



# Government Gazette Staatskoerant

REPUBLIC OF SOUTH AFRICA  
REPUBLIEK VAN SUID AFRIKA

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**PART 1 OF 3**

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

**Contents**

<i>No.</i>		<i>Gazette</i>	<i>Page</i>
	<b>GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS</b>	<i>No.</i>	<i>No.</i>
<b>Agriculture, Land Reform and Rural Development, Department of / Landbou, Grondhervorming en Landelike Ontwikkeling, Departement van</b>			
2108	Restitution of Land Rights Act (22/1994) as amended: Duitschland 27 HT .....	46422	14
2109	Restitution of Land Rights Act (22/1994) as amended: Claims lodged: Farm Verzameling van Waters 31 LT, situated within the Thulamela Municipality, Vhembe District, Limpopo .....	46422	16
<b>Employment and Labour, Department of / Indiensneming en Arbeid, Departement van</b>			
2110	Labour Relations Act, 1995: Registration of a trade union: South African Vulnerable Workers Union (SAVWU) (LR 2/6/2/3282).....	46422	18
<b>Health, Department of / Gesondheid, Departement van</b>			
2111	Nursing Act (33/2005): Notice regarding fees payable to the Council in terms of the regulations regarding fees and fines payable to the South African Nursing Council .....	46422	19
<b>Home Affairs, Department of / Binnelandse Sake, Departement van</b>			
2112	Births and Deaths Registration Act (51/1992): Alteration of forenames in terms of section 24 .....	46422	25
2113	Births and Deaths Registration Act (51/1992): Alteration of surnames in terms of section 26 .....	46422	38
<b>National Treasury / Nasionale Tesourie</b>			
2114	Public Finance Management Act (1/1999): Regulations on Accounting Standards – GRAP 25.....	46422	58
<b>Sports, Arts and Culture, Department of / Sport, Kuns en Kultuur, Departement van</b>			
<b>Correction Notice, Notice 2110 is replacing the notice that was published in Gazette 46382 under the Department of Agriculture, Land Reform and Rural Development, Notice No. 2099</b>			
2115	Heraldry Act (18/1962): Application for Registration of Heraldic Representations and Objections thereto Sections 7, 7A and 7B of the Act .....	46422	96
2115	Heraldiekwet (18/1962): Aansoek om Registrasie van Heraldiese Voorstellings en Besware daarteen Artikels 7, 7A en 7B van die Wet.....	46422	97
<b>Water and Sanitation, Department of / Water en Sanitasie, Departement van</b>			
2116	National Water Act (36/1998): Proposal for the amendment of the Vaal River Catchment Management Agency Area through extension of the boundaries and area operational to include Orange Water Management Area in terms of section 78(4) of the Act.....	46422	99
2117	Water Services Act (108/1997): Intention to disestablish Sedibeng Water (SW) and transferring of staff; assets and liabilities into both Magalies Water and Bloem Water.....	46422	100
<b>GENERAL NOTICES • ALGEMENE KENNISGEWINGS</b>			
<b>Agriculture, Land Reform and Rural Development, Department of / Landbou, Grondhervorming en Landelike Ontwikkeling, Departement van</b>			
1046	Marketing of Agricultural Products Act (47/1996): Continuation of Soybean breeding levy: For comments .....	46422	101
1047	Marketing of Agricultural Products Act (Act 47 of 1996): Press release: Meat Importers and Exporters industry - NAMC requesting comments .....	46422	104

**Health, Department of / Gesondheid, Departement van**

1048	Council for Medical Schemes Levies Act, 2000 (Act No. 58 of 2000): Imposition notice approved levies for 2022/2023.....	46422	107
------	---	-------	-----

**Parliament of the Republic of South Africa / Parlement van die Republiek van Suid-Afrika**

1049	The Relocation of Parliament Bill, 2022: Notice of intention to introduce a Private Member's Bill into Parliament and invitation for public comment thereon .....	46422	110
------	---	-------	-----

**Transport, Department of / Departement van Vervoer**

1050	White Paper on National Transport Policy, 2021: Announcement to the public of an Approved Revised Policy .....	46422	112
------	--	-------	-----

**BOARD NOTICES • RAADSKENNISGEWINGS**

275	Financial Markets Act, 2012: Approved amendments to the JSE Derivatives Rules – Delta Option Trades and Structures option trades.....	46422	194
276	Pharmacy Act (53/1974): Competency Standards for Pharmacy Support Personnel in South Africa .....	46422	195
277	Pharmacy Act (53/1974), as amended: Correction Notice: The Restoration requirements and process for Pharmacists who have been removed from the register .....	46422	226
278	Health Professions Act, 1974 (Act No. 56 of 1974): Proposed amendments to the Ethical Rules of Conduct for practitioners registered under the Health Act .....	46422	228
279	Health Professions Act, 1974 (Act No. 56 of 1974): Rules relating to the registration by medical practitioners and dentists of additional qualifications: Amendment .....	46422	233
280	Road Accident Fund Regulations, 2008: Substitution of RAF 1 Third Party Claim Form and effective date for terms and conditions upon which claims for compensation shall be administered .....	46422	244



government  
printing

Department:  
Government Printing Works  
REPUBLIC OF SOUTH AFRICA

## HIGH ALERT: SCAM WARNING!!!

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

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

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

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

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

Example of e-mails these fraudsters are using:

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

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

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

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

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

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

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

## Fake Tenders

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

### How tender scams work

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

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

OR

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

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

Protect yourself from being scammed

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

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

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

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

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

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

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

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

# LIST OF TARIFF RATES FOR PUBLICATION OF NOTICES

**COMMENCEMENT: 1 APRIL 2018**

## NATIONAL AND PROVINCIAL

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

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

## EXTRA-ORDINARY

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

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

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

## GOVERNMENT PRINTING WORKS - BUSINESS RULES

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

### CLOSING TIMES FOR ACCEPTANCE OF NOTICES

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

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

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

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

## GOVERNMENT PRINTING WORKS - BUSINESS RULES

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

### EXTRAORDINARY GAZETTES

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

### NOTICE SUBMISSION PROCESS

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

## GOVERNMENT PRINTING WORKS - BUSINESS RULES

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

### QUOTATIONS

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

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

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

**CANCELLATIONS**

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

**AMENDMENTS TO NOTICES**

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

**REJECTIONS**

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

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

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

**GOVERNMENT PRINTER INDEMNIFIED AGAINST LIABILITY**

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

**LIABILITY OF ADVERTISER**

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

**CUSTOMER INQUIRIES**

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

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

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

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

## GOVERNMENT PRINTING WORKS - BUSINESS RULES

### PAYMENT OF COST

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

### PROOF OF PUBLICATION

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

## GOVERNMENT PRINTING WORKS CONTACT INFORMATION

**Physical Address:**
**Government Printing Works**

149 Bosman Street

Pretoria

**Postal Address:**

Private Bag X85

Pretoria

0001

**GPW Banking Details:**
**Bank:** ABSA Bosman Street

**Account No.:** 405 7114 016

**Branch Code:** 632-005

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

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

**E-mail:** [submit.egazette@gpw.gov.za](mailto:submit.egazette@gpw.gov.za)
**E-mail:** [info.egazette@gpw.gov.za](mailto:info.egazette@gpw.gov.za)
**Tel:** 012-748 6200

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

**E-mail:** [subscriptions@gpw.gov.za](mailto:subscriptions@gpw.gov.za)
**Tel:** 012-748-6066 / 6060 / 6058

**Fax:** 012-323-9574

# GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

## DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NO. 2108

27 May 2022

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

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

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

Name of Claimant	ID No	KRP
Mr Dingindawo Zebulon Bembe	280101 6186 081	1311 & 1934

### CURRENT PARTICULARS OF THE PROPERTY DUITSCHLAND 27 HT

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

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

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

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

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

**Commissioner for Restitution of Land Rights**  
 Private Bag X 11330  
 Nelspruit  
 1200  
 or 30 Samora Machel Drive  
 Restitution House  
 Nelspruit  
 1200



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

DATE: 06/05/2022

(R)

## DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NO. 2109

27 May 2022

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

Notice is hereby given in terms of section 11(1) of the Restitution of Land Rights Act, 1994 (Act No. 22 of 1994) as amended, that a claim for Restitution of Land Rights has been lodged on the farm Verzameling van Waters 31 LT situated within the Thulamela Municipality, Vhembe District, Limpopo.

The land claim was lodged by Mr. Nndanduleni Simon Mudau on behalf of Mashavhela community on the 29<sup>th</sup> of December 1998.

The following table depicts the property claimed by Mashavhela Community.

PROPERTIES	CURRENT OWNER	TITLE DEED	EXTENT	ENDORSEMENTS	HOLDER
R/E of the farm Verzameling van Waters 31 LT	Copper Eagle Trading 550 CC	T59350/2007PTA	222.0417	B542/2019 X65/2010PTA K1933/1994SPTA K449/1985SPTA K7639/1993RMPTA CONVERTED FROM PTA LT,31	Standard Bank of South Afrika Ltd - Roetebepaling van K449/85S - - -
Portion 1 of the farm Verzameling van Waters 31 LT	Terink Elizabeth Jane	T35002/2015PTA	51.3919	K2681/1976SPTA CONVERTED FROM PTA LT,31,1	Ash Carolina - -
Portion 2 of the farm Verzameling van Waters 31 LT	Lingwe Trust	T49730/2013PTA	118.3015	EX64/2010PTA K446/1985SPTA K6295/1994SPTA CONVERTED FROM PTA LT,31,2	- - Roetebepaling van K446/85S - -
Portion 3 of the farm Verzameling van Waters 31 LT	Eersteling Boerdery CC	T108600/2016PT A	51.3919	B55311/2016PTA  EX10/2012PTA  VA11797/2016PTA CONVERTED FROM PTA LT,31,3	Land-&Landbou-Ontwikkelingsbank Van Suid-Afrika Vorster Familie Trust Voster Familie Trust - -
Portion 4 of the farm Verzameling van Waters 31 LT	Johan Lordan Trust	T81131/2008PTA	51.3919	B2974/2015PTA EX62/2010PTA VA439/2015PTA CONVERTED FROM PTA LT,31,4	Standard Bank of South Afrika LTD - Johan Lordan Trust - -
Portion 5 of the farm Verzameling van Waters 31 LT	Doringkop Trust	T118680/1997PT A	214.1330	B1633/2018 B32092/1999PTA B33828/2016PTA B4304/2011PTA	Standard Bank of South Afrika LTD Standard Bank of South Afrika LTD Standard Bank of South Afrika LTD Standard Bank of South Afrika LTD
R/E of Portion 6 of the farm Verzameling van Waters 31 LT	Thornhill Trust	T90068/1996PTA	234.6897	B1632/2018 B34422/2016 B54935/2011PTA EX642010PTA K661/1987SPTA CONVERTED FROM PTA LT,31,6	Standard Bank of South Afrika LTD Standard Bank of South Afrika LTD Standard Bank of South Afrika LTD - - -
R/E of Portion 7 of the farm Verzameling van Waters 31 LT	Vhavenda Brickworks Pty Ltd	T65441/2002PTA	107.1366	B2974/2015PTA CONVERTED FROM PTA LT,31,7	Standard Bank of South Afrika LTD - -
R/E of Portion 13 of the farm Verzameling van Waters 31 LT	Vhavenda Brickworks Pty Ltd	T4777/2015PTA	382.6099	B2973/2015PTA EX72/2010PTA CONVERTED FROM PTA LT,31,13	Standard Bank of South Afrika LTD - -
Portion 16 of the farm Verzameling van Waters 31 LT	-	-	235.3310	CONS-PTN20,31, LT CONVERTED FROM PTA LT,31,13	- - -

Portion 17 of the farm Verzameling van Waters 31 LT	Lorpret Trust	T60016/2012PTA	225.1040	B36394/2012PTA EX4/2012PTA K2579/1994SPTA K4360/1987SPTA VA5870/2012PTA CONVERTED FROM PTA LT,31,17	Standard Bank of South Afrika LTD - Roetebepaling van K4360/87S - - -
R/E of Portion 18 of the farm Verzameling van Waters 31 LT	West Dunes Prop 82 Pty Ltd	T75173/2006PTA	9.2846	EX37/2011 K4055/1984LPTA CONVERTED FROM PTA LT,31,18	- - - -
Portion 19 of the farm Verzameling van Waters 31 LT	-	-	322.0561	CONS-PTN20,31, LT CONVERTED FROM PTA	- -
R/E of Portion 20 of the farm Verzameling van Waters 31 LT	Prinsloo Hetta	T68244/2005PTA	322.0598	K1002/1991SPTA K661/1987SPTA K905/1999SPTA CONVERTED FROM PTA FROM- PTNS16&19,31, LT	- - - - -
R/E of Portion 21 of the farm Verzameling van Waters 31 LT	Johan Lordan Trust	T81131/2008PTA	99.4575	B2974/2015PTA EX62/2010PTA VA439/2015PTA CONVERTED FROM PTA	Standard Bank of South Afrika LTD - JOHAN LORDAN TRUST -
Portion 23 of the farm Verzameling van Waters 31 LT	Vhavenda Brickworks Pty Ltd	T16335/2000PTA	104.4455	B2974/2015 CONVERTED FROM PTA	Standard Bank of South Afrika LTD -
Portion 24 of the farm Verzameling van Waters 31 LT	Lorpret Trust	T60016/2012PTA	268.6567	B36394/2012PTA EX4/2012PTA VA5870/2012PTA CONVERTED FROM PTA	Standard Bank of South Afrika LTD - - -
Portion 25 of the farm Verzameling van Waters 31 LT	Lorpret Trust	T60016/2012PTA	235.3273	B36394/2012PTA VA5870/2012PTA CONVERTED FROM PTA	Standard Bank of South Afrika LTD - -
Portion 26 of the farm Verzameling van Waters 31 LT	Levubu Achaar Vervaardigers Pty Ltd	T133449/2003PTA	1.0906	EX7/2012PTA CONVERTED FROM PTA	- -

