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

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IMPORTANT ANNOUNCEMENT**Closing times *PRIOR TO PUBLIC HOLIDAYS* for
GOVERNMENT NOTICES, GENERAL NOTICES,
REGULATION NOTICES AND PROCLAMATIONS****2010**

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

- ▶ **16 September**, Thursday, for the issue of Thursday **23 September 2010**
- ▶ **23 September**, Thursday, for the issue of Friday **1 October 2010**
- ▶ **9 December**, Thursday, for the issue of Friday **17 December 2010**
- ▶ **15 December**, Wednesday, for the issue of Friday **24 December 2010**
- ▶ **21 December**, Tuesday, for the issue of Friday **31 December 2010**
- ▶ **30 December**, Thursday, for the issue of Friday **7 January 2011**

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****2010**

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

- ▶ **16 September**, Donderdag, vir die uitgawe van Donderdag **23 September 2010**
- ▶ **23 September**, Donderdag, vir die uitgawe van Vrydag **1 Oktober 2010**
- ▶ **9 Desember**, Donderdag, vir die uitgawe van Vrydag **17 Desember 2010**
- ▶ **15 Desember**, Woensdag, vir die uitgawe van Vrydag **24 Desember 2010**
- ▶ **21 Desember**, Dinsdag, vir die uitgawe van Vrydag **31 Desember 2010**
- ▶ **30 Desember**, Donderdag, vir die uitgawe van Vrydag **7 Januarie 2011**

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 kople drie kalenderweke voor publikasie ingedien word

GOVERNMENT NOTICES
GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF HOME AFFAIRS
DEPARTEMENT VAN BINNELANDSE SAKE

No. 750

27 August 2010

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

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

1. Mona Ishara Sewpersad - 820503 0035 080 - 9 Chancerly Lane, Parkgate, Ottawa, 4014 - *Ishara*
2. Jaynor Valentine 0 391023 0148 089 - 9 Wars Lane, Grassy Park, 7945 - *Janap*

No. 751**27 August 2010****BIRTHS AND DEATHS REGISTRATION ACT, 1992, (ACT NO. 51 OF 1992) NOTICE OF RECTIFICATION****ASSUMPTION OF ANOTHER SURNAME IN TERMS OF SECTION 26 OF THE BIRTHS AND DEATHS REGISTRATION ACT,
1992 (ACT NO. 51 OF 1992)**

Notice is hereby given of Government Gazette Notice No. 1219 which, was published in Government Gazette No. 31583 dated 14 November 2008, is hereby rectified to read as follows:

1. Tulele Florence Mfulwane – 790911 0518 086 – Department of Home Affairs, Private Bag X3009, Randburg, 2125 -
Florence

No. 752**27 August 2010****ALTERATION OF SURNAMES IN TERMS OF SECTION 26 OF THE BIRTHS AND DEATHS REGISTRATION ACT, 1992
(ACT NO. 51 OF 1992)**

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

1. Cheleboy Mpho Rakgalakane - 811120 5372 086 - P O Box 858, Springs, 1560 - *Maphupha*
2. Aularia Celstia Nyathi - 891013 0941 083 - 28 Poku Flat, Walker Street, Sunnyside, Pretoria, 0002 - *Mboweni*
3. Vusi Jeza - 860729 5845 089 - P O Box 56, Kokstad, 4700 - *Xhakana*
4. Naresh Dabadeen - 800815 5062 081 - and your wife - Evert Dabadeen - 800608 0196 081 - 70 Penelope Street, Starwood, Phoenix, 2010 - *Singh*
5. Mohamed Shahla Ramjathan - 8510021 5174 087 - 87 Strandbrook Crescent, Brookdale, Phoenix, 2010 - *Abdul Hamid*

No. 753

27 August 2010

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

Notice is hereby given of Government Gazette Notice No.329 which, was published in Government Gazette No. 29791 dated 20 April 2007, is hereby rectified to read as follows:

1. Siemon Buytenhuys – 810815 0110 081 – 10 Kieth Avenue, Pinepark, Randburg, 2194 – *Schamik-Palmer*

Notice is hereby given of Government Gazette Notice No.434 which, was published in Government Gazette No. 30968 dated 18 April 2008, is hereby rectified to read as follows:

2. Lucas Moleleki – 750326 5321 089 – P O Box 219, Groblershope, 8850 – *Freeman*

Notice is hereby given of Government Gazette Notice No.1167 which, was published in Government Gazette No. 32780 dated 11 December 2009, is hereby rectified to read as follows:

3. Mfanimpela Musawenkosi Blessing Dlodlu - 860209 5252 081 - P O Box 1665, Piet Retief, 2380 – *Malinga*

Notice is hereby given of Government Gazette Notice No.165 which, was published in Government Gazette No. 29651 dated 02 March 2007, is hereby rectified to read as follows:

4. Erick Gezani Shabalala – 700606 6770 082 – 323 Segwaelane, Brits, 0250 – *Khoza*

No. 744**27 August 2010****ALTERATION OF SURNAMES IN TERMS OF SECTION 26 OF THE BIRTHS AND DEATHS REGISTRATION ACT, 1992 (ACT NO. 51 OF 1992)**

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

1. Mfo Vusi Mhlongo - 520408 5615 089 - F143 Luthando Avenue, Ntuzuma Township, DURBAN, 4360 - *Mlambo*
2. Johannes Mpostou Vilakazi - 520101 6930 086 - 24 Rabolou Street, Rest In Peace, Kwathema, SPRINGS, 1575 - *Sibanyoni*
3. Martha Ntshedi Ralesite - 520101 1399 085 - Sione Village, ATAMELANG, 2732 - *Maine*
4. Bonginkosi Victor Sithole - 600619 5690 087 - Mndozo Farm, OSIZWENI, 2952 - *Mbatha*
5. Lesmi Maholwana - 900829 1067 084 - P 687 Siyaya Street, Sibe B, KHAYELITSHA, 7784 - *Julies*
6. Nomthandazo Mhlongo - 900820 1075 086 - 2636 A Zone 10, MEADOWLANDS, 1852 - *Kubeka*
7. Bongani Dube - 620603 5774 089 - 53 Inqe Street, LAMONTVILLE, 4027 - *Manyisa*
8. Ntokozo Pa Mngomezulu - 830321 6014 084 - Umlazi Township, Ntonto Zulu Road, UMLAZI, 4031 - *Majola*
9. Monde Victor Stafaans - 790828 5497 084 - 34 Prince Alfred, QUEENSTOWN, 5320 - *Maboza*
10. Mafika Michael Mbiko - 690907 5426 086 - P O Box 105, IZINGOLWENI, 4260 - *Cele*
11. Mohale Stephen Mohlabafase - 640402 5862 085 - 3595 Extension 8, Nguni Section, Ngwaxaxa Street, VOSLOORUS, 1475 - *Modjadji*
12. Bongani Hendry Mlotshwa - 800729 5585 084 - Stand No 658, Halfway Trust, NSIKAZI, 1245 - *Mazibuko*
13. Ntokozo Shiloane - 821227 5927 088 - Stand No 1246, Nescom Trust, KABOKWENI, 1245 - *Hlatshwayo*
14. Sibonelo Percival Mbonambi - 900914 5460 087 - F575 Mnyandu Road, KWAMASHU, 4360 - *Zindlovu*
15. Dineo Stemmer - 911017 0214 082 - 13913 Thutlo Street, Bluemanda, KIMBERLEY, 8345 - *Mofokeng*
16. Phumeza Duma - 910421 1232 088 - P O Box 136, CREIGHTON, 3263 - *Mtolo*
17. Mputing Edward Mahlangu - 900909 6672 086 - Stand No 100, Keerom, SIHLAKWANA, 1047 - *Makulane*
18. Lukhanyo Gloria Ndumndum - 910324 0433 089 - 2584 Phola Park, MBEKWENI, 7626 - *Magele*
19. Sphamandla Excellent Ndlovu - 910102 5830 081 - Annville Area, DANNHAUSER, 3080 - *Shabalala*
20. Phumudzo Chauke - 900418 0927 082 - P O Box 174, SHAYANDIMA, 0945 - *Nethengwe*
21. Tshiamo Itumeleng Mogapi - 920312 6021 089 - P O Box 595, KURUMAN, 8460 - *Dilotsotlhe*
22. Anthony Kgabo Maboya - 901124 5736 085 - 548 Zone 4, SESHEGO, 0742 - *Phago*
23. Nhlakanipho Wandisile Mdludlu - 920330 5796 089 - 1093 Roets Drive, Extension 2, VOSLOORUS, 1475 - *Sonandi*
24. Cheré Slabbert - 870313 0040 083 - P O Box 7236, STELLENBOSCH, 7599 - *Morgia*
25. Tirelo Ronny Ntsoane - 870827 6063 088 - P O Box 458, LEBOWAKGOMO, 0737 - *Phalane*

26. Nompumelelo Dube - 871208 0647 086 - Private Bag X10630, STANGER, 4450 - *Mngadi*
27. Johannes Ngubane - 740607 5669 087 - Sphumelele Location, HOWICK, 3290 - *Zuma*
28. Mbangiswa Mqhukule - 461106 5563 082 - P O Box 26, LUSIKISIKI, 4820 - *Ngwavu*
29. Nomathemba Joyce Zulu - 750731 0337 081 - P O Box 801, ELUKWATINI, 1192 - *Maber*
30. Lusi Maphupha Mabelane - 580616 0934 084 - P O Box 85, NGWAABE, 1058 - *Kgole*
31. Johannes Mathibedi Magomezulu - 870821 6202 085 - 929 Extension 2, DIEPSLOOF, 1862 - *Shakwane*
32. Ocean Makebe Nkoana - 860611 5790 087 - 5935 Mashimong, MORETELE, 0407 - *Magaela*
33. Nhlanhla Zondi - 760912 5572 082 - E 71 Ntuzuma Township, KWAMASHU, 4360 - *Zuma*
34. Gugu Pretty Mlangeni - 830416 0861 082 - 4227 Sibande Street, Extension 4, Mzinoni, BETHAL, 2310 - *Sikhosana*
35. Xolelwa Valencia Madinda - 870218 0282 082 - 5963 Extension 6, Joza Location, GRAHAMSTOWN, 6139 - *Tukulula*
36. Pheeha Moremi - 870207 5941 081 - 190 Block J J, SAULSVILLE, 0125 - *Motolla*
37. Modibu Blantina Phokoane - 610707 0587 081 - Stand No 143, Moeding, GA RAKGOADI, 1067 - *Mashiane*
38. Morubula Francinah Nakene - 640902 0463 086 - P O Box 307, BABIRWA, 0716 - *Makgato*
39. Zwelakhe Ivin Mabena - 630616 5563 086 - P O Box 189, LADY FRERE, 5410 - *Mbana*
40. Thembile Jeffrey Mnyeko - 680124 5380 089 - 112 Masoka Street, Zwide, PORT ELIZABETH, 6201 - *Nyikanyika*
41. Nthobi Joseph Chesa - 610821 5270 088 - Ntsweletsoku Village, Setete Section, LEHURUTSHE, 3819 - *Mpete*
42. Batseba Katane - 811002 1008 080 - 275 Boikhutsong Section, PHOKENG, 0335 - *Moeng*
43. Angelique Harker - 910910 0291 087 - 50 Emms Road, ELSIES RIVER, 7490 - *Wingrove*
44. Nosipho Sibiya - 920213 0899 084 - Tobi H P School, UMBUMBULU, 4105 - *Zungu*
45. Thobile Chawane - 881105 5647 087 - P O Box 425, MOUNT FRERE, 5090 - *Faye*
46. Siphelele Charity Mntungwa - 920114 0701 082 - 65 Island View Road, Bluff Fynnland, DURBAN, 4052 - *Nkosi*
47. Thulani Cain Khoza - 910710 5610 087 - Stand No 964, MATSULU, 1203 - *Ntimane*
48. Nduduzo France Mncwango - 910102 5625 085 - A128 Bantabahle Road, Kwamashu, DURBAN, 4360 - *Myeza*
49. Sithembile Sikhona Zikalala - 890523 0523 088 - D414, EZAKHENI, 3381 - *Buthelezi*
50. Tinyiko Thivhuli - 780818 0343 088 - 16141 Incape Street, Extension 16, East Field, VOSLOORUS, 1475 - *Chauke*
51. Lindokuhle Alex Radebe - 910601 6290 088 - Amahlongwa Area, UMKOMAAS, 4170 - *Mgobhozi*
52. Luthando Ntushelo - 791009 5637 081 - P O Box 1232, ALICE, 5700 - *Bangani*
53. Sihle Ernest Maci - 911204 5832 080 - Kwaxaba Ward 27, GAMALAKHE, 4249 - *Xulu*
54. Mantombi Happiness Mbambo - 621224 0595 087 - P O Box 1703, STANGER, 4450 - *Gcabashe*

55. James Siyabonga Mbabala - 870430 6095 083 - 64 John Street, Debonia Park, DE DEUR, 1984 - *Xoka*
56. Shane Simion Sithole - 910225 5128 089 - 33 7th Street, Warrentville, WARRENTON, 8530 - *Stazie*
57. Ebrahim Elvis Kennig - 890901 5712 080 - 237 Wilgers Street, Breipaal, DOUGLAS, 8730 - *Msomi*
58. Timmy Sigauke - 920309 6144 085 - P O Box 210, MAKOKO, 1251 - *Mgwenya*
59. Anele Sichembu - 650202 6801 083 - P O Box 52604, MTHATHA, 5099 - *Magqibelo*
60. Sabelo Mdoda - 790305 5822 082 - P O Box 115, LUSIKISIKI, 4820 - *Tshongaye*
61. Thembinkosi Mbekiseni Matenjwa - 700612 5295 089 - P O Box 55, STANGER, 4450 - *Manzi*
62. Nzuzo Agreement Gwala - 911207 0617 083 - 286 Kennedy Road, CLARE STATE, 4091 - *Cibane*
63. Pretty Nomvula Njiyela - 870510 1475 081 - P O Box 237, HARDING, 4680 - *Tshebi*
64. Dumisani Patrick Zwane - 910817 5263 088 - D123 Bombo Road, KWAMASHU, 4363 - *Mathonsi*
65. Tshepo Billy Ramokone - 731023 5803 083 - P O Box 22, MPHAHLELE, 0736 - *Mphahlele*
66. Petrus Mokwena - 731021 5570 082 - 715 Thembaletu, KWAMHLANGA, 1022 - *Mabena*
67. Virginia Msibi - 730823 1196 080 - 3372 Block 4, Doornkop, Dobsonville, ROODEPOORT, 1724 - *Ndlovu*
68. Sphiwe Petros Zulu - 670306 5922 083 - P O Box 1076, MTUBATUBA, 3935 - *Manqele*
69. Presley Noel Mthethwa - 690330 5615 089 - Nkohlakalo Trust, KABOKWENI, 1245 - *Scrimnenger*
70. Adrian Zwelakhe Ndlovu - 700312 5965 084 - P O Box 271, ESIKHAWINI, 3887 - *Cele*
71. Diteko Ernest Moalafi - 680928 6196 082 - Driefontein Village, Majane Section, LEHURUTSHE, 2887 - *Diokane*
72. Norah Makhuele - 901222 0498 089 - Stand No 52 C, BENFARM, 1220 - *Mathonsi*
73. Thabani Linus Radebe - 570827 5390 089 - P147 Umlazi, NTOKOZWENI, 4031 - *Mkhize*
74. Ethile Jakeni - 830405 5471 088 - 6406 Extension 24, BUTTERWORTH, 4960 - *Mzolo*
75. Matome Mcbryde Nkosi - 850709 5956 088 - Private Bag X 1, SIMONS TOWN, 7995 - *Maake*
76. Silindile Bianca Paulet Ngcobo - 810406 0421 080 - E875 Umlazi Township, UMLAZI, 4031 - *Mhlongo*
77. Mandlakhe Sidwell Mdiniso - 901217 6208 086 - 14 Sisilana Street, Kwanobuhle, UITENHAGE, 6242 - *Mkefa*
78. Goodness Portia Ndimande - 910504 1081 082 - Stand No 1891, Themisa Trust, WHITE RIVER, 1245 - *Ngomane*
79. Wilfred Mandla Dlamini - 570408 5709 089 - 9673 Mogwai Street, DOBSONVILLE, 1863 - *Nyawu*
80. Mbali Nzama - 900214 0553 089 - Emachobeni Area, Engoleni Road, INANDA, 4310 - *Buthelezi*
81. Nhlakanipho Goodenough Zulu - 881015 5543 089 - P O Box 21413, STANGER, 4450 - *Xulu*
82. Sibongile Belina Mashiane - 910514 0341 080 - 15502 Twatwa, Extension 21, Daveyton, BENONI, 1520 - *Maluleka*
83. Lungani Innocent Mgobozi - 790414 5541 088 - A499 Umlazi, UMLAZI, 4031 - *Zulu*

84. Vincent Dingindawo Mabuza - 660202 5386 084 - Stand 5829, Unit 7, Temba, MORETELE, 0407 - *Mahlangu*
85. Onodwa Gqotso - 880716 0339 081 - 41 E Teachers Cotagee, ZWELETEMBA, 6852 - *Baartman*
86. Bafana Archie Dube - 660827 5391 088 - 10970 Marule Street, KWATHEMA, 1575 - *Motha*
87. Njabulo Mfanafuthi Ntuli - 890604 5960 085 - K529 Qola Road, KWAMASHU, 4360 - *Zungu*
88. Vela Sbusiso Ntuli - 901211 5954 089 - K259 Qola Road, KWAMASHU, 4360 - *Zungu*
89. Andries Mokoena Ledibane - 810501 6098 088 - P O Box 2134, GA MAJA, 0719 - *Tleane*
90. Nkosinathi Goodman Makhanya - 810729 5280 080 - P O Box 9404, HLUHLUWE, 3960 - *Mdlalose*
91. Innocent Bongane Radebe - 910808 5261 081 - 10639 Imona Street, KWATHEMA, 1575 - *Motlhabane*
92. Ntombiyenkosi Penelope Nompumelelo Gumede - 910622 0692 087 - B1264 Sikhindi Road, KWAMASHU, 4360 - *Thango*
93. Katlego Constatia Raphahlelo - 910518 0633 081 - House No 1910, Zone 5, SESHEGO, 0747 - *Monyama*
94. Xola Toyi - 910303 5410 086 - 2570 Old Location, ELLIOT, 5460 - *Ntsere*
95. Frank Kunene - 681118 5486 085 - 9700 Extension 3, DUDUZA, 1496 - *Siko*
96. Mthokozisi Bhekekhaya Wela - 761105 5496 084 - Thatamasi Area, Emahongwa, KRANSKOP, 3238 - *Gcwabaza*
97. Nelson Mzoli Zibokwana - 630715 5741 088 - K-130 Mchane Street, KHAYELITSHA, 7784 - *Mkusane*
98. Tholakele Cynthia Kubheka - 760827 0381 083 - 368 Temong Section, TEMBISA, 1632 - *Komape*
99. King Amos Shude - 570906 5707 086 - P O Box 12504, PORT SHEPSTONE, 4240 - *Kandayi*
100. Mthokozisi Percival Mncwango - 780301 5375 082 - 1072 Road 24, CHESTERVILLE, 4091 - *Moshabane*
101. Velenkosini Skhumbuzo Ngubane - 880914 5651 085 - P O Box 96, KROONSTAD, 3268 - *Gasela*
102. Ayanda Mehluko Mkhize - 901201 5843 085 - P O Box 314, NTUMENI, 3830 - *Mhlongo*
103. Tebogo Stanley Masilela - 890225 6102 087 - Stand 727, PIENAARSRIEVER, 0420 - *Ledingwana*
104. Primrose Smangele Mokoena - 850223 0622 083 - P O Box 3765, MIDDELBURG, 1055 - *Mthimunye*
105. Bobe Buwas Mokoena - 660928 5449 080 - 1700 Radebe Street, VREDE, 9835 - *Nene*
106. Khotso Mtetwa - 840702 6206 085 - 59 Platinum Street, CARLETONVILLE, 2499 - *Masuku*
107. Bethuel Bonginkosi Mdluli - 680613 5472 086 - P O Box 311, MANDINI, 4490 - *Mkhize*
108. Nosihle Eunaria Khasibe - 810326 0977 081 - 144 Gemsbok Street, PENNYVILLE, 2091 - *Mbele*
109. Johannes Kruger - 910507 5040 087 - P O Box 115, SMITHFIELD, 9966 - *Smith*
110. Mosele Marystella Sefatsa - 670302 0766 088 - 144 Bochabela Park, ZAMDELA, 1949 - *Mofokeng*
111. Bongani Nkabinde - 910511 5960 088 - P O Box 3477, LADYSMITH, 3370 - *Mbatha*
112. Themnkosi France Chonco - 811129 5812 082 - P O Box 4203, RIVERHORSE VALLEY ASTATE, 4017 - *Msomi*

113. Maseshupo Martha Lanto - 660507 0663 083 - 678 Extension 1, JOUBERTON, 2574 - *Nantu*
114. Jim Mulaudzi - 770327 5594 085 - P O Box 679, DRIEKOP, 1129 - *Mbebe*
115. Mawonga Hilton Mpotulo - 600606 6143 083 - Site C, A435 A, Mshweshwe, KHAYELITSHA, 7784 - *Maqabanqa*
116. Gokoani Isaac Mosipa - 730303 6881 085 - 4079 Extensiion 5, ORANGE FARM, 1841 - *Malape*
117. Isaac Ngcawe - 891228 6357 080 - Nyara Location, Mooiplaas, EAST LONDON, 5288 - *Manana*
118. Thandeka Ndebele - 880801 0857 082 - 63 Carnavon Road, Betrams, JOHANNESBURG, 2094 - *Matomane*
119. Meisiekind Elizabeth Matsumi - 700108 0771 083 - No 11354 Nkhondo Street, Extension 7, Tshepisong, POTCHEFSTROOM, 2531 - *Gorewang*
120. Sandile Luther Nkosi - 890411 5451 085 - 7365 Extension 5, Mzinoni Township, BETHAL, 2310 - *Skosana*
121. Oscar Maswenkanye - 870714 5700 086 - 4634 Mogwera Street, NELLMAPIUS, 0162 - *Maswanganyi*
122. Thembelihle Pretty Khambule - 910203 0964 089 - P O Box 19, IXOPO, 3276 - *Ngcemu*
123. Boitumelo Rose Mogashoa - 920215 0379 082 - 4066 Monamaladi Street, Kagiso 2, KRUGERSDORP, 1754 - *Sekhuthe*
124. Sinah Mmule Kgatlhe - 770317 0800 082 - 164 Ga Mocheke, Dikebu, MORETELE, 0400 - *Mabetoa*
125. Aletta Mamokete Mohasoane - 811028 1120 088 - 15184 Extension 9, ORANGE FARM, 1805 - *Motsoso*
126. Lufuno Watson Menzi - 9011075456 085 - P O Box 3283, SIBASA, 0970 - *Nekhumbe*
127. Nonhlanhla Sphiwe Khoza - 790720 0981 081 - Matsulu B, MATSULU, 1203 - *Shongwe*
128. Nonhle Gcaba - 871129 0367 089 - P O Box 240, EMPANGENI, 3880 - *Biyela*
129. Edwin Tshililo Mafune - 910407 6067 082 - P O Box 4001, MAKHADO, 0920 - *Mapharalala*
130. Nosebenzile Nomzamo Violet Ngcengwane - 520405 0912 081 - Bhencudi Area, MTHATHA, 5099 - *Fazi*
131. Julietah Maphuti Motsepe - 910714 0357 082 - P O Box 235, SOVENGA, 0727 - *Mamabolo*
132. Nqubo Knowledge Qwabe - 880914 6041 088 - P O Box 223, CLERMONT, 3602 - *Nkwanyana*
133. Solomon Bafana Ndlangamandla - 800317 6051 080 - 1339 Nontanda Street, MAPLETON, 1459 - *Diadla*
134. Vusi Isaiah Masina - 801029 5707 088 - 4209 Extension 6, STANDERTON, 2430 - *Ngwenya*
135. Mduduzi Khanyile - 810113 5908 083 - P O Box 2630, CLERNAVILLE, 3612 - *Luthuli*
136. Vusi Wiseman Jele - 800918 5334 086 - P O Box 1838, LADYSMITH, 3370 - *Shabalala*
137. Busisiwe Jenipher Mbopane - 910513 1167 080 - 2357 Mikiwe Street, Nomathamsanqa, ADDO, 6105 - *Qhutyana*
138. Terence Xolile Phoyiya - 650927 5786 089 - No 4974 Horseshoe, KOKSTAD, 4700 - *Msesiwe*
139. Maviyo Robert Cele - 740626 5302 085 - Engonyameni, UMBUMBULU, 4300 - *Maphumulo*
140. Nkosikhona Blessing Diadla - 900307 5678 081 - 75 Myhill Road, Kenville, DURBAN, 4051 - *Phakathi*

141. Arplause Sabath Khanyile - 540125 5304 086 - P O Box 22, MTUBATUBA, 3935 - *Khanyi*
142. David Motshegoa - 830222 5546 086 - 977 Newtown, MMAKAU, 0194 - *Pholo*
143. Pule Clement Nkabinde - 841115 6146 087 - Room E 11, Kopanang Hostel, WESTONARIA, 1779 - *Molisang*
144. Shayisandla Emmanuel Mkhonto - 800330 5535 086 - 76 Nicolaas Smit Flat, Voortrekker, THABA TSHWANE, 0143 - *Nxumalo*
145. Hlanganani Prince Bhengu - 800620 5342 081 - 22 Ferngate, Gateside Avenue, DAINFERN, 2055 - *Hadebe*
146. Reginald Sandile Motha - 800908 5708 082 - 2265 Zone 2, Mxomi Street, DIEPKLOOF, 1864 - *Mase*
147. Maungenso Frans Thangammbi - 420509 5180 080 - P O Box 152, TSHIFIFI, 0996 - *Ramuada*
148. Tomado Michael Vuyani Ntsita - 720114 6058 083 - 08 Westdene Terrace, RESERVOIR HILLS, 4091 - *Dukisa*
149. Bhekani Ndabandab A - 900922 5759 085 - P O Box 6109, MTUBATUBA, 3935 - *Zikhali*
150. Helen Nthombifuthi Ngcobo - 500929 0730 080 - Lot 1813, Inanda Glebe, INANDA, 4310 - *Thwala*
151. Ramatsobane Happy Mphafudi - 890117 0785 084 - P O Box 43, KALKSPRUIT, 0705 - *Magongwa*
152. Percy Mthembu - 591130 5662 085 - 286 Ncala Section, KATLEHONG, 1432 - *Thwala*
153. Nonkululeko Bright Kubheka - 911209 1164 081 - Madadeni Section 3, NEWCASTLE, 3664 - *Mthembu*
154. Dalingcebo Blessing Manci - 710815 5775 087 - 1142 Kwamakhutha, AMANZIMTOTI, 4126 - *Chiliza*
155. Zuzekile Johannes Shabalala - 671115 5374 081 - Radebe Street, Chris Hani, MTHATHA, 5099 - *Xelelo*
156. Magaleng Phillemon Mabasa - 550913 5508 088 - P O Box 12, HOEDSPRUIT, 1380 - *Ramoshaba*
157. Matseleng Lizbeth Mokone - 600105 0645 086 - Mpheleng, DENNILTON, 1030 - *Makilla*
158. Thembi Gloria Dlamini - 680109 0668 083 - 101 Aziz Mantion, Flat 4, Queen Street, DURBAN, 4001 - *Mbokwana*
159. Victor Masoke Phukubye - 650324 5695 082 - 510 Mathibestad, MORETELE, 0407 - *Ntlhoro*
160. Lesiba William Ledwaba - 620302 5713 086 - P O Box 30, MASHASHANE, 0743 - *Mputla*
161. Lindokuhle Glen Twala - 860226 6385 082 - 30 Khumalo Street, Kwathema, SPRINGS, 1575 - *Kunene*
162. Mpakeng Blantina Ramolimi - 860117 0477 084 - P O Box 322, KORINGPUNT, 0632 - *Motimela*
163. Mmathole Morwatsehla - 651006 0741 081 - Stand No 221, Mokgoba Section, MODJADJISKLOOF, 0835 - *Masondo*
164. Grace Mtshali - 650314 0536 084 - 646 Khulu Street, LAMONTVILLE, 4027 - *Malinga*
165. Sakhile Kloof Diya - 850505 6645 088 - P O Box 1431, MARGATE, 4275 - *Khumalo*
166. Happy Khanyisile Khanye - 861226 0334 085 - 7245 Co, Comweni Street, Extension 5, LANGVILLE, 1550 - *Gana*
167. Kabelo Samuel Williams - 650605 6203 086 - 4762 F3 New-Eersterus, Hammanskraal, MORETELE, 0400 - *Maseng*
168. Gift Sipho Dlamini - 850903 5328 089 - 244 Block 6, Kutlwanong, ODENDAAALSRUS, 9483 - *Ntlatseng*
169. Patricia Olifant Modisawakgang - 610727 0839 084 - P O Box 1617, KURUMAN, 8460 - *Olifant*

170. Daniel Mampuru - 610906 5745 088 - P O Box 510, MASEMOLA, 1060 - *Bapela*
171. Zweledinga Ruben Gumede - 890113 5698 083 - E500 Timoni Road, KWAMASHU, 4360 - *Mabho*
172. Sibusiso Mthembu - 730711 5521 082 - 30 Mc Donald Road, UMBILO, 4001 - *Makhoba*
173. Daniel Jan Nkosi - 730806 5613 085 - 42 Kwanele Section, KATLEHONG, 1432 - *Mathonsi*
174. Mfanafuthi Nduli - 730729 5438 081 - C1155, UMLAZI, 4031 - *Mpanza*
175. Sakiya John Dube - 530910 5682 082 - 307 Credi Section, KATLEHONG, 1431 - *Dethako*
176. Mashudu Mulea - 910313 0765 087 - P O Box 750, SINTHUMULE, 0921 - *Muremi*
177. Modiba Percy Mathipa - 900726 5870 085 - P O Box 1179, BOCHUM, 0790 - *Thoka*
178. Bonginkosi Collen Cele - 880928 6280 082 - A 1645 Newtown, INANDA, 4001 - *Khumalo*
179. Thokozani Mnyandu - 830712 6029 082 - Honey Bush, Unit 47, HONEYDEW, 2040 - *Kunene*
180. Mzoxolo Linken Canham - 820421 5980 087 - P O Box 774, LUSIKISIKI, 4820 - *Zidlele*
181. Khiphababi Nzama - 590717 5370 080 - Umzinyathi Area, UMZINYATHI, 4001 - *Goba*
182. Dioleta Ntombizonke Tembe - 890506 1094 084 - 337 Block P, SOSHANGUVE, 0152 - *Shandu*
183. Thobenkosi Winston Mthanti - 881225 6939 083 - P O Box 7, DONNYBROOK, 3237 - *Mthembu*
184. Nosipho Angel Shangase - 890616 0598 082 -, M318 Umlazi Township, UMLAZI, 4031 - *Maphumulo*
185. Sphiwe Gift Pita - 901117 5262 086 - 4916 Extesnion 3, Wedela Township, CARLETONVILLE, 2499 - *Bomela*
186. Musawakhe Comfort Mjoka - 910214 5468 083 - P O Box 83, MIDILLOVO, 3750 - *Mngadi*
187. Thabani Mchunu - 910220 5948 081 - Private Bag X 5872, PORT SHEPSTONE, 4240 - *Mbhele*
188. Mahlodi Dina Makoana - 530205 0446 082 - Private Bag X500, STEELPOORT, 1133 - *Mohlala*
189. Bongani Mphikeleli Khanyile - 890508 5589 085 - P O Box 124, PIET RETIEF, 2380 - *Shoba*
190. Johannes Skosana - 641019 5776 088 - 10847 Extension 5, ROSSLYN, 0200 - *Nokere*
191. Teboho Paul Mpono - 830125 5574 083 - 6 Hans Coetze, VANDERBIJLPARK, 1911 - *Mashinini*
192. Jabulane Artwell Sithole - 671220 5535 085 - Private Bag X36, KEMPTONPARK, 1620 - *Mkhize*
193. Pono Evelyn Mokoena - 500818 0671 081 - 3129 New Stand, STINKWATER, 0407 - *Mabele*
194. Simon Josias Magabe - 740203 5556 084 - P O Box 562, TRICHARTSDAL, 0890 - *Matshubeng*
195. Phumlani Archel Nzuza - 890514 5692 082 - 4671 34th Avenue, CLERMONT, 3602 - *Mchunu*
196. Nthabiseng Joy Tongela - 890831 1071 084 - 14940 Morris Lenyibi Street, Galeshewe, KIMBERLEY, 8335 - *Mokgoro*
197. Sithembiso Cornelias Ntombela - 880929 6193 085 - P O Box 653, VRYHEID, 3100 - *Dlamini*
198. Samukele Sizanani Mditshane - 8909075545 081 - Kwanyuswa Reserve, BOTHAHILL, 3660 - *Zungu*

199. Cassalis Thapelo Litedu - 891218 5304 084 - House 13226, Extension 11, JOUBERTON, 2574 - *Gorewang*
200. Sanele Sibiya - 880523 5427 089 - P O Box 57285, EMPANGENI, 3887 - *Zulu*
201. Malesela Richard Lemao - 770921 5649 087 - P O Box 5313, POLOKWANE NORTH, 0750 - *Masoga*
202. Zebulon Ramatladi Tebeila - 740202 6194 085 - P O Box 245, TJATE, 1121 - *Debeila*
203. Paulos Themba Sindane - 780718 5251 080 - 120 Corner Vhuurpyl And Protea Road, Reymarpark, BRONKHORSTPRUIT, 1020 - *Mahlangu*
204. Thapelo Alpheus Dire - 790806 5350 081 - P O Box 764, Motswedi, LEHURUTSHE, 2870 - *Rabalao*
205. Edward Ozias Mthembu - 790707 5739 085 - K12 Mpangele Road, KWAMASHU, 4360 - *Makhanya*
206. Annah Busisiwe Nkosi - 530212 0262 089 - P O Box 599, BADPLAAS, 1190 - *Masina*
207. Michael Ngwenya - 500905 5703 082 - 8412 Mabhelebhele Street, Zone 6, PIMVILLE, 1809 -
208. Refiloe Patronella Maruping - 770420 0714 087 - 3263 Nkaki Street, THOKOZA, 1426 - *Mokone*
209. Constance Meidy Masephulai - 790911 0613 085 - Stand No 663, Extension 13, BARBERTON, 1300 - *Dhlamini*
210. Handsome Shongwe - 760307 6113 087 - P 55 Umlazi Township, UMLAZI, 4051 - *Majola*
211. Thembeke Leanad Mogashoa - 670919 0694 083 - House 1494, Extensio 1, JOUBERTON, 9574 - *Meshack*
212. Tumisang Lemao - 900105 6451 080 - 300a Motlho Street, Zone 1, MEADOWLANDS, 1852 - *Molifi*
213. Thabisile Thandiwe Ngcobo - 900731 0884 081 - 4813 Umlazi Nhansi Road, UMLAZI, 4031 - *Mtshali*
214. Siyabonga Sibeko - 790625 5495 088 - 34 Angceno Road, Montclair, DURBAN, 4004 - *Sokhela*
215. Thabo David Nyaku - 790404 6947 087 - 16250 Iraq, ZAMDELA, 1949 - *Phakathi*
216. Khathutshelo Donald Maswanganyi - 721127 5904 080 - P O Box 484, TSHAKHUMA, 0951 - *Netshikhudini*
217. Msongelwa Elmon Sindane - 770519 5470 080 - P O Box 839, MBANGWANE, 1355 - *Mabuza*
218. Goodenough Mduduzi Mazibuko - 760329 5603 082 - Shongweni Dam, HILLCREST, 3650 - *Duma*
219. Micheal Mandla Sikosana - 800224 5588 080 - 996 Extension 11, LESLIE, 2265 - *Ntuli*
220. Fezile Bokilani - 870130 5987 088 - 2823 White Brandon Street, Extension 2, PROTEA GLEN, 1818 - *Mlenze*
221. Jasmen De Villiers - 800318 0147 080 - 6 E Springfield, Terrence Off, Rodgerster Road, CAPE TOWN, 8001 - *Lasker*
222. Mgawenkosi Patrick Ndlangamandla - 7310105779 082 - Private Bag X 1138, PAULPIETERSBURG, 3180 - *Mthethwa*
223. Koketso Decricia Radikeledi - 890324 0664 083 - 53 Mamakau Section, MABIESKRAAL, 0313 - *Liebenberg*
224. Martines Mahlangu - 870920 5381 088 - 10517 Extension 8, MHLUZI, 1053 - *Kgagara*
225. Clement Bongani Bonga - 870926 6232 089 - 1319 Legoale Street, Bekkersdal, WESTONARIA, 1780 - *Dlova*
226. Nkosinathi Golden Nkosi - 740501 6122 081 - Jonono Skop, LADYSMITH, 3370 - *Mchunu*

227. Andrew Mojela - 880120 5450 086 - P O Box 1053, MAHWELERENG, 0626 - *Madutlela*
228. Hlabaki Rejoice Maboya - 850428 0732 085 - P O Box 2577, JUPTER, 0743 - *Ramela*
229. Pheeha Pilot Madutung - 910119 5798 084 - P O Box 486, BOCHUM, 0790 - *Mothemana*
230. Goven Motsheki - 910102 5645 083 - 944 Block E, LETLHABILE, 0264 - *Masemola*
231. Sibusiso Mchunu - 910512 5804 086 - D1306 Mpumalanga, HAMMERSDALE, 3700 - *Gwala*
232. Zandile Veronica Lilayo - 900307 0809 087 - Sibangweni Area, LIBODE, 5160 - *Malinge*
233. Kameshnee Sewnarain - 840521 0232 081 - P O Box 11523, PORT SHEPSTONE, 4240 - *Sewnarain Pillay*
234. Robert Sello Ramupudu - 721010 6317 082 - Ga Kopa, BOLEU, 0474 - *Makena*
235. Mfana William Mashego - 641004 5414 088 - 3020 Maseko Street, VOSLOORUS, 1775 - *Mamba*
236. Zanele Rose Gumede - 891030 1135 085 - 118 Extension 3, CHIAWELO, 1818 - *Mfetwa*
237. Njabulo Mbongwa - 890731 6215 084 - Private Bag X9984, LADYSMITH, 3370 - *Ngcobo*
238. Samkelo Hopewell Mlangeni - 880115 5378 089 - L421 Mhlonhlo Road, KWAMASHU, 4350 - *Ntombela*
239. Nhlakanipho Wisdom Mdimore - 880902 6043 089 - 5 Shortfield Place, NEWLANDS WEST, 4037 - *Thabethe*
240. Ralton Preston Miggels - 881219 5212 089 - 9 George Botha Street, Palmridge, PORT ELIZABETH, 6059 - *Africa*
241. Thembeke Ntunzela - 881111 1054 088 - P O Box 39260, HARDING, 4680 - *Ncayiyana*
242. Tumelo Stuurman Mjiba - 890805 6076 082 - 1527 Block A A, SOSHANGUVE, 0152 - *Stuurman*
243. Silvano Wilson Tembe - 890503 6102 087 - House No 1083, Sekunjalo Section, Phatsima, LEDIG, 0751 - *Nkosi*
244. Siyabonga Richard Mthembu - 890115 5989 081 - P O Box 1301, EZAKHENI, 3381 - *Mbatha*
245. Kanamane Josiel Nicholas Rapoo - 800903 6043 084 - 1512 Marikana West, RUSTENBURG, 0300 - *Sekgala*
246. Dikgoneng George Mahopa - 690609 5854 081 - House 11872 Mamelodi East, MARABASTAD, 0001 - *Mphofela*
247. Boitumelo Masiloane - 900506 1156 089 - House 39 Zone 2, SEBOKENG, 1985 - *Maqelepo*
248. Madimetja Sam Betha - 680810 5496 087 - 1001 Belabela Street, BELABELA, 0804 - *Ntshwane*
249. Sipho Gift Mbele - 910503 5074 085 - 11894hospital View Extension 6, KAGISO, 1754 - *Kubheka*
250. Sihle Nesharoni Mlambo - 910602 5727 088 - Ntsungwini Location, MAPHUMULO, 4480 - *Khuzwayo*
251. Jerry Kwezi Tyopho - 460205 5558 083 - Qokolweni Area, MQANDULI, 5080 - *Dukada*
252. Babhegi Annah Malutwang - 490909 0643 089 - Longaneng Village, TAUNG, 8584 - *Kgatwane*
253. Mkekese Bobalisa - 491112 5617 088 - Lower Gqaga Area, NGCOBO, 5050 - *Nyiki*
254. Mtuthuzeli Edward Ndlovu - 870228 6337 087 - 3091 Gabanxa Street, DOBSONVILLE, 1865 - *Obose*
255. Mzikayise Noruwana - 9004146102 085 - Dakeni Area, FLAGSTAFF, 4810 - *Nkani*

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256. Brilliant Simphiwe Langa - 900323 5746 083 - 2987 Dromore Road Cato Manor, DURBAN, 4091 - *Cele*
257. Lindela Miya - 851218 6017 089 - Maswazini Area, BERGVILLE, 3350 - *Hlatshwayo*
258. Simangele Happiness Mkhize - 900327 0559 086 - D 1534, HAMMARSDALE, 3700 - *Zondi*
259. Senzo Magadi - 900329 5824 085 - C2 3203 Ezakheni, EZAKHENI, 3381 - *Mthembu*
260. Thabang Johannes Molele - 900407 5589 088 - 66 Tokolong, RATANDA, 1441 - *Thabane*
261. Sello Vincent Thabana - 850817 6052 086 - 1451 Zone 2 Seloshesha, THABANCHU, 9780 - *Mosala*
262. Xolani Bovungana - 900513 5428 084 - Ndimakude Area, PORT ST JOHNS, 5120 - *Mhlifili*
263. Zane Banele Dlamini - 860602 5882 081 - Esigedleni Ward 27, GAMALAKHE, 4249 - *Hlophe*
264. Carolien Botha - 870610 0091 085 - 18 Wilgen Street Flat 9, POTCHEFSTROOM, 2531 - *Els*
265. Malanka Meriam Sentso - 490307 0638 086 - 296 Elle Court, JOUBERTPARK, 2001 - *Mothibi*
266. Nkosinathi Shedrack Mpungose - 851108 5459 087 - 1087 Thokozani Section, PIET RITIEF, 2380 - *Ndlangamandla*
267. Letholetseng Alison Gcabashe - 901230 1081 085 - H 826 Ntuzuma Township, KWAMASHU, 4360 - *Ntoa*
268. Mandla Zulu - 680127 5682 081 - 11827 Sephethe Cr St Wendolins, PINETOWN, 3609 - *Gumede*
269. Fortunatus Sfiso Mngadi - 900315 5682 086 - 6001 Myezane Road, LAMONTVILLE, 4027 - *Maphumulo*
270. Mduduzi Amos Tyuthu - 900514 5446 084 - 753 Sisulu Street Zenzele, RANDFONTEIN, 1759 - *Simelane*
271. Martha Ngcobo - 370906 0133 082 - D 168 Plot 3 Ubombo Road, KWAMASHU, 4359 - *Mdletshe*
272. Shadrac Mamadisi - 900310 5803 089 - Dithabaneng, GA MPAHLELE, 0805 - *Tladi*
273. Ntumpa Petrus Kgame - 470605 5402 083 - 15 Bruce Street 302 Queen Anne, HILLBROW, 2001 - *Sekano*
274. Thongoane Elias Malaka - 470309 5231 085 - Majakaneng, GA-MASEMOLA, 1060 - *Maleka*
275. Sarah Thandazile Myende - 851214 0134 087 - Gqumeni Res, BULWER, 3257 - *Chagwe*
276. Nomasonto Agnes Mbatha - 580303 1630 082 - Block C, EMONDLO, 3105 - *Sibiya*
277. Senatla Lucas Lefawane - 720703 5565 088 - Witpoort Phalala, POTGIETESRUS, 0600 - *Motlogeloa*
278. Joseph Kripa Ngubeni - 831006 6148 086 - 6182 Ext 5 Mzinoni Location, BETHAL, 2310 - *Mbokani*
279. Jeremy Davis Goldstone - 850407 5171 085 - 2 Haskins Place Bonela, DURBAN, 4091 - *Meth*
280. Zamokwakhe Siyabonga Ntombela - 910721 5303 086 - No 7 Shongweni Road, INANDA, 4310 - *Zama*
281. Samukelisiwe Mthembu - 911023 1180 082 - Intinyane L P School, UMBUMBULU, 4105 - *Shange*
282. Simangana Phillip Mbabala - 651223 5715 081 - 9207 Mandela Section, Tumahole, parys - *Yekwa*
283. Tshepo Hendrick Kgatlhe - 740925 5791 085 - 164 Ga Mocheka, Dikebu, MORETELE, 0400 - *Mabetoa*
284. Charlie Daniel Zongwane - 740510 5336 089 - House No 11641, Zamdela, SASOLBURG, 1947 - *Radebe*

285. Zanele Emerald Dick - 701218 0417 089 - V600 Umlazi Township, 35 Gcina Mkhohlwa Drive, UMLAZI, 4031 - *Hadebe*
286. Mphako Dorcas Maepa - 760904 0379 084 - P O Box 445, NEBO, 1059 - *Tsabadi*
287. Sepitle Jimmy Maruthane - 850121 5532 085 - 10580 Harry Gwala, ZAMDELA, 1949 - *Koma*
288. Jabulani Nghulele - 780926 5842 085 - P O Box 2323, GIYANI, 0826 - *Chauke*
289. Tlhriso Daniel Silima - 680813 5338 085 - 11063 Mbeki Section, Tumahole, PARYS, 9585 - *Selema*
290. Kenneth Robin Mooi - 860224 5122 085 - Postnet Suite 697, Private Bag X1, THE WILLOWS, 0041 - *Granova*
291. Beauty Nokwezi Mehlomakhulu - 600923 0801 081 - 836 Tshepiso, Phase 1, SHARPVILLE, 1928 - *Mvelase*
292. Mishack Mlambo - 680915 5455 080 - Stand No 15954, MAMELODI EAST, 0122 - *Theko*
293. Alfred Mzakhe Mahlangu - 691117 5446 089 - 1681 Thulani Street, Zenzele Section, DAVEYTON, 1520 - *Sibanyoni*
294. Henry John Morgan - 910628 5197 089 - No 14 Somerset, KENTON ON SEA, 6191 - *Blaker*
295. Jason Mpendulo Mngonyama - 910704 5657 081 - P O Box 697, IXOPO, 3276 - *Zondi*
296. Lwando Mkalipi - 910103 6449 087 - Mchobololo Area, NGCOBO, 5050 - *Mlandu*
297. Nompilo Confidence Cele - 900315 0801 087 - P O Box 10100, STANGER, 4450 - *Ngwenya*
298. Abel Molatlhegi Moleleki - 690607 5886 087 - Southern Building, Room No 10, 3rd Street, SPRINGS, 1559 - *Tlhakanye*
299. Simanga Mngomeni Mlambo - 691015 5387 081 - H 1065, UMLAZI, 4066 - *Ntuli*
300. Sakhumzi Rorwana - 890616 6477 083 - Maqubini Area, QUMBU, 5180 - *Mabusela*
301. Charles Nonyane - 890212 5981 083 - P O Box 163, BURGERSFORT, 1150 - *Maboko*
302. Joseph Lucas Moerane - 720515 5532 086 - 26 Mpofu Street, KWATHEMA, 1575 - *Ngwenya*
303. Nosiselo Olivia Bhanyana - 620506 1039 086 - 302 Bedford, Lenasia South, LENZ, 1828 - *Teyisi*
304. Stephen Zonele Mahlangu - 690920 5433 085 - 9 Musane Street, White City, KWATHEMA, 1575 - *Nhlapo*
305. Goodwin Bhekizenzo Kubheka - 691216 5380 080 - 120 Mazibuko Street, THOKOZA, 1426 - *Mntambo*
306. Mandla Micheal Kgomo - 710824 5383 082 - Stand 8445, Extension 11, EMBALENHLE, 2285 - *Hleza*
307. Joseph Mziwandile Ngcingane - 710515 5479 082 - 7097 Horseshoe, KOKSTAD, 4700 - *Siyothula*
308. Bhhekizizwe Justice Thwala - 701012 5753 089 - 1869 Ntuli Street, Thuthukani Location, ERMELO, 2351 - *Nkambule*
309. Danile Ben Smith - 700520 5458 088 - 2174 Gelukwaarts, KROONSTAD, 9499 - *Jantjie*
310. Lucas Kabelo Senoamadi - 790219 5363 080 - P O Box 117, CHANENG, 0310 - *Moema*
311. Sekhwama Lazarus Tema - 721004 5765 086 - 56/1 Kwazamokuhle, HENDRINA, 1098 - *Ragedi*
312. Stanley Nhlabathi - 630824 5809 083 - 30 Extension 2, Emndeni, KWAXUMA, 1868 - *Sithole*
313. Mohapi Daniel Taaso - 740122 5378 085 - 539 Bates Road, EVATON, 1984 - *Monyobi*

314. Thembinkosi Cobra Ngcobo - 740523 5322 082 - Lot 668, George Town, Edendale, PIETERMARITZBURG, 3201 - *Gabela*
315. Sicelo Wiseman Gumede - 720215 5914 083 - P O Box 52856, Ward 14, UMZUMBE, 4226 - *Shoba*
316. Bhekinkosi Wiseman Ntamane - 740405 6061 085 - Mpumuza Location, EDENVALE, 3201 - *Mkhize*
317. Phillipi Ledimo Mashishi - 761003 5335 081 - P O Box 461, SEKHUKHUNE, 1124 - *Mohlala*
318. Thulani Ephraim Nhlapo - 841023 6007 087 - 6812 Extension 4, STANDERTON, 2430 - *Mkwanazi*
319. Sphiwe Johannes Cimile - 840922 6180 086 - 2423 Dube Street, Wattville, BENONI, 1516 - *Maseko*
320. Musa Foster Bila - 840920 5880 086 - Private Bag X5018, PIET RETIEF, 2380 - *Maake*
321. Sicelo Jabulani Mambane - 840914 6180 083 - P O Box 158, PIET RETIEF, 2380 - *Lukhele*
322. Jabulisile Nomandla Dlamini - 840814 0671 089 - P O Box 642, HIGHLAND NORTH, 2037 - *Shandu*
323. Lekula Elias Motlhalifi - 840707 6572 089 - Sramofye Street, SAULSVILLE, 0125 - *Modise*
324. Blessing Ndumiso Ngonyama - 840329 5282 089 - Flat 60 K, Mercury Crescent, MARIANNRIDGE, 3610 - *Duma*
325. Ntobeko Nxumalo - 840222 5451 087 - P O Box 5053, STANGER, 4450 - *Zulu*
326. Thokozani Shezi - 900426 5561 087 - 187538 Inanda, INANDA, 4310 - *Gumede*
327. Yusef Xolani Gumede - 830209 5326 080 - P O Box 2375, STANGER, 4450 - *Makhoba*
328. Byron-Paul Beukes - 890826 5065 082 - No 10 Dartmouth Road, Marine Estate, MUIZENBERG, 7945 - *Hendricks*
329. Peace Mmola - 830805 5403 082 - P O Box 819, LENYENYE, 0857 - *Mashele*
330. Twice Tsekiso Tyhobeka - 831107 5944 085 - Palmridge Fire Station, Conertetebos And Soetdooring, PALMRIDGE, 1458 - *Mofokeng*
331. Ngwako Godfrey Selowa - 830104 5876 087 - 1707 Thage Street, Botleng, DELMAS, 2210 - *Sibula*
332. Lungani Eric Mlaba - 870801 6101 081 - 74 Tanjor Road, LADYSMITH, 3370 - *Radebe*
333. Andries Steed Govender - 900331 5170 089 - 31 Roseclay Place, Clayfield, PHOENIX, 4068 - *Reddy*
334. Solomzi Nkwaqa - 880324 5984 082 - Nomwacu, BIZANA, 4800 - *Hlekwa*
335. S'boniso Cyril Mbhele - 880609 5368 082 - 51428 Ekuphakamani, INANDA, 4310 - *Chili*
336. Sibusiso Mthobeli - 880326 5455 088 - No 22 Kershout Street, DELFT, 7100 - *Mdudu*
337. Safiyya Ebrahim - 731021 0210 080 - P O Box 1439, JOHANNESBURG, 2025 - *Ismail*
338. Thanduxolo Luvalo - 731212 5853 087 - 8135 Sinkwe Street, Zone 6, PIMVILLE, 1809 - *Gxumisa*
339. John Treasure Lucky Daniels - 880608 5214 080 - 3 Riet Street, ELDORADO, 1812 - *Mnisi*
340. Sekgabe Joseph Phahla - 580519 5594 087 - P O Box 1, MAKADIKWE, 1062 - *Phaahla*
341. Katlego Elias Phahla - 841231 5865 088 - 7531 Nkadimeng Street, Section V, MAMELODI WEST, 0122 - *Legoabe*

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342. Sphamandla Mzwandile Mnyandu - 841114 6033 080 - P O Box 118, ULUNDI, 3838 - *Dlamini*
343. Thapelo Ramolotsi - 841111 5439 086 - 9215 Extension 23, LEANDRA, 2265 - *Leotlela*
344. Siyanda Mboniseni Blessing Dlamini - 900904 6147 080 - Stand No 10, Mpuluzi, MPUMALANGA, 2335 - *Majola*
345. Rofhiwa Patience Tshisudi - 890815 0873 087 - P O Box 120, HUBYENI, 0902 - *Ndlala*
346. Basebenzele Sokhuthu - 880821 5966 084 - 16 Papu Street, LANGA, 7435 - *Nomakhetho*
347. Hlengani Morris Monyai - 890910 5618 080 - P O Box 5861, POLOKWANE, 0700 - *Baloyi*
348. Sakheleni Joseph Mtshali - 880930 5485 084 - P O Box 55, STANGER, 4450 - *Ndimeni*
349. Piet Mokotedi - 900616 6433 084 - No 1 Wolwe Kraal Farms, BRITS, 0250 - *Maluleke*
350. Hlabirwa Kuduudu Happy Muroa - 850107 6189 082 - P O Box 1489, MPHAHLELE, 0776 - *Tladi*
351. Mokhale Gilbert Rapeo - 630909 5960 083 - 89 Ramohosi Street, GA RANKUWA, 0208 - *Ngema*
352. Khomotjo Annah Monyeke - 910607 0546 086 - Private Bag X2249, SIBASA, 0970 - *Mammbonani*
353. Collin Nolutando Mahlanyana - 790308 0418 088 - 36 Nciniba Stree, No 3, MOTHERWELL, 6211 - *Sinam*
354. Nhlanhla Ngcobo - 720414 5448 081 - L53 Umlazi Township, UMLAZI, 4031 - *Mazibuko*
355. Koos Lucky Mokwana - 831016 5598 082 - Stand No 415, Kirkvorschfontein, DENNILTON, 1030 - *Thipe*
356. Mkhumbuzeni Patrick Molela - 850612 6346 087 - 469 Pitiko Street, Botleng Location, DELMAS, 2210 - *Ndlhela*
357. Thembisile Nyirenda - 880715 0269 082 - 446 Dlamini 2, Dube Road, CHAWELO, 1818 - *Nhlapo*
358. Solomon Tlaba - 770109 5691 081 - 1011 Hanyani Street, Protea North, TSHIAWELO, 1818 - *Soko*
359. Mlungisi Victor Tshabalala - 730227 5585 084 - 2774 Usasa Street, Extension 2, PROTEA GLEN, 1818 - *Mkhulise*
360. Gcinekile Precious Xulu - 740318 0358 086 - P O Box 23119, ISIPINGO, 4110 - *Hadebe*
361. Mkhululi Ngxeke - 900501 6183 089 - Lower Ngqungqu Area, NQANDULI, 5080 - *Tyali*
362. Nhlakanipho Ngobese - 900427 5554 080 - P O Box 20402, PIETERMARITZBURG, 3213 - *Phungula*
363. Lyndon John Ryan - 770811 5158 082 - and your wife - Miranda Jane Ryan - 760525 0138 087 - 770811 5158 082 - P O Box 76021, MARBLERAY, 4035 - *Gregory*
364. Elijah Bonginkosi Ngcobo - 510727 5606 083 - and your wife - Thokozani Muriel Ngcobo - 520406 0762 088 - 510727 5606 083 - 270 Mbali Road, MOLWENI, 3660 - *Hlanguza*
365. Lina Raesibe Mothiba - 761111 1252 083 - and one minor child - Mabogapane Virginia Mothiba - 000918 0273 089 - 761111 1252 083 - P O Box 87, GA MOTHIBA, 0726 - *Marokane*
366. Maimela George Raphela - 750723 5624 084 - your wife - Benedicta Monica Matlhodi Raphela - 780403 0752 081 - and one minor child - Mpho Penelope Lesego Raphela - 960129 0727 086 - 750723 5624 084 - 4108 Section M, MAMELODI WEST, 0122 - *Mogakane*
367. Sithabiso Mduduzi Buthelezi - 580814 5789 088 - your wife - Jabulile Esther Buthelezi - 620409 0748 080 - and one minor child - Ntokozo Ntandoyenkosi Buthelezi - 950408 5253 088 - 580814 5789 088 - P O Box 83, TUGELA PERRY, 3010 - *Ngubane*

368. Zenzile Ngogwana – 370604 5201 083- and your wife – Nobantu Sheila Nophumzile Ngogwana- 421113 0099 087 - 370604 5201 083 - Makwwababa Area, Cofimvaba, 5380, 5380 - *Xabanisa*
369. Thabiso Josias Tihabeli – 600102 5755 085 – and your wife – Kemonye Jane Tihabeli – 610420 0545 089 - 600102 5755 085 - 4190 Molatodi Street, Bochabela, BLOEMFONTEIN, 9323 - *Mohono*
370. Mtilingi Aaron Tiwane – 540521 5271 087 – and your wife – Zanele Ruth Tiwane – 541005 0514 088 - 540521 5271 087 - No 12 Wattle Street, PULLENSHOPE, 1096 - *Ntiwane*
371. Bheki Sithembiso Cyril Mnguni – 680401 5689 085 – and your wife – Nelisiwe Mnguni – 710505 0409 085 - 680401 5689 085 - House No 430, Mount Royal, PHOENIX, 4068 - *Myeza*
372. Gedion Hendrick Mathebule – 670714 5333 088 – and your wife- Sister Sasavona Mathebule – 710326 0317 081 - 670714 5333 088 - P O Box 3050, PROTEA GLEN, 1818 - *Khosa*
373. Narainsamy Munsami – 810103 5227 089 – and your wife Jenette Merle Munsami – 770510 0185 088 - 810103 5227 089 - 116 Katzkop Drive, Mount View, VERULAM, 4340 - *Naidoo*
374. Mfana Joseph Mgidi – 631111 5440 088 – and your wife – Gabisile Bervelly Mgidi – 740314 0309 088 - 631111 5440 088 - 3592 Luvuyo Street, Extension 2, Roodekop, GERMISTON, 1430 - *Malope*
375. Mbalekelwa Shadrack Makhubo – 420111 5270 084 – and your wife – Nokufa Lizzy Makhubo – 460517 0467 080 - 420111 5270 084 - 3252 Lowatle Street, THOKOZA, 1426 - *Dlamini*
376. Bheki Abednego Buthelezi – 560505 5431 085 – your wife – Maria Ntsamayeng Buthelezi – 650718 0383 083 – and two minor children – Nonhlanhla Cynthia Mlangeni – 911017 0264 087 – Mpho Clementine Buthelezi – 981115 0092 089 - 560505 5431 085 - 8382 Langa Street, THOKOZA, 1421 - *Zulu*
377. Ngokoana Chresta Seanego – 820211 0670 084 – and one mino child – Mapula Rebecca Seanego – 970228 0770 084 - 820211 0670 084 - P O Box 640, BOCHUM, 0790 - *Maja*
378. Nkosinathi Vusumuzi Buthelezi – 670705 5335 081 – your wife – Ntombinje Dumazile Buthelezi – 690110 0421 083 – and two minor children – Lihle Buthelezi – 040502 1160 081 – Siphelele Ntombizodwa Buthelezi – 020206 0511 088 - 670705 5335 081 - P O Box 78344, EMPANGENI, 3880 - *Mbuyazi*
379. Bheki Sudney Mthanti – 590828 5504 089 – and your wife – Agness Thembisile Mthanti 80326 0915 083 - 590828 5504 089 - House No 1635 F, Section 6, MADADENI, 2940 - *Sithebe*
380. Mphumeleli Hezekiel Zwane – 430622 5194 080 – and your wifeThembeni Claudia Zwane – 470107 0598 080 - 430622 5194 080 - P O Box 10405, NEWCASTLE, 2940 - *Dlamini*
381. Matsobane William Chaba – 660310 5671 080 – and your wife – Sophie Xoshile Chaba – 640212 0601 085 - 660310 5671 080 - Stand No 17801, Extension 8, SOSHANGUVE, 0152 - *Shika*
382. Lulamile Cyril Nquwe – 710627 5703 088 – and your wife – Nomonde Amoreen Nquwe – 690304 0681 081 - 710627 5703 088 - P O Box 323, ADDO, 6105 - *Nontshiyane*
383. Bekameva Joseph Ntuli – 470314 5641 085 – your wife – Nomakeke Esther Ntuli – 490909 0918 085 - 470314 5641 085 - Nquthu Area, MOUNT AYLIFF, 4735 - *Mantangayi*
384. Themba Paulos Mdlalose – 620607 5475 084 – and your wife – Leyah Agnes Mdlalose – 700401 0178 080 - 620607 5475 084 - P O Box 1845, NEWCASTLE, 2940 - *Mngomezulu*
385. Nhlanhla Bernard Mtolo – 680127 5378 086 - your wife – Moganeng Maria Mtolo – 690724 0479 089 – and two minor children – Phumulani Njabulo Mtolo – 970716 5091 084 – Mphumelele Palesa Mtolo – 001227 0122 083 - 680127 5378 086 - 37 Takbok Avenue, ALRA PARK, 1491 - *Mbatha*

386. Daniël Kortje – 601016 5276 083 – and you wife – Rosely September – 620128 0043 082 - 601016 5276 083 - 1640 7th Avenue, ALBERTINIA, 6795 - *September*
387. Makosonke Edward Sibande - 331105 5178 089 – and your wife – Nomvula Vaida Dyantyi – 401227 0316 087 - - 331105 5178 089 - 2928 Sebenzisa Drive, Kagiso 2, KRUGERSDORP, 1754 - *Mbusi*
388. Lerato Edith Kgasago - 890906 0792 086 – and one minor child – Rethabile Kgasago – 071211 1457 081 - 890906 0792 086 - P O Box 90, ATOK, 0749 - *Maphakane*
389. Ramokone Johanna Masipa – 760404 1448 087 – and your minor childred – Lebogang Masipa -941217 0616 088 – Mmalehu Rosinah Masipa – 980423 0554 087 – Joe Masipa – 060111 5184 082 - 760404 1448 087 - P O Box 90, GA MARABA, 0705 - *Mashele*
390. Nomakula Minah Hlongwane – 800207 0448 087- and your minor child – Sarah Hlongwane – 000504 0321 084 - 800207 0448 087 - P O Box 141, MODIMOLLE, 0510 - *Motaung*
391. Vuledzani Gideon Mamafha – 720201 5350 080 – and one minor child- Omphulusa Donald Mamafha – 040201 5620 089 - 720201 5350 080 - P O Box 344, DZANANI, 0955 - *Ramagwa*
392. Patrick Popo Masemola - 590825 5316 084 – and your wife – Karabo Merriam Masemola – 590727 0476 089 - 590825 5316 084 - 1439 Zithulele Street, Twatwa, DAVEYTON, 1526 - *Nkosi*
393. Themba Jeremiah Mahlangu – 640907 5652 088 – and three minor childem – Nomathemba Mahlangu – 980513 0366 084 – Thembelihle Mahlangu – 041101 0484 086 – Thembeke Mahlangu – 001031 0141 089 - - 640907 5652 088 - 3945 Etwatwa, DAVEYTON, 1520 - *Ntshalintshali*
394. Maisela Johannes Aphane – 540728 5269 082 – your wife – Mabyale Elizabeth Aphane – 550226 0322 086 – and minor child – Mashuputsane Nnowa Aphane – 931119 5517 083 - 540728 5269 082 - 593 Spreu Street, RABIERIDGE, 1688 - *Thulare*
395. Isabel Mmakwa – 810601 0310 081 –and three minor children – Mpaki Stephens Mmakwa – 000925 5422 082 – Hope Thato Mmakwa – 070430 0336 085 – Tshepang Prudence Mmakwa – 970106 0965 088 - 810601 0310 081 - 935 Block R, SOSHANGUVE, 0152 - *Mnguni*
396. Sello Simon Khoza – 770522 5419 081 – your wife – Margaret Nozi Khoza – 800619 0366 087 – and two minor children – Precious Kelebogile Khoza – 021118 0537 089 – Esther Keitumetse Khoza – 981028 0155 089 - 770522 5419 081 - P O Box 5344, HAMMANSKRAAL, 0400 - *Mahlangu*

**DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM
DEPARTEMENT VAN LANDELIKE ONTWIKKELING EN GRONDHERVORMING**

No. 745

27 August 2010

EXTENSION OF THE APPLICATION OF THE PROVISIONS OF THE INTERIM PROTECTION OF INFORMAL LAND RIGHTS ACT, 1996 (ACT No. 31 OF 1996)

Whereas the application of the provisions of the Interim Protection of Informal Land Rights Act, 1996 (Act No. 31 of 1996), will expire on 31 December 2010, I, Gugile Nkwinti, Minister for Rural Development and Land Reform, under section 5(2) of the said Act, hereby extend the application of the provisions of the said Act for a further period of 12 months ending on 31 December 2011.



G. NKWINTI


MINISTER FOR RURAL DEVELOPMENT AND LAND REFORM

No. 745

27 Augustus 2010

**VERLENGING VAN DIE TOEPASSING VAN DIE BEPALINGS VAN DIE WET OP DIE
TUSSENTYDSE BESKERMING VAN INFORMELE GRONDREGTE, 1996 (WET No. 31
VAN 1996)**

Aangesien die toepassing van die bepalinge van die Wet op die Tussentydse Beskerming van Informele Grondregte, 1996 (Wet No. 31 van 1996), op 31 Desember 2010 sal verstryk, verleng ek, Gugile Nkwinti, Minister vir Landelike Ontwikkeling en Grondhervorming, kragtens artikel 5(2) van genoemde Wet, hierby die toepassing van die bepalinge van genoemde Wet vir 'n verdere tydperk van 12 maande, eindigende op 31 Desember 2011.


G. NKWINTI

MINISTER VIR LANDELIKE ONTWIKKELING EN GRONDHERVORMING

GENERAL NOTICES ALGEMENE KENNISGEWINGS

NOTICE 816 OF 2010

NATIONAL DEPARTMENT OF AGRICULTURE, FORESTRY AND FISHERIES

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

STANDARDS AND REQUIREMENTS REGARDING CONTROL OF THE EXPORT OF APPLES: AMENDMENT

I, Ebenhaezer Rademeyer, appointed as Executive Officer in terms of section 2(1) of the Agricultural Product Standards Act, 1990 (Act No. 119 of 1990), hereby give notice under section 4(3) (c) of the said Act, that –

- (a) the standards and requirements regarding control of the export of Apples as stipulated in Government Notice No. R. 1983 of 23 August 1991 and promulgated in Government Notice No. 2633 of 30 October 1998, amended by Government Notices No. 2480 of November 1999, No. 4898 of 22 December 2000, No. 2371 of 14 December 2001, No. 3004 of 22 November 2002, No. 3350 of 28 November 2003, No. 2986 of 31 December 2004, No. 323 of 3 March 2006, No. 1485 of 20 October 2006; No. 1102 of 7 September 2007, No. 1185 of 19 September 2008 and No. 1009 of 30 October 2009 are hereby further amended; and
- (b) the standards and requirements mentioned in paragraph (a) –
 - (i) shall be available for inspection at the office of the Executive Officer: Agricultural Product Standards, Harvest house, 30 Hamilton Street, Arcadia, Pretoria;
 - (ii) may be obtained from the Executive Officer: Agriculture Product Standards, Department of Agriculture, Private Bag x 343, Pretoria, 0001, Tel. (012) 319 – 6004 or Fax (012) 319 – 6055 or email: MbulaheniM@daff.gov.za on payment of the prescribed fees or from <http://www.daff.gov.za>; and
 - (iii) shall come into operation seven days after publication of this notice.


A. M. SERUMULA
Executive Officer: Agricultural Product Standards

KENNISGEWING 816 VAN 2010

NASIONALE DEPARTEMENT VAN LANDBOU, BOSBOU EN VISSERIE

WET OF LANDBOUPRODUKSTANDAARDE, 1990 (WET No. 119 VAN 1990)

STANDAARDE EN VEREISTES BETREFFENDE BEHEER OOR DIE UITVOER VAN APPLES: WYSIGING

Ek, Ebenhaezer Rademeyer, ingevolge artikel 2(1) van die Wet op Landbouprodukstandaarde, 1990 (Wet No. 119 van 1990), as Uitvoerende Beampte aangewys, gee hiermee kragtens artikel 4(3) (c) van die vermelde Wet, kennis dat –

- (a) standaarde en vereistes betreffende beheer oor die uitvoer van Apples soos gestipuleer in Goewermentskennisgewing No. R 1983 van 23 Augustus 1991 en afgekondig in Goewermentskennisgewing No. 2633 van 30 Oktober 1998, wysiging in Goewermentskennisgewing No. 2480 van November 1999, No. 4898 van 22 Desember 2000, No. 2371 van 14 Desember 2001, No. 3004 van 22 November 2002, No. 3350 van 28 November 2003, No. 2986 van 31 Desember 2004, No. 323 van 3 Maart 2006, No. 1485 van 20 Oktober 2006, No. 1102 of 7 September 2007, No. 1185 of 19 September 2008 en No. 1009 van 30 Oktober 2009 hiermee verder gewysig word; en
- (b) die standaarde en vereistes in paragraaf (a) vermeld –
 - (i) ter insae beskikbaar is by die kantoor van die Uitvoerende Beampte: Landbouprodukstandaarde, Harvest house, Hamiltonstraat 30, Arcadia, Pretoria;
 - (ii) teen betaling van die voorgeskrewe bedrag vanaf die Uitvoerende Beampte Landbouprodukstandaarde, Departement van landbou, Privatsak x343, Pretoria, 0001, Tel. (012) 319 – 6004 of Faks (012) 319 – 6055 of e-pos MbulaheniM@daff.gov.za of vanaf <http://www.daff.gov.za> verkrygbaar is; en
 - (iii) sewe dae na publikasie van hierdie kennisgewing in werking tree.


A. M. SERUMULA
Uitvoerende Beampte: Landbouprodukstandaarde

NOTICE 818 OF 2010**DEPARTMENT OF TRADE AND INDUSTRY****NOTICE TO APPOINT DEPUTY COMMISSIONER TO THE NATIONAL CONSUMER COMMISSION**

The Consumer Protection Act, No. 68 of 2008 ("the Act") provides for the establishment of a National Consumer Commission (NCC) to promote, support and advance the social and economic welfare of consumers in South Africa.

In terms of section 87 of the Act, the Minister of Trade and Industry, Dr Rob Davies, hereby invites applications for the following position:

**DEPUTY COMMISSIONER: NATIONAL CONSUMER COMMISSION
(1 post)**

Salary: R976 317.00 (entry level 15)

Requirements

- A postgraduate degree in Economics, Law, Commerce, Industry or public affairs.
- A minimum of six (6) years working experience in economics, law, commerce, industry or public affairs.
- Deep understanding of and interest in consumer or regulatory policy.
- Strong analytical and strategic thinking capabilities.
- Sound judgement, leadership and management skills.
- Excellent communication and negotiating skills.
- Ability to develop effective management processes.
- Policy development and analysis skills.
- Financial planning and budgeting skills.

Key Responsibilities

Reporting to the Commissioner, the Deputy Commissioner will be required to:

- Assist the Commissioner to manage and direct the activities of the NCC as indicated in the provisions of the Act;
- Act as Commissioner in his/her absence;
- Provide support to the Commissioner in the implementation of the provisions of the Act; and
- Provide strategic leadership to the NCC.

Term of office for Deputy Commissioner:

The Deputy Commissioner will serve for a term of five (5) years.

Enquiries: Mr A Viljoen, tel (012) 394-1533

Note: Applications must be accompanied by a comprehensive CV. This appointment is subject to the preferred candidates obtaining the necessary security clearance as well as psychometric testing/competency assessment. Correspondence will be limited to short-listed candidates only. The position is subject to the signing of a performance agreement. We are an affirmative action employer, and preference will be given to candidates whose appointment will enhance representivity.

Please forward your application to:

Mr A Viljoen
Consumer and Corporate Regulation Division
Department of Trade and Industry
Private Bag X84
Pretoria 0001
Fax (012) 394 2533

Block B, 1st Floor
77 Meintjies Street
Sunnyside
0002

Closing date: 31 August 2010



the dti

Department:
Trade and Industry
REPUBLIC OF SOUTH AFRICA

NOTICE 819 OF 2010**DEPARTMENT OF TRADE AND INDUSTRY****NOTICE TO APPOINT COMMISSIONER TO THE NATIONAL CONSUMER COMMISSION**

The Consumer Protection Act, 2008 (Act No. 68 of 2008) (the Act) provides for the establishment of a National Consumer Commission (NCC) to promote, support and advance the social and economic welfare of consumers in South Africa

In terms of section 87 of the Act, the Minister of Trade and Industry, Dr Rob Davies, hereby invites applications for the following position:

**COMMISSIONER: NATIONAL CONSUMER COMMISSION
(1 post)**

Salary: R 1 275 732.00 (entry level 16)

Requirements

- A postgraduate degree in Economics, Law, Commerce, Industry or public affairs
- A minimum of ten (10) years working experience at a senior management level in economics, law, commerce, industry or public affairs
- Deep understanding of and interest in consumer or regulatory policy
- Strong analytical and strategic thinking capabilities
- Sound judgement, leadership and management skills
- Excellent communication and negotiating skills
- Ability to develop effective management processes
- Policy development and analysis skills
- Financial planning and budgeting skills

Key Responsibilities

The Commissioner will be required to:

- Manage and direct the activities of the NCC in terms of the provisions of the Act
- Develop codes of practice relating to the provisions of the Act
- Promote legislative reform on national and provincial level that effects the welfare of consumers
- Promote consumer protection within organs of state
- Conduct research and promote public awareness of consumer protection matters
- Promote and enforce informal dispute resolution between consumer and supplier
- Account to the Minister and Parliament on the performance of the NCC and businesses with regard to the Act
- Review and approve all cases presented to the NCC and refer cases to the National Consumer Tribunal and/or Competition Commission where necessary

Term of office for Commissioner:

The Commissioner will serve for a term of five (5) years.

Enquiries: Mr A Viljoen, tel (012) 394-1533

Note: Applications must be accompanied by a comprehensive CV. This appointment is subject to the preferred candidates obtaining the necessary security clearance as well as psychometric testing/competency assessment centres. Correspondence will be limited to short-listed candidates only. The position is subject to the signing of a performance agreement. We are an affirmative action employer. Preference will be given to candidates whose appointment will enhance representivity.

Please forward your application to:

Mr A Viljoen
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Private Bag X84
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Fax (012) 394 2533

Block B, 1st Floor
77 Meintjies Street
Sunnyside
0002

Closing date: 31 August 2010



the dti

Department:
Trade and Industry
REPUBLIC OF SOUTH AFRICA

NOTICE 820 OF 2010**CO-OPERATIVES REMOVED FROM THE REGISTER**

**HLAKANANG ZEBEDIELA YOUTH CO-OPERATIVE LIMITED
THUBALETHU ART, CULTURE, CONSTRUCTION, CATERING
AND TRADING CO-OPERATIVE LIMITED
MWAYI INSELE TRADING CO-OPERATIVE LIMITED
ALLSAINTS WARD SEVEN CO-OPERATIVE LIMITED
SIBAMIQHAZA CO-OPERATIVE LIMITED
SWEET MELODY'S CO-OPERATIVE LIMITED
ZAMOKUHLE BAKING AND PAPER MAKING TRADING CO-OPERATIVE LIMITED**

Notice is hereby given that the name of the above mentioned co-operatives were removed from the register on 31 March 2009 in terms of Section 73(1)(c) of the Co-operatives Act, 2005.

REGISTRAR OF CO-OPERATIVES

KENNISGEWING 820 VAN 2010**KOÖPERASIES WAT DIE REGISTER GESKRAP IS**

**HLAKANANG ZEBEDIELA YOUTH CO-OPERATIVE LIMITED
THUBALETHU ART, CULTURE, CONSTRUCTION, CATERING
AND TRADING CO-OPERATIVE LIMITED
MWAYI INSELE TRADING CO-OPERATIVE LIMITED
ALLSAINTS WARD SEVEN CO-OPERATIVE LIMITED
SIBAMIQHAZA CO-OPERATIVE LIMITED
SWEET MELODY'S CO-OPERATIVE LIMITED
ZAMOKUHLE BAKING AND PAPER MAKING TRADING CO-OPERATIVE LIMITED**

Hiermee word bekend gemaak die naam van bogenoemde koöperasies op 31 March 2009 ingevolge die bepalings van Artikel 73(1)(c) van die Koöperasiewet, 2005, van die register geskrap is.

REGISTRATEUR VAN KOÖPERASIES

NOTICE 821 OF 2010**CO-OPERATIVES REMOVED FROM THE REGISTER**

**UMKHUSU CO-OPERATIVE LIMITED
LETHIKUTHULA PROJECTS CO-OPERATIVE LIMITED
WALALA WASALA CONSTRUCTION, BEADWORK, ARTS, GRASS CUTTING TRADING
CO-OPERATIVE LIMITED
MASIHLANGANENI TRADING CO-OPERATIVE LIMITED
IKHWEZI LOKUSA CO-OPERATIVE LIMITED
IMBOKODO OCHWEPHESHE CO-OPERATIVE LIMITED
SIZAKANCANE TRADING CO-OPERATIVE LIMITED
ISIZINDA SAMAKHOSIKAZI CATERING, CONSTRUCTION AND TRADING CO-OPERATIVE LIMITED**

Notice is hereby given that the name of the above mentioned co-operatives were removed from the register on 31 March 2009 in terms of Section 73(1)(c) of the Co-operatives Act, 2005.

REGISTRAR OF CO-OPERATIVES

KENNISGEWING 821 VAN 2010**KOÖPERASIES WAT DIE REGISTER GESKRAP IS**

**UMKHUSU CO-OPERATIVE LIMITED
LETHIKUTHULA PROJECTS CO-OPERATIVE LIMITED
WALALA WASALA CONSTRUCTION, BEADWORK, ARTS, GRASS CUTTING TRADING
CO-OPERATIVE LIMITED
MASIHLANGANENI TRADING CO-OPERATIVE LIMITED
IKHWEZI LOKUSA CO-OPERATIVE LIMITED
IMBOKODO OCHWEPHESHE CO-OPERATIVE LIMITED
SIZAKANCANE TRADING CO-OPERATIVE LIMITED
ISIZINDA SAMAKHOSIKAZI CATERING, CONSTRUCTION AND TRADING CO-OPERATIVE LIMITED**

Hiermee word bekend gemaak die naam van bogenoemde kooperasies op 31 March 2009 ingevolge die bepalings van Artikel 73(1)(c) van die Kooperasiewet, 2005, van die register geskrap is.

REGISTRATEUR VAN KOÖPERASIES

NOTICE 822 OF 2010**transport**

Department:
Transport
REPUBLIC OF SOUTH AFRICA

MEMBERS ELIGIBLE FOR APPOINTMENT TO THE BOARD OF THE CIVIL AVIATION AUTHORITY

The Civil Aviation Authority is a national public entity established in terms of the South African Civil Aviation Act No. 13 of 2009. Its mandate is to control and regulate civil aviation safety and security; oversee the implementation and compliance with the National Aviation Security program; oversee the functioning and development of the civil aviation industry; promote civil aviation safety and security; develop regulations that are required in terms of the Act; and monitor and ensure compliance with the Act and the international Aviation Conventions.

The Civil Aviation Act makes provision for the appointment of the Board to provide, amongst others, the strategic direction and oversee the corporate governance of the Authority in order to attain the mandate.

The purpose of this notice is to inform the public that the following persons are eligible for appointment to the Board of the Civil Aviation Authority –

Adv. Roshan Rai Dehal, Randall Howard, Harry Mathabathe, Sello Motau, Blessing Musarurgwa, Patrick Ndlovu, Themba Ntsibande, Elmarie Olivier, Dr Nozipho Sangweni, and Priska Soko

Comments on the above list must be forwarded to:

The Director-General, Department of Transport, Private Bag X193, Pretoria
0001, for attention; Ms Petse, Director: Governance, Fax (012) 309 3495
E-mail: petses@dot.gov.za

Closing date for comments is the 25th September 2010.

NOTICE 823 OF 2010

SOUTH AFRICAN RESERVE BANK

**LOST SHARE CERTIFICATE: CERTIFICATE No. 003108 REGISTERED IN THE NAME OF
PAULINE EMILY ENGLAND**

Application has been made to the South African Reserve Bank for the issuing of a new share certificate in place of the above-mentioned certificate, which has been lost. Notice is hereby given that unless the original certificate is provided to the Bank within four weeks from the date of this notice, a new certificate will be issued and the original certificate will become void.

BOARD NOTICE RAADSKENNISGEWING

BOARD NOTICE 122 OF 2010



Building 2 Greenstone Hill Office Park Emerald Boulevard Modderfontein
PO Box 751595 Garden View 2047 Johannesburg South Africa
Tel 087 940 8800 Fax 087 940 8873 E-mail board@irba.co.za
Docex 158 Johannesburg Internet www.irba.co.za

EXPOSURE DRAFT ON THE REGISTRATION REQUIREMENTS FOR AUDITORS

Pursuant to the provisions of sections 6(1)(a) and 7 read together with sections 10(1)(a) and 10(2)(a) of the Auditing Profession Act 26 of 2005 ("the Act"), the Independent Regulatory Board for Auditors (IRBA) publishes for public information and public comment the following:

"THE REGISTRATION REQUIREMENTS FOR AUDITORS".

The Exposure Draft on the Registration Requirements for Auditors sets out proposals for changes to the Accreditation Model (as prescribed on 24 August 2007, Notice 84, Gazette No. 30179) and proposes a strategy for the development and assessment of professional competence for professional accountants wishing to specialise and register as auditors.

The IRBA is cognisant that further consultation needs to take place before implementation of the final policy and in this regard transitional provisions may be considered and implemented on just and equitable grounds.

To ensure that all relevant stakeholders are consulted, interested and affected stakeholders are invited to submit **written** comment to the IRBA. The Education, Training and Professional Development Committee (EDCOM) will consider all comments received on the proposed registration requirements for auditors prior to adoption of the final policy. All comments received will be regarded as being on public record unless confidentiality is requested.

Please submit written comments, preferably by e-mail, to:

The Director: Education, Training and Professional Development
Independent Regulatory Board for Auditors

P O Box 751595
Garden View
2047

E-mail: lkatzin@irba.co.za
Fax : +27 087 940 8875

Closing date for comment: Tuesday, 16 November 2010



B P Agulhas
Chief Executive Officer
Independent Regulatory Board for Auditors

REGISTRATION REQUIREMENTS FOR AUDITORS

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PART A**A1. KEY TERMS**

1.1 The following key terms will, unless expressly otherwise stated or inconsistent with the context in which they appear, have the following meanings:

- 1.1.1 **Academic programme:** The academic programme develops the core competence of a student to apply the concepts and principles of a defined technical body of knowledge, skills and professional values in an integrated and analytical manner to a standard that provides a foundation appropriate for further professional development.
- 1.1.2 **Competence:** Describes knowledge, skills and attitudes (with some behaviour) that collectively account for the ability to perform activities to the level expected within a specified profession.
- 1.1.3 **Core assessment programme:** The core assessment programme assesses the core competence of a candidate to apply the concepts and principles of a defined technical body of knowledge, skills and professional values in an integrated and analytical manner appropriate for further professional development.
- 1.1.4 **Education programme:** The education programme develops the professional competence of a student to apply integrated knowledge, skills and professional values appropriate to the practice of a Registered Auditor and to enable the student to continue to learn and adapt to change throughout his or her professional life.
- 1.1.5 **Training programme:** The training programme develops professional competence through practical experience gained in a Registered Auditor firm. Development of professional competence in training complements that gained through the Education Programme.
- 1.1.6 **Professional accountant:** A person who is a member of an IFAC member body accredited by the IRBA.
- 1.1.7 **Professional experience:** Work experience undertaken by a qualified professional accountant that is relevant to the work of a Registered Auditor. The work experience enables the individual's development of professional competence (including behaviours) in

the workplace and provides a means whereby individuals can demonstrate the achievement of professional competence in a Registered Auditor firm.

1.1.8 **Registered Auditor (RA):** Means an individual registered as an auditor with the IRBA

1.1.9 **Registered audit firm:** Means a firm of Registered Auditors registered with the IRBA

A2. INTRODUCTION

The audit profession has experienced significant changes over the past ten years. In light of these changes and in terms of the IRBA's policy of on-going reflection, the Education, Training and Professional Development Committee (EDCOM) of the IRBA investigated the education, training and professional development of aspirant Registered Auditors (RAs) and made recommendations to the Board in this regard.

In order to understand the current situation and the changes recommended in this document, it is important that the reader has knowledge and an understanding of the following:

- Statutory framework in which the IRBA functions and its associated history;
- Development and implementation of the Accreditation Model;
- Changes to SAICA's¹ delivery model; and
- The International Federation of Accountants (IFAC) International Education Standards (IES).

A3. STATUTORY FRAMEWORK

The regulatory framework for auditors in South Africa is established through the Auditing Professions Act, Act 26/2005 [the "Act"]. In terms of the Act, the IRBA is responsible for; *inter alia*, the registration, regulation and discipline of registered auditors [RAs].

The IRBA's role in ensuring quality of entry into the audit profession has been reflected on and adapted over the years. In 1998, after the release of the Draft Accountancy Profession Bill in 1997, the Public Accountants' and Auditors' Board [PAAB]² took a strategic decision to recognise the education, training and assessment programmes of professional bodies for the purposes of educating, training and assessing auditors. At the time, however, interpretation of the Public Accountants' and Auditors' Act, 1991, precluded recognition of the final test of professional competence for auditors; referred to as the Public Practice Examination [PPE]. In anticipation of the new act the PAAB prepared itself to fully recognise the programmes [including the final test of professional competence] of professional bodies. However, during the period 1998 to 2005, South Africa and the world experienced a spate of corporate failures which called the auditing profession into question. One of the major deficiencies highlighted by the accumulation of corporate failures was the regulatory structure of the auditing profession. Ineffective regulation was cited as one of the key factors detracting from the effectiveness of the audit function thereby undermining public confidence in the profession as a whole.

¹ SAICA is currently the only professional body accredited by the IRBA

² The PAAB became the IRBA in 2006 with the promulgation of the Auditing Professions Act, 2005

In 2001 the Nel commission was constituted to investigate the affairs of the Master Bond group and investor protection in South Africa. In view of the findings of the Nel commission, the [then] Minister of Finance stated that he was not convinced that the Draft Accountancy Profession Bill, 2001 sufficiently addressed the problems inherent in the system. The Bill was withdrawn and a ministerial panel was appointed in December 2002 to revise the proposed legislation. The Auditing Profession Act, 2005 was the outcome of this review. The Act was signed into legislation in January 2006 and became effective on 1 April 2006.

The Act proved to be very enabling for the IRBA in terms of education, training and assessment. It provided the IRBA with the option to either provide the education, training and assessment programmes of potential auditors directly [direct provision], or to accredit professional bodies to conduct all or some of such education, training and assessment programmes [See Accreditation Model: 1-5 partial and full accreditation]. The Act further provided the IRBA with the option of conducting the final test of professional competence for registered auditors [RAs] directly or accrediting professional bodies to conduct such a test of competence for auditors. In light of the heightened regulatory environment and the fact that auditing is not the core business of professional bodies, the IRBA took the strategic decision in 2006 to:

- I. Accredit professional bodies to conduct the relevant education, training and assessment programmes;
- II. Not recognise the examinations of professional bodies as constituting the final test of professional competence required for the purpose of registering as an auditor; and
- III. Continue to set and administer the PPE (final test of professional competence) itself.

In response to the decision to accredit professional bodies, the IRBA published the Accreditation Model [2007] which sets out the IRBA's objectives for the development, assessment and maintenance of the professional competence of auditors. In terms of the Accreditation Model, a professional body seeking accreditation must demonstrate, to the satisfaction of the IRBA, that:

- a) It complies with the prescribed requirements for professional development and the achievement of professional competence through the recognised programmes, namely;
 - i. Academic programme;
 - ii. Core assessment programme;
 - iii. Education programme; and
 - iv. Training programme
- b) It has appropriate mechanisms to ensure that its members participate in CPD as recognised by the IRBA;
- c) It has mechanisms to ensure that its members are disciplined where appropriate;
- d) It is, and is likely to continue to be, financially and operationally viable for the foreseeable future;
- e) It keeps a register of all its members in the form prescribed by the IRBA;
- f) It has in place appropriate programmes and structures to ensure that it is actively endeavouring to achieve the objective of being representative of all sectors of the South African population; and

- g) It meets any other requirements prescribed by the IRBA from time to time.
- i. In this regard, the professional body must have appropriate technical support and guidance available to its members who are RAs.

Currently, SAICA is the only professional body accredited by the IRBA to conduct the education, training and assessment programmes which permit entry to the final test of professional competence for RAs; the PPE.

A4. THE ACCREDITATION MODEL

Accreditation is the status granted by the IRBA to professional bodies that meet and continue to meet the prescribed accreditation standards.

In terms of the Accreditation Model, accreditation standards describe the fundamental characteristics that should be present to realise the IRBA's stated objectives. However, the mere existence of such characteristics is not an assurance that the required standards will be achieved, but rather that the institution or its programme have the necessary resources that, if effectively applied, are likely to achieve the stated objectives. All accredited professional bodies are subject to annual monitoring by the IRBA.

The accreditation standards are intentionally general. Their generality enables the IRBA to focus on the particular circumstances relevant to a specific professional body, rather than on establishing measures of conformity. The widely diverse purposes and scope of professional bodies demands that the accreditation standards be sufficiently broad to encompass this diversity, and thereby support innovation. At the same time, the accreditation standards must be sufficiently clear so as to promote quality.

In determining the extent to which an accreditation standard has been met, certain indicators, that provide guidance on how the standard may be achieved in practice, are included in the Accreditation Model.

The Curriculum Framework

The IRBA prescribes accreditation standards for the purpose of recognising the academic, core assessment, education and training programmes of professional bodies. The Curriculum Framework identifies the competencies an individual should be able to demonstrate on entering the profession and thus provides the basis upon which these programmes can be assessed in order to determine the extent to which the relevant accreditation standards have been met.

Professional bodies seeking recognition of their programmes are required to demonstrate to the IRBA the extent to which the competencies defined by the IRBA in the Curriculum Framework are developed and assessed within their own relevant programmes. Recognition is based on an appropriate degree of match with the IRBA's requirements, rather than on absolute conformity. The Curriculum Framework is, therefore, sufficiently flexible in its design to cater for diverse modes of implementation. Because the Curriculum Framework focuses on specific competencies at entry point, it allows professional bodies to adopt a wide variety of different methodologies to develop and assess the required competencies.

Core and professional competence

Professionals are expected to possess core competencies that, together with fundamental skills and values, enable them to demonstrate professional competence. Professional competence is the ability to perform the tasks and roles expected of an RA to standards that are appropriate locally and comparable internationally.

Core competence is the ability to apply the concepts and principles of a defined technical body of knowledge, skills and professional values in an integrated and analytical manner to a standard that provides a foundation appropriate for further professional development.

The IRBA's Accreditation Model is focused on the development of professional competence with appropriate emphasis on the development and assessment of core competence with regards to potential RAs. In this regard:

- The academic programme develops core competence;
- The core assessment programme assesses core competence;
- The training programme which is conducted in public practice, with at least 40% of time being spent in audit, develops professional competence; and
- The education programme which is an audit specialism course develops professional competence.

A5. THE PUBLIC PRACTICE EXAMINATION

In terms of section 7[1] [b] the IRBA may recognise or withdraw the right of accredited professional bodies to conduct the final qualifying examination for registration purposes. Given that the IRBA must in terms of section 7 [1] [f], prescribe competency requirements, it considers itself well positioned to assess the competence of potential RAs against the prescribed requirements. The IRBA does, therefore, not recognise the examinations of professional bodies as constituting the final assessment of professional competence required for the purposes of registering as an auditor. The IRBA assumes full responsibility for conducting this assessment, currently referred to as the PPE. The IRBA takes full responsibility for the final test of competence for RAs due to its regulatory function and the fact that professional bodies are not exclusively concerned with audit and may, therefore, not have an appropriate audit focus.

Currently, the PPE [audit specialism] is recognised by SAICA as the final test of professional competence for qualification as a CA. SAICA's other specialist examination, the Part II [financial management] examination, is conducted entirely by SAICA.

A6. SAICA's NEW DELIVERY MODEL

SAICA's Competency Framework was approved by the SAICA Board in November 2008. The implications and application of the Framework and the delivery model are currently being investigated. Within this context, SAICA has resolved to discontinue specialist routes to qualification as a CA and have a single final test of professional competence.

Although SAICA is still in the process of finalising its delivery model, the following has been communicated to the IRBA:

- I. The Competency Framework aims to develop a "leader with ...a background in professional accounting". The new model will shift away from *'too much emphasis on Audit'* [No specialist routes];
- II. SAICA will conduct its own final test of competence for professional accountants [CA] [proposed implementation by 2014];
- III. The final test of competence for professional accountants will, in accordance with the IES 6 requirements, be as "near as practicable to the end of the pre-qualification period";
- IV. The training programme will offer five electives [tax, audit, financial management, management decision making and risk management and governance] but all core areas are still covered in the training model; and
- V. There will be only one CA qualification [one examination].

SAICA is very aware of the implications of these proposed changes for the IRBA and the PPE and plans to communicate closely [and has already done so] with the IRBA on these matters.

A7. THE INTERNATIONAL FEDERATION OF ACCOUNTANTS

IFAC's mission is *"the worldwide development and enhancement of an accountancy profession with harmonised standards able to provide services of consistently high quality in the public interest"*. In demonstrating this aspect of its mission, IFAC has an Education Committee which drafts and publishes International Education Standards and Guidelines [IES]. The IESs prescribe, to member bodies, certain fundamental elements that education, training and assessment programmes for professional accountants should contain. The IRBA is not a member body of IFAC, yet it subscribes to the IFAC standards and consequently requires accredited professional bodies to adhere to these standards. Although IFAC's focus is on the professional accountant, some IESs refer to the specialist work of auditors.

IES 5: Practical experience requirements

IES 5 prescribes the practical experience IFAC member bodies should require their members to obtain before qualification as professional accountants. Within this context, IES 5 states that "further development may be required after qualification to bring candidates up to the level of a statutory auditor or some other form of specialisation" [IES 5: Paragraph 3].

IES 8: Competence requirements for audit professionals

IES 8 prescribes competence requirements for audit professionals. According to IFAC a specific IES for audit professionals is necessary not only because of the specialist knowledge and skills required for competent performance in this area, but also because of the reliance the public and other third parties place on the judgements of auditors. IES 8 [paragraph 18] further recognises that, 'Although some professional accountants deliver a wide range of accounting and business-related services, others will choose to specialise in one or more areas. No one professional accountant can master all areas of accountancy. Specialisation is necessary to ensure services can be provided by professional accountants having sufficient depth of knowledge and expertise'.

PART B

FOUNDATIONAL GUIDELINES

This section highlights foundational guidelines that have influenced and guided the EDCOM's deliberations. The EDCOM is aware that in some cases the foundational guidelines may not always be complementary and, therefore, that judgement must be used in their application.

B1. IRBA'S REGULATORY ROLE

The primary objective of the IRBA as established in terms of section 2 of the Auditing Profession Act, 2005 ("the Act") is to protect the public in the Republic through regulation of the auditing profession. Such regulation is intended to advance the development and maintenance of internationally comparable ethical and auditing standards and to advance the implementation of appropriate standards of competence and good ethics. The EDCOM has focused on its role and duty related to competence at entry to the audit profession.

B2. QUALITY OF AUDITING AND REPORTING STANDARDS IN SOUTH AFRICA

The IRBA prides itself on maintaining high standards of auditing and reporting in South Africa. SA was recently voted second in the world for its auditing and reporting standards on the Global Competitive Index. The point of departure adopted by the EDCOM is that standards of competence of auditors should not be compromised [Refer B3 below].

B3. STANDARD OF COMPETENCE FOR REGISTRATION

The standard of competence required of a registered auditor will not be compromised. The EDCOM remained cognisant of the competence requirements at entry to the profession and the IRBA's responsibility to ensure a standard of competence appropriate to carry out its statutory obligations [Refer B1]. The level of assurance with regards to competency sought by the IRBA has been pivotal in the EDCOM's deliberations.

B4. SUSTAINABILITY OF THE PROFESSION

The IRBA has identified the need to increase the number of auditors in South Africa in order to service the requirements of the economy appropriately. The EDCOM recognised this imperative and remained aware of matters related to access, mobility, recruitment and retention.

B5. MOBILITY WITHIN THE PROFESSION

It is an established policy of the IRBA that the approach to education, training and assessment required for registration as an auditor should "tolerate and encourage diverse and innovative means of achieving...objectives" [Accreditation Model; 4.5, 1-11]. The EDCOM remained cognisant of the need for mobility and flexibility when deliberating on the qualification process and registration of RAs.

B6. ACCESS AND TRANSFORMATION

The IRBA is committed to providing access to the auditing profession for those who meet the required standards. More specifically the number of persons registered with the IRBA to perform the statutory audit function is not representative of all racial groups. The EDCOM recognised the importance of this

imperative within the context of the profession and South Africa and sought to ensure flexible routes of entry to the profession.

B7. PROVISION OF PROGRAMMES THAT DEVELOP AND ASSESS CORE AND PROFESSIONAL COMPETENCE

The IRBA regards the provision of programmes that develop core and professional competence to be best delivered by professional bodies accredited for this purpose by the IRBA [Accreditation Model]. This is due to the partnership relationship established through the process of accreditation whereby the IRBA's objectives are supported by accredited professional bodies that have complied and continue to comply with the requirements for accreditation. The EDCOM remained cognisant of this accreditation philosophy.

B8. DEVELOPMENT OF CORE COMPETENCE

The development of core competence is best achieved through a formal academic programme and assessment is most appropriate through formal written examination. The EDCOM remained cognisant of this accreditation philosophy.

B9. DEVELOPMENT OF PROFESSIONAL COMPETENCE

Professional competence is best developed through practical experience supported by appropriate educational intervention. The EDCOM remained cognisant of this accreditation philosophy.

B10. ASSESSMENT OF PROFESSIONAL COMPETENCE

Professional competence is best assessed through a combination of written examination and on the job assessment. On the job assessment should be performed by experienced professionals in the field. The EDCOM remained focused on the most appropriate means of assessing professional competence.

B11. AUDIT AS A POST PROFESSIONAL ACCOUNTANT SPECIALISATION

According to IFAC [IES 5] *"further development may be required after qualification [as a professional accountant] to bring candidates up to the level of a statutory auditor"*. IFAC also prescribes competence requirements for auditors because it acknowledges the *"specialist knowledge and skills required for competent performance in [audit] and because of the reliance the public and third parties place of the judgements of auditors"*.

The IRBA considers the competencies of the professional accountant to be appropriate for registration as an auditor but only when provided with the opportunity to apply these competencies to the level of a specialist within the context of public practice. The EDCOM supported the addition of a professional experience period after qualification as a professional accountant.

PART C**REFLECTION ON CURRENT PRACTICE**

This section outlines the EDCOM's reflection on current practice and views on best practice in light of Part A and B of the document.

C1. DEVELOPMENT AND ASSESSMENT OF PROFESSIONAL COMPETENCE**i. Development of professional competence**

The development of professional competence is currently through the education and training programmes. Development of professional competence through these programmes is appropriate for a professional accountant. However, the EDCOM is of the view that a period of post professional accountant specialisation is required in order to register as an auditor. This is because the competencies of a professional accountant should be exercised in an audit environment in order to create specialist ability in their application.

ii. Assessment of professional competence

Professional competence is currently assessed largely through a written examination with some assessment being conducted in the training programme. The EDCOM is of the view that professional competence is best assessed through written examination supplemented with significant on the job assessment. This is because the nature of professional competence is such that it is best exhibited when applied in practice.

The PPE has proved to be effective in assessing professional competence within the limited context of a written examination. However, the EDCOM is of the view that professional competence is more effectively assessed through practical experience. The EDCOM also recognises that the current PPE and education programme include a significant element of core competence.

C2. DEVELOPMENT AND ASSESSMENT OF CORE COMPETENCE**i. Development of core competence**

With the exception of elements of audit, core competence [all disciplines] is currently developed in the academic programme. The EDCOM considered core competence to be most effectively developed and assessed in the academic programme. This view is held because the nature of core competence is such that it requires a formal academic environment for its acquisition. This view is consistent with international best practice.

ii. Assessment of core competence

With the exception of elements of audit, core competence [all disciplines] is currently assessed in the core assessment programme. The EDCOM considered core competence to be most effectively assessed in the core assessment programme. This view is held because the nature of core competence is such that it requires a written examination for its assessment. This view is consistent with international best practice.

C3 BENCHMARKING

The Act provides the IRBA with the option to recognise the programmes of accredited professional bodies or to provide the programmes directly itself. The IRBA adopted a policy of recognising, where appropriate, programmes of accredited professional bodies, other than the final test of professional competence for RAs [Refer 1-11, 4.6].

Recognition of individual programmes requires application of the Accreditation Model and also requires a benchmark for assessing content and standard of programmes. The benchmark for all programmes currently recognised is informed by the content and standard of the relevant programmes provided by the IRBA [then PAAB] until 1999. This approach to accreditation was considered appropriate as the programmes of the only accredited professional body were not significantly amended since responsibility for the programmes was transferred to SAICA. The benchmark was, therefore, established through a comprehensive institutional memory. Application of this benchmark, through the monitoring process since 2002, has proved effective.

SAICA is to introduce significant changes to all of the recognised programmes systematically from 2010. The EDCOM is, therefore, of the opinion that the benchmarks used to date in the monitoring process should be reassessed. The EDCOM considers this to be an appropriate time to reassess given the proposed changes to SAICA's recognised programmes.

PART D**EDCOM RECOMMENDATIONS**

This section sets out the EDCOM's proposals for changes to the Accreditation Model and its proposed strategy for the development and assessment of professional competence.

D1. AUDIT AS A POST PROFESSIONAL ACCOUNTANT SPECIALISATION

The EDCOM is of the view that audit is a post professional accountant specialisation. The EDCOM's view is supported by IFAC and international best practice.

IFAC's IES 5, states that *"further development may be required after qualification [as a professional accountant] to bring candidates up to the level of a statutory auditor"*. IFAC also prescribes competencies for auditors because it acknowledges the *"specialist knowledge and skills required for competent performance in [audit] and because of the reliance the public and third parties place on the judgements of auditors"*.

An investigation into the practices of comparable countries indicates that audit as a post professional accountant specialisation is well accepted internationally. All the countries investigated³ require auditors to specialise through a practical work experience period, after qualifying as a professional accountant.

In accepting that audit is a post professional accountant specialisation the EDCOM acknowledges that the core and professional competence developed through the professional accountant education and training programmes is appropriate as a foundation for specialisation in audit. In determining the appropriateness of the quality and standard of programmes that develop and assess core and professional competence at the professional accountant level, the EDCOM considered the current situation [Accreditation Model] and proposes certain adaptations and inclusions where it is of the opinion that a higher level of assurance needs to be obtained by the IRBA in fulfilling its mandate to ensure competence at entry to the RA profession.

1. Development and assessment of core competence

Core competence is developed in a formal academic environment [Accreditation Model, 3-15]. The EDCOM confirms that the acquisition of core competence must take place in the academic programme. Taking the importance of the core disciplines into account for the development of a professional accountant and as the basis on which to develop an RA; the EDCOM is of the view that comprehensive coverage of the Curriculum Framework should be given to each of the core disciplines in the academic programme.

By requiring comprehensive coverage of each of the core disciplines the IRBA achieves the following:

- Candidates' perceptions of the core disciplines are influenced and consequently so is their study approach;

³ England and Wales, Ireland, Scotland, Australia, New Zealand, Hong Kong and Canada.

- Communication to candidates and providers that all four disciplines are important for the development of a professional accountant and as a foundation for specialisation as an RA; and
- All disciplines are well embedded for the development of professional competence.

The EDCOM recommends that the Accreditation Model is adapted to include comprehensive coverage of all core disciplines and that each of the core disciplines be passed (i.e. at least 50%) in assessments carried out in the academic programme. Particular scrutiny will be placed on the coverage and the nature of assessment of audit.

Core competence is assessed in the core assessment programme. The EDCOM confirms that the assessment of core competence is best achieved through a written examination. Currently, there is no sub-minimum requirement on any of the core disciplines in the core assessment programme. Given the views of the EDCOM expressed above and the reasons provided for comprehensive coverage and assessment of the four disciplines in the academic programme, it follows that equal emphasis must be placed on the core disciplines in the core assessment programme.

The EDCOM recommends that:

- The core disciplines receive equal coverage [in terms of time and mark allocation] in the core assessment programme; and
- 40% sub-minimum is required for each of the core disciplines.

2. Development and assessment of professional competence [Professional Accountant]

The Accreditation Model acknowledges that the development of professional competence is best achieved through on the job training coupled with comprehensive learning interventions [Accreditation Model, 3-40 and 3-52]. The core competence developed in the academic programme provides a foundation upon which professional competence can be developed. It is through on the job training and comprehensive learning programmes [education programme] that professional accountants develop professional attributes, characteristics and attitudes and, through their practices and behaviours, become aware of and comply with the standards of competence of the profession.

Due to the importance of the training and education programmes in the development and assessment of professional competence, the EDCOM places additional emphasis on the training programme and the allied education programme to provide appropriate learning opportunities and to draw on a range of assessment methodologies in order to assess professional competence in all its elements.

For the purpose of registration as an RA, the IRBA only recognises training programmes that are conducted in an office of an RA who is engaged in public practice and who is registered with the

IRBA. The training contract must provide the candidate the opportunity to complete at least 40% of his time directly in audit and assurance activities.

The Accreditation Model provides guidance on the development of professional competence within the training contract. However, the Accreditation Model has no specific requirement for comprehensive on the job assessment [training programme]. Due to the importance of the training programme in the development and assessment of professional competence and the EDCOM's strong view that professional competence is best assessed through on the job evaluation, the EDCOM **recommends that** assessment within the training programme is formalised through the development of a specific standard to address this aspect of professional competence.

The Accreditation Model has a separate programme for comprehensive learning interventions; namely, the Education Programme. The training programme and the education programme complement each other in the development of professional competence. Currently, the education programme is an audit specialisation programme. However, in light of the EDCOM's recommendation that audit be a post professional accountant specialisation and the consequent emphasis on the development of a professional accountant [audit focus], the EDCOM **recommends that**, for purposes of the Accreditation Model, the education programme is incorporated into the training programme to facilitate the development of professional competence. The EDCOM is of the opinion that comprehensive learning programmes that complement the training programme can be achieved and facilitated in a myriad of ways within the professional accountant qualification and do not, therefore, require separate identification in the Accreditation Model.

The EDCOM is of the strong opinion that the assessment of professional competence should consist of a range of assessment methodologies from continual assessment [on the job and education programme] to a final summative assessment [final test of professional competence]. In line with the IFAC requirement [IES 6], the EDCOM supports the view that a significant portion of the assessment of professional competence should be in recorded form.

The Accreditation Model, currently, does not accommodate a final test of professional competence for professional accountants because, currently, professional accountants qualify as RAs. However, in light of the EDCOM's recommendation that audit be a post professional accountant specialisation and within the context of the level of assurance sought by the IRBA on the programmes that develop and assess core and professional competence, the EDCOM **recommends that** a "new section" on the assessment of professional competence for professional accountants is added to the Accreditation Model. The proposed section will provide professional bodies with the IRBA's expectations relating to professional assessment and will be sufficiently flexible to accommodate a variety of assessment methodologies.

D2. FINAL ASSESSMENT OF PROFESSIONAL COMPETENCE FOR ASPIRANT AUDITORS

The EDCOM is of the view that the PPE is, and has been, effective as an assessment of professional competence [RAs] within the constraints inherent in a written examination and within a context where development of professional competence for the professional accountant and an RA has been concurrent. It is widely acknowledged that professional competence is best assessed on the job rather than only through written assessment. Within the context of audit being a post professional accountant specialisation and the best assessment of professional competence being on the job evaluation, the EDCOM recommends that a period of relevant [audit] professional experience is required in order to develop the competence of a professional accountant to that required of an RA. The professional work experience period provides aspirant RAs with the opportunity to develop, exercise and extend their professional competence to a level considered appropriate for entry level auditors [See Part E below].

Successful completion of the professional experience period coupled with on job assessment gained in the training programme will provide the IRBA with assurance of an individual's professional competence at entry to the RA profession.

D3. BENCHMARKING

Given the proposed changes to SAICA's recognised programmes [refer section C3] and the consequent need to reassess benchmarks, the EDCOM recommends:

- i. **Development of professional competence**
A competency framework is prepared to guide accredited professional bodies and provide sufficient flexibility to accommodate a range of approaches. The competency framework will identify and detail the competencies of an entry level auditor and will, therefore, inform the syllabus to be developed for the academic programme and in turn inform the content for the core assessment programme. The competency framework will also inform the content of programmes that develop and assess professional competence.
- ii. **Academic Programme**
A curriculum and syllabus be established which provides sufficient detail to guide accredited professional bodies and sufficient flexibility to accommodate a range of approaches.
- iii. **Core Assessment Programme**
An assessment of core competence be prepared [written examination] with mark plans, suggested solutions and marking approach. This will provide a benchmark for the accreditation process and also the opportunity to use this instrument, where appropriate, in cases where the assessment of core competence of an accredited professional body is not recognised.

PART E

THE PROFESSIONAL EXPERIENCE PERIOD

The requirements set out in this section provide the professional experience requirements for professional accountants wishing to specialise and register as auditors.

Please note that only professional accountants who have qualified through a professional body accredited by the IRBA will have their professional experience recognised by the IRBA.

E1. RECOGNITION OF PROFESSIONAL EXPERIENCE

In order to have the professional experience period recognised by the IRBA, a candidate must have:

- Successfully completed the following programmes recognised by the IRBA:
 - A recognised academic programme;
 - A recognised core assessment programme;
 - A recognised training programme; and
 - A recognised professional assessment programme [Refer D1]
- Successfully completed a professional accounting qualification through a professional body accredited by the IRBA.

E2. DEVELOPMENT OF COMPETENCY

The strength of the professional experience period lies in the partnership between the IRBA and RA firms. The professional experience period provides qualified professional accountants the opportunity to specialise as an auditor by gaining exposure to a broad range of issues faced by RAs in practice and to develop and enhance their:

- Professional competence and judgement;
- Ethical values; and
- Lifelong learning skills and attitudes

The professional experience period is defined in terms of both the duration [time] and the depth and breadth of competency developed in a public practice environment. The professional experience period must provide aspirant RAs with increasingly complex work that requires, over time, that the candidate assumes increasing responsibility. Tasks must increase in complexity and level of responsibility as the RA candidate progresses through the professional experience period.

By the end of the professional experience period, aspirant RAs are expected to have acquired and to have demonstrated competence at a level *senior* to that of an entry level professional accountant. The supervising RA will be required to make a recommendation to the IRBA regarding the aspirant RA's registration with the IRBA.

E3. MINIMUM PRESCRIBED TERM OF PROFESSIONAL EXPERIENCE

The IRBA prescribes that a minimum term of professional experience appropriate for the development and demonstration of the competency requirements of an entry level RA is two years post professional accountant qualification in an RA firm. Within the minimum two year post professional accountant qualification period aspirant RAs must complete a minimum of 1500 billable hours⁴ in audit and assurance services. (It is acknowledged that, in some cases, completion of the 1500 billable hours may require more than two years) Billable hours provide evidence of the nature of work undertaken and some indication of its quality. Candidates who wish to register as an auditor, and completed an elective other than audit and assurance, will be required to complete a minimum of three years and 2250 billable hours in audit and assurance.

E4. AUDIT ENVIRONMENT

Professional Experience must be obtained through work activities that require the development of knowledge, skills and professional values appropriate to the public practice environment. Such experience should be gained in the office of an RA and under the direction and supervision of an RA in audit and related service engagements.

In terms of IFAC, auditing is a structured process that:

- a) Involves the application of analytical skills, professional judgement and professional scepticism;
- b) Is usually performed by a team of professionals, directed with managerial skills;
- c) Uses appropriate forms of technology and adheres to a methodology;
- d) Complies with all relevant technical standards, such as International Standards on Auditing (ISAs), International Standards on Quality Control (ISQC), International Financial Reporting Standards (IFRS), International Public Sector Accounting Standards (IPSAS), and any applicable international, national or local equivalents; and
- e) Complies with required standards of professional ethics.

Auditing is an integral component of evolving systems of accountability within organisations and society. Although an audit may be mandated by statute, it may also be a condition to borrowing or a matter of contract. In addition, it may be undertaken voluntarily by an organisation as a means of ascertaining the fairness of representations, the degree of compliance with rules and regulations or the efficiency, effectiveness and economy of operations.

Auditing should therefore be viewed as a subject that extends beyond the statutory audit of financial statements to include the broader attest function and other reporting engagements.

ASPIRANT RAs AND THE RA FIRM

Candidates who undertake the professional experience period to become audit specialists are required to take responsibility for their own professional development and seek opportunities to progress through

⁴ It is not anticipated that a candidate will submit time sheets in support of this requirement. It is acknowledged that often an audit engagement can include other services. The 1500 billable hours should be in direct audit work. The supervisor will confirm the time spent on audit work.

defined positions within an RA firm. Such positions will provide opportunity for increasing competency development and offer assignments of increasing complexity and increasing levels of responsibility.

RA firms must meet the following responsibilities to the IRBA and the candidate:

- Registration with the IRBA [Firm and professional oversight RA];
- Provide an environment conducive to the development, enhancement and demonstration of professional competence;
- Ensure that each potential RA is provided sufficient and appropriate support during the professional experience period;
- Foster commitment to life-long learning and skills development;
- Encourage potential RAs to become involved in work that challenges their skills in a variety of contexts;
- Foster the ethics, values, independence and objectivity appropriate for the RA profession; and
- Offer progress of work to increasing complexity and requiring increasing levels of responsibility and knowledge and expertise.

E5. PROFESSIONAL OVERSIGHT REQUIREMENTS

The professional experience period is designed to complement and run parallel with the internal structures, performance review and evaluation process of the RA firm. The RA firm must ensure that each RA candidate is assigned to a specific professional oversight RA. The professional oversight RA will be an RA who has been registered with the IRBA for a minimum of three years at the outset of the professional experience period⁵.

Responsibilities of the Professional Oversight RA

It is the responsibility of the professional oversight RA to ensure that the professional experience period provides the candidate with the quality and range of experience to enhance and develop his professional abilities, skills and values to a level appropriate for registration with the IRBA. Professional oversight is necessary to ensure that RA candidates are provided with the opportunity to develop their competencies, produce work of a high quality, and undertake work at progressive levels of responsibility. The professional oversight RA will be responsible for, inter alia, the following:

- Collection and co-ordination of performance appraisal information and any other relevant information on the candidate's performance and competencies.
- Reflection, interpretation and assessment of the candidate's progress using the information referred to above.
- Consultation based on the information presented in the performance appraisal reports with both the candidate and the line managers, direct supervisors and any other relevant person.
- Provide regular and meaningful feedback on the development the candidate's professional competence.

⁵ The IRBA will consider circumstances for relaxation of this time requirement on a case by case basis.

- Regular reporting to the IRBA on the development the candidate's professional competence. This report should be accompanied by relevant documentation (performance appraisal, reports and any other information). A reporting template will be supplied by the IRBA.
- A signed testimonial, on completion of the two year programme that confirms, amongst other things (See E8), that the candidate has developed his professional competence to a level appropriate for registration with the IRBA. A standard template will be provided by the IRBA.

The IRBA recognises that the professional oversight RA may not necessarily be the direct supervisor of the candidate. It is, however, anticipated that the professional oversight RA is a senior member of staff who is able to invest the appropriate amount of time and commitment to the responsibilities outlined above. The professional oversight RA will take responsibility for supplying the IRBA with information on the candidate's professional development. The IRBA will place significant reliance on the information and reports provided by the professional oversight RA. It is, therefore, incumbent on the professional oversight RA to ensure that the information provided to the IRBA is valid and reliable.

The responsibility to identify a suitable professional oversight RA rests with the RA firm. The professional oversight RA must accept the responsibility outlined above [clear guidelines will be published]. Once the professional oversight RA/candidate relationship has been mutually agreed to, the professional oversight RA and the candidate will sign an agreement (Standard agreement to be published). The signed agreement must be forwarded to the IRBA for registration. The IRBA will check the eligibility of the RA to act as a professional oversight RA and the candidate to participate in the professional experience period. Registration of the professional experience period provides the IRBA with information on the number of potential RAs in the pipeline and also protects the professional oversight RA and candidate by formalising the relationship.

In circumstances where a candidate has not registered with the IRBA for the professional experience period, the candidate must submit certain supporting evidence and an identified professional oversight RA must sign a testimonial confirming the candidates experience, position and suitability for registration with the IRBA [Refer E8]. The IRBA will evaluate such circumstances on a case by case basis and may grant the professional experience period retrospectively.

E7. PRACTICE MANAGEMENT WORKSHOP

All RA candidates are required to attend a two day Practice Management Workshop [PMW]. The PMW will provide candidates with information and resources on establishing and managing an RA firm. Credit for the course will be on an attendance basis only. Candidates will cover, inter alia, the following topics:

- Human resources;
- The Code of Conduct;
- Practice Review;
- CPD;
- Acts and laws
- Practice management; and

- IT solutions

E8. DEVELOPMENT OF SPECIALISED PROFESSIONAL COMPETENCE

Regular, constructive performance assessment is an integral element of effective professional development. Learning can be activated through the process of assessment and transferred to the workplace. The professional experience period is developmental in nature and provides candidates with the opportunity to develop their professional competency to a level where the experience gained will permit them to take on responsibilities that involve making significant judgements in an audit as defined in IES 8 – Competence Requirements for Audit Professionals.

Once a candidate has completed the two year professional experience period, has achieved the 1500 billable hours in audit and the professional oversight RA is satisfied that the candidate has demonstrated competency to a level appropriate for registration with the IRBA, the professional oversight RA will provide a testimonial that confirms:

- The candidate has had two years of professional experience;
- The candidate has had 1500 billable hours during the period of professional experience;
- The position/s held during the period of professional experience; and
- That nothing has come to the professional oversight RA's attention that suggests that the aspirant RA is not suitable for registration with the IRBA.

E9. ASSESSMENT OF PROFESSIONAL COMPETENCE

The final assessment of whether an RA candidate has met the requirements to register with the IRBA as an RA is the responsibility of the IRBA. The IRBA will appoint a panel of experienced practitioners and academics to make an assessment based on the following documented evidence:

- Successful completion of a recognised academic programme;
- Successful completion of a recognised core assessment programme;
- Successful completion of a professional development programme (with all assessments conducted during training);
- Successful completion of a recognised professional assessment programme;
- Successful completion of a professional accounting qualification from a professional body accredited by the IRBA;
- Successful completion of the professional experience period (with all the professional oversight RA's reports and supporting documentation);
- The signed testimonial from the professional oversight RA; and
- Completion of a Practice Management Workshop (PMW).

The panel will, on a regular basis, review the reports and reserves the right to request additional information and/or contact the candidates and/or professional oversight RAs for an interview should there be any queries or concerns regarding the development of the candidate's professional competence. The panel is ultimately responsible for making the final decision with regards to a candidate's eligibility to register with the IRBA as an RA.

E10. PRACTICE REVIEW

Practice Reviews are performed in terms of Section 47 of the Auditing Profession Act, 2005. Functions of the IRBA include promoting the integrity of the auditing profession through conducting practice reviews. Not all RAs will conduct audits of "public interest entities" and may therefore not be subject to a firm review. However, once an RA registers with the IRBA, Practice Review will schedule an "introductory visit" within 12 months from registration. The purpose of the introductory visit is to educate, assist and provide guidance to new RAs. The introductory visit also provides the IRBA with additional assurance that the RA is aware of and fully compliant with the IRBA's requirements to practice and remain professionally competent.

The introductory visit will offer Practice Review the opportunity to:

- Ensure that the RA's offices are professional in presentation;
- View the RAs client list;
- Ensure that the RA is aware of and familiar with the IRBA's Practice Review and registration requirements;
- Ensure that the RA is aware of and compliant with the IRBA's CPD policy;
- Ensure that the RA is aware of and compliant with any new regulations and Acts;
- Ensure that the RA is aware of and familiar with the IRBA's Code of Conduct; and
- Provide an opportunity for the RA to gain information from the IRBA

If the outcome of the introductory visit is such that there is concern about the RA's ability to practice the IRBA may take necessary steps, including scheduling a formal practice review.
