bid assessment process. DPWI will work with the Office of Chief Procurement Officer, the Construction Industry Development Board and key stakeholders on these matters. These parameters will be confirmed in terms of the processes as defined in Policy Position No 2.
- Working with the Accountant General to amend the audit prescripts, which will allow for the AG to provide external oversight of public bodies. The monitoring mechanisms and criteria will be confirmed in terms of the processes as defined in Policy Position No 4.

Further, the DEL will ensure that key conditions as included in the Ministerial Determination are complied with by all public bodies in the execution of their Programmes and Sub-programmes.

#### 7.6.4.2 Sectoral and Implementing Body Requirements

Each sector, within the context of the oversight prescripts as detailed above, has to develop functional indicators specific to their sub-programmes, as long as they are within the bounds of the Ministerial Determination and in accordance with the Objective-driven Programmatic Approach Criteria, as determined in Policy Position No 2.

In order to strengthen the institutional arrangements, compliance and implementation of their programmes, key performance indicators must be standardised across all spheres of government.



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It is therefore critical that EPWP targets be included by sectoral coordinating public bodies, implementing public bodies and SOEs at national and provincial spheres of government in their SPs and APPs.

It is critical that EPWP targets be included sectoral coordinating public bodies and implementing at the metropolitan, local and district spheres of government, in their IDPs and SDBIPs.

#### 7.6.5 EPWP Governance Structures

The coordination of EPWP takes place at the different spheres of government. The Table below elaborates on the respective governance structures in EPWP and their roles and responsibilities.

The governance structures detailed below are considered to be an important to take EPWP and PEPs in general forward. They are also considered important in giving effect to this EPWP Policy.

#	Governance Structure	Roles and Responsibilities
<b>DEPARTMENTAL FUNCTIONARIES</b>		
1.	DPWI	<ul style="list-style-type: none"> <li>Overall coordinator of EPWP</li> <li>Provides policy guidance and support for implementation by the different public bodies to the Infrastructure Sector and the Non-State Sector</li> </ul>
2.	DFFE	<ul style="list-style-type: none"> <li>Provides policy guidance and support for the implementation by the different public bodies to the Environment and Culture Sector</li> </ul>
3.	DSD	<ul style="list-style-type: none"> <li>Provides policy guidance and support for implementation by the different public bodies to the Social Sector</li> </ul>
4.	Provincial Level	<ul style="list-style-type: none"> <li>EPWP is coordinated by the Provincial Departments of Public Works</li> </ul>



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#	Governance Structure	Roles and Responsibilities
5.	Municipal Level and District Level	<ul style="list-style-type: none"> <li>• EPWP is championed by the Mayor at a political level and Municipal Manager administratively</li> <li>• The District Development Model is coordinating mechanism at municipal level.</li> </ul>
6.	PMO in the Presidency	<ul style="list-style-type: none"> <li>• Oversight and coordination of the Presidential Employment Stimulus</li> </ul>
<b>PEP GOVERNANCE STRUCTURES</b>		
7.	PEP Inter-Ministerial Committee (PEP-IMC), chaired by the Deputy President <sup>17</sup>	<p>Oversees the implementation of the EPWP across all sectors, enabling the rapid massification of the Programme</p> <ul style="list-style-type: none"> <li>• Approval of the PEP qualitative and quantitative funding criteria for all funding allocations over the MTEF, in accordance with Policy Position No. 3</li> <li>• Annual Review of the PEP Criteria</li> <li>• Bi-annual assessment of performance of the EPWP Sectors and Programmes in accordance with the PEP Criteria</li> <li>• Coordinate multiple stakeholders with a key focus on removing blockages at an inter-governmental level</li> <li>• Build Accords and partnerships outside of government where job creation prospects can be enhanced, especially with labour, business and communities</li> <li>• Support innovation in the implementation of PEPs</li> </ul>

<sup>17</sup> The PEP Inter-ministerial Committee (PEP-IMC), the governance structure has not convened since the commencement of the 6<sup>th</sup> Administration. It is, however, proposed to reconstitute the PEP-IMC, along with new membership and new functions, in order to ensure that the EPWP Policy is implemented intersectorally.

The PEP-IMC shall be chaired by the Deputy President and further comprise of the Minister of Public Works and Infrastructure, the Minister in the Presidency, the Minister of Employment and Labour, the Minister of Social Development, the Minister of Fisheries, Forestry and the Environment and the Minister of Cooperative Governance.

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#	Governance Structure	Roles and Responsibilities
8.	MINMEC – EPWP Working Groups	<ul style="list-style-type: none"> <li>Minister of Public Works and Infrastructure and all MECs of Public Works coordinate EPWP:</li> <li>Minister of DFFE and all MECs of Environment and Culture in relation to the EPWP Environment and Culture Sector:</li> <li>Minister of Social Development and all MECs of Social Development in relation to EPWP in the Social Sector:               <ul style="list-style-type: none"> <li>To consult, coordinate implementation and align programmes at national and provincial level</li> <li>Engage and make recommendations to the PEP-IMC on the PEP qualitative and quantitative funding criteria for all funding allocations over the MTEF, in accordance with Policy Position No. 3</li> <li>Provide input into the Annual Review of the PEP Criteria</li> <li>Provide input into the bi-annual assessment of performance of the EPWPW Sectors and Programmes in accordance with the PEP Criteria as well as propose remedial action that can be taken up by the respective MINMEC Working Groups for implementation.</li> </ul> </li> </ul>
8.	PEP Funding Model and Management Tool Technical Working Group (TWG) <sup>18</sup>	<ul style="list-style-type: none"> <li>Development of the PEP Funding Model and Management Tool, which will comprise:               <ul style="list-style-type: none"> <li>The criteria and related compliance parameters;</li> <li>The framework for the business case</li> <li>An e-library of best practices and lessons learned for public bodies to draw from</li> </ul> </li> <li>Submission of the PEP qualitative and quantitative funding criteria for all funding allocations over the MTEF, in accordance with Policy Position No. 3 to</li> </ul>

<sup>18</sup> The PEP Funding Model and Management Tool TWG would comprise of senior representatives of DPWI, National Treasury, and the PMO in the Presidency, DFFE, DSD, and DCOG.



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#	Governance Structure	Roles and Responsibilities
		<p>the respective MINMECs for consideration and then to the PEP-IMC for approval</p> <ul style="list-style-type: none"> <li>• Technical bi-annual assessment of performance of the EPWP Sectors and Programmes in accordance with the PEP Criteria and submit findings and recommendations to the respective MINMECs for consideration and then to the PEP-IMC for approval</li> </ul>

#### 7.6.4 Commitment to Up-scaled Employment Creation and Poverty Alleviation

The implementation of EPWP takes place at the different spheres of government. These public bodies each with different needs, population demographics, and resultant priorities. The different public bodies also all have resource constraints to varying degrees of severity.

What every public body does, however, have in common, which we sometimes fail to see, is that there is an ever-increasing unemployment rate, poverty levels are rising and both social and economic inequality issues are still to be addressed. The commitment starts at the highest level and is inculcated in every realm of implementation. The key elements therefore of this revised commitment include the following:

- The PEP qualitative and quantitative funding criteria for all PEP funds that are determined under Policy Position No 3 are forwarded to the various MINMECs for endorsement for the MTEF, to be reviewed on an annual basis and then to the PEP-IMC for final approval, prior to implementation.
- The performance by the various sectors, national departments, provinces, municipalities and SOEs will then be reported to these same structures on a bi-annual basis. This performance will impact on future allocations.
- Municipal protocols and incentive agreements will then be signed in accordance with (a) and (b) above.



*"The best time to plant a tree is 25 years ago...  
and the second best time is today"*

## 8 Risk Identification and Mitigation

#	Identified Risk	Risk Mitigation Strategy, i.t.o. EPWP Policy	Potential of Realisation if not Mitigated
1.	Risk of ending up with another set of guidelines, without locating clear points of accountability	<ul style="list-style-type: none"> <li>Streamline, refocus and remove where applicable EPWP Programmes that no longer add value to the PEP vision.</li> <li>Introduction of the Objective-Driven Programmatic Approach and related mechanisms, in relation to the provincial and municipal Incentive Grants Programmes, as detailed in Policy Position No 2 and 3.</li> <li>Introduction of a Unique, User-Centric EPWP ID System and Electronic, Evaluation and Evidence-based Reporting System, as detailed in Policy Position No. 4.</li> </ul>	MEDIUM
2.	The Policy Positions once adopted are not adequately implemented by all stakeholders and enforced	<ul style="list-style-type: none"> <li>Alignment of the EPWP Policy to the 7 Key National Priorities, with the focus on poverty alleviation, addressing inequality and sustainable job creation.</li> <li>Implementation of the Coordination Unit, as detailed in Policy Position No. 2.</li> </ul>	HIGH
3.	Risk of viewing the EPWP Policy as something additional as opposed to being the 'reset button'	<ul style="list-style-type: none"> <li>Due to the fear of change there is a real possibility that this Policy might find resistance. Due to the world that we live in today, however, we need to embrace change, building on the strengths of EPWP, allowing these strengths to define a future PEP and discarding the weaker elements as we move forward.</li> <li>This EPWP Policy includes four Policy Positions, each with a Programme of Actions that provide clear, enforceable direction as to the way forward for PEPs</li> </ul>	HIGH



*"The best time to plant a tree is 25 years ago...  
and the second best time is today"*

#	Identified Risk	Risk Mitigation Strategy, i.t.o. EPWP Policy	Potential of Realisation if not Mitigated
4.	Continued over-emphasis on reporting numbers rather than focusing on the qualitative achievements	<ul style="list-style-type: none"> <li>Re-orientation of the recruitment and selection processes to introduce a unique, user-centric EPWP ID Card System for all participants.</li> <li>Data-driven evaluation and evidence-based system must be introduced alongside the ID System and aligned. This will then enable knowledge management and innovation.</li> <li>Regular review of the EPWP Policy as to whether the targets are being met and whether the.</li> </ul>	<b>MEDIUM / LOW</b>

## 9 EFFECTIVE DATE

The EPWP Policy comes into effect immediately upon approval by Cabinet.

## 10 RECOMMENDATIONS

- The draft EPWP Policy be tabled at the relevant Government Clusters, FOSAD, MINMECs, Cabinet Committees and Cabinet, for approval to gazette for public consultation.
- Upon approval for public consultation, ensure key EPWP stakeholders, including NEDLAC are consulted on the Policy.

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## DEPARTMENT OF SPORTS, ARTS AND CULTURE

NO. 2506

16 September 2022

## BUREAU OF HERALDRY

## REGISTRATION AND/OR AMENDMENTS OF HERALDIC REPRESENTATIONS

The Bureau of Heraldry hereby gives notice in terms of section 10 of the Heraldry Act, 1962 (Act No. 18 of 1962), that the following have been registered and/or amended:

(H4/3/3/121) The **BADGE** of the **Road Traffic Management Corporation**, as published under Government Notice No. 2099 of 20 May 2022.

(H4/3/4/875) The **ARMS** of **Joachim Prinsloo Bekker** as published under Government Notice No. 465 of 1 June 2007.

(H4/3/4/1036) The **ARMS** of **Fernando Manuel Maran Bie**, as published under Government Notice No. 565 of 15 June 2017 is hereby amended with the word "Gules" in place of the word "Or", in the description of the main partition to wit: "Per fess Azure and Gules...".

(H4/3/4/1053) The **ARMS** of **Salomon Cornelius Johannes Hoogenraad-Vermaak**, as published under Government Notice No. 2099 of 20 May 2022.

(H4/3/4/1054) The **ARMS** of **Clint Lee Edward Everitt**, as published under Government Notice No. 2099 of 20 May 2022, was inadvertently published with the incorrect image. It is hereby registered with the correct version of the image (Image 1).



Image 1

(H4/3/4/1056) The **ARMS** of **Dewdney William Drew**, as published under Government Notice No. 2099 of 20 May 2022.

(H4/3/4/1057) The **ARMS** of **Garth Abraham**, as published under Government Notice No. 2099 of 20 May 2022, is hereby registered with the word "Or" in place of the word "Gules" in the description of the **WREATH** to wit: "WREATH: Or and Vert. It was inadvertently incorrectly published in the Notice of Application.

## DEPARTEMENT VAN SPORT, KUNS EN KULTUUR

NO. 2506

16 September 2022

## BURO VIR HERALDIEK

## REGISTRASIE EN/OF WYSIGINGS VAN HERALDIESE VOORSTELLINGS

Die Buro vir Heraldiek gee hierby ingevolge artikel 10 van die Heraldiekwet, 1962 (Wet No. 18 van 1962), kennis dat die volgende geregistreer en/of gewysig is:

(H4/3/3/121) Die KENTEKEN van die **Road Traffic Management Corporation**, soos by Goewermentskennisgewing Nr. 2099 van 20 Mei 2022 gepubliseer.

(H4/3/4/875) Die WAPEN van **Joachim Prinsloo Bekker** soos by Goewermentskennisgewing Nr. 465 van 1 Junie 2007 gepubliseer.

(H4/3/4/1053) Die WAPEN van **Salomon Cornelius Johannes Hoogenraad-Vermaak**, soos by Goewermentskennisgewing Nr. 2099 van 20 Mei 2022 gepubliseer.

(H4/3/4/1054) Die WAPEN van **Clint Lee Edward Everitt**, soos by Goewermentskennisgewing Nr. 2099 van 20 Mei 2022 gepubliseer, was met die verkeerde afbeelding gepubliseer. Dit word hiermee met die korrekte weergawe van die afbeelding gepubliseer (Afbeelding 1).



Afbeelding 1

(H4/3/4/1056) Die WAPEN van **Dewdney William Drew**, soos by Goewermentskennisgewing Nr. 2099 van 20 Mei 2022 gepubliseer.

(H4/3/4/1057) Die WAPEN van **Garth Abraham**, soos by Goewermentskennisgewing Nr. 2099 van 20 Mei 2022 gepubliseer.

## DEPARTMENT OF TRADE, INDUSTRY AND COMPETITION

NO. 2507

16 September 2022



**CO OPERATIVES THAT HAVE BEEN REMOVED FROM THE REGISTER OF CO-OPERATIVES BY  
CONVERSION TO ANY OTHER FORM OF JURISTIC IN TERMS SECTION 62 & 64 OF THE CO-  
OPERATIVE 14 OF 2015, AS AMENDED.**

1. VUKANI AGRICULTURAL AND PROJECTS PRIMARY CO-OPERATIVE LIMITED  
(2008/005250/24)
2. NDULI FOOD SECURITY PRIMARY CO-OPERATIVE LIMITED (2013/009565/24)

Notice is hereby given in terms section 26(2) of the Co-operatives Amendment Act, **No 6 of 2013**, that the names of the above-mentioned co-operatives have been converted into another Juristic form by way of special resolution.