**Take further notice** that the Office of the Regional Land Claims Commissioner: Limpopo is investigating this land claim. Any party that has an interest in the above-mentioned properties is hereby invited to submit in writing within **30** days of publication of this notice, any comment, and/ or objection to this land claim to the Office of the Regional Land Claims Commissioner: Limpopo at the addresses set out below under reference number **KRP: 10326**

The Regional Land Claims Commissioner:Limpopo  
Private Bag X 9552  
Polokwane  
0700

Submissions may also be delivered to:

Koos Smit Building  
61 Biccard Street  
Polokwane  
0700

OR

13<sup>th</sup>-15<sup>th</sup> Floor Thabakgolo Nedbank Building  
50—58 Landros Mare Street  
Polokwane  
0700

  
MR. L.H. MAPHUTHA  
REGIONAL LAND CLAIMS COMMISSIONER

DATE:

2024/05/18

## DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. 2110

27 May 2022

## LABOUR RELATIONS ACT, 1995

## REGISTRATION OF A TRADE UNION

I, Lehlohonolo Daniel Molefe, Registrar of Labour Relations, hereby notify, in terms of section 109(2) of the Labour Relations Act, 1995, that **South African Vulnerable Workers Union (SAVWU) (LR 2/6/2/3282)** has been registered as a trade union with effect from

13 May 2022



REGISTRAR OF LABOUR RELATIONS

DATE: 13 May 2022

## DEPARTMENT OF HEALTH

NO. 2111

27 May 2022

**Nursing Act, 2005 (Act No. 33 of 2005)****NOTICE REGARDING FEES PAYABLE TO THE COUNCIL IN TERMS OF THE  
REGULATIONS REGARDING FEES AND FINES PAYABLE TO THE SOUTH  
AFRICAN NURSING COUNCIL****DEFINITION**

1. In this notice, **“the regulations”** means the Regulations Regarding Fees and Fines Payable to the South African Nursing Council published by Government Notice No. R. 170 of 8 March 2013.

**ANNUAL FEES**

2. The amounts of the annual fee referred to in 2(1) (c) of the regulations have been determined by the Council as shown in the table below.
3. These amounts apply to annual fees in respect of the annual fee year 1 January 2023 to 31 December 2023, which may be paid from 1 July 2022, and which must be received by Council before or on 31 December 2022 (final date for payment).
4. These annual fee amounts will apply to all subsequent annual fee years until such time that the fees are amended by a notice in the *Gazette*.
5. The 25% discount applies to practitioners who are or will be 60 to 64 years of age on 1 January 2023.
6. The 50% discount applies to practitioners who are or will be 65 years of age or older on 1 January 2023.

Category of Registration	Annual Fee Amounts (including VAT)		
	Full Amount	25% Discount (*)	50% Discount (**)
Professional Nurse Midwife Registered Nurse Registered Midwife	R730-00	R550-00	R370-00
Staff Nurse Auxiliary Midwife Enrolled Nurse Enrolled Midwife	R440-00	R330-00	R220-00
Auxiliary Nurse Enrolled Nursing Auxiliary	R310-00	R230-00	R150-00

(\*) To qualify for the 25% discount, a practitioner must be 60 to 64 years of age on 1 January 2023.

(\*\*) To qualify for the 50% discount, a practitioner must be 65 years of age or older on 1 January 2023.

**N.B.** To qualify for the discount amounts, a practitioner may be required to submit a certified copy of his/her identity document in order to confirm his/her age.

## RESTORATION FEES

7. The amounts of the restoration fees referred to in 2(1) (y) and (z) of the regulations have been determined by the Council as shown in the table below.
8. These restoration fee amounts will apply from 1 January 2023.
9. The reduced restoration fee only applies to:
  - a) those practitioners who were removed from the register at their own request; or
  - b) practitioners who are or will be 60 years of age or older on 1 January 2023.

<b>Category of Registration</b>	<b>Reduced (*) Restoration Fees (including VAT)</b>	<b>Regular Restoration Fees (including VAT)</b>
Professional Nurse Midwife Registered Nurse Registered Midwife	R150-00	R2 200-00
Staff Nurse Auxiliary Midwife Enrolled Nurse Enrolled Midwife	R150-00	R1 320-00
Auxiliary Nurse Enrolled Nursing Auxiliary	R150-00	R 920-00
Retired Nurses	R150-00	R150-00

(\*) To qualify for the reduced restoration fee, a practitioner must have been removed from the register at his/her own request or must be 60 years or older on 1 January 2023.

## **FEEES PAYABLE BY INSTITUTIONS**

### **Accreditation**

Accreditation Fees  
(Nursing Education  
Institution) –section  
2(1) (a)

	<b>Payable Rate 1</b>	<b>Payable Rate 2</b>	<b>Payable Rate 3</b>	<b>Payable Rate 4</b>
Learner Enrolment (number of learners)	1-50	51-75	76-100	>100
	R7 720-00	R15 470-00	R23 210-00	R29 020-00

Accreditation Fees  
(Nursing Education  
Programme)  
-section 2(1) (b)

Number of  
Programmes

Payable Rate 1	Payable Rate 2	Payable Rate 3
1-2	3-6	>6
R15 420-00	R23 130-00	R30 840-00

Application for  
Nursing  
Programmes/Revised  
Curriculum  
Evaluation – section  
2(1) (i)

Payable				
One-year	Three-year	Four-year	Post registration /Post/ Basic Graduate Diploma	Masters/ Doctoral Programmes
R1 450-00	R4 620-00	R7 710-00	R11 570-00	R14 470-00

Audit Visit Fee  
(Clinical Facility) –  
section 2(1)(j)

Payable Rate 1	Payable Rate 2	Payable Rate 3
1	2-4	>4
R7 710-00	R15 420-00	R23 130-00

Audit Visit Fee  
(Nursing Education  
Institution) – section  
2(1)(j)

Payable Rate 1	Payable Rate 2	Payable Rate 3
1	2-4	>4
R7 710-00	R15 420-00	R23 130-00

Focus Visit Fee  
(Clinical Facility) –  
section 2(1)(o)

Payable Rate 1	Payable Rate 2	Payable Rate 3
1	2-4	>4
R7 710-00	R15 420-00	R23 130-00

Focus Visit Fee  
(Nursing Education  
Institution) – section  
2(1)(p)

Payable Rate 1	Payable Rate 2	Payable Rate 3
1	2-4	>4
R7 710-00	R15 420-00	R23 130-00

Description	Amount Payable
Annual Nursing Education Institution Fee – section 2(1)(d)	R15 420-00
Application Fee (Clinical Facility) – section 2(1)(e)	R3 860-00
Application Fee (Nursing Education Institution) – section 2(1)(h)	R3 860-00
Application Fee (Nursing Education Programme) – section 2(1)(h)	R3 860-00

## OTHER FEES

Section of the regulations	Description	Amount (including VAT)
2(1)(f)	Application fee (foreign additional qualification): - SADC countries - Other countries	R 1 460-00 R 1 460-00
2(1)(g)	Application fee (foreign basic qualification): - SADC countries - Other countries	R 1 460-00 R 2 180-00
2(1)(k)	Certificate of Status Fee	R 2 330-00
2(1)(l)	Duplicate Certificate Fee	R 440-00
2(1)(m)	Examination Fee (per paper)	R 460-00
2(1)(n)	Extract Fee	R 90-00
	Late Registration penalty per applicant	R 930-00
2(1)(q)	Late Entry Fee (exams)	R 1 070-00
2(1)(r)	Licence Fee (private practice) (pending promulgation of regulations)	Pending
2(1)(s)	Registration Fee (additional qualification)	R 460-00

Section of the regulations	Description	Amount (including VAT)
2(1)(t)	Registration Fee (assessors, moderators and verifiers)	R 230-00
2(1)(u)	Registration Fee (learner)	R 290-00
2(1)(v)	Registration Fee (practitioner)/category	R 790-00
2(1)(w)	Registration Fee (section 56 registration) (pending promulgation of regulations)	Pending
2(1)(x)	Marking Fee (exam paper)	R 1 020-00
2(1)(aa)	Transcript of Training Fee	R 2 330.00
2(1)(bb)	Verification Fee	R 2 330-00

**Fees Payable by Institutions and Other Fees will be applicable from 1 January 2023.**



MS SA MCHUNU  
 REGISTRAR AND CEO  
 SOUTH AFRICAN NURSING COUNCIL  
 DATE: 11-03-2022

## DEPARTMENT OF HOME AFFAIRS

NO. 2112

27 May 2022

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

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

1. Sisa Feni - 910518 5392 \*\*\* - Block 5-2, Sithathu Avenue, NYANGA, 7755 - *Sesethu Sisa*
2. Ogodiseng Mokoena - 991104 5584 \*\*\* - 19494 Ext 10, SOSHANGUVE, 0152 - *Castro*
3. Magofa Shevon Mahlanya - 900224 0494 \*\*\* - 23 Sunflower, Cosmos View Estate, KOSMOSDAL, 0157 - *Magofa Moipone*
4. Zacharia Thabang Foko - 890822 5263 \*\*\* - 2329 Makhonorane Street, BLOEMFONTEIN, 9323 - *Katleho Thabang Zacharia*
5. Nodien Fazlind Howard - 981031 0123 \*\*\* - 2o Kanarie Street, Wrenchville, KURUMAN, 8460 - *Nodine Fazline*
6. Kgalalelo Gloria Malekane - 910129 0729 \*\*\* - Clearwater 83, 6 Lemmonwood Ecopark, CENTURION, 0157 - *Kgalalelo Chabe*
7. Juicy Adams - 020207 0193 \*\*\* - 4306 Makhutso Street, Zone 3, DIEPKLOOF, 1862 - *Nieshaam Laticia*
8. Mpho Kapoko - 871110 0255 \*\*\* - 213 Klaas Street, Protea North, SOWETO, 1818 - *Mercy Mpho*
9. Pertunia Ngobeni - 880819 0867 \*\*\* - 4655 Khulone Strret, PROTEA GLEN EXT3, 1818 - *Petunia*
10. Malebo Seleka - 940225 0401 \*\*\* - 13676 Magogoe Tar Road, MAFIKENG, 2745 - *Malebo Keyshandrë*
11. Mohlolo Matshisa - 910209 5248 \*\*\* - 6662 Tshukudu Street, Extenssion 11, Protea Glen, CHIAWELO, 1818 - *Mohlolo Itumeleng*
12. Pandeza Kiwati Timane - 761121 5551 \*\*\* - Stand 1608, Phosaville, SIDIAMAFA, 1332 - *Pandeza Kinat*
13. Veronica Nobunzima Ndileka - 861219 0501 \*\*\* - 40055 Motihabeng Village, MAHIKENG, 2745 - *Veronica*
14. Nomcebo Thato Karabo Modimoeng - 030513 0395 \*\*\* - 12 New Orleans, Honeydew, Residential Estate, ROODEPOORT, 1724 - *Thato Karabo*
15. Asange Kene - 031028 0524 \*\*\* - 24 15th Avenue, Gonubie, EAST LONDON, 5257 - *Asange Abenathi Ayive*
16. Albertina Tshepo Mochabang - 801218 0597 \*\*\* - 29 Rietbok Street, Rant En Dal, KRUGERSDORP, 1739 - *Tshepo*
17. Sariele Moshoeshe - 760908 5848 \*\*\* - 12 Stanford Street, Extention 10, WITBANK, 1035 - *Sariele Azariel*
18. Olanda Mxolisi Makunga - 931021 5301 \*\*\* - 22 Pinetree Lane, Port Alfred, EASTERN CAPE, 6179 - *Orlando Mxolisi*
19. Richman Bukula - 960519 5286 \*\*\* - 6490 Ngxokolo Street, Kwazakhele, PORT ELIZABETH, 6205 - *Bonginkosi Richman*
20. Miyelani Constance Ngobeni - 830605 0675 \*\*\* - Siyanohani Village, GIYANI, 0826 - *Miyelani Conny*
21. Tidimatso Masombuka - 960101 0414 \*\*\* - 714 Block F, SOSHANGUVE, 0152 - *Joy*
22. Lizzy Phumelele Gina - 880523 0696 \*\*\* - Bornini Res, EMPANGENI, 3880 - *Nompumelelo*
23. Mpho Maudrey Magabane - 761031 0232 \*\*\* - 18 Jannie Du Toit Street, THEORCHARDS, 0182 - *Mpho Phumelele*
24. Eunice Maseroto Tjatji - 000926 0520 \*\*\* - Phahlamanoge Village, SEKHUKHUNE, 1124 - *Eunice Matswatswe*
25. Reshoketjwe Mamogobo - 980226 0674 \*\*\* - Marishaneg Village, MARISHANG, 1064 - *Reshoketjwe Bathobakae*
26. Rekgopetje Mamogobo - 980226 0675 \*\*\* - Marishang Village, MARISHANG, 1064 - *Rekgopetje Lebeane*
27. Kagiso Mamokoa Maboko - 920731 5402 \*\*\* - Stand No 567, Ga-Rancho, NGWAABE, 1058 - *Kagiso Ntweng*
28. Khodani Nditsheni Netshilonwe - 940729 5151 \*\*\* - 1198 Olifantsoor, Protea Glen, SOWETO, 1818 - *Khodani*

29. Lehlolonolo Bridgette Mlambo - 960220 0354 \*\*\* - 94-17th Avenue, ALEXANDRA, 2090 - *Letlhogonolo Bridgette*
30. Given Austin Monyela - 990204 5756 \*\*\* - K200 Kopanong, ATTERIDGEVILLE, 0008 - *Kabati Given Austin*
31. Daphney Malakane Matlala - 870215 0556 \*\*\* - 12-3rd Avenue, ALEXANDRA TOWNSHIP, 2090 - *Daphney Tebogo*
32. Nombuso Maria Matsebula - 890120 0260 \*\*\* - Stand No 258, Tanda Close, NELSPRUIT, 1226 - *Nombuso Emily*
33. Felicia Thokoza Khoza - 951231 0381 \*\*\* - Stand No 0944, Macobaneni, KABOKWENI, 1245 - *Felicia*
34. Annah Masekhele Nktseng - 960409 1013 \*\*\* - 387 Helen Joseph, PRETORIA, 0002 - *Masekhela Annah*
35. Lizer Sinugo - 770203 0902 \*\*\* - 74 Unomalahlana Street, Extension 34, ATTERIDGEVILLE, 0008 - *Mashudu Lizer*
36. Thandiswa Rolefu - 870430 0452 \*\*\* - 9 Jewel Crescent, Eersteriver, CAPE TOWN, 7100 - *Thandiswa Limise*
37. Micaela Johannah Gamoo - 010629 0607 \*\*\* - 6 Jacaranda Street, BARBERTON, 1300 - *Micaela*
38. Grace Nomvula Dhlamini - 820322 0739 \*\*\* - 51 De Akker, Hadley Street, OAK GLEN, 7530 - *Nomvula Grace*
39. Nomusa Paula Penelope Khumalo - 710821 0463 \*\*\* - 1401 Four Seasons, 43 Buitenkant Street, Zonnebloem, CAPE TOWN, 8001 - *Rivers Africa*
40. Leandré Morris - 961126 0474 \*\*\* - 2-E Seine Walk, MANENBERG, 7764 - *Laeega*
41. Bervely Tshegofatso Mokoena - 870121 0543 \*\*\* - 104 Collogoview, BUSHBUCKRIDGE, 1280 - *Beverly Tshegofatso*
42. Prasanthi Devi Singh - 970217 0148 \*\*\* - 1 Cragie Drive, Kembali Unit17, PIETERMARITZBURG, 3201 - *Prashanthi Devi*
43. Thembelihle Vivian Mdluli - 000821 0646 \*\*\* - 13 Entabeni Street, Mofolo North, SOWETO, 1801 - *Thembangani Thembelihle Vivian*
44. Tshepho Nicky Kgatla - 771127 5517 \*\*\* - 8 Achemes Oval, Monavoni Ext 6, CENTURION, 0157 - *Tshepo Lekganyane*
45. Cingelaphi Mjolwa - 790208 0582 \*\*\* - Thambo Bekkersdal 82, WESTONARIA, 1779 - *Nonceba*
46. Mattheus Bongani Zwane - 890127 5913 \*\*\* - Stand No 32, ARAMBURG, 1192 - *Mlamuli Bongani*
47. Sostina Tebogo Nkuna - 940406 0599 \*\*\* - 11193six Hundred, MAHIKENG, 2745 - *Lebogang Tebogo*
48. Seonyatseng Veronica Monnagotla - 940411 0594 \*\*\* - House No 985, Takeng, BATLHAROS, 8476 - *Winnie Seonyatseng Veronica*
49. Peace Kgomotso Sibanyoni - 850121 5568 \*\*\* - 40 Saturnus Street, WESTONARIA, 1779 - *Mzwakhe Peace*
50. Jununite Zolino - 010824 1228 \*\*\* - 33609 Plaatfontein, KIMBERLEY, 8301 - *Junita*
51. Johanna Tshipana - 710315 0968 \*\*\* - 421 Iqgagga Section, TEMBISA, 1632 - *Jowie Mabetha*
52. Fosta Mathebula - 791202 5476 \*\*\* - 36 Marliou Manor, Kierieklapper, WELGELEGEN, 0700 - *Foster Shirilele Mulomo'andau*
53. Lekhine Webster Mmakola - 820701 5924 \*\*\* - Stand No 187, Mohlalaotoane, GA-RAKGOADI, 1068 - *Bogoshi Webster*
54. Glorious Baloyi - 840229 0445 \*\*\* - 148 Biggarsberg Avenue, GLEINVISTA, 1717 - *Nomcebo Glorious*
55. Kwena Alphinah Mphaho - 780302 0752 \*\*\* - 7093 Winnie Mandela, TEMBISA, 1632 - *Kwena Jochebed*
56. Ceasaré Cilentò Jaars - 930730 1207 \*\*\* - 15 Jacaranda Flat, Extension 6, ELDORADO PARK, 1811 - *Chelsea*
57. Dumisani Ndebele - 000607 1447 \*\*\* - 2 Nadine Street, MARAISBURG, 1709 - *Cynthiana Dumisani*
58. Gugu Nokwazi Gumbi - 900212 1454 \*\*\* - Zonyama Village, PONGOLA, 3170 - *Gugu Nokwazi*

59. Elijah Sipiwe Tshibasi - 010820 5199 \*\*\* - Edeeton Village, UMZIMKHULU, 3297 - *Sipiwe*
60. Warren Claude Maistry - 940610 5251 \*\*\* - 19 Sydney Road, Jansen Park, BOKSBURG, 1549 - *Warren Claude*
61. Dineo Gabriel Tlaamela - 880308 5684 \*\*\* - Unit 60, The Bridles, SUNDOWNER, 1924 - *Gabriel*
62. Pertunia Malobela Nthakeng - 970326 0638 \*\*\* - 46 Old Orchards, Jensen Street, THE ORCHARDS, 0182 - *Oadira Pertunia*
63. Carlyn Petersen - 980824 0381 \*\*\* - 30 Ribbok Lane, Alrapark, NIGEL, 1490 - *Kashifa*
64. Sabelo Khubone - 000806 1246 \*\*\* - Ward 4, Hopewell, THORNVILLE, 3780 - *Snethemba*
65. Kuhle Neikete Mbidi - 010725 5295 \*\*\* - 26b Le Vivor Villas, Wood Drive, PARKLANDS, 7441 - *Nicodemus Kuhle*
66. Thandi Pontsho Seshoka - 950310 0364 \*\*\* - 36 Wolmarans Street, JOHANNESBURG, 2001 - *Barclays Thandi*
67. Eunecencia Madutlela - 991129 0427 \*\*\* - Phashaskraal Village, ATOK, 0949 - *Raisibe Eunecencia*
68. Mmoto Kgathatjo Mokgabudi - 941107 5889 \*\*\* - Madibong Village, JANE FURSE, 1085 - *Thibane Thakgatso*
69. Thandiwe Zodwa Nyathi - 880805 0373 \*\*\* - Stand No 787, MZINTI TRUST, 1352 - *Thandiwe Ziyanda*
70. Tumi Thankgo Mampuru - 891212 5986 \*\*\* - Esselen Park Location, TEMBISA, 1632 - *Tumi Maputle*
71. Lerato Felicia Skosana - 001005 0656 \*\*\* - 8252 Gebhuza Street, Extension 6, Langaville, TSAKANE, 1550 - *Lerato Layla*
72. Eldah Nongose Sambo - 930810 0821 \*\*\* - Stand No 32, DAANTJIE TRUST, 1216 - *Mandisa Portia*
73. Mathlatsie Mathole - 970308 0317 \*\*\* - 151 Mashaba Drive, Mamelodi East, PRETORIA, 0122 - *Mathlatsie Nthabiseng*
74. Nonathi Somtsewu - 820620 1329 \*\*\* - Zone 20 L-4(B) No9, LANGA, 7455 - *Babalwa*
75. Cedric Tsholofelo Khumalo - 850129 5535 \*\*\* - 21607 Extension 07, SOSHANGUVE, 0152 - *Cedric Siyakhosini Tsholofelo*
76. Nnana Trinity Makua - 970427 5262 \*\*\* - 24moepel Street, Tasbet Park 1, WITBANK, 1035 - *Thabishi Trinity*
77. Nontumeko Sitshixo - 971026 0859 \*\*\* - Nkunzimbini Area, LUSIKISIKI, 7820 - *Nontumeko Ongeziwe*
78. Hdileko Mbedu - 971028 6274 \*\*\* - Qwidlana A/A, MOUNT FRERE, 5090 - *Ndileko*
79. Anathi Nqweniso - 920214 1393 \*\*\* - 73 Dada Street, Litha Park, KHAYELITSHA, 7784 - *Anathi Phumlisa*
80. Melida Mabogoane - 880315 0619 \*\*\* - 238 Waalkraal B, Stompo, DENNILTON, 1030 - *Pebetsi Melida Mamokete*
81. Kedibonye Gaebetse - 950308 0654 \*\*\* - House No 299, Dichoswaneng, KURUMAN, 8460 - *Dimpho*
82. Ntombekhaya Fumba - 820829 0657 \*\*\* - 57 Central Park, 31 Brand Road, PRESIDENT PARK, 1685 - *Uphiwe*
83. Platane Jeanette Ncamane - 990816 0393 \*\*\* - 563 Mokwena, THABA NCHU, 9780 - *Palesa Jeanette*
84. Tiyani Tronic Maluleke - 020413 5743 \*\*\* - No 30 16th Avenue, ALEXANDRA, 2090 - *Tiyani Lutendo*
85. Nkateleng Isabel Mohlomi - 880517 0890 \*\*\* - 6485 Extension 3, Khutsong, CARLETONVILLE, 2499 - *Lebo Kim*
86. Kedibone Mosiane - 000726 0587 \*\*\* - 13304 Bokone Village, MAFIKENG, 2745 - *Kedibone Natasha*
87. Oakly Sepeke Marube - 030912 5536 \*\*\* - No 208 Ga-Masanya Village, Sandsloot, MOKOPANE, 0600 - *Oakly*
88. Malisha Adams - 951020 0105 \*\*\* - 18 Kasteel Poort Street, Tafelsig, MITCHELLS PLAIN, 7785 - *Imrah*
89. Takalani Rejoice Makhanya - 970701 0402 \*\*\* - 1516 Phaliso View, TROUPSBERG, 9913 - *Rejoice*
90. Tiara Sean Chetty - 020225 0142 \*\*\* - 4 Atlantis Albert Street, WETEVREDENPARK, 1709 - *Tiara*

91. Amber Van Zyl - 020329 0094 \*\*\* - 1 James Road, Extension 2, OLIVEDALE, 2188 - *Amber-Tuané Irmgard*
92. Dikeledi Patricia Nkosi - 811001 0488 \*\*\* - 4077 Aurum Road, CLAYVILLE EXT 34, 1666 - *Nomusa Patricia*
93. Maria Mehlaphe - 820625 0531 \*\*\* - 2679 Extigem Valley, MAMELODI EAST, 0122 - *Maria Boshilo*
94. Simangele S, nothando Malimela - 021215 0498 \*\*\* - 1309 Jikeleza Street, Ivory Park, MIDRAND, 1685 - *Simangele Snothando*
95. Qoliswa Victoria Monare - 770308 0544 \*\*\* - 624 Moronyane Street, Dithlake Location, KOFFIEFONTEIN, 9986 - *Xoliswa Victoria*
96. Tulisa Tembakazi May - 770628 1038 \*\*\* - Author Homes, LUSIKISIKI, 4820 - *Thulisa Thembakazi*
97. Khayelihle Tom Mthembu - 020306 0925 \*\*\* - Thandizwe Village, KWANGWANASE, 3973 - *Khayelihle Nomfundo*
98. Mboniseni Siphos Msabala - 021222 6058 \*\*\* - Amahlongwa Mission, Ward 16, UMKOMAAS, 4170 - *Mboniseni*
99. Ntombokuqala Nophinga - 010324 0612 \*\*\* - Ludeki Mission, BIZANA, 4800 - *Zusiphe Ntombi*
100. Meghann Elizabeth Candy - 040220 0467 \*\*\* - 8 Meyer Close, NEW GERMANY, 3610 - *Meara-Quinn*
101. Tease Sibuyi - 031110 5366 \*\*\* - Stand No 40064, MAMBUMBU, 1365 - *Ndumiso Masana*
102. Selaelo Samuel Masemola - 021026 5426 \*\*\* - 15186 Extension 76, POLOKWANE, 0699 - *Ntladi Tshepo*
103. Shaun Britz - 020926 5354 \*\*\* - 102 10th Ave, BOKSBURG, 1609 - *Shaun-Herbst*
104. Elizabeth Martha Nelisiwe Masilela - 940522 0362 \*\*\* - Stand No 279013, Extion 4, MHLUZI, 1053 - *Sanelisiwe Melokuhle*
105. Sifiso William Mashiane - 991223 5487 \*\*\* - 3608 Moqabane Street, MEWSTAND, 2230 - *Sfiso William*
106. Tshireletso Safira Mashego - 990923 0628 \*\*\* - 5625 Unit7a, Temba, HAMMANSKRAAL, 0407 - *Tshireletso Rorisang*
107. Rockey Mokgethoa - 960229 0764 \*\*\* - Stand No 30014, MAGANA, 0472 - *Rockey Puseletso*
108. Thembi Sarah Tlou - 830610 0365 \*\*\* - 1933 Rockdale, South 32 Street, MIDDELBURG, 1050 - *Bazala Bethu*
109. Eldon Moyane - 940624 5786 \*\*\* - 4799 Sunrise Street, Extension 8, LAWLEY 2, 1824 - *Mfundo John Elton*
110. Gift Mpho Ramotse - 890209 0415 \*\*\* - 731 Church Street, Olverton, RADIUM, 0483 - *Matsie Merly*
111. Robert Davids - 770110 5745 \*\*\* - 56 Elephant Street, Eastridge, MITCHELLS PLAIN, 7785 - *Abdul-Hakeem*
112. Phindile Samatha Hadebe - 030505 0416 \*\*\* - 66 Babb Street, Amalinda Haven Hills, EAST LONDON, 5241 - *Phindile Samantha*
113. Esther Nxumalo - 760308 0424 \*\*\* - 588 Senkgwe Street, VOSLOORUS, 1475 - *Ouma Esther*
114. Mafufale Priscilla Maleka - /\*- \*\*\* - 4242 Chlorine Lane, Clayville Ext 34, OLIFANTSFONTEIN, 1666 - *Mafufale Priscilla*
115. Aldene Stephene Joey Du Plessis - 751221 0943 \*\*\* - 4 Thyme Close, Themegod, HAASENDAL, 7580 - *Aldene*
116. Mahtab Ahmed - 750101 9739 \*\*\* - Erf 22886 Errol Spring Avenue, Southern Wood, MTHATHA, 5099 - *Mahtab Uddin*
117. Keneiloe Joyce Schalk - 770603 0624 \*\*\* - 2373 Raleoto Section, SILVERKRAANS, 2839 - *Keneilwe Joyce*
118. Vuyiswa Makae - 010210 5327 \*\*\* - Herschel Village, STERKSPRUIT, 9756 - *Vuyisile*
119. Zoliswa Brian Nkabinde - 950519 5387 \*\*\* - B3317 Masanagobujwa, MDUTJANA, 0472 - *Zolisa Brian*
120. Naledi Kholoane - 001225 0131 \*\*\* - 8483 Roos Street, Father Gerald, KAGISO, 1754 - *Tshimangadzo Naledi*
121. Leila Shah Ilieva - 820302 0397 \*\*\* - 72 Third Avenue, Inanda, JOHANNESBURG, 2196 - *Leila Nikolova*

122. San'aa Razak - 031017 0177 \*\*\* - 29 Trichardt Crescent, President Park, MIDRAND, 1685 - *San'aa Alayna*
123. Jasenyane Fitas Senokoane - 010605 6466 \*\*\* - Scotland, COLIGNY, 2725 - *Thabang*
124. Munyadziwa Gutu - 990723 1268 \*\*\* - Stand No 991, Miluwani, THOHOYANDOU, 0950 - *Munyadziwa Ruth*
125. Jacqueline Frances Smith - 720618 6106 \*\*\* - 26 Silky Oakav, Heuweloord, Centurion, PRETORIA, 1686 - *Jax*
126. Apelele Tafeni - 990121 5646 \*\*\* - Dumsi Area, TABANKULU, 5130 - *Aphelele*
127. Sandisiwe Entle Mazinyo - 021011 1051 \*\*\* - 9 Alan Avenue, Masada, BRONKHORSTSPRUIT, 1020 - *Minentle Sandisiwe*
128. Lindine Pericia Sabisa - 920311 0744 \*\*\* - 567006 Zone 3, SEBOKENG, 1984 - *Lerato Lindiwe Patricia*
129. Nthambelene Domeniek Subere - 001025 5429 \*\*\* - Ga Molepo, Dihlopaneng Village, POLOKWANE, 0700 - *Nthambelene Domentek*
130. Chandré Rita Parker - 931005 0192 \*\*\* - 10 Maidstone Road, HEATHFIELD, 7945 - *Lailah*
131. Esrom Lekuduane Maimane - 970923 5718 \*\*\* - 2620 Block 7, MAKAU, 0194 - *Tshireletso Esrom Lekuduane*
132. Letseke Benedict Moseneke - 860910 5471 \*\*\* - House No 536 Phelandaba, TLAKGANENG, 8616 - *Kabelo Benedict*
133. Nateho Expectation Kgatea - 950903 0157 \*\*\* - V 1409 Blakkjes Section, MOROKWENG, 8614 - *Natefo Expectation*
134. Veronica Gizana - 960913 0659 \*\*\* - 42 Waterberg Crescent, Greenlands, BELLVILLE SOUTH, 7530 - *Iminathi Roshni*
135. Walter Lewele - 920401 5697 \*\*\* - Ga Mphethi Village, DRIKOOP, 1129 - *Walter Marekole*
136. Onkguputselerato Oratelwe Motlhale - 030425 0211 \*\*\* - Ny50 No6, Gugulethu, CAPE TOWN, 7750 - *Onkgopotselerato Oratilwe*
137. Phindi betty mthombeni - 890426 0376 \*\*\* - 855 doornkop phase1, MIDDELBURG, 1050 - *Prosperity Betty*
138. Selepe Mildred Sello - 781014 0577 \*\*\* - 62 Phudufufu Street, Kalafong Heights, ATTERIDGEVILLE, 0008 - *Mohlagašane Mildred*
139. Fikelaphi Malinga - 930721 0839 \*\*\* - Othame Area, TUGELA FERRY, 3010 - *Aphiwe Precious*
140. Fuza Notshweleka - 860918 5571 \*\*\* - 495 Tjovitjo, GRASMERE, 1833 - *Fuza Mphumzi Mmosuli*
141. Tebogo Makhubele - 920229 0229 \*\*\* - 46 Andries Pretorius, PIETERMARITZBURG, 3201 - *Tebogo Ruth*
142. Dineo Mahlakwane Mahlakwane-Nkadimeng - 890420 0650 \*\*\* - 3137 Phase 02, Oukasie, BRITS, 0250 - *Dineo*
143. Dorah Mohajane - 681213 0552 \*\*\* - 238 Dube Villge, P O Orlando West, SOWETO, 1804 - *Bontle*
144. Fedilcastro Modise - 990326 5337 \*\*\* - 642 Lefafa Street, KOFFIEFONTEIN, 9986 - *Fidelcastra*
145. Oratile Masilo - 990210 5815 \*\*\* - 1214 Atamelang, CHANENG, 0310 - *Oratile Reginald*
146. Jordan Junior Nkuekam Sisusa - 980224 5412 \*\*\* - 64 Shannon Greens, Summer Greens, MILNERTON, 7441 - *Bathande Jordan*
147. Gundwane Emmanuel Mnisi - 781225 5558 \*\*\* - 754 Kimberly Road, IRONSDIE, 1984 - *Themba Mpumelelo Emmanuel*
148. Darren Thomas Raphela - 990616 5125 \*\*\* - Zwagner Street, DELFT SOUTH, 7100 - *Thapelo Darren Thomas*
149. Olga Ramabulana - 930603 0362 \*\*\* - 1571 Motla, SKAMPANENG SECTION, 0407 - *Christian*
150. Phillimon Tsubi Washington Maponyane - 820810 5974 \*\*\* - 479 Kikuyu Waterfall Estate, Maywells, OLD PRETORIA MAIN, 0001 - *Matsobane Phillemon*

151. Absalom Mmadi - 790924 5931 \*\*\* - 52-8th Avenue, ALEXANDRA, 2090 - *Lesetša Absalom*
152. Maria Phindile Nkosi - 910423 0403 \*\*\* - 4552 Gurko Road, DANVILLE, 0183 - *Phindile*
153. Kgalalelo Agatia Baepi - 010120 0230 \*\*\* - 2609 Tswana Section, Khutsong Township, CARLETONVILLE, 2499 - *Kgalalelo Acacia*
154. Thandeka Carrylee Moshoeshe - 970623 0196 \*\*\* - 3324 Mofokeng, DUDUZA, NIGEL, 1496 - *Thandeka Kamohelo*
155. Denise Khan - 931029 0212 \*\*\* - 289 Mimosa Road, Blackheath Northcliff, JOHANNESBURG, 2195 - *Faiza*
156. Thandolwenkosi Andiswa Mazibuko - 970406 5333 \*\*\* - Nkomakazini Village, LOSKOP, 3310 - *Thandolwenkosi Mngqobi*
157. Julia Mahlangu - 941223 0409 \*\*\* - 1101 Siyathuthuka, BELFAST, 1102 - *Julia Nqobile*
158. Doughwyn Donald Adams - 040107 5439 \*\*\* - 7006 Verena, Mgibe, VERENA, 1086 - *Junior Duane*
159. Thembehle Doris Mnguni - 650306 0724 \*\*\* - No 006007 Vaalbank, UTRECHT, 2980 - *Ntombithula Doris*
160. Mahlonolo Alpheus Rapholo - 640913 5619 \*\*\* - 2864 Zone 2, SESHEGO, 0742 - *Machidi Matsobane Alpheus*
161. Clement Makhele Khumalo - 721019 5521 \*\*\* - 041804 Pholamloshi Village, INANDA, 4309 - *Clement Zakhele*
162. Nannie Johannah Ngwai - 680515 0664 \*\*\* - 297 Seabe-Phomolong, MARAPJANE, 0431 - *Nannie Rosinah*
163. Siphosihle Makie - 020825 1064 \*\*\* - 441 Masilo, THENNISSEN, 9410 - *Lerato Precious*
164. Azwinnyandi Alice Nethengwe - 700604 0273 \*\*\* - Tshandama Village, Tshinokolwe, MUTALE, 0956 - *Mufunwa Alice*
165. Georgene Seannay Mentoor - 991231 0055 \*\*\* - 1183 David Street, BELLVILLE SOUTH, 7530 - *Shahira*
166. Dennen Modipa - 000419 5953 \*\*\* - 1321 Mohlalaotwane, RAKGWADI, 1068 - *Dylan Kgoroba*
167. Elsie Nomakhwezi Msizi - 710730 0293 \*\*\* - 84zweliyazuza Street, Nu2 Motherwell, PORT ELIZABETH, 6210 - *Norooi Nomakhwezi*
168. Millie Millicent Ngegebula - 440610 0450 \*\*\* - 3424 Zone 10, MEADOWLANDS, 1852 - *Millicent*
169. Ayanda Mtotywa - 870416 5333 \*\*\* - 13 Grahamstown Rd, FORT BEAUFORT, 5720 - *President*
170. Karabo Mokatsane - 011206 0196 \*\*\* - No 06 Minerva Street Ext 3, ENNERDALE, 1830 - *Roseline Karabo*
171. Hlalela Pearl Masuluke - 951129 5349 \*\*\* - House No 602, MALAMULELE, 0982 - *Hlalela*
172. Vulombe Enock Kwinika - 950714 5733 \*\*\* - Stand No 23, Phaphazela, MALAMULELE, 0982 - *Kunzi Enock*
173. Molebogeng Ramoshaba - 890304 0774 \*\*\* - 5011 Agrimony Crescent, 82 Kosmosdal, CENTURION, 0157 - *Joseph*
174. Seithati Angelinah Makutoane - 980215 0313 \*\*\* - Stand No 1717, Kiarinet Ext 3, WITBANK, 1035 - *Lintle Angelinah*
175. Letty Marakalla - 700516 0564 \*\*\* - 214 Ivy Street, Ext04 Ebony Park, MIDRAND, 1685 - *Hlokwalatsela Letty*
176. Phelisile Cengani - 811004 5699 \*\*\* - 6 Spike Thorn Close, Montclair, MANDALAY, 7785 - *Idris Phelisile*
177. Keagan Jason Barkley - 930206 5090 \*\*\* - 14 Warren Side, Retreat, CAPE TOWN, 7945 - *Abdul-Karim*
178. Jamey-Lee Williams - 950706 0053 \*\*\* - 70 Blesbok Ave, LOTUS RIVER, 7941 - *Jaylee*
179. Ilana Melody Phillis - 900910 0108 \*\*\* - 45 Southey Avenue, NEWCLARE, 2093 - *Imaan*
180. Sizwesethu Clive Khubisa - 821226 5286 \*\*\* - 55 Bonovan Road, GLEN AUSTIN, 1685 - *Felix Clive*
181. Didintle Rammulla - 030306 0087 \*\*\* - 45 Tsetse, VENTERSDORP, 2710 - *Didintle Ontlhopile*
182. Marvel Mathebula - 900707 5733 \*\*\* - Stand No 110, MATAFFIN, 1205 - *Marvel Performance*

183. Yvonny Khunjulua Loate - 750206 0326 \*\*\* - 60 Sedibeng Section, TEMBISA, 1632 - *Yvonne Khunjulwa*
184. Nkosingathi Sandra Ndimande - 950418 0020 \*\*\* - Stand No 1065, Clau-Clau Trust, KABOKWENI, 1240 - *Buhle Casandra*
185. Matshidiso Liver Moraba - 830210 5513 \*\*\* - Stand No 516, BUSHBUCKRIDGE, 1280 - *Tshidiso*
186. Agripa Metsing - 901026 5297 \*\*\* - 5166 Eco Village, THEUNISSEN, 9410 - *Agripa Teboho*
187. Saaroh Ebrahim - 980331 0304 \*\*\* - 103 Sirius Road, Surrey Estate, ATHLONE, 7764 - *Saarroh*
188. Nhletelo Rifumo Fiftien Rikhotso - 020719 5584 \*\*\* - B271 Kremetart Hardekoolaan, GIYANI, 0826 - *Nhletelo Rifumo*
189. Mmanoko Michael Manamela - 820402 5609 \*\*\* - 63 Tallyns Reach, Cnr Garden And Mimosa Road, Summerset Ext, MIDRAND, 1682 - *Michael*
190. Phutiana Caswell Mogashoe - 920723 5816 \*\*\* - 90 Strupath Street, MONUMENT, 0183 - *Mamopho Caswell*
191. Ntombokuqala Gidana - 811029 0465 \*\*\* - B268 Loliwe Villalaza, BOKSBURG, 1475 - *Ntombokuqala Pretty*
192. Justine Catherine Francis - 000205 6331 \*\*\* - 60 Lange Avenue, QUELLEERINA, 1709 - *Joaquin*
193. Liyabona Tshuta - 991209 0160 \*\*\* - 10 Cinnebar Street, MILNERTON, 7441 - *Liyabona Nakho Uthandile*
194. Khuselwa Phelisa - 880317 0614 \*\*\* - 77 Redmill Court, Montclair, MITCHELLS PLAIN, 7785 - *Khusela*
195. Masibulele Zauka - 001102 0318 \*\*\* - Mcobothini Village, LUSIKISIKI, 4820 - *Alulutho Masibulele*
196. Anthony Thomas Katz - 920311 5184 \*\*\* - 98 Strelitzia Street, KLEINVLEI, 7100 - *Mariska Tameron*
197. Julia Lee O'Connor - 800214 0234 \*\*\* - 10 Gresham Road, Sea Point, CAPE TOWN, 8005 - *Julia Lee Østberg*
198. Richard Alexander Von Kalmar - 701110 5022 081 - Hagenaner Strasse 3, Berlin, GERMANY, 10435 - *Alexander Richard*
199. Mphaweno Maggie Mashatole - 970714 0901 \*\*\* - Sengatane Village, MOLETJIE, 0008 - *Motsatsi Maria*
200. Lorenzo Rivaldo Diégo White - 960311 5501 \*\*\* - 26 Irisweg, Postdene, POSTMASBURG, 8420 - *Zaheeruddin Shaheer Abdul-Azeez*
201. Gaisang Kodibona - 010518 5600 \*\*\* - 1325 Mdakane Street, Mountain View, Mhluzi, MIDDELBURG, 1055 - *Gaisang Letuku Alphius*
202. Charles Thekwane Boroko - 760325 6033 \*\*\* - 1870 Newtown, Mhluzi, MIDDELBURG, 1055 - *Charles Mmushi*
203. Sphelele Phumlani Msibi - 030929 6102 \*\*\* - Bank Colliery, MEERLUS, 1090 - *Sphelele Phumlani*
204. Deoné Howard - 990422 0201 \*\*\* - 4 Bowling View, Bell Street, SENEKAL, 9600 - *Loren Deoné*
205. Tsepiso Mahlo - 960216 0641 \*\*\* - 28299 Mokgoba, Etwatwa, Extension 37, DAVEYTON, 1520 - *Tshepiso*
206. Pakeng Phogole Mahula - 780529 5633 \*\*\* - 2281 Chrishani, Extension 1, DAVEYTON, 1520 - *Solly Masebe*
207. Ntanganedzeni Obriel Mulaudzi - 980825 5790 \*\* - Ramukhuba Village, VUWANI, 0952 - *Ntanganedzeni Obriel*
208. Mosibudi Steve Mokgalefa - 960830 5339 \*\*\* - 2871 Santafe Street, Chief A Luthuli, Extension 4, BENONI, 1501 - *Mosibudi Abdulhaqim*
209. Bhekisisa Philasande Khumalo - 000830 5835 \*\*\* - Tsakane 11484, LADYSMITH, 3370 - *Philasande Bhekisa*
210. Evelinah Mavis Nkosi - 920326 0961 \*\*\* - 1204 Ext3, MARGAZONI, 2315 - *Zukhanye Mavis*
211. Phalele Larete Mokgoatjana - 860430 5564 \*\*\* - 6498 Extension 6, WESSELTON, 2351 - *Phalele Aubrey*
212. Jodie Van Rheede - 960610 0232 \*\*\* - 57 Old Trafford Road, Rondevlei Park, MITCHELLS PLAIN, 7785 - *Iqrah*
213. Kagiso Ignatia Mokgosi - 830328 5874 \*\*\* - 1068 Mncube Drive, BUBE VILLAGE, 1801 - *Kagiso Sparkly Ignatia*

214. Nndwakhulu Thomas Manenzhe - 800822 5543 \*\*\* - 730 Ntombela Street, Phomlong Section, TEMBISA, 1632 - *Nndwakhulu*
215. Nonzaliseko Voorslag - 920829 0911 0911 \*\*\* - 2554 Galic Rondebult Street, Extension 2, GERMISTON, 1431 - *Nonzaliseko Rompy Nande*
216. Lindisile Advocate Ngubane - 911027 5603 \*\*\* - 01 Globe Road, Scottville Extension, PIETERMARITZBURG, 3201 - *Lindisihle Advocate Sihee*
217. Enrico Lincoln Asher - 660726 5263 \*\*\* - 8e Storms River Walk, MANENBERG, 7764 - *Igshaan*
218. Francinah Tshidi Makondo - 740724 0403 \*\*\* - 202 Alle Mansdrift-B, MBIBANE, 0449 - *Makhanane Matshidiso*
219. Ofentse Moses Maqondose - 740115 5801 \*\*\* - H1no 10439 Bazanisi, VRYBURG, 8601 - *Moses Mandla*
220. Charles Maboko - 890212 5981 \*\*\* - Stand No 3 Alverton, BURGERSFORT, 1150 - *Immanuel*
221. Mvuyiseni Douglas Khambule - 890629 6283 \*\*\* - 731 Cheetah Road, Pennyville, NEW CANADA, 1804 - *Mvusenii Douglas*
222. Nkhomarema Marumo Gabriel Sechabe - 900101 6175 \*\*\* - 14 Letsatsi Street, Lotus Gardens, ATTERIDGEVILLE, 0008 - *Marumo Gabriel Sechabe*
223. Nhlanhla Mkhonza - 790803 5890 \*\*\* - 9019 Tshogweni Section, KATLEHONG, 1431 - *Nhlanhla Absalom*
224. Favour Beatrice Moliwa - 791127 0865 \*\*\* - 10348 Maaroganye Street Ext3, DOBSONVILLE, 1863 - *Makgatatso Beatrice*
225. Vhutshilo Matshusa Matshusa - 800210 5370 \*\*\* - Muswodi Dipedi Village, MUSWODI DIPEDI, 0900 - *Vhutshilo Goodman*
226. Tim Johathan Fredericks - 930721 1254 \*\*\* - 10 Poplar Street, Garden Village, SOMERSET WEST, 7130 - *Tammy Rhuday*
227. Maakokong Mimi Mankgaba - 930506 0838 \*\*\* - Manganeng Village, SEKHUKHUNE, 1124 - *Segopotse*
228. Walter Phadishi Chego - 930226 5557 \*\*\* - 1733 Jan Lion Cash, Duvha Park Ext 8, WITBANK, 1035 - *Raymond Phadishi*
229. Seluleko Majozi - 921105 6188 \*\*\* - 1426 Mshayazafe, Khumalo Street, THOKOZA, 1426 - *Seluleko Fuzuyise*
230. Xhobakazi Matikinca - 950610 0210 \*\*\* - 4 Tabata Street, NEW BRIGHTON, 6200 - *Xhobokazi*
231. Ramatsimela Grace Tsetsewa - 911117 0321 \*\*\* - 36846 Maharela Street, MAMELODI EAST, 0122 - *Mampo Grace*
232. Elsie Thembe - 990730 0228 \*\*\* - 16514 Geldnhuis, MAMELODI EAST, 0122 - *Lindiwe Elsie*
233. Raamiz Tyrique Holworthy - 010424 5093 \*\*\* - Roots Avenue, EERSTERUST, 0022 - *Rameez Tyrique*
234. Bongani Mosebi - 870828 6531 \*\*\* - 3967 Thubelisha, Phase 2, DOORNKOP, 1724 - *Bongani Jakalase*
235. Calvin Jumaad - 930202 5138 \*\*\* - 77 A Cecil Road, SALT RIVER, 7925 - *Qasim*
236. Seroko Eveline Seopela - 880512 0791 \*\*\* - Ga-Seopela Village, SEKHUKHUNE, 1124 - *Seroko Katlego*
237. Segopotje Tokologo Lekoana - 930511 0745 \*\*\* - Phase Four, SEKHUKHUNE, 1124 - *Tokologo Ragobakwang*
238. Antony Mathlotle Rammila - 980303 5401 \*\*\* - Byldrift Village, MALATANE, 0604 - *Antony Matsebe*
239. Herman Mahube Zondo - 810727 5428 \*\*\* - Ga-Tshosane Village, SCHOONOORD, 1124 - *Dondo Herman Zanele*
240. Bongumusa Duma - 910129 5658 \*\*\* - Fairview Area, UMZUMBE, 4225 - *Bongumusa Mxolisi*
241. Nichodemus Tumelo Moswaswi - 820330 5498 \*\*\* - 2732 Madiba Street, Winnie Mandela Zone 10, THEMBISA, 1632 - *Mangwanatala Nichodemus*

242. Morakane Flora Boya - 950418 0380 \*\*\* - Do133 Marulaneng, BAKENBURG, 0611 - *Ntebogeng Morakane Flora*
243. Moses Vusi Dlamini - 730825 5409 \*\*\* - 49-4th Avenue, ALEXANDRA, 2090 - *Vusi*
244. Marshal Selvin Jefftha - 790721 5104 \*\*\* - D-17 Riverview Flats, WORCESTER, 6850 - *Muneer*
245. Thomas Maepa - 940416 5826 \*\*\* - 2545 Ext 5, DAVEYTON, 1520 - *Thomas Itumeleng*
246. Boshilo Lerato Ramothibe - 860105 0686 \*\*\* - Unit 95 Glen Acres Park Estate, MIDRAND, 1685 - *Ditshupo Lerato*
247. Tshiguvhu Oriel Makhokha - 831129 5626 \*\*\* - Muledane Village, THOHOYANDOU, 0950 - *Ramaano Ariel*
248. Lidah Selemagae Ribane - 870831 0672 \*\*\* - 342 Heron Hill Estate, PRETORIA, 0081 - *Promise Selemagae*
249. Linda Ngcamu - 920831 5057 \*\*\* - 639 Zola 3 P O, Mbonambi Street, JOHANNESBURG, 1868 - *Sizwe*
250. Belinda Hunter - 970206 1068 \*\*\* - 56 A Hanall Walk, HANOVER PARK, 7780 - *Nasiera*
251. Tokollo Chauke - 020824 5488 \*\*\* - Stand No 100/23 Ga Chuene Village, Leshikishiki, GA CHUENE, 0735 - *Tokollo Dion*
252. Thobekile Khulasande Mangeni - 000513 1080 \*\*\* - Hangaza Area, MBAZWANA, 3974 - *Sinegugu Khulasande*
253. Sphelele Bhengu - 000212 6237 \*\*\* - Gquneni Location, BULUR, 3244 - *Sandile*
254. Modigape Olivia Mphahlele - 670925 0496 \*\*\* - Seleteng Village, MPHAHLELE, 0736 - *Tshegofatso Olivia*
255. Zweli Hopeul Thobela - 930401 5521 \*\*\* - 100 Jorissen, Braamfontein, JOHANNESBURG, 2001 - *Daniel*
256. Samantha Stephany Abrahams - 010305 0861 \*\*\* - 35 Bodraal Street, Voorbrug, DELFT, 7100 - *Na'Imah*
257. Benjamin Yokwana - 710512 5675 \*\*\* - 1276 Nceba Street, New Crossroad, CAPE TOWN, 7750 - *Zama*
258. Masisi-Letele Simon Masisi-Letele - 700910 6000 \*\*\* - 21 The Palms, 22 Fountain Road, BEVERLEY, 2191 - *Masisi Simon*
259. Kentswe Rebecca Legoete - 820327 0658 \*\*\* - 98 Steyn Street, FOCHUMA, 2515 - *Kenetswe Rebecca*
260. Enock Dodana Qulu - 810529 5697 \*\*\* - Sho 39 Murugan Road, Glenhills, KWA DUKUZA, 4450 - *Thulani*
261. Kate Lerato Lephallo Lephallo - 801121 0560 \*\*\* - Unit 118 Capensis Avenue, The Madison@ Amberfield City, CENTURION, 0157 - *Lerato*
262. Raphael Ayanda Khoza - 930313 5514 \*\*\* - Thembeni Area, STANGER, 4450 - *Ndumiso*
263. Sinxolo Mtengwane - 921009 0665 \*\*\* - 10038 Braamfischer Phase, ROODFPOORT, 1724 - *Pumeza Nasiphi*
264. Mughammad Abu Bakr Reis - 911229 5050 \*\*\* - 5 De Villiers, DISCOVERY, 1716 - *Mughammad Abubakr*
265. Reinhard Michael Nell - 940321 1339 \*\*\* - 357 Pasleyevenue, ANNLIN, 0066 - *Renée Esmé*
266. Itumeleng Bernard Boshielo - 940120 5632 \*\*\* - 2329 Ufezela Street, Kingsway, BENONI, 1501 - *Tshottoeng Itumeleng Bernard*
267. Distance Nkobi Lewele - 970125 5472 \*\*\* - Stand No 36, Metz Village, MOETLADOMO, 0891 - *Distance Mangaletsa Nkobi*
268. Tshegofatso Tsie - 961026 5666 \*\*\* - 12090 Seroalo Trust, THABA NCHU, 9780 - *Tshegofatso Matshediso*
269. Penelope Masego Molemane - 980409 0481 \*\*\* - Wolk Street 5522, Extension 2, Braamficher, SOWETO, 1875 - *Masego Daniella*
270. Vellie William Saal - 971116 5220 \*\*\* - 15 Skool Street, DEBEN, 8450 - *Willie William*
271. Olwethu Mdunyelwa - 950502 5880 \*\*\* - 499 Sobukwe Street, Silelo, MEYERTON, 1961 - *Vuyolwethu*
272. Nkokana Lucas Mosehlana - 950820 5471 \*\*\* - 1863 Zone 5 F, Seshego, POLOKWANE, 0742 - *Motlhotlo Kenneth*

273. Khotlelelo Maphutha - 950519 6037 \*\*\* - Pshiring Village, MASEMOLA, 1060 - *Mapatlare Khotlelelo*
274. Ramano Mpinga - 960701 1508 \*\*\* - 20 St Peters, Southernwood, UMTATHA, 5099 - *Sinenhlanhla Ramano*
275. Mdavazi Letty Mkhabela - 040201 0862 \*\*\* - 1140 Ext 14, Internat, EZINAMBENI, 1035 - *Leticia Phille*
276. Lesedi Martins - 010402 5542 \*\*\* - 1852 Mankurwane Street, Huhudi Township, VRYBURG, 8601 - *Lesedi Lee*
277. Lesego Fortune Sefala - 020113 5046 \*\*\* - 19548 Mamelodi East, Dr Mashaba Street, MAMELODI EAST, 0122 - *George*
278. Rijaan Rossouw - 010303 5275 \*\*\* - J-4 Elbow Gardens, Koeberg Road, RUGBY, 7405 - *Riyaan*
279. Chadley Thomas - 940613 5473 \*\*\* - 10-A Letaba Road, MANENBERG, 7764 - *Shudley*
280. Sylvester Theko - 830123 5807 \*\*\* - 55 Gie Road, Parklands, MILNERTON, 7441 - *Kabelo*
281. Michaela Steyn - 970701 0083 \*\*\* - 61 Fourth Street, Bakerton, SPRINGS, 1559 - *Michaela Maxine*
282. Matlakala Getrude Khalema - 030715 1021 \*\*\* - 2999 Herendofer, Toekomsrus, RANDFONTEIN, 1760 - *Lesedi*
283. Vallerain Zenelia Williams - 921019 0121 \*\*\* - 43 Klipsuit West Ext 1, JOHANNESBURG, 2000 - *Faeega Zenelia*
284. Jabhi Josefa Nsuntsha - 750521 5556 \*\*\* - 4199 Ext 1, VOLKSRUST, 2470 - *Innocent Josefa*
285. Mthunzi Nhlakanipho Msizeni Celakuye Mbatha - 780314 5454 \*\*\* - 125 Broadacres, Country Estate, BROADACRES, 2021 - *Mthunzi Nhlakanipho*
286. Khulelaphi Mtshali - 860405 0744 \*\*\* - 30651 Mvuzani Area, UMBUMBULU, 4105 - *Khulelaphi Zama*
287. Jacobus Adriaan Louw - 920811 5284 \*\*\* - Blaauwklippen, HAASENDAL, 7580 - *Ruan*
288. Thapelo Tshwaane Tshwaane - 970529 5478 \*\*\* - Z/A 315, Tafelkop, GROBLERSDAL, 0474 - *Thapelo Magoshi*
289. Mapoe Tisetso Makua - 990817 5028 \*\*\* - 424 Slovo Village, MOTETI, 0742 - *Tisetso Thuledi*
290. Nikita Louise Abrahams - 970624 0189 \*\*\* - B-52 Sewe De Laan, VANHALLA PARK, 7490 - *Naeema*
291. Celeste Candice Prins - 910422 0334 \*\*\* - 16-8th Avenue, Hazendal, ATHLONE, 7764 - *Kasifah*
292. Selaelo Brian Masenya - 010924 5376 \*\*\* - 684/34 Nemesia, Crescent Lehae, LENASIA, 1829 - *Moloko Brian*
293. Sesetho Qasho - 961209 0486 \*\*\* - 188 Mbutho Street, Zweletemba, WORCESTER, 6850 - *Sesethu*
294. Job Mulaudzi - 010812 5423 \*\*\* - Thabo Mbeki Village, LANSERIA, 1478 - *Thomani Culvert*
295. Piet Mahudu Matea - 031023 5686 \*\*\* - 47 Ntwane Village, Kwarrilagte, DENNILTON, 1030 - *Thato Kolwane*
296. Makgoleng Manchidi - 001227 5432 \*\*\* - 32718 Kganwe Street, MAMELODI, 0122 - *Makgoleng Deon*
297. Voningani Ndlovu - 030330 0085 \*\*\* - Bombeleni Street, NKOWANKOWA, 0870 - *Voningani Michelle*
298. Philani Marvellous Mndhluli - 910128 5952 \*\*\* - House No 1259, LULEKANI, 1392 - *Philani Morvellous*
299. Lefu Paul Kobo - 770823 5369 \*\*\* - 18618 Rantsoareng Street, Phase 2, BLOEMFONTEIN, 9323 - *Liteboho Paul*
300. Hlenziwe Norah Yende - 790608 0712 \*\*\* - 733 Twala Section, GERMISTON, 1431 - *Hlenziwe Norah*
301. Siphелеle Mlenga - 940204 5691 \*\*\* - 7385 Chief Albert Lethuli, Ntsimbakazi Location, DAVEYTON, 1520 - *Siphелеle Chumani*
302. Gracious Nolwazi Sibitane - 040313 0501 \*\*\* - Stand No 3103, MZINTI, 1352 - *Gracious Nolwazi*
303. Kabelo Matsobane Sekhwela - 941028 5491 \*\*\* - 2246 Solphine Street, Kaalfontein, Extention 4, MIDRAND, 1685 - *Kabelo Masape*

304. Sibusiso Andile Genius Kambula - 031031 5739 \*\*\* - Bb 1237, UMLAZI, 4031 - *Ayanda Sibusiso Genius*
305. Lulamile Mzwalwana - 980328 5937 \*\*\* - 95-E111 Rochester House, 10 Browning Street, OBSERVATORY, 7925 - *Lulamile Nicholas*
306. Nombumelelo Ngwazi - 020815 0524 \*\*\* - Nyamande Location, PORT SHEPSTONE, 4240 - *Nompumelelo*
307. Tshidi Mokgadi - 030219 5475 \*\*\* - 2820 Knobwood Street, Ebony Park, Extension 6, TEMBISA, 1632 - *Tshidi Willie*
308. Tobelani Hendricks - 890905 6310 \*\*\* - 2071 Moses Mabida, Msengeni, KIRKWOOD, 6120 - *Thobelani*
309. Hlupheka Chauque - 981013 6165 \*\*\* - Stand No 1496 B, MAJEJE, 1220 - *Dumisani Carlson*
310. Ntshembo Gracious Bila - 030125 5581 \*\*\* - Stand No 507, Mavambe Village, MALAMULELA, 0982 - *Ntshembho Jaden*
311. Ntsoaki Hilda Kabeqo - 820502 1130 \*\*\* - E304 Riverspray Estate, VEREENIGING, 1936 - *Hilda*
312. Ponto Khutso Mahlakwana - 890501 0858 \*\*\* - Ga-Mathule, MOKOKE, 1154 - *Mangoako Khutso*
313. Maria Mnisi - 960928 0865 \*\*\* - 750 Leroto Area, TOKOZA, 1426 - *Mimi Maria*
314. Xolile Precious Shucu - 040318 5345 \*\*\* - 23 Du Toit Street, Glen Harvie, WESTONARIA, 1779 - *Xolile Paul*
315. Afzal Sheik Sheik Mahomed - 790131 5104 \*\*\* - 1964 Valara Estate, Duff Road, CRAIGAVON, WITKOPPEN, 2021 - *Afzal*
316. Jacqueline Masilela - 840928 0795 \*\*\* - 696 Block Nn, SOSHANGUVE, 0152 - *Jacqueline Nomadlozi*
317. Thabiso Sylvan Hongwane - 860909 6383 \*\*\* - 29857 Gamolapo Street, Extension 10, MAMELODI, 0122 - *Thabiso Sylvan*
318. Magdeline Tshepiso Nkwenya - 880116 0312 \*\*\* - 33079 Nmokhehle Street, Extension 17, MAMELODI EAST, 0122 - *Tshepiso*
319. Shmuel Netshivhera - 760520 5566 \*\*\* - 1111 Monetary Turn, WILGENEUEWEL, 1724 - *Charles Moleko*
320. Tumelo Malapane - 780228 6033 \*\*\* - 94 Elandsfontein, BUSHBUCKRIDGE, 1271 - *Tumelo Magere Sedibe*
321. Elsabé Miller - 831014 0089 \*\*\* - Stand No 888, 1 Onyx Close, Mooikloof Glen Estate, PRETORIA, 0081 - *Elsabe*
322. Samantha Calli Govender - 810321 0128 \*\*\* - 17 Morris Street East, Woodmead, SANDTON, 2191 - *Samantha Dshni*
323. Nonkoliso Simanga - 960603 0809 \*\*\* - Matwebu Location, BIZANA, 4800 - *Sindiswa*
324. Crona Casdon Bullard - 961128 0300 \*\*\* - 14 Gordon Road, Hout Bay, CAPE TOWN, 7806 - *Levi Casdon*
325. Tomo Phineas Mashela - 030819 6244 \*\*\* - 83 Luthuli Park, SESHEGO, 0742 - *Kamogelo*
326. Emy Mmampe Raphatlo Mojabelo - 680509 0537 \*\*\* - Matome Area, ZEBEDIELA, 0632 - *Enny Mmampe Raphatlo*
327. Rosemary Mantewu - 710114 0590 \*\*\* - 99-24th Avenue, Langa, UITENHAGE, 6242 - *Buziwe Rosemary*
328. Nlonyamane Caroline Mafa - 730323 0665 \*\*\* - 391 Block X X, SOSHANGUVE, 0152 - *Mpho Monyamane*
329. Nomalanga Lelie Nkane - 890727 0913 \*\*\* - 7450 Mokwena Location, THABA-NCHU, 9780 - *Nomalanga Lilly*
330. Kagiso David Makofane - 920921 5434 \*\*\* - 20094 Unit 2, Majakaneng, BRITS, 0250 - *Kagiso David Nogo*
331. Bophelo Dick Serone - 000120 5752 \*\*\* - 92 Lawson Street, Labram, KIMBERLEY, 8301 - *Bophelo*
332. Jabulisile Mzama - 640105 1286 \*\*\* - Hlongwa Area, MAPHUMULO, 4470 - *Jabulisile*
333. Fedrica Merriam Kgwadi - 750808 0960 \*\*\* - 1724 Block X X, Klein Perwer Street, SOSHANGUVE EAST, 0152 - *Fedrica*

334. Catherine Nyawo - 990703 1078 \*\*\* - Dube Village, ESIKHAWINI, 5887 - *Catherine Buyisile*
335. Kwenzi Mpembe - 000831 5145 \*\*\* - Rosdale Area, ESTCOURT, 3310 - *Kwenzokuhle Siphelele*
336. Kaylin Chanté Solomons - 000216 0704 \*\*\* - St Patrick, PAARL, 7646 - *Kaamilah*
337. Steven Dilebo - 830325 5471 \*\*\* - 3484 Berylium Street, Clayville, Extension 27, OLIFANTSFONTEIN, 1666 - *Steve*
338. Katlego Nong - 940306 5161 \*\*\* - 76 Fronsch Hoek Drive, Oakden, JOHANNESBURG, 2190 - *Katlego Lehlohonolo*
339. Dalixolo Samkelo Nyokana - 010424 5616 \*\*\* - 5428 Ingwe Street, Zone 5, Driepkoof, SOWETO, 1804 - *Daluxolo Samkelo*
340. Ramokhua Phillip Malebo - 000327 5294 \*\*\* - 82 Spitskop Trust, THABA-NCHU, 9780 - *Ramokhuwa Phillip*
341. Sa,eed Hartley - 010131 5357 \*\*\* - 23 Clanwillam Way, CAPE TOWN, 7785 - *Saeed*
342. Ratshang Enoch Ramoabi - 880601 0973 \*\*\* - 3004 Unit 2, TEMBA, 0407 - *Tumelo Esther*
343. Prudence Lebogang Mako - 900402 0686 \*\*\* - 6340 Zone 5, Momoepi Street, GA-RANKUWA, 0208 - *Daniel Thato Priscilla Immortal*
344. Boitumelo Pertunia Mokhine - 930816 0886 \*\*\* - 4482 Mmakau, SPRINGS, 0194 - *Boitumelo Bliss*
345. Sinky Moleke - 831119 5479 \*\*\* - 88 Mashishing Village, JANE FURSE, 1085 - *Neo Sinky*
346. Bevan Blaauw - 000119 5160 \*\*\* - 1 Kanfam Flat, Lady Grey Street, PAARL, 7646 - *Bevan William*
347. Keorapesse Innocent Maoba - 950430 5229 \*\*\* - 3718 Amalia Crescent, Unit 12, MMABATHO, 2735 - *Keorapetse Innocent*
348. Gibraltar Qolane Cebekhulu - 810328 5492 \*\*\* - 4164 Kolla Street, Tshepiso, SHARPVILLE, 1928 - *Xolani Gibraltar*
349. Ashika Rooplall - 850423 0254 \*\*\* - 154 Cardham Drive, Brookdale, PHOENIX, 4065 - *Ashika Ram*
350. Agnesied Anthea Althene Valentyn - 850625 0184 \*\*\* - 14 Jane Street, GEORGE, 6529 - *Armani Agnesia Althene*
351. Kgasane Venus Masiu - 040121 5533 \*\*\* - 3780 Extension 5, Mohae Street, Refilwe, CULLINAN, 1003 - *Kgasane Venus Eddie*
352. Jezebel Munsami - 850109 0183 \*\*\* - 51 Edenvale Road East, East Edenglen, EDENVALE, 1613 - *Jessica*
353. Kolobetso Maila - 000712 6281 \*\*\* - 228 Mashemong, Tsimanyane, GROBLERSDAL, 0470 - *Kolobetso Magatikele*
354. Emeldah Pugisho Moepia - 920629 0741 \*\*\* - 44 Lenkwaneng, Ntwane Area, DENNILTON, 1030 - *Emeldah Pogiso*
355. Gift Motubatse Mabinane - 990407 5830 \*\*\* - Mohlaletse Village, SEKHUKHUNE, 1124 - *Gift Maphale*
356. Mahlatsi Cassius Mohlala - 991024 5405 \*\*\* - Dihlabaneng Village, SEKHUKHUNE, 1124 - *Selekoane Mahlatsi Cassius*
357. Mpho Matenche - 000117 0836 \*\*\* - Ga-Mampuru Village, SEKHUKHUNE, 1124 - *Mpho Patience*
358. Kgaogelo Willy Mojakgomo - 030310 5373 \*\*\* - Makotse Village, LEBOWAKGOMO, 0737 - *Lesetja Kgaogelo Willy*
359. Retsweditsoe Patricia Khabanyane - 980615 0195 \*\*\* - 455 C1, BOTSHABELO, 9781 - *Retshiditswe Patricia*
360. Neo Makoti - 980507 5808\*\*\* - 36 Marlou Manor, Kierieklapper Street, WELGELEGEN, 0699 - *Khae Khyrean*
361. Thapelo Aliab Kone - 990416 5336 \*\*\* - 918 Ubhuqu Street, Block Xx, SOSHANGUVE, 0152 - *Thapelo Eliab*
362. Lennox Ramushu - 901027 5665 \*\*\* - Apel Cross, APEL, 0739 - *Lennox Sepamo*
363. Kabelo Teballo Selabela - 001211 5808 \*\*\* - 14603 Monaka Street, MAMELODI EAST, 0122 - *Kabelo Jason*
364. Silindile Iweve Maluleka - 880524 0814 \*\*\* - A2720 Love Township, 115 F.M.Sikhakhane Road, Winklespruit, AMANZIMTOTI, 4126 - *Silindile*

365. Sphiwe Masilela - 980504 1243 \*\*\* - Stand No 1914, SIYABUSWA, 0472 - *Sphiwe Norah*
366. Elliot Maoto - 031206 5670 \*\*\* - Apel Area, TSWAING, 0737 - *Elliot Kamuzu*
367. Tshegofatso Esly Nonyane - 010627 6160 \*\*\* - 863 Boekenhoutkloof, Claremont, PRETORIA, 0082 - *Tshegofatso Ashleigh*
368. Waseem Abrahams - 971231 5041 \*\*\* - 63 Paulin Smith Street, JOHANNESBURG, 2197 - *Waseem Rowan Ashton*
369. Lawrence Thabiso Ratumedi - 801205 5297 \*\*\* - 7346 Moepshe Street, THOKOZA, 1426 - *Thabiso Thabo*
370. Devan Love Schnettler - 030505 1613 \*\*\* - 6 Brunsfelsia Avenue, VEREENIGING, 1939 - *Devan-Lee*
371. Xoliswa Yona – 940320 0496 \*\*\* - 331 Thyali Street, PORT ELIZABETH, 6170 – *Xoliswa Nokuthula*

## DEPARTMENT OF HOME AFFAIRS

NO. 2113

27 May 2022

## ALTERATION OF SURNAMES IN TERMS OF SECTION 26 OF THE BIRTHS AND DEATHS REGISTRATION ACT, 1992 (ACT NO. 51 OF 1992)

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

1. Phathutshedzo Netshisaulu - 990607 5907 \*\*\* - Ha-Mapila, No B 70, DZANANI, 0955 - *Nemulenga*
2. Mabase Thomas Mathaba - 720924 5907 \*\*\* - Lenyenye Location, NAPHULO, 0587 - *Sekgobela*
3. Wandile Tony Tsokodibane - 880905 5439 \*\*\* - 142 B Isikwehle Street, MEADOWLANDS, 1852 - *Vundisa*
4. Tshidiso Isaac Rathebe - 010718 5616 \*\*\* - 10 Michas View, Kgabalatsane, SOSHANGUVE, 0152 - *Mofokeng*
5. Immanuel Sinethemba Dladla - 991213 5591 \*\*\* - C 8 Mndeni Flat, ERMELO, 2350 - *Nkosi*
6. Derryn Jan Nel - 960911 5069 \*\*\* - 1 Valnic Court, SPRINGS, 1559 - *Hazel*
7. Mbuso Fortune Matenjwa - 980924 5467 \*\*\* - 817 C Dinga Street, Phiri, CHIAWELO, 1818 - *Nephawe*
8. Sifiso Vilakazi - 951211 5254 \*\*\* - 40 Babinaphuthi Street, TLADI, 1868 - *Mcunu*
9. Brandon Gordon Fraser - 970828 5105 \*\*\* - 766 Vermooten Street, GROBLERSPARK, 1724 - *Green*
10. Kagiso Anaesthesia Malesa - 940525 0826 \*\*\* - 1309 Selakgala, GA-SELEPE, 6749 - *Sekgobela*
11. Abysia Seloi - 990529 0759 \*\*\* - Ga-Ramela, LEPHALALE, 0643 - *Mmethi*
12. Thapelo Moloi - 920625 5658 \*\*\* - House No 351, PHUTHADITJHABA, 9870 - *Khanye*
13. Tieho Kaizer Molefe - 810816 5683 \*\*\* - 373 Comet Village, WITSIESHOEK, 9870 - *Mofokeng*
14. Archad Simpiwe Kondlo - 760712 5855 \*\*\* - Mahamane Area, MTHATHA, 5090 - *Msindwana*
15. Florah Lala Leping - 900501 0499 \*\*\* - 120 Anories Pretorius, THABA TSHWANE, 0187 - *Soke*
16. Themba Maseko - 840212 5663 \*\*\* - 50 Maracana Elsie Street, RADIOKOP, 1724 - *Simamane*
17. Motlalepula Moholola - 881011 0385 \*\*\* - 19 Sonneblom Road, JOHANNESBURG, 2001 - *Moletse*
18. Nishka Sookdev - 970611 0265 \*\*\* - 64 – 7th Street, PARKMORE, 2196 - *Singh*
19. Blessing Simphiwe Kweyama - 901205 5531 \*\*\* - Oakland, MARIANNHILL, 3604 - *Sithebe*
20. Christopher Sandile Ndlovu - 821105 5645 \*\*\* - 19 Clack Grove, GLENWOOD, 4001 - *Ntuli*
21. Jeffrey Lesego Nduli - 910414 5849 \*\*\* - 118 Unit 1, TEMBA, 0400 - *Mokwatlo*
22. Sakhiseni Mdakane - 991123 5897 \*\*\* - 18808 Afresh Street, BRAAMFISCHER, 1818 - *Gama*
23. Wiseman Nhlakanipho Mhlanga - 950709 5897 \*\*\* - P O Box 690, CAROLINA, 1185 - *Ncongwane*
24. Mthobeli Lukhozi - 900102 6056 \*\*\* - 26087 Solomon Street, STRAND, 4145 - *Jokazi*
25. Bokamoso Ginah Mabuela - 031115 0569 \*\*\* - 8123 Lebogo Street, ATTERIDGEVILLE, 0008 - *Mokwena*
26. Nhlanhla Emmanuel Ratoni - 001015 5517 \*\*\* - 13 Gladibla Street, BERGSIG, 1441 - *Mashinini*
27. Sibongakonke Phumelela Shongwe - 880401 5938 \*\*\* - A 1156 Mahlambulukane Street, Ngwelezane Township, EMPANGENI, 3901 - *Mabaso*
28. Siyabonga Simangalis Mathe - 881110 5726 \*\*\* - Enseleki, RICHARDS BAY, 3880 - *Matenjwa*
29. Tshagofatso Precious Thapelo Gumede - 991217 0219 \*\*\* - 21217 Bufferpeer Street, Phumulacashi Buffer Zone, MAMELODI EAST, 0122 - *Seabela*
30. Dithuso Kaone Molefi - 980417 5348 \*\*\* - 5210 Tsamai Close, Unit 13, MMABATHO, 2735 - *Siele*
31. Michaela Terri Scrooby - 010615 0080 \*\*\* - 3 Kiaat Street, WILROPARK, 1724 - *Van Der Pijl*

32. Otto Bhekumndeni Radebe - 770814 5709 \*\*\* - 2488 Sigalo Street, DAVEYTON, 1820 - *Msiza*
33. Richard Oatthotse Molwantwa - 780927 5461 \*\*\* - 16 Grootwitrivier Street, DANVILLE, 0184 - *Mbuli*
34. Edward Motseothata Molwantwa - 821112 5388 \*\*\* - 1088 Indlazi Street, ROSSLYN, 0200 - *Mbuli*
35. Pumlani Goodwil Lupuwana - 980316 5354 \*\*\* - 15967 Dimbaza Road, PHILIPPI, 7750 - *Mafanya*
36. Poni Sibusiso Msomi - 910207 5476 \*\*\* - Sglakuni, RICHMOND, 3720 - *Dlamini*
37. Ntethelelo Perciville Nelson Bekwa - 851101 5412 \*\*\* - Sbovini Location, CREIGHTON, 3266 - *Gcabashe*
38. Chumani Mkutu - 931119 5634 \*\*\* - 583 Cycas Street, Kibler Park, JOHANNESBURG, 2001 - *Mabaso*
39. Mbali Linah Quvane - 970816 0155 \*\*\* - 5301 Misreen Road, Extension 2, BRAAMFISCHERVILLE, 1865 - *Ngwenya*
40. Malanga Gladys Mkoropane - 040424 0454 \*\*\* - 12719 Lerotong, VIRGINIA, 9430 - *Fokase*
41. Nkosinathi Siphesihle Mlambo - 030420 5919 \*\*\* - Savuya Area, NQUTU, 3135 - *Ntombela*
42. Ndumiso Nelisiwe Nkosi - 990725 0356 \*\*\* - Ngenetshen, VRYHEID, 3100 - *Sibiya*
43. Thabang Ngobeni - 950206 5663 \*\*\* - 1381 Hh, SOSHANGUVE, 0152 - *Mgcina*
44. Mmapaseka Mesolo - 920417 0723 \*\*\* - 1227 Block Ff, SOSHANGUVE, 0152 - *Zwane*
45. Raymond Moraka Kgola - 931221 6168 \*\*\* - Stand No 472, GA-MAKWELA, 0751 - *Madikoto*
46. Kelebogile Precious Ntuli - 001104 0463 \*\*\* - 2573 Block B, MABOPANE, 0190 - *Ntuli-Makhudu*
47. Matome Lethabo Machubeni - 010615 5781 \*\*\* - Ga-Mohlobeki, MODJADJISKLOOF, 0835 - *Mohale*
48. Thabo Emmanuel Rabothata - 810713 5491 \*\*\* - Stand No 201, Mabosana Village, MODJADJISKLOOF, 0837 - *Malatji*
49. Petrick Khoba - 851205 5483 \*\*\* - 490 Block K, SOSHANGUVE, 0152 - *Mailula*
50. Solomon Sello Maswanganyi - 780704 5428 \*\*\* - 1286 Block P, SOSHANGUVE, 0152 - *Komane*
51. Jeffrey Dingani Mashatola - 771215 5470 \*\*\* - 2116 Lethabong, DONKERHOEK, 0122 - *Nweedamutswu*
52. Pascalice Tebogo Lephoto - 800925 5457 \*\*\* - 53 Clove Drive, Zakariyya Park, CENTURION, 1821 - *Maboa*
53. Teddy Nkuna - 920324 6048 \*\*\* - 3388 Sibanyoni Crescent, Mhluzi, MIDDELBURG, 1055 - *Mbiza*
54. Surayah Blom - 991213 0101 \*\*\* - 11 Antshrike Street, PELICAN PARK, 7941 - *Petersen*
55. Rudi Konrad Dicks - 960917 5272 \*\*\* - 21 Woodhall, 155 Sithdmas Road, DURBAN, 4001 - *De Busser*
56. Mack Senyaka Rakgoale - 750313 5964 \*\*\* - Stand No 246, Ga-Matsia, MANKWENG, 0727 - *Mamabolo*
57. Khotso Aubrey Kotsoane - 911228 5386 \*\*\* - 1879 Section W, BOTSHABELO, 9781 - *Jasoni*
58. Jacob Mapena Lebelo - 840821 5676 \*\*\* - 16111 Snakepark, KROONSTAD, 9499 - *Modise*
59. Bradley Phiwokuhle Mkhize - 950916 5659 \*\*\* - 23 The Gables, 33 Pointsettio Road, Cleveland, PIETERMARITZBURG, 3200 - *Gutshwa*
60. Tshogo Obed Mashile - 740303 7211 \*\*\* - Unit 24, Picollo Estate, DE HOEWES, 0403 - *Masia*
61. Emmanuel Maponya Masango - 850517 5573 \*\*\* - 82 Toyglove Crescent, LOTUS GARDENS, 0025 - *Nkadimeng*
62. Nkululeko Zulu - 860724 5452 \*\*\* - 3 Forest Crescent, PARKLANDS, 3201 - *Ngubane*
63. Thobani Melusi Sibisi - 010709 5253 \*\*\* - 1645 Zulu Stand, BLAAUBOSCH, 2951 - *Mthembu*
64. Kingsley Thapelo Makobe - 980719 5438 \*\*\* - 964 Phomolong, HAMMANSKRAAL, 0400 - *Moshupye*
65. S'bongile Acknowledge Buthelezi - 870224 0611 \*\*\* - 29 Plane Street, THREE RIVERS, 1939 - *Masangane*

66. Nkosinathi Nols Mgwenya - 011022 5521 \*\*\* - 393 Moteti Liberty, DENNILTON, 1080 - *Khoza*
67. Khaliyokha Sophy Vuma - 000512 0414 \*\*\* - 9569 Extension 5, SOSHANGUVE, 0152 - *Chimbiza*
68. Katlego Kgagudi Masha - 980821 5563 \*\*\* - Ga-Rantao, MAMONE, 1060 - *Mampuru*
69. Tebogo Hendry Mosweu - 870824 5762 \*\*\* - 3104 Extension 3, Kokosi, FOCHVILLE, 2497 - *Marite*
70. Nonhlanhla Tolamo Mothei - 001106 0586 \*\*\* - 2401 Gordon Street, WITBANK, 1035 - *Oepeng*
71. Zizo Gqibela - 010914 0516 \*\*\* - 1212 Golo Street, SOPHIATOWN, 2092 - *Bulo*
72. Aobakwe Eric Moshe - 920209 5615 \*\*\* - House No 447, VRYBURG, 8601 - *Ogotseng*
73. Ian Tebogo Mwale - 791231 5714 \*\*\* - Boiketlo F 18, CASTEEL, 1370 - *Mashigo*
74. Sifiso Joseph Moloi - 940607 5829 \*\*\* - 7 Cynthia Court, Prinsloo Street, JOHANNESBURG, 2001 - *Malinga*
75. Thapelo Bernard Mogodiseng - 000429 5236 \*\*\* - House No 10064, Kgokgole, GANYESA, 8623 - *Mokganedi*
76. Nqobile Andiswa Syble Msane - 971226 0241 \*\*\* - Nkanyezini, Ward 22, PORT SHEPSTONE, 4240 - *Myende*
77. Shaun Vilankulu - 990325 5140 \*\*\* - Mondlana Street, SOWETO, 1818 - *Sithole*
78. Thandekile Thomas Mdluli - 830701 5386 \*\*\* - 50 – 9th Avenue, Welgedacht, SPRINGS, 1559 - *Mapuma*
79. Batlhaodi Phenylo Tjikunga - 911126 5272 \*\*\* - 1183 Jacob Zuma Street, POSTMASBURG, 8420 - *Batlhaodi*
80. Nkhangweni Lasty Molubi - 911121 6125 \*\*\* - 136 Maple Street, RANDFONTEIN, 1759 - *Mudau*
81. David Shumba - 710115 5738 \*\*\* - A 0106 Block A, MABOLOKA, 0250 - *Sasa*
82. Letlhogonolo Martin Seilane - 940319 5900 \*\*\* - 20278 Makweteng, DEELPAN, 2760 - *Mogonediwa*
83. Daniéle-B Smith - 960902 0395 \*\*\* - 87 Somerset Road, CAPE TOWN, 8005 - *Von Ziegler-Smith*
84. Lyle Carl Scheffers - 030114 5212 \*\*\* - 156 Roberts Avenue, RAVONSMEAD, 7493 - *Valensky*
85. Almiché Schoombee - 030729 0146 \*\*\* - 59 Ouroena 3548, SPRINGBOK, 8240 - *Van Wyngaard*
86. Tumelo Percywell Mabulana - 020928 5795 \*\*\* - 34 / 4244 Mobola Birch, KEMPTON PARK, 1618 - *Mahowa*
87. Andiswa Chiliza - 000815 0933 \*\*\* - 548 Umdoni Road, SHELLY BEACH, 4230 - *Vezi*
88. Bongane Marula - 940628 0827 \*\*\* - Stand No 144, MARULENG, 0800 - *Malepe*
89. Reabetswe Duma - 030918 6065 \*\*\* - 3386 Shayamoya, KOKSTAD, 4200 - *Letsie*
90. Jabulani Sydney Mnisi - 010609 5876 \*\*\* - House No 02016, OSIZWENI, 2952 - *Masuku*
91. Zenzele Mfizeko Mhlalekho - 021101 5375 \*\*\* - Bhala Area, FLAGSTAFF, 4810 - *Thungo*
92. Njabulo Donald Nobanda - 020826 5527 \*\*\* - 2925 Spurges Crescent, KOSMOSDAL, 0150 - *Mehlomakhulu*
93. Kamogelo Phindile Mesolo - 020508 0911 \*\*\* - 1227 Block Ff, SOSHANGUVE, 0152 - *Zwane*
94. Sibusiso Ngobeni - 990430 6206 \*\*\* - P O Box 76, SHIZWANE, 0873 - *Manzini*
95. Angel Sylvester Makhubela - 031018 5355 \*\*\* - Stand No 519, MBUZINI, 1343 - *Magagula*
96. Surprise Andile Makhubela - 031018 5357 \*\*\* - Stand No 519, MBUZINI, 1343 - *Magagula*
97. Sthembelo Anele Zwane - 030106 5987 \*\*\* - Mhlongo Farm, EMONDLO, 3100 - *Buthlezi*
98. Nomonde Sbahle Magoso - 021103 0211 \*\*\* - 1692 Persimmon Street, PARKLANDS, 1459 - *Duma*

99. Robert Makie Ngobeni-Hlongwane - 630316 5418 \*\*\* - 163 Deeks Road, THE ORCHARDS, 0182 - *Hlongwane*
100. Valentia Molefe - 930421 0265 \*\*\* - 1372 Sebenzisa Drive, KRUGERSDORP, 1754 - *Sefunelo*
101. Bayanda Nkala - 020318 5110 \*\*\* - 332 Community Street, WEENEN, 3325 - *Duma*
102. Banteng Innocent Mohlabe - 840906 5935 \*\*\* - 50 – 6th Avenue, ALEXANDRA, 2090 - *Sekgoka*
103. Tamsyn Leonora Fraser - 000720 0066 \*\*\* - 766 Vermooten Street, GROBLERS PARK, 1724 - *Green*
104. Mxolisi Lindani Gina - 030707 6213 \*\*\* - Madwaleni Ward 12, MTUBATUBA, 3935 - *Mfekayi*
105. Hope Nokukhanya Ngwenya - 030313 0370 \*\*\* - Emabhalonini Area, ESTCOURT, 3310 - *Meyiwa*
106. Minenhle Prince Myeni - 030421 5911 \*\*\* - Machibini A 115, JOZINI, 3965 - *Sithole*
107. Kelebogile Mokonyane - 920519 0258 \*\*\* - 107 Agulhas Road, BLOUBOSRAND, 2188 - *Moyo*
108. Icon Andrea Mantswane - 030204 5773 \*\*\* - 68 Van Der Walt Street, KEMPTON PARK, 1619 - *Vundla*
109. Keotshepile Gosekwang - 040121 1135 \*\*\* - 20025 Meetmekaar, ITSOSENG, 2744 - *Moalodi*
110. Sphumelele Mzulwini - 000106 0122 \*\*\* - 7 Bhejane Road, KWANDENGEZI, 3607 - *Ngcobo*
111. Titus Lerato Ramaseli - 900106 5390 \*\*\* - 21 A Landau Street, MEYERVILLE, 2430 - *Marutle*
112. Nhlanhla Stanley Xaba - 830625 5566 \*\*\* - 5141 Zone 5, Zonkizizwe, KATLEHONG, 1431 - *Mhlongo*
113. Ntombifuthi Zandile Hlongwane - 000328 0578 \*\*\* - Eskom No 037007, NEWCASTLE, 2980 - *Khoza*
114. Anele Pretty Mthethwa - 030826 1144 \*\*\* - P O Box 642, MTUBATUBA, 3035 - *Sibiya*
115. Adivhaho Shelly Ndou - 040520 0465 \*\*\* - Tshikhudini, THOHOYANDOU, 0950 - *Ngoveni*
116. Lerato Andries Banyane - 880627 6069 \*\*\* - 1164 Springbok Street, Penny Vine, NEW CANADA, 1804 - *Mokhele*
117. Tebalelo Tsikelele - 900718 5827 \*\*\* - Bezvalley, JOHANNESBURG, 2001 - *Malekane*
118. Matthew Albert Mc Kelvie - 020425 5340 \*\*\* - 57 The Row Street, MUIZENBERG, 7945 - *Fredericks*
119. Mashilo Koos Seakamela - 691216 6071 \*\*\* - 297 Matikiring, THABAZIMBI, 0380 - *Mashamaite*
120. Bongani Maditshwa - 950611 5613 \*\*\* - M 866 I Tsheketshe Road, KWA MASHU, 4360 - *Ngubane*
121. Aphiwe Wise Ngcobo - 030626 5877 \*\*\* - P 715, UMLAZI, 4001 - *Khanyile*
122. Elvis Williams - 910504 5576 \*\*\* - 136 Navan Boulevard, PANORAMA, 3201 - *Dlomo*
123. Wