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PART 1 OF 2

N.B. The Government Printing Works will not be held responsible for the quality of "Hard Copies" or "Electronic Files" submitted for publication purposes

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39887



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

A graphic of a white note pinned to a grey background with the word 'Important' written in a handwritten style.

A message from Government Printing Works

Notice Submissions Rule: Single notice, single email

Dear Valued Customer,

Over the last six months, GPW has been experiencing problems with many customers that are still not complying with GPW's rule of **single notice, single email** (with proof of payment or purchase order).

You are advised that effective from **18 January 2016**, all notice submissions received that do not comply with this rule will be failed by our system and your notice will not be processed.

In the case where a Z95, Z95Prov or TForm3 Adobe form is submitted with content, there should be a separate Adobe form completed for each notice content which must adhere to the single notice, single email rule.

A reminder that documents must be attached separately in your email to GPW. (In other words, your email should have an electronic Adobe Form plus proof of payment/purchase order – 2 separate attachments – where notice content is applicable, it should also be a 3rd separate attachment).

To those customers who are complying with this rule, we say Thank you!

Regards,

Government Printing Works



Government Printing Works

Notice submission deadlines

Government Printing Works has over the last few months implemented rules for completing and submitting the electronic Adobe Forms when you, the customer, submit your notice request.

In line with these business rules, GPW has revised the notice submission deadlines for all gazettes. Please refer to the below table to familiarise yourself with the new deadlines.

ORDINARY GAZETTES

Government Gazette Type	Publishing Frequency	Publication Date	Submission Deadline	Cancellations Deadline
National Gazette	Weekly	Friday	Friday 15h00 for next Friday	Tuesday, 12h00 - 3 days prior to publication
Regulation Gazette	Weekly	Friday	Friday 15h00, to be published the following Friday	Tuesday, 12h00 - 3 days prior to publication
Petrol Price Gazette	As required	First Wednesday of the month	One week before publication	3 days prior to publication
Road Carrier Permits	Weekly	Friday	Thursday 15h00, to be published the following Friday	3 days prior to publication
Unclaimed Monies (justice, labour or lawyers)	January / As required 2 per year	Any	15 January / As required	3 days prior to publication
Parliament (acts, white paper, green paper)	As required	Any		3 days prior to publication
Manuals	As required	Any	None	None
Legal Gazettes A, B and C	Weekly	Friday	One week before publication	Tuesday, 12h00 - 3 days prior to publication
Tender Bulletin	Weekly	Friday	Friday 15h00 for next Friday	Tuesday, 12h00 - 3 days prior to publication
Gauteng	Weekly	Wednesday	Two weeks before publication	3 days after submission deadline
Eastern Cape	Weekly	Monday	One week before publication	3 days prior to publication
Northern Cape	Weekly	Monday	One week before publication	3 days prior to publication
North West	Weekly	Tuesday	One week before publication	3 days prior to publication
KwaZulu-Natal	Weekly	Thursday	One week before publication	3 days prior to publication
Limpopo	Weekly	Friday	One week before publication	3 days prior to publication
Mpumalanga	Weekly	Friday	One week before publication	3 days prior to publication
Gauteng Liquor License Gazette	Monthly	Wednesday before the First Friday of the month	Two weeks before publication	3 days after submission deadline
Northern Cape Liquor License Gazette	Monthly	First Friday of the month	Two weeks before publication	3 days after submission deadline
National Liquor License Gazette	Monthly	First Friday of the month	Two weeks before publication	3 days after submission deadline
Mpumalanga Liquor License Gazette	2 per month	Second & Fourth Friday	One week before	3 days prior to publication

CANCELLATIONS

Don't forget!

Cancellation of notice submissions are accepted by GPW according to the deadlines stated in the table above. 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.

Your request for cancellation must be accompanied by the relevant notice reference number (N-).

AMENDMENTS TO NOTICES

take!
note!

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

Until then, amendments to notices must be received before the submission deadline.

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.

PROOF OF PAYMENTS

REMINDER

GPW reminds you that all notice submissions **MUST** be submitted with an accompanying proof of payment (PoP) or purchase order (PO). If any PoP's or PO's are received without a notice submission, it will be failed and your notice will not be processed.

When submitting your notice request to submit.egazette@gpw.gov.za, please ensure that a purchase order (GPW Account customer) or proof of payment (non-GPW Account customer) is included with your notice submission. All documentation relating to the notice submission must be in a single email.

A reminder that documents must be attached separately in your email to GPW. (In other words, your email should have an Adobe Form plus proof of payment/purchase order – 2 separate attachments – where notice content is applicable, it should also be a 3rd separate attachment).

FORMS AND GAZETTES

The electronic Adobe Forms and published gazettes can be found on our website: www.gpwonline.co.za

Should you require assistance with downloading forms or gazettes, please contact the eGazette Contact Centre who will gladly assist you.

eGazette Contact Centre

Email: info.egazette@gpw.gov.za

Telephone: 012-748 6200



REMINDER OF THE GPW BUSINESS RULES

- Single notice, single email – with proof of payment or purchase order.
- All documents must be attached separately in your email to GPW.
- 1 notice = 1 form, i.e. each notice must be on a separate form
- Please submit your notice **ONLY ONCE**.
- Requests for information, quotations and inquiries must be sent to the Contact Centre **ONLY**.
- The notice information that you send us on the form is what we publish. Please do not put any instructions in the email body.



eGazette



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

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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 R1000 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	250.00
Ordinary National, Provincial	2/4 - Half Page	500.00
Ordinary National, Provincial	3/4 - Three Quarter Page	750.00
Ordinary National, Provincial	4/4 - Full Page	1000.00

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 **R3000** per page.

IMPORTANT ANNOUNCEMENT

Closing times **PRIOR TO PUBLIC HOLIDAYS** *for*
**GOVERNMENT NOTICES, GENERAL NOTICES,
 REGULATION NOTICES AND PROCLAMATIONS** **2016**

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

- **16 March**, Wednesday for the issue of Thursday **24 March 2016**
- **23 March**, Wednesday for the issue of Friday **1 April 2016**
- **21 April**, Thursday for the issue of Friday **29 April 2016**
- **28 April**, Thursday for the issue of Friday **6 May 2016**
- **9 June**, Thursday for the issue of Friday **17 June 2016**
- **4 August**, Thursday for the issue of Friday **12 August 2016**
- **8 December**, Thursday for the issue of Thursday **15 December 2016**
- **22 December**, Thursday for the issue of Friday **30 December 2016**
- **29 December**, Thursday for the issue of Friday **6 January 2017**

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

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

BELANGRIKE AANKONDIGING

Sluitingstye **VOOR VAKANSIEDAE** *vir*
**GOEWERMENTS-, ALGEMENE- & REGULASIE-
 KENNISGEWINGS ASOOK PROKLAMASIES** **2016**

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

- **16 Maart**, Woensdag vir die uitgawe van Donderdag **24 April 2016**
- **23 Maart**, Woensdag vir die uitgawe van Vrydag **1 April 2016**
- **21 April**, Donderdag vir die uitgawe van Vrydag **29 April 2016**
- **28 April**, Donderdag vir die uitgawe van Vrydag **6 Mei 2016**
- **9 Junie**, Donderdag vir die uitgawe van Vrydag **17 Junie 2016**
- **4 Augustus**, Donderdag vir die uitgawe van Vrydag **12 Augustus 2016**
- **8 Desember**, Donderdag vir die uitgawe van Donderdag **15 Desember 2016**
- **22 Desember**, Donderdag vir die uitgawe van Vrydag **30 Desember 2016**
- **29 Desember**, Donderdag vir die uitgawe van Vrydag **6 Januarie 2017**

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

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

GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF HOME AFFAIRS**NO. 385****01 APRIL 2016****ALTERATION OF SURNAMEN 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. Nqobile Gordon Nyakane - 880223 5531 085 - 858 Impofu Street, Senaoane, SOWETO, 1818 - *Buthelezi*
2. Petunia Dineo Shabe - 891107 0235 080 - 41186 Lehlohonolo Street, Extension 19, TSAKANE, 1550 - *Nyathi*
3. Neo Larry Seme - 880111 5659 081 - 667 A Seshupo Street, PAMPIERSTAD, 8566 - *Goitsilwe*
4. Mfanafuthi Msimango - 970820 5223 083 - 9305 Extension 6 B, ORANGE FARM, 1841 - *Mkhize*
5. Idah Shezi - 850508 1274 086 - 412 Extension 2, MHLUZI, 1050 - *Siviya*
6. Lucky Johannes Fanki Moyo - 850404 7051 084 - 754 Tokologo, MHLUZI, 1053 - *Baloyi*
7. Innocent Baloyi - 970902 6034 089 - 4016 A Phokobye Street, Zone 4, PIMVILLE, 1809 - *Nkuna*
8. Louis Buti Ntuli - 810817 5487 084 - 23426 Lemon Crescent, PROTEA GLEN, 1818 - *Mahlangu*
9. Thembinkosi Nicholas Magagula - 801202 5972 081 - Komati, Kroonfontein, MIDDELBURG, 1050 - *Skosana*
10. Mampa Isaac Rababalela - 751021 5421 083 - Stand No 1586, Springs, DWARSRIVER, 0812 - *Ribane*
11. Zusiphe Velebayi - 931201 0849 081 - 23 Isikhova Street, MFULENI, 7100 - *Msindwana*
12. Gladwine Mpho Marate - 960830 5664 089 - 24193 Marabastad, KROONSTAD, 9499 - *Koalane*
13. Knowledge Koketso Thooe - 960412 5149 088 - 18 Goedehoop Street, Ehrlich Park, BLOEMFONTEIN, 9301 - *Tlhapi*
14. Andile Christopher Letsoesa - 970603 5382 087 - 10307 Manyane Street, Rockalnds Location, BLOEMFONTEIN, 9323 - *Thomas*
15. Deogracia Nompumelelo Diseko - 950126 0259 088 - 11641 Selopethema Street, Extension 7, Mohlakeng, RANDFONTEIN, 1760 - *Nomandla*
16. Joseph Noko - 960714 5682 087 - Rakgoatha, ZEBEDIELA, 0628 - *Lebese*
17. Nkanyiso Thusi - 950608 5901 087 - Fairview Location, IXOPO, 3276 - *Xulu*
18. Harry Sello Ramatshila - 961210 5515 087 - 1964/45 Extension 13, OLIVENHOUTBOSCH, 0175 - *Motloung*
19. Singa Phungula - 420302 5185 089 - Washbank Area, UMZIMKULU, 3297 - *Jawuza*
20. Yamkela Madolo - 970527 5509 086 - 2967 Zola Location, Ekuphumleni, WHITTLESEA, 5360 - *Sibozo*
21. Siyabonga Emmanuel Ndwandwe - 940601 6203 085 - Lambothi Reserve, MANDENI, 4490 - *Biyela*
22. Vusi Nkosingiphile Msweli - 920923 6476 089 - P O Box 342, KWANGWANASE, 3973 - *Mtembu*
23. Zandile Nothando Masikane - 860918 1503 087 - Mandalathi Area, KRANSKOP, 3268 - *Jali*
24. Ditiro Magabe - 941129 5598 080 - Madibong, SEKHUKHUNE, 1124 - *Matlala*
25. Sakhile Mzikayise Ntshangase - 960616 6613 088 - 159 Belgrade Avenue, PONGOLA, 3170 - *Ndlangamandla*

26. Sizwe Zulu - 970306 5616 088 - Ophaphasi Area, MTUBATUBA, 8935 - *Ncube*
27. Masimbolekwe Nontshibongo - 800606 6326 082 - 10726 Timber City, VREDENBURG, 7380 - *Mphontsi*
28. Jabulane Sfiso Gift Ndlela - 971001 5191 088 - 757zingsh Street, Actonville, BENONI, 1501 - *Msibi*
29. Mlamuli Mthobisi Thango - 950904 6183 084 - 5377 Section 4, MADADENI, 2951 - *Sibeko*
30. Sabelo Blessing Dladla - 960721 5704 084 - Esidumbini, NDWEDWE, 4400 - *Buthelezi*
31. Xolani Sihle Mngomezulu - 940728 6198 088 - 5897 Extension 5, Mzinoni, BETHAL, 2310 - *Dlamini*
32. Confidence Morateng Mathole - 910330 0352 088 - 1255 M K Street, Bluegume View, DUDUZA, NIGEL, 1496 - *Tsotetsi*
33. Nkosinathi Skhumbuzo Madela - 870917 6240 081 - 1234 Ntusi Street, BHEKUZULU, 3100 - *Ndwardwe*
34. Musawenkosi Henry Dlamini - 770109 5306 086 - Ndwebu Location, HIGHFLATS, 3306 - *Shinga*
35. Boitshepo Mantswe - 950216 1282 088 - 5273 Mashigo Street, KAGISO 2, 1754 - *Leshope*
36. Muzi Eric Gumbi - 850928 5602 084 - 21 Pioneer Crescent, Seaview, DURBAN, 4092 - *Mkhize*
37. Lungisani Hlakaniphani Evidence Dube - 951115 5072 082 - No 8 Amir Ali Crescent, Azaadville, KRUGERSDORP, 1754 - *Buthelezi*
38. Mbali Ningi Sokele - 950801 0778 085 - P O Box 623, KWAMBONAMBI, 3916 - *Dlamini*
39. Tshepo David Mohloua - 970710 5558 085 - 901 J Section, BOTSHABELO, 9781 - *Mohapi*
40. Johannes Mosana - 560804 5642 084 - 1090 Zone 1, LEBOTLOANE, 0411 - *Qibi*
41. Aaron Baloyi - 920204 5501 080 - 29 Sevenstad, MARBLE HALL, 0450 - *Nawe*
42. Raisibe Aphane - 390606 0757 080 - P O Box 5619, GOMPIES, 0631 - *Mothoa*
43. Yonela Ntyinkala - 920927 1391 086 - Noxolo Street, STRAND, 7140 - *Khonwayo*
44. Vincent Lwazi Matokane - 731210 5510 087 - Stand No 7607, Kanyamazane, NELSPRUIT, 1203 - *Mashaba*
45. Siyamkela Lindelani Mahlaba - 921103 5563 083 - 391 Enkanyezini Location, COLENSA, 3360 - *Mbatha*
46. Sipho Landman Gumbi - 830513 5632 086 - 4477 Ivory Park, MIDRAND, 1628 - *Hadebe*
47. Ignatius Simphiwe Mnikathi - 920608 5721 086 - 163 S P C A Access Road, Cato Manor, MAYVILLE, 4091 - *Vilakazi*
48. Khomotso Thokoane - 970318 0914 087 - Phatantswane, SEKHUKHUNE, 1124 - *Masha*
49. Mnikeli Lennox Kundulu - 600303 5381 084 - 51426 Nkqonqweni Location, NEWLANDS, 5201 - *Ndaba*
50. Zama Dlamini - 941110 1396 083 - Lot 305 Cornubia Area, VERULAM, 4342 - *Radebe*
51. Mboniseni Aubrey Musetha - 790607 5446 089 - Thengwe, MUTALE, 0956 - *Netshimbupfe*
52. Njabulo Happy Sokele - 970621 6104 086 - 615 Umthwalo Avenue, NAZARETH, 2610 - *Ndlovu*
53. Mishack Bongani Mabena - 961123 5572 083 - 1786 Tweefontein N, KWAMHLANGA, 1022 - *Skosana*
54. Mocumi Ernest Eyman - 760303 7671 082 - House N A47, KAMPANENG, 8460 - *Mpadi*
55. Lotanang Klaas Myroa - 970428 5607 089 - Makurung, GA MPHAHLELE, 1685 - *Matabane*
56. Ayanda Lindokuhle Shandu - 950819 6060 084 - Umlalazi Area, ESHOWE, 3818 - *Qwabe*
57. Batho Isaia Taukobong - 681105 5989 085 - 33 Pollock Avenue, NEWCLARE, 2093 - *Serasengwe*
58. Sabelo Henry Mlambo - 841022 6013 087 - 11323 Motlano Street, ORLANDO WEST, 1804 - *Mlangeni*
59. Sinothando Gumede - 960710 1295 080 - 95 Akimberly Road, JOHANNESBURG, 2094 - *Phakathi*
60. Tabiso Magudu - 940604 5329 083 - Payne Location, MTHATHA, 5099 - *Sisilana*
61. Batandwa Magula - 950902 5643 082 - Lukwethu Location, MTHATHA, 5099 - *Nongauza*
62. Sithembiso Kheswa - 830325 5551 087 - 198 Third Street, KLIPTOWN, 1812 - *Yingwane*

63. Collen Mahlomola Twala - 850320 5844 082 - 40/610 Chari Crescent, ZANDSPRUIT, 2169 - *Mahlaule*
64. Bongani Maurice Motha - 850305 5753 086 - 940 Botswana Street, Chief Albert Luthuli, BENONI, 1509 - *Zondo*
65. Ephraim Teboho Masemula - 890422 5287 080 - 1205 Tladi, SOWETO, 1868 - *Mvubu*
66. Sello Stephen Motshwene - 910710 5462 083 - 566 23rd Street, BRAKPAN, 1541 - *Johnson*
67. Sinenhlanhla Zondo - 950728 1087 085 - 7149 Kudu Street, Extension 11, PROTEA GLEN, 1818 - *Ndlovu*
68. Mmapula Vistina Mokwena - 670304 0627 088 - 114 Block A, MABOPANE, 0190 - *Madonsela*
69. Sibusiso Lorrence Mtshweni - 960714 5389 089 - 2414 Block D D, MOLOTO, 1002 - *Nzimande*
70. S'busiso Prince Khumalo - 780928 6299 083 - 2445 B Section, Mondlo, VRYHEID, 3105 - *Masuku*
71. Calvin Jerry Justice Sifunda - 790908 5754 088 - P O Box 1046, SHONGWE MISSION, 1331 - *Nkomo*
72. Brian Mahapa - 950130 5358 085 - 18 Nduna Street, ATTERIDGEVILLE, 0008 - *Moremi*
73. France Bontshi Molefe - 850830 6347 083 - Stand 464, KWAMHLANGA, 1022 - *Mogopa*
74. Hlakudi Hendrick Kgaphola - 690516 5775 085 - Ga Radingwane, SEKHUKHUNE, 1124 - *Mohlala*
75. Kakeso Jacob Mofokeng - 520929 5444 089 - 3646 Phahameng, PRANKFORT, 9830 - *Mokoena*
76. Motheba Violete Tshabalala - 950610 1101 084 - 1079 Boitumelo Street, Meqheleng, FICKSBURG, 9730 - *Ramakatsane*
77. Mnqobi Chalex Myembe - 961007 6087 086 - P O Box 569, HIBBERDENE, 4220 - *Zulu*
78. Petrus Mpiti Mohlahlo - 640220 5385 083 - 3574 New Stands, SEHLAKWANE, 1047 - *Mahlangu*
79. Widney Tinyane - 931206 0623 089 - P O Box 1667, MOLETJIE, 0710 - *Chokoe*
80. Moses Raseala - 860715 5382 082 - 4458 Montoedi Street, DIEPKLOOF, 1868 - *Rammalo*
81. Matlakala Lorraine Ngwetjana - 821122 0348 085 - P O Box 1379, WITSIESHOEK, 9870 - *Masoeu*
82. Soli Vincent Ndima - 560116 5294 083 - 1394 Mndaweni Street, ZOLA NORTH, 1868 - *Mbuyisa*
83. Lesibe Johnson Tladi - 790415 5627 082 - Makokonong Section, SEGOPYE, 0744 - *Mamabolo*
84. Nosipho Yvonne Zondi - 921016 0582 082 - B152 Folweni Township, UMUMBULU, 4105 - *Ntini*
85. Merriam Madibane - 560822 0292 085 - Ga Masha, NGWAABE, 1058 - *Moila*
86. Philisiwe Prudence Nyawose - 870227 1206 081 - P O Box 600, UMTWALUME, 4186 - *Cele*
87. Nhlakanipho Mhlongo - 951130 5631 084 - P O Box 2011, EMPANGENI, 3880 - *Dlamini*
88. Mlungisi Brian Zuma - 951214 6220 087 - M1428 Ibu Road, KWAMASHU, 4360 - *Kuboni*
89. Ryan Nikki Haywood - 850417 5128 084 - 103 Platrug Road, Hoekwil, GEORGE, 6538 - *Haywood-Gehrung*
90. Gaaselwe Jullias Van Neck - 890313 6246 086 - House No 460, Maganeng, TAUNG, 8584 - *Mahura*
91. Emely Mokgaetsi Gatebe - 930623 0462 089 - 28837 Buthelezi Street, MAMELODI EAST, 0122 - *Mabusela*
92. Given Rikhotso - 960614 6263 087 - 108 Makhuba, GIYANI, 0826 - *Nyathi*
93. Tebatso Shogole - 960312 6189 085 - Stand 1030, DENNILTON, 1030 - *Mathebe*
94. Mondli Knowledge Mngadi - 901007 5689 083 - 4372 Tom Tom Road, KWANDENGEZI, 3607 - *Shabalala*
95. Caroline Ramadimefja Gatebe - 911214 0427 083 - 28837 Mamelodi East, Extension 5, BUTHELEZI, 0122 - *Mabusela*
96. Mpho Emmanuel Mnguni - 910719 6074 086 - 2155 Block V, SOSHANGUVE, 0152 - *Mbokane*
97. Boitumelo Pearl Mosala - 930427 0340 083 - 1840 Makhato Street, Batho Location, BLOEMFONTEIN, 9323 - *Khetsi*
98. Lebogang Freddy Clinton Moshou - 931220 6176 083 - 33145 Turflaagte, BLOEMFONTEIN, 9323 - *Jonas*
99. Ayanda Lloyd Manyoni - 921025 5798 080 - 5 Jackarander Road, DALTON, 3236 - *Hlophe*

100. Afrika Bukweni - 930910 6705 086 - 3129 Masonwabe Road, Masiphumelele, FISH HOEK, 7875 - *Qekele*
101. Tshepo Brian Botswe - 940625 5104 085 - 591 D Zone 11, MEADOWLANDS, 1852 - *Mogottlane*
102. Norman Kgopotso Selepe - 870909 5652 085 - P O Box 4035, KORNHOEK, 1360 - *Malapane*
103. Sivenathi Mbeki - 961121 5975 082 - Mbaxa Location, KING WILLIAMS TOWN, 5600 - *Dokoza*
104. Thabo Mothibedi - 711028 5341 087 - 250 Victoria Road, LOMBARDY EAST, 2090 - *Radebe*
105. Boyane Fydah Magopa - 850108 6290 086 - Ga Mampuru, STEELPOORT, 1133 - *Masha*
106. Mthobisi Prince Masuku - 970306 6377 086 - Mbokodweni Area, Ward 2, VRYHEID, 3108 - *Ndlovu*
107. Sibusiso Nkululeko Khumalo - 961023 6311 087 - House No D4988, Section 4, MADADENI, 2951 - *Thusi*
108. Siyanda Ngidi - 941221 6305 084 - Nkanini Area, GREYTOWN, 3251 - *Khanyile*
109. Thabo Khatoane - 870209 5471 085 - 20250 Jerusalem Park, Thabong, WELKOM, 9463 - *Lehloenya*
110. Keenan Stuart Du Plooy - 930819 5276 082 - 3 Viola Road, 5 Sunset Court, Blouberg, TABLEVIEW, 7441 - *Oliver*
111. Uneska Chego - 961104 0962 081 - 168 Ngangukubjane, NEBO, 1059 - *Mokwana*
112. Mashudu Oscar Chauke - 800916 6004 088 - 3550 Mazibuko Street, TSHIAWELO, 1818 - *Nembaya*
113. Nkosinathi Aubrey Maluleka - 890121 5630 089 - 5812 Extension 2, IVORY PARK, 2090 - *Mtsweni*
114. Katlego Nelson Twala - 860324 5387 082 - Private Bag X9040, BURGERSFORD, 1150 - *Nkhuna*
115. Mandla Mark Mthombeni - 860319 5911 089 - Unit 27, Fern River Estate, 300 Fern Avenue, RANDBURG, 2195 - *Mthombeni Ka Dlamini*
116. Obakeng Terrance Legetla - 970701 5403 083 - 899 Itumeleng Location, Jagersfontein, KOFFIEFONTEIN, 0974 - *Choleli*
117. Thandazile Siziwe Shandu - 951007 1118 086 - P O Box 23, FELIXTON, 3875 - *Mkhwanazi*
118. Smanga Graham Masuku - 900902 5741 085 - Ntuthuko Area, PONGOLA, 3170 - *Kunene*
119. Xolisile Shange - 910205 0623 086 - J565 Umlazi, UMLAZI, 4031 - *Mbambo*
120. Zethembe Braveman Mbanjwa - 820303 5910 084 - 34 Sterling Court, DURBAN, 4001 - *Mlungwana*
121. Ntovheleni Robert Netshisumbela - 831123 5871 087 - P O Box 1988, THOHOYANDOU, 0950 - *Netshisumbewa*
122. Juanita Janse Van Vuuren - 900909 0140 080 - 26 Bernini, VANDERBIJLPARK, 1911 - *De Wet*
123. Scelo Wiseman Buthelezi - 911115 5467 083 - 20633 Eastborn Farm, OSIZWENI, 2940 - *Jele*
124. Sikhumbuzo Ngwenya - 911212 6714 082 - New Stands, BHEKUZULU, 3100 - *Nkosi*
125. Nkosithemba Isaac Chilo - 620405 5860 086 - Buffersdrai, VERULAM, 4340 - *Vilakazi*
126. Tebogo Magomarele Mokalapa - 850624 5618 085 - 46 Victoria, BENONI, 1500 - *Matema*
127. Terresa Masinga - 911227 1307 088 - Ekuthukuzeni Area, KWANGWANASE, 3973 - *Ngwenya*
128. Joseph Thapelo Phetla - 901212 5694 089 - 1122 Phomolong Section, TEMBISA, 1632 - *Makalela*
129. Hlakaniphile Glenrose Mthethwa - 910327 0667 085 - 5971 Jabulani Street, Zone 5, DIEPKLOOF, 1864 - *Ndlozi*
130. Kholisile Vincent Kolwa - 900119 6325 087 - 1125 Section E, BOTSHABELO, 9781 - *Gulwa*
131. Gcina Jaffeth Ndwandwa - 900827 6249 087 - Stand No 80, Sheba Siding, BARBERTON, 1300 - *Malambe*
132. Jabulani Abel Tshabalala - 850428 5285 089 - F-021 Zamani Location, MEMEL, 2970 - *Thusi*
133. Mfundiswa Dlukulwana - 710403 5998 080 - Bomvini Area, LUSIKISIKI, 4820 - *Nyakeni*
134. Sizwe Garfield Hlakuva - 861103 6018 089 - 3 Lejuma Road, EASTVALE, 1559 - *Tshabalala*
135. Tete Daniel Bapela - 581110 5590 082 - Stand 760, Rathoke, MDUTJANA, 0472 - *Sebothoma*
136. Fabian Fergus Lukas - 911218 5221 086 - 6614 Saringa Road, PLETTENBERG BAY, 6600 - *Petersen*

137. Fabian Frank Fritz - 850502 5257 080 - 2 Joheim Court, Cnr Paarl And Smatt Roads, GOODWOOD, 7460 - *Adler*
138. Mandlakayise Victor Mgobhozi - 671225 6279 088 - House No 25, Shayamoya, SHAKASKRAAL, 4430 - *Moleme*
139. Romeo Mogomotsi Moses Mogorosi - 770806 5469 083 - 235 Visagie Street, Ajo Building, PRETORIA, 0001 - *Moiloa*
140. Philani Sbusiso Shezi - 970610 5465 085 - Private Bag X 536, UMZINTO, 4200 - *Ntobela*
141. Sikhumbuzo Maphumulo - 951027 5915 089 - 12855 Extension 7b, ORANGE FARM, 1841 - *Shange*
142. Stephen Happy Msibi - 631225 5390 083 - 29 Derby Road, BERTRAMS, 2094 - *Tshabalala*
143. Jabulani Zandisile Dlumbu - 591225 6215 089 - 2 Canterbury Road, Glenwood, DURBAN, 4000 - *Njiyela*
144. Thabiso Isaac Mohai - 900102 5522 086 - 25585 Phase 10, BLOEMFONTEIN, 9904 - *Masiu*
145. Neo Mayson Tsoeli - 940524 5153 087 - 37261 Freedom Square, BLOEMFONTEIN, 9300 - *Motja*
146. Thato Motaung - 971215 5239 081 - 1791 Sefatsa Street, Rocklands, BLOEMFONTEIN, 9300 - *Mosola*
147. Thabo John Mlangeni - 740501 5857 083 - 4285 B Fischer Street, DUDUZA, 1496 - *Molefe*
148. Thabo Isaac Malomane - 640307 5677 088 - 207 Monaheng Section, KATLEHONG, 1431 - *Landman*
149. Malowase Elisa Majoro - 471026 0350 087 - 7473 Kgotsong, BOTHAVILLE, 9460 - *Phali*
150. Thabang Innocent Sehlabo - 950922 5598 086 - 57363 Block 1 Jb, Mafora Square, Rocklands Location, BLOEMFONTEIN, 9301 - *Maqala*
151. Bhekisisa Emmanuel Sithole - 780728 5881 083 - Nondweni Area, NQUTU, 3135 - *Dlamini*
152. Njabulo Mhlongo - 930603 5730 086 - Qhakazamsindazwe Road, DURBAN, 4000 - *Ntshangase*
153. Brian Thami Rammuki - 740315 6572 082 - 9453 Letlala Street, Extension 3, Dobsonville, SOWETO, 1863 - *Mazibuko*
154. Mpho Pride Mavuso - 950617 5342 085 - 3344 Far East Bank, Onica Mashigo Street, Alexandra Township, JOHANNESBURG, 2090 - *Monnathoko*
155. Jaus Doris Muhlanga - 660712 0392 085 - House No 617, Section F, GIYANI, 0826 - *Phakola*
156. William Dimo Ramodise - 540427 5480 084 - 658 Bogota Lane, Reedville, SPRINGS, 1575 - *Seepe*
157. Willie Veli Nyawo - 550204 5283 082 - 219 Cornwell Drive, LANGAVILLE, 1675 - *Nxumalo*
158. Dumisani Junior Mahlangu - 851025 6356 080 - Stand No 3000, Phola Park, KWAMHLANGA, 1022 - *Khumalo*
159. Sydney Pietersen - 880906 5195 089 - 34 Swanson Street, Riviera, KIMBERLEY, 8301 - *Mjila*
160. Estelle Venter - 880108 0058 087 - 16 Foster Street, VANDERBIJLPARK, 1911 - *Louw*
161. Phillip Boetie Neroo - 641128 5668 086 - 5375 Malefane Street, Vergenoeg, KIMBERLEY, 8345 - *Dinakedi*
162. Violet Tebogo Ramela - 820607 1211 085 - P O Box 297, LEPHALALE, 0555 - *Molekwa*
163. Siyabonga Nelani - 850216 5987 089 - 43 Vusi Mngomezulu Road, Esangweni Section, TEMBISA, 1632 - *Ngwenya*
164. Yamkela Ntiyane - 970731 1032 081 - 13335 Jika Street, Extension 11, VOSLOORUS, 1475 - *Khabanyane*
165. Sibusiso Mbalekelwa Nkentshane - 870912 6245 081 - P O Box 1313, BOSCHFONTEIN, 1331 - *Sibanyoni*
166. Thabiso Mduduzi Shongwe - 920125 5773 082 - Stand No 026, DRIEKOPPIES, 1330 - *Nkosi*
167. Benefit Matsane - 910226 5994 082 - Stand No 1076, Marite Trust, HAZYVIEW, 1280 - *Dibakoane*
168. Oteng Thebe - 941224 1148 087 - 5317 Moloseng Village, MAHIKENG, 2745 - *Liburu*
169. Lungani Sandile Mhlongo - 951001 6247 081 - Sithebe Reserve, MANDENI, 4490 - *Mkhwanazi*
170. Siyabonga Sizwe Mhlongo - 920423 5841 086 - Ntuzuma Area, EMPANGENI, 3910 - *Dlamini*
171. Nautyboy Nero - 690423 5116 081 - 7-9 New Main Road, KIMBERLEY, 8345 - *Dinakedi*
172. Prudence Jessinda Phumzile Mawane - 750414 0319 082 - 11254 Ndlovu Street, KWATHEMA, 1575 - *Sithole*

173. Sibongiseni Siphon Mbhele - 750102 6674 085 - 18 Strelitz Road, SILVERGLEN, 4092 - *Maphumulo*
174. Thokozile Hlengiwe Hlabisa - 930717 1190 085 - P O Box 628, HLABISA, 3937 - *Gamede*
175. Sinxolo Sem - 941211 5544 080 - 4306 Naki Street, Crossroads, KHAYELITSHA, 7750 - *Gcilitshana*
176. Lekhotla Petrus Setsiro - 751114 5614 086 - 12543 Extension 7, EVATON WEST, 1984 - *Lebone*
177. Nothando Londeka Makhanya - 940113 0667 083 - 35 Tambo Road, Umgababa Area, UMKOMAAS, 4155 - *Mkhize*
178. Mthokozisi Shawe - 911208 5180 085 - 9672 Legoadi Street, Extension 12, PROTEA GLEN, 1818 - *Mkhize*
179. Nokwanda Brenda Mkhize - 900809 0541 081 - 1254 Ziqubu Road, CHESTERVILLE, 4091 - *Nzimande*
180. Lindani Kaven Nkwanyana - 911105 5237 081 - 2571 Phase 1, BRAAMFISHER, 1853 - *Gumede*
181. Nko John Kamodi - 411028 5133 081 - Supingstad Village, Leswaing Section, LEHURUTSHE, 2886 - *Suping*
182. Pulane Eslisa Mokoena - 421223 0195 080 - 3510 Metampelang Section, PARYS, 9585 - *Moeng*
183. Phumlani Mfuweni - 931123 6563 088 - Qatywa Area, ELLIOTDALE, 5000 - *Vakunjani*
184. Modise Thomas Makgae - 560909 5812 080 - House No 3998, Marapong Township, LEPHALALE, 0555 - *Shiko*
185. Noluvo Pakisi - 890424 1462 089 - Lubaleko Area, MOUNT AYLIFF, 4735 - *Mxinwa*
186. Gcinumuzi Mbele - 911022 5293 081 - 91 Mnisi Area, KATLEHONG, 1432 - *Khumalo*
187. Khulekani Nophinga - 930210 6272 082 - Nyathi Area, LUSIKISIKI, 4820 - *Jadukana*
188. Seale Komana - 941210 5597 080 - P O Box 353, MOETLADIMO, 0891 - *Mmola*
189. Khuselwa Hlatswayo - 971027 0280 089 - 7557 Tsiki Street, Zone 3, DIEPKLOOF, 1818 - *Xhoma*
190. Rowen Maribe Khumalo - 950216 5707 080 - 66 Mabel & Verona Street, ROSETTENVILLE, 2190 - *Modiba*
191. Certa Sakimaza Maswanganyi - 970704 0285 083 - Babangu Village, GIYANI, 0828 - *Maluleka*
192. Ntombifuthi Zandile Sibanyoni - 871009 1129 086 - Stand No 277, VEZUBUHLE, 0458 - *Sithole*
193. Fundo Gwaza - 971222 5651 083 - 23a Lokgabeng, TAUNG, 8584 - *Mphofu*
194. Nqaba Nkambule - 900910 6067 087 - 1571 Section D, ENKANGALA, 1021 - *Nxumalo*
195. Muxe Khosa - 930710 6094 089 - P O Box 290, GIYANI, 0826 - *Baloyi*
196. Tevin Given Kabayi - 971116 5851 083 - Dwarsloop Trust, BUSHBUCKRIDGE, 1280 - *Masite*
197. Shonisani Vincent Raselabe - 800802 5894 085 - Vhutuwangadzebu Area, DZANANI, 0955 - *Rankhododo*
198. Zimbini Zabesitsho - 941020 0800 086 - Siyaya Area, TABANKULU, 5130 - *Mkile*
199. Boipelo Harambee Noge - 940416 5234 084 - 24 Villa Mignon, 242 Glover Avenue, Lyttleton, CENTURION, 1425 - *Manaka*
200. Liesbeth Makolome Maphasa - 891225 0748 082 - 671 Zone 12, Winnie Mandela, KEMPTON PARK, 1632 - *Kobe*
201. Nkosiphendule Sikhosana - 950128 5977 086 - Nkanyezino Location, Ward 22, MURCHISON, 4240 - *Mthembu*
202. Andile Phakamile Nxumalo - 970611 0850 081 - W487 Umlazi Township, UMLAZI, 4031 - *Ngcobo*
203. Lerato Matlala - 920108 1009 081 - P O Box 603, LEFALANE, 0742 - *Nchabeleng*
204. Felicity Alucia Dhlamini - 910727 0353 083 - 15827 Pilanesberg, Extension 12, Kagiso li, MOGALE CITY, 1754 - *Morontsi*
205. Njabulo Sakhile Mbuli - 970112 5846 083 - 120 Radebe Section, KATLEHONG, 1431 - *Mahlaba*
206. Sambulo Nkomonde - 850406 5708 086 - 1389 Mntambo Street, THOKOZA, 1426 - *Dube*
207. Nkosana Malambule - 810907 5891 086 - 2128 Mandisa Street, THOKOZA, 1426 - *Twala*
208. Nonhlanhla Wendy Sajini - 971127 1288 089 - Dokodweni Area, GINGINDLOVU, 3800 - *Mbatha*
209. Mlungisi Magwaza - 941225 6405 083 - P O Box 3378, SUNDUMBU, 4491 - *Ngema*

210. Syabonga Mthembu - 921005 6125 087 - Membe Reserve, MANDENI, 4490 - *Biyela*
211. Jabulile Sikakana - 901113 0963 083 - P O Box 313, KWANGWANASE, 3973 - *Hlatshwayo*
212. Maatseke Seibol Mabowa - 890130 0786 085 - Mohlaletsi Area, SEKHUKHUNE, 1085 - *Seraki*
213. Lekgolane Irene Mabowa - 850125 0784 088 - Mohlaletsi Area, SEKHUKHUNE, 1085 - *Seraki*
214. Chantelle Alice Greeve - 851124 0071 082 - 03 Modderdam Road, BELLVILLE SOUTH, 7530 - *Jansen*
215. Joshua Albert De Koker - 880122 5153 082 - 11a Gloucelter Place, ELSIES RIVER, 7490 - *Josephs*
216. William Lesego Ncube - 820915 5268 088 - 2918 Sobhuza Street, Slovoville, WINTERVELDT, 0198 - *Madiba*
217. Abram Mokwana - 711025 5843 088 - P O Box 11677, CENTURION, 0470 - *Leope*
218. Tshepiso Shabalala - 930408 5455 084 - 335 Zone 10, Meadowlands, SOWETO, 1818 - *Mohaule*
219. Michael Mantjilla Kekana - 890803 5900 089 - 19 Dr Jane Waterston Street, Extension 14, DANVILLE, 0183 - *Mazwi*
220. Thembalami Sibambo - 960410 6164 080 - 5886 Vlakfontein Proper, LENASIA SOUTH, 1829 - *Mahlalela*
221. Vusikaya Wayi - 900617 5514 080 - B1 Mzamomhle Township, GONUBIE, 5200 - *Msifa*
222. Patrick Sphehile Nzimande - 820703 5605 081 - 5502 Zone 6, Zonkizizwe, KATLEHONG, 1432 - *Kubheka*
223. Reyana Zerena Carelse - 890730 0108 089 - 229 Rooikraans Avenue, GRASSY PARK, 7941 - *Swano*
224. Ramokoni Maria Shikwe - 381120 0207 089 - Stand No 10144, Robroy Village, SELEKA, 0621 - *Montsioa*
225. Keiso Kaizer Mosola - 860918 5902 087 - 4600 Chief Moroka Ct, Rocklands, BLOEMFONTEIN, 9301 - *Sefako*
226. Tumelo Ogone Maroane - 970224 5653 086 - 35 Boikhutso Street, MOTHIBISTAD, 8474 - *Gaobepe*
227. Lethukuthula Sipelele Nkwanyana - 960406 5623 084 - Hlungwini Area, MANDENI, 4490 - *Mdletshe*
228. Khethani Velenkosini Nkwanyana - 940409 5632 084 - Hlungwini Area, MANDENI, 4490 - *Mdletshe*
229. Nofezile Elisa Nkqayi - 540121 0853 086 - House No 881, Block M, Seoding Village, KURUMAN, 8460 - *Morake*
230. Nhlahla Mgwaba - 971029 5433 085 - Hlungwini Area, MANDENI, 4490 - *Ndwandwe*
231. Mlungisi Phiwokuhle Sibisi - 921106 6141 080 - Wembezi Township, ESTCOURT, 3310 - *Madondo*
232. Mosuli Mtyhido - 860913 6238 086 - Quluqu Area, NGCOBO, 5050 - *Mshweshwe*
233. Absalom Mabota - 801102 5174 086 - 13286 James Sofasonke, Extension 8, KAGISO, 1754 - *Mabunda*
234. Tshidiso Mofokeng - 940809 5390 080 - 7818 Xorile Street, ORLANDO WEST II, 1800 - *Nyakale*
235. Dineo Masemola - 791012 5733 082 - 45 Mokgalakane, MARISHANE, 1064 - *Dolamo*
236. Tshidiso Archibold Ndleleni - 861018 5264 080 - 14 Gazala Crescent, STRANDFONTEIN, 7798 - *Moalusi*
237. Mcebisi Advocate Mashabela - 860617 5434 089 - 8 Portlock Road, GRESSWOLD, 1632 - *Rarane*
238. Siphosethu Ntwana - 940516 1297 082 - Ngqunge Area, MTHATHA, 5099 - *Voti*
239. Ayafika Lolo - 951215 6078 086 - Buthongweni Area, NGQELENI, 5140 - *Nqjwa*
240. Linda Ben Solomon Mnguni - 530421 5743 080 - 4409 Mpondo Street, DAVEYTON, 1520 - *Mgobozi*
241. Nkoliseko Ntlanganiso - 961231 6339 087 - Mpendle Area, NGQELENI, 5099 - *Vava*
242. Asanda Mkaleni - 911203 1303 088 - Gcina Location, CENTANI, 4980 - *Kwahla*
243. Piet Tyfon Tladi Motaung - 890728 5601 082 - 2348 Jb Marx Street, Masechaba, DUDUZA, 1496 - *Malape*
244. Moemedi Kenneth Mongale - 800502 5368 086 - 7354 Ngcobo Street, KAGISO, 1754 - *Sekgabi*
245. Nosipho Mncwango - 880305 0679 082 - 17825 Affluent Street, Phase 4, BRAAMFISCHER, 1724 - *Dube*
246. Dingaan Reginald Malatse - 651216 5839 083 - H102 Matjhabeng Street, Jabulani View, SOWETO, 1818 - *Mokoena*

247. Luyanda Mfengu - 950429 6005 087 - T35 Alliam Drive, Site B, KHAYELITSHA, 7784 - *Sayo*
248. Maswazi Hebert Tshabalala - 950630 6226 082 - 15136 Angelier Avenue, Glenridge, SOWETO, 1818 - *Hlatshwayo*
249. Lerato Peggy Mabuza - 860224 0692 082 - 2645 Berry Street, NATURENA, 1818 - *Hlanyane*
250. Mpfunzeni Mukhesi - 950804 6071 083 - 17504 Extension 16, PROTEA GLEN, 1819 - *Dzivhani*
251. Tumisang Oscar Moholoeng - 960710 5159 084 - New Stance, MAGOSANENG, 8460 - *Semamai*
252. Fhumulani Mbau - 930422 1059 089 - Stand No 440, MASHAU, 0942 - *Ramaru*
253. Sandile Nhlakanipho Thwala - 900626 6631 082 - Y1933 Umlazi Township, UMLAZI, 4031 - *Mbona*
254. Mzomuhle Phelelani Mncube - 890515 6417 083 - Elangeni Area, MUDEN, 3250 - *Zulu*
255. Moses Amidi - 850108 6149 084 - 1364 Matlho Stand, WINTERVELDT, 0198 - *Maiketso*
256. Tebogo Mackson Matlou - 830710 6099 089 - 2031 Ivory Park, MIDRAND, 1685 - *Maponya*
257. Nthabiseng Selina Mzima - 961015 1177 083 - 3501 Petsana, REITZ, 9810 - *Moloi*
258. Nombulelo Biyela - 971214 0772 089 - Mkhawini Reserve, EMPANGENI, 3880 - *Ntenga*
259. Hendric Mashile Kekana - 701121 5692 088 - 2540 Extension 1, SOSHANGUVE, 0152 - *Ngobeni*
260. Mpho Sikhosana - 970419 5897 085 - 7304 Tahle Street, DAVEYTON, 1520 - *Sima*
261. Lindani Goodenough Mthembu - 821007 5768 082 - 3 Kantrich, 285 Galway Avenue, Bronberrick, CENTURION, 0157 - *Ngcobo*
262. Lucas Tshepo Sedutla - 870729 5796 082 - 9616 Block R, MABOPANE, 0190 - *Makhubela*
263. Phomolo Reneengel Ncube - 940716 0334 080 - 2918 Sobhuza Street, Slovoville, WINTERVELDT, 0198 - *Madiba*
264. Mpho Lucky Sathekge - 950320 0679 086 - 945 Rdp 4, REBONE, 0617 - *Morudu*
265. Nqobile Sibeko - 890301 5972 083 - 1182 Wesizwe Street, DUDUZA, 1490 - *Maseko*
266. Rosette Tshagofatso Serumula - 970604 0801 089 - 913 Block P, SOSHANGUVE, 0157 - *Masipa*
267. Tebogo Rabotapi - 920608 5962 086 - 1320 White City Jabavu, SOWETO, 1818 - *Khumalo*
268. Thobekile Winnie Ngobese - 670401 0708 080 - Mbeni Location, Ward 06, IZINGOLWENI, 4260 - *Mvuna*
269. Mfanafuthi Wycliff Hlongwane - 940302 5484 087 - 1006 Hlongwane Street, Khumalo Valley, KATLEHONG, 1431 - *Mkhwanazi*
270. Gugulethu Princess Jamjam - 970408 0298 084 - 7907 Stone Street, Moleleki Extension 1, KATLEHONG, 1431 - *Ngcobo*
271. Fikelephi Brenda Nkosi - 850815 1024 084 - 416 Phola Street, DEVON, 2260 - *Madonsela*
272. Matshikoe Onicca Lekalakala - 890328 0880 086 - Stand No 200, KAMEELRIVIER A, 0449 - *Methula*
273. Thembisile Princess Mathonsi - 900128 1166 081 - House No 33/744, Siyazenzela, PERDEKOP, 2465 - *Mkhwanazi*
274. Tshepo Juba Madalane - 901223 5648 082 - 114 Riba Cross, BURGERSFORT, 1150 - *Mokwena*
275. Machoene Spinzer Seakamela - 870106 5766 086 - P O Box 1060, BOCHUM, 0790 - *Rammutla*
276. Themba Mahlangu - 851127 5520 086 - 1896 Gembokspruit, MKOBOLA, 0458 - *Zulu*
277. Ayanda Mackenzie - 940917 0661 080 - 351 Johny Makhathini Street, Umthambeka Section, TEMBISA, 1632 - *Dyonase*
278. David Gontse Saru - 870530 5654 085 - 217 Block ZP, Brazzaville, SAULSVILLE, 0125 - *Setati*
279. Ull Zaba Thwala - 901225 5740 082 - 57 Leadwood Street, Parkwood, NELSPRUIT, 1200 - *Mdluli*
280. Tebogo France Bopape - 950721 5574 083 - 1812 Unit 5, MANKWENG, 0727 - *Lekganyane*
281. Jacqueline Busi Zulu - 730424 0288 083 - 1117A Zola North, Kwaxuma, SOWETO, 1818 - *Mazibuko*
282. Sabelo Mgcina - 871016 6004 081 - 1492 Bedu Street, Zondi 1, SOWETO, 1818 - *Mokoena*
283. Busisiwe Portia Ndlovu - 850805 0721 087 - 9382Aorlando West, ORLANDO, 1868 - *Tshabalala*

284. Nomfundo Aneli Khumalo - 970720 0810 084 - 8768 Nxala Street, Zone 4, PIMVILLE, 1809 - *Mgaga*
285. Sakhile Vincent Sangweni - 960712 6213 084 - 11350 Mangosuthu, PIET RETIEF, 2380 - *Zwane*
286. Doctor Mdaka - 880814 6067 085 - P O Box 6067, HAZYVIEW, 1242 - *Mashego*
287. Thapelo Blessing Ngwenyama - 920909 5690 085 - P O Box 1545, HAZYVIEW, 1242 - *Zitha*
288. Lungelo Ndlela - 920722 6364 083 - Zamani Area, HARMMASDALE, 3291 - *Shange*
289. Barend Mahlako Sebothuma - 970813 0405 086 - 16 Matalha Street, Extension 1, NELLMAPIUS, 0162 - *Seakamela*
290. Philimon Sello Mahlangu - 821114 5958 083 - Stand No 5595, Extension 4 RDP, DELMAS, 2210 - *Letwaba*
291. Miliswa Martha Lucas - 921026 0908 088 - Mhlanga Area, LADY FRERE, 5410 - *Dlikili*
292. Kadenzeni Ntozenziwe Sithole - 830112 0961 085 - Kwaguqa Area, TUGELA FERRY, 3010 - *Xulu*
293. Nompumelelo Lisbeth Masilela - 880905 1100 085 - Stand No 770, KWAGGAFONTEIN B, 0458 - *Malinga*
294. Xiluva Charlotta Chabalala - 951020 1263 083 - Jack Section, NKUZANA, 0933 - *Mathebula*
295. Nelly Roselinah Masilela - 940209 0762 088 - Stand No 770, KWAGGAFONTEIN B, 0458 - *Malinga*
296. Nobayeni Linah Masilela - 761225 0589 087 - Stand No 770, KWAGGAFONTEIN B, 0458 - *Malinga*
297. Sinenhlanhla Ljcabá - 921029 0664 081 - Eziqwaqweni Res, ESHOWE, 3855 - *Mpungose*
298. Jabulani Khoza - 970628 5263 086 - 450 Isithama, TEMBISA, 1632 - *Mazibuko*
299. Sweet Emanuel Mohlala - 950616 5044 089 - 2582 Extension 9, Dukathole, GERMISTON, 1401 - *Manamela*
300. Makhotso Gladness Moorosi - 770203 0422 087 - 175-8th Avenue, ALEXANDRA, 2090 - *Lion*
301. Sihle Twala - 950816 5735 088 - 8295 Mabhelebehele Street, Zone 6, SOWETO, 1818 - *Bhengu*
302. Mahlatse Seshoka - 930916 5689 080 - Modubung Village, MODJADJI, 0837 - *Kobela*
303. Charles Siphó Songo - 650913 5382 087 - 1076 Section D, EKANGALA, 1021 - *Kere*
304. Andile Moukwa - 870918 5365 085 - 15820 Umvemvu Street, VOSLOORUS, 1475 - *Simelane*
305. Puseletso Patience Matsebula - 870929 0548 088 - Stand No 476, KABOKWENI, 1245 - *Phoku*
306. Esethu Tosele - 930203 1248 082 - Ntonga Village, MIDDLEDRIFT, 5685 - *Ntlanzi*
307. Rainah Rhulani Mochaba - 761212 0329 086 - 706 Theatre View, 150 Gerard, SUNNYSIDE, 0132 - *Mchavi*
308. Brian Nkosi - 950124 5272 081 - 1468Acele Street, Zola North, SOWETO, 1818 - *Nhlapo*
309. Collen Themba Radebe - 821218 5343 087 - Stand No 1565, Extension 2, EMBALENHLE, 2285 - *Hlatshwayo*
310. Mahlodi Frans Maseza - 820706 5110 085 - Sekgopo Section, Ramoedi Section, SEKGOSESE, 0835 - *Masela*
311. Samkelo Motaung - 970213 5363 085 - 7 De Vrij Street, SECUNDA, 2303 - *Kgomo*
312. Wesley Eugene Basson - 900109 5115 084 - 66 Stirling Street, De Kelders, GANSBAAI, 7220 - *Waters*
313. Linda Wilson Dlamini - 730123 5483 083 - A9606 Ekhwezi, MADADENI, 2951 - *Mosuoé*
314. Mduduzi Peter Tshabalala - 760319 5449 081 - 3529 Silver Oak, NATURENA, 2091 - *Jacobs*
315. Vuyiswa Priscilla Xaba - 951206 1172 081 - Madzikane Location, CREIGHTON, 3263 - *Mbanjwa*
316. Makedi Maria Madia - 911203 1282 084 - Moime Village, TZANEEN, 0850 - *Moagi*
317. Emmanuel Volmink - 920408 5149 085 - 490 Phook Section, KATLEHONG, 1431 - *Siwela*
318. Michael Bongani Magagula - 781114 5334 085 - 13467 Lapologa Street, SPRUITVIEW, 1432 - *Ndlebe*
319. Thato Rose Qhashola - 921107 0470 087 - 1166 Extension 1, PALMRIDGE, 1458 - *Ntsihlele*
320. Jabulani Johan Mgaga - 671114 5258 089 - 6518 Moleleki, Extension 2, Katlehong, GERMISTON, 1401 - *Radebe*

321. Mbusowenkosi Nduduzo Ndlovu - 920714 6178 084 - 100 Ncala Section, Katlehong, GERMISTON, 1431 - *Mlambo*
322. Avhaphani Mudzanani - 960205 6133 089 - 4300 Extension 3, VLAKFONTEIN, 1820 - *Nyamande*
323. Leretamang Magdeline Modipane - 391013 0278 085 - Stand No 556, Phake, Phaphamang Village, MAMETLHAKE, 0432 - *Malope*
324. Mantsi Linah Madia - 850625 0915 087 - Moime Village, TZANEEN, 0850 - *Moagi*
325. Ikageng Lucky Matsogo - 890204 5434 080 - 12 Mabereng Area, TAUNG, 8584 - *Pico*
326. Frans Buti Masilela - 790807 5955 085 - Stand No 770, KWAGGAFONTEIN B, 0458 - *Malinga*
327. Jabulile Candy Nzimande - 870103 0640 085 - F821 Umlazi Township, UMLAZI, 0310 - *Mchunu*
328. Mkhululi Comet Motshweni - 920626 5341 085 - 25641 Etwatwa, Extension 3, DAVEYTON, 1520 - *Nxumalo*
329. Junaid Parbhoo - 890916 5023 080 - 15 Jubilee Crescent, Bonela, Cato Manor, DURBAN, 4091 - *Syed*
330. Sonia Mataha - 971212 5716 085 - Stand No 367, SEDIBENG, 0835 - *Lefopane*
331. Anjaana Arianna Bhairo Haripersad - 970602 0101 088 - 19A First Avenue, Edenburg, MORNINGSIDE, 2191 - *Bhairo*
332. Ephraim Nkuna - 720225 5839 081 - 1146 Block PP2, SOSHANGUVE, 0190 - *Aphiri*
333. Nonhlanhla Teenage Maduna - 890712 0488 083 - A365 Folweni Township, UMBUMBULU, 4105 - *Madlala*
334. Ntokozo Brenda Sibanyoni - 860402 0754 082 - Flat 64, Crown Bishop, Parkrand Estate, BOKSBURG, 1459 - *Magoro*
335. Njabulo Mthembu - 940902 5512 082 - C1017 Umlazi Township, UMALAZI, 4031 - *Nxele*
336. Mduduzi Crosby Hlongwa - 880906 5800 084 - Dan Village, TZANEEN, 0850 - *Ramaila*
337. Katishi Frans Phala - 760302 6481 089 - Magobading Area, JANE FURSE, 1085 - *Mashitola*
338. Mpho Ivan Matlou - 760303 8377 085 - 13 Binda Street, ATTERIDGEVILLE, 0008 - *Mongale*
339. Samuel Monyai - 960304 6443 083 - 317 Trota Area, MARAPYANE, 0431 - *Moloto*
340. Giza Simon Masemola - 850803 5851 082 - 2105 Mashabela Street, Botleng, DELMAS, 2210 - *Mahlangu*
341. Stephen Gijimane Raseroka - 850306 5662 087 - 369 Moteti, SIYABUSWA, 0472 - *Sibanyoni*
342. Jabulani Eugene Hlongwane - 881212 5109 082 - 1006 Hlongwane Street, Khumalo Valley, KATLEHONG, 1431 - *Mkhwanazi*
343. Mvulane Motaung - 861224 6416 089 - 315 T. Mazibuko Street, DUDUZA, 1496 - *Nsibande*
344. Ntombomzi Monica Nongqayi - 610308 0758 085 - Tois Location, STUTTERHEIM, 4930 - *Mkwane*
345. Shokahle Phindile Hlabisa - 950126 1294 084 - Mgangatho Area, HLABISA, 3937 - *Gamede*
346. Dudu Princess Nkala - 680924 0653 087 - A1450 Dlamahlaha, LINDELENI, 4359 - *Cele*
347. Venolia Zamilé Kangombe - 921215 0589 085 - Ntombihlulunina Area, MAPHUMULO, 4470 - *Ngiba*
348. Tinyiko Phillemon Hlungwani - 611014 5419 082 - House No 735B, MALAMULELE, 0982 - *Nukeri*
349. Duma Ben Mnisi - 511002 5496 086 - Stand No 1913, Waterval, BOVEN, 1100 - *Nkambule*
350. Mpho Thomas Chiloane - 791120 5440 085 - 303 Ethafeni Section, KEMPTON PARK, 1632 - *Msibi*
351. Monica Sive Kafile - 950115 0463 089 - 936 Phumulani Crescent, Extension 2, Ivory Park, MIDRAND, 1632 - *Choma*
352. Thendo Mudzielwana - 881018 5628 082 - Tshithuthuni Area, NZHELELE, 0956 - *Rambuda*
353. Joseph Kwena Makubela - 900111 6007 088 - Stand No 159, SEHLAKWANE, 1059 - *Mosotho*
354. Saul Phosiwe Msiza - 710403 5589 087 - Stand No 33, Siyabuswa B, MDUTJANA, 0472 - *Thukwana*
355. Dumisani Emmanuel Ngema - 720202 6613 088 - KK Flats, KWADABEKA, 3612 - *Mngadi*
356. Lebogang Euginia Maphashane Maluleka - 920825 0336 088 - 3199 Block B, MABOPANE, 0190 - *Motsepe*
357. Magashi Innocent Mashabela - 960721 5455 083 - 27 Avenue 16, RIETKUIL, 1097 - *Skosana*

358. Mthokozisi Jeremiah Khumalo - 940225 5946 088 - 4076 Extension 6, STANDERTON, 2430 - *Malinga*
359. Mangaliso Mxolisi Godfrey Nhlabathi - 811125 5598 085 - Stand No 2373, Harmony Park, PIET RETIEF, 2380 - *Chinula*
360. Buti Moses Skhosana - 860430 5357 080 - 346 Newtown, MHLUZI, 1053 - *Mahlangu*
361. Samkelisiwe Sebenzile Khumalo - 890128 1179 086 - Khayelihle School, UMBUMBULU, 4105 - *Xaba*
362. Tshiamiso Prince Ramasike - 890121 6085 085 - 776 Dr Sekete Avenue, SPRUITVIEW, 1431 - *Simelane*
363. Calvin Itumeleng Letwala - 841225 5346 081 - 1255 Kgaola Section, KGABALATSANE, 1450 - *Mashaba*
364. Njabulo Emmanuel Sangweni - 900313 5917 081 - 109/101 Pluto Street, FREEDOM PARK, 1811 - *Ngcobo*
365. Methuli Beja - 920410 6412 082 - L647 Bonkolo Drive, Site B, KHAYELITSHA, 7784 - *Nazo*
366. Dumsani Thokozani Mdluli - 770504 5878 086 - Mkuze Area, JOZINI, 3965 - *Biyela*
367. Velenkosini Sikhumbuzo Mhlongo - 841212 6239 085 - P O Box 32, SIBHAYI, 3967 - *Kunene*
368. Light Finger - 550630 5680 085 - 3073 Kgotsong Area, BOTHAVILLE, 9670 - *Khosimore*
369. Phakeme Smangaliso Mdlalose - 970722 5965 087 - P O Box 49532, KRANSKOP, 3268 - *Gcwabaza*
370. Thabiso Robson Tshukudu - 890330 5318 088 - 10048 Extension 5, SOSHANGUVE SOUTH, 0152 - *Kekana*
371. Mpho Caroline Maiwashe - 790823 0852 086 - 46 Monokane Street, LOTUS GARDENS, 0125 - *Mnisi*
372. Joseph Leka Maluleka - 770706 5837 083 - 13840 Extension 13, SOSHANGUVE SOUTH, 0152 - *Kekana*
373. Makgobe Slendy Mampane - 851226 0590 084 - 8661 Musuku Street, NELLMAPIUS, 0122 - *Matlala*
374. Sabelo Nico Mbatha - 960807 5312 083 - C1586 Amanzimtoti Road, KWAMASHU, 4360 - *Ngema*
375. Butikie Samuel Ngobe - 680301 5399 083 - 372 Elandsdoorn, DENNILTON, 1030 - *Matsana*
376. Titus Zwelithini Msane - 850925 6159 080 - P O Box 494, KWANGWANASE, 3973 - *Ngwenya*
377. Vusumuzi Alfred Kubeka - 811015 5736 084 - 396 Katlehong, SEBOKENG, 1980 - *Dube*
378. Innocent Tshepo Ncobebe - 950811 5480 082 - 115 Vink Street, Greens Park, FOCHVILLE, 2515 - *Fourie*
379. Lindokuhle Khumalo - 971223 6055 084 - No 764 D, OSIZWENI, 2952 - *Sibisi*
380. Siphso Lubisi - 960705 5467 081 - House No 9733, Extension 6A, ORANGE FARM, 1841 - *Sibisi*
381. Lydia Lettie Shongwe - 960924 0478 080 - 2092 Mondlana Street, Chiawelo Extension, SOWETO, 1818 - *Tshabalala*
382. Lindokuhle Given Mncwango - 930430 5286 087 - 17825 Affluent Street, Phase 4, BRAAMFISCHER, 1724 - *Dube*
383. Tirelo Piet Ledwaba - 890404 6708 082 - 29 Mania Crescent, Zandspruit Extension 4, Cosmo Creek, COSMO CITY, 2189 - *Baloyi*
384. Phetole Samuel Makgoba - 641204 5684 082 - Moeekane Village, MAPELA, 0600 - *Kgofelo*
385. Jockey Phathakge Rachidi - 890412 6209 084 - 6102 Extension 5, Mandela Village, BELA-BELA, 0480 - *Lebudi*
386. Lehlonono Petrus Ngxito - 820925 6059 089 - 548 Block C, MABOPANE, 9908 - *Leluma*
387. Danielle Erasmus - 950123 0030 080 - 59 Mackenzie Street, Brooklyn, PRETORIA, 0181 - *Thorne*
388. Lucky Siyabonga Shabangu - 941225 6060 086 - P O Box 6465, KWALUNGEDLANE, 1341 - *Mabaya*
389. Johannes Makona - 671010 5300 089 - 3224 Zone 10, MEADOWLANDS, 1852 - *Mashaba*
390. Halalisanzi Mkhwanazi - 940627 6265 089 - Nyamazane Area, MAPHUMULO, 4470 - *Mbonambi*
391. Sikhulile Nhleko - 970910 1130 083 - C2 Mpumalanga Township, HAMMARSDALE, 3700 - *Madela*
392. Mzukisi Buhle Alfred Nohabuza - 850909 6860 087 - Ngobozana Area, LUSIKISIKI, 4870 - *Pato*
393. Nkululeko Tembani - 940207 6358 083 - Lloyd Location, ALICE, 5700 - *Ngada*
394. Vuyile Cynthia Biyela - 960205 0537 087 - J440 Spokini Road, UMLAZI, 4066 - *Soni*

395. Duan Coetsee - 941122 5012 087 - 43 Banghoek, STELLENBOSCH, 7612 - *Van T. Slot*
396. Mbulelo Duma - 921226 5613 085 - 14 Palgrave Street, GEORGE, 6529 - *Ngcobo*
397. Lehlohonolo Makafula - 910125 5379 080 - 91 Mokoena Section, KATLEHONG, 1431 - *Moloi*
398. Nomathamsanqa Mama - 970829 0471 084 - 3062 Spamandla, KATLEHONG, 1431 - *Mbobo*
399. Simon Daniel Saru - 850727 6321 086 - 217 Block ZP, Brazzaville, SAULSVILLE, 0125 - *Setati*
400. Metrina Popi Matsane - 750405 0420 086 - 12 Lombard Street, OLIFANTSFONTEIN, 1666 - *Matukane*
401. Sharin Mmakabe Mokgaditsi - 961216 1049 088 - 257 Chepape Street, VOSLOORUS, 1475 - *Mampuru*
402. Selborne Mafa Mokhatla - 931029 5600 088 - 2517/10 Eatonside, RESIDENSIA, 1984 - *Paul*
403. Makgomo Philistas Shai - 570304 0826 087 - Motloulela Village, JANE FURSE, 1129 - *Maome*
404. Paledi Forge Mashigo - 740912 5481 081 - 190 Vorster Avenue, Extension 5, GLENVISTA, 2058 - *Seepane*
405. Nkosiyomusa Xolane Sibusiso Simelane - 921224 5521 085 - 105 Shamrock Street, FLORIDA, 1710 - *Mkhize*
406. Andile Simelane - 860103 5360 087 - 56H Mkupane Street, Zone 4, MEADOWLANDS, 1852 - *Sithole*
407. Tyros Mtlomelo - 650426 5563 085 - 881 Lang Street, Dlamini One, CHIAWELO, 1818 - *Msimanga*
408. Thabo Montoedi - 810926 5928 086 - 822d, Ngalela Street, Phiri, SOWETO, 1818 - *Kgobe*
409. Msebenzi Ngubane - 870523 6032 088 - 295 Diliza Street, Emndeni North, KWAXUMA, 1868 - *Mpanza*
410. Wayden Drieswill Stigling - 970725 5038 086 - 7 Perseus Way, Pousmoor, TOKIA, 7966 - *Jacobs*
411. Sbhongumusa Vilakazi - 970711 5911 084 - Copesville, PIETERMARITZBURG, 3201 - *Nxumalo*
412. Albert Mpute Manaka - 970813 5337 086 - 3192 Tswelopele, Extension 6, TEMBISA, 1632 - *Marutha*
413. Itumeleng Pricilla Mushi - 911221 1099 084 - 681 Morokoloane Section, Ratjiejane, HAMMANSKRAAL, 0416 - *Matheba*
414. Unarine Makhado - 940618 5853 082 - Shayandima Area, Zone 11, SHAYANDIMA, 0945 - *Mathuba*
415. Ngwako Rachel Mogolane - 800710 1034 087 - P O Box 690, BOCHUM, 0790 - *Theledi*
416. Fannie Joseph Msiza - 890521 5410 087 - 85 Block SS, SOSHANGUVE, 0152 - *Tsele*
417. Army Kgashane Tsele - 811210 6071 082 - 1892 Maudu Section, MAKAPANSTAD, 0407 - *Shokane*
418. Amanda Melane - 970920 1103 089 - Bolotwa Area, DUTYWA, 5000 - *Faniso*
419. Kevin Bongani Maletswa - 860720 5371 085 - 5052 Doornkop, DOBSONVILLE, 1724 - *Dube*
420. William Matsobane Mabua - 851223 5761 083 - 2184 Block U, MABOPANE, 0190 - *Phasha*
421. Tsepiso Ndhlovu - 960305 5644 084 - G982 Ntuzuma Township, NTUZUMA, 4359 - *Pheta*
422. Albert Kgomotso Dikgale - 681010 5473 082 - 17 Huilboom Street, Extension 3, Chantel, AKASIA, 0182 - *Papo*
423. Limani Nethomboni - 950123 0296 087 - Phiphidi Shonisani, THOHOYANDOU, 0950 - *Makhadp*
424. Ndumiso Bethwell Duma - 971103 6237 082 - P O Box 1322, ESTCOURT, 3310 - *Mtshali*
425. Thabiso Benjamin Mokgole - 900907 5212 086 - X1667 Wessie Street, JOUBERTON, 2574 - *Mohutsiwa*
426. Mmapae Dorothy Ngwako - 790808 0660 084 - 424 Extension 24, GARANKUWA, 0208 - *Rampedi*
427. Abednigo Molahlegi Mashishi - 910324 5436 087 - 16267 Ivory Park, Extension 2, MAFELANDAONYE, 1685 - *Dhlamini*
428. Justice Ishmael Mabena - 820420 5795 081 - 35 Extension 2, Meriting, RUSTENBURG, 0300 - *Maseloane*
429. Mantwa Faith Motshwene - 930811 0118 088 - 566 Withok Plot, 23rd Street, BRAKPAN, 1541 - *Johnson*
430. Linda Giyama - 860610 6270 081 - J78 Maditlhokwa, MARIKANA, 0300 - *Mahanjana*
431. Siyabonga Bond Mavata - 830101 6964 086 - Leqeni Location, PEDDIE, 5640 - *Booi*

432. Kgaogelo Faith Mohlala - 950503 0038 086 - 856 Engwenya Street, Extension 2, MAMELODI, 0122 - *Malatjie*
433. Kevin Lehlohonolo Neo Ngubane - 970516 5338 083 - 49 Hansie Kotzee Street, RANDFONTEIN, 1769 - *Ngandu*
434. Sandiso Barumani - 890223 5979 084 - Nywara Area, DUTYWA, 5000 - *Mthetho*
435. Sicelo Emmanuel Ndlovu - 881013 5465 080 - 5335 New Stands, VRYHEID, 3100 - *Malinga*
436. Collin Mametsa - 930703 5933 084 - Pharare Area, TZANEEN, 0850 - *Mateta*
437. Philani Socratis Mntambo - 920810 5221 089 - 4032B Letosaka Street, Zone 3, DIEPKLOOF, 1864 - *Manatha*
438. Itumeleng Abram Sehowa - 800925 5525 084 - 103 Via Tigno, Cnr Hornbill & Leslie, DOUGLASDALE, 2191 - *Sebola*
439. Saphirah Sarah Molala - 920517 0317 081 - 32299 Phokojwe Street, Extension 12, MAMELODI EAST, 0122 - *Mbewe*
440. Evan Siphumelele Rikhotso - 911101 5517 085 - 383 Mphokeng Drive, Sunvalley, MAMELODI WEST, 0122 - *Mbhalati*
441. Tselekane Thomas Masuku - 740726 5308 080 - 3150 Zwana Street, Extension 2, ZITHOBENI, 1024 - *Mokwena*
442. Neo Moselane - 930429 5236 084 - 44 Ferox Drive, Glenvista, JOHANNESBURG, 2091 - *Shuping*
443. Phelokazi Priscilla Olisi - 940404 0460 086 - D-176 Phase 4, Lusaka, NYANGA, 7755 - *Zenzile*
444. Cornelius Mathebula - 890219 6075 088 - 16983 Klaas Sibamby Street, MAMELODI EAST, 0122 - *Mathumbu*
445. Suzan Mmaphefo Ndlovu - 680629 0639 081 - 1640 Mokati Stand, WINTERVELDT, 0152 - *Nkadimeng*
446. Ndodonye Simon Mofokeng - 650313 5567 086 - 16128 Westside Park, Zone 21, SEBOKENG, 1983 - *Mokoena*
447. Brain Phiri - 790827 5810 080 - 329 Ngema Section, KATLEHONG, 1432 - *Simelane*
448. Sibongile Charity Sikhakhane - 910808 0637 087 - J855 Msilinga Road, KWAMASHU, 4359 - *Buthelezi*
449. Annah Kedibone Makondo - 651222 0693 087 - 1021 Block DD, SOSHANGUVE, 0152 - *Bopape*
450. Tebogo Aubrey Leradile - 880106 5636 089 - Lopareng Section, SETLAGOLE, 0773 - *Lumko*
451. Modidi Sarah Morena - 700628 0606 088 - Marulaneng Village, MPHABLELE, 0736 - *Lekgau*
452. Simphiwe Njabulo Dladla - 920715 5811 088 - Mkhobosa Area, ESIKHAWINI, 3887 - *Ngobese*
453. Vusumuzi Patrick Nhlapo - 831002 5810 081 - 4934 Suttner Street, DUDUZA, 1496 - *Kubeka*
454. Elisa Kwena Shale - 970227 0136 080 - 19616 Extension 10, SOSHANGUVE SOUTH, 0152 - *Molongoana*
455. Tebogo Shitlango - 880907 1255 083 - 9597 Zimu Street, DUDUZA, 1491 - *Sibusi*
456. Israel Sithole - 790525 5351 085 - 295 Harare Street, Meyersig Estate, ALBERTON, 1432 - *Makamu*
457. Rethabile Patience Maponopono - 951028 0082 081 - 24 Keerom Street, WELKOM, 9459 - *Lekata*
458. Themba Xaba - 930924 5222 084 - 415 Umsunduzi Street, Senaoane, CHIAWELO, 1818 - *Mtimkulu*
459. Masegela Katlego Maluleka - 941002 5356 082 - 40 Schubel Street, Eden Park, MELODY, 0216 - *Phooko*
460. Kgalake Nelly Monoge - 650305 0365 086 - Longtill, STEELPOORT, 1133 - *Marule*
461. Teishe Simon Monoge - 660302 5331 088 - Longtill, STEELPOORT, 1133 - *Marule*
462. Ntloheleng Eveline Monyeki - 660401 0338 088 - Shongoane Z, LEPHALALE, 0555 - *Shongwane*
463. Simphiwe Thandeka Mpanza - 950624 1240 081 - Mdundulu Reserve, MELMOTH, 3835 - *Sibisi*
464. Mzameni Lindokuhle Mhlongo - 941101 5949 084 - Elumbe Reserve, EMPANGENI, 3835 - *Nxongo*
465. Denolene Vanessa Klein - 831009 0084 083 - 3207 Goud Intent Way, New Horizon, PLETTENBERG BAY, 6600 - *Titus*
466. Sello Lucas Letswalo - 960706 5722 087 - Fobeni Village, TZANEEN, 0850 - *Nakana*
467. Petrus Dalton Sefako - 750811 5590 080 - 19176 Grassland, BLOEMFONTEIN, 9300 - *Tshifhango*
468. Kamohelo Precious Msibi - 960201 5852 084 - 884 Mohomane Street, VREDE, 9835 - *Khanye*

469. Betty Matlodi Makgata - 721012 0418 080 - 167 Moteti, Slovo Park, DENNILTON, 1030 - *Mabena*
470. Thapelo Sylvester Ragophala - 890319 5582 082 - Thlothlokwe Village, BOLOBEDU, 0838 - *Moroathsehla*
471. Mlungisi Sidney Sithole - 930820 5059 080 - 1602 Ntsu Street, MAMELODI EAST, 0122 - *Mkhonza*
472. Mbulelo Kenneth Nqodi - 860625 5736 080 - 6 Trevor Street, Barcelona, DE AAR, 7000 - *Natu*
473. Lindeka Ntletwane - 940725 0810 080 - Silaka Nature Reserve, PORT ST JOHNS, 5120 - *Makhinayisi*
474. Neo Judith Kgarume - 911001 0319 083 - 15 Asbos Flat, 558 Francis Baard Street, ARCADIA, 0083 - *Setshedi*
475. Mxolisi Tembe - 971006 5253 085 - Dukuduku Area, MTUBATUBA, 3935 - *Mhlongo*
476. Naledi Mbongo - 960204 0375 085 - 192 Itsoseng, Phase 6, MABOPAN, 0190 - *Seemise*
477. Aobakwe Alfred Cecil - 920606 5896 080 - EE28 Thokoza Section, GANYESA, 8613 - *Sesele*
478. Nadine Venter - 930328 0019 083 - 3 Stergras Complex, 765 Coley Street, Garsfontein, PRETORIA, 0042 - *Kleinhans*
479. Frans Stanley Ledwaba - 760703 5757 082 - 26876 Extension 6, Torntra Plastick View, SOSHANGUVE, 0152 - *Moseki*
480. Luvuyo Oscar Cetywayo - 780521 5788 089 - Doti Area, DUTYWA, 5000 - *Tshaka*
481. Wandile Brian Nxumalo - 941227 6150 081 - Stand No 8013, PIET RETIEF, 2380 - *Bembe*
482. Thobelani Thembelani Buthelezi - 941114 6235 080 - Sizani Area, Kwaceza, MAHLABATHINI, 3866 - *Ndwardwe*
483. Itumeleng Elias Morage - 880917 6173 082 - 36101 Extension 11, MAMELODI EAST, 0122 - *Mashigo*
484. Passion Katlego Mkansi - 930907 6267 083 - 33955 Moretwa Street, Extension 6, MAMELODI EAST, 0122 - *Mabaso*
485. David Ntsukaze - 670802 5816 085 - Marewini Area, LIBODE, 5160 - *Nopawu*
486. Vuyiswa Xolani Gift Mbonambi - 900304 5751 083 - E910 Dabulamazi Road, KWAMASHU, 4359 - *Ndimande*
487. Nothando Zuziwe Mkhize - 951121 0969 082 - B391 Nsephe Road, NTUZUMA B, 9360 - *Nyathi*
488. Tlotlo Vincent Tshitanye - 941031 5438 087 - House No F09, Kagung Village, KURUMAN, 8460 - *Mohotlheng*
489. Sandile Thyapha - 960608 5707 086 - G1286 Umlazi Township, UMLAZI, 4031 - *Mthembu*
490. Lulamile Gola - 950814 5529 080 - Nomadambe Area, COFIMVABA, 5380 - *Khanzi*
491. George Lompi Makhanya - 810908 5333 087 - 10 Viljoen, Extension 16, WITBANK, 1039 - *Matlala*
492. Zilungele Sorathi - 541210 5676 086 - Zigudu Area, COFIMVABA, 5380 - *Mbotshane*
493. Frans Oupa Malumane - 920904 5562 087 - 81 S Morgan, DENNILTON, 1030 - *Malibe*
494. Bavuyise Ndesi - 880928 6539 081 - New Payne Location, MTHATHA, 5099 - *Ntapane*
495. Ronny Motlana - 770305 5825 089 - Mgobodzi Trust, Phakama Section, MANZOLWANDLE, 1344 - *Mahlabana*
496. Mabusa Moloko - 730525 5484 087 - No 6949 Extension 4, MHLUZI, 1053 - *Mokwena*
497. Bonisiwe Portia Nkosi - 930523 1175 088 - Stand No 500, SCHOEMANSDAL, 1331 - *Mondlane*
498. Senzo Emmanuel Dlodla - 850220 6129 089 - D65 Mangeni Road, KWAMASHU, 4360 - *Shamase*
499. Shela Kamogelo Mohlala - 920119 5364 083 - 45A Dwyka Crescent, MIDDELBURG, 1050 - *Ledwaba*
500. Shadrack Thulani Magagula - 871209 5641 082 - 56A Joubert Street, EAGLES NEST, 0472 - *Mgidi*
501. Simphiwe Dlungelwe - 960412 5662 080 - P O Box 71009, DURBAN, 4310 - *Maphumulo*
502. Amos Nkosiphendule Cebisa - 660120 5838 088 - Qungebe Primary School, BINANA, 4866 - *Nkosiyane*
503. Sabelo Mbuyinazo - 920613 6062 084 - Dlomo Location, MTHATHA, 5099 - *Sokhanyile*
504. Miami Jama - 691212 6638 089 - Mandela Park, MTHATHA, 5099 - *Ngcebetsa*
505. Semahla Steve Khomo - 790527 5263 088 - 507 Matsikeng, WITSIESHOEK, 9870 - *Tshabalala*

506. Tiego Junior Mtetwa - 970528 5238 080 - Vollop Area, ZEBEDIELA, 0631 - *Maswanganyi*
507. Malehlohonolo Margaret Mofokeng - 781003 0418 086 - 369 Thaba-Bosiu, WITSIESHOEK, 9870 - *Lakaje*
508. Progress Monyai Mومmakwe - 840824 5403 081 - 2 Emberen, Emberen Crescent, Unit 9, BIRCHLEIGH NORTH, 1619 - *More*
509. Kgalabi Monageng - 940812 6310 081 - Stand No 401, KWAGGAFONTEIN A, 0458 - *Masombuka*
510. Siyabonga Nkosi - 901206 6127 081 - Stand No 1174, GEMBOKSPRUIT, 0458 - *Magubane*
511. Phumlani Buthelezi - 960302 6203 085 - P O Box 147, NONGOMA, 3950 - *Ximba*
512. Tshogofatso Au Elliot Khavhela - 930131 5177 082 - 1066 Makwela Street, BELA-BELA, 0480 - *Khoele*
513. Khodani Mulaudzi - 960922 5519 080 - P O Box 292, SIBASA, 0970 - *Makherana*
514. Bekinkosi Kaunda - 821101 6060 084 - No 94-19th Avenue, ALEXANDRA, 2090 - *Ntuli*
515. Brenda Botha - 780717 0718 085 - and a minor child - Ntokozo Botha - 011212 0272 086 - 317 Lansalibalele Street, MOFOLO, 1801 - *Tshabalala*
516. Nonzima Elsie Mkontwana - 790505 0369 084 - and a minor child - Sisipho Mkontwana - 100408 6327 088 - Ward 3, Kwanodalane, IZINGOLWENI, 4260 - *Zokwana*
517. Leandré Elize Rhenoster - 860314 0059 083 - and a minor child - Chazmin Micah Bachira Rhenoster - 090809 0465 083 - 9911 Grassland, BLOEMFONTEIN, 9300 - *Van Wyk*
518. Mahopolang Khiba - 730904 1021 088 - and a minor child - Suzen Rifilwe Khiba - 060214 1213 085 - 110 KL, Mandela Street, KLAPMUTS, 7620 - *Magwedla*
519. Pelonomi Portia Naledi - 880918 0683 084 - and your two minor children - Keamogetse Prudence Naledi - 080306 1394 083 - Matthews Refentse Naledi - 130625 6488 081 - E 66 Gamokatedi Village, KURUMAN, 8460 - *Maneedi*
520. Gordon Mlilwane Majavu - 740517 5795 081 - your wife - Betty Mothonyana Majavu - 770201 0600 082 - 115 Raboroko Street, Moroka North, KWAXUMA, 1868 - *Mphuthi*
521. Mpho Seitsho Shabalala - 810910 5383 088 - your wife - Boitumelo Johannah Shabalala - 850208 0613 083 - and a minor child - Phatsimo Lukhanyiso Shabalala - 100623 5251 085 - 5 Cherrywood Crescent TV 2, Thatchfield, CENTURION, 0157 - *Nyati*
522. Katiso James Johane - 790808 6256 085 - your wife - Portia Johane - 860101 0657 085 - 2845 guineafowl Street, Reiger Park, BOKSBURG, 1459 - *Khobotlo*
523. Danisile Juliet Xaba - 900322 0420 082 - and a minor child - Sibusiso Mojalifa Itumeleng Xaba - 101228 5272 088 - 21367 Dubana Street, Extension 11, TSAKANE, 1550 - *Dhlamini*
524. Charles Simon Mtshali - 720901 5916 083 - your wife - Maria Sewela Mtshali - 750303 0741 082 - 119 Block HH, SOSHANGUVE, 0152 - *Masilela*
525. Mmatsie Terry Mahlatji - 720104 0997 089 - and a minor child - Robin Mokgethwa Mahlatji - 011025 5577 089 - Stand No 722, Nthabiseng, MOKEBENG, 0810 - *Makhalimela*
526. Samkelo Mveli - 920810 1389 088 - and a minor child - Obakhe Ubuhle Mveli - 150319 5809 084 - Baziya Area, MTHATHA, 5099 - *Silinga*
527. Edicken Rudzani Ramoba - 810101 6889 089 - and your two minor children - Hulisani Tshinakaho Ramoba - 110227 0317 087 - Tshedza Shanelle Ramoba - 060416 0995 089 - P O Box 3713, MAKHADO, 0900 - *Thagwana*
528. Petrus Van Mall - 631115 5808 087 - your wife - Daphne Eileen Van Mall - 630822 0061 080 - and your two minor children - Camodean Luciano Van Mall - 990822 5258 081 - Camogene Davoner Van Mall - 020317 5034 081 - 1455 Roos Street, Breipaal, DOUGLAS, 8730 - *Van Nel*
529. Ramoraswi Annah Makgopa - 611225 1523 087 - and your two minor children - Mahlatse Makgopa - 061205 6039 086 - Kgothatso Makgopa - 040128 0830 084 - P O Box 25, MALATANE, 0737 - *Matshele*
530. Dawood Essack Mahomed Williamson - 760712 5177 084 - your wife - Brigitte Williamson - 760614 0175 081 - and your three minor children - Abdul- Jaleel Dawood Essack Williamson - 050407 5102 088 - Essack Dawood Williamson - 100208 5410 087 - Aaliyah Dawood Williamson - 100208 0464 089 - P O Box 2395, VRYHEID, 3100 - *Mahomed*
531. David Paulus Malatjie - 540109 5751 082 - your wife - Manaso Thabitha Malatjie - 620507 0739 080 - 7001 Makgane, SEKHUKHUNE, 1126 - *Segwana*
532. Zwelonke Alson Shangase - 640307 5381 087 - your wife - Nomthandazo Cynthia Shangase - 630130 0482 086 - Jojintaba area, Ward 2, Kwambomo, Harding, 4680 - *Ndaba*

533. Manare Rose Rathupa – 780718 0820 087 – and two minor children – Jacob Mahlo Rathupa – 060308 5948 082 – Tshepo Clement Rathupa – 010808 5577 089 - P O Box 235, BOCHUM, 0790 - *Ntjana*
534. Siziwe Mmangweni – 950503 1083 081 – and a minor child – Inganathi Mmangweni – 111007 1089 086 - Dangwana Area, PORT ST JOHNS, 5120 - *Bhonyo*
535. Mollen Tshailane – 671125 5849 081 – your wife – Belia Tebogo Mmamotsetse Tshailane – 780824 0464 080 – and your two minor children – Molemo Antletse Tshailane – 110329 0278 085 – Kgolagano Jessica Tshailane – 011203 0147 089 - 552 Extension 2, MERITING, 0308 - *Moagi*
536. Jabulani Isaak Mabena – 631006 5590 082 – your wife – Molahlegi Letty Mabena – 660202 0473 085 - 552 Block GG, SOSHANGUVE, 0152 - *Mahlangu*
537. Betty Kholofelo Rakobela – 970101 0629 081 – and a minor child – Mahlatse Prudence Rakobela – 140630 0999 081 - P O Box 6685, MOSHUNG, 0809 - *Malebana*
538. Siphon Thomas Nkambule – 711122 5511 086 – your wife – Kelebohile Mandisi Nkambule – 780701 0348 085 - 45 Striga Street, Doonpoort, PRETORIA, 0186 - *Zulu*
539. Sandile Oxley Nkohliso – 680821 5707 084 – your wife – Ntombentsha Nkohliso – 730719 0484 081 – and your three minor children – Iviwe Nkohliso – 070623 0852 081 – Aviwe Nkohliso – 040628 0657 080 – Luvo Nkohliso – 990809 5933 086 - S3494 kahushe street, Soweto on sea, Zwide, PORT ELIZABETH, 6000 - *Hani*
540. Thongwana Rosette Kobe – 760209 0484 086 – and your three minor children – Lebogang Kobe – 110116 1093 088 – Derick Mashitele Kobe – 000430 5860 084 – Thato Kobe – 050320 5590 089 - P O Box 707, BURGERSFORT, 1150 - *Makofane*
541. Phillip Bongani Nteo – 800125 5568 081 – your wife – Celia Nteo – 801221 0348 089 – and a minor child – Khwezikazi Skhontya – 091104 0107 086 - Unit 6, Sterling Place, 303-13th avenue, PRETORIA, 0084 - *Mazibuko*
542. Andrew Zo-Aldrigo Bosman – 720304 5140 087 – your wife – Elzé Ronél Bosman – 770623 0200 086 – and your three minor children – Sha-Sha-Deen Kaysheelia Anastacia Bosman – 070618 0925 085 – Fredericko Zoéangelo Nazeem Bosman – 030814 5536 089 – Romano Charlton D'Wayne Bosman – 990616 5455 089 - 180 Bonteheuwel, CARNARVON, 8925 - *Neels*
543. Mathethe Stuart Huddleston Letsholo – 730605 6154 085 – your wife – Mashadi Theodorah Letsholo – 801107 0595 086 – and your two minor children – Montle Letsholo – 050117 0202 086 – Homolemo Huddleston Letsholo – 020113 5086 084 - 16882 Mbilase Street, DAVEYTON, 1520 - *Sekoma*
544. Lawrence Lindani Mbangatha – 640209 5112 084 – your wife – Nokubonga Nancia Mbangatha – 731224 1292 087 – and a minor child – Elihle Mbangatha – 060311 0111 086 - P O Box 2094, WESTVILLE, 4240 - *Tswane*
545. Ritha Moonsamy – 751102 0100 086 – and your two minor children – Vahir Moonsamy – 130705 6140 088 – Kadhir Moonsamy – 080506 5393 086 - P O Box 54243, MARBURG, 4252 - *Moodley*
546. Pheladi Mathabatha – 930910 0718 085 – and a minor child – Mpho Sophy Mathabatha – 100312 0949 089 - P O Box 1, GROOTHOEK, 8328 - *Phalane*
547. Velaphi Reginald Sithole – 690517 5498 082 – your wife – Philile Pearl Sithole – 741226 0446 083 – and your two minor children – Njabulo Ndabezinhle Mthokozisi Sithole – 010225 6054 085 – Siphumelele Amahle Sithole – 030910 1157 084 - 29 Tomleith, 138-6th Avenue, Morningside, DURBAN, 4001 - *Hlongwane*
548. Zondi Margaret Nkosi – 820503 0946 088 – and a minor child – Mfundo Innocent Nkosi – 030530 5107 081 - 416 Phola Street, Impumelelo, DEVON, 2260 - *Madonsela*
549. Phathutshedzo Ndou – 830615 5685 087 – and your two minor children – Luvhengo Kersty Ndou – 110303 1541 080 – Shumani Phathutshedzo Ndou – 131127 5417 087 - Phalama Village, MUTALE, 0986 - *Nephalama*

DEPARTMENT OF HOME AFFAIRS

NO. 386

01 APRIL 2016

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

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

1. Mammoge Maria Maisela - 941127 0021 082 - 48 Mamahlola Street, ATTERIDGEVILLE, 0008 - *Mammoge Maria Karabo*
2. Piet Siphon Ramokoka - 940621 5508 086 - C 49 Portion 45, Magaliesburg, KRUGERSDORP, 1739 - *Piet Siphon Kleintjie Sphamandla*
3. Zola Mbali Maqwara - 970218 0480 081 - 1 Winburg Street, ALBERTON, 2500 - *Mbali Buhle Jolene*
4. Sejal Ashwinkumar Joshi - 890403 0164 086 - 2616 Belladanna Avenue, Valleyview Estate, CENTURION, 0046 - *Sejal*
5. Desmond Dlodlo - 700911 5704 086 - 2627 Extension, EMDENI, 1868 - *Zola*
6. Marlié Adri Van Der Mescht - 950707 0061 085 - 254 Clover Avenue, CENTURION, 0045 - *Mieke Adri*
7. Annah Mathapelo Matona - 730502 0304 081 - 51 Mount Drive, GLEN VISTA, 2058 - *Anna Mamlotsi*
8. Christoff Jankie - 880928 6551 086 - 1098 Extension 1, Kokosi, FOCHVILLE, 2515 - *Christoff Sabelo Sibusiso*
9. Pelaelo Angel Chiloane - 910831 1114 088 - P O Box 5848, Casteel, BUSHBUCKRIDGE, 1370 - *Prosperity Angel*
10. Suellen Sheehan - 690612 0046 083 - 15 Acorn Streetn, Oaktree Village, THORNHILL, 1600 - *Olivia Jasriel*
11. Isaac Bongani Ndhlovu - 810821 5423 081 - 563 Section B, MAMELODI WEST, 0122 - *Isibaya Bongani*
12. Cynthia Faith Mchunu - 740528 0500 087 - 56 Vardy Street, Lambton, GERMISTON, 1401 - *Cynthia Faith Mbali*
13. Masetoni Jane Dingake - 810507 0777 080 - 932 Bakwena Street, Zone 1, MEADOWLANDS, 1852 - *Mastorey Jane*
14. Phetedi Caswell Nchabeleng - 850108 5570 082 - 7588 Khululeka Street, Extension 5, LANGAVILLE, 1550 - *Motjatji Phetedi Caswell*
15. Coletta Yawa - 570827 0733 085 - 184 Thema Road, KWA THEMA, 1575 - *Thokozile Coletta*
16. Desree Ally - 760911 0179 083 - 84 Keyford Close, Sunford, PHOENIX, 4068 - *Raeesa*
17. Caroleen Ghirtro Feris - 760802 0166 081 - 23 Valencia Crescent, Lemoenkraai, UPINGTON, 8800 - *Caroleen Gagiano*
18. Jessica Reinet Schoeman - 750323 0216 083 - 10 Libra Road, SURREY ESTATE, 7764 - *Yasmine*
19. Jacob Maduma Mogola - 880829 6177 080 - 3rd Crescent Street, HENDRINA, 1095 - *Dunamis Jacob Maduma*
20. Teriyll Cohen Cross - 971121 5078 083 - 7 Sida Street, EMPANGENI, 3910 - *Teriyll Cohen*
21. Raletshiri Kleinbooi Seabe - 810815 5301 081 - 435 Hans Kekana View, Temba, HAMMANSKRAAL, 0407 - *Tonakgolo Kgosi Shekinah*

22. Lebohang Wilson Hlatshwayo - 930107 5422 082 - 922 Charl Cilliers Street, DASPOORT, 0082 - *Trevor Lebohang Wilson*
23. Sweetness Mtshali - 700406 0489 080 - 115 Adrian Street, Linmeyer, PRETORIA, 0100 - *Sweetness Thulile Ntombi*
24. Vuyani Mzamo - 571021 5192 088 - Cava Location, TSOMO, 5400 - *Vuyani Eric*
25. Mako Michael Mlonyeni - 480607 5652 087 - 16 Aloe Street, Boitonia, KRUGERSDORP, 1740 - *Mako*
26. Chundernathie Fiorentino - 651231 0730 088 - 624 Sarnia Seaview, DURBAN, 4001 - *Samantha*
27. Thupakgosi Rooijan Nthebe - 850406 5465 083 - 10226 Deelpan Village, SANNIESHOF, 2766 - *Mogomotsi*
28. Selepe Lazarus Phetla - 660925 5504 088 - 31 Tulbach Street, CRYSTAL PARK, 1501 - *Selepe*
29. Mmatlala Margaret Modiba - 740906 0696 081 - 12133 Itsoseng Section, Tokyo Sexwale Street, TEMBA, 0407 - *Itumeleng Margaret*
30. Refilwe Setati - 920518 0656 080 - 4493 Extension 5, Diepsloot, RANDBURG, 2189 - *Maria Refilwe Bervly*
31. Amukelani Joan Sombhani - 820129 0478 086 - 24 Doncaster Street, Unit 16, Vilamoora Complex, ALBERTON, 1450 - *Amukelani*
32. Nombuzo Doris Kupiso - 960212 0504 083 - 5996 Zwelibanzi Street, Samora Machel, NYANGA, 7500 - *Thayanda Doris*
33. Mokgaetji Kgaugelo Boya - 911206 0438 086 - P O Box 6542, Onverwacht, LEPHALALE, 0557 - *Mokgaetji Nono*
34. Dhanasagi9ri Pillay - 780401 0068 086 - 19 Buttermere Avenue, Lakeside Village, MODDERFONTEIN, 1609 - *Dhanasagiri Vanessa*
35. Lehlohlole Reginah Majadibodu - 860319 5743 086 - Stand No 1258, MARAPONG, 0556 - *Lehlohonolo Reginald*
36. Kedibone Mphahlele - 941130 0370 087 - Makgophong Village, GOMPIES, 0631 - *Nthabiseng Vanessa*
37. Keneilwe Nkgothoe - 850925 0964 089 - B 172 David Street, TLHABANE, 0800 - *Keneilwe Rebecca*
38. Mabuti Johannes Kubheka - 720814 5545 085 - 66 Boet Erasmus Street, THE REEDS, 0157 - *Thabo Mabuti Johannes*
39. Madimetja Samuel Legodi - 661108 5528 089 - 4952 Tiger Fish Crescent, ALLANDALE, 1685 - *Njaji Ben George*
40. Chester Makwala - 890611 6169 087 - P O Box 4804, GAKGAPANE, 0838 - *Mmadichaba Manchester Field*
41. Joseph Motome Mokgohloa - 630928 5508 080 - 7370 Extension 6, MAMELODI EAST, 0010 - *Joseph Matome*
42. Raisibe Rosinah Lelaka - 700318 0699 081 - 102 Motheberebe Street, LOTUS GARDENS, 0008 - *Sharon*
43. Setlau Sekhukhune - 911110 0303 086 - Stand No 1869, Section C, SIYABUSWA, 0472 - *Leshidi Kgaogelo*
44. Mbalenhle Mntungwa - 901224 0254 082 - 8428 Mamello Street, Unit F, THOKOZA, 1426 - *Mbali Prudence*
45. Lungelo Fikie Ngobe - 950402 0261 089 - P O Box 1428, MTHATHA, 1246 - *Lungelo Teresa*
46. Tshepiso Peters - 811222 0968 080 - Bree Street & End Franks & Hirsch Building, JOHANNESBURG, 2000 - *Tshepiso Michelle*
47. Lindokuhle Jack Sibanyoni - 950120 5369 082 - 275 Somophepha Village, MIDDELBURG, 1050 - *Andile Jack*
48. Irene Siphokazi Foloshe - 901220 0538 086 - 90311 Msobomvu Location, Newlandu, EAST LONDON, 5201 - *Lusanda*
49. Kyle Homolemo Emmanuel Mahanyeli - 970714 5285 087 - 9020 Sunny Valley, MABOPANE, 0190 - *Kyle Homolemo Emmanuel Paballo*
50. Akanyang Hendrick Bogatsu - 780917 5537 080 - 2800 Lesunyaneng Section, PELLA, 2890 - *Schruder Akanyang Hendrick*
51. Tashmin Reeve Jacobs - 840422 0141 085 - 56 Depsiton Crescent, Lavender Hill, STEENBERG, 7945 - *Tasneem*
52. Ires Nosipho Foloshe - 901220 1574 080 - 90311 Msobomvu Location, Newlands, EAST LONDON, 5201 - *Siyanda*
53. Busisiwe Tshona - 930706 0777 083 - Xopozo A/A, FLAGSTAFF, 4810 - *Busisiwe Onesimo*
54. Zizo Michelle Mazula - 890620 0737 088 - 6473 Boystown, Old Crossing, NYANGA, 7885 - *Pamela*
55. Portia Sithole - 800417 0575 082 - 623 Antelope Street, Eastbank, ALEXANDRA, 2090 - *Phumzile Portia*
56. Thabo Ndweni - 950916 6392 085 - Phase 10, BLOEMSIDE, 1960 - *Molefi Pascal*
57. Mozuka Samuel Makgoshing - 920303 5790 089 - 08 -9th Avenue, ALEXANDRA, 0790 - *Motsoka Samuel*
58. Lindiwe Priscila Pule - 730811 0414 083 - Stand No 014725, MSOGWABA, 1218 - *Lindiwe Priscillah*

59. Angeli Xoliswa Mabe - 551010 0850 083 - 40541 Siyane Location, BETHLEHEM, 9700 - *Angela Xoliswa*
60. Musa Bridgett Centane Lefatle - 790628 0912 081 - 498 Koedoebessie Avenue, HELDERKRUIJN, 0100 - *Msa Wa Mazizi Jie*
61. Pheliwe Charlott Towa - 950210 0251 087 - 1399 Themba Street, Thabong, WELKOM, 9463 - *Charlotte*
62. Prince Mkhulu Nkosi - 970401 5469 081 - P O Box 2107, KANYAMAZANE, 1214 - *Prince Musa*
63. Refilwe Clacia Lebotse - 890601 1103 082 - 870 Block T, SOSHANGUVE, 0152 - *Glacia Refilwe*
64. Thakgana Hosia Mphai - 740704 5942 083 - 78 Second Street, ROOIWAL, 0120 - *Thakgane Hosia*
65. Roberto Elrico Hoorzuk - 890827 5152 086 - 422 Atlantis, EERSTERUS, 0022 - *Muhammad Roberto Elrico*
66. Manana Moeketsi - 901220 0263 081 - 1044 Zone 10, Extension 1, SEBOKENG, 1983 - *Mamello*
67. Karabo Mohlamonyane Mohlamonyane - 940225 5486 085 - 10 Thabakhubedu, DENNILTON, 1030 - *Karabo Melvin*
68. Maria Sekhaolelo - 611028 0664 088 - 27 Wisteria Street, Flora Park, POLOKWANE, 0699 - *Queen Esther*
69. Baliso Mbaba - 910330 6094 080 - Mbalisweni Area, QUMBU, 5180 - *Themhani*
70. Keletso Dlamini - 851103 0610 081 - 89 Limehill Crescent, DURBAN, 4001 - *Zamaswazi Mbaliyethu*
71. Matseleng Immaculate Theodrine Matloha - 870320 0961 085 - 15 Petunia Street, Flora Park, TZANEEN, 0850 - *Immaculate*
72. Mmammetja Christina Hlongwane - 971015 5951 085 - P O Box 438, POLOKWANE, 0700 - *Mmammetja Christian*
73. Nosive Sifile - 910925 1406 088 - P O Box 202, NGOMAKWE, 4990 - *Nosive Olga*
74. Julia Seemola - 970926 0807 083 - P O Box 381, POLOKWANE, 0704 - *Moloko Julia*
75. Thapelo Makhura - 960219 5638 089 - P O Box 2010, KOLOTI, 0709 - *Manoko Thapelo Duncan*
76. Thabang Manare Sepuru - 930924 0637 088 - 14 Lobelia Avenue, FLORA PARK, 0699 - *Charmaine Thabang Mmanare*
77. Mamoloto Meriam Sekhu - 940531 0660 081 - Stand No 132, Moletjie, GA-MPHELA, 0773 - *Mamoloto Pretty*
78. Mmatshikidi Emily Mphelane - 950210 0499 082 - Stand No 4223, GLEN COWIE, 1061 - *Taelo Emily*
79. Nonzuzo Mdlalose - 941219 0710 085 - Ntbankulu Area, UMBUMBULU, 4105 - *Nonjabulo*
80. Ntsuxeko Porcia Mathonsi - 930826 1291 080 - Minerva Koshuis, Hofmeyer Street, STELLENBOSCH, 7600 - *Ntshuxeko Patricia*
81. Stphens Ishmael Makwale - 660816 5444 088 - 17175 Extension 8, SOSHANGUVE, 0152 - *Stephens Ishmael*
82. Bulelani Victoria Godlo - 920803 6248 086 - 4537 Thabo Mbeki Street, Site View, GRABOUW, 7160 - *Patrick Bulelani*
83. Mphumzi Mabona - 971212 5364 084 - 7962 Khozi Street, Lower Cross Road, NYANGA, 7755 - *Likhona*
84. Melissa Smith - 900729 0111 083 - 20 Tulalana Complex, Jozini Street, PRETORIA, 0081 - *Anna Maria Melissa*
85. Rirhandu Molly Mambane - 781229 0475 087 - 434 Emoyeni Section, TEMBISA, 1632 - *Rirhandzu Molly*
86. Cylvian Ramphashula Manaka - 901018 5831 088 - 593 Esselen Park, Extension 1, KEMPTON PARK, 1632 - *Amos Ramphashula*
87. Dlayani Lawrence Maluleke - 730216 5477 087 - 3 / 4439 Umsimbith Street, Extension 26, BIRCH ACRES, 1618 - *Emmanuel Lawrence*
88. Sibongile Mzamo - 960923 0184 086 - 35 Thornbush Avenue, Braelyn, EAST LONDON, 5200 - *Sibongile Ngwanekazi*
89. Ernest Makena - 940810 5623 082 - Stand No 464, WATERVAAL, 0472 - *Ernest Rankhubu*
90. Moses Matikane Mohlamonyane - 790625 6127 086 - Lefiso Masoganeng, PRETORIA, 0010 - *Moses Motji*
91. Patricia Phumzile Thobedi - 880218 0369 085 - 463 Maagobren Laagte, PYRAMID, 0120 - *Motlalepule Patricia Phumzile*
92. Nonkaimulo Carol Khumalo - 931203 0500 086 - 9566 Kubu Street, TSAKANE, 2001 - *Nonkazimulo Carol*
93. Kelatlhegile Martha Banda - 701117 0353 080 - 24 Elsie Street, 24 Sunrich, JOHANNESBURG, 1724 - *Kediemetse Martha*
94. Abednigo Mahlangu - 970311 6434 085 - Stand No 0117, Enkosi, Sehlakwane, NEBO, 1059 - *Abednigo Bafana*
95. Nangamso Mjobo - 960108 1327 088 - Mfinizweni A/A, LUSIKISIKI, 4800 - *Nangamso Sharon*

96. Julia Lerato Mosedame - 810331 0492 081 - 538 Block U, MABOPANE, 0190 - *Hadassah Lerato*
97. Sarah Skhosana - 940415 0916 083 - 676 Motete, RAMAPHOSA, 0742 - *Lucia Sarah*
98. Retserisitsoe Eric Matutle - 931016 5375 084 - 359 Makoko Street, VIRGINIA, 9430 - *Retshidisitswe*
99. Nontobeko Ntshoko - 891022 0225 082 - 8821 Realeboga Street, Extension 36, OLIEVENHOUTBOSCH, 0187 - *Thabisile*
100. Tselane Josephine Mokhosi - 871207 1263 083 - 8402 Praise Street, Extension 36, OLIEVENHOUTBOSCH, 0175 - *Tselane Joy*
101. Mabate Gaffane - 930421 1027 088 - 1123 Zone 4, SESHEGO, 0742 - *Mabate Magdaline*
102. Hluphekile Ndeleleni - 750615 5795 080 - 8918 Sobuko, MALMESBURY, 7300 - *Hluphekile Yandisa*
103. Stella Mmantwambe Namanyana - 940913 1162 087 - 263 Psluimeng, GA-RANKUWA, 1060 - *Stella Makgwale*
104. Mainganya Mabogo - 970526 0264 085 - Block 55 A, Flat 1, SOWETO, 1868 - *Mainganya Mangi*
105. Jeffrey Mopheme Maine - 931229 5343 081 - 404 Kagiso Street, AMALIA, 2786 - *Jeriod Tsietsi*
106. Shawn Hernis Mdhului - 930924 5928 086 - Stand No Eb107, Shangan Hill, BUSHBUCKRIDGE, 1280 - *Shawn*
107. Neville George Anderson - 890504 5060 086 - 5 St Agatha Street, St Montaque Village, LAVENDER HILL, 7945 - *Niyaz*
108. Michael John De Klerk - 890125 5244 080 - 2311 Lindsay Crescent, East Ridge, MITCHELLS PLAIN, 7785 - *Mika'il*
109. Luke Victor Luies - 851126 5117 083 - 15 Blenheim Road, PLUMSTEAD, 7800 - *Jupiter*
110. Daisy Chetty - 860201 0158 082 - 80 Rinkgreen Walk, Unit 2, PHOENIX, 4068 - *Ria*
111. Jurina Davids - 570914 0205 080 - 279 Lower Klipfontein Road, SILVERTON, 7764 - *Zurina*
112. Jannetjie Robertson - 571217 0158 088 - 1 Appolo Street, PARKDENE, 6529 - *Jannet*
113. Ngawetu Jaqueline Phethe - 930827 0447 087 - Saki A/A, MIDDLEDRIFT, 5685 - *Ngawethu*
114. Mamongala Sheilla Kubheka - 820206 0630 088 - 06 Florandia Park, Cygnet Street, FLORIDA LAKE, 1709 - *Mamosa Sheila*
115. Carol Molemane - 901015 0314 086 - 2937 A Zone 10, Meadowlands, SOWETO, 1850 - *Carol Kgethi*
116. Ndumiso Gaolatlé Abrey Gwayi - 690810 5488 082 - 1293 Buchu Crescent, Extension 30, Riverside View, RANDBURG, 2189 - *Aubr Ndumiso*
117. Alicia Nonzima Makwenkwe - 611130 0508 081 - 14 Cassa Blanca, Queens Avenue, WINDSOR EAST, 2190 - *Alice*
118. Loyiso Reginald Yabo - 960313 5474 080 - 983 Albert Luthuli Street, KWA NOMZAMO, 6300 - *Kumkani Loyiso Reginald*
119. Siphosihle Samantha Ndabambi - 960805 1359 082 - 34 Tokyo Sexwale, Oliver Tambo, JEFFREYSBAY, 6330 - *Sesethu Samantha*
120. Nomabhaca Lucia Zweni - 870528 1105 086 - Mtsheko A/A, LADY FRERE, 5410 - *Ziyanda Lucia*
121. Patience Never Chawane - 780730 0156 081 - House No 191, Zone 3, Longtill, NAMAKGALE, 0858 - *Patience Khanyisa*
122. Herman Rautenbach Mc Carthy - 960807 5059 080 - 16 A The Highway, Florida, ROODEPOORT, 1709 - *Mika Susanna*
123. Avanda Confidence Lebusa - 921120 0481 087 - 2863 Vukuzenzele, HONEYDEW, 2125 - *Ayanda Confidence*
124. Portia Mutono - 770501 0527 080 - 423 Kameeldrift Road, KAMEELDRIFT, 0186 - *Portia Lindiwe*
125. Circulate Nkuna - 970921 0178 080 - 8812 Koporo Street, Extension 7, NELLMAPIUS, 0122 - *Rirhandzu Cordeliah*
126. Lotta Padi - 960623 0152 089 - 7009 Extension 3, SOSHANGUVE, 0152 - *Lettah Motladi Nokhwezi*
127. Malinhlonono Eutropia Mhlongo - 891206 0593 082 - Maqumbi Area, MAPHUMULO, 4470 - *Eutropia Nomathamsanqa Malihlohonolo*
128. Alroy John October - 830410 5203 085 - 89 B Surrah Road, HANOVER PARK, 7780 - *Amier*
129. Bradley Jeromey Crowder - 790927 5031 081 - 4 Mariana Court, HEIDEVELDT, 7764 - *Mogamat Ismail*
130. Hélène Van Wyk - 750427 0069 085 - 9 Trent Crescent, Rietvalleirand, PRETORIA, 0001 - *Hélène Linka*
131. Gaseda Noordien - 470331 0130 088 - 38 Snapdragon Road, Lenteguur, MITCHELLS PLAIN, 7785 - *Rashida*

132. Morake Abram Matlaila - 780607 5299 084 - 999 Section C, MAMELODI WEST, 0122 - *Moraka Abram Abbey*
133. Nadia Cox - 771222 0229 085 - 750 Nieuwhout Street, GARSFONTEIN, 0081 - *Nadezhda Gianna*
134. Prudence Mampene Mashifane - 970309 0807 082 - Mokgapaneng, NEBO, 1059 - *Prudence Kgomara*
135. Keletso Phahlamohlaka - 970122 6190 084 - Stand No 1417, GAPHAHAHLA, 0400 - *Keletso Howard*
136. Karmini Jansen Van Rensburg - 880712 0207 089 - 33 Dane Road, Glen Austin, Extension 3, MIDRAND, 1685 - *Karmini Naicker*
137. Charmaine Heugh - 611217 0160 086 - 32 Sugarloaf Crescent, Tafelsig, MITCHELLS PLAIN, 7789 - *Shaakirah*
138. Fagtieja Abrahams - 620123 0049 080 - 65 Aloe Street, NEWFIELDS, 7780 - *Fatgijyah*
139. Maud Catherine Ceres - 590627 0225 082 - 11 Lamond Court, HANOVER PARK, 7800 - *Mariam*
140. Rozanne Du Plessis - 960731 0030 088 - 24 Sunnyridge, KRIEL, 2271 - *Rozanne Danté*
141. Ntombifuthi Mdani - 851229 1224 083 - Mankazana Street, CALA, 5455 - *Sanelise*
142. Janine Malgas - 931106 0272 087 - 44 Augrabies Street, Stasiekamp, UPINGTON, 8801 - *Janine Shamiela*
143. Swazi Shawn Jacobs - 950619 5554 081 - 1098 Luthuli Street, DOBSONVILLE, 1863 - *Shawn*
144. Ruth Thekiso - 850211 0853 089 - 2338 B Matshaya Street, Zola 2, KWA XUMA, 1868 - *Lebogang Ruth*
145. Norah Mathabela - 780609 0573 083 - 60829 Memezi Crescent, Extension 3, DAVEYTON, 1520 - *Norah Sipiwe*
146. Zimisele Ntombenhle Sangweni - 871110 1032 088 - 13330 Sangweni Street, Maphupheni, DAVEYTON, 1520 - *Zimisele Simikahle*
147. Mbali Mao Gama - 980201 0207 082 - 6464 Dushane Street, DAVEYTON, 1520 - *Mbalenhle*
148. Lebogang Mathabane - 850820 0913 089 - 145 Block C, MABOPANE, 0190 - *Mahlatjie Lebogang*
149. Zethu Lorraine Cakata - 760508 0507 089 - 24 Villa Alba, Sullivan Street, CENTURION, 0157 - *Zethu*
150. Stoffel Bareki - 860126 5549 086 - House No 227, Tlakgameng, TLAKGAMENG, 8616 - *Bizzar Chikiriti*
151. Magrieta Muller - 800902 0234 087 - 2 Hof Street, Riebeeck West, MALMESBURY, 7306 - *Marlene*
152. Srivassen Pillay - 841104 5181 089 - 2 Ramida Drive, TONGAAT, 4400 - *Kiven Daniel*
153. Martha Le Roex - 600124 0129 082 - 15 Cornation Street, MAFIKENG, 2745 - *Margaret Martha*
154. Annie Maureen Fortuin - 480814 0012 081 - 8 Leon Court, De Wet Road, Ottery, CAPE TOWN, 7800 - *Pam Maureen*
155. Kabeko Leakalala - 931223 5616 083 - Stand No 46, Mashaha, RAMOKGOPA, 0811 - *Kabelo*
156. Silly Tshoagong - 890422 0490 085 - 215 Mokwena Street, TLHABANE, 0300 - *Thabisang Cely*
157. Tiroyaone Stafaans Moncho - 880904 5927 080 - 105 E Perth Village, KURUMAN, 8460 - *Tiroyaone Steve*
158. Ntambudzeni Vincent Mulaudzi - 730909 5759 088 - 255 River Road, Irene Glen Estate, PRETORIA, 1667 - *Mudindivhathu Ntambudzeni Vincent*
159. David Ayanda Bangani - 720328 5656 081 - Ny 58 – 10, GUGULETHU, 7750 - *Ayanda David*
160. Makhanane Ena Manganye - 840119 0619 082 - 12022 Extension X, MABOPANE, 0190 - *Abigail*
161. Lorato Cathrine Jonathan - 960619 0637 087 - Dibate Village, MAFIKENG, 2745 - *Lorato*
162. Given Matlala - 971008 5734 080 - 344 Robega, CHANENG, 0310 - *Given Ofentse*
163. Maxzolic-Llewellyn Maxwell Messelaar - 780203 5107 087 - 90 First Avenue, 1123 Wonderpark Estate, KAREN PARK, 0182 - *Mushfaraaq Ibrahiim*
164. Clayton Adams - 850507 5984 088 - 43 Southern Cross, ELSIES RIVER, 7490 - *Niyaz*
165. Tasneen Bouah - 760723 0110 087 - 25 Orgidee Road, BELHAR, 7945 - *Tanya*
166. Bernardus Jacobus Johannes Roux - 770123 5199 086 - 12 A Hillbrow Road, KLOOF, 3601 - *Jacques Johannes*
167. Janean Dorianne Peterson - 781014 0071 080 - 72 Mahonie Crescent, Extension 2, ELDORADO PARK, 1812 - *Nabeelah*

168. Hilary Baartman - 781210 0194 084 - 33 C Athburg Walk, HANOVER PARK, 7880 - *Mastoorah*
169. Pravithra Sewpujan - 800802 5202 081 - 113 Howard Road, 9 Kelvin Grove, BENONI, 1500 - *Asheen*
170. Leigh Botha - 840201 0028 082 - 14 Ascot Grove, Grand National Boulevard, WYNBERG, 7824 - *Leigh Waterhouse*
171. Anthea Elecia Chariffa Salie - 831121 0157 080 - 93 Evergreen, HANOVER PARK, 7780 - *Shariefah*
172. Mokhoali Jonas Phakoe - 760524 5611 081 - 1995 Phomolong, KROONSTAD, 9499 - *Kabowd*
173. Maatapa Maanaso - 960522 0903 089 - P O Box 7303, NAMAKGALE, 1391 - *Matapa Lydia*
174. Renalda Rorisang Sepato - 960519 0117 082 - P O Box 939, SEABE, 0417 - *Renalda Mmule Rorisang*
175. Zakithi Jalile Jali - 960504 0468 081 - Kwanxamalala Area, NKANDLA, 3855 - *Zakithi Nosihle*
176. Pumza Ntshinka - 780119 0618 086 - 6 Haarlem Street, Beverley Estate, EERSTE RIVER, 7100 - *Mitolli Pumza Nomkhita*
177. Andiswa Nqobile Mkhize - 971207 1012 083 - Njunjambili Area, KRANSKOP, 3268 - *Neliswa Nqobile*
178. Nkope Peggy Mmethi - 550719 0840 081 - 2301 Bateuler, Chiley Street, WONDERBOOM, 0100 - *Motshabi Mmampoti Mittah*
179. Morgan Madimetja Mapheto - 920913 5959 086 - Sekurung Village, MPHAHLELE, 0736 - *Matshwenyane John*
180. Evens Mapadi Mapheto - 950215 5923 085 - Sekurung Village, MPHAHLELE, 0736 - *Evans Ramadimetja*
181. Claudia Guerreiro Dos Reis - 861022 0011 082 - 60 A Andries Prerorius Road, EASTLEIGH, 1610 - *Claudia Guerreiro Pais*
182. Strivelli Nayager - 820104 0023 086 - Road 742, House 17, Montford, CHATSWORTH, 4092 - *Chantal*
183. Dorina Jonkers - 820906 0288 080 - 2486 Ntsonkota Street, LEBALENG, 2650 - *Crazy Dorina*
184. Stephanie Bowers - 890509 0180 086 - 11 Richards Manual Close, HOUTBAY, 7806 - *Shaakierah*
185. Sheldon Stewart Harris - 871228 5058 089 - 1063 Boven Street, Little Falls, ROODEPOORT, 1735 - *Shahied Sheldon*
186. Antonio Kingman - 880112 5324 080 - 6 Outeniqua Street, Hillview, SEAWINDS, 7945 - *Ashraf*
187. Marushka Naidoo - 850402 0231 083 - 19 Marais Street, Langlaagte, JOHANNESBURG, 2102 - *Saiyuri*
188. Manqoba Zulu - 970306 5573 081 - Income Road, Nazareth Island, PINETOWN, 3600 - *Lindokuhle*
189. Sigqile Constance Mavuso - 960427 0091 085 - 982 Street, 42 Phola Park, KWAMHLANGA, 1022 - *Sigqobile Constance*
190. Phumudzo Imacleod Thanwane - 890206 6006 080 - 58 Bourke Street, 101 Eikehof Flat, SUNNYSIDE, 0002 - *Kgomotso Imacleod*
191. Moegamat Shukri Wiener - 820104 5160 088 - 16 Langeunhoven Street, SOUTHFIELD, 7800 - *Shukri*
192. Thibudi Petius Khalo - 901019 5812 086 - 321 Lepotlako, LEPOTLAKO, 0705 - *Thibudi Percious*
193. Elias Thabang Ndala - 800610 6105 082 - 2824 Block 2, Moloto Village, KWAMHLANGA, 1022 - *Andries Elias*
194. Noderi Qontshi - 610605 0803 088 - 33062hadi Street, Makaza, KHAYELITSHA, 7784 - *Yoliswa*
195. Thulani Kenneth Ntshali - 750105 5452 080 - P O Box 34134, EMPANGENI, 3815 - *Kenneth Thulani*
196. Wilson Sibusiso Dlongolo - 750604 5722 088 - Stand 209, WATERWORKS, 0002 - *Sibusiso*
197. Andries Maoka Phala - 851101 5543 083 - Stand No 205, MAMPHAKA, 0724 - *Phale Nehemia*
198. Tsholofelo Phillip Moloto - 850317 5812 085 - 2344 Sezela Street, Extension 9, GERMISTON SOUTH, 1401 - *Mahaha Kholofelo Phillip*
199. Kwasha Nonhlanhla Mashezi Sephepha - 880217 1099 089 - 403/11074 Nomhle Street, Extension 2, THOKOZA, 1426 - *Nonhlanhla Kwasha Mashezi Quecher*
200. Mmapula Singh Matjila - 520228 0879 088 - 1445 Maropeng Section, MAKAPANSTAD, 0404 - *Mmapula Sinah*
201. Boy Keorapetse Lesenyego - 920630 5574 083 - 324 Lenato Section, LEHURUTSHE, 2880 - *Promise Keorapetse*
202. Tshogofatso Sophy Motau - 891104 0746 083 - 71 Riemar Flat, Celliers & Wyland Streets, SUNNYSIDE, 0002 - *Tshogofatso*
203. Lindelwa Mtolo - 801122 0430 085 - 14 Fern Valley, 371 Main Avenue, Ferndale, RANDBURG, 2194 - *Lindelwa Nomatolo*
204. Thulani Profesor Ntuli - 920305 5686 084 - 47 Bayview, House 842, South Beach, DURBAN, 4001 - *Thulani Professor*

205. Khutso Mpati Mohlamonyane - 930717 5569 086 - 88 Ntwane, DENNILTON, 1030 - *Khutso Edgar*
206. Malose Frank Kale - 880306 5217 084 - I 1 Extension, 2 Dipsloot, RANDBURG, 2194 - *Nkokoto Reyarn*
207. Midah Magalegale Ratau - 940525 6454 085 - Stand No 131, MAKGANE, 1085 - *Nick Magalegale*
208. Jabulani Augustine Manake - 940826 5895 082 - 3560 Nyashengo Street, VOSLOORUS, 1472 - *Morewane Thabang*
209. Sipehele Mkhonjwa - 910802 6235 087 - Embo Protea, Zondela State, Pinetown, PINETOWN, 3600 - *Thamsanqa*
210. Bhekani Bongani Buthelezi - 910110 6409 086 - P O Box 412, JOZINI, 3969 - *Bongani Bandile*
211. Frans Tau - 880421 6048 089 - No 2816 Extension 6, MASHISHING, 1123 - *Brabanjeo Chilly*
212. Hepson Dikotana Kgwetiane - 890619 5597 083 - G Makofane, BURGERSFORT, 1150 - *Happyson Mapitsi*
213. Ramaoka Dalford Kgatla - 730405 6425 084 - Block Z L 280, Brazaaville, ATTERIDGEVILLE, 0125 - *Ramaoka Jomo*
214. Malidimo Aleya Dolamo - 801002 0702 081 - 6577 B Zone 4, DIEPKLOOF, 1864 - *Aleya Maledimo Nobuhle*
215. Andiswa Njongo - 970228 6419 082 - P O Box 145, HARDING, 4680 - *Ayanda*
216. Nkunyamane Bethania Matsididi - 670127 0705 087 - 3484 Zone 2, ITSOTENG, 2144 - *Jennifer Bethania*
217. Oupa Ephraim Mogane - 750707 6172 086 - Zonderwater Street, CULLINAN, 1000 - *Western*
218. Hawukeleni Witness Dlamini - 491126 0235 084 - 5917 Mankulali Street, Extension 4, LENASIA SOUTH, 1829 - *Thembisile Witness Hawukeleni*
219. Ngoanamosadi Johannes Lekgothoane - 520101 9352 086 - P O Box 223, CHUENESPOORT, 0745 - *Maakele Johannes*
220. Nontembiso Dywanisi - 471211 0229 081 - Mbizana Area, LADY FRERE, 5410 - *Nontembiso Nowayilete*
221. Mangaliso Mtebe - 860729 5504 082 - 503 Koorhoef Street, PROTEA NORTH, 1818 - *Sean Mangaliso*
222. Papi Frans Seshoka - 560426 5890 081 - Stand No 41, Block C, KWAMHLANGA, 1022 - *Lephoto Frans*
223. Nokwazi Hlatshwayo - 930103 1447 082 - Khovayo, EKUVUKENI, 2920 - *Nokwazi Promise Happiness*
224. Nqobile Dumisa - 840411 0826 084 - D219 Lindelani Township, NTUZUMA, 4359 - *Nqobile Mercy*
225. Nokwanda Uetress Blose - 870625 0997 081 - Buhlebesizwe Avenue, NTUZUMA, 4360 - *Nokwanda Michaela*
226. Sonto Margaret Mbambo - 941007 0685 088 - H1391 Umzamo Walk, NTUZUMA, 4359 - *Sonto Luthando*
227. Jacob Mahlangu - 570713 5657 083 - 4226 Nyembezi Street, ACKERVILLE, 1339 - *Jacob Zanele*
228. Elias Khumalo - 580624 5660 084 - 10 Tyna Dutoit Street, Dooha Park, WITBANK, 1035 - *Elias Mbekiseni*
229. Ncengani Primrose Mdluli - 950626 1074 089 - Private Bag X6243, NONGOMA, 3950 - *Ncengeni Mbalenhle*
230. Mpho Kgage Florence Mmotong - 830218 0891 089 - 1542 Klarinet, Extension 3, WITBANK, 1035 - *Mpho*
231. Solomon Soshoba Mbonani - 650924 5555 085 - Plot 97, Extension 16, Kwa Guqa, EMALAHLENI, 1059 - *Solomon Simon*
232. Nomxolisi Mgedezi - 810806 0688 085 - 42 Avon Road, Morgan Village, Westgate, MITCHELLS PLAIN, 7789 - *Nomxolisi Buhle*
233. Makgobatlou Makgobatlou - 830913 1095 082 - House No 650, Ga Makgato, BOTOKWA, 0812 - *Lekhlu Selina*
234. Madembe Dickson Munyai - 970425 6038 082 - 65 7th Avenue, Selborne Street, ALEXANDRA, 2090 - *Dembe Edgar*
235. Sinenhlahla Mkhabela - 961127 5911 084 - P O Box 179, MELMOTH, 3835 - *Sinenhlahla Wakha*
236. Pases Katang Kgaditsi - 950114 5714 083 - Ga Phahla, GA PHAHLA, 1062 - *Percy Katang*
237. Mthethonzima Dlukwana - 851215 6322 089 - 7818 Jobela Street, LOWER CROSS ROAD, 7780 - *Mthethonzima*
238. Senzokuhle Aphiwe Mngadi - 970708 5765 080 - 29-11th Avenue, Alexandra Township, JOHANNESBURG, 2090 - *Ndoda Aphiwe*
239. Siphumelele Mthembu - 970717 5690 081 - Lot 196911 Mzinyathi Area, INANDA, 4310 - *Siyabonga Siphumelele*
240. Ramongene Tshephang Sebake - 950210 0710 082 - Makurung, GA MPHABLELE, 0736 - *Tshephang*

241. Mlamuli Maduma - 950531 5980 085 - 155 Masondeza Farm, MADADENI, 2951 - *Mlamuli Xolani*
242. Vuyiswa Malipale - 780927 0671 081 - 81 Monument Park, A Schnelder Street, KRUGERSDORP, 1739 - *Vuyiswa Vivian*
243. Bulelani Soyisi - 870111 5277 084 - Tsomo Mission, TSOMO, 5400 - *Bulelani Steve*
244. Karabo Maleka - 971030 5367 083 - P O Box 7832, KOLOTI, 0709 - *Masanya Karabo*
245. Louisa Nontombi Siyotula Siyotula - 920930 0576 087 - 25381 Malanje Street, Symphony Way, DELFT, 7100 - *Ntombie*
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247. Jeandr  Atina Daniels - 901027 0318 082 - 66 Aintree Avenue, Ascot, OTTERY, 7800 - *Jenny*
248. Kagiso Joh Lekoko - 830304 6352 084 - 514 Molatswaneng, AMALIA, 2786 - *Kagiso John*
249. Ntsoaki Carol Maja - 900303 1335 081 - House No 14027, Extension 73, POLOKWANE, 0699 - *Theto Carol Joy*
250. Oudane Daniel Mokwa - 961023 5462 089 - 333 Extension 2, Biesiesvlei, LICHTENBURG, 12740 - *Kgotso Daniel*
251. Hotentot Jacob Motswadira - 730401 5558 082 - 1990 Chris Hanie, WOLMARANSSTAD, 2630 - *Jacob*
252. Nomsebenzi Mahawuza - 920701 0591 081 - P O Box 126, FLAGSTAFF, 4810 - *Ziyanda*
253. Nimrod Mbuso Shazi - 860919 5486 089 - Mahlongwa Location 01, SCOTTBURG, 4180 - *Mbuso*
254. Tebogo Lekwane - 850130 0678 082 - 775 Montagu Street, Daspoort, PRETORIA WEST, 0082 - *Tebogo Susan*
255. Mamagase Simon Masemola - 800808 5822 083 - Struylenn 63, 331 Minnaar Street, PRETORIA, 0002 - *Mothu i Mamagase Simon*
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260. Leotsane Lenox Manaswe - 921210 5653 085 - 682 Mogaletsane, MARBLE HALL, 0450 - *Moshege Lenox*
261. Ntshengedzeni Daniel Mphaphuli - 761202 5928 081 - P O Box 4544, THOHOYANDOU, 0950 - *Daniel*
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264. Thokozani Sandile Hlatshwayo - 870215 5245 080 - Ngwanya Area, EDUMBE, 3180 - *Thokozani Samuel*
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269. Ntasi Annah Maboza - 930510 0468 085 - 2285 Zone 2, MOHWELERENG, 0626 - *Bohlale Angel Annah*
270. Philile Penelope Nyembe - 860204 0333 085 - 32 Jacaranda Avenue, Forestdale, DUNDEE, 3000 - *Penelope Philile*
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273. Abel Obert Sello Moloko - 680325 5961 089 - House No E0001, Bapong, Skoolplaas Section, BRITS, 0250 - *Obert*
274. Sinelwa Fipaza - 941030 0868 082 - Kotana Area, NQAMAKWE, 4990 - *Nomachule*
275. Nelson Bohelo - 781115 5460 085 - House No 64 B, Vaaltyn, TAUNG, 8580 - *Thabo Nelson*
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279. Lydia Mbequ - 920116 1069 088 - B-35 Ntleni Road, Brown's Farm, PHILLIPI, 7785 - *Lindiwe Lydia*
280. Lerato Nelson Madibo - 960829 5508 080 - 33 James Horn Street, Lebaleng Location, MOKWASSIE, 2650 - *Damian Lerato Nelson*
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282. Malese Jim Makgae - 850810 5505 089 - Stand No 40012, LEPHALALE, 0555 - *Hector Malese*
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286. Moiloa Joseph Thatelo - 600403 5979 083 - Mmatau Village, MADIKWE, 2836 - *Mohoebi Joseph Moiloa*
287. Nonhlanhla Hendrietta Khanyile - 830723 0408 081 - 147 Khanyile Stand, 5 Morgan, DENNILTON, 1030 - *Nomangwane Hendrietta*
288. Eugene Clint Slinger - 790617 5105 080 - 19 Misteletoe Road, EAGLE PARK, 7941 - *Ebrahim*
289. Sabelo Trevor Malaza - 901102 5329 085 - 20 Kaaimaan Street, Aerorand, MIDDELBURG, 1050 - *Sabelo Trevor Ntoyami*
290. Modupe Rudolf Moloi - 740130 5322 086 - 4913 Sword Lily Crescent, Etwatwa Extension 1, DAVEYTON, 1520 - *Medupe Tshenoi*
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298. Joyce Anderson - 660928 0117 088 - 11 Cotswold Street, ATLANTIS, 7349 - *Joyce Martha*
299. Ruiters Titus - 650417 5176 085 - 9 Du Plessis Street, Blanco, GEORGE, 6530 - *Raymond*
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312. Ongeziwe Nonyongo - 870120 1080 087 - Mqwangoweni Location, FLAGSTAFF, 4810 - *Ongeziwe Sinxolo Octavia*
313. Simthembile Ngqupaza - 870915 6358 085 - Mbanko Location, PORT ELIZABETH, 4240 - *Samkelo Simthembile*
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324. Erasmus Mufunwaini - 940422 5639 082 - 6 Sheffield 1, Bergrivier Street, Chloorkop, KEMPTONPARK, 1624 - *Erasmus Zwibuya*
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335. Ronell Mahri - 700714 0051 085 - 19 Lavalley Street, WORCESTER, 6849 - *Ruqaiyah*
336. Adielah Albertyn - 741026 0055 086 - 29 Elfin Village, Roscommon Road, ELFINDALE, 7945 - *Arlene Vera*
337. Matome Hans Huto - 740201 5422 083 - 926 Zone C, Longhomes, NAMAKGALE, 1393 - *Hans*
338. Satema Billy Mooka - 791120 5591 085 - House No 20483, Sekgakgapeng, MOKOPANE, 0600 - *Moroatshoge Billy*
339. Mhanana Ndove - 920901 1370 085 - Hala Hala, MALAMULELE, 0982 - *Louisa Xolisile*
340. Nonhlanhla Glenda Makhanya - 660402 0439 082 - 768 Emdlebeni Area, Doringkop, STANGER, 4450 - *Sombonisa*
341. Benson Josiah - 510221 5624 080 - 28 Buccunee Street, ROCKLANDS, 7798 - *Benson Basil*
342. Amanda Rono - 911018 5316 088 - BT 816 Site C, KHAYELITSHA, 7784 - *Ayanda*
343. Vanchesco Johnson - 890329 5336 082 - 13 Vygie Court, Kewtown, ATHLONE, 7764 - *Ra'ees*
344. Monica Nohiya - 720508 0657 081 - Ny 21-32, GUGULETU, 7750 - *Nondzukiso Monica*
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349. Johann Christopher Isaacs - 950219 5009 085 - 96 Ben De Klerk Street, Colridge, VRYBURG, 8600 - *Christopher*
350. Palise Stuurman - 870524 0651 089 - Private Bag X7071, QUEENSTOWN, 5320 - *Palesa*
351. Elton Pheto Sedikwe - 910123 5599 088 - 2494 Zone 2, Thekiso Street, GA RANKUWA, 0208 - *Elton*

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352. Victoria Tshepiso Makhobotloane - 800901 0641 085 - 7211 Zone 6, Motswasele Street, GA RANKUWA, 0208 - *Manone Mokgolobotho*
353. Magase ;Jane Kgotsoko - 900905 1505 081 - 1746 Matseke Street, Munsieville, KRUGERSDORP, 1739 - *Jane*
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357. Lee-Ann Thelma Meyer - 730604 0107 082 - 40 Kenilworth Road, KENILWORTH, 7708 - *Lee-Ann Boswell*
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NON-GOVERNMENTAL ORGANIZATION

NO. 387

01 APRIL 2016

**CODES OF GOOD PRACTICE ON BROAD BASED BLACK
ECONOMIC EMPOWERMENT**

I, Dr Rob Davies, Minister of Trade and Industry, hereby:

- (a) Issue the **Marketing, Advertising and Communication Sector Code** in terms of section 9 (1) of the Broad-Based Black Economic Empowerment Amendment Act, (Act No. 53 of 2003) as amended by the B-BBEE Amendment Act No. 46 of 2013.
- (b) Determine that these Codes come into effect on the date of this publication.



Dr Rob Davies, MP
Minister of Trade and Industry
10 March 2016



MARKETING, ADVERTISING
& COMMUNICATION SOUTH AFRICA
MAC SA

MARKETING, ADVERTISING AND COMMUNICATION SECTOR CODE

**TRANSFORMATION OF THE MARKETING, ADVERTISING AND
COMMUNICATION SECTOR CODE SUBMISSION**

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MARKETING, ADVERTISING AND COMMUNICATION SECTOR CODE**1. INTRODUCTION**

We, members of the broader marketing, advertising, public relations, communication and research industry as well as related sectors, recognise the critical role our industry fulfils in South Africa. We are mindful of the impact our industry has on millions of our people across all walks of South African life, therefore we accept the responsibility consequent thereto. We further acknowledge that marketing and advertising communication as the livewire of a free market-based economy is an intrusive form of communication to which over 47 million South Africans are subjected to every day of their lives. For such a small industry, its power to influence South Africans is disproportionate to its size; hence the need to make it a truly South African industry is imperative.

2. SCOPE OF APPLICATION

The provisions of this Sector Code apply to Advertising, Public Relations and Communication as marketing vehicles in all media including digital platforms. It is applicable to companies who derive more than 50% of their turnover from this sector. It is acknowledged that the Amended Codes of Good Practice will govern the management of B-BBEE. The MAC Sector Code will take precedence except when the MAC Sector Code is silent; the Amended Generic Codes of Good Practice will apply including but not limited to Key Measurement Principles and Definitions.

- 2.1 An advertising company is an enterprise whose core business is the conceptualisation, creation and production of advertising to foster a relationship between a product and the consumer.
- 2.2 A public relations company is an enterprise whose core business is the conceptualisation, creation and implementation of communication to facilitate a relationship between a product and the public.
- 2.3 A communication company is an enterprise whose core business is the conceptualisation, creation, production and implementation of communication as a marketing tool in two or more of the following disciplines;
- Advertising
 - Public Relations
 - Experiential
 - Design
- 2.4 This will apply specifically to the following:
- 2.4.1 Advertising in general with particular reference to the following forms:
- **Through the line:** Traditional form of advertising using all paid for media from electronic to print embracing interactive and non-interactive response mechanisms.
 - **Above the line:** Traditional form of advertising using all paid for media from electronic to print excluding interactive response mechanisms.
 - **Below the line:** Traditional form of advertising using all paid for media from electronic to print as interactive response mechanisms.
 - **Experiential:** Traditional form of advertising using unconventional media like events and functions to physically bring the experience of the product to the consumers.
 - **Digital:** An umbrella term for marketing and advertising activities using technology as the format and the internet for distribution. This would include the desktop and mobile web, display & search advertising, native advertising, social media, mobile applications, digital activations, internet-based outdoor and streaming media.
 - **Design:** Design as a classical communications discipline as well as an integral element of Integrated Marketing Communication in all paid for media.
 - **Integrated Marketing Communication (IMC):** Is the application of consistent brand messaging across both traditional and non-traditional marketing and communication channels and using different promotional methods to reinforce each other in order to (a) deliver the same message and (b) create maximum marketing effect through synergy.

- 2.4.2 Communication
- **Public Relations:** Traditional form of communication that employs all media from electronic to print by issuing media releases, communiqués, statements and advertorials.
 - **Social Marketing:** Communication form that uses all media as in public relations, traditional advertising and experiential for cause related communications.
- 2.5 In as far as the marketing sector is referred to in this document, it is with the understanding that they are clients, who themselves could belong or subscribe to their own or other sector specific codes.
- For example: marketers in the mining industry are bound by the Mining Sector Code.

In October 2001, the Parliamentary Portfolio Committee on Communications, an organ of the National Assembly, convened public hearings into the pace of transformation in the advertising and marketing value chain.

After finding that the pace of transformation in the value chain was unacceptably slow, the Parliamentary Portfolio Committee on Communications directed government, through Government Communications and Information System (GCIS) and the Department of Communications, to facilitate a consultative process with all stakeholders to find a common blueprint for the transformation of the industry. This mandate resulted in the first joint undertaking by all stakeholders to commit to a unified view and common approach as contained in the values statement. This was codified as "**The Values Statement of the Marketing and Communication Industry**". It was endorsed by all stakeholders, adopted and signed on 23 April 2003.

3 VALUES STATEMENT

As a statement of values of an industry which is global in its outlook and reach, and genuinely South African in its roots, we of the marketing, advertising and communication industry state that:

We acknowledge that like the rest of South African society, we have been plagued by the injustices of South Africa's racist past in terms of employee representivity, ownership and decision-making.

We further recognise that the industry plays a critical role in the creation of wealth and the development of our economy, and believe that transformation of the industry is essential for its long-term growth and the upliftment of people who have historically been disadvantaged. In the spirit of the Constitution of South Africa, we believe that "South Africa belongs to all who live in it, united in our diversity and committed to improve the quality of life of all citizens and the potential of each person."

We hereby commit ourselves to the following values:

I. Inclusivity and Diversity:

- (a) The sector reflects and shapes the norms of our society. As such it must be committed to reflecting the values and aspirations of all South Africans.
- (b) This requires that the industry – in its ownership as well as in the traditions and cultures it draws upon – to reflect the diversity of the South African population.
- (c) The industry is committed to sustainable skills development, which enables all our people to enjoy access to the knowledge base needed to shape their destinies within the industry.

II. Soul of the Nation

- (a) This industry works in the context of a unique transition – a transition described as a miracle.
- (b) We shall use our strengths to promote pride in the South African Brand. The industry can contribute to the transition by promoting understanding and appreciating our diverse cultures, traditions, histories, abilities and disabilities. It can highlight prejudice where it exists by promoting tolerance of all human beings. In doing so, the sector can become a mirror of the soul of the nation.

III. Respect and Human Dignity

- (a) The industry works in a society where the poor, the illiterate, the disabled, women and children suffer a myriad of intolerances. While working for their amelioration and empowerment, the industry shall ensure that the dignity of all human beings, and in particular of these vulnerable groups, is respected.
- (b) The industry recognises the difficulty of escaping the stereotyping of any group. Where this has to be resorted to, the industry shall take particular care not to stereotype or use humour in a manner to target groups mentioned above.

IV. Business and People's Needs

- (a) We recognise that the consumer is at the core of our business. Recognising that the industry serves business in its endeavour to create wealth, we shall ensure that the requirement and sensitivities of the consumer are placed at the centre of all our creativity and planning. In doing so, we shall better serve the commercial needs to business as well as the long-term aspirations of the South African nation.
- (b) Furthermore, the industry shall be committed to abiding by the principle of good corporate governance and abide by the highest standards of ethical business practices.

V. Responsible Creativity

- (a) We are mindful that this is an industry which impacts on the views and aspirations of the entire population.
- (b) This means that the industry must act sensitively while endeavouring to break the bounds of creative barriers. Such commitment will lay the basis for a self-regulation regime that can best serve all stakeholders.

Whilst this Sector Code endeavours to achieve redress, the commitment made in this Sector Code shall not place limits upon the various rights and obligations enshrined in the Constitution and protected by the Bill of Rights, especially the Freedom of Expression.

Distilled from the values are the objectives

1. Transformation
2. Truly South African industry
3. Creativity

4. COMMITMENT AND UNDERTAKINGS

This need was recognised by the Association for Communication and Advertising (ACA) previously known as the Association of Advertising Agencies (AAA) herein after referred to as ACA in 2000:

"We, members of the ACA, believe that our industry should be the creator and custodian of truly outstanding South African advertising and communication ideas, ideas that while proudly proclaiming their African heritage, still communicate effectively within the global context. We, accordingly, jointly and severally commit ourselves to the harnessing of all resources at our disposal towards the transformation of our industry and related disciplines to reflect and represent the totality of skills and contribution from our unique South African experience."

We, further, pledge ourselves to the actualisation of empowerment and transformation goals as determined by prevailing industry needs and dictates in order to achieve meaningful and total involvement of those formerly excluded from the real process. We are irrevocably committed to changing our industry for the better and shall only open membership of the Association of Advertising Agencies to those who demonstrate their commitment to transformation by adopting and signing this Charter.

We will therefore establish the advertising industry as unique to South Africa; for all the people of South Africa; by all the people of South Africa; promote the constitutional right of equality and the exercise of true democracy; eliminate unfair discrimination; ensure the implementation of employment equity to redress the effects of discrimination; achieve a diverse workforce broadly representative of our people; promote economic development and efficiency in the workforce; provide training and skills through the AAA School of Advertising to students previously excluded from access initiate practical training programmes for skills development; change the culture of our organisation and members to accept and implement the changes; seek and accept equity partners to reflect the true demography and rich cultures of South Africa;

support and encourage each other in reaching our stated goals in letter and spirit; irrevocably bind ourselves to measures to achieve these goals within a reasonable time.

Public Relations Institute of Southern Africa (PRISA):

“Transformation is the implementation of fundamental changes to the way we do things to become and remain a successful organisation. The availability of various talent, competencies and cultural backgrounds among members of the Institute will enhance performance and stature. Therefore, PRISA is committed to a process of transformation that will accelerate opportunities for diversity and growth and will make its membership representative of the South African population at all levels.”

5. STRATEGIC DRIVERS OF CHANGE

- 5.1 Demonstrate commitment to grow and enhance the levels of creativity in the marketing, advertising and communication sector.
 - Support the AAA School of Advertising and all other institutions that offer courses in marketing communication and visual arts.
 - Avail financial assistance for marketing and public relations communication and visual arts students.
 - Subscribe to a periodic mandatory intake of interns and trainees.
- 5.2 Intervene to increase the pool of skills in copywriting and visual arts.
 - Recognise talent and creative ability as criteria for entry into the creative studios or nurseries.
 - Encourage and support creative community initiatives as talent nurturing pools.
 - Facilitate the development of skills needed for migration to digital communication especially amongst the previously excluded.
- 5.3 Promote and popularise the communication sector as a career.
 - Organise and participate in career open days especially at high school level.
 - Advertise the industry as a career opportunity in popularly consumed media.
- 5.4 Subscribe to and uphold ethical conduct in line with generally expected business principles in a democratic South Africa.
 - Actively promote fair procurement processes in communication services which must neither unfairly discriminate against nor prejudice emerging and small qualifying enterprises.
 - Impose sanction on any business practice that undermines provisions of the South African constitution with regards to freedom of commercial expression. These sanctions will be levied by the relevant self-regulatory bodies in the sector.
- 5.5 Encourage adherence to responsible advertising and communication in all facets of social communication.
 - Organise and conduct seminars on the subject.
 - Conduct research where necessary to update knowledge bank.
 - Update communications, including government communications on responsible advertising trends.

6 INTERPRETATIONS

Absorption – means a measure of the Measured Entity’s ability to successfully secure formal permanent or long-term contract employment for the learner/intern or to assist the learners/interns to proceed with further education and training

Admissible/Appropriate Evidence – refers to the measure of the quality of evidence in respect of its relevance and reliability in providing support for detecting misstatements affecting individual scorecard elements. The reliability of evidence is influenced by its source and its nature and is dependent on the individual circumstances under which it is obtained.

Amended Codes – refers to B-BBEE Codes of Good Practice, as amended from time to time.

B-BBEE Act – refers to the Broad-Based Black Economic Empowerment Act, Act no 53 of 2003 as amended by the Broad-Based Black Economic Empowerment Act, Act No 46 of 2013 and any amendments thereto.

BEE Verification Professional – means any verification enterprise that has been accredited by a statutory body on behalf of the Department of Trade and Industry (**the dti**) and who meet the minimum technical and BEE criteria for rating agencies as described in the accreditation manual.

The main role of the BEE rating agencies is to provide an independent opinion on the Broad-Based BEE (B-BBEE) status of enterprises. An accredited BEE rating agency must have the capacity to evaluate, verify and confirm the BEE status of enterprises using the Broad-Based BEE scorecard as presented in Statement 000. An accredited BEE rating agency cannot issue an opinion on an enterprise with which it has a conflict of interest.

B-BBEE Verification Regulator – a body appointed by the **Minister of Trade and Industry** for the accreditation of rating agencies or the authorisation of B-BBEE Verification Professionals.

Black Economic Empowerment (BEE) – is defined as an integrated and coherent socio-economic process that directly contributes to the economic transformation of South Africa and brings about significant increases in the number of black people who manage, own and control the country's economy, as well as significant decreases in income inequalities.

Black empowered company – means a company that is more than 25% owned and controlled by black people and where substantial participation in control is vested in black people.

B-BBEE Owned Company – means juristic person having shareholding or similar member interest that is B-BBEE Controlled in which Black participants enjoy a right to economic interest that is at least 51% of the total such rights measured using the Flow Through Principle

Black people – is as generic term which means Africans, Coloureds and Indians who are citizens of the Republic of South Africa by birth or descent; or who become citizens of the Republic of South Africa by naturalisation before 27 April 1994 or on or after 27 April 1994 and who would have been entitled to acquire citizenship by naturalisation prior to that date.

Broad-based ownership scheme – is where an empowerment shareholder represents a broad base of members such as employees (to the extent that the options have actually been exercised), collective and/or communities, or where the benefits support a target group, for example black women, people living with disabilities and the youth. Shares are held directly or indirectly through non-profit organisations and trusts. At the same time, directors and management of the groups should predominantly comprise black people.

Charter Council – means a Charter Council established in terms of this Sector Code and that is responsible for the overall monitoring, evaluation and reports of the Sector Code.

Certificate Date – means the date on which the certificate was issued and therefore the start of the 12-month validity period of that certificate.

Company – means an enterprise registered in terms of the Company Act, 1973 (Act 61 of 1973), close corporations, trusts and any other such enterprise formed for business purposes. Control centres on the authority and power to manage assets, determination of policies and direction of business operations. Indicators of control may include:

1. Participation in control structures of a business unit or of the company (such as shareholders meetings, board of directors, board subcommittees and divisional boards), the exercise of voting rights on the board of directors and committees thereof, and controlling equity.
2. Participation in executive management.

Enterprise Development Contributions – means monetary or non-monetary contributions made to the following beneficiaries, towards their development, sustainability and financial and operational independence:

- (a) Enterprise Development Contributions to Exempted Micro Enterprises which are at least 51% Black Owned or 51% Black Women Owned
- (b) Enterprise Development Contributions to Qualifying Small Enterprises which are at least 51% Black Owned or 51% Black Women Owned

Exempted Micro Enterprise – means an Entity with an annual turnover of R10 (ten) million or less for the Marketing, Advertising and Communication Research sector. However, an EME in the Public Relations sector means an entity which has an annual turnover of less than R5 million.

Industry Stakeholder - means all groups, organizations, individuals who, may or may not be signatories of the MAC SA Sector Code in the context of this Sector Code, demonstrate common commercial characteristics and are directly or indirectly affected by the implementation of the MAC Sector Code.

Intended User – means persons within or external to the Measured Entity, for whom the B-BBEE Verification Certificate on the Scorecard elements and B-BBEE status report.

Internship – means an opportunity to integrate career –related experience into an undergraduate education by participating in planned supervised work.

Large Entity – means a company is defined as a Large Entity if its annual turnover is:

Industry Sub-Sector	Definition of Large Entity
Public Relations industry	Turnover is R10 million and above
Advertising industry	Turnover is R50 million and above
Marketing, Advertising and Communication Research industry	Turnover is R50 million and above

Learnership – means a work-based route to a qualification. It is a workplace education and training program comprising both structured practical workplace (on the job) experience and structured theoretical training.

MAC SA - A broad forum of marketing, advertising and communication enterprises comprising representatives from each stakeholder group or industry who are signatories to the Sector Code, and who are guided by the MAC SA Constitution and its mandate.

MAC SA Charter Council – means the Charter Council established in terms of this MAC SA Sector Code that is responsible for the overall monitoring, evaluation and reports of this Sector Code.

Management – The general management definition and levels will be in line with the guidelines set by the Department of Labour with the provision that the sector will constantly align specific portfolio positions with the requirements of the BBBEE Amendment ACT 46 of 2013.

Qualifying Small Enterprise (QSE) – means a company is defined as a Qualifying Small Enterprise (QSE) if its annual turnover is:

Industry Sub-Sector	Definition of QSE
Public Relations industry	Turnover of between R5 million and R10 million
Advertising industry	Turnover of between R10 million and R50 million
Marketing, advertising and communication research industry	Turnover of between R10 million and R50 million

Sound business practice – means business practice which is conducive to the establishment, maintenance and promotion of:

1. domestic and international confidence in the marketing and communication sector
2. best international practice and culture relating to creative production that reflects the aspiration of the people of South Africa
3. sustainable sources of finance, taking cognisance of the different resources available
4. level playing fields and competition between the different sub sectors in the marketing and communication sector value chain and hence the avoidance of arbitrage between the sub sectors
5. BEE transactions taking place on willing seller and willing buyer basis

Turnover – is defined as total sales less cost of sales. Cost of sales is restricted to third party costs that result in the execution of ideas on which agencies earn remuneration.

Verification – means the process and activities conducted by a B-BBEE Verification Professional to assess, verify and validate that the score awarded to a Measured Entity is a result of individual scorecard elements supplied by a Measured Entity, and to evaluate BEE transactions in order to provide an indicative B-BBEE score and Certification based on the principles of the Amended Broad-Based BEE Codes of Good Practice.

Voting Member (MAC SA Sector Code Council) – means any elected member of the MAC SA Sector Code Council.

Voting Member (MAC SA) – means a member representing any constituents of the MAC SA.

7 MAC SA SECTOR SCORECARD

The Broad-Based Black Economic Empowerment (B-BBEE) Scorecard for the Marketing, Advertising, Public Relations and Communication sector should be read in conjunction with the Amended B-BBEE Codes of Good Practice available on <http://www.acasa.co.za> and www.prisa.co.za.

Eligibility as an exempted micro enterprise (EME)

Any enterprise with an annual Total Revenue of R10 million or less qualifies as an Exempted Micro-Enterprise. Any Exempted Micro-Enterprise is deemed to have a B-BBEE Status of “Level Four Contributor” having a B-BBEE recognition level of 100%. Enhanced B-BBEE recognition level for an Exempted Micro-Enterprise: An EME which is 100% Black owned qualifies for elevation to “Level One Contributor” having a B-BBEE recognition level of 135%. An EME which is at least 51% Black owned qualifies for elevation to “Level Two Contributor” having a B-BBEE recognition level of 125%. An EME is allowed to be measured in terms of the QSE scorecard should they wish to maximise their points and move to a higher B-BBEE recognition level. An EME is only required to obtain a sworn affidavit or Companies and Intellectual Property Commission (CIPC) issued certificate on an annual basis, confirming the following: Annual Total Revenue of R10 million or less or R5 million if it is in the Public Relations sector; and Level of Black ownership.

Eligibility as a qualifying small enterprise (QSE)

A Measured Entity with an annual Total Revenue of between R10 million and R50 million qualifies as a Qualifying Small Enterprise. A QSE must comply with all the elements of B-BBEE for the purposes of measurement. Enhanced B-BBEE recognition level for QSE: A qualifying small enterprise which is 100% Black owned qualifies for a Level One B-BBEE recognition. A QSE which is at least 51% Black owned qualifies for Level Two B-BBEE recognition level. A Black QSE is only required to obtain a sworn affidavit or Companies and Intellectual Property Commission (CIPC) issued certificate on an annual basis, confirming the following: Annual total Revenue of R50 million or less or R10 million or less if it is in the Public Relations sector; and Level of Black ownership.

7.1 B-BBEE status based on overall performance of a measured entity using the generic scorecard

	B-BBEE status	Qualification	B-BBEE-recognition level
1	Level-one contributor	≥100 points on the Generic Scorecard	135%
2	Level-two contributor	≥95 but <100 points on the Generic Scorecard	125%
3	Level-three contributor	≥90 but <95 points on the Generic Scorecard	110%
4	Level-four contributor	≥80 but <90 points on the Generic Scorecard	100%
5	Level-five contributor	≥75 but <80 points on the Generic Scorecard	80%
6	Level-six contributor	≥70 but <75 points on the Generic Scorecard	60%
7	Level-seven contributor	≥55 but <70 points on the Generic Scorecard	50%
8	Level-eight contributor	≥40 but <55 points on the Generic Scorecard	10%
9	Non-compliant contributor	<40 points on the Generic Scorecard	0%

7.2 PART ONE: LARGE ENTITIES SCORECARD

	Element	Weighting
1	Ownership	25 points
2	Management control	27 points
3	Skills development	20 + 10 bonus points
4	Enterprise and supplier development	42 + 4 bonus points
5	Socio-economic development initiatives	5 points
6	Responsible Social Marketing and Communications	5 points
	Total weighting points	124 + 14 bonus points

8 Ownership

BEE elements	Indicators	Weighting points	Compliance Targets	Timeframe
				31 March 2018
8.1 Voting rights	8.1.1 Exercisable voting rights in the enterprise in the hands of black people	4	40%	45%
	8.1.2 Exercisable voting rights in the enterprise in the hands of black women	2	20%	30%
8.2 Economic interest	8.2.1 Economic interest of black people in the enterprise	4	40%	45%
	8.2.2 Economic interest of black women in the enterprise	2	20%	30%
	8.2.3 Economic interest of black natural people in the enterprise:	3	3%	5%
	8.2.3.1 black designated groups			
	8.2.3.2 black participants in employee-ownership schemes			
8.2.3.3 black beneficiaries of broad-based ownership schemes	2	2%	4%	
8.2.3.4 black participants in co-operatives				
8.2.4 Involvement in the ownership of the enterprises of black new entrants.				
8.3 Realisation points	Net value	8		
		25		

The principles and formulas for calculation of black ownership under the Amended Codes including the calculation of net value, shall apply using the ownership target of this MAC Sector Code.

9 Management Control

BEE elements	Indicators	Weighting points	Compliance Targets	Timeframe
				31 March 2018
9.1 Board Participation	9.1.1 Exercisable voting rights of black board members as a percentage of all board members	2	50%	50%
	9.1.2 Exercisable voting rights of black female board members as a percentage of all board members	1	25%	25%
	9.1.3 Black executive directors as a percentage of all executive directors	2	50%	50%
	9.1.4 Black female executive directors as a percentage of all executive directors	1	25%	25%
9.2 Other Executive Management	9.2.1 Black executive management as a percentage of all executive management	3	60%	60%
	9.2.2 Black female executive management as a percentage of all executive management	2	30%	30%
9.3 Senior Management	9.3.1 Black employees in senior management as a percentage of all senior management	3	60%	60%
	9.3.2 Black female employees in senior management as a percentage of all senior management	2	30%	30%
9.4 Middle Management	9.4.1 Black employees in middle management as a percentage of all middle management	3	75%	75%
	9.4.2 Black female employees in middle management as a percentage of all middle management	2	38%	38%
9.5 Junior Management	9.5.1 Black employees in junior management as a percentage of all junior management	2	88%	88%
	9.5.2 Black female employees in junior management as a percentage of all junior management	2	44%	44%
9.6 Employees with Disabilities	9.6.1 Black employees with disabilities as a percentage of all employees	2	2%	2%
		27		

10 Skills Development

BEE elements	Indicators	Weighting points	Compliance Targets	Timeframe
				31 March 2018
10.1 Skills development expenditure on any programme specified in the Learning Programme Matrix for black people as a percentage of the Leviale Amount	10.1.1 Skills development expenditure on learning programmes specified in the learning programme matrix for black people as a percentage of leviale amount	8	4%	6%
	10.1.2 Skills development expenditure on learning programmes specified in the learning programme matrix for black employees with disabilities as a percentage of leviale amount.	4	0.2%	0.3%
10.2 Learnerships and Internships	10.2.1 Number of black unemployed people participating in learnerships and internships as a percentage of total employees	4	1.5%	2.5%
	10.2.2 Number of black unemployed people participating in training specified in the learning programme matrix as a percentage of number of employees	4	1.5%	2.5%
10.3 Bonus points	10.3.1 Number of black people absorbed by the Measured and Industry Entity at the end of the Learnerships and Internships programme	10	100%	100%
		30		

11 Enterprise and Supplier Development

BEE elements	Indicators	Weighting points	Compliance Targets	Timeframe
				31 March 2018
11.1 Preferential procurement	11.1.1 B-BBEE procurement spend from all empowering suppliers based on the B-BBEE procurement recognition levels as a percentage of total measured procurement spend	5	80%	80%
	11.1.2 B-BBEE procurement spend from all empowering suppliers that are qualifying small enterprises based on the applicable B-BBEE procurement recognition levels as a percentage of total measured procurement spend	4	15%	20%
	11.1.3 B-BBEE procurement spend from all exempted micro-enterprises based on the applicable B-BBEE procurement recognition levels as a percentage of total measured of total measured procurement spend	5	15%	20%
	11.1.4 B-BBEE procurement spend from empowering suppliers that are at least 51% black owned based on the applicable B-BBEE procurement recognition levels as a percentage of total measured procurement spend	9	40%	40%
	11.1.5 B-BBEE procurements spend from empowering suppliers that are at least 30% black women owned based on the applicable B-BBEE procurement recognition levels as a percentage of total measured procurement spend	4	12%	12%
Bonus points	B-BBEE procurement spend from designated group suppliers that are at least 51% black owned	2		2%
11.2 Supplier development	11.2.1 Annual value of all supplier development contributions made by the measured entity as a percentage of the target	10	2% of NPAT	2% of NPAT
11.3 Enterprise development	11.3.1 Annual value of enterprise development contributions and sector specific programmes made by the measured entity as a percentage of the target	5	1% of NPAT	1% of NPAT
11.4 Bonus points	11.4.1 Bonus point for graduation of one or more enterprise development beneficiaries to graduate to the supplier development level	1		
	11.4.2 Bonus point for creating one or more jobs directly as a result of supplier development and enterprise development initiatives by the measured entity	1		
		46		

12 Socio-economic Development Contributions

BEE elements	Indicators	Weighting points	Compliance Targets	Timeframe
				31 March 2018
12.1 Social-economic development	12.1.1 Average annual value of all socio economic development contributions by the measured entity as a percentage of the target	5	1% of NPAT	2.5%

13 Responsible Social Marketing and Communications

In a society where the national agenda takes precedence, it is important that social marketing pays heed and promotes it in a responsible yet creative manner. This will ensure that all messages aimed at promoting social coherence and edification are consistent with the national agenda in the best interest of society.

Social marketing is the use of any marketing communications platform for the purpose of encouraging society to embrace habits and practices that contribute to its collective wellbeing and welfare. This can be achieved by a number of approaches:

- Cultivating new habits and practices
- Encouraging adoption of good behavioural methods
- Discouraging behavioural patterns that have negative impact on society
- Reinforcing behavioural patterns that contribute to good fellowship and citizenry

For instance, South Africa has recognised the deleterious effects of obesity on the general welfare of the country. While this recognition has not been elevated to a statutory imperative, it has been identified and accepted as a threat to the wellbeing of society. Therefore it would be irresponsible of the MAC Sector to promote it in any manner or platform. Driving with an alcohol level above the national limit is a statutory offence and has dire consequences that impact negatively on the national welfare. The resultant damage, grief and sorrow can never be adequately quantified. Therefore the MAC Sector is constrained to making sure that this national issue is clearly and unambiguously communicated in the interest of social cohesion.

Fulfillment of this additional pillar will be measured by the contribution MAC Sector entities make towards the promotion of responsible social marketing through involvement in a programme designed to propound, propagate and entrench responsible social marketing:

- Attendance of sector RSM initiatives
- Attaining no adverse RSM ruling for the year under review

The South African Advertising Standards Authority (ASA) will be the MAC Sector organ entrusted with the responsibility of managing this element of the MAC Sector Codes.

BEE elements	Indicators	Weighting points	Compliance Targets	Timeframe 31 March 2018
13.1 Responsible Social Marketing and Communications	13.1.1 Annual value of contributions and participation in sector specific programs of the entity to promote responsible behavioural changes in line with national strategic objectives.	5	1% of NPAT	2.5%

TOTAL weighting = 134

14 Part Two: Qualifying Small Enterprises (QSEs) Scorecard

	Element	Weighting
1	Ownership	25
2	Management control	15
3	Skills development	25 + 10 bonus points
4	Enterprise and supplier development	30
5	Socio-economic development initiatives	5
6	Responsible Social Marketing and Communications	5
Total weighting points		105 + 10 bonus points

15 Ownership

BEE elements	Indicators	Weighting points	Compliance Targets	Timeframe
				31 March 2018
15.1 Voting Rights	15.1.1 Exercisable voting rights in the enterprise in the hands of black people	5	25% + 1 vote	25% +1 vote
	15.1.2 Exercisable voting rights in the enterprise in the hands of black women	2	10%	12%
15.2 Economic Interest	15.2.1 Economic interest of black people in the enterprise	5	25%	25%
	15.2.2 Economic interest of black women in the enterprise	2	10%	12%
	15.2.3 New entrants or black designated groups	3	2%	2%
15.3 Realisation Points	15.3.1 Net value	8		
		25		

16 Management Control

BEE Elements	Indicators	Weighting points	Compliance Targets	Timeframe
				31 March 2018
16.1 Executive Management	16.1.1 Black representation at executive management	5	50%	50%
	16.1.2 Black female representation at executive management	2	25%	30%
16.2 Non-Executive Management	16.2.1 Black representation at non-executive management	6	60%	60%
	16.2.2 Black female representation at non-executive management	2	30%	35%
		15		

17 Skills Development

BEE elements	Indicators	Weighting points	Compliance Targets	Timeframe
				31 March 2018
17.1 Skills development expenditure on any programme specified in the Learning Programme Matrix for black people as a percentage of the Leivable Amount	17.1.1 Skills development expenditure on learning programmes specified in the learning programme matrix for black people as a percentage of leivable amount	20	3%	4%
	17.1.2 Skills development expenditure on learning programmes specified in the learning programme matrix for black females as a percentage of leivable amount	5	2%	3%
17.2 Bonus points	17.2.1 Number of black people absorbed by the Measured and Industry Entity at the end of the Learnerships and Internships programme	10	100%	100%
		35		

18 Enterprise and Supplier Development

BEE elements	Indicators	Weighting points	Compliance Targets	Timeframe
				31 March 2018
18.1 Preferential procurement	18.1.1 B-BBEE procurement spend from all empowering suppliers based on the B-BBEE procurement recognition levels as a percentage of the total measured procurement spend	12	60%	60%
	18.1.2 B-BBEE procurement spend from all empowering suppliers that are at least 51% black owned based on the applicable B-BBEE procurement recognition levels as a percentage of total measured procurement spend	8	15%	20%
18.2 Supplier development	18.2.1 Annual value of all supplier development contributions made by the measured entity as a percentage of the target	5	1% of NPAT	2% of NPAT
18.3 Enterprise development	18.3.1 Annual value of enterprise development contributions and sector specific programmes made by the measured entity as a percentage of the target	5	1% of NPAT	2% of NPAT
		30		

19 Socio-economic development contributions

BEE elements	Indicators	Weighting points	Compliance Targets	Timeframe
				31 March 2018
19.1 Social-economic development	19.1.1 Annual value of all socio-economic development contributions by the measured entity as a percentage of the target	5	1% of NPAT	2% of NPAT

20 Responsible Social Marketing (RSM) and Communications

In a society where the national agenda takes precedence, it is important that social marketing pays heed and promotes it in a responsible yet creative manner. This will ensure that all messages aimed at promoting social coherence and edification are consistent with the national agenda in the best interest of society.

Social marketing is the use of any marketing communications platform for the purpose of encouraging society to embrace habits and practices that contribute to its collective wellbeing and welfare. This can be achieved by a number of approaches:

- Cultivating new habits and practices
- Encouraging adoption of good behavioural methods
- Discouraging behavioural patterns that have negative impact on society
- Reinforcing behavioural patterns that contribute to good fellowship and citizenry

For instance, South Africa has recognised the deleterious effects of obesity on the general welfare of the country. While this recognition has not been elevated to a statutory imperative, it has been identified and accepted as a threat to the wellbeing of society. Therefore it would be irresponsible of the MAC sector to promote it in any manner or platform. Driving with an alcohol level above the national limit is a statutory offence and has dire consequences that impact negatively on the national welfare. The resultant damage, grief and sorrow can never be adequately quantified. Therefore the MAC sector is constrained to making sure that this national issue is clearly and unambiguously communicated in the interest of social cohesion.

Fulfillment of this additional pillar will be measured by the contribution MAC sector entities make towards the promotion of responsible social marketing through involvement in a programme designed to propound, propagate and entrench responsible social marketing:

- Attending sector RSM initiatives
- Attaining no adverse RSM ruling for the year under review

The South African Advertising Standards Authority (ASA) will be the MAC sector organ entrusted with the responsibility of managing this element of the MAC Sector Code.

BEE elements	Indicators	Weighting points	Compliance Targets	Timeframe
				31 March 2018
20.1 Responsible Social Marketing and Communications: Annual value of contributions and participation in sector specific programs of the entity to promote responsible behavioural changes in line with national strategic objectives	20.1.1 Attaining no adverse RSM ruling for the year under review	3	1% of NPAT	2% of NPAT
	20.1.2 Attending sector RSM initiatives	2		

TOTAL weighting = 105

21 CONSTITUTION OF THE MAC SOUTH AFRICA (MAC SA)

21.1 PREAMBLE

- 21.1.1 We, signatories to the Marketing, Advertising and Communication sector code, having irrevocably committed ourselves to the goals and targets enshrined therein, acknowledge that transformation goes beyond numbers and percentage; it embraces the totality of our experience and *raison d'être*.
- 21.1.2 We further accept that to achieve our goal of transformation of the Marketing Advertising, Public Relations and Communication sector, we must work together through a single representative body and harness and manage our resources in the most cost effective manner.

- 21.1.3 Therefore, we resolve to a forum comprising representatives of all representatives from all stakeholders, empowered in terms of Section 4 of the B-BBEE Amendment Act 46 of 2013 to guide the MAC industry in its implementation of the Sector Code and all matters related to the B-BBEE Codes.
- 21.1.4 A duly constituted monitoring and evaluation forum, the MAC SA Charter Council shall be the highest decision making body on all matters related to the implementation of the Sector Code.
- 21.2 **NAME**
- 21.2.1 The forum shall be known as the "Marketing, Advertising and Communication South Africa". The abbreviated form of the name shall be the "MAC SA". Both names shall be duly registered and afforded all legal protection as properties and or trademarks of the MAC SA.
- 21.2.2 Likewise all icons, logos, logotypes, slogans and symbols developed specifically as part of the name and identity of the MAC SA shall be registered and protected under the relevant legal provisions.
- 21.3 **FUNCTIONS**
- The functions of the MAC SA Charter Council as set out in the Amended B-BBEE Codes of Good Practice are to:
- 21.3.1 Provide guidance on sector-specific matters affecting BEE in entities within the sector.
- 21.3.2 Monitor, measure and evaluate entities within the sector against the MAC sector code.
- 21.3.3 Compile reports on the status of B-BBEE within the sector.
- 21.3.4 Share information with the national monitoring mechanism and approved accreditation agencies, which can have specific relevance to BEE in the sector in terms of targets set out in the MAC sector code.
- 21.3.5 Report to the B-BBEE Commission, Line Minister, Minister of Trade and Industry and to the Presidential Advisory Council on progress made by the sector implement programmes intended to leverage verification capacity within the industry.
- 21.4 **OBJECTIVES**
- 21.4.1 To give meaningful expression and implementation of the MAC Sector Code by facilitating and expediting the transformation within the industry.
- Assume the role of a national policy making body that will give mandates to the MAC SA Charter Council
 - Formulate policy directives with the guidance of the MAC SA Charter Council, monitor and evaluate the progress of implementation of the MAC Sector Codes.
- 21.5 **COMPOSITION OF THE COUNCIL**
- 21.5.1 In accordance with the Amended Codes of Good Practice, there shall be equitable representation of stakeholders in the membership composition.
- 21.5.2 In the interest of being representative of the collective experience of our country and to also avail itself of expertise, each stakeholder will be entitled to two (2) representatives.
- 21.5.3 The MAC SA fulfils its mandate through the Secretariat of the MAC SA Charter Council.
- 21.5.4 The council members shall be appointed by the Line Minister upon nomination by the sector.
- 21.6 **ACCOUNTABILITY**
- 21.6.1 The MAC SA is accountable to all stakeholders, comprising representatives from the Marketing, Advertising, Public Relations and Communication stakeholder bodies.
- 21.6.2 The MAC SA will consist of two (2) members from each stakeholder who subscribed to the MAC Sector Code. MAC SA reserves the right to co-opt members from advocacy bodies.
- 21.6.3 The MAC SA will convene at least one (1) annual meeting to report and interact with the MAC SA Charter Council.
- 21.6.4 The MAC SA may review its mandate if tabled at a fully constituted meeting, and if more than twenty five percent (25%) of stakeholders in the MAC SA agree to the motion.
- 21.7 **DURATION OF TENURE**
- 21.7.1 Each stakeholder representative shall serve for a minimum of two (2) years with the option of another two (2) consecutive years. No member may serve on the MAC SA for more than four (4) consecutive years. No more than half of the members of the MAC SA may leave at the end of the first two years.
- 21.7.2 The Chairperson of the MAC SA shall not be a Chairperson of the MAC SA Charter Council.

21.8 MEETINGS

- 21.8.1 The MAC SA shall hold a duly constituted meeting at least once a year in pursuance of its mandate. A special meeting may be convened if at least a third of voting members give their consent to the Chairperson.
- 21.8.2 Every MAC SA meeting will be conducted in accordance with the MAC SA's adopted rules and procedures. A quorum at a duly constituted meeting will be achieved when fifty percent (50%) of voting members are present.

21.9 FINANCIAL MANAGEMENT

- 21.9.1 All financial transactions will be undertaken in the auspices of the MAC SA Charter Council Secretariat in accordance with International Financial Reporting Standards Framework (IFRS).
- 21.9.2 Financial reports will be presented to the MAC SA at every standing meeting.
- 21.9.3 The Secretariat shall cause an annual audit to be conducted and presented to the MAC SA.
- 21.9.4 The financial year will end on the 31st March of every year.
- 21.9.5 The MAC SA will be funded by the stakeholders through the mechanism adopted by the MAC SA Charter Council.

21.10 DISQUALIFICATION

- 21.10.1.1 A member will be disqualified from serving on the MAC SA on the following if:
- 21.10.1.2 Advised by the constituent body which the member represents.
- 21.10.1.3 Withdrawal by the Constituent body of participation on the MAC SA and or ceases to be a member of the MAC SA for any reason.
- 21.10.1.3 Becomes an unrehabilitated insolvent.
- 21.10.1.4 Is convicted of a crime and sentenced to more than six (6) months imprisonment and having to serve without the option of a fine.
- 21.10.1.5 Contravenes and or violates the provisions of the MAC Sector Code.
- 21.10.1.6 A stakeholder will be disqualified immediately if found to have violated the provisions of the MAC SA Constitution.

21.11 AMENDMENT TO THE MAC SA CONSTITUTION

- 21.11.1 The MAC SA Constitution can only be amended if sixty percent (60%) of all voting members give their consent at a duly constituted council meeting.
- 21.11.2 A notice of amendment to the MAC SA Constitution must be circulated for a period of fourteen (14) days before its implementation.

21.12 DISSOLUTION

- 21.12.1 The MAC SA can only be dissolved if sixty percent (60%) of all voting members give their consent at a duly constituted meeting.
- 21.12.2 A meeting to discuss the dissolution of the MAC SA must be attended by eighty percent (80%) of voting members.
- 21.12.3 At least twenty-one (21) days notice must be given to all MAC SA members.
- 21.12.4 In event that there is dissolution of the MAC SA, any assets will be ceded to a body that espouses similar objectives.

21.13 INDEMNITY AND LIABILITY

- 21.13.1 Every member of the MAC SA shall be indemnified against personal claims made against that member and in any losses and expenses incurred by that member in execution of his or her duties of the work of the MAC SA Charter Council, except if acted in bad faith or negligence.
- 21.13.2 No member of the MAC SA shall have any liability for any commitments undertaken by MAC SA.

21.14 FUNDING AND BUDGET

- 21.14.1 **Equitable funding by all stakeholders:** This option requires that all the industry bodies represented on the Charter Council including the GCIS contribute equitably to annual projected expenditure required. This contribution can be made in cash or in kind to support and operationalise the work of the MAC SA Charter

Council. Industry representatives will source funding from individual organisations that belong to that industry body.

- 21.14.2 **The model of equitable contribution by all industry bodies:** The core members as defined in the scope of application will contribute proportionately together with the GCIS to the annual running costs of the MAC SA Charter Council. Once the funding model has been adopted by all parties referred to in the preceding clause, it will be incorporated into the MAC Sector Code.

22 MAC SA CHARTER COUNCIL MEMBERS

The MAC SA Charter Council comprises members who have been voted and/or delegated by the stakeholders and approved by the Line Minister.

23 SECRETARIAT FOR THE MAC SA CHARTER COUNCIL

The GCIS will avail the secretariat function for the foreseeable future until the MAC SA Charter Council establishes its full time Secretariat.

24 INDUSTRY STAKEHOLDERS UNDERTAKINGS

In support of the MAC SA Charter Council application for SECTION 9 (1) status, the following core members and stakeholders have given their endorsement:

- Advertising Standards Authority of South Africa (ASA)
- Association for Communication and Advertising (ACA)
- Communication and Advertising Forum for Empowerment (CAFE)
- Government Communications and Information Services (GCIS)
- Public Relations Institute of Southern Africa (PRISA)
- South African Advertising Research Foundation (SAARF)



association for
communication
and advertising

BOARD RESOLUTION

At the Board meeting of the Association of Communication and Advertising NPC held on the 22nd of August 2013, it was resolved that:

The ACA Board acknowledges the efforts made by the GCIS and DTI BBBEE unit in assisting with the revision of the sector charter. Furthermore, having taken into consideration the undertaking by the DTI BBBEE unit, that the Minister is ready to gazette the proposed MACSA Charter for public comment as a Section 9 Charter, the Board mandated the MACSA task team to accordingly submit the revised MAC Charter.

Signed on behalf of the ACA Board of Directors:

ODETTE VAN DER HAAR
Chief Executive Officer
Association for Communication and Advertising NPC

Date: 22/08/2013

1st Floor ACA House Bridge On Bond Cnr. Bram Fischer Drive & Bond Street Kensington B Randburg P O Box 2302 Parklands 2121
Telephone: +27 11 781 2772 Fax: +27 11 781 2797 www.acasa.co.za

Secretariat: CEO: O. van der Haar CFO: R. Cory
DIRECTORS: Chairperson: N. Morris Vice Chairpersons: G. Curtis M. Gendel B. Pezisa
M. Abel J. Barty A. Deeb K. Denelane S. Dexter J. Dixon G. Leck M. Makhene A. Mbanga J. McCarthy
P. Middleton I. Moroke K. Musi S. Napier N. Nkomo E. O'Hanlon C. Primos J. Ribeiro D. Tomlinson N. Wills

Association for Communication and Advertising NPC Registration No. 1971/008178/09

ANNEXURE 24.2



The Advertising Standards Authority of South Africa

(Association incorporated under Section 21)

Telephone 011 781 2006 Fax 011 781 1616 Email info@asasa.org.za Website www.asasa.org.za
Willowview Burnside Island Office Park (Entrance off Athole) 410 Jan Smuts Avenue Craighall Park PO Box 41555 Craighall 2024
Company Registration Number 1995/000794/08 Non-profit Registration Number 043-694-NPO

Mr/Mrs/Ms
Department of Trade and Industry (The DTI)
Designation

Email address:

RE: Support for MAC Charter

Dear Mr/Mrs/Ms

The Advertising Standards Authority of South Africa, (ASA), is one of the original signatories of the Marketing, Advertising and Communications sector Charter, (MAC Charter) in compliance with S12 B-BBEE Codes of Good Practice, promulgated in 2007.

We now support the application for the MAC Charter to be gazetted as a sector Charter under S9 of the said B-BEE Codes of Good Practice.

Yours Sincerely

Ms TN Msibi
Chief Executive Officer

Date: 27/03/2014

N Nkomo
Chairman of the Board

Date: 23/03/2014.

President Judge Kate O'Regan
Directors NV Nkomo (Chairperson) J Siney-Gould (Vice Chairperson) TN Msibi (CEO) DR Terblanche I Louw P Moliwa M Gendel

ANNEXURE 24.3**Pledge by the South African Advertising Research Foundation (SAARF)**

The South African Advertising Research Foundation hereby re-affirms that it identifies with the Marketing, Advertising and Communication Charter and pledges to advocate, promote and support the transformation goals and targets contained therein.

Although the Charter does not apply to SAARF as a non-profit organization, SAARF will endeavour as far as it is able to, to comply with the spirit of the MAC Charter and reaffirms its support of the transformation goals and targets contained therein.

SAARF's members represent the diversity of the communication industry, and the vast majority already has their own programmes in place in their respective industries. However, they also wish to express their in-principle support for the Charter again and have it noted as such.

As it will not be appropriate for SAARF to serve on the MAC Charter Council (since it is a non-profit research organization whose members in any event comprise representatives of industry players), SAARF will not be nominating anybody to serve on the MAC Charter Council.

Signed on behalf of the South African Advertising Research Foundation.

Paul Haupt
CEO: SAARF

Page 1 of 1

54 Queens Road, Bryanston P O Box 98874 Sloane Park 2152
Tel: (011) 463-5340/1/2 Fax: (011) 463-5010 / 0866 353 692 e-mail address: saarf@saarf.co.za Website: <http://www.saarf.co.za>
Directors: L Benjamin; R Chalmers; B Cooke; S F du Plessis (Chair); G Garden; M Grauman; P Haupt (Dr) (CEO); N F Holdsworth; T Mulaudzi;
P Middleton; L Siso (Vice Chair); T Stafford; B Wortley (Vice Chair)

ANNEXURE 24.4



P R I S A
PUBLIC RELATIONS &
COMMUNICATION MANAGEMENT
ESTABLISHED 1957

PRISA - The Institute for Public Relations & Communication Management

Section 21 Registration No 2000/016388/08
VAT registration number: 4230111688
Tax Reference Number: 9807027140
P O Box 2825 Pinegowrie 2123 South Africa
ProComm House 108 Bram Fischer Drive Ferndale 2194
Tel +27 11 326 1262
Fax +27 11 326 1259
Email info@prisa.co.za
Website www.prisa.co.za

15 June 2015

Mr/Mrs/Ms

Department of Trade and Industry (The DTI)
Designation

Email address:

RE: Support of MAC Charter

Dear Mr/Mrs/Ms

The Public Relations Institute of Southern Africa, (PRISA), is one of the original signatories of the Marketing, Advertising and Communications sector Charter, (MAC Charter) in compliance with S 12 B-BBEE Codes of Good Practice, promulgated in 2007.

We now support the application for the MAC Charter to be gazette as a sector Charter under S9 of the said B-BEE Codes of Good Practice.

Sincerely

ADELE PAULSEN
EXECUTIVE DIRECTOR

PUBLIC RELATIONS INSTITUTE OF SOUTHERN AFRICA (NPO)

Section 21 Company Directors: Lungile Lose APR, Lorraine van Schalkwyk APR, Ingrid Lotze APR, Kevin Welman CPRP, Sylvia Collins APR, Roshnee Pillay CPRP, Tasneem Carrim CPRP, Brightness Mangolothi CPRP, Kyler Martin, Kavitha Kalicheren APR, Adele Paulsen (Executive Director)



DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM

NO. 388

01 APRIL 2016

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

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

REF NO.	CLAIMANT	PROPERTY	PORTION	DISTRICT	CURRENT LAND OWNER	DEED OF TRANSFER	INTERESTED PARTIES
S 0408	Ms J.L. Bock	House NO: 87B corner Zandeling and Malan Streets, Old Bethlehem location	Stand NO: 87B, Old Bethlehem Location	Bojanala District	Rustenburg Municipality	N/A	Rustenburg Municipality Local

has been submitted to the Regional Land Claims Commissioner for North West Province 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 21 (twenty-one) days from the publication of this notice, any comments/information to:

The Regional Land Claims Commissioner, North West Province
 Private Bag X03
 ARCADIA
 0007

Tel: (012) 310-6500
 Fax: (012) 324-5812


L.H. MAPHUTHA
 REGIONAL LAND CLAIMS COMMISSIONER
 DATE: 2016/02/25

DEPARTMENT OF TRADE AND INDUSTRY

NO. 389

01 APRIL 2016

**National Gambling Act 2004
National Gambling Policy, 2016**

I Dr Rob Davies, Minister of Trade and Industry, having obtained Cabinet approval on 17 February 2016, hereby publish the National Gambling Policy 2016, as the final approved policy document.



Dr Rob Davies, MP
Minister of Trade and Industry

29/2/2016



the dti

Department:
Trade and Industry
REPUBLIC OF SOUTH AFRICA

NATIONAL GAMBLING POLICY: Final Policy

November 2015

LIST OF ACRONYMS

ATM	Automated Teller Machine
B-BBEE	Broad Based Black Economic Empowerment
CEO	Chief Executive Officer
CEMS	Central Electronic Monitoring System
CSI	Corporate Social Investment
EBT	Electronic Bingo Terminal
GBGB	Greyhound Board of Great Britain
GGR	Gross Gambling Revenue
GRC	Gambling Review Commission
KZN	Kwa Zulu Natal
LPM	Limited Pay-out Machine
MEC	Member of Executive Council
NGB	National Gambling Board
COUNCIL	National Gambling Policy Council
NHA	National Horseracing Authority
NRGP	National Responsible Gambling Programme
NSW	New South Wales
PFMA	Public Finance Management Act
PLA	Provincial Licensing Authority
SARGF	South African Responsible Gambling Foundation
the dti	Department of Trade and Industry

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1. EXECUTIVE SUMMARY

- 1.1 The National Gambling Policy Review Document (policy) outlines the policy position that intends to review the gambling landscape in South Africa. The policy is premised partly on the Gambling Review Commission (GRC) Report, reports from Parliament on the GRC Report, stakeholder engagements, benchmarks and excursion conducted.
- 1.2 The policy position was subjected to consultations at relevant fora and with the public at large. The National Gambling Policy Document was published for broader public comments on 15 May 2015 which closed on 05 July 2015. In addition to the written submissions direct engagements were held with stakeholders like government departments, provincial government, gambling regulators, gambling operators for all gambling modes and the public at large. Since gambling is a matter of concurrent jurisdiction between national and provincial spheres of government, the final policy will be tabled for debate and final inputs at the National Gambling Policy Council (Council) meeting convened in terms of section 62 of the National Gambling Act No. 07 of 2004 (the Act). This process was to ensure policy and legislative harmonisation between provincial and national spheres of government.
- 1.3 Having reviewed the comments received, the Department of Trade and Industry (**the dti**) has completed a final policy document with recommendations to enhance the current legislative framework. The following are the key policy proposals:
- 1.3.1 **Regulatory structures and framework:** The regulatory framework looks at the effectiveness of the Council and the role of the NGB. The Council is empowered to take binding resolutions if there is no quorum in the first meeting and the same happens in the next meeting. The Council agreed to this proposal at its meeting of 5 September 2014. The National Gambling Board (NGB) must

be revamped to be a strategic trading entity of **the dti** for regulating gambling. The NGB will accordingly be repositioned and changed into the National Gambling Regulator (NGR) headed by a Chief Executive Officer, as the case may be. The NGR will continue to conduct oversight as it currently is empowered to assist with monitoring coherence and policy coordination, conduct research, develop and implement education and awareness, develop and implement measures to combat illegal gambling, effectively operate the Central Electronic Monitoring System (CEMS) and to combat problem gambling by providing treatment for problem gamblers. The treatment programme will be funded by the industry through a levy at a rate that will be determined by the Minister through regulations.

1.3.2 **Casinos:** The policy requires the enhancing regulation of casinos in order to ensure the destination approach for location of casinos is maintained. In this regard, there must be a requirement for different entrances and exits for gambling venues in cases where there have been developments around them. The provinces should assess policy implications when considering the request to relocate a casino venue from one area to another. Although the limitation of casino licences is 40, the Minister in resolving the issue relating to the North-West licence should allocate one additional licence. The Council agreed to this proposal at the meeting of 5 September 2014.

1.3.3 **Limited Pay-out Machines (LPMs):** Section 27 should be amended to clearly state that the CEMS operator must acquire a national licence to operate. This matter is currently managed through an agreement reached between regulators and need to be clarified in the legislation. Measures should be put in place to capacitate the NGR to be in a position to manage the operation of CEMS as that will help in revenue generation for the NGR to be self-funded. Other technical amendments affecting LPMs involves clarification on the role of the NGR during approval for extra LPM machines in line with a court decision in this regard. It is important for the NGR to be consulted when extra machines are required to ensure that the agreed criteria are entrenched nationally.

However, the NGR must ensure that the process is streamlined and that decisions are not delayed. Further, the consideration about the review of stakes and betting limits in respect of LPMs was raised, although supported; it is a matter for regulations.

- 1.3.4 **Bingo:** There is a need to create a national framework to regulate Electronic Bingo Terminals (EBTs), which will include regulation of the overall number of bingo licenses, including EBTs, and bingo seats in the country should be limited. The Minister may review the limits from time to time after consulting provinces through the Council. As bingo venues are usually located in common public areas, there should be restrictions on operation times. Further, the entrance and exits should be separated from the main entrances of such public spaces like malls.
- 1.3.5 **Betting by Horseracing Operators and Bookmakers:** The policy states that horseracing be statutorily regulated in that the self-regulation model must be formally recognised subject to being monitored by the newly structured NGR. An assessment may be conducted in future to determine if self-regulation should continue under the oversight of the NGR, or whether full regulation will be required. At this point a case for full regulation has not been made in the various consultative processes and the industry seems to have its processes in order. However, based on the challenges raised around failure to recognise certain stakeholders, entrenched barriers to entry, proper governance and fair play imperatives, limited oversight by the state is recommended. Although concerns were raised about bookmakers taking open bets, it is emphasised that where intellectual property rights are involved, they should be respected in accordance with South African Laws. If the exploited product is not an IP right, PLAs must be empowered to determine a reasonable rate to be paid for exploitation of such product.
- 1.3.6 **Unlawful Winnings Trust:** The provisions relating to Unlawful Winnings Trust need to be reformed to ensure that the costs burden of approaching the High

Court for a forfeiture order is eliminated. Funds in the Unlawful Winnings Trust administered by the NGR should automatically be forfeited to the NGR. The forfeited money will be utilised for responsible gambling programmes managed under the NRGP.

- 1.3.7 **Social Impact Minimisation:** The research and findings from the GRC highlighted that problem gambling remains a challenge in South Africa. The policy makes recommendation that the NGR be empowered to provide problem gambling treatment. Funding towards problem gambling treatment will be sourced through an industry levy at a rate that will be determined by the Minister. This will ensure that the treatment assistance to problem gamblers is accessible throughout the country.
- 1.3.8 **Enforcement:** The policy focuses on the penalties of perpetual transgressors in respect of illegal gambling including illegal online gambling. Measures must be implemented to combat illegal gambling, including empowering the regulatory bodies to be able to block online gambling websites. The inspectorate must be improved, resourced and empowered to ensure that cases can be investigated and prosecuted without significant involvement of the South African Police Services if the latter happens to be over committed in other crimes. Education and training of police and prosecutors by the NGR must be improved to ensure that cases in the gambling sector are successfully prosecuted.
- 1.3.9 **Economic and employment benefits within the gambling sector:** The gambling industry makes a significant contribution towards the country's economy in terms of taxes paid and contributes towards job creation. There should be continuous balance on the value that new forms of gambling potentially bring into the country's economy against the value and contributions derived from existing forms of gambling.
- 1.3.10 **New forms of gambling:** No new forms of gambling will be allowed at this point and that rather improved controls should be implemented to address

issues arising from currently legalised modes of gambling in South Africa. Improved provisions will be included in the legislation to deal effectively with illegal gambling. The capacity to regulate online gambling currently is not adequate, but can be streamlined to prevent illegal operations. Provisions must be included to prohibit illegal winnings, with amendments to prohibit Internet Service Providers (the latter must not knowingly host an illegal gambling site) banks and other payment facilitators from facilitating illegal gambling, transferring, paying or facilitating payment of illegal winnings to persons in South Africa. The prohibition will require the NGR to be vigilant in terms of alerting the institutions above of such illegal operators. If the notification by NGR is not implemented the affected institution or facilitating body should be criminally liable in terms of the Act. Such winnings should be paid over to the Unlawful Winnings Trust as indicated above.

- 1.4 There are technical amendments in terms of clarifying certain statutory provisions in the Act in addition to policy issues addressed above, but such are not exhaustive. More technical amendments may be considered and assessed during the public consultation process and in the drafting of the bill to amend the Act.

2. INTRODUCTION

- 2.1 Prior to 1994 gambling was prohibited in South Africa and only took place in the nominally independent homelands (Transkei, Bophuthatswana, Venda and Ciskei). Betting in the then South Africa was only allowed in horseracing (although not regulated under the current Act), as this was the only legal form of gambling during that time. The absence of a proper regulatory framework, coupled with poor policing of this sector led to a proliferation of an illegal industry prior to 1994. This led to the loss of revenue to the economy and little or no protection against the negative socio-economic impact of this unregulated sector.

- 2.2 Subsequently the Wiehahn Commission was constituted to conduct the feasibility study of having a national policy on gambling in South Africa post democracy, and it made recommendations for the regulation of gambling and state-run lottery system in its report of 1995. Pursuant to the Wiehahn Commission Report, the National Gambling Act, 1996 and the National Lotteries Act, 1997 were promulgated.
- 2.3 The National Gambling Act of 1996 made provisions for the regulation of gambling activities and promotion of uniform norms and standards in relation to gambling throughout the country. It gave definitions to different gambling notions, described how the 40 gambling licences should be distributed among the provinces and provided information on liability. It also established the NGB as an organisation responsible for the supervision and regulation of the gambling industry. This change in legislation saw the establishment of legal casinos, a national lottery and other forms of gambling.
- 2.4 The National Gambling Act of 1996 was later repealed by the National Gambling Act 7 of 2004 (the Act). This was instigated by the ongoing disputes and contestation between PLAs and the NGB, concerns about the negative socio-economic impact of gambling and addressing forms of gambling that had not been dealt with in the National Gambling Act, 1996, particularly interactive gambling and horseracing. In 2008 the National Gambling Amendment Act was introduced to regulate interactive gambling, but the National Gambling Amendment Act has not been implemented due to concerns regarding proliferation and potential easy access by minors.
- 2.5 Since the legalization of gambling in South Africa in 1996, the gambling industry has grown and evolved substantially. Technological advancements on existing forms of gambling and new forms of gambling have emerged and have created challenges for regulators and policy makers. Furthermore, some forms of illegal gambling have persisted and appear to be growing in popularity. There were also concerns that the negative socio-economic impact of gambling in South Africa,

especially on the poor, has been lingering since the legalization of the industry. Therefore, policy direction is required to provide guidance in this regard.

- 2.6 Subsequently, in 2009, the Minister established the GRC to holistically review the gambling industry since its legalisation in 1996 to date. The review process included research to consider whether the current legalised gambling activities can/should be expanded or curtailed considering the number of casinos, limited payout machines and bingo outlets already licensed, assess socio-economic impact of gambling, and consider the extent to which regulatory bodies have met their legislative objectives. The review identified a number of recommendations regarding the gambling industry on the basis of its assessment.
- 2.7 In September 2010, the GRC submitted its report to the Minister. The report was subsequently tabled before Cabinet, the Portfolio Committee for Trade and Industry (Portfolio Committee) and Select Committee for Trade and International Relations (Select Committee) to facilitate inputs from the public. The Portfolio Committee conducted public hearings from October 2011 to March 2012. The Portfolio Committee submitted a final report containing the recommendations in March 2013 and the Select Committee submitted its final report in July 2013 respectively.
- 2.8 The policy took into account recommendations of the GRC, the two reports from Parliament, as well as inputs from various engagements with stakeholders, and has also considered the possible implications of the recommendations on the gambling industry and the existing policy. The recommendations will not be implemented without analysing their implications to the society and the gambling industry.
- 2.9 The Wiehahn Commission set principles, which became the yardstick for the national gambling policy as enshrined in the Act. It is important to analyse these policy objectives to determine if they have been achieved and if not where the

gaps still exist. The table below provides a high level analysis on the Wiehahn Commission policy objectives.

Policy Objective	Achievement Status
<ul style="list-style-type: none"> ▪ Protection of society from over-stimulation of latent gambling through the limitation of gambling opportunities ▪ Protection of players and integrity and fairness of the industry through strict control and supervision of the industry. ▪ Uniformity and harmonisation of policy and legislation at all levels of government across provinces through minimum norms and standards, cooperation and coordination. ▪ Generation of revenue and taxes for provincial governments and for good causes. ▪ Economic empowerment of the historically disadvantaged. ▪ Promotion of economic growth, development and employment. 	<ul style="list-style-type: none"> • Opportunities for gambling are increasing with more demand for new games, and proximity to people – 3-4.7% problem gambling • Inadequate access control for excluded persons and minors, and increase in seats and tables in gambling outlets. • Lack of uniformity with inconsistent provincial requirements, coordinating structure not effective and roll out contrary to policy. • Significant taxes and revenue generated. • Limited transformation in the gambling industry, but some progress recorded. • Employment largely in casinos, industry contribution is large and growth continued despite recession.

2.10 The policy objectives above have not been achieved in regard to minimization of the negative social harms but progress is recorded in respect of taxes, revenue generation and employment contribution. The casino survey of 2013 and the recent annual reports of Phumelela and Gold Circle indicate that the industry has attained level 2 Broad-Based Black Economic Empowerment (B-BBEE). There is still a concern in that the achievement has not improved the representations on the ownership by previously disadvantaged and female persons. The progress is mainly on the employment and senior management positions.

2.11 Considerations towards the current draft policy have been more on the role of each gambling mode towards the economy, employment and the improvement of measures to combat social harms attached to gambling. Additions of new

gambling activities will need to be paralleled against the impact they will have on existing gambling activities in relation to the economic and employment benefits. It is undisputable that the existing gambling activities have contributed seriously towards the economy and employment.

- 2.12 The policy does not propose introduction of new gambling activities like online casino gambling, greyhound or animal racing. Introduction of online casino gambling requires a policy shift in regard to the destination approach to gambling as it proposes bringing gambling activities more closer to people. This aspect is considered against the concern regarding problem gambling in South Africa, and measures to combat it successfully. The possible expansion of animal racing beyond horseracing also poses challenges, including significant animal welfare concerns and proliferation. Other forms of gambling should remain illegal as the proliferation of gambling, rising levels of problem gambling, employment and inadequate enforcement capacity weigh more against any argument in support of lifting the ban on this activity at this point.
- 2.13 Casinos continue to be a significant employer in the country. Casino Association of South Africa's 2012 survey reflects 34 019 direct employment and other facilities within casinos directly employ 18 242. Recent statistical analysis have indicated consistent growth in gambling turnover Gross Gambling Revenue (GGR) and taxes or levies paid to government for all form of regulated gambling, casinos, betting, LPMs and Bingo.
- 2.14 The assessment process identified a number of challenges within the regulatory framework, legal gambling activities and new gambling activities. This document will address these challenges that require legislative amendments. The challenges identified were in relation to the following:

- 2.14.1 In respect of casinos, the policy will focus on the destination approach for location of casinos, relocation of casinos and the developments around casinos.
- 2.14.2 In regard to LPMs the policy focus on removing bottlenecks hindering the effective rollout of LPMs countrywide, licensing of the CEMS operator in the event that a private entity is appointed to operate, and other technical amendments in the Act.
- 2.14.3 In regard to Bingo, the policy provides for the expansion of this sector to recognise the electronic form of bingo in order to enhance the economic viability of the sector.
- 2.14.4 Regarding horseracing and betting, the policy recognises the need for modernisation of this sector and also recommends the statutory recognition of the self-regulatory model within this industry. Further recommendations are made to address transformation and basic conditions of employment in this sector.
- 2.14.5 On the regulatory framework, the policy looks at the effectiveness of the Council and the role of NGB as a body that conducts oversight on provincial regulatory authorities. It further acknowledges the need for the secretariat function to be adequately capacitated.
- 2.14.6 Regarding the Unlawful Winning Trust, the policy looks at a way to reform provisions relating to this to ensure that the costs burden of approaching the High court for a forfeiture order is eliminated. It further proposes how the forfeited funds should be utilized.
- 2.14.7 On the minimisation of the social impact, brings about the proposal to empower the NGB to provide problem gambling treatment.

- 2.15 In these discussions, the first issue to deal with is the traditional gambling that is allowed in South Africa. The challenges or the current regime is discussed and they can be eliminated and therefore recommendations are made for each gambling activity.
- 2.16 New forms of gambling will be discussed in the context that they were raised in the GRC report and Parliamentary reports. In this regard, it is argued that it is premature to allow new forms of gambling to be legislated. Reasons will be advanced and recommendations for each will be made.

3. PROBLEM STATEMENT

- 3.1 In South Africa there are limited legalised forms of gambling namely, casinos, bingos, LPMs and horseracing. The developments of business and residential places around casinos poses policy challenges especially when looking at the destination style of locating casinos. Casinos are now closer to residential areas than it was intended when casinos were introduced. EBTs have been allowed to exist in the absence of a national policy framework thus posing policy challenges, as the addictive nature of gambling was not properly monitored as far as EBTs were concerned. The rollout of EBTs must not be done in a manner that will undermine the gains derived from casinos and LPMs in terms of taxes, employment and infrastructure development.
- 3.2 The rollout of LPMs has raised questions as to the role of NGB in approving the second category of LPMs. The role of the NGB needs to be clarified as supported by case law. The status of the CEMS in regard to licensing requires statutory entrenchment to avoid the previous conflict over the legitimacy of a third party operator of the CEMS.
- 3.3 Horseracing is self-regulated and the Act does not provide criteria how this regime should be managed given emanating challenges. Problems range from labour disputes, transformation of the sector and inclusion of other horseracing activities, e.g. trotting and bush racing. More, the growth and development of this

industry from a trade and agricultural perspectives may require some form of government intervention.

- 3.4 The researches show that problem gambling levels are higher, and that the effectiveness of the NRGP requires a focused attention. The Council has not been able to perform efficiently in ensuring policy coordination country wide due to challenges relating to quorum.
- 3.5 South Africa is also deviled with the mushrooming of new forms of gambling that various players wish to introduce, and attempts to proliferate through extension of existing games without a national framework to guide implementation. These new forms are still illegal in South Africa.
- 3.6 Illegal gambling remains a huge challenge for South Africa. Not only does it threaten the current legitimate gambling operations, but also impacts the capacity of enforcement agencies that continue with the battle to eradicate it. The fact that operators of illegal gambling modes find it possible to make payments to players continues to give the impression that these modes are legitimate in South Africa.
- 3.7 After careful consideration **the dti** has noted that too many challenges come into play about online casino gambling and greyhound racing to support the legalization of the sectors. More research and impact assessment need to be conducted to inform whether these new forms of gambling should be allowed. It is important to develop an enforcement capacity to deal with illegal operations before new activities like online casino gambling are permitted.

4. DISCUSSION

4.1 CASINOS

- 4.1.1 There is empirical evidence that of all gambling sectors, casinos are the biggest creators of jobs. Notwithstanding that casinos are providers of employment; they have some weakness that **the dti** believes can be remedied.

- 4.1.2 Transformation relating to ownership and management control by previously disadvantaged persons is still a matter of concern. This matter needs a concerted action by the owners of casinos and adherence to government priorities on transformation, e.g. BBBEE Codes and Competition laws may be employed to deal with transformation.
- 4.1.3 Location of gambling venues next to malls that are accessible to minors should be discouraged and improved controls must be put in place to ensure that there are different entrances to malls and such gambling venues. It is recognised that casino operators at times might find that areas in which they are located are no longer viable for them to compete and be profitable; however, relocating to areas close to where people live or shop undermines the destination approach to gambling. Therefore, policy implications must be considered at all times when such applications are made by casinos to relocate. It must be understood that the policy position does acknowledge that Casino venues do have shopping and other entertainment facilities integrated together in one establishment. The policy is looking at general shopping mall independent from Casino infrastructures.

Policy Position:

Casinos must maintain separate entrances in cases where other public spaces have developed around them. Policy implications must be considered prior to such applications being granted by the relevant licensing authorities.

- 4.1.4 Location of ATM within casino venues has come through as another concern that should be addressed. The current practice is that ATMs are located at least 5 (five) meters away from the gambling floor. The casino community has been observing this practice to the latter but a concern is that in other premises the location is too visible from the gambling area. Further, concerns still exist regarding the bussing of people to gambling venues, as well as the laxity in preventing excluded persons from entering gambling venues.

Policy Position

The location of ATMs within casinos be located in a place that is not directly visible from the gambling floor in addition to the requirement of 5 meters radius from gambling floor. Monitoring and inspections should be conducted frequently to identify bussing and instances of exclude persons being allowed, and sanctions be imposed accordingly on the operators.

4.2 LIMITED PAYOUT MACHINES

- 4.2.1 LPMs were introduced as the only compromise to allow slot machines outside casinos. The machines are limited to R5.00 for bets and R500.00 for winnings. However in general each licensed site on which LPM's are exposed for play may not allow an excess of 5 LPMs, which are owned and maintained by the route operator, unless the provincial licensing authorities in consultation with the NGR permits LPMs in excess of 5 per site.
- 4.2.2 A further limit is in the form of capping the number of machines nationally and provincially. The regulations anticipated a rollout of 50,000 machines across the country. This was supposed to occur in two phases. In the initial phase, site operators would install the first 25,000 machines, after which a socio-economic impact study would be commissioned. The granting of second phase licences was made contingent on the outcome of this study. The initial rollout was supposed to have been completed by March 2009 but the total LPMs rolled out represent less than half of the targeted 25 000 machines¹.
- 4.2.3 The delay is attributed to a number of factors like the zoning issues at municipal levels, unreasonable consultations requirements with affected communities like churches and the reliance on the Business Act, which at the most contradicts the gambling legislations in terms of what should be allowed². The economic viability of LPMs has also been affected as licensing authorities apparently

¹Gambling Review Commission Report, 2010 page 57

²Vukani presentation to the Gambling Review Commission, April 2010

have a requirement for 60% of LPMs to be rolled out in previously disadvantaged communities. The 60% roll out requirement must be removed altogether.

- 4.2.4 The NGB has been mandated in terms of section 27 of the Act to establish and maintain the CEMS. The function could be exercised by the NGB directly or by contracting the service of another fit and proper person to perform the function on behalf of the NGB. The NGB has opted for the latter; but operation of the CEMS has been affected by resistance from provincial gambling authorities who required that the contracted operator be licensed as stipulated in the relevant section that the contracted person must not be disqualified as a licensee in terms of section 50 of the Act.
- 4.2.5 The resistance led to long protracted disagreement between provinces and the NGB until there was a compromise, which was endorsed by the Council. In the compromise agreement it was agreed that the operator of the CEMS must obtain a national licence, which shall be issued by Gauteng. The continued status of the agreement cannot be guaranteed and that necessitate the need to have legislative certainty around this issue. When reading the provision it could not be said that the provision envisaged the licensing of the contracted CEMS operator but only that it must meet similar probity requirement as required for the issuing of a gambling operator's licence. To avoid all the interpretation jargons it will be better to amend the provision in order to clarify this aspect so in future when the licence of the current operator expires there are no such confusions. The policy proposal is to adopt the approach of the signed agreement to require that the appointed third party must acquire a national licence.
- 4.2.6 The revamped NGB, which will be known as the National Gambling Regulator (NGR), must implement measures to acquire the skills to operate the CEMS in the long run without appointing a third party. The NGR will be able to generate funds to be self-sustainable financially. This will entail that the NGR

appropriate the operation fees from the CEMS operation to sustain and assert its financial independence. Submissions received commenting on this policy was that the policy should rather leave the CEMS responsibility to provinces or let operators develop their own CEMS similar to casinos. This, it was argued, will help with the technology innovation as the current system is out-dated and leads to loss of information. As highlighted above, there is no need to take away this role from the NGR and if the argument is to eliminate poor service, the policy is addressing that by requiring the NGR to acquire the skills to operate the CEMS independently. A sharing formula may be developed for NGR to share the CEMS revenue with PLAs.

- 4.2.7 The operation of the CEMS should not be limited to LPMs as PLAs struggle to collect information from other gambling modes which operate their own CEMS. The existing CEMS operated in other gambling modes must be linked to the CEMS established and maintained by the NGR. The licensees affected must pay the prescribed monitoring fee in respect of such machine tested to the NGR. The Minister will, after consulting Council and the industry, determine when the operation of the CEMS should be extended to all other gambling modes.
- 4.2.8 There is persistent disregard of the NGB's role in approving the stage two of LPMs and some provinces have gone to the extent of rolling 40 machine sites without approval of the NGB; thus without complying with the national norms and standards set out in the Act. This should be discouraged as the law is very clear on this issue. The intention here is to ensure the reduction of harm which will arise if we permit the uncontrolled roll out of gambling activities. The NGR must ensure that there was consideration for the socio-economic effects attached to gambling before approval for extra machines is granted. The agreed framework of considerations to be made when approving extra machines must be published as regulations to afford the industry certainty on what they are expected from them.

Policy Position

- *The provision must be amended to clearly require that the appointee of the NGR acquire a national licence in order to provide the CEMS service.*
- *Further that the NGR must implement measures to acquire the skills to operate the CEMS and that will assist for NGR to be financial self-sustainable and have direct control over CEMS.*
- *The NGR must ensure that they develop capacity so in future the CEMS operation is extended to all forms of gambling.*
- *The Act must make it clear that CEMS operator must obtain a national licence.*
- *The role of the NGR in granting extra LPMs per site must be clarified to indicate that the NGR's role is to ensure harm minimization and national harmony. Consultation with the NGR before LPM machines are increased is necessary and must be entrenched.*

4.2.9 There are technical amendments that may be added any time during consultations and will be fully addressed in the Bill but below are the provisions that are already identified.

4.2.9.1 Item 2 in the Transitional Provisions of the Act retains a number of regulations from the previous National Gambling Act, 1996, Regulation No. R 1425 promulgated under section 17 of the 1996 Act on 21 December 2000 to be of effect as if they were promulgated under section 87 of the Act. Retaining the regulations in terms of a transitional provision can be confusing to the public mainly because transitional provisions are supposed to apply permanently.

Policy Position

The retained regulations must be properly promulgated and consolidated together in terms of the Act in order to avoid confusion.

4.2.9.2 Section 18(2) provides that the operation of LPMs must be incidental to and not be the primary business conducted in any premises licensed as a site, if that site falls within an incidental use category determined by the Minister in terms of section 26(1)(b). It has been found that section 26(2)(b) does not exist and in fact section 26(2)(e) was the correct section referred by section 18(2). The provision merely requires editorial amendment to address the error. It has also transpired that a loophole in the Act is used to issue licences that are in fact licences for operation of a lottery at provincial level. The Lotteries Act of 1997, as amended, governs the issuing of lottery licences.

Policy Position

Section 18(2) must be amended to correctly reference section 26(2)(e) instead of section 26(1)(b). There is a need to add in section 30 a provision that prevents provincial licensing authorities from issuing lottery licences or any other conduct that may contravene other legislations. The oversight body needs to ensure compliance with the provision.

4.3 BINGO

4.3.1 Background

4.3.1.1 The introduction of the Electronic Bingo Terminals (EBTs) requires some policy shift from the original intend in the legalization of gambling in the country. Slots machines were not allowed to be made available for play outside casinos and the LPMs were introduced as the exception to permit slot machine gambling outside casinos. That explains why LPMs have stringent limitations on the stakes and winnings.

4.3.1.2 It has been argued by proponents that EBTs are a technological advancement to the traditional bingo game. While on the other side those opposed to the introduction of the EBTs have argued that EBTs are nothing but slot machines which should be played in casinos only.

4.3.1.3 However the Act defines the game of Bingo as a game that can be offered wholly or part by electronic means, but the definition read holistically it envisages that players will match the spaces for the cards. With the EBTs, the machine matches the numbers while players only press the start button. The provision does not envisage bingo development as proposed in terms of the EBTs.

4.3.1.4 The issue of EBTs came before court³ and the court ruled in favour of the applicants, and held that because EBTs were not interactive (as the game of paper bingo is) they were not simply a technological development in the field of bingo. The court held that EBTs are nothing but slot machines, which should not be played outside casinos. Due to the proliferation of bingo halls and gaming machines currently observed, the GRC believed that a policy on bingo should be developed as a matter of urgency, which should include limits on the number of Bingo licences and seats per province⁴. A policy shift needs to be adopted to ensure that there is no enforcement nightmare against EBTs.

4.3.1.5 The need to prohibit EBTs is outweighed by the demand to regulate the industry. However there should be limitations to ensure that the operations of EBTs do not pose unfair competition to existing forms of gambling especially the LPMs and casinos. The policy should focus on the numbers of licences and machines per province and per site; the location and accessibility; Corporate Social Investment (CSI) and contribution to the responsible gambling programmes.

4.3.1.6 It is argued during the comments stage that there should either be no licence limits or there must be limit on one aspect as oppose to having limits on licences and seats. It is argued that EBTs have already been rolled out in some provinces and any limits below what is already out there will affect employment

³*AkaniEgoli (Pty) Ltd & Others v Chairperson Gauteng Gambling Board & Others*, Transvaal Provincial Division, Case no 187891/06

⁴Gambling Review Commission Report 2010 page 137

created in those provinces. While the policy should have regard for machines that have been permitted out there, the argument should not supersede what will be in the best interest of the country. The proposal to limit licences and seats does not come as a surprise as the Wiehahn Commission recommended that gambling must be strictly controlled with limitations to minimize the harm effects. The limitations are not peculiar to bingo as all activities have limitations peculiar to each sector, bingo licences and seats must be limited.

4.3.2 Definition of Bingo

4.3.2.1 The current definition of bingo game envisages that players must match the numbers whereas EBTs do not afford the players such an opportunity to match the numbers. With EBTs the machines match the numbers.

Policy Position

If EBTs are to be permitted as an advancement of a bingo game, then the definition of bingo must be changed to accommodate the electronic version in which the machine is the one that matches the numbers instead of the players themselves matching them. So the definition must recognize the bingo game whether players match the numbers or the matching is done electronically.

4.3.3 Number of licences per province

4.3.3.1 It is important to determine the numbers of bingo licences, inclusive of EBTs, within the country and per province. Determination of the licence numbers in the country will help in ensuring that the latent socio-economic effect inherent to gambling are closely monitored and contained to the minimum as far as it is possible. The numbers of licences and seats will be set out in the regulations after a full consideration of EBTs already rolled out and what the country can afford. The licence numbers should continue being reviewed by the Minister after consulting provinces through the Council.

Policy Position

Numbers of bingo licences in the country should be limited and only be reviewed by the Minister after consulting provinces through Council.

4.3.4 Number of bingo seats nationally and per site

4.3.4.1 The GRC raised a concern on the fact that there is no limit on the number of EBT machines that bingo operators may have. This could lead to a proliferation of gambling machines in the country, and arguably already has⁵. Numbers of bingo position, which includes EBT machines nationally, should be limited in order to prevent the proliferation of machines in the country.

4.3.4.2 The number of bingo seats shall be determined and only be reviewed by The Minister after consulting provinces through Council. The two bingo activities must be allocated together per licence and venues. This is done in order to contain a situation where there will be a proliferation of EBTs over the traditional bingo positions, which has a potential to negatively affect the casino businesses, especially where the EBTs are retained in their current form.

Policy Position

The number of EBTs must be limited nationally, and seats should be limited per site. A further roll out of EBT machines should not be the same as the existing ones that were rejected by the courts in the case of AkaniEgoli (Pty) LTD which have the look and feel of a casino slot machine. Manufacturers must amend the existing version of EBTs.

4.3.5 Technical Gambling Testing Standards for all gambling modes to include EBTs

4.3.5.1 There is no SABS standard specific for EBTs and as a result the standards for casinos are used to test EBTs. SABS and NRCS must be given a period for which they must develop standards to differentiate EBTs from casino slot

⁵Gambling Review Commission Report 2010 page 161

machines. This will ensure that the EBTs do not resemble casino slot machines.

Policy Position

SABS and NRCS must develop standards to test EBTs in order to avoid using casino slot machine standards.

4.3.6 Location of bingo premises and server

4.3.6.1 Regulatory authorities must observe the B-BBEE laws in their allocation of bingo licences and maintain that bingo halls must not be located within the catchment areas of casinos, as stipulated above that in their current form, EBTs have a potential of eroding the LPM and casino business. PLAs will determine the radius of what will constitute a catchment area. Regulatory authorities must impose social investment contribution conditions on the bingo operators as part of the licence conditions.

4.3.6.2 Since bingo is a server based game, it is important that the server is located within the licensed bingo hall to avoid any potential for interactive gambling operating as a disguised bingo licence.

Policy Position

- *The rollout of EBTs must embrace the spirit enshrined in the B-BBEE Act and its Codes to ensure that the ownership, control and management have the representation across all social background.*
- *The location of EBT sites must be far from the catchment areas of casinos and LPMs to avoid unnecessary competition that will affect the continued viability of those activities.*
- *Bingo server must be located within a licensed venue.*

4.3.4 Operation Hours

4.3.4.1 Permitting EBTs to be introduced as another form of gambling require some measures to limit their accessibility and any negative impact they might have on

the society. Unlike LPMs it will be impossible to impose bet or winning limits on EBTs given their peculiar nature compared to the LPMs. Additions of EBTs will increase availability of gambling activities within the country. It is necessary to restrict operation times since the bingo premises are located in places that provide easy access to the public. It will not be ideal to allow bingo games to be played 24 hours every day.

- 4.3.4.2 In the comments submitted on the policy, it is argued that there is no empirical evidence that the operation hours will cause the negative harms associated with gambling. Empirical evidence may mean that we wait to see if there is harm then we can be able to propose policy intervention. As indicated the regulation of gambling is to ensure the strict control of gambling to prevent harm. Anything that may help to reduce the harm must be taken into account. To afford stakeholders to propose suitable operation times the prescribed operation hours will be dealt with properly by way of regulations prescribed by The Minister after consulting Council.

Policy Position

In order to curb the socio-economic effects of gambling in relation to the operation of bingo the operation hours must be limited. It is recommended that EBT halls be limited to operate within time as shall be stipulated by way of regulations. The Minister may change the operation times anytime through regulations after consultation with Council.

4.4 HORSERACING AND BETTING

4.4.1 Horseracing in South Africa

- 4.4.1.1 Horseracing in South Africa is a self-regulated industry under the auspices of the South African National Horseracing Authority (NHA). The NHA is not a statutory regulator but is responsible for licensing horse trainers, owners and monitor all the race meetings. Phumelela and Gold Circle (Gold Circle operates only in the KwaZulu-Natal (KZN) and Western Cape provinces) own the tracks

in the country and conduct the race meetings. The two companies also own a large share of betting on horses through their jointly owned tote betting operator.

4.4.1.2 Another important role player in the horseracing industry is the bookmakers who collect bets from horseracing. Bookmakers also collect bets from other sporting activities like soccer, car racing and others. Bookmakers contribute 6% as retained tax from the winnings to the PLAs of which 3% is paid to the horseracing operators towards funding the development of horseracing.

4.4.1.3 There are concerns which cannot be ignored that not all horseracing operators use the said 3% collected towards the development for horseracing, but pay it as dividends to their shareholders. The practice must be discouraged and there must be accountability to PLAs to ensure that the 3% was used for the purpose for which they have been paid for. This is to ensure that the 3% is used to fund the horseracing development.

4.4.1.4 The Act and provincial gambling legislations only regulate betting on horses and says nothing about the entire industry, which is self-regulated under the NHA.

4.4.1.5 It must be borne in mind that there are concerns raised regarding the transformation of the industry and its willingness to participate in the creation of a fertile environment to accommodate transformation targets. Issues of ownership and entry for new role players in the industry were found wanting in that there seem to be no space for new entrants to enter the industry.

4.4.1.6 It is argued in the submissions commenting on this policy that horseracing is a sports and policy must only focus on betting which is gambling. It is further argued that no other sporting activity which has gambling that is regulated as proposed for horseracing. The argument is not supported as horseracing from breeding stage survives through funds generated from gambling. But the proposal is to ensure that there is an extra layer of monitoring especially during the race meetings to assure the public that the race was not in any way

manipulated as the NHA composition has elements that may lead to conflict of interest. The bets heavily depend on the results of the race and it is important that there is no influence on how the race was presented.

4.4.1.7 NGR must conduct oversight on the provincial regulatory authorities in respect of horseracing to ensure that national policies and laws are complied with.

Policy Position

The horseracing operators must account to the PLAs on how the 3% collected from Bookmakers as retained tax from winnings is used. The money must be used to fund the development of horseracing not to pay dividends.

The recognition and monitoring of the self-regulation body to ensure the smooth running of the horseracing industry.

4.4.2 Horseracing Regulatory Structure

4.4.2.1 The industry will be left to continue with the self-regulation that is statutorily entrenched giving policy guidance on how the industry should be managed. The independence of each role player must be properly outlined to ensure that all stakeholders participate equitably. It will be important that the regulatory structure maintain a high level of independence from the ownership and control of the entire industry.

4.4.2.2 Board members must maintain independence from the ownership and control while ensuring that all participants are treated fairly in all levels of command.

4.4.2.3 The self-regulation approach is a reasonable approach considering that horseracing has been under self-regulation process since its inception over a century ago. Further the administrative and financial burden to the provincial regulatory authorities will be minimised.

4.4.2.4 Self-regulating body will be accountable to the NGR in all their administrative and financial performance. The Self-Regulating body will ensure that there are

more accessible mechanisms in place whereby complaints and concerns may be reported and investigated to ensure success.

4.4.2.5 The regulatory authorities will jointly develop criteria whereby the self-regulating body can be evaluated. How the self-regulating body meets the above criteria is to be determined in the said criteria. These requirements should appear in the internal controls of the self-regulating body. NGR will develop criteria for the efficient operation of the self-regulating body. The coordination of developing the criteria should be vested on the NGR and the criteria must eventually be approved by Council to ensure harmony.

4.4.2.6 In the event the self-regulating body fails to comply with the systems and procedures the Minister may upon report and investigation empower the NGR to take over the interim administration of the self-regulatory body until the Minister is satisfied that the self-regulating body will effectively comply.

4.4.2.7 The standards will enable all forms of horse sporting activities and the betting thereon.

Policy Position

That horseracing continues to be regulated under a statutorily recognized self-regulating body, which will be monitored by the NGR. The NGR will develop the criteria for the self-regulator to function. Council must finally approve the criteria.

4.4.3 Funding of the Regulatory Authority

4.4.3.1 Funding model for the regulator must be outlined in terms of the legislations and Regulations, since certainty for the funding of the regulator will ensure independence from the industry role players especially if self-regulation is adopted. Under self-regulation the provincial regulatory authority will conduct regulatory oversight and table the reports to the Executive Authorities within the respective provinces.

4.4.3.2 Consistent funding can be derived from the following:

- 4.4.3.2.1 Any fees payable to a horseracing authority in terms of the horseracing authority's constitution or rules;
- 4.4.3.2.2 Fees paid to the horseracing authority by racing operators in terms of the number of scheduled race meetings per year;
- 4.4.3.2.3 Income derived by the horseracing authority from its investment and deposit of surplus money;
- 4.4.3.2.4 Fees payable to the horseracing authority in terms of the Act or any other national or provincial legislation, and
- 4.4.3.2.5 Other money accruing to a horseracing authority from any source.

Policy Position

Funding for the Regulatory Authority must be determined and provided for in terms of the legislation and regulations as outlined above.

4.4.4 Betting on Lotteries

- 4.4.4.1 Regulated betting operations collect bets on lottery results. Lottery in the country is regulated under a separate legislative framework. The mandate of lottery operation and its regulation is different from the mainstream gambling activities as it is primarily established to raise funds for good cause organisations. It is therefore illegal for provincial licensing authorities to licence beyond their mandate and authorize licences that can be used for lottery betting. Lottery is exclusively a national competence.
- 4.4.4.2 Betting on lottery results by establishments outside the lottery legislation does not only undermine the lotteries legislation but also impact of the viability of lottery operation to achieve its mandate. There has been reluctance by regulators to act decisively on this issue. This practice must be prohibited unless it is authorised under the lotteries legislation. A licence issued in terms of the gambling legislations across the country will not validly empower the bets operators to take bets on lottery results.

4.4.4.3 Comments received on this issue indicated that the definition of bet and wager as outlined in section 4 of the Act permits betting on any contingency and thus it allows betting on lotteries results. Some argue that the practice of taking bets on lottery results only encourage people to bet on lotto then after bet with the bookmakers. The prohibition, if implemented should only apply to local lottery and not to bets on foreign lottery. When such a bet is offered, it is just lotto and as such it must be sanctioned under the Lotteries Act. Section 4 of the Act must be amended to remove the unintended consequences leading to this practice. The provision will not be adequate unless it prohibits taking of bets on foreign lotteries too as they will also bring that undue competition to the lottery operator. The prohibition will then apply to both local and foreign lotteries.

4.4.4.4 In exceptional circumstances, a person wishing to bet on the outcome of the lottery must first apply to the National Lotteries Commission (NLC), and the NLC before authorizing such a request will consult with the Minister. The person must satisfy the following criteria:

4.4.4.4.1 The person requesting permission to bet on the outcome of the lottery must be a registered bookmaker or a horseracing operator.

4.4.4.4.2 The lottery results bet on should be for the national lottery only.

4.4.4.4.3 A contribution will be made to the National Lotteries Distribution Trust Fund at a rate to be determined by the Minister after consulting the industry and Council.

4.4.4.5 Sports pools are also constitutionally the sole mandate of the lottery and it is noted that the horseracing operators are conducting totalizator or pool betting on other sporting activities other than horseracing. This contravenes the Lotteries Act and must be discontinued. It has been argued that horseracing operators have been exempted and permitted to take betting on other sports other than horseracing. Such exemption was never presented to **the dti** team to establish its existence.

4.4.4.6 In the event that the practice of offering sports pools by horseracing operators is permitted, then it must also require that they pay into the National Lotteries Distribution Trust Fund (NLDTF) a reasonable percentage of their gross gambling revenue to compensate for the use of the lottery space. The percentage will be determined by the Minister from time to time after consulting the Council.

Policy Position

- *Operators in the business of taking bets or wagers should be prevented from collecting bets on the lottery results or conduct sports pools in terms of a licence issued under gambling legislations across the country. Bets on lottery results and sports pools must only be authorised in terms of the lottery legislation; or*
- *Operators must be required to contribute a reasonable percentage from their gross gambling revenue into the NLDTF as shall be prescribed by the Minister after consulting Council.*

4.4.5 Bookmakers

4.4.5.1 There is a longstanding dispute between the bookmakers, operators and the horseracing industry. The dispute is about bookmakers collecting open bets or bets on the results of totalisator betting without contributing to the intellectual property of the owners as operators to the horseracing industry or towards the development of the horseracing sport. There must be respect for any proven Intellectual Property rights (IP) in the horseracing and bookmakers industry. Assessing the whole argument, it is important to also address this matter in the event the results of a totalisator are not found to be an IP right as there will be continuous arguments about what should be paid by bookmakers. The results should not be to eliminate bookmakers from the betting industry as feared by bookmakers that the horseracing operators would like to use the rate of payment as a means to eliminate competition. It would rather be appropriate that such dispute be prevented by requiring the PLAs to set a reasonable

amount payable to the owner of the totalisator instead of leaving this matter for the operators to resolve between themselves as they will never agree.

Policy Position

The Act must be amended to require that there must be respect for intellectual property right within the horseracing and bookmakers industry. PLAs must set the reasonable amount payable for using the results of the totalisator, television rights, development of horseracing industry and any proven claim for payment that may arise after consulting industry players.

4.5 New Forms of Gambling

4.5.1 When drafting the policy, **the dti** has drawn from the recommendations of the GRC Report, Portfolio Committee and Select Committee Reports and have endeavored to address the new forms of gambling that were suggested by these Reports. These include, greyhound racing, bush racing, fahfee, poker (including online poker), betting exchanges, virtual racing and online gambling. It has been resolved that the policy must not attempt to introduce any new activities due to the reasons that will be outlined below.

4.5.1 The policy must ensure that gambling does not grow in such a way that may exacerbate social harms associated with gambling. Problem gambling is rising while there are weaknesses in regulating current gambling modes that are legalized and removing illegal operators. This contributes to the decision to not allow any further gambling activities. New forms of gambling such as greyhound racing, online gambling, fahfee, poker etc. will require further scrutiny before they could be permitted.

4.5.2 There is no information to clarify if online gambling will likely produce significant jobs compared to other regulated activities like casinos. Online gambling is not inherently labour intensive. While managing the sever could create few jobs, there is constant motivations that there should be no requirement to locate the sever locally. The country has already benefited from the taxes collected from

the likes of casinos, the significant employment created directly or indirectly by casinos and the glittering infrastructures developed by casinos while online gambling is not likely to match that.

4.5.3 Higher tax rate for online gambling is not an option as that may even give rise to constitutional challenges. It is important that government protect gambling activities that create jobs from unwarranted competition. Too little is known about the activities mentioned above in terms of their potential benefits to the country and its development plan.

4.5.4 Online gambling should not be implemented because the country does not have adequate capacity to enforce the regulation of online gambling. The winnings from online gambling are illegal similar to any winning on an unlawful gambling activity. Such winnings should be paid over to the Unlawful Winnings Trust. Banks must not process any payment to the winner from an unlawful gambling activity.

Policy Position

Online gambling and greyhound racing should remain illegal as per the reasoning above alongside other illegal gambling activities like Fahfee and Dice, as well as other gambling activities not regulated in terms of the Act.

4.5.5 Regulatory Framework

4.5.5.1 The Council was established in terms of section 61 of the National Gambling Act, 2004. The main objective for the establishment of the Council was to ensure policy alignment between national and provincial regulatory bodies, hence the rationale to have the Minister and MECs as voting members for the Council. That was to ensure that all policy related issues at national and provincial level are considered by these joint forum to eliminate policy contradictions at these two levels of government.

- 4.5.5.2 It is important for national government and provinces to table their policy processes before the Council in order to ensure the harmony between national and provincial policy processes. As indicated above the Council forum is meant to ensure policy alignment in this environment of concurrent jurisdiction. Policy alignment will be achieved once national and provinces each submit their policies before the Council for consultation and that spirit must be encouraged at all costs. It should be standard practice that all policies are tabled before the Council and deliberated at that level. If for some reasons Council cannot sit and the policy at national or provincial level has to be passed then the policy should be circulated to all Members of the Council for their inputs before such policy is passed.
- 4.5.5.3 Both the national and provincial government must consult through the Council on matters of gambling policy and legislation. This is important to entrench the principle and practice of cooperative governance required in gambling regulation to eliminate contradictions and misalignments in the policy implementations. The effective functioning of the Council will be realised in ensuring that there is policy harmony throughout the country. Similar to national government provincial policy should be invalid if there was no consultation with the Council. The argument of the provincial autonomy has been considered and comments received were also not in support that the consultation is not mandatory. The reason advanced is that the compulsory consultation with the Council will only ensure the respect for the Constitution and cooperative governance principles.

Policy Position

Consultation on policy by national and provincial government at the Council must be entrenched to ensure the elimination of all policy contradictions and unnecessary disputes. National and provincial policies should not be valid unless there has been consultation with Council for cooperative governance purposes.

4.5.6 Policy Alignment between National and Provincial Government

4.5.6.1 The Council is always affected by the lack of quorum enabling meetings to take resolutions. This has negative impact on the Council's ability to coordinate policy at national and provincial government. This has resulted in a number of policy discrepancies at national and provincial level.

4.5.6.2 The Council must be empowered to make resolutions in the second meeting if the first did not have a quorum regardless whether the second meeting has or does not have a quorum. Documents that will be discussed at the Council must be circulated before meetings to enable Members who cannot attend to make recommendations or inputs. That will ensure that even the resolution adopted without proper quorum was at least considered by all Members. It must be understood that the general rule is that meetings must have quorum hence the proposal that the second meeting should be the one to make a resolution if the matter could not be resolved in the first instance.

Policy Position

In the event the quorum issues persist for two consecutive meetings, in the second meeting the Chairperson of the Council and Members present should be empowered to make a resolution on outstanding issues from the previous no quorate meeting's agenda as if there was quorum for the meeting. Discussion documents must also be circulated to all MECs for their inputs to ensure that all views are considered before resolutions are made.

4.5.7 Role of The National Gambling Board

4.5.7.1 The functions of the NGR are currently contained in section 65 of the Act, which includes the oversight function over provincial gambling authorities to ensure their compliance with the Act. The policy proposes a revamp of the NGR as a strategic trading entity of **the dti** to be known as the National Gambling Commission or Regulator headed by a Commissioner or CEO, as the case may be.

- 4.5.7.2 The NGR will conduct oversight as it currently is empowered to assist with monitoring coherence and policy coordination. The NGR will implement treatment for problem gamblers to fight problem gambling – this will ensure that the responsible gambling programme is broadly accessible across the country. This will be a similar approach to the NLDTF used to fund good cause organisations.
- 4.5.7.3 The NGR will combat illegal gambling working together with provincial gambling regulatory authorities. The NGR will conduct education, awareness and research on gambling harms and benefits. The NGR will operate the CEMS. The NGR will advise the Minister on the implementation of the national norms and standards across the country.
- 4.5.7.4 The NGB needs to be repositioned into a trading entity of **the dti** also advising the Minister of the norms and standards from time to time. This entails that the NGR should be placed in a position to perform its functions in the most effective manner and in accordance with the values and principles mentioned in Section 195 of the Constitution.
- 4.5.7.5 The NGR will be operating within the administration of the department and the head of the trading entity will report to the accounting officer of **the dti** meaning the latter will be the ultimate accounting official of the NGR. Governance of the NGR as trading entity should be in line with the, PFMA regulations issued by the Treasury. Eventually that will mean the employees of the NGR will be reincorporates into the public services workforce and regulated according to the similar prescripts as all public servants.
- 4.5.7.6 Comments submitted argued that the NGR will not be effective if it no longer has the board as it will entrust a decision taken by a team of experts will now be placed under a single person in the form of a CEO. The argument cannot be sustained as the CEO will be working with an executive team that will guide the decisions taken. The proposal should remain.

Policy Position

- *The NGR should be transformed into a trading entity of **the dti** to be known as the National Gambling Commission or Regulator.*
- The NGR should implement treatment programme for problem gamblers and acquire the skill to run the CEMS directly without using the service of a third party so in future the service is rendered independently by the NGB.

4.5.8 The Gambling Regulators Forum

4.5.8.1 The function of the Regulator's Forums should be used to enhance the work of the Council. The items to be discussed at Council may be subjected to consultation with the Regulator's Forum who will in turn brief their respective MECs before the Council. Consultation will not be compulsory to ensure that if the Forum is not able to reach a quorum that is not affecting the subsequent Council meeting. While the consultation of the Agenda Items will not be compulsory, this should be embraced to enhance and improve cooperative governance.

Policy Position

There need to be consultations with the Regulators Forum prior to Council Meetings although this will not be compulsory.

4.6 Transformation

4.6.1 Transformation in the gambling industry does not manifestly account for the racial and gender demographics in the country. The ownership and management continues to be concentrated on one racial group. The casino survey and Annual Reports of horseracing operators indicates that the industry has achieved a Level 2 compliance with the B-BBEE Act. Casinos must ensure that they improve on their adherence and commitment to the B-BBEE Act.

4.6.2 It is important for B-BBEE compliance to not only ensure level compliance but to ensure that there is significant participation of historically disadvantaged

individuals. For example the reports affecting grooms in the horseracing industry should not be happening at the moment. It should naturally be easy for all industry participants to find it easy to have a forum to meet and discuss issues affecting grooms with any representatives of the grooms. This should be done in order to ensure that the industry reputation is preserved. There should not be concerns that historically disadvantaged individuals are not able to participate unhindered by the industry especially looking at the fact that it is under self-regulation.

- 4.6.3 All forms of gambling operators must comply with the Employment Equity Act, the Labour Relations Act, the Basic Conditions of Employment Act and the B-BBEE Act and Codes. There must be a conducive environment for new role players to enter the industry so as to promote transformation within the gambling industry. All associations must be recognized and must be given an opportunity to affiliate with the regulatory bodies where possible. Provinces must strive for harmonious implementation of employment and economic equity legislations.

Policy Position

Gambling industry must comply with the B-BBEE Act, Labour Relations Act and the Basic Conditions of Employment Act.

4.7 ENFORCEMENT

- 4.7.1 While the Act makes provision for the appointment of inspectors to ensure compliance with the Act, there is no legislative guidance on what should happen if one operator perpetually commits one offence. The policy must outline steps that must be taken once the operator repeatedly commits a similar offence. Suspension of such an operator will be a reasonable deterrence.
- 4.7.2 There are challenges in terms of getting crimes related to gambling before courts due to the over commitment of the South African Police Services in dealing with other crimes. This results with the offences in terms of gambling

legislations not receiving the necessary attention. The NGR and provincial licensing authorities must improve the inspectorate capacity to ensure efficiencies in collecting necessary evidence on gambling related crimes for submission before prosecutors. That will include capacity to investigate and gather evidence on cyber-crimes committed in illegal online gambling operations.

- 4.7.3 Violation of gambling legislation must be viewed as serious and coordination with the Department of Justice and Constitutional Development is recommended to facilitate seamless prosecution. This coordination could unlock the challenges and increase prosecution rate and convictions.
- 4.7.4 The NGR must establish and maintain a register of illegal gambling operators to ensure that these operators are barred for at least five (5) years from acquiring a licence. The register will be used to share the information with banks, Internet Service Providers and all other law enforcement agencies to prevent any facilitation of illegal gambling operations. This will ensure that they do not have bank accounts to operate their businesses, no alternative payments modes are used, no local internet domain use to offer illegal gambling. The NGR will be required to share any information of illegal operators with the relevant payment mode operators or any institution that may facilitate illegal gambling in order for them to stop association with such bodies. Any disregard of such notification should attract criminal liability.
- 4.7.5 In the alternative and as a last resort the Act must establish a tribunal to adjudicate against the illegal gambling activities. This will reduce the burden from the courts and ensure that enforcement is prioritised within the gambling industry. Funding for the Tribunal may be derived from government, the industry and the fines collected.

Policy Position

It is recommended that perpetual offenders be banned from applying for a licence

until after (5) five years from the date of banning. The inspectorate must be enhanced at national and provincial level to ensure evidence is effectively gathered without dependency on the SAPS. Coordination with the Department of Justice and Constitutional Development is recommended to unlock challenges regarding prosecutions.

NGB must work with all affected stakeholders to ensure that there is no facilitation of illegal gambling either in terms of financial transactions or illegal gambling online sites.

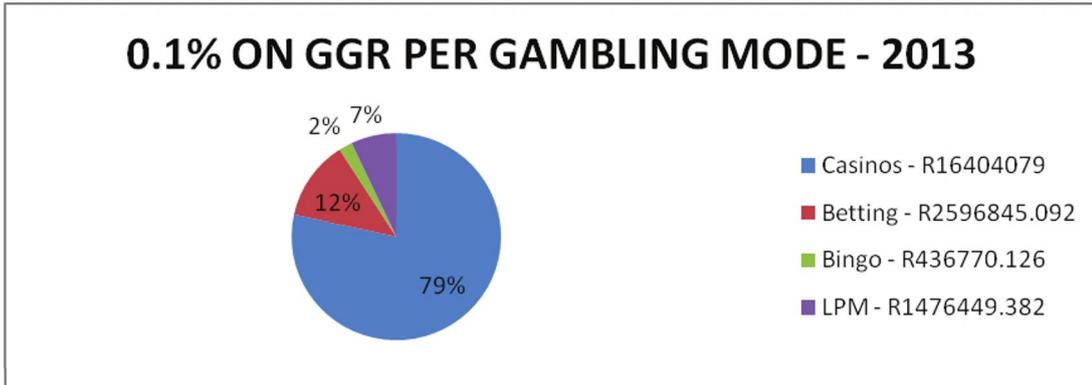
4.8 SOCIAL IMPACT MINIMISATION

4.8.1 The National Responsible Gambling Programme

4.8.1.1 NRGP is a public/private sector partnership of government regulators and the gambling industry in South Africa. Founded in 2000, and funded primarily by the private sector, it is a comprehensive response to the challenges posed by problem gambling in a developing nation such as South Africa⁶. It is the first national initiative including a problem gambling counselling line, treatment, research and training in a single organisation.

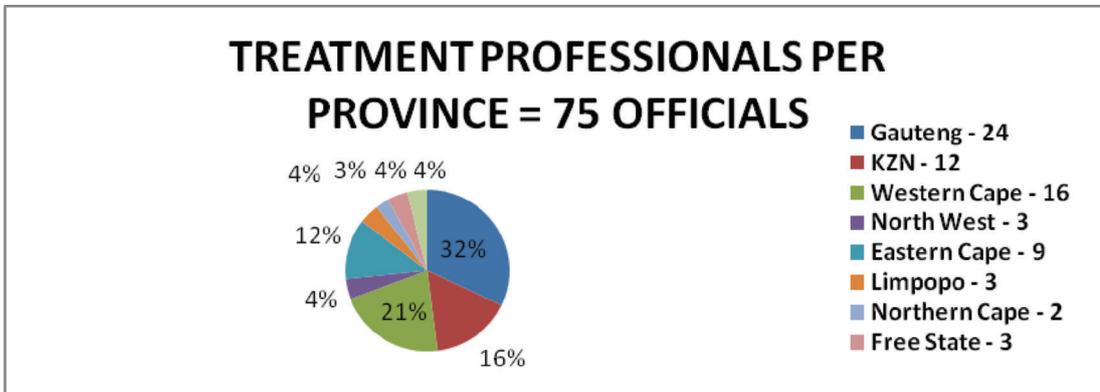
4.8.1.2 The NRGP is supervised by the South African Responsible Gambling Foundation (SARGF). The board of the SARGF has representatives from the regulators, industry professionals and independent persons. The NRGP is funded from voluntary contributions by licensed gambling operators and each contributes 0.1% of their GGR. The statistics compiled by the NGB in 2013 recorded a total of R20 914 143 321 GGR for all gambling modes. The total contribution to NRGP when calculating 0.1% of the GGR above is R20 914 143. 32 in 2013. The graph below describes the 0.1% contribution per gambling mode.

⁶National Responsible Gambling Programme Annual Report – 2012-2013 page 1



Source: National Gambling Statistics - 1 April 2012 – 31 March 2013

4.8.1.3 The NRGP runs a free 24/7 counseling line service manned by 75 professional counselors nationally.



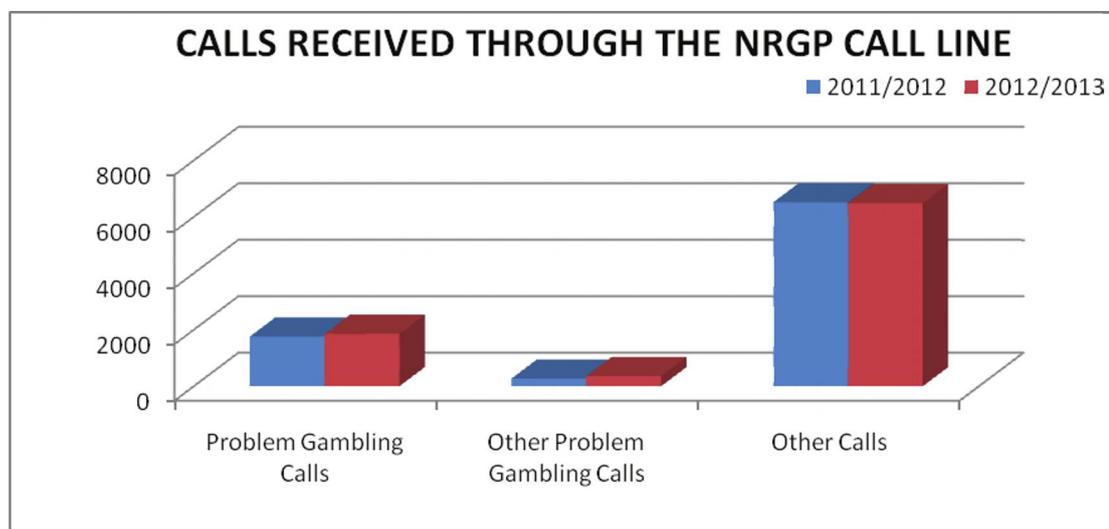
Source: National Responsible Gambling Programme Annual Report – 2012-2013

4.8.1.4 The graph above illustrates the distribution of counsellors in all provinces and it shows Gauteng province has more treatment professionals. The services of the NRGP extend outside the borders of South Africa to include Namibia and Swaziland with 2 and 1 treatment professionals respectively.

4.8.1.5 In addition, the NRGP offers a National Schools Education programme, a training programme, and also has a research programme, responsible for the National Prevalence Study and other research .It is not clear from the 2012-2013 NRGP Annual Report whether the body needs more funding but there continues to be calls made by the NRGP and people aligned to it that the National Lottery must also contribute towards funding the body. They argue

that they also treat people with addictions caused by lotto. It is not clear if the request for National Lottery to fund the NRGF is as a result of insufficient funding. It is important to record however that the lottery operator on its own contributes to the National Lottery Distribution Trust Fund in excess of R1billion a year, and gambling operators' contribution is a fraction compared to this. Further, organisations dealing with all forms of gambling addiction are funded by lottery funds. The NRGF is not prevented from applying for funding like all other good cause organisations.

4.8.1.6 The graph below indicates that the counselling line received a total of 8551 call received in 2011/2012 financial year and in 2012/2013 financial year 8699 calls were received. Problem gambling calls totalled 2 035 in 2011-2012 and 2212 in 2012-2013 financial years. The rest of the calls were split between general inquiries, which had significant amount of calls at 4722 in 2011-2012 and 4441 in 2012-2013 financial years, hoaxes, silent and wrong numbers. The numbers of calls received in both financial years are consistent.



Source: National Responsible Gambling Programme Annual Report – 2012-2013

4.8.1.7 As indicated above, the NRGF is a voluntary organization without statutory recognition. The NGR must develop capacity to implement treatment

programme for problem gamblers in order to ensure that it is broadly accessible by all people in the country.

- 4.8.1.8 The NGR treatment programme must be funded by way of an industry levy that will be determined by the Minister from time to time after consulting all relevant stakeholders and the Council.

Policy Position

The NGR must establish and manage a treatment programme for problem gamblers. The programme will be funded by the industry through a levy that will be determined by the Minister from time to time after consulting all affected stakeholders and Council.

4.8.2 Advertising

- 4.8.2.1 In terms of the Act advertising restrictions only require that responsible gambling messages be displayed in every advert and that advertising must not target minors and vulnerable people. There are a number of advertising approaches that have emerged with the technological evolution which have not been catered for like promotional short messages, emails, social network and gambling schools. These messages will just pop on all forms of media unsolicited.

- 4.8.2.2 The current advertising provision must be amended to include restrictions for unsolicited promotions in ensuring that they are not deliberately sent to minors, excluded persons and any category of vulnerable people. Deliberate sending of promotions should be an offence in terms of the Act and should render the offender not being eligible to qualify for a licence should the offender apply for one. The party who commissions the unsolicited advertising and promotions must be held responsible for transgressing the legislative guidelines on advertising. The offender could however be allowed to re-enter the market and apply for a licence 5(five) years after being found guilty of such an offence.

Policy Position

The advertising provision must be amended to prohibit unsolicited advertising through telecommunication messages, emails and any form of social media. The prohibition should extend to advertising, promotions and invitation for gambling schools.

4.8.3 Unlawful Winnings Trust

4.8.3.1 The Act empowers the board to receive unlawful winnings involving minors, excluded persons and winnings from unlawful gambling activities and hold it in Trust. The board will after investigating whether the money was correctly appropriated approach the High court for an order declaring the money to be forfeited to the State. The challenge in relation to the High Court application as that will come with huge costs implications that at times exceed the money that should be forfeited to the State.

4.8.3.2 The requirement in the Act for a High Court order to be before the unlawful winnings are declared forfeit to the State is laborious and will prove too costly to the State. It is proposed that after determining the unlawfulness of the winnings the winnings should automatically be forfeited to the NGR. The NGR will hold the money in trust until it is transferred into the account holding industry levy to fund problem gambling treatment.

4.8.3.3 Once the unlawful winnings are forfeited the money must be appropriated by the NGR and be used to fund responsible gambling activities under the NGR.

Policy Position

The funds must be held in trust by the NGB and will automatically forfeit and be used to fight the negative effects of gambling under the NRGP.

4.9 Economic and Employment Benefits within Gambling Sector

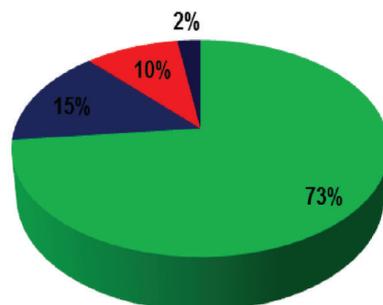
4.9.1 The gambling industry makes a significant contribution towards the country's economy in terms of taxes paid. The NGB compiled statistical data in the amount of taxes and levies collected in 2013 and a total of R2 097 993 970 was collected. Casinos continue to dominate in terms of the taxes collected followed by the betting (including horses and bookmakers) sector; Limited Bingo Terminals and Bingo (including Electronic Bingo Terminals) games are lagging behind.

4.9.2 Gauteng continues to be the dominating province in terms of the taxes collected while the Northern Cape is the smallest contributor. The contributions are however aligned with the general economic capacity of each province considering that number two and three high contributors are Kwa-Zulu Natal and the Western Cape respectively.

4.9.3 Taxes and levies per gambling mode collected from statistics covering 2013/2014 were as follows: **Casinos** – R1 639 968 977, **Betting** – R330 031 378, **Limited Pay-out Machines** – R214 492 336 and **Bingo** – R52 753 031

Gambling Taxes and Levies for 2013/2014

■ Casinos ■ Betting ■ Limited Payout Machines ■ Bingo



4.9.4 The contribution of bingo may rise dramatically once the gambling activity is fully regulated throughout the country. The impact of the new forms of

gambling like online/interactive gambling and animal racing is not known at this point.

4.9.5 In terms of employment created within the gambling industry it is common cause that casinos and horseracing industry are labour intensive and employ quite a significant amount of people. Although there is no recent data to back this, the GRC indicated that in 2009 casinos employed around 34 477 people and other non-casino operations within casinos employed around 16 840 people⁷. According to the NGB in 2014 the horseracing operators account for around 1477 permanent jobs and 80 temporary jobs while Bookmakers had around 2391 jobs in 2014. Hollywood Sportsbook Holding claim to be employing 2248 people as at 2015 adding to jobs created by other bookmakers. It must be noted though that through the value chain in the horseracing industry in terms of funding the development of the industry the horseracing industry can be said to be contributing more in terms of employment. Bookmakers can also claim to be contributing at that level as well considering that they also withhold tax of 6% from winnings and 3% of it is paid to the horseracing operators. Bookmakers have also pleaded that the 3% should at least be paid to the NHA as some operators use it to pay dividends to their shareholder which is not the intention of this payment.

4.9.6 It is clear that online gambling will not be that labour intensive. It is not clear what impact will the greyhound racing industry have on the employment scales of the country. Information from other countries may help in determining that aspect. Greyhound racing is a major sports industry in Western Australia generating over \$90 million in turnover and now represents 25.1 per cent of all totalisator betting in Western Australia second to Thoroughbreds (Wither, 2014). The activities and operations of Greyhound Racing New South Wales (NSW) generate an economic benefit in excess of \$570 million to NSW. British Greyhound Racing's core industry employed over 7,000 people in 2012 when all individuals are included. Around 1,700 of these will have full-time roles with

⁷Gambling Review Commission Report, 2010 page 50

the remainder being employed part-time or on race days. Greyhound trainers employ the largest number of individuals within the industry based on the number of individuals licensed by Greyhound Board of Great Britain (GBGB) to work in kennels.

4.9.7 The numbers above may be backed by the expectations on what needs to happen from breeding until the great racing meeting day when the dog is ready to race. There are a lot of people that need to participate ranging from breeders, trainers, veterinarians, welfare officials, racing organisers and officials.

4.9.8 The gambling industry makes significant contribution towards the country's economy in terms of taxes paid and contributes towards job creation. There should be continuous balance on the value that new forms of gambling potentially bring into the country's economy against the value and contributions derived from existing forms of gambling.

5. CONCLUSION

5.1 The Policy harmonisation must be emphasised to say provinces must amend their legislation to complement the policy stance. Policy must encourage working together with municipalities to ensure that bylaws are observed.

5.2 It is proposed that the recommendations as outlined in the discussion be accepted and the final National Gambling Policy Document be approved for tabling at the Cabinet and the subsequent final publication in the Government Gazette.

LIST OF REFERENCES

AkaniEgoli (Pty) Ltd & Others v Chairperson Gauteng Gambling Board & Others, Transvaal Provincial Division, Case no 187891/06

Casino Association of South Africa's Annual Survey 2012

Gambling Review Commission Report, 2010

Inputs from the public and relevant stakeholders in the gambling industry after publication for comments and focused meetings to discuss the policy

National Gambling Board Statistics 2013/2014

National Responsible Gambling Programme Annual Report – 2012-2013

Portfolio Committee for Trade and Industry Report on the Gambling Review Commission Report recommendations, March 2012

Select Committee for Trade and International Relations; Inputs on the Gambling Review Commission Report 2013

Vukani presentation to the Gambling Review Commission, April 201

GENERAL NOTICES • ALGEMENE KENNISGEWINGS

ECONOMIC DEVELOPMENT DEPARTMENT**NOTICE 164 OF 2016****COMPETITION TRIBUNAL****NOTIFICATION OF DECISION TO APPROVE MERGER**

The Competition Tribunal gives notice in terms of rule 35(5)(b)(ii) of the “Rules for the conduct of proceedings in the Competition Tribunal” as published in Government Gazette No. 22025 of 01 February 2001, that on 10 February 2016 it approved without conditions the merger between Redefine Properties Limited, The Pivotal Fund Limited, Absshelf 04 Proprietary Limited and Cirano 300 Investments Proprietary Limited in respect of a 75% undivided share in Erf 221, Rosebank known as the Galleria.

(CDM case no.: LM168Oct15)

**The Chairperson
Competition Tribunal**

ECONOMIC DEVELOPMENT DEPARTMENT**NOTICE 165 OF 2016****COMPETITION TRIBUNAL****NOTIFICATION OF DECISION TO APPROVE MERGER**

The Competition Tribunal gives notice in terms of rule 35(5)(b)(ii) of the “Rules for the conduct of proceedings in the Competition Tribunal” as published in Government Gazette No. 22025 of 01 February 2001, that on 03 February 2016 it approved without conditions the merger between Cashbuild Management Services (Pty) Ltd and P & L Hardware (Pty) Ltd.

(CDM case no.: LM123Sep15)

**The Chairperson
Competition Tribunal**

ECONOMIC DEVELOPMENT DEPARTMENT**NOTICE 166 OF 2016****COMPETITION TRIBUNAL****NOTIFICATION OF DECISION TO APPROVE MERGER**

The Competition Tribunal gives notice in terms of rule 35(5)(b)(ii) of the “Rules for the conduct of proceedings in the Competition Tribunal” as published in Government Gazette No. 22025 of 01 February 2001, that on 12 February 2016 it approved the merger between Mobile Telephone Networks (Pty) Ltd and Altech Autopage, a division of Altron TMT (Pty) Ltd subject to conditions.

(CDM case no.: LM182Nov15)

**The Chairperson
Competition Tribunal**

ECONOMIC DEVELOPMENT DEPARTMENT**NOTICE 167 OF 2016****COMPETITION TRIBUNAL****NOTIFICATION OF DECISION TO APPROVE MERGER**

The Competition Tribunal gives notice in terms of rule 35(5)(b)(ii) of the “Rules for the conduct of proceedings in the Competition Tribunal” as published in Government Gazette No. 22025 of 01 February 2001, that on 12 February 2016 it approved the merger between Vodacom (Pty) Ltd and Altech Autopage, a division of Altron TMT (Pty) Ltd subject to conditions.

(CDM case no.: LM185Nov15)

**The Chairperson
Competition Tribunal**

ECONOMIC DEVELOPMENT DEPARTMENT**NOTICE 168 OF 2016****COMPETITION TRIBUNAL****NOTIFICATION OF DECISION TO APPROVE MERGER**

The Competition Tribunal gives notice in terms of rule 35(5)(b)(ii) of the “Rules for the conduct of proceedings in the Competition Tribunal” as published in Government Gazette No. 22025 of 01 February 2001, that on 03 February 2016 it approved without conditions the merger between KAP Automotive Proprietary Limited and Autovest Limited.

(CDM case no.: LM209Jan16)

**The Chairperson
Competition Tribunal**

ECONOMIC DEVELOPMENT DEPARTMENT**NOTICE 169 OF 2016****COMPETITION TRIBUNAL****NOTIFICATION OF DECISION TO APPROVE MERGER**

The Competition Tribunal gives notice in terms of rule 35(5)(b)(ii) of the “Rules for the conduct of proceedings in the Competition Tribunal” as published in Government Gazette No. 22025 of 01 February 2001, that on 22 February 2016 it approved the merger between Tegeta Exploration and Resources (Pty) Ltd and Optimum Coal Mine (Pty) Ltd (in business rescue) Optimum Coal Termination (Pty) Ltd, Koorfontein Mines (Pty) Ltd, Optimum Nokele Mining and Exploration (Pty) Ltd, Optimum Vlakfontein Mining and Exploration (Pty) Ltd, Optimum Overvaal Mining and Exploration (Pty) Ltd and Optimum Mpefu Mining and Exploration subject to conditions.

(CDM case no.: LM212Jan16)

**The Chairperson
Competition Tribunal**

ECONOMIC DEVELOPMENT DEPARTMENT**NOTICE 170 OF 2016****COMPETITION TRIBUNAL****NOTIFICATION OF DECISION TO APPROVE MERGER**

The Competition Tribunal gives notice in terms of rule 35(5)(b)(ii) of the “Rules for the conduct of proceedings in the Competition Tribunal” as published in Government Gazette No. 22025 of 01 February 2001, that on 17 February 2016 it approved without conditions the merger between The Government Employees Pension Fund, duly represented herein by the Public Investment Corporation SOC Limited and Mining Oil and Gas Services Proprietary Limited.

(CDM case no.: LM214Jan16)

**The Chairperson
Competition Tribunal**

ECONOMIC DEVELOPMENT DEPARTMENT**NOTICE 171 OF 2016****COMPETITION TRIBUNAL****NOTIFICATION OF DECISION TO APPROVE MERGER**

The Competition Tribunal gives notice in terms of rule 34(b)(ii) of the “Rules for the conduct of proceedings in the Competition Tribunal” as published in Government Gazette No. 22025 of 01 February 2001, that on 25 February 2016 it approved the merger between Nokia Corporation and Alcatel-Lucent Société Anonyme subject to conditions.

(CDM case no.: IM145Sep15)

**The Chairperson
Competition Tribunal**

ECONOMIC DEVELOPMENT DEPARTMENT**NOTICE 172 OF 2016****COMPETITION TRIBUNAL****NOTIFICATION OF DECISION TO APPROVE MERGER**

The Competition Tribunal gives notice in terms of rule 35(5)(b)(ii) of the “Rules for the conduct of proceedings in the Competition Tribunal” as published in Government Gazette No. 22025 of 01 February 2001, that on 17 February 2016 it approved without conditions the merger between Winter Robin Investment 26 Proprietary limited and The Development Right situated at Pocket 24 and Pocket 3 of the Waterfall Business Estate.

(CDM case no.: LM215Jan16)

**The Chairperson
Competition Tribunal**

ECONOMIC DEVELOPMENT DEPARTMENT**NOTICE 173 OF 2016****COMPETITION TRIBUNAL****NOTIFICATION OF COMPLAINT REFERRAL**

The Competition Tribunal gives notice in terms of Section 51(3) & (4) of the Competition Act 89 of 1998 as amended, that on 16 February 2016 it received a complaint referral from the Competition Commission against Concor (Pty) Ltd, Murray & Roberts Limited, Raubex (Pty) Ltd, WBHO Construction (Pty) Ltd, Basil Read Holdings (Pty) Ltd, Stefanutti Stocks Holdings Limited and Aveng (Africa) Limited. The Competition Commission alleges that the respondents are engaged in a prohibited practice in contravention of section 4(1)(b)(iii) of the Competition Act 89 of 1998 by agreeing with its competitors to tender collusively for the following projects:

- Upgrading of National Road 12 Beefmaster to Bloemhof tender;
- Rehabilitation of the Ermelo to Amersfoort route tender;
- Upgrading of the National Road Tsitsikamma to Witelbos tender;
- The Tati Activox Project;
- The Ngezi Phase I Civil Works Project

(CDM case no.: CR233Feb16)

**The Chairperson
Competition Tribunal**

ECONOMIC DEVELOPMENT DEPARTMENT**NOTICE 174 OF 2016****COMPETITION TRIBUNAL****NOTIFICATION OF COMPLAINT REFERRAL**

The Competition Tribunal gives notice in terms of Section 51(3) & (4) of the Competition Act 89 of 1998 as amended, that on 17 February 2016 it received a complaint referral from The Competition Commission against WBHO Construction (Pty) Ltd, Aveng (Africa) Ltd, Basil Read (Pty) Ltd, Concor (Pty) Ltd, Haw & Inglis Civil Engineering (Pty) Ltd, Murray & Roberts Ltd, Raubex Group Ltd and Stefanutti Stocks Ltd. The Competition Commission alleges that the respondents are engaged in a prohibited practice in contravention of section 4(1)(b)(iii) of the Competition Act 89 of 1998 by agreeing with its competitors to tender collusively for the following projects:

- 2006 Road Constructions Meetings;
- Upgrading of district road DR0815 Mount Frere to R56 T-junction;
- Rehabilitation of Trunk Road 57/3 from Alice to Middeldrift;
- N1 Sections 15 and 16 Glen Lyon/Zandkraal I;
- N1 Sections 15 and 16 Glen Lyon/Zandkraal II;
- Upgrading of national road R40 from Hilltop to Barberton ion Mpumalanga;
- Construction of Green Point Stadium;
- Coega Development Corporation;
- New Board Factory at Ugie for PG Bison;
- Berg River Dam;
- Z-Mill Civils and Structural Works

(CDM case no.: CR234Feb16)

**The Chairperson
Competition Tribunal**

ECONOMIC DEVELOPMENT DEPARTMENT**NOTICE 175 OF 2016****COMPETITION TRIBUNAL****NOTIFICATION OF DECISION TO APPROVE MERGER**

The Competition Tribunal gives notice in terms of rule 35(5)(b)(ii) of the "Rules for the conduct of proceedings in the Competition Tribunal" as published in Government Gazette No. 22025 of 01 February 2001, that on 10 February 2016 it approved without conditions the merger between Bongicel Proprietary Limited and Lusitania Food Products Proprietary Limited.

(CDM case no.: LM224Jan16)

**The Chairperson
Competition Tribunal**

ECONOMIC DEVELOPMENT DEPARTMENT**NOTICE 176 OF 2016****COMPETITION TRIBUNAL****NOTIFICATION OF DECISION TO APPROVE MERGER**

The Competition Tribunal gives notice in terms of rule 35(5)(b)(ii) of the “Rules for the conduct of proceedings in the Competition Tribunal” as published in Government Gazette No. 22025 of 01 February 2001, that on 03 February 2016 it approved without conditions the merger between KAP Automotive Proprietary Limited and Autovest Limited.

(CDM case no.: LM209Jan16)

**The Chairperson
Competition Tribunal**

ECONOMIC DEVELOPMENT DEPARTMENT**NOTICE 177 OF 2016****COMPETITION TRIBUNAL****NOTIFICATION OF DECISION TO APPROVE MERGER**

The Competition Tribunal gives notice in terms of rule 35(5)(b)(ii) of the “Rules for the conduct of proceedings in the Competition Tribunal” as published in Government Gazette No. 22025 of 01 February 2001, that on 03 February 2016 it approved without conditions the merger between NMI Durban South Motors Proprietary Limited and The Union Motors Lowveld and Union Motors South Coast Dealerships.

(CDM case no.: LM173Nov15)

**The Chairperson
Competition Tribunal**

ECONOMIC DEVELOPMENT DEPARTMENT**NOTICE 178 OF 2016****COMPETITION TRIBUNAL****NOTIFICATION OF DECISION TO APPROVE MERGER**

The Competition Tribunal gives notice in terms of rule 35(5)(b)(ii) of the “Rules for the conduct of proceedings in the Competition Tribunal” as published in Government Gazette No. 22025 of 01 February 2001, that on 03 February 2016 it approved without conditions the merger between Actis 4 PCC with respect to the Cell Berry and Food Lovers Holdings Proprietary Limited.

(CDM case no.: LM169Oct15)

**The Chairperson
Competition Tribunal**

ECONOMIC DEVELOPMENT DEPARTMENT**NOTICE 179 OF 2016****COMPETITION TRIBUNAL****NOTIFICATION OF DECISION TO APPROVE MERGER**

The Competition Tribunal gives notice in terms of rule 35(5)(b)(ii) of the “Rules for the conduct of proceedings in the Competition Tribunal” as published in Government Gazette No. 22025 of 01 February 2001, that on 12 February 2016 it approved the merger between Cell C Service Provider Company (Pty) Ltd and Altech Autopage, a division of Altron TMT (Pty) Ltd subject to conditions.

(CDM case no.: LM117Aug15)

**The Chairperson
Competition Tribunal**

ECONOMIC DEVELOPMENT DEPARTMENT**NOTICE 180 OF 2016****COMPETITION TRIBUNAL****NOTIFICATION OF DECISION TO APPROVE MERGER**

The Competition Tribunal gives notice in terms of rule 35(5)(b)(ii) of the “Rules for the conduct of proceedings in the Competition Tribunal” as published in Government Gazette No. 22025 of 01 February 2001, that on 24 February 2016 it approved without conditions the merger between Alstom Transport Holdings SA Proprietary Limited and Opiconsivia Investments 265 Proprietary Limited.

(CDM case no.: LM198Dec15)

**The Chairperson
Competition Tribunal**

**DEPARTMENT OF LABOUR
NOTICE 181 OF 2016
LABOUR RELATIONS ACT, 1995**

CHANGE OF NAME OF AN EMPLOYERS' ORGANISATION

I, Malixole Ntleki, the Acting Registrar of Labour Relations, hereby notify, in terms of section 109(2) of the Labour Relations Act, 1995, that **Further Education and Training Colleges Employers' Organisation (FETCEO) (LR 2/6/3/977)** resolved to change its name.

With effect from.....*18/03/2016*.....the employers' organisation is registered as **Technical and Vocational Education Training Colleges Governors' Council (TVETCGC)**.

The name of the association is entered into the register of employers' organisations.



.....
ACTING REGISTRAR OF LABOUR RELATIONS

18/03/2016

**SOUTH AFRICAN RESERVE BANK
NOTICE 182 OF 2016**

Notice and Order of Forfeiture

Notice of Forfeiture to the State of money in terms of the provisions of Regulation 22B of the Regulations ("the Exchange Control Regulations") made under Section 9 of the Currency and Exchanges Act, 1933 (Act No. 9 of 1933), as amended, as promulgated by Government Notice No. R.1111 of 1961-12-01 in respect of the money of:

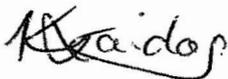
**Jide Freight Forwarding (Pty) Limited
(Registration number 2013/125186/07)**

of:

PO Box 182
23 La Province, Suikerbos
Sharonelea
Gauteng
2190

Be pleased to take notice that:

1. The Minister of Finance has, by virtue of the provisions of Regulation 22E of the Exchange Control Regulations delegated all the functions and/or powers conferred upon the Treasury by the provisions of the Exchange Control Regulations [with the exception of the functions and/or powers conferred upon the Treasury by Regulations 3(5) and (8), 20 and 22, but which exception does not include the functions and/or powers under Exchange Control Regulations 22A, 22B, 22C and 22D], and assigned the duties imposed thereunder on the Treasury, to, *inter alia*, the Governor or the Deputy Governor of the South African Reserve Bank.
2. By virtue of the functions, powers and/or duties vested in me, in my capacity as the Deputy Governor of the South African Reserve Bank, in terms of the delegation and assignment of the functions, powers and/or duties referred to in 1 above, I hereby give notice of a decision to forfeit to the State the following money and I hereby declare and order forfeit to the State the following money, namely:
 - 2.1 the amount of R207 276-00 being capital standing to the credit of the Respondent, in account number 50007531586, held with Investec Bank Limited, together with any interest thereon and/or other accrual thereto.
3. The date upon which the money specified in 2 above is hereby forfeited to the State is the date upon which this Notice of Forfeiture is published in this Gazette.
4. The money specified in 2 above shall be disposed of by deposit thereof to the National Revenue Fund.
5. This Notice also constitutes a written order, as contemplated in Regulation 22B of the Exchange Control Regulations, in terms of which the money specified in 2 above is hereby forfeited to the State.
6. Signed at Pretoria on this 11 day of MARCH 2016.



**K Naidoo
Deputy Governor
South African Reserve Bank**

BOARD NOTICES • RAADSKENNISGEWINGS

BOARD NOTICE 35 OF 2016



SOUTH AFRICAN COUNCIL FOR LANDSCAPE ARCHITECTURAL PROFESSION

FOR PUBLIC COMMENT - Proposed weighting of the core competencies for the LANDSCAPE ARCHITECTURAL PROFESSIONS

The comment period is 30 days from the date of this notice.

In terms of the Landscape Architectural Profession Act, Act 45 of 2000 Section 19 (2)(a)(i), SACLAP herewith determines the competence relating to the relevant landscape architectural categories of registration

Proposed minimum weighting	DEFINITIONS
9	PROFICIENT: (practice orientated) An ability to demonstrate project based application of specialist knowledge, critically engaging with current research and or practices in doing so. To, within specific study fields, demonstrate the ability to apply appropriate methods and processes in unique real life project scenarios. To be proficient in management, design and supervision of project implementation in practice.
7	COMPETENT: (field specific competence) Demonstrate knowledge of and project based engagement in an area at the forefront of a field, discipline and practice; relating that knowledge to a particular context. Selecting and applying appropriate procedures, processes and techniques to unique landscape related challenges within a specialized field of practice.
5	KNOWLEDGE AND UNDERSTANDING: (integrated knowledge) The assimilation and comprehension of knowledge. Individuals should be able to understand, apply and evaluate the key terms, concepts, facts, principles, rules and theories within the working environment. The ability to select and apply a range of methods to resolve realistic landscape related problems in practice.
3	KNOWLEDGABLE: (to be acquainted with) To demonstrate detailed knowledge of one or more fields, disciplines or practices including the ability to apply appropriate methods, procedures and techniques within a defined context.
1	INFORMED AWARENESS: To be sufficiently informed on matters pertaining to the profession i.e. demonstrate a basic knowledge. Aided through experiential training and or industry related methods of learning.

Professional Landscape Architect	Professional Senior Landscape Architectural Technologist	Professional Landscape Architectural Technologist	Professional Landscape Architectural Technician
NCF 9	NCF 8	NCF 7	NCF 6

| Competency upon graduation |
|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| 7 | 3 | 7 | 3 | 3 | 1 |
| (1) | (1) | (1) | (1) | (1) | (1) |
| (1) | (1) | (1) | (1) | (1) | (1) |
| 5 | 1 | 3 | 1 | 1 | 1 |
| 5 | 1 | 3 | 1 | 1 | 1 |
| 5 | 1 | 3 | 1 | 1 | 1 |
| 5 | 1 | 3 | 1 | 1 | 1 |
| 9 | 7 | 7 | 5 | 3 | 3 |

Core Competencies
Professional Practise
Professional Practice
Knowledge of insurances and legal requirements
Knowledge of all SACLAP related matters such as: Fee determination, Continued Professional Development (CPD), Disciplinary Processes, Code of Conduct, role of Voluntary Associations.
Knowledge regarding Mediation and Arbitration Processes
Office Management
Cash flow, methods of payment, disbursement charges resourcing and staff allocation, marketing
Office Administration
Trade and technical literature filing, project administration and filing timesheets, communication skills.
Human Resourcing & Financial management
Budgeting, resourcing.
Communication Skills
Report writing, presentation techniques, photography, computer literacy (evaluated in portfolio)

Professional Landscape Architect	Professional Senior Landscape Architectural Technologist	Professional Landscape Architectural Technologist	Professional Landscape Architectural Technologist
NCF 9	NCF 8	NCF 7	NCF 6
Competency upon graduation	Competency upon graduation	Competency upon graduation	Competency upon graduation
3	3	3	1
3	3	3	3
3	3	3	1
5	5	5	3
5	5	5	3

Core Competencies
Turf grass management
Spot field, construction, maintenance, preparation of fields
Irrigation
Water quality - interpretation of lab results, mitigation measures, etc
Design of systems, working drawings and estimates of quantities and costs, installation and maintenance
Determination of watering requirements, implementing water-wise principles
Landscape equipment/mechanisation
Understanding equipment capacity/specifications/suitability/calibration
Landscape installation practise
Plant handling & installation
Skill in the use and suitability of materials : paving , concrete, street furniture etc.
Landscape maintenance practise
Plant growth , water requirements
Pest and disease control
Best practise principles

CONTINUES ON PAGE 130 - PART 2



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BOARD NOTICE 36 OF 2016



**SOUTH AFRICAN COUNCIL FOR LANDSCAPE ARCHITECTURAL PROFESSION
FOR PUBLIC COMMENT - Proposed weighting of the core competencies for the LANDSCAPE ARCHITECTURAL PROFESSIONS**

The comment period is 30 days from the date of this notice.

In terms of the Landscape Architectural Profession Act, Act 45 of 2000 Section 19 (2)(a)(i), SAC/LAP herewith determines the competence relating to the relevant landscape architectural categories of registration

Proposed minimum weighting	DEFINITIONS
9	PROFICIENT: (practice orientated) An ability to demonstrate project based application of specialist knowledge, critically engaging with current research and or practices in doing so. To, within specific study fields, demonstrate the ability to apply appropriate methods and processes in unique real life project scenarios. To be proficient in management, design and supervision of project implementation in practice.
7	COMPETENT: (field specific competence) Demonstrate knowledge of and project based engagement in an area at the forefront of a field, discipline and practice; relating that knowledge to a particular context. Selecting and applying appropriate procedures, processes and techniques to unique landscape related challenges within a specialized field of practice.
5	KNOWLEDGE AND UNDERSTANDING: (integrated knowledge) the assimilation and comprehension of knowledge. Individuals should be able to understand, apply and evaluate the key terms, concepts, facts, principles, rules and theories within the working environment. The ability to select and apply a range of methods to resolve realistic landscape related problems in practice.
3	KNOWLEDGABLE: (to be acquainted with) To demonstrate <u>detailed</u> knowledge of one or more fields, disciplines or practices including the ability to apply appropriate methods, procedures and techniques within a defined context.
1	INFORMED AWARENESS: To be sufficiently informed on matters pertaining to the profession i.e. demonstrate a basic knowledge. Aided through experiential training and or industry related methods of learning.

Professional Landscape Architect	Professional Senior Landscape Architectural Technologist	Professional Landscape Architectural Technologist	Professional Landscape Architectural Technician
NQF 9	NQF 8	NQF 7	NQF 6

Competency upon registration	Competency upon graduation	Competency upon registration	Competency upon graduation	Competency upon registration	Competency upon graduation
7	3	7	3	7	3
	(1)		(1)		(1)
	(1)		(1)		(1)
5	1	3	1	3	1
5	1	3	1	3	1

Core Competencies
Professional Practice
Knowledge of insurances and legal requirements
Knowledge of all SAC/LAP related matters such as: Fee determination, Continued Professional Development (CPD), Disciplinary Processes, Code of Conduct, role of Voluntary Associations.
Knowledge regarding Mediation and Arbitration Processes
Office Management
Cash flow, methods of payment, disbursement charges resourcing and staff allocation, marketing
Office Administration
Trade and technical literature filing, project administration and filing, timestreams, communication skills.

Professional Landscape Architect	NQF 9	Professional Senior Landscape Architectural Technologist	NQF 8	Professional Landscape Architectural Technologist	NQF 7	Professional Landscape Architectural Technician	NQF 6
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Competency upon registration	Competency upon graduation						
5	1	3	1	3	1	1	1
9	7	7	7	5	5	3	3
9	9	7	7	5	5	3	3
7	3	7	3	7	3	3	3
5	3	3	3	3	1	1	1

9	7	7	7	5	3	1	1
9	7	7	7	5	3	3	3
9	5	7	5	7	5	5	3
9	5	5	5	5	3	3	1

5	3	5	3	3	3	1	1
5	3	5	3	3	3	1	1

Core Competencies
Human Resourcing & Financial management Budgeting, resourcing.
Communication Skills Report writing, presentation techniques, photography, computer literacy (evaluated in portfolio)
Research The ability to research the aspects required to realise a project
Ethics and Values Pertains particularly to the practise related aspects such as: Occupational Health and Safety, Municipal Finance Management Act, CIDB act etc.

Landscapes Design
Landscapes Master Planning/Design Framework Site survey, site analysis, site evaluation, recommendations, reports and guidelines
Landscapes Design, Planning Theories and Methodologies Landscapes architecture history, theory and critique
Landscapes design theory eg. Sustainable design, green building, ecological responsive design etc.
Construction history, theory and critique
Landscapes levels, drainage design and stormwater management
Cultural landscapes
Landscapes Design: interpretation of brief, collation of data, ecological and site responsive design, services and relevant integration of design information, evaluation of data, design proposals and presentations, plan approval and local authority requirements, advise on other professional involvement
Plant design i.e. aesthetic, functional and ecological considerations
Working drawings & Documentation associated with Landscapes design Hard and Soft Landscapes Detail Construction drawings, grading plans, planting plans, irrigation design inputs, specifications, bills of quantities, writing landscape maintenance specification
Cost Estimation of Landscapes Design Cost estimation, project budget confirmation, Quantification and measuring ,material and labour rates.

Environmental Planning & Management Processes
Environmental Management & compliance issues Implementation of environmental management plans and compliance monitoring
Environmental Planning Integrated environmental management, application of sustainable planning principles

Professional Landscape Architect	Professional Senior Landscape Architectural Technologist	Professional Landscape Architectural Technologist	Professional Landscape Architectural Technician
NQF 9	NQF 8	NQF 7	NQF 6
Competency upon registration	Competency upon registration	Competency upon registration	Competency upon registration
Competency upon graduation	Competency upon graduation	Competency upon graduation	Competency upon graduation
7	7	5	3
1	1	1	1
3	3	3	1
3	3	3	1
3	3	3	1
3	3	3	1
3	3	3	1
3	3	3	3
3	3	3	3
3	3	3	1
5	5	5	3
5	5	5	3

Core Competencies
Applied Horticulture/Landscape Technology
Plant knowledge
Nomenclature, characteristics, uses and requirements
Plant propagation
Nursery management: set up on site, propagation methods, propagation mediums, fertilizing, maintenance, pest and disease control
Arboriculture
Tree planting methods, appropriate pruning, root treatment, tree surgery, pests & disease identification and treatment, tree removal practises
Soil knowledge
Classification (interpretation), fertilisation, handling and placing, cultivation, mulching, growth media
Flow of water: infiltration, porosity, watering requirements
Turf grass management
Sport field, construction, maintenance, preparation of fields
Irrigation
Water quality - interpretation of lab results, mitigation measures, etc
Design of systems, working drawings and estimates of quantities and costs, installation and maintenance
Determination of watering requirements, implementing water-wise principles
Landscape equipment/mechanisation
Understanding equipment capacity/specifications/suitability/calibration
Landscape installation practise
Plant handling & installation
Skill in the use and suitability of materials : paving , concrete, street furniture etc.
Landscape maintenance practise
Plant growth, , water requirements
Pest and disease control
Best practise principles

BOARD NOTICE 37 OF 2016



SOUTH AFRICAN COUNCIL FOR LANDSCAPE ARCHITECTURAL PROFESSION
FOR PUBLIC COMMENT - Proposed weighting of the core competencies for the LANDSCAPE MANAGEMENT PROFESSIONS

The comment period is 30 days from the date of this notice

In terms of the Landscape Architectural Profession Act, Act 45 of 2000 Section 19 (2)(a)(i), SACLAP herewith determines the competence relating to the relevant landscape architectural categories of registration

Proposed minimum weighting	DEFINITIONS
9	PROFICIENT: (practice orientated) An ability to demonstrate project based application of specialist knowledge, critically engaging with current research and or practices in doing so. To, within specific study fields, demonstrate the ability to apply appropriate methods and processes in unique real life project scenarios. To be proficient in management, design and supervision of project implementation in practice.
7	COMPETENT: (field specific competence) Demonstrate knowledge of and project based engagement in an area at the forefront of a field, discipline and practice, relating that knowledge to a particular context. Selecting and applying appropriate procedures, processes and techniques to unique landscape related challenges within a specialized field of practice.
5	KNOWLEDGE AND UNDERSTANDING: (integrated knowledge) the assimilation and comprehension of knowledge. Individuals should be able to understand, apply and evaluate the key terms, concepts, facts, principles, rules and theories within the working environment. The ability to select and apply a range of methods to resolve realistic landscape related problems in practice.
3	KNOWLEDGABLE: (to be acquainted with) To demonstrate <i>detailed</i> knowledge of one or more fields, disciplines or practices including the ability to apply appropriate methods, procedures and techniques within a defined context.
1	INFORMED AWARENESS: To be sufficiently informed on matters pertaining to the profession i.e. demonstrate a basic knowledge. Aided through experiential training and or industry related methods of learning.

A	Core Competencies LANDSCAPE MANAGEMENT PROFESSIONS	Professional Landscape Manager NQF 9			Category name to be determined NQF 8			Professional Landscape Technologist NQF 7			Professional Landscape Technician NQF 6		
		Competency upon registration	Competency upon graduation	Competency upon registration	Competency upon graduation	Competency upon registration	Competency upon graduation	Competency upon registration	Competency upon graduation	Competency upon registration	Competency upon graduation	Competency upon registration	Competency upon graduation
	Professional Practice Knowledge of insurances and legal requirements Knowledge of all SACLAP related matters such as: -Continued Professional Development (CPD), Disciplinary Processes, Code of Conduct, role of Voluntary Associations. Knowledge regarding Mediation and Arbitration Processes Office Management Cash flow, methods of payment, disbursement charges resourcing and staff allocation, marketing Office Administration Filing, project administration, timesheets, communication skills. Human Resourcing & Financial management	9	3	7	3	5	1	3	5	1	3	1	
		9	5	7	3	5	1	3	5	1	3	1	
		9	3	7	1	5	1	3	5	1	3	1	
		9	3	7	3	5	1	3	5	1	3	1	

Core Competencies LANDSCAPE MANAGEMENT PROFESSIONS	Professional Landscape Manager NQF 9		Category name to be determined NQF 8		Professional Landscape Technologist NQF 7		Professional Landscape Technician NQF 6	
	Competency upon registration	Competency upon graduation	Competency upon registration	Competency upon graduation	Competency upon registration	Competency upon graduation	Competency upon registration	Competency upon graduation
Budgeting, resourcing, skills transfers								
Communication Skills Report writing, presentation techniques, photography, computer literacy	7	5	5	5	3	3	3	3
Research The ability to research the aspects required to realise a project	5	3	5	5	3	3	3	3
Ethics and Values Government Legislation, Regulations, Policies & Guidelines Pertains particularly to the practice related aspects such as: Occupational Health and Safety, Municipal Finance Management Act, CIDB, Labour, POPI, PAJA, PAIA, WC act etc.	9	5	7	5	7	5	3	3
	5	3	3	3	3	1	1	1
B								
Landscape Design								
Landscape Master Planning/Design Framework Site survey, site analysis, site evaluation, recommendations, reports and guidelines	3	1	3	1	1	1	1	1
Landscape Design, Planning Theories and Methodologies Landscape architecture history, theory and critique Landscape design theory eg. Sustainable design, green building, ecological responsive design etc.	3	1	3	1	1	1	1	1
Construction history, theory and critique Landscape levels, drainage design and stormwater management Cultural landscapes Landscape Design: interpretation of brief, collation of data, ecological and site responsive design, services and relevant integration of design information, evaluation of data, design proposals and presentations, plan approval and local authority requirements, advise on other professional involvement Plant design i.e. aesthetic, functional and ecological considerations Working drawings & Documentation associated with Landscape design Hard and Soft Landscape Detail Construction drawings, grading plans, planting plans, irrigation design inputs, specifications, bills of quantities, writing landscape maintenance specification Cost Estimation of Landscape Design Cost estimation, project budget confirmation, Quantification and measuring material and labour rates.								
C								
Environmental Planning & Management Processes								
Environmental Management & compliance issues Implementation of environmental management plans and compliance monitoring Environmental Planning Integrated environmental management, application of sustainable planning principles Understanding the implications of the listed activities as set out in Environmental Legislation on a project level and responding in the appropriate manner i.e. identifying if formal process is required	3	3	3	3	3	3	3	3
	3	3	3	1	1	1	1	1

Core Competencies LANDSCAPE MANAGEMENT PROFESSIONS	Professional Landscape Manager NQF 9		Category name to be determined NQF 8		Professional Landscape Technologist NQF 7		Professional Landscape Technician NQF 6	
	Competency upon registration	Competency upon graduation	Competency upon registration	Competency upon graduation	Competency upon registration	Competency upon graduation	Competency upon registration	Competency upon graduation
Rehabilitation Aspects of rehabilitation associated with the change in the landforms, appropriate soil preparation, erosion protection, planting, etc.	5	3	3	3	3	3	1	1
Government Legislation, Regulations, Policies & Guidelines Pertains particularly to the Environmental related aspects at National, Provincial and Local level. e.g. biodiversity, protect areas, protected trees, alien vegetation, NEMA, Water Act etc.	5	3	3	3	3	3	3	3
Natural Sensitive Habitat management Ecological systems, how they function, management of flora and fauna, legislative requirements that are to be met, maintenance of such areas e.g. wetlands, fynbos	5	3	5	3	3	3	1	1
Alien vegetation control Chemical/non chemical management of vegetation, methods of application, cost estimation of vegetation control, nomenclature	5	5	3	5	1	1	1	1
D								
Project Management Co-ordinate of role players, meetings and procedures. Co-ordination, integration and dissemination of project information.	7	5	5	5	3	3	3	3
Construction Contract Management Co-ordinate of sub contractors, meetings and procedures. Co-ordination, integration, management and dissemination of project implementation information. Understanding of complexity, context and difficulty, interface with other contractors, access, storage & staging points Interface with other contractors, dependencies, sequencing of work, penalties and delays, notification of delays Elevations, slopes and falls, co-ordinates, datum points, setting out points, dimensions, distances and proportion Supplier management and control, size, type and sequencing of deliveries, commercial arrangements and proportions Understanding specifications, aesthetic interpretation, accuracy of installation Costing, rate calculation, work measurement, preparation of monthly claim, interaction with cost controller for valuation and certification of landscape work Quality assurance in relation to specifications, testing of components and /materials, samples, site house keeping Format & frequency, reporting and feedback Including the Preparation and submission of tender/quotation processes but not limited to, returnables schedule, pricing review, evaluation criteria, insurances, compliance issues Appointment letter, contract document familiarisation, forms of contract and implications	9	7	7	5	3	3	1	1

BOARD NOTICE 38 OF 2016
FINANCIAL MARKETS ACT, 2012

PROPOSED AMENDMENTS TO THE STRATE RULES:
PUBLICATION FOR COMMENT

I Dube Phineas Tshidi, Registrar of Securities Services, hereby give notice under section 11(6)(c) of the Financial Markets Act 19 of 2012 that the proposed amendments to the State Rules have been published on the official website of the Financial Services Board (www.fsb.co.za) for public comment. All interested persons who have any objections to the proposed amendments are hereby called upon to lodge their objections with the Registrar of Securities Services, at the following email address: Michael.Kabai@fsb.co.za within a period of 14 days from the date of publication of this notice.



D P TSHIDI

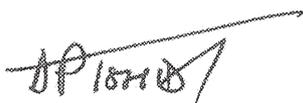
REGISTRAR OF SECURITIES SERVICES

BOARD NOTICE 39 OF 2016**FINANCIAL SERVICES BOARD****COLLECTIVE INVESTMENT SCHEMES CONTROL ACT, 2002****EXEMPTION OF A MANAGER OF A COLLECTIVE INVESTMENT SCHEME IN
SECURITIES FROM CERTAIN PROVISIONS OF BOARD NOTICE 90 OF 2014 AND
SUSPENSION OF CERTAIN PROVISIONS OF THE DEED**

I, Dube Tshidi, Registrar of Collective Investment Schemes ("the Registrar"), hereby-

- (a) in terms of section 22(a) of the Collective Investment Schemes Control Act, 2002 (Act No. 45 of 2002 ("**the Act**")), exempt a manager administering a collective investment scheme in securities under the Act from compliance with the provisions of paragraphs 8(1), 8(2), 8(3) and 8(4) of Board Notice 90 of 2014 ("**the Notice**") published in *Government Gazette* No. 37895 of 8 August 2014; and
- (b) in terms of section 97(3)(a)(ii) of the Act, suspend certain provisions of the Deed establishing a retention portfolio,

as set out in the Schedule.



D P TSHIDI

REGISTRAR OF COLLECTIVE INVESTMENT SCHEMES

SCHEDULE

1. Exemption of Manager

(1) The exemption contemplated in paragraph (a) of this Notice applies to a manager administering a money market portfolio that holds debt instruments issued by the African Bank Limited (Under Curatorship) (“**ABL**”) in a money market portfolio or a money market retention portfolio and at the date on which a newly formed bank replacing ABL (“**Good Bank**”) implements the issue of debt instruments to replace the existing ABL debt instruments (“**replacement instruments**”).

(2) A manager is exempted from paragraph 8(1) of the Notice in respect of the replacement instruments and the manager’s decision to either hold or sell these replacement instruments must be done in the best interest of investors, subject to paragraph 2(a) of Schedule 1 to the Act.

(3) A manager is exempted from compliance with paragraph 8(4) of the Notice in respect of the replacement instruments issued by Good Bank in lieu of the written down debt of ABL, provided-

- (a) these replacement instruments continue to be valued at nil with no maturity date; and
- (b) any monies received in lieu thereof shall be treated as income on date of actual receipt.

(4) A manager may exclude the replacement instruments from the calculations in respect of the requirements set out in paragraphs 8(2) and 8(3) of the Notice.

2. Suspension of certain provisions of Deed

(1) The following provisions of the Deed establishing a retention portfolio to hold ABL debt instruments are suspended:

- (a) The provision which states or provision which similarly states:

"Holding the non-equity securities and money market instruments issued by ABL until such time as they are capable of being sold in the market or otherwise liquidated, traded or exchanged for other money market instruments at equal value". In this paragraph, only the provision "until such time as they are capable of being sold in the market or otherwise liquidated, traded or exchanged for other money market instruments at equal value", is suspended.

(b) The provision which states or provision which similarly states:

"Ensuring that the assets are realised as soon as commercially practicable after they become liquid, and thereafter paying any investors who have requested a redemption of their participatory interests, at such dates as are determined at the discretion of the manager (which dates such shall not be unreasonably delayed)."

(c) The provision which states or provision which similarly states:

"The manager undertakes to ensure that the assets are realised as soon as they become liquid, tradeable, or redeemable."

(2) A Deed whose provisions have been suspended as contemplated in sub paragraph 2(1) of this Notice must be amended to include a provision which empowers a manager to, in the best interest of investors, apply discretion on when to realise assets that become liquid, tradeable or redeemable.

(3) A manager must comply with the requirements set out in subparagraph 2(2) within 30 days from the effective date of this Notice.

3. **Period of validity of suspension**

The exemption and suspension contemplated in this Notice remain operative until a date on which the exemption or suspension is withdrawn, or a date on which the Registrar determines further conditions to replace these conditions.

4. **Effective date**

This Notice takes effect on 4 April 2016.

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