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 WATER AND SANITATION

NO. 2508

16 September 2022


**DRAFT NATIONAL WATER RESOURCE INFRASTRUCTURE AGENCY BILL: INVITATION FOR PUBLIC COMMENT**

1. I, Senzo Mchunu MP, Minister of Water and Sanitation, hereby, publish the draft bill for the establishment of National Water Resource Infrastructure Agency.
2. A copy of the draft Bill can be downloaded on the website of the Department of Water and Sanitation at <http://www.dws.gov.za.legislation.php>.
3. The draft Bill relates to the establishment of the National Water Resource Infrastructure Agency (NWRIA), which will be established as a Schedule 2 Public Finance Management Act 1 of 1999, Major, state-owned entity. The agency envisages undertaking the design planning, financing, development and operation of the national water resource infrastructure, that serves water users. The Bill seeks to ensure a sustainable, equitable and reliable supply of water from national water resources infrastructure; whilst meeting our Constitutional obligations set out in sections 10, 11, 24, 27(1)(b) and 27(2) including the national and regional social and economic objectives of national policy.
4. All interested persons and organisations are invited to submit written comments on the NWRIA draft Bill within ninety (90) days from the date of publication. Written representations received after this time may not be considered. All such comments must be addressed to:

**Director-General  
Department of Water and Sanitation  
Private Bag X313  
PRETORIA  
0001**

**For attention: Ms T Masevhe  
Email: [nwria@dws.gov.za](mailto:nwria@dws.gov.za)  
Tel: 012 336-6795**

5. Kindly provide the name, address, telephone number and email address of the person or organisation submitting the comments. By making submission the commentor agrees that the name of the commentor and the submission may be made public by the Department of Water and Sanitation and the submission will be disclosed if requested in terms of the Promotion of Access to Information Act, 2000.

  
**MR SENZO MCHUNU, MP  
MINISTER OF WATER AND SANITATION  
DATE: 5/9/22**

**REPUBLIC OF SOUTH AFRICA**

**SOUTH AFRICAN NATIONAL WATER RESOURCES INFRASTRUCTURE**

**AGENCY SOC LIMITED BILL, 2022**

*(The English text is the official text of the Bill)*

**(MINISTER OF WATER AND SANITATION)**

**[2022]**

**BILL**

**To provide for the incorporation and establishment of the South African National Water Resources Infrastructure Agency Limited as a state-owned company and major public entity owned and controlled by the State to administer, fund, finance, provide, operate, maintain and provide advisory services in respect of national water resources infrastructure in accordance with sections 10, 11, 24, 27(1)(b) and 27(2) of the Constitution and national policy; to provide for the transfer of assets and certain liabilities to the South African National Water Resources Infrastructure Agency Limited from the Department of Water and Sanitation and from the Trans-Caledon Tunnel Authority; to provide for the disestablishment of the Trans-Caledon Tunnel Authority; and to provide for matters connected therewith.**

**PREAMBLE**

**RECOGNISING** that National Government is responsible for and has authority over the nation's water resources and its use;

**ACKNOWLEDGING** that it is necessary to ensure that, in relation to water resources development at national level, the required national water resources infrastructure must be developed, operated and maintained efficiently and effectively in a sustainable, equitable and reliable manner in order to make water available to water users and to water management institutions for further distribution;

that the current water resources infrastructure asset base and associated revenue stream could be better utilised to procure funding for the development, operation and maintenance of water resources infrastructure required for meeting social needs; and

**RECOGNISING** that a juristic person wholly owned by the State to administer, fund, finance, implement, develop, alter, maintain, rehabilitate, refurbish, operate and manage the national water resources infrastructure, to provide advisory services relating to such infrastructure and to do all things necessary to fulfil the functions entrusted to it under this Act, must be established to meet the obligations as set out in sections 10, 11, 24, 27(1)(b) and 27(2) of the Constitution in relation to water,

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

## **ARRANGEMENT OF SECTIONS**

### **CHAPTER 1**

#### **DEFINITIONS AND PURPOSE**

1. Definitions and interpretation
2. Purpose of Act

**CHAPTER 2****ESTABLISHMENT OF AGENCY**

3. Establishment of Agency
4. Memorandum and Notice of incorporation of Agency
5. Application of Companies Act to Agency
6. Objects of Agency
7. Functions of Agency

**CHAPTER 3****GOVERNANCE OF AGENCY**

8. Governance and composition of Board
9. Role of Board
10. Principle to guide Board
11. Appointment to Board
12. Chairperson and deputy chairperson
13. Terms of office and conditions of appointment of non-executive Board members
14. Removal and disqualification of Board members
15. Filling of vacancies
16. Shareholder's compact
17. Establishment of committees
18. Fiduciary duties of Board members
19. Disclosure of interest of Board members

- 20. Recovery of improper profits
- 21. Validity of decisions
- 22. Delegation of powers and assignment of functions by Board
- 23. Meetings of Board

#### **CHAPTER 4**

##### **CHIEF EXECUTIVE OFFICER AND CHIEF FINANCIAL OFFICER**

- 24. Appointment of Chief Executive Officer and Chief Financial Officer
- 25. Terms of office and conditions of appointment of Chief Executive Officer and Chief Financial Officer
- 26. Appointment of acting Chief Executive Officer and acting Chief Financial Officer
- 27. Interim Chief Executive Officer
- 28. Suspension from office of Chief Executive Officer
- 29. Delegation by Chief Executive Officer
- 30. Appointment of employees

#### **CHAPTER 5**

##### **FINANCIAL MATTERS, REPORTING AND ACCOUNTABILITY**

- 31. Financing
- 32. Government support to Agency and loans by Agency and subsidiaries
- 33. Annual budget, long term financial plan and corporate plan
- 34. Submission of quarterly reports and corporate plans

- 35. Financial statements and annual report
- 36. Application of Public Finance Management Act to Agency
- 37. Board to notify Minister of significant events

## **CHAPTER 6**

### **TRANSFER OF NATIONAL WATER RESOURCES INFRASTRUCTURE AND DISESTABLISHMENT OF TCTA**

- 38. Transfer of national water resources infrastructure
- 39. Disestablishment of TCTA
- 40. Registering of real rights
- 41. Transfer of personal servitudes
- 42. Disposal and transfer of national water resources infrastructure
- 43. Acquiring State land

## **CHAPTER 7**

### **POWERS OF MINISTER**

- 44. Delegation by Minister
- 45. Additional functions
- 46. Expropriation by Minister
- 47. Investigation of Agency
- 48. Intervention by Minister
- 49. Regulations

## CHAPTER 8

### MISCELLANEOUS PROVISIONS

- 50. Subsidiary company
- 51. Liquidation
- 52. Documents relating to litigation against Agency
- 53. Transitional provisions and savings
- 54. Offences and penalties
- 55. Short title and commencement

## CHAPTER 1

### DEFINITIONS AND PURPOSE

#### Definitions and Interpretation

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

**"Agency"** means the South African National Water Resources Infrastructure Agency SOC Limited established by section 3;

**"Board"** means the Board of the Agency appointed in terms of section 6;

**"Chief Executive Officer"** means the Chief Executive Officer appointed in terms of section 24(1);

**"Chief Financial Officer"** means the Chief Financial Officer appointed in terms of section 24(4);

**"Companies Act"** means the Companies Act, 2008 (Act No. 71 of 2008);

**"Constitution"** means the Constitution of the Republic of South Africa, 1996;



**"Department"** means the national government department responsible for water resources management;

**"incorporation date"** means the date of incorporation of the Agency as a state - owned company in terms of section 3;

**"LHWP Treaty"** means the Treaty of the Lesotho Highlands Water Project between the Government of the Republic of South Africa and the Government of the Kingdom of Lesotho, signed on 24 October 1986, including any subsequent protocols, annexures, amendments and agreements concluded pursuant thereto;

**"Minister"** means the Minister responsible for water resources management.

**"National Water Act"** means the National Water Act, 1998 (Act No. 36 of 1998);

**"national water resources infrastructure"** means a government waterwork declared by the Minister as national water resource infrastructure in terms of section 38;

**"non- Treaty functions"** means the non-Treaty functions of the TCTA contemplated in clause 24 of the Notice of Establishment, which relates to—

- (a) fulfilling the RSA's financial obligations in terms of or resulting from the Treaty including the raising of money, liability and financial risk management;
- (b) receiving all water delivered at the Designated Delivery Point defined in the Treaty, by the LHDA and releasing such water at the Designated Outlet Point defined in the Treaty, to the Department;
- (c) performing any additional functions incidental to the release of such water to the Department; and
- (d) performing any other functions that the TCTA may be directed by the Minister to perform in terms of section 103(2) of the National Water Act;

**"Notice of Establishment"** means the Notice of Establishment of the TCTA published under Government Notice No. 277 in Government *Gazette* number 21017, dated 24 March 2000, which constitutes its enabling legislation;

**"prescribed"** means prescribed by regulation under this Act;

**"Public Finance Management Act"** means the Public Finance Management Act, 1999 (Act No. 1 of 1999);

**"regulation"** means any regulation made under this Act;

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

**"subsidiary"** means a subsidiary as contemplated in section 3 of the Companies Act;

**"TCTA"** means the Trans-Caledon Tunnel Authority, a major public entity listed in Schedule 2 of the Public Finance Management Act and a body corporate established in terms of the Notice of Establishment, with powers to implement international agreements in terms of section 103 of the National Water Act and perform any additional functions as directed by the Minister in terms of sections 74 and 102 of the National Water Act;

**"TCTA's Treaty functions"** means the functions that the TCTA must perform in terms of clauses 21 to 23 of its Notice of Establishment, which includes appointing an employee as the Head of Operations and Maintenance to perform the functions contemplated in Article 8A of the LHWP Treaty;

**"Water Services Act"** means the Water Services Act 1997 (Act No. 108 of 1997);

**"Water Treaty"** means any international agreement entered into by the South African Government and a foreign government relating to—

- (a) investigating, managing, monitoring and protecting water resources;
- (b) regional co-operation on water resources;

- (c) acquiring, constructing, altering, operating or maintaining a waterwork; or
- (d) the allocation, use and supply of water.

(2) In this Act, where a word or expression is given a particular meaning, other parts of speech and grammatical forms of that word or expression have, unless the contrary intention appears from the relevant provisions, corresponding meanings.

(3) When interpreting a provision of this Act, any reasonable interpretation which is consistent with the purpose of this Act as stated in section 2, must be preferred over any alternative interpretation which is inconsistent with that purpose.

(4) Explanatory notes, printed in bold italics, at the commencement of Chapters and Parts must not be used in the interpretation of any provision of this Act.

(5) Any directive or notice given in terms of this Act must be in writing, unless otherwise specified in this Act.

## **Purpose of Act**

2. The purpose of this Act is—

- (a) to establish a juristic person under the full ownership and control of the State in order to acquire, dispose of, fund, provide, maintain, operate, manage and secure funding of national water resources infrastructure in an efficient and cost-effective manner to meet the social and economic developmental needs of current and future water users within the framework of national government

policy and in accordance with sections 10, 11, 24, 27(1)(b) and 27(2) of the Constitution.

- (b) to provide for the continued performance of the Treaty and non-Treaty functions currently being performed by the TCTA; and
- (c) to serve and to achieve the development and transformation objectives of government through representation, service delivery and social and economic development.

## CHAPTER 2

### ESTABLISHMENT OF AGENCY

#### **Establishment of Agency**

3. (1) There is hereby established a juristic person to be known as the South African National Water Resources Infrastructure Agency SOC Limited.

(2) Schedule 2 of the Public Finance Management Act is hereby amended to include the listing of the Agency as a major public entity.

(3) The Minister must take the necessary action for the incorporation of the Agency as a state owned company in terms of the Companies Act and in accordance with national government policy, and take all the necessary steps to form this Agency.

(4) The State is the only shareholder of the Agency upon incorporation and at any time thereafter.

(5) The powers and duties of the State as the sole shareholder of the Agency must be exercised and performed by the Minister subject to any limitations provided for in this Act.

(6) The Minister may not, except as provided for in an Act of Parliament, sell or otherwise dispose of any shareholding of the Agency.

(7) The relationship between the Minister representing the State as the owner, controller, only shareholder of the Agency and the Agency must be defined in a shareholder's compact entered into between the Minister and the Agency in terms of section 16.

(8) The Agency is a water management institution as defined in section 1 of the National Water Act.

(9) The Companies Act and the Public Finance Management Act applies to the Agency.

#### **Memorandum and notice of incorporation of Agency**

4. (1) The memorandum and notice of incorporation of the Agency must be consistent with this Act.

(2) Despite the Companies Act, an amendment to the memorandum or notice of incorporation affecting any provision of this Act does not have any legal force and effect unless and until the relevant provision of this Act has been amended accordingly and has come into effect.

**Application of Companies Act to Agency**

5. (1) The provisions of the Companies Act apply to the Agency, subject to subsection (2).

(2) Notwithstanding sections 5(4) and 9 of the Companies Act, a provision of the Companies Act does not apply to the Agency in circumstances where because of any special or contrary arrangement made by this Act, such a provision is clearly inappropriate or inapplicable.

**Objects of Agency**

6. (1) The objects of the Agency are to develop and manage national water resource infrastructure to—

- (a) ensure a sustainable, equitable and reliable supply of water from national water resources infrastructure;
- (b) meet obligations set out in sections 10, 11, 24, 27(1)(b) and 27(2) of the Constitution and national and regional social and economic objectives of national policy;
- (c) utilise its asset base and cash-flow to raise funds to develop national water resource infrastructure for social and economic development purposes;
- (d) provide, operate and maintain the national water resource infrastructure and fund the costs thereof;
- (e) perform the Treaty and non-Treaty functions currently being performed by the TCTA; and

- (f) perform any other functions that the Minister may direct it to perform in terms of section 103(2) of the National Water Act.

### **Functions of Agency**

7. (1) The Agency must, in order to fulfil its objects—
- (a) produce every five years a strategic plan, to provide, operate and maintain national water resources infrastructure that is sustainable, equitable and reliable:
- (i) The strategic plan of the Agency must be consistent with national Policy including the National Water Resource Strategy produced by the Department in terms of Part 1 of Chapter 2 of the National Water Act, and
- (ii) must be approved by the Minister, after consultation with the Department and other key stakeholders.
- (b) provide, operate, maintain national water resources infrastructure in a manner that takes account of national development objectives, including the mitigation of climate change and other risks to a reliable water supply;
- (c) secure funding and, where necessary, the refinancing of national water resources infrastructure;
- (d) collect water use charges due to it in terms of Chapter 5 of the National Water Act and the Pricing Strategy established by the Minister in terms of section 56 of the National Water Act;
- (e) attract, develop and maintain appropriate skills;



- (f) achieve and sustain efficient and effective water supply to all water users that it supplies and the collection of revenue arising therefrom;
- (g) create jobs in the infrastructure development process in compliance with national policy;
- (h) manage an asset inventory and information system associated with the infrastructure;
- (i) ensure the safety of the dams vested in it;
- (j) ensure sustainable, equitable and reliable development of national water resource infrastructure;
- (k) establish compliance, fraud and loss prevention mechanisms to ensure that the integrity of the Agency is maintained;
- (l) enter into agreements with—
  - (i) water users; and
  - (ii) other parties for purposes of maintaining and sustaining reliable water resources infrastructure, where necessary with the approval of the Minister;
- (m) acquire or dispose of, subject to any applicable legislation, any right, title or interest in movable or immovable property as may be necessary for the Agency to fulfil its objects and functions;
- (n) perform legal acts, including the instituting or defending of any legal action or collection;
- (o) obtain by agreement, in writing, the services of any person, including any organ of state for the performance of any specific act, task or assignment for and on behalf of the Agency; and

(p) If it will not prejudice the capacity of the Agency to perform the functions for which it was established, the Agency may, subject to suitable financing arrangements have been made, perform additional functions which may include, but are not limited to, providing national water management institutions and water service authorities or national water service providers as defined in the National Water Act and the Water Services Act with—

- (i) management services;
- (ii) financial services;
- (iii) training; and
- (iv) other support services.

(2) In performing its functions the Agency must—

- (a) be customer-orientated;
- (b) ensure compliance with national policy, including policies on restructuring and the restructuring of assets; and
- (c) act according to its social, economic and constitutional responsibilities in terms of the Constitution.

(3) The Agency must perform the TCTA's LHWP Treaty and non-Treaty functions, requirements, financial and other obligations in accordance with the provisions of the Notice of Establishment, the LHWP Treaty and directives given to the TCTA by the Minister.

(4) The Agency must promote the development of projects that meet social needs and must facilitate suitable financial arrangements for the funding thereof;

(5) The Agency may perform any functions inside or outside of the Republic to implement any Water Treaty subject to suitable financial arrangements having been made.

(6) The Agency may not spend its own funds in performing any function or undertaking any operations in another country but may—

- (a) charge a fee;
- (b) claim costs; and
- (c) claim disbursements, for so performing, from that country.

### CHAPTER 3

#### GOVERNANCE OF AGENCY

##### **Governance and composition of Board**

8. (1) The Agency acts through its Board.

(2) The Board—

- (a) is the accounting authority of the Agency; and
- (b) is responsible for the strategic direction of the affairs of the Agency.

(3) The Board of the Agency consists of—

- (a) not less than nine and not more than eleven non-executive and executive members appointed by the Minister; and
- (b) the Chief Executive Officer and the Chief Financial Officer, are executive members of the board.

(4) The Chief Executive Officer is an executive member of the Board by virtue of his or her appointment, but may not be the chairperson or the deputy chairperson of the Board or of any committee constituted under section 17.

(5) The Board may co-opt one or more advisers for their technical skill to advise the Board, however such an adviser is not a member of the Board and has no voting rights.

### **Role of Board**

**9. The Board must—**

- (a) retain adequate and effective control over the Agency;
- (b) give consideration to and, where appropriate, approve the strategic plan, policy and systems of the Agency in order to achieve the objects of the Agency;
- (c) monitor and evaluate the implementation of strategy, policy and corporate plans;
- (d) implement and monitor performance management systems for employees of the Agency;
- (e) ensure a transparent and effective communication and stakeholder engagement policy;
- (f) develop a code of conduct for the Board approved by the Minister;
- (g) provide effective and transparent corporate governance;
- (h) ensure compliance with all applicable laws, regulations, agreements and codes of best business practice; and
- (i) report to the Minister.

### Principles to guide Board

10. The Board, as accounting authority of the Agency, is guided by the principles in governance codes of best practice.

### Appointment to Board

11. (1) The Minister must, by notice in two newspapers that have general circulation throughout the Republic of South Africa and by notice in the *Gazette*, invite nominations for members contemplated in section 8(3)(a).

(2) The Minister may establish a committee consisting of the number of persons that the Minister may determine, one of which must be the chairperson of the committee, to make recommendations to the Minister for the appointment of members contemplated in section 8(3)(a) from the nominations received pursuant to the invitation in terms of subsection (1).

(3) In establishing a committee, the Minister must ensure that the committee is constituted with special attention to relevant expertise, race, gender, disability and geographical spread.

(4) The committee, in making recommendations to the Minister, must consider—

- (a) the proven skills, knowledge and experience of an applicant on issues of—
  - (i) audit, legal and risk management;
  - (ii) project finance, treasury management and financial management;

- (iii) water resources infrastructure development, operations and management;
  - (iv) social development and poverty eradication;
  - (v) economic management and development
  - (vi) corporate governance compliance;
  - (vi) operation and maintenance of national water resources infrastructure;
  - (vii) human resource management;
  - (viii) transformation, diversity and equity; and
  - (ix) environmental management and compliance, necessary for the efficient and effective exercising of the Board's powers and performing its duties; and
- (b) the need for representation by previously disadvantaged persons due to past racial, gender and any other form of discrimination.

(4) The committee, in making its recommendations, must include members with at least 15 years' experience each, as either—

- (a) a chief financial officer of a listed company;
- (b) a senior engineer in a management position in the water sector;
- (c) an attorney or advocate of the High Court of South Africa with experience in commercial law and the law governing public entities; or
- (d) a senior representative of organised business with substantial experience of major water-dependent sectors of the economy.

(5) The committee, in making recommendations to the Minister, must recommend no less than 50 percent more than the prospective number of board members required.

(6) One member of the Board must be a senior officer of the Department nominated by the Minister.

(7) The Minister may appoint up to two members not nominated by the committee and in addition to the senior officer of the Department nominated by the Minister.

(8) One member of the Board must be a senior officer of the National Treasury nominated by the Minister of Finance;

(9) The Minister is not obliged to appoint members to the Board after considering the recommendations made by the committee, and may call for further nominations in the manner set out in subsection (1) if—

- (a) an unsuitable person is nominated; or
- (b) the required number of persons is not nominated in terms of subsection (2).

(10) The Minister must, by notice in the *Gazette* and within 30 days after the appointment of the members of the Board, publish the names of members and the date of commencement of their terms of office.

### **Chairperson and deputy chairperson**

**12.** (1) The Minister must appoint, from the members appointed to the Board, a chairperson and a deputy chairperson of the Board.

(2) (a) If the chairperson of the Board is absent or unable to perform any function of the chairperson, the deputy chairperson acts in the chairperson's place.

(b) If both the chairperson and deputy chairperson of the Board are absent or unable to perform any function of the chairperson, the Board

may designate any other member contemplated in section 8(3)(a) to act as chairperson during such absence or incapacity.

**Terms of office and conditions of appointment of non-executive Board members**

**13.** A member contemplated in section 8(3)(a)—

- (a) holds office for a term not exceeding three years on a part-time basis;
- (b) may be recommended for re-appointment to ensure continuity, but may not serve for more than two consecutive terms;
- (c) are appointed upon such terms and conditions as the Minister may determine
- (d) must be paid from the revenues of the Agency an amount of remuneration and allowances in accordance with a level of remuneration approved by the Minister in consultation with the Minister of Finance;
- (e) Notwithstanding paragraph (a), a member of the Board may, with the authority of the Minister, remain in office after completion of his or her term of office until his or her successor takes office.
- (f) The extended term of office contemplated in paragraph (e) may not exceed six months.”.

**Removal and disqualification of Board member**

**14.** (1) A member contemplated in section 8(3)(a) must cease to be a Board member if the member—



- (a) is removed from office in terms of subsection (3);
- (b) is disqualified in terms of the Companies Act;
- (c) is convicted of an offence involving dishonesty;
- (d) is declared to be of unsound mind by a competent court;
- (e) is declared insolvent or is an unrehabilitated insolvent;
- (f) is absent from two or more meetings in one calendar year;
- (g) has acted inappropriately and such conduct brings the Agency into disrepute;
- (h) has been removed from an office or position of trust; or
- (i) resigns after giving at least 30 days' written notice of resignation to the chairperson.

(2) The chairperson and deputy chairperson must give 30 days' notice of resignation, in writing, to the Minister.

(3) The Minister may remove a member of the Board contemplated in section 8(3)(a) from office on sound and compelling grounds.

(4) Subject to the Labour Relations Act, 1995 (Act No. 66 of 1995), the Minister may suspend any member of the Board during any investigation into misconduct or during a misconduct hearing against that member.

### **Filling of vacancies**

**15.** Any vacancy on the Board must be filled in the same manner in which the member who vacates the office was appointed.

**Shareholder's compact**

**16.** (1) The Minister and the Board must conclude the first shareholder's compact within six months of the appointment of the Board, and must conclude subsequent shareholder's compacts at least 60 working days before the beginning of any financial year of the Agency.

(2) The shareholder's compact must—

- (a) include the operation and performance indicators against which the performance of the Agency must be measured;
- (b) give direction with regard to the utilisation of any surplus revenue;
- (c) set procedures for reporting to the Minister;
- (d) contain such other detail as the Minister may require, including matters to be referred to Minister for approval; and
- (e) *provide for the relationship between the Minister and the Agency.*

(3) The Minister must table in Parliament the shareholders compact of the Agency and its subsidiaries—

- (a) within 14 days after agreeing to the shareholder's compact, if Parliament is in session; or
- (b) if Parliament is not in session, within 14 days after the commencement of the next Parliamentary session.

**Establishment of committees**

**17.** (1) The Board must establish at least the following committees to support the effective functioning of the Board:

- (a) Social and Ethics; and
- (b) Audit and Risk.

(2) The Board must—

- (a) assign members of the Board to serve on a committee, based on their knowledge and skills;
- (b) determine the—
  - (i) terms of reference of a committee;
  - (ii) composition of members of a committee;
  - (iii) tenure of members of a committee;
  - (iv) reporting mechanisms for a committee to the Board; and
  - (v) removal of any member appointed to a committee.

(3) Non-executive members contemplated in section 8(3)(a) must be in the majority on any committee.

(4) The composition of members on no two committees may overlap completely.

(5) The Board may procure specialists for technical support to a committee.

(6) Unless specially delegated by the Board, a committee has no decision-making powers and may only make recommendations for consideration by the Board.

(7) A committee must meet as often as is necessary to perform its functions and in accordance with such procedure as the committee may decide.

(8) A non-executive member contemplated in section 8(3)(a) must be appointed as the chairperson of a committee.

(9) For committee members who are not Board members, remuneration and allowances as set out in section 13(d) apply.

### **Fiduciary duties of Board members**

**18.** (1) A Board member must at all times exercise the utmost duty of care and diligence in performing his or her functions, and in furtherance of this duty, without limiting its scope, must—

- (a) take reasonable steps to inform himself or herself about the Agency, its business and activities and the circumstances in which it operates;
- (b) take reasonable steps, through the processes of the Board, to obtain sufficient information and advice about all matters to be decided by the Board to enable him or her to make conscientious and informed decisions;
- (c) regularly attend all meetings; and
- (d) exercise an active and independent discretion in respect of all matters to be decided by the Board.

(2) A Board member must exercise due diligence in relation to the business of, preparation for and attendance at meetings of, the Board and of any committee to which the Board member concerned is appointed.

(3) A Board member must not exceed the powers provided for in this Act or the articles and memorandum of association of the Agency.

(4) When a member determines the degree of care and diligence required to be exercised by a Board member, as contemplated in subsection (1), regard must be had to the skills, knowledge or insight required in the circumstances and possessed by that member, and to the degree of risk involved in any particular circumstances.

(5) A Board member may not disclose any information with regard to any matter which may come to his or her knowledge in the performance of any function in terms of this Act by virtue of the office held by him or her except—

- (a) in so far as the Constitution, this Act, or any other law requires or provides for access to information relating to such matter;
- (b) subject to paragraph (a), in so far as may be necessary for the due and proper performance of any function in terms of this Act or
- (c) when so ordered by a competent court of law.

(6) This section must be interpreted as adding to, and not deviating from, any law relating to the criminal or civil liability of a member of a governing body of a corporate body, and it does not prevent any criminal or civil proceedings being instituted in respect of such liability.

(7) A member who contravenes these provisions is guilty of misconduct and may be found guilty of committing an offence in terms of clause 54(g).

#### **Disclosure of interest of Board members**

**19.** (1) A Board member must, upon appointment, disclose to the Minister by way of a written statement, and at each Board Meeting disclose to the

Board, any interest which may reasonably compromise the Board in the performance of its functions.

(2) If the Board member is present at a meeting of the Board at which the matter referred to in subsection (1) is to be considered, the Board member must disclose the nature of his or her interest to the meeting immediately before the matter is considered.

(3) If the Board member is aware that the matter is to be considered at a meeting of the Board at which the Board member does not intend to be present, the Board member must disclose the nature of his or her interest to the chairperson before the meeting is held.

(4) The Board or committee member with an interest contemplated in subsection (1) must withdraw from any further involvement in the discussion of the matter where the member has such an interest.

(5) Any disclosure made under this section must be noted in the minutes of the relevant meeting of the Board.

### **Recovery of improper profits**

**20.** If a Board member contravenes section 19, the Agency or the Minister may, in addition to laying criminal charges, recover from the Board member, through a competent court or by agreement or consent of persons concerned, an amount, paid to that Board member or any other person, which is equivalent to—

- (a) if a Board member or any other person received a benefit either directly or indirectly as a result of the Board member's actions, an amount equal to that benefit; or

- (b) if the Agency has suffered loss or damage as a result of the contravention of section 19, an amount equal to that loss or damage.

### **Validity of decisions**

**21.** (1) An act or decision of the Board is not invalid merely because of—

- (a) a defect or irregularity in, or in connection with, the appointment of a Board member; or
- (b) a vacancy in the membership of the Board, including a vacancy resulting from the failure to appoint an original Board member.

(2) Anything done by or in relation to a person purporting to act as chairperson or as a Board member is not invalid merely because—

- (a) an occasion for the person to act had not arisen or had ceased;
- (b) there was a defect or irregularity in relation to the appointment; or
- (c) the appointment had ceased to have effect.

### **Delegation of powers and assignment of functions by Board**

**22.** (1) Subject to subsections (2) and (3), the Board may, by special resolution, delegate any power or assign any function entrusted to it under this Act to—

- (a) the Chief Executive Officer;
- (b) a Board member; or
- (c) a committee established under section 17.

(2) Any power delegated or function assigned must be exercised or performed subject to such conditions as the Board considers necessary.

(3) The Board may not delegate—

- (a) any power conferred in terms of section 66(3) of the Public Finance Management Act to borrow money, or issue a guarantee, indemnity or security, or enter into any other transaction that binds or may bind the Agency to any future financial commitment without the authority of the Minister of Finance;
- (b) the power to appoint an adviser to the Board;
- (c) the power to recommend the Chief Executive Officer;
- (d) the power to approve the appointment of the Chief Financial Officer;
- (e) the conclusion of the shareholder's compact; and
- (f) the adoption of the Agency's corporate plan.

(4) A delegation by the Board—

- (a) must be in writing; and
- (b) does not prohibit the Board from exercising the power or performing the duty that is delegated.

### **Meetings of Board**

**23.** (1) The Board may determine its own operational proceedings for meetings, but must hold at least four meetings in any financial year.

(2) A quorum for Board meetings is two thirds of the members of the Board.



## CHAPTER 4

### CHIEF EXECUTIVE OFFICER AND CHIEF FINANCIAL OFFICER

#### Appointment and functions of Chief Executive Officer and Chief Financial Officer

24. (1) (a) The Board must recommend no less than two persons for the appointment of Chief Executive Officer.

(b) The Minister must, after considering the recommendations of the Board, appoint a Chief Executive Officer within six months of the appointment of the Board to ensure that the Agency meets its objects.

(c) The Minister may call for further recommendations from the Board—

- (i) if the recruitment process did not meet the requirements set out in subsection (2)(a);
- (ii) if, in the opinion of the Minister, the persons recommended by the Board are not suitable for appointment.

(2) The Chief Executive Officer must—

- (a) be appointed after an open and transparent recruitment process;
- (b) be a fit and proper person with appropriate qualifications and experience to carry out the functions of Chief Executive Officer; and
- (c) not be disqualified in terms of the Companies Act for appointment as a director.

(3) The Chief Executive Officer must—

- (a) manage the affairs and day-to-day business of the Agency;
- (b) implement the policies and strategies and carry out the decisions of the Board;
- (c) recruit and manage the employees of the Agency;
- (d) develop an efficient and cost-effective administration; and
- (e) act subject to the general specific instructions and directives that the Board may issue.

(4) The Chief Executive Officer must, with the approval of the Board, appoint a Chief Financial Officer.

(5) The Chief Financial Officer must—

- (a) ensure that risk management policies and procedures of the Agency are in place;
- (b) assist the Board to comply with its responsibilities in terms of the Public Finance Management Act;
- (c) ensure that all money payable to the Agency is properly collected;
- (d) ensure that all money spent by the Agency is properly spent and authorised;
- (e) ensure that there is adequate control over all assets acquired for the purposes of the Agency;
- (f) ensure that all liabilities incurred on behalf of the Agency are properly authorised;
- (g) ensure the efficiency and economy of operations and avoidance of fruitless and wasteful expenditure;
- (h) ensure that the financial system is in line with generally accepted accounting practices and procedures; and
- (i) ensure that an adequate budgeting and financial system is in place.

**Terms of office and conditions of appointment of Chief Executive Officer and Chief Financial Officer**

**25.** (1) The Chief Executive Officer and the Chief Financial Officer are appointed on a full-time basis for a term not exceeding five years.

(2) The Chief Executive Officer may be re-appointed at the discretion of the Minister, on the recommendation of the Board.

(3) The Chief Financial Officer may be re-appointed at the discretion of the Chief Executive Officer, with the approval of the Board.

(4) (a) The Chief Executive Officer holds office on the terms and conditions, including those relating to remuneration and allowances, as the Minister, after considering the recommendations of the Board, may determine in writing.

(b) The Chief Financial Officer holds office on the terms and conditions determined by the Chief Executive Officer with the approval of the Board.

(5) The Board must enter into an annual performance agreement with the Chief Executive Officer and the Chief Executive Officer must enter into an annual performance agreement with the Chief Financial Officer, stipulating measurable objectives relating to the performance of that officer's functions under this Act.

(6) The Chief Executive Officer is accountable to the Board.

(7) Subject to the Labour Relations Act, 1995 (Act No. 66 of 1995), the Minister may on recommendation of the Board terminate the services of the Chief Executive Officer—

(a) for any sound and compelling reason;

- (b) in accordance with fair labour practice; and
- (c) in terms of his or her contract of employment.

### **Appointment of person to act as Chief Executive Officer or Chief Financial Officer**

**26.** (1) If the Chief Executive Officer is absent or is unable to carry out her or his duties, or if a vacancy in the office of the Chief Executive Officer exists for a period of more than two months, the Board may, with the approval of the Minister, appoint any person who meets the requirements, determined in subsection 24(2), to act as Chief Executive Officer until the Chief Executive Officer is able to resume those functions or until the vacant position of Chief Executive Officer is filled.

(2) If the Chief Executive Officer is absent or is unable to carry out his or her duties or if there is a vacancy in the Office of the Chief Executive Officer, for a period of less than two months, the Board may, without the approval of the Minister, appoint any person to act as Chief Executive Officer.

(3) (a) If the Chief Financial Officer is absent for a period of more than two months or is unable to carry out her or his duties or if there is a vacancy in the Office of the Chief Financial Officer, the Chief Executive Officer may, with the approval of the Board, appoint any person who meets the requirements determined in section 24 to act as Chief Financial Officer until the Chief Financial Officer is able to resume the duties.

(b) An acting Chief Executive Officer or Chief Financial Officer may exercise all the powers and must perform all the duties of the Chief Executive Officer or Chief Financial Officer, as the case may be.

**Interim Chief Executive Officer**

**27.** The Minister may appoint an interim Chief Executive Officer—

- (a) until such appointment as contemplated in section 24(1)(a) is executed; or
- (b) when the Chief Executive Officer is suspended as contemplated in section 28.

**Suspension from office of Chief Executive Officer**

**28.** Subject to the Labour Relations Act, 1995 (Act No. 66 of 1995), the Minister may, on the recommendation of the Board, suspend the Chief Executive Officer from office during any investigation into misconduct against the Chief Executive Officer.

**Delegation by Chief Executive Officer**

**29.** (1) The Chief Executive Officer may delegate to an employee of the Agency any function entrusted to that office under this Act.

(2) A delegation contemplated in subsection (1)—

- (a) must be in writing;
- (b) does not prohibit the holder of the office that made the delegation from performing that function; and
- (c) may at any time be withdrawn or amended, in writing.

**Appointment of employees**

**30.** (1) Subject to the general or special directions of the Board, the Chief Executive Officer may appoint staff for the Agency to perform the work necessary for or arising from the performance of the Agency's functions in terms of this Act.

(2) An employee is employed subject to the terms and conditions determined by the Chief Executive Officer in accordance with labour legislation and any directions set out in subsection (1).

**CHAPTER 5****FINANCIAL MATTERS, REPORTING AND ACCOUNTABILITY****Financing**

- 31** (1) The funds of the Agency consist of—
- (a) the capital and infrastructure vested in the Agency, as contemplated in Chapter 6;
  - (b) monies appropriated by Parliament;
  - (c) revenue from water use charges due to the Agency, as contemplated in Chapter 5 of the National Water Act, and the Pricing Strategy established by the Minister in terms of section 56 of the National Water Act;
  - (d) loans raised;
  - (e) income derived by it on investments in terms of subsection (3);
  - (f) income derived by it in the performance of its functions;

- (g) income generated through developing, leasing out or otherwise managing its assets within the scope of this Act;
- (h) income earned from the Agency's participation in joint ventures with water services institutions as contemplated by section 19 of the Water Services Act;
- (i) income derived from the sale of the Agency's assets;
- (j) fines payable by persons as penalty on their conviction of offences created by this Act, and all civil fines or penalties payable by persons for contravening of this Act;
- (k) grants or donations received by the Agency; and
- (l) contributions of water users towards water resource infrastructure.

(2) The Agency must utilise—

- (a) its funds to cover costs in connection with the performance of its functions in terms of this Act, as well as any additional functions that may be assigned or delegated to it by the Minister from time to time;
- (b) any donation or contribution in accordance with any conditions that may be imposed, provided it is not inconsistent with the purpose of this Act; and
- (c) any money appropriated by Parliament with the prior approval of the Minister for the purpose for which it was granted.

(3) The Agency may invest any of its funds not immediately required by the Agency, with such directions as the Minister and the Minister of Finance may determine.

(4) The Agency must distribute to other water management institutions such revenues that it may collect on their behalf in terms of any billing and collection agreements, either with the Minister or with other water management

institutions, less any fees or commissions that the Agency may charge for these services in terms of these agreements.

**Government support to Agency and loans by Agency and subsidiaries**

**32.** (1) Parliament may fund the normal expenditure of the Agency out of money appropriated for the purpose.

(2) A request for financial support must be prepared by the Agency by a date determined by the Minister in order for it to be subjected to the evaluation process for inclusion in the annual compilation and exposition of the government's expenditure proposal for appropriation purposes.

(3) The payment of financial support is subject to the appropriation made by Parliament and must be for such purposes and periods, and subject to such conditions, as the Minister may determine, after consultation with the Minister of Finance.

(4) (a) The Agency and its subsidiaries may not borrow money without the prior written approval of the Minister, granted after consultation with the Minister of Finance.

(b) Any decision to borrow money taken without the approval contemplated in paragraph (a) is of no force and effect.



**Annual budget, long term financial plan and corporate plan**

**33.** (1) The annual budget, long term financial plan and corporate plan of the Agency must be submitted to the Minister, as the shareholder and executive authority, for approval.

(2) The financial year of the Agency is for the period 1 April to 31 March in the following year, except that the first financial year of the Agency begins on the incorporation date and ends on 31 March.

(3) The corporate plan must, in addition to the matters specified in the Public Finance Management Act, contain—

- (a) financial and performance indicators and targets considered by the Board to be appropriate, based on indicators and targets contained in the shareholder compact;
- (b) any other information that the Board considers necessary; and
- (c) such information as may be directed by the Minister.

(4) In preparing or revising a financial and performance indicator and target referred to in subsection (3), the Board must have regard to—

- (a) the shareholder's compact entered into with the Minister;
- (b) the need to maintain the Agency's financial viability;
- (c) the need to maintain reserves, at a level determined by the Minister from time to time, especially to provide for—
  - (i) the development of water resources infrastructure as instructed by the Minister;
  - (ii) any estimated future demand for the services of the Agency; and

- (iii) any need to improve the accessibility of, and performance standards for, the services provided by the Agency;
- (d) the need to meet the developmental objectives of government and in accordance with section 27(1)(b) of the Constitution; and
- (e) any other matter determined by the Minister.

### **Submission of quarterly reports and corporate plans**

- 34.** (1) The Board must submit quarterly reports to the Minister—
- (a) not later than 60 working days after each quarter; and
  - (b) which must illustrate how national government policy is complied with.
- (2) The Board must revise its corporate plan annually, and must—
- (a) take national policy into consideration; and
  - (b) at least 30 working days before the beginning of each financial year, make a copy of the corporate plan available to the Minister.
- (3) The Minister may—
- (a) within 60 working days after receiving a copy of a prepared plan; or
  - (b) within 30 working days after receiving a copy of a revised plan,
- make comments on the plan to the Board.
- (4) The Board must consult in good faith with the Minister, following communication to it of the Minister's comments, and must make any changes to the corporate plan that are agreed upon by the Minister and the Board.
- (5) The Minister may, from time to time, direct the Board to include in, or omit from, a corporate plan, any matter, including a financial matter.

(6) Before giving a directive under this section, the Minister must consult with the Board as to any matter to be included or omitted in the directive.

(7) The Board must comply with a directive given under this section, unless adequate financial arrangements cannot be made to fund the implementation of the directive.

### **Financial statements and annual report**

**35.** (1) The Board must prepare and submit financial statements to the Minister in accordance with established accounting practice, principles and procedures, comprising—

- (a) a statement reflecting, with suitable and sufficient particulars, the income and expenditure of the Agency during the preceding financial year;
- (b) a balance sheet showing the state of its assets, liabilities and financial position as at the end of that financial year.

(2) Within five months after the end of each financial year of the Agency, the Board must prepare and submit to the Minister an annual report and financial statements in the prescribed form.

(3) Where required, the financial records must indicate separate activities or projects of the Agency.

(4) The Agency must publish its annual report and financial statements and make copies available at the offices of the Agency for inspection.

**Application of Public Finance Management Act to Agency**

**36.** (1) The Board must ensure that the provisions of the Public Finance Management Act, in particular sections 52 and 55, are duly complied with.

(2) (a) The Minister must table in Parliament the annual report and financial statements of the Agency and its subsidiaries, contemplated in section 55 of the Public Finance Management Act—

- (i) within 14 days after receiving the report, if Parliament is in session; or
- (ii) if Parliament is not in session, within 14 days after the commencement of the next Parliamentary session.

(b) The annual report and financial statements must clearly differentiate between the annual report and financial statements of the Agency and those of its subsidiaries.

(3) The Board must submit such other accounts, reports and statements as the Minister or the Minister of Finance, or both, may require.

**Board to notify Minister of significant events**

**37.** If any matter arises that might prevent or materially affect the achievement of the objects of the Agency in terms of the corporate plan or financial targets contained in the corporate plan, the Board must immediately notify the Minister of the existence of such matter.

**CHAPTER 6**  
**TRANSFER OF NATIONAL WATER RESOURCES INFRASTRUCTURE AND**  
**DISESTABLISHMENT OF TCTA**

**Transfer of national water resources infrastructure**

**38.** (1) (a) Section 115(1) and (2) of the National Water Act applies, in respect of the transfer of a government waterwork, to the Agency.

(b) The Minister may declare, by notice in the *Gazette*, which government waterworks are deemed to be national water resources infrastructure and are to be vested in the Agency, and may determine, from time to time, which infrastructure is no longer national water infrastructure and to which water management institution it should be transferred.

(2) Subject to subsection (1), the Minister must, in consultation with the Agency, determine by notice in the *Gazette* a date within a period of 12 months after the incorporation date on which date the Minister shall transfer the national water resources infrastructure, which is at that time vested in the Department, to the Agency.

(3) A transfer contemplated in subsection (1) includes—

- (a) all assets and associated liabilities;
- (b) all water user agreements, contractual and non-contractual rights and obligations, functions, directives and duties associated with the National Water Resource Infrastructure;

- (c) all operation and maintenance responsibilities of the waterworks;
- (d) all financial and treasury advisory services, including systems for the billing and collection of revenue payable for water use from the national water infrastructure; and
- (e) the transfer of employees and officials of the Department associated with the national water resource infrastructure.

(4) The Minister must, either by way of a written directive or in the shareholder's compact, give direction in respect of the utilisation of any surplus revenue, if any, towards capital improvements or social projects of the asset being transferred.

(5) Subject to the State Land Disposal Act, 1961 (Act No. 48 of 1961), the Minister acts on behalf of the State for the transfer of all assets, land and rights that are transferred to the Agency.

(6) The Minister must, by notice in the *Gazette*, determine a date within a period of 12 months after the incorporation date and subject to subsection (10), on which date the Minister shall transfer to the Agency—

- (a) the whole of the commercial enterprise of the TCTA, including all assets, liabilities, rights and obligations of whatsoever nature and howsoever arising, who acquires such enterprise as a going concern;
- (b) the TCTA's treaty functions, rights and obligations in accordance with the Articles of the Treaty;
- (c) the TCTA's non-Treaty functions executed by the TCTA in terms of directives issued by the Minister in terms of section 103(2) of the National Water Act;

(7) By virtue of the transfer referred to in sub-section 6, the Agency becomes the owner of all moveable and immoveable property, which immediately prior to the date determined by the Minister in subsection (6)—

- (a) was registered in the asset registers of the TCTA;
- (b) fell under the control or custody of the TCTA;
- (c) was possessed, occupied or used by the TCTA as if it was the owner thereof;
- and
- (d) was registered with any Registrar of Deeds in the name of the TCTA;

(8) In all pending litigation, including arbitration, the Agency must be substituted as a litigating party for the TCTA, as if the Agency was a litigant from the commencement thereof;

(9) In all contracts to which the TCTA is a party, the Agency must substitute the TCTA as contracting party, as if the Agency had been a contracting party from the negotiation and conclusion thereof.

(10) In all guarantees issued in respect of the financial obligations of the TCTA, including any guarantees issued under section 66 or 70 of the Public Finance Management Act, the Agency must substitute, and hereby substitutes, the TCTA as a contracting party, as if the Agency had been the entity guaranteed from the beginning.

(11) All existing financial instruments of the TCTA must be regarded as having been issued by the Agency.

(12) Despite any law to the contrary, any reference to the TCTA or a representative of the TCTA in any law, contract, register or record created in terms of a statute, contract or other legal document, must, with effect from the incorporation date, be regarded as being a reference to the Agency or a representative thereof.

(13) The Minister may not determine the date contemplated in subsection (6) until such time as—

- (a) the Government of Lesotho has been consulted on the transfer of the powers, rights and obligations vesting in the TCTA in terms of the Treaty to the Agency, and an arrangement has been made for such transfer to the satisfaction of the Lesotho Highlands Water Commission and the Government of Lesotho;
- (b) an arrangement has been made with the TCTA's primary creditors, to the satisfaction of the Minister of Finance;
- (c) an arrangement has been made for the transfer of personnel employed by the TCTA to the Agency in terms of section 197 of the Labour Relations Act, 1995 (Act No. 66 of 1995);

### **Disestablishment of TCTA**

**39.** (1) Subject to section 38, the Minister must disestablish the TCTA as a statutory body after the date determined by the Minister in terms of section 38(6), and may take steps to wind up the TCTA.

(2) Disestablishment of the TCTA must be by notice in the *Gazette*, after consultation with the Minister of Finance, the Board of the TCTA, the Board of the Agency and all other applicable parties.

(3) Clause 30 of Government Notice No. 277, published in *Gazette* No. 21017 of 24 March 2000, is hereby repealed.

(4) The Minister may direct the transfer of any function or service of the TCTA prior to its disestablishment to the Agency.



(5) Any guarantee or indemnity expressed or implied by the State in favour of any contractual obligation or associated liability by the TCTA remains valid, binding and enforceable.

### **Registering of real rights**

40. The relevant Registrar of Deeds must make the necessary entries in the register in terms of the Deeds Registration Act, 1937 (Act No. 47 of 1937), when a real right of the State has passed to or becomes vested in the Agency.

### **Transfer of personal servitude**

41. (1) Despite any law to the contrary, a personal servitude, whether registered or not, held by the Minister or a water management institution, may be transferred from—

- (a) the Minister to the Agency; or
- (b) a water management institution to the Agency.

(2) The relevant Registrar of Deeds must register a notarially executed deed of cession to transfer a registered personal servitude in terms of subsection (1).

### **Disposal and transfer of national water resources infrastructure**

42. National water resources infrastructure may not be transferred or disposed of by the Agency without the approval of the Minister if its value exceeds

an amount determined from time to time by the Minister by notice in the *Gazette* with the approval of the Minister of Finance.

### **Acquiring State land**

**43.** (1) Upon request by the Agency, in consultation with the Minister and the Ministers responsible for Public Works or Land Affairs, as the case may be, land may be made available by the State for transfer or registration of a servitude over any State land for the performance of any function by the Agency under this Act.

(2) Any transfer or disposal of a national water resources infrastructure under section 41 or section 42, or an acquisition under this section, must be in compliance with national policy.

## **CHAPTER 7**

### **POWERS OF MINISTER**

#### **Delegation by Minister**

**44.** (1) The Minister may, in writing and subject to such conditions as the Minister may consider necessary, delegate a function entrusted to the Minister in terms of this Act to the Director-General of the Department.

(2) The Minister may not delegate the power—

- (a) to make a regulation;
- (b) to appoint a member of the Board;

- (c) to determine performance objectives and the strategic direction for the Agency; and
- (d) to approve annual reports and financial statements.

(3) The Minister is not relieved of any function that is delegated in terms of subsection (1).

(4) A delegation—

- (a) does not prohibit the Minister from performing the function so delegated; and
- (b) may at any time be withdrawn or amended, in writing, by the Minister.

(5) The Minister may give a directive to the Director-General in relation to the delegation contemplated in subsection (1).

(6) The Director-General must give effect to the directive.

#### **Additional functions**

**45.** (1) (a) The Minister may request the Agency, in writing, to plan, design and construct national water resources infrastructure or to maintain or rehabilitate any particular national water infrastructure, despite the fact that such a project has not been budgeted for by the Agency and is not included in its corporate plan.

(b) The Minister must identify the source of the funding of a project referred to in subsection (1)(a).

(2) The Agency may perform any additional function if—

- (a) it does not limit its capacity to perform its functions;
- (b) it is not to the financial prejudice of the Agency; or

- (c) it is not likely to detrimentally affect another water management institution or if it is not likely to be to the financial prejudice of its clients or stakeholders.

(3) The Minister may, in consultation with the Minister of Finance and after consultation with the Ministers for Public Enterprises and of Trade and Industry, request or authorise the Agency to perform its functions outside of the Republic of South Africa.

### **Expropriation by Minister**

**46.** (1) (a) Subject to section 25 of the Constitution, the Minister may, if satisfied that the Agency requires—

- (i) land for national water resources infrastructure or other purposes connected with a national water resources infrastructure, request the Minister responsible for Public Works or Land Affairs to expropriate that land for the Agency or to delegate the right to expropriate the land to the Agency;
- (ii) the right to use land temporarily for any of the purposes which the Minister of Public Works is competent to expropriate land under subparagraph (i), expropriate that land for the Agency; and
- (iii) gravel, stone, sand, clay, water or any other material or substance on or in the land required for the construction of national water resources infrastructure or for any waterwork or any other purposes referred to in subparagraph (i), expropriate such gravel, stone, sand, clay, water or any other material or substance for the Agency.

(b) Where the Minister expropriates any land for the Agency in terms of paragraph (a), the Agency becomes the owner thereof on the date of such expropriation.

(c) The Expropriation Act, 1975 (Act No. 63 of 1975), applies to any expropriation required in terms of this Act.

### **Investigation of Agency**

**47.** (1) The Minister may appoint a person to investigate the affairs or financial position of the Agency and compliance by the Agency with this Act, and may recover from the Agency the fees and disbursements incurred by that person during the investigation.

(2) The Agency or an employee of the Agency must, for the purposes of subsection (1), provide the Minister or a person authorised by the Minister with such data, information, books, accounts, documents and assets of the Agency as the Minister or the authorised person may require.

### **Intervention by Minister**

**48.** (1) Subject to subsection (2), the Minister may direct the Agency to take any action specified by the Minister, including the removal of a Board member, if the Agency—

- (a) has failed to comply with any law or any policy envisaged in this Act;
- (b) is in financial difficulty or is being mismanaged;
- (c) has failed to perform its functions effectively;

- (d) has failed to comply with any directive given by the Minister under this Act; or
- (e) has obstructed the Minister, or a person authorised by the Minister, in performing a function in terms of this Act.

(2) A directive contemplated in subsection (1) must—

- (a) be in writing;
- (b) state the nature of the deficiency;
- (b) state the steps that must be taken to remedy the situation; and
- (c) specify a reasonable period within which those steps must be taken.

(3) If the Agency fails to remedy the situation within the period specified in the directive contemplated in subsection (2), the Minister, with the approval of the Minister of Finance, may appoint an administrator—

- (a) after having given the Agency a reasonable opportunity to be heard; and
- (b) after having afforded the Agency a hearing on any submissions received.

(4) If the Minister appoints an administrator—

- (a) the administrator may do anything that the Agency is authorised or required to do in terms of this Act, to the exclusion of the Agency;
- (b) the Board may not, while the administrator performs any function, perform that function;
- (c) an employee or a contractor of the Agency must comply with a directive given by the Minister or the administrator; and
- (e) the Minister or the administrator may recover from the Agency all reasonable costs incurred in terms of this section.

(5) The Minister must—

- (a) review the performance of the Agency regularly whilst it is under administration; and

(b) within six months of appointing the administrator, table a report on his or her findings in the National Assembly.

(6) Once the Minister is satisfied that the Agency is able to perform its functions effectively, the Minister must terminate the appointment of the administrator.

(7) (a) Despite anything contained in this Act, but subject to paragraph (b), the Minister may dissolve the Board if the Minister, on good cause shown, loses confidence in the ability of the Board to perform its functions effectively and efficiently.

(b) The Minister may dissolve the Board only—

- (i) after having given the Board a reasonable opportunity to be heard; and
- (ii) after having afforded the Board a hearing on any submissions received.

(c) If the Minister dissolves the Board, the Minister—

- (i) may appoint an administrator to take over the functions of the Board and to do anything which the Board might otherwise be empowered or required to do by or under this Act, subject to such conditions as the Minister may determine; and
- (ii) must, as soon as it is feasible but not later than three months after the dissolution of the Board, replace the members of the Board in the same way as the way in which they were appointed.

(8) (a) The costs associated with the appointment of an administrator shall be for the account of the Agency.

(b) The appointment of the administrator terminates when the Board members have been replaced.

(9) Despite this section, the Minister retains the right at any time to approach a competent court for relief in any matter that he or she considers appropriate in furtherance of the objects of this Act.

### **Regulations**

**49.** (1) The Minister may make regulations regarding any ancillary or incidental administrative or procedural matter that it is necessary to prescribe for the proper implementation or administration of this Act.

(2) Any regulation that has financial implications may only be made in consultation with the Minister of Finance.

## **CHAPTER 8**

### **MISCELLANEOUS PROVISIONS**

#### **Subsidiary company**

**50.** The Agency may only establish a subsidiary company in terms of the Companies Act—

- (a) by a special resolution of the Board; and
- (b) in consultation with the Minister, the Minister for the Public Service and Administration and the Minister of Finance.



**Liquidation**

**51.** Despite any other law, the Agency or any subsidiary company, as the case may be, may not be placed under judicial management or in liquidation, except on the authority of an Act of Parliament adopted specifically for that purpose.

**Documents relating to litigation against Agency**

**52.** The Agency must provide the Minister with copies of all summonses and applications in its possession relating to any legal proceedings brought against the Agency.

**Transitional provisions and savings**

**53.** Anything done under the National Water Act and which is still valid at the commencement of this Act, remains in force—

- (a) to the extent that it is consistent with this Act; and
- (b) until anything done under this Act overrides it.

**Offences and penalties**

**54.** Any person who—

- (a) fails to provide access to any book, account, document or asset when required to do so under this Act;

- (b) fails to comply with a directive issued under this Act;
- (c) fails or refuses to give data or information, or gives false or misleading data or information, when required to give information under this Act;
- (d) refuses to perform a duty, or obstructs any person in the performance of any of that person's functions, in terms of this Act;
- (e) makes personal gains or accepts any unauthorised fee or reward, either directly or indirectly, as a result of his or her position with the Agency;
- (f) uses the Agency's name, logo or design without authority to do so;
- (g) contravenes any provision of this Act,

may be found guilty of an offence and is liable, upon conviction, to a fine or to imprisonment or to both a fine and such imprisonment for a period not exceeding five years.

#### **Short title and commencement**

**55.** This Act is called the South African National Water Resources Infrastructure Agency SOC Limited Act, 2022, and comes into effect on a date determined by the President by Proclamation in the *Gazette*.

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## GENERAL NOTICES • ALGEMENE KENNISGEWINGS

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### STATISTICS SOUTH AFRICA

#### NOTICE 1282 OF 2022

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

Consumer Price Index, Rate (**Base Dec 2021=100**)

Rate: **July 2022 – 7.8**

## DEPARTMENT OF TRADE, INDUSTRY AND COMPETITION

## NOTICE 1283 OF 2022

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 1283 Ed 1	<i>Modified poly(vinyl chloride) (PVC-M) pressure pipe and couplings for cold water services in underground mining.</i> Specifies the requirements for seven pressure classes of modified poly(vinyl chloride) (PVC-M) pipe of nominal sizes 50 mm to 500 mm and one class of coupling for these pipes (based in each case on maximum working pressure), suitable for the conveyance of non-potable water at temperatures between 5 °C and 50 °C for underground use in mines. The specification also covers a performance requirement for make-up/repair pieces.	2022-11-03
SANS 50572-8 Ed 2	<i>Glass in building - Basic soda lime silicate glass products Part 8: Supplied and final cut sizes. Specifies dimensional and minimum quality requirements (in respect of optical and visual faults) for basic soda lime silicate glass products, as defined in EN 572-1:2012, for use in building.</i>	2022-11-11

## 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 61034-1 Ed 3.2	<i>Measurement of smoke density of cables burning under defined conditions Part 1: Test apparatus.</i>	Amended to update the normative references to define the draught screen, the chamber orifices and the support for the cable(s) under test.	2022-11-03
SANS 791 Ed 1	<i>Unplasticized poly(vinyl chloride) (PVC-U) sewer and drain pipes and pipe fittings</i>	Amended to modify the degree of the Vicat softening point (Clause 4.1.2) and to delete the annex on notes to purchasers.	

## 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 withdrawn 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 19650-1:2022 Ed 1	<i>Organization and digitization of information about buildings and civil engineering works, including building information modelling (BIM) - Information management using building information modelling - Part 1: Concepts and principles.</i> Outlines the concepts and principles for information management at a stage of maturity described as building information modelling (BIM) according to the ISO 19650 series.
SANS 1707-1:2022 Ed 2	<i>Sawn eucalyptus timber - Part 1 Structural proof-graded green timber.</i> Specifies requirements for green proof-graded finger-jointed structural timber derived from the eucalyptus species.
SANS 1910:2022 Ed 2	<i>Portable refillable fire extinguishers.</i> Specifies requirements for the safety, reliability and performance of portable, stored pressure, refillable type fire extinguishers suitable for use on fires of classes A, B C, D and F.
SANS 51278:2022 Ed 2	<i>Chemicals used for treatment of water intended for human consumption – Ozone.</i> Applies to ozone used for treatment of water intended for human consumption.
SANS 10228:2022 Ed 7	<i>The identification and classification of dangerous goods for transport by road and rail modes.</i> Covers the identification of dangerous goods that are capable of posing a significant risk to health and safety, or to property and the environment.

**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

**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 174:1992 Ed 1	<i>Paints and varnishes - Examination and preparation of samples for testing.</i>
SANS 9126-4:2004 Ed 1	<i>Software engineering - Product quality Part 4: Quality in use metrics.</i>

SANS 14598-5:1998 Ed 1	<i>Information technology - Software product evaluation Part 5: Process for evaluators.</i>
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**SCHEDULE B4: ESTABLISHMENT OF TECHNICAL COMMITTEES**

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.

## DEPARTMENT OF TRANSPORT

## NOTICE 1284 OF 2022

**NATIONAL RAILWAY SAFETY REGULATOR ACT, 2002  
RAILWAY SAFETY STANDARDS DEVELOPMENT REGULATIONS, 2022**

The Minister of Transport has, in terms of section 29 of the National Railway Safety Regulator Act, 2002 (Act No. 16 of 2002), made the Regulations set out in the Schedule hereto.



MR F.A. MBALULA, MP  
MINISTER OF TRANSPORT

DATE: 26/08/2022

## SCHEDULE

### Definitions

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

**"industry standard"** means a standard developed, adopted or accepted by a railway industry association in accordance with these Regulations to meet specific industry requirements;

**"interface"** means an area, point or location, either physical or organisational, where two or more operators' activities meet and where the activities have the potential to affect one another;

**"intraface"** means an area, point or location, either physical or organisational, where the activities or assets of two or more functional disciplines within a railway operator meet, and where the activities or assets interact or have potential to affect one another;

**"local standard"** means a standard developed, adopted or accepted by the relevant operator in accordance with these Regulations to meet specific local, geographical, route, operational, and interface or intraface requirements;

**"local standards committee"** means the relevant operators committee established in terms of regulation 7(2)(a) of these Regulations;

**"national standard"** means a South African National Standard approved and issued by the South African Bureau of Standards in terms of the Standards Act, 2008 (Act No. 8 of 2008);

**"regulator standard"** means a standard developed, adopted or accepted by the board



in accordance with these Regulations to meet the general technical and operational safety requirements of operators;

**"standard"** means a document, compiled by a recognised body, that provides for common and repeated use, rules, guidelines or characteristics for activities or their results, aimed at the achievement of the optimum degree of order in a given context and includes vocabularies, methods, specifications, codes of practice, guides and recommendations;

**"technical committee"** means a committee established by the board in terms of these Regulations;

**"the Act"** means the National Railway Safety Regulator Act, 2002 (Act No.16 of 2002).

### **Application**

2. These Regulations shall apply to the board and any other person involved in the development, adoption or acceptance of standards for safe railway operations.

### **Factors to be considered in development, adoption or acceptance of standards**

3. The board or any other person, in developing, adopting or accepting any standard for safe railway operations, must—

- (a) consider and take into account the practicality of the standard's application and its affordability.
- (b) ensure that an investigation is conducted as to the suitability of existing international or other standards that may be adopted or accepted for the required purpose;
- (c) take into account general technical and operational safety requirements of railway operators;
- (d) take into account the objections of affected operators in order to harmonise operations

at interfaces;

- (e) take into account possible risks involved should a standard not be developed;
- (f) ensure that introduction of proposed new standards will be staggered and reasonably spaced in order to allow for the structured absorption of its content into safety management systems; and
- (g) ensure that the standard developed, adopted or accepted is based on consolidated results of science, technology, engineering and experience with the view to promote optimum safety.

(2) Any standard published by the Regulator or railway industry association may become effective upon publication in the Government Gazette thereof, subject to any transitional or implementation requirements as may be contained therein.

**Procedure for development, adoption or acceptance of standards or existing standards as regulator standards**

4. (1) The procedure to be followed by the board for—

- (a) the development of regulator standards;
- (b) the adoption or acceptance of existing standards as regulator standards; and
- (b) the amendment of existing regulator standards,

is as set out in subregulation (2).

(2)(a) The board must establish a technical committee which will assist the board in the development, adoption or acceptance of standards.

(b) The technical committee contemplated in paragraph (a) must comprise representatives of relevant parties, such as organs of state, industry associations, consumer organisations, non-governmental organisations, organised labour and operators.

(c) The technical committee may, where deemed necessary, appoint working

groups comprising of experts in the field to be covered by the standard for the purpose of reviewing the standard under consideration.

(d) The technical committee must conduct the technical review and editing of the proposed standard referred to in paragraph (c) and recommend the adoption or acceptance of that standard by the board;

(e) The standard referred to in paragraph (d) must be published by the Regulator, for a period not less than 60 days, in the *Government Gazette* for comment by interested parties.

(f) The technical committee may, after the collation and consideration of comments received in accordance with paragraph (e), accept and incorporate the relevant comments into the proposed regulator standard.

(g) The proposed regulator standard must be submitted to the board for adoption or acceptance.

(3) The regulator standards developed, adopted or accepted by the board in accordance with the procedure set out in subregulation (2), must be published in the *Government Gazette* in order to enable compliance with section 29(2) of the Act.

#### **Procedure for adoption or acceptance of national standards**

5. (1) The procedure to be followed by the board for the adoption or acceptance of national standards is as set out in subregulation (2).

(2)(a) A technical committee, as contemplated in regulation 6(2)(a) and (b), must review and consider the relevant national standard for adoption or acceptance by the board.

(b) The technical committee must after consideration of the national standard, submit its recommendations on the national standard to the board for adoption or acceptance.

(c) The accepted and adopted national standards must be published in the *Government Gazette* in order to enable compliance with section 29(2) of the Act.

**Procedure for development, adoption or acceptance of industry standards**

6. (1) The procedure to be followed by a railway industry association in the—

- (a) development, adoption or acceptance of standards for safe railway operations; and
- (b) amendment of existing industry standards,

is as set out in subregulation (2).

(2)(a) The railway industry association must establish a technical committee that will assist the railway industry association in the development, adoption or acceptance of an industry standard.

(b) The technical committee may, where considered necessary, appoint a working group that consist of experts in the field to be covered by the industry standard concerned.

(c) Where a working group has been appointed, such a working group must be responsible for the development of the relevant draft industry standard.

(d) The technical committee must conduct the technical review and editing of the draft industry standard referred to in paragraph (c) and approve the draft industry standard.

(e) Once approval in terms of paragraph (d) has been obtained, the proposed industry standard must be published by the technical committee, for a period of not less than 60 days, in the *Government Gazette* for comment by interested parties.

(f) The technical committee must, after the collation and consideration of public comments received, incorporate the relevant comments into the proposed industry standards.

(g) The proposed industry standard contemplated in paragraph (f) must be submitted to the railway industry association for approval and adoption.

(h) Subject to subregulation (3), the approved industry standards must be published in the *Government Gazette* by the railway industry association, after the Regulator is satisfied that all due processes have been followed.

(i) The approved and adopted railway industry standards must be communicated

by the railway industry association to its members.

(3) The railway industry association must inform the Regulator of the approved industry standard and demonstrate that due process has been followed with regard to the development, adoption or acceptance of the industry standard concerned.

#### **Procedures for development, adoption or acceptance of local standards**

7. (1) The procedure set out in subregulation (2) applies to the development of local standards and the amendment of existing local standards in order to ensure safe railway operations.

(2)(a) The operator must establish a local standards committee for the development, review and editing of local standards.

(b) The local standards committee contemplated in paragraph (a) must—

- (i) make use of relevant local expertise to develop the local standards;
- (ii) in developing local standards, address specific local, geographical, route, operational, interface or intraface requirements;
- (iii) review and edit the proposed developed local standards; and
- (iv) submit the proposed developed local standards to the operator's representative who has the relevant authority and responsibility for adoption.

(c) The operator must approve and adopt the proposed local standards submitted by the local standards committee.

(d) The approved local standards must be communicated to all interested and affected parties for implementation.

(3) An operator who has developed local standards in accordance with the procedure set out in subregulation (2) must be able to demonstrate to the Regulator that—

- (a) the proposed local standards were based on appropriate practice; and

(b) due process had been followed in the development of the local standards.

(4)(a) An operator may, in circumstances where an immediate threat is posed to safe railway operations, implement a local standard prior to the review and editing thereof by a local standards committee.

(b) The local standard contemplated in paragraph (a) must be reviewed and edited by the local standard committee within five working days of implementation, as contemplated in paragraph (a).

### **Responsibility, review and amendment of standards**

8. (1) A party responsible for a standard must review that standard for relevance and consistency whenever there is a change in process, technology, structure, legislation or any other relevant externalities whenever such change occurs, and where no such change occurs, at intervals not exceeding five years.

(2) When a standard has been found to be irrelevant, inapplicable or inconsistent with the current needs, such standard must be amended appropriately or retracted.

### **Repeal of Regulations**

9. The Railway Safety Standards Development Regulations, 2006, as published in Government Gazette Notice No. 718 of 17 August 2007, are hereby repealed.

### **Short title**

10. These Regulations are called the Railway Safety Standards Development Regulations, 2022.

**TSEBISO YA MMUSO  
LEFAPHA LA DIPALANGWANG**

**MOLAO WA MOLAODI WA NAHA WA POLOKEHO YA RELEWEI, 2002  
MELAWANA YA NTSHETSOPELE YA MAEMO A POLOKEHO A RELEWEI, 2022**

Letona la Dipalangwang le, ho latela karolo ya 29 ya Molao wa Molaodi wa Naha wa Polokeho ya Relewei, 2002 (Molao wa Nmr. ya 16 wa 2002), entse Melawana e boletsweng ho Shejule ena.



**MONG F.A. MBALULA, MP**

**LETONA LA DIPALANGWANG**

**MOHLA:** 26/09/2022.



## SHEJULE

### Ditlhaloso

1. Melawaneng ena, lentswe kapa boitlhamiso bofe kapa bofe boo ho bona moelelo o seng ho hoketswe ka hara Molao ona, ntle feela ha boemo bo bolela ka tsela e nngwe—

**"maemo a indasteri"** a bolela maemo a ntsheditsweng pele, ananetsweng kapa a amohetsweng ke asoseishene ya indasteri ya relewei ho latela Melawana ena e le ho fihlella ditlhoko tse itseng tsa indasteri;

**"makopanelo a mokgwatshebetso"** a bolela tulo, ntlha kapa sebaka, se tshwarehang kapa sa mokgatlo, moo teng mesebetsi e mmedi kapa ho feta ya opereitara e kopanang teng le moo mesebetsi ena e nang le bokgoni ba ho amana;

**"makopanelo a ka hare a mokgwatshebetso"** a bolela tulo, ntlha kapa sebaka, se tshwarehang kapa sa mokgatlo, moo teng mesebetsi kapa thepa ya makala a mabedi kapa ho feta a tshebetso ka hara opereitara ya relewei a kopanang teng, le moo mesebetsi ena e nang le bokgoni ba ho amana;

**"maemo a selehae"** a bolela maemo a ntsheditsweng pele, ananetsweng kapa a amohetsweng ke opereitara e amanang ho latela Melawana ena e le ho fihlella ditlhoko tse itseng tsa selehae, jeokrafi, tsela, tshebetso le makopanelo a mokgwatshebetso kapa makopanelo a ka hare a mokgwatshebetso;

**"komiti ya maemo a selehae"** e bolela komiti e amanang ya diopereitara e thehilweng ho latela molawana wa 7(2)(a) wa Melawana ena;

**"maemo a naha"** a bolela Maemo a Naha a Afrika Borwa a tijaelletsweng monwana le ho ntshwa ke Biro ya Maemo ya Afrika Borwa ho latela Molao wa Maemo, 2008 (Molao wa Nmr. ya 8 wa 2008);



**"maemo a molaodi"** a bolela maemo a ntsheditsweng pele, ananetsweng kapa a amohetsweng ke boto ho latela Melawana ena e le ho fihlella ditlhoko tsa kakaretso tsa setekgeniki le tsa polokeho ya tshebetso ya diopereitara;

**"maemo"** a bolela tokomane, e hlophisitsweng ke mokgatlo o tsejwang, e fanang ka tshebediso e tshwanang ebile e phethwa, melao, ditataiso kapa makgetha bakeng sa mesebetsi kapa diphetho tsa tsona, e ikemiseditseng ho fihlella maemo a hodimo ka ho fetisisa le ho kenyelletsa tlotlontswe, metsela, ditlhakiso, tataiso ya ho ipapisa le melao, ditataiso le dikgothaletso;

**"komiti ya setekgeniki"** e bolela komiti e thehilweng ke boto ho latela Melawana ena;

**"Molao ona"** o bolela Molao wa Molaodi wa Naha wa Polokeho ya Relewei, 2002 (Molao wa Nmr. ya 16 wa 2002).

### **Ho kenngwa tshebetsong**

2. Melawana ena e tla sebetsa ho boto le mang kapa mang ya nang le seabo ho ntshetsopele, kananelo kapa kamohelo ya maemo bakeng sa ditshebetso tsa relewei tse bolokehileng.

### **Dintlha tse tlang ho sekehelwa tsebe ho ntshetsopele, kananelo kapa kamohelo ya maemo**

3. Boto kapa mang kapa mang, ha ba ntshetsapele, ananela kapa amohela maemo afe kapa afe bakeng sa ditshebetso tsa relewei tse bolokehileng, ba tlameha ho—

- (a) sekaseka le ho sekehela tsebe kgonahalo ya ho kenngwa tshebetsong ha maemo le ho rekeha ha ona.
- (b) netefatsa hore diphuputso di a etswa ka ho bolokeha ha maemo a seng a le teng a

matjhaba kapa a mang a ka ananelwang kapa a amohelwa bakeng sa maikemisetso a hlokahalang;

- (c) sekehela tsebe ditlhoko tsa kakaretso tsa setekgeniki le tsa polokeho ya tshebetso tsa diopereitara tsa relewei;
- (d) sekehela tsebe maikemisetso a diopereitara tse amehileng e le ho etsa hore ditshebetso di a utlwana makopanelong a mekgwatshebetso;
- (e) sekehela tsebe dikotsi tse ka bang teng ha ho etsahala hore maemo a se ke a ntshetswapele;
- (f) netefatsa hore ho kenngwa ha maemo a matjha a hlahisitsweng a tla kenngwa tshebetsong ha nyane ha nyane esitana le ka sebaka se lekanyeditsweng e le ho dumella ho ananelwa ha kamohelo ya dikahare tsa ona mekgwatsamaisong ya tsamaiso ya polokeho; le
- (g) netefatsa hore maemo a ntsheditsweng pele, ananetsweng kapa a amohetsweng a itshetlehile ho diphetho tse bokanyeditsweng tsa saense, thekenoloji, enjineri le tsebo ya mosebetsi ka mohopolo wa ho kgothaletsa polokeho e hodimo.

(2) Maemo afe kapa afe a phatlaladitsweng ke Molaodi kapa asoseishene ya relewei a ka kena tshebetsong nakong eo a phatlalatswang ka hara Kasete ya Mmuso, ha feela ditlhoko dife kapa dife tsa phetoho kapa ho kenngwa tshebetsong di ka bolelwa moo.

**Tsamaiso bakeng sa ntshetsopele, kananelo kapa kamohelo ya maemo kapa maemo a seng a le teng jwalo ka maemo a molaodi**

4. (1) Tsamaiso e tlang ho latelwa ke boto bakeng sa—

- (a) ho ntshetsa pele maemo a molaodi;
- (b) kananelo kapa kamohelo ya maemo a seng a le teng jwalo ka maemo a molaodi; le
- (b) ho fetolwa ha maemo a molaodi a seng a le teng,

ho jwalo ka ha ho boletswe ho molawana o welang tlasa o mong wa (2).

(2)(a) Boto e tlameha ho theha komiti ya setekgeniki e tlang ho thusa boto ka ntshetsopele, kananelo kapa kamohelo ya maemo.

(b) Komiti ya setekgeniki e boletsweng seratswaneng sa (a) e tlameha ho boptjwa ka baemedi ba batho ba amanang, ba jwalo ka makala a mmuso, diasoseishene tsa indasteri, mekgatlo ya bareki, mekgatlo eo e seng ya mmuso, diyuniono le diopereitara.

(c) Komiti ya setekgeniki e ka, moo ho nkwang ho hlokahala, kgetha dihlopha tsa tshebetso tse nang le ditsebi lekaleng leo tlang ho sireletswa ke maemo ana bakeng sa maikemisetso a ho lekola botjha maemo a tlasa tshekatsheko.

(d) Komiti ya setekgeniki e tlameha ho etsa tekolobotjha ya setekgeniki le ho hlaola diphoso tsa maemo a hlahisitsweng ao a boletsweng seratswaneng sa (c) le ho kgothaletsa kananelo kapa kamohelo ya maemo ke boto;

(e) Maemo a boletsweng ho seratswana sa (d) a tlameha ho phatlalatswa ke Molaodi, bakeng sa nako e seng ka tlase ho matsatsi a 60, ka hara Kasete ya Mmuso bakeng sa ditshwaelo ke batho ba nang le thahasello.

(f) Komiti ya setekgeniki e ka, ka mora kopanya le ho sekaseka ditshwaelo tse amohetsweng ho latela seratswana sa (e), amohela le ho kenyelletsa ditshwaelo tse amanang ho maemo a hlahisitsweng a molaodi.

(g) Maemo a hlahisitsweng a molaodi a tlameha ho romelwa ho boto bakeng sa kananelo le kamohelo.

(3) Maemo a molaodi a ntsheditsweng pele, ananetsweng le amohetsweng ke boto ho latela tsamaiso e boletsweng molawaneng o welang ho o mong (2), a tlameha ho phatlalatswa ka hara Kasete ya Mmuso e le o kgontsha ho ipapisa le karolo ya 29(2) ya Molao ona.

#### **Tsamaiso bakeng sa kananelo le kamohelo ya maemo a naha**

5. (1) Tsamaiso e tlang ho latelwa ke boto bakeng sa kananelo kapa kamohelo ya maemo a naha e boletsweng molawaneng o welang tlasa o mong wa (2).

(2)(a) Komiti ya setekgeniki, jwalo ka ha e boletsweng ka hara molawana wa 6(2)(a) le

(b), e tlameha ho lekola botjha le ho sekaseka maemo a naha a amanang bakeng sa kananelo kapa kamohelo ke boto.

(b) Komiti ya setekgeniki e ya tlameha ka mora tshekatsheko ya maemo a naha, ho romela dikgothaletso tsa yona ka maemo a naha ho boto bakeng sa kananelo kapa kamohelo.

(c) Maemo a naha a amohetsweng le a ananetsweng a tlameha ho phatlalatswa ka hara Kasete ya Mmuso e le ho kgontsha ho ipapiswa le karolo ya 29(2) ya Molao ona.

**Tsamaiso bakeng sa ntshetsopele, kananelo kapa kamohelo ya maemo a indasteri**

6. (1) Tsamaiso e tlang ho latelwa ke asoseishene ya indasteri ya relewei mabapi le—

(a) ntshetsopele, kananelo kapa kamohelo ya maemo bakeng sa ditshebetso tsa relewei tse bolokehileng; le

(b) ho fetolwa ha maemo a indasteri a seng a le teng,

ho jwalo ka ha ho boletswe ho molawana o welang tlasa o mong wa (2).

(2)(a) Asoseishene ya indasteri ya relewei e tlameha ho theha komiti ya setekgeniki e tlang ho thusa asoseishene ya indasteri ya relewei ka ntshetsopele, kananelo kapa kamohelo ya maemo.

(b) Komiti ya setekgeniki e ka, moo ho bonwang ho hlokahala, kgetha dihlopha tsa tshebetso tse nang le ditsebi lekaleng leo tlang ho sireletswa ke maemo a indasteri e amehang.

(c) Moo teng sehlopha sa tshebetso se seng se kgethilwe, sehlopha se jwalo se tlameha ho ikarabella bakeng sa ntshetsopele ya maemo a indasteri a amanang a nakwana.

(d) Komiti ya setekgeniki e tlameha ho etsa tekolobotjha ya setekgeniki le ho hlaola diphoso tsa maemo a indasteri a nakwana a boletsweng seratswaneng sa (c) le ho tjhaella monwana maemo a indasteri a nakwana.

(e) Hang ha ho tjhaellwa monwana ha seratswana sa (d) ho se ho fumanwe, maemo a indasteri a hlahisitsweng a tlameha ho phatlalatswa ke komiti ya setekgeniki,

bakeng sa nako e seng ka tlase ho matsatsi a 60, ka hara Kasete ya Mmuso bakeng ditshwaelo ke batho ba nang le thahasello.

(f) Komiti ya setekgeniki e tlameha, ka mora ho kopanya le ho sekaseka ditshwaelo tsa setjhaba tse amohetsweng, ho kenyelletsa ditshwaelo tse amanang ho maemo a indasteri a hlahisitsweng.

(g) Maemo a indasteri a hlahisitsweng a boletsweng ka hara seratswana sa (f) a tlameha ho romelwa ho asoseishene ya indasteri ya relewei bakeng sa ho tjhaellwa monwana le kananelo.

(h) Ho latelwa molawana o welang tlasa o mong wa (3), maemo a indasteri a tjhaelletsweng monwana a tlameha ho phatlalatswa ka hara Kasete ya Mmuso ke asoseishene ya indasteri ya relewei, ka mora hore Molaodi a kgotsofalle ho latelwa ha ditsamaiso tsohle tse lokelang ho etswa.

(j) Maemo a indasteri ya relewei a tjhaelletsweng monwana le ho ananelwa a tlameha ho romelwa ke asoseishene ya indasteri ya relewei ho ditho tsa yona.

(3) Asoseishene ya indasteri ya relewei e tlameha ho tsebisa Molaodi ka maemo a indasteri a tjhaelletsweng monwana le ho bontsha hore dintho di entswe ka tshwanelo mabapi le ntshetsopele, kananelo kapa kamohelo ya maemo a indasteri a amehang.

#### **Ditsamaiso tsa ntshetsopele, kananelo kapa kamohelo ya maemo a selehae**

7. (1) Tsamaiso e boletsweng ka hara molawana o welang tlasa o mong wa (2) e kenyelletsa ntshetsopele ya maemo a selehae le ho fetolwa ha maemo a selehae a seng a le teng e le ho netefatsa ditshebetso tsa relewei tse bolokehileng.

(2)(a) Opereitara di tlameha ho theha komiti ya maemo a selehae bakeng sa ntshetsopele, tekolobotjha le ho hlaolwa diphoso tsa maemo a selehae.

(b) Komiti ya maemo a selehae e boletsweng seratswaneng sa (a) e tlameha ho—

(i) sebedisa tsebo ya selehae e amanang e le ho ntshetsa pele maemo a selehae;



- (ii) ntshetsa pele maemo a selehae, sebetsana le ditlhoko tse itseng tsa selehae, jeokrafi, tsela, tshebetso, makopanelo a mokgwatshebetso kapa makopanelo a ka hare a mokgwatshebetso;
- (iii) lekola botjha le ho hlaola diphoso tsa maemo a selehae a ntsheditsweng pele a hlahisitsweng; le
- (iv) romela maemo a selehae a ntsheditsweng pele a hlahisitsweng ho moemedi wa opereitara ya nang le matla a amanang le boikarabello bakeng sa kananelo.

(c) Opereitara e tlameha ho tjhaella monwana le ho ananela maemo a selehae a ntsheditsweng pele a hlahisitsweng ke komiti ya maemo a selehae.

(d) Maemo a selehae a ntsheditsweng pele a tlameha ho romelwa ho batho bohle ba nang le thahasello le ba amehileng bakeng sa ho kenngwa tshebetsong.

(3) Opereitara e ntsheditse pele maemo a selehae ho latela tsamaiso e boletsweng molawana o welang tlasa o mong wa (2) e tlameha ho bontsha Molaodi hore—

- (a) maemo a selehae a hlahisitsweng a ne a itshetlehile ho tlwaelo e nepahetseng; le
- (b) dintho di entswe ka tshwanelo ha ho ntshetswa pele maemo a selehae.

(4)(a) Opereitara e ka, moo maamong ao ho nang le tshoso ya hang ya ditshebetso tsa relewei e bolokehileng, kenya tshebetsong maemo a selehae pele ho tekolobotjha le ho hlaolwa diphoso ke komiti ya maemo a selehae.

(b) Maemo a selehae a boletsweng seratswaneng sa (a) a tlameha ho lekolwa botjha le ho hlaolwa diphoso ke komiti ya maemo a selehae nakong ya matsatsi a mahlano a tshebetso a kentswe tshebetsong, jwalo ka ha ho boletswa seratswaneng sa (a).

#### **Boikarabello, maemo a tekolobotjha le ho fetolwa**

8. (1) Motho ya ikarabellang bakeng sa maikemisetso o tlameha ho lekola botjha hore maemo bakeng sa ho ameha le ho tshwana nakong eo ho nang le phetoho ya mokgwatsamaiso, thekenoloji, sebopeho, molao kapa dintho dife kapa dife tsa ka ntle tse

amanang tse jwalo ka ha ho ba le phetoho, le moo ho sa etsahaleng phetoho e jwalo, nako le nako e sa feteng dilemo tse hlano.

(2) Ha maemo a se a fumanwe hore ha a sa amana, ha a sa sebetsa kapa ha a tsamaellane le ditlhoko tsa jwale, maemo a jwalo a tlameha ho fetolwa ka nepo kapa a hlakolwe.

### **Ho hulwa ha Melawana**

9. Melawana ya Ntshetsopele ya Maemo a Polokeho a Relewei, 2006, jwalo ka ha a phatlaladitswe ka hara Kasete ya Mmuso tlasa Tsebiso ya Nmr. 718 ya 17 Phato, mona a hutswe.

### **Thaetlele e kgutshwanyane**

10. Melawana ena e bitswa Melawana ya Ntshetsopele ya Maemo a Polokeho a Relewei, 2022.

## DEPARTMENT OF TRANSPORT

## NOTICE 1285 OF 2022

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

Pursuant to the provisions of section 24 (1(a) and (b) and 25 (5) of Act No.60 of 1993 and Regulation 16 (1) and 17 (1) of the International Air Regulations, 1994, it is hereby notified for general information that the applications, detail of which appear in the Schedules hereto, will be considered by the International Air Services Council (Council) representation in accordance with section 24(3) of the Act No. 60 of 1993 and regulation 25(2) of International Air Services Regulation, 1994, against or in favour of an application, should reach the Chairman of the International Air Services Council at Department of Transport, Private Bag X 193, Pretoria, 0001, within 21 days of the publication hereof. It must be stated whether the party or parties making such representation is / are prepared to be represented or represented at the possible hearing of the application.

## APPENDIX I (Renewals)

(A) **ASTRAL AVIATION LTD.** (B) P O Box 594-00606, Nairobi, Kenya. (C) Class I. (D) Type S2. (E) A1 - B767-232 – Reg: 5Y-SNL; B727-223 – Reg: 5Y-NIV; B747-400F – Reg: TF-AMU and TF-AMM (F) and (G) Nairobi (Jomo Kenyatta International Airport) - Johannesburg (ORTIA, O R Tambo International Airport) - Nairobi (Jomo Kenyatta International Airport); and Liege Airport – Johannesburg (O R Tambo International Airport) - Nairobi (Jomo Kenyatta International Airport) (H) Six (06) flights per week.

(A) **AIR CHINA LIMITED.** (B) Air China HQ Building 30, Tianzhu Road, TianZhu Airport Economic Development Zone, Beijing, 101312, P.R. China. (C) Class I. (D) Type S1. (E) A1 - B777-300ER – Reg: B-2006, B-2031, B-2032, B-2033, B-2035, B-2036, B-2037, B-2038, B-2039, B-2040, B-2043, B-2045, B-2046, B-2047, B-2085, B-2086, B-2087, B-2088, B2089, B-2090 and A350-9 – Reg: B-1080, B-1081, B1082, B1083, B1085, B-1086, B-307A, B-307C, B-308C, B-308M, B-321M, B-321N. (F) and (G) Beijing – Shenzhen - O.R. Tambo International Airport (Johannesburg) – Shenzhen - Beijing (01 return flight per week / Beijing – O R Tambo International Airport - Beijing. (02 return flights per week). (H) Three (03) flight per week.

(A) **PROFLIGHT COMMUTER SERVICES LIMITED.** (B) P O Box 30536, Lusaka, Zambia. (C) Class I. (D) Type S1. (E) A1 - **Bae Jetstream 41** - Reg: 9J-PCW and 9J-PCX; **Canadair Regional Jet 100** - Reg: 9J-PZA; **Embraer 145** - Reg: 9J-TST; **B737-500** - Reg: ZS-TGY; **Bombardier Dash 8 Q400** - Reg: ZS-DHD and ZS-DHG; **Bombardier CRJ-900** - Reg: ZS-CMP; **Bombardier CRJ-100** - Reg: ZS-CMB; **Bombardier CRJ 200** - Reg: 9J-PFZ. (F) and (G) Lusaka – Durban – Lusaka (7 flights per week) / Ndola – Johannesburg – Ndola (7 flights per week) / Lusaka – Johannesburg – Lusaka (14 flights per week) / Livingstone – Johannesburg – Livingstone (07 flights per week). (H) Thirty-five (35) flights per week.

(A) **AIR TANANIA COMPANY LIMITED.** (B) P O Box 543, Dar Es Salaam, Tanzania. (C) Class I. (D) Type S1. (E) A1 - **Airbus Canada BD500-1A11** - Reg: 5H-TCI, 5H-TCM, 5H-TCL and 5H-TCH. **B787-8** – Reg: 5H-TCG, and 5H-TCJ. (F) and (G) Dar Es-Salaam (Julius Nyerere International Airport) – O R Tambo International Airport (ORTIA, Johannesburg) – Dar Es-Salaam. (H) Five (05) flights per week.

(A) **ROYAL AIR CHARTERS LIMITED.** (B) P O Box AP 02, Kenneth Kaunda International Airport, 15101, Lusaka, Zambia. (C) Class I. (D) Type S1 and S2. (E) A1 - Embraer EMB-120ER – Reg: 9J-PKP and Embraer EMB-145LR – Reg: 9J-TST. (F) and (G) Lusaka – Johannesburg International Airport (O R Tambo) – Lusaka. (H) Three (03) flights per week.



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**(A) RWANDAIR LTD.** (B) P O Box 7275, Kigali, Rwanda. (C) Class I. (D) Type S1. (E) A1 - A330-200 – Reg: 9XR-WN; A330-300 – Reg: 9XR-WP; B737-800 – Reg: 9XR-WF, 9X-RWG, 9XR-WQ, 9XR-WR; B737-700 – Reg: 9XRWK; CRJ-900- Reg: 9XR-WH, 9XR-WI. (F) and (G) Kigali - Lusaka (Kenneth Kaunda Int – Zambia) – O R Tambo International Airport (Johannesburg) - Lusaka - Kigali (07 flights per week) (RWD106/RWD107 - Day 1,2,3,4,5,6,7) (With 5th Freedom Rights) / Kigali - O R Tambo - Kigali (07 flights per week) (RWD102/RWD103 - Day 1,2,3,4,5,6,7) / Kigali - Robert Gabriel Mugabe International (Harare, Zimbabwe) - Cape Town - Harare - Kigali (07 Flights per week) (RWD110/RWD111 - Day 1,2,3,4,5,6,7) (With 5th Freedom Rights). (H) Twenty-one (21) flights per week.

**(A) QATAR AIRWAYS GROUP Q.C.S.C.** (B) Qatar Airways Tower, Airport Road, P.O. Box 22550, Doha, State of Qatar. (C) Class I. (D) Type S1. (E) A1 - **B787-9** – Reg: A7-BHA, A7-BHB, A7-BHC, A7-BHD, A7-BHE, A7-BHF, A7-BHG.  
**B787-8** – Reg: A7-BCA, A7-BCB, A7-BCC, A7-BCD, A7-BCE, A7-BCF, A7-BCG, A7-BCH, A7-BCI, A7-BCJ, A7-BCK, A7-BCL, A7-BCM, A7-BCN, A7-BCO, A7-BCP, A7-BCQ, A7-BCR, A7-BCS, A7-BCT, A7-BCU, A7-BCV, A7-BCW, A7-BCX, A7-BCY, A7-BCZ, A7-BDA, A7-BDB, A7-BDC, A7-BDD.  
**777-300** – Reg: A7-BEA, A7-BEB, A7-BEC, A7-BED, A7-BEE, A7-BEF, A7-BEG, A7-BEH, A7-BEI, A7-BEJ, A7-BEK, A7-BEL, A7-BEM, A7-BEN, A7-BEO, A7-BEP, A7-BEQ, A7-BER, A7-BES, A7-BET, A7-BEU, A7-BEV, A7-BEW, A7-BEX, A7-BOB, A7-BOD.  
**B777-300** – Reg: A7-BAA, A7-BAB, A7-BAC, A7-BAE, A7-BAF, A7-BAG, A7-BAH, A7-BAI, A7-BAJ, A7-BAK, A7-BAL, A7-BAM, A7-BAN, A7-BAO, A7-BAP, A7-BAQ, A7-BAS, A7-BAT, A7-BAU, A7-BAV, A7-BAW, A7-BAX, A7-BAY, A7-BAZ.  
**B777-200** – Reg: A7-BBA, A7-BBB, A7-BBC, A7-BBD, A7-BBE, A7-BBG, A7-BBH, A7-BBI.  
**A350-941** – Reg: A7-ALD, A7-ALI, A7-ALJ, A7-ALK, A7-ALL, A7-ALM, A7-ALN, A7-ALO, A7-ALP, A7-ALQ, A7-ALR, A7-ALS, A7-ALT, A7-ALU, A7-ALV, A7-ALW, A7-ALX, A7-ALY, A7-ALZ, A7-AME, A7-AMF, A7-AMG, A7-AMH, A7-AMI, A7-AMJ, A7-AMK, A7-AML.  
**A350-1041** – Reg: A7-ANA, A7-ANB, A7-ANC, A7-AND, A7-ANF, A7-ANG, A7-ANH, A7-ANI, A7-ANJ, A7-ANK, A7-ANL, A7-ANM, A7-ANN, A7-ANO, A7-ANP, A7-ANQ, A7-ANR, A7-ANS.  
**A330-202** – Reg: A7-ACG, A7-ACI, A7-ACK, A7-ACM, A7-ACS, A7-ACT, A7-AED, A7-AEE, A7-AEF, A7-AEG, A7-AEI, A7-AEJ, A7-AEN, A7-AEO.  
(F) and (G) Doha (Qatar) - O R Tambo (Johannesburg) - Doha : Ten (17) flights per week / Doha (Qatar) - Cape Town - Doha : Seven (07) flights per week / Doha (Qatar) – O R Tambo – Durban – O R Tambo – Doha : Four (04) flights per week (No traffic/carbotage rights on the Durban – O R Tambo – Durban route). (No fifth freedom traffic rights may be exercised at any intermediate or beyond points.) (H) Twenty-Eight (28) flights per week

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**(A) QATAR AIRWAYS GROUP Q.C.S.C.** (B) Qatar Airways Tower, Airport Road, P.O. Box 22550, Doha, State of Qatar. (C) Class I. (D) Type S2. (E) A1 **B747-8F** – Reg: A7-BGA, A7-BGB; **B777-FDZ** – Reg: A7-BFA, A7-BFB, A7-BFC, A7-BFD, A7-BFE, A7-BFF, A7-BFG, A7-BFH, A7-BFI, A7-BFJ, A7-BFK, A7-BFL, A7-BFM, A7-BFN, A7-BFO, A7-BFP, A7-BFQ, A7-BFR, A7-BFS, A7-BFT, A7-BFU, A7-BFV, A7-BFW, A7-BFX, A7-BFY, A7-BFZ. (F) and (G) Doha (Qatar) - O R Tambo (Johannesburg) - Nairobi (Kenya) – Doha (one (01) flight per week), AND Doha – O R Tambo – Nairobi – Liege – Oslo (two (02) flights per week. (No fifth freedom traffic rights may be exercised at any intermediate or beyond points.) (H) Three (03) flights per week.

**(A) AIR BELGIUM S.A.** (B) Rue Emile Francqui, 7, 1435 Mont-Saint-Guibert. (C) Class I. (D) Type S1. (E) A1 - Airbus A330-941 – Reg: OO-ABF and OO-ABG. (F) and (G) Brussels – O R Tambo International Airport (ORTIA, Johannesburg) – Cape Town International Airport – Brussels. (No cabotage rights will be exercised.) (H) Two (02) rotation flights per week.

**(A) ETIHAD AIRWAYS PJSC.** (B) Etihad Head Office, P.O. Box 35566, Khalifa City A, Abu Dhabi, United Arab Emirates. (C) Class I. (D) Type S1 and S2. (E) A1 - **B777-200F** - Reg: A6-DDB, A6-DDC, A6-DDD, A6-DDE, A6-DDF; / **B777-300ER** - Reg: A6-ETB, A6-ETC, A6-ETE, A6-ETG, A6-ETH, A6-ETI, A6-ETJ, A6-ETP, A6-ETQ, A6-ETS; / **B787-9** - Reg: A6-BLA, A6-BLB, A6-BLC, A6-BLD, A6-BLE, A6-BLF, A6-BLG, A6-BLH, A6-BLI, A6-BLL, A6-BLM, A6-BLN, A6-BLO, A6-BLP, A6-BLQ, A6-BLR, A6-BLS, A6-BLT, A6-BLU, A6-BLV, A6-BLW, A6-BLX, A6-BLY, A6-BLZ, A6-BNA, A6-BNB, A6-BNC, A6-BNC; / **B787-10** - Reg: A6-BMA, A6-BMB, A6-BMC, A6-BMD, A6-BME, A6-BMF, A6-BMH, A6-BMI; / **A350-100** – Reg: A6-XWA, A6-XWB, A6-XWC, A6-XWE, A6-XWF. (F) and (G) **S1** - Abu Dhabi Johannesburg – Abu Dhabi. (07 flights per week – one flight per day). / **S2** – Abu Dhabi – Johannesburg – Nairobi (Technical stop – Kenya) – Abu Dhabi / Abu (03 flights per week). (No 5<sup>th</sup> freedom rights between Johannesburg and Nairobi). (No cabotage rights will be exercised.) (H) Ten (10) flights per week.

**(A) ROYAL AIR CHARTERS LIMITED.** (B) P.O. Box AP 02, Kenneth Kuanda International Airport, 15101, Lusaka, Zambia. (C) Class I. (D) Type S1 and S2. (E) A1 and A2 - Embraer EMB-120ER – Reg: 9J-PKP and Embraer EMB-145LR – Reg: 9J-TST. (F) and (G) Lusaka – Johannesburg International Airport (O R Tambo) – Lusaka. (H) Three (03) flights per week.

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

Pursuant to the provisions of section 24 (1(a) and (b) and 25 (5) of Act No.60 of 1993 and Regulation 16 (1) and 17 (1) of the International Air Regulations, 1994, it is hereby notified for general information that the applications, detail of which appear in the Schedules hereto, will be considered by the International Air Services Council (Council) representation in accordance with section 24(3) of the Act No. 60 of 1993 and regulation 25(2) of International Air Services Regulation, 1994, against or in favour of an application, should reach the Chairman of the International Air Services Council at Department of Transport, Private Bag X 193, Pretoria, 0001, within 21 days of the publication hereof. It must be stated whether the party or parties making such representation is / are prepared to be represent or represented at the possible hearing of the application.

**APPENDIX I (Renewals)**

**(A) EMIRATES AIRLINE** (B) P.O. Box 686, Dubai, United Arab Emirates, Emirates group head quarters (C) Class 1 (D) Type S1 (E) A1- A380-861, A380-842, A319-115, B777-F1H, B777-300ER, B777-300, B777-31, B777-31HER, B777-36NER, , B777-36HER, B777-36, B777-30ER, B777-300HER: A6-EDI, A6-EDP, A6-EVB, A6-EOB, A6-EVC, EVD, EVE, EVF, EVG, EVH, EVI, EVJ, EVK, EVL, EVM, EVN, EVO, EVP, EVQ, EVR, EVS, CJE, EFH, ECO, END, EFS EQP EQO EFT A6-EBB; A6-EBC; A6-EBE; A6-EBG; A6-EBI; A6-EBJ; A6-EBK; A6-EBM; A6-EBN; A6-EBO; A6-EBA; A6-EBD; A6-EBF; A6-EBH; A6-EBL; A6-EBS; A6-EBT; A6-EBV; A6-EBX; A6-EBZ; A6-EBQ; A6-EBR; A6-EBU; A6-EBW; A6-EBP & A6-EBY A6-ECA, ECB A6-EMW, A6-EMO, A6-EMM, A6-EMR, A6-EMP & A6-EMV; A6-ECC A6-ECD, A6-ECE & A6-ECF A6-EMN, A6-EMQ, A6-EMS, A6-EMT, A6-EMU & A6-E ECH, ECG, ECI A6-ECJ A6-ECL, A6-ECK, A6-ECM A6-ECN, ECO, ECP A6-ECR, ECS A6-ECQ. A6-ECR, ECS A6-ECQ A6-ECT, A6-ECU, A6-ECV, A6-ECW A6-EDA, EDB, EDC, EDD, EDE, EDF, EDG A6-EDH A6-ECY, A6-ECZ A6-EGA A6-EDI, A6-EDJ, A6-EDK, A6-EDL, A6-EDM, A6-EDN and A6-EDO A6-EGB, A6-EGC and A6-EGD A6-EGF, A6-EGG A6-EGE A6-EDP, A6-EDQ, A6-EDT, A6-EDR, A6-EDS A6-EGI, A6-EGJ, A6-EGH, A6-EGK A6-EGS, A6-EGT, A6-EGQ, A6-EGR, A6-EGM, A6-EGN, A6-EGO, A6-EGP, A6-EGU, A6-EGV. A6-EDU A6-EDV A6-EGJ A6-EDW, A6-EDX, A6-EDY, A6-EDZ A6-EEA, A6-EEB, A6-EEC A6-EGW, A6-EGX, A6-EGY, A6-EGZ, A6-ENA, A6-ENB, A6-ENC, A6-END. A6-EDW, A6-EDX, A6-EDY, A6-EDZ. A6-EED, A6-EEE A6-ENE, A6-ENF, A6-ENG, A6-ENH A6-EEF, A6-EEG, A6-EEH, A6-EEI A6-ENJ, A6-ENI, A6-ENJ, A6-ENK, A6-ENL, A6-ENM, A6-ENN, A6-ENO, A6-ENP, A6-ENQ. A6-EEJ, A6-EEK, A6-EEL, A6-EEM, A6-EEN, A6-EEO, A6-EEP, A6-EER, A6-EES, A6-EET, A6-EEU, A6-EEV, A6-EFJ, A6-EFI A6-EEX, A6-EEY, A6-EEZ. A6-ENR, A6-ENS, A6-ENT A6-ENU, A6-ENV, A6-ENW, A6-EOA, A6-EOB, A6-EOC, A6-EOD, A6-EOF, A6-EEQ, A6-EEW A6-EFN, A6-EFO, A6-EFM, A6-EFL, A6-EFK. OO-THC, A6-EFE, A6-EFF, A6-EFG, A6-EEH OO-THD, A6-EFD and A6-EFN. (F) and (G) Dubai-Johannesburg-Dubai, Dubai-Cape Town-Dubai and Dubai-Durban-Dubai. (H) Johannesburg 28 flights per week, Cape Town - 14 flights per week and Durban 14 flights per week.

**(A) CONDOR FLUGDIENST GMBH.** (B) Condor Flugdienst GMBH, An der Gehespitz 50, 63263 Neu-Isenburg, Germany. (C) Class I. (D) Type S1. (E) A1. - **Boeing 767-300** – Reg: D-ABUA, D-ABUB, D-ABUC, D-ABUD, D-ABUE, D-ABUF, D-ABUH, D-ABUI, D-ABUK, D-ABUM, D-ABUP, D-ABUT. **A330-243** – Reg: D-AIYA, D-AIYB, D-AIYC, D-AIYD. (F) and (G) Frankfurt – Cape Town – Frankfurt / Frankfurt – O R Tambo International Airport (ORTIA) – Frankfurt. (H) Six (06) return flights per week.

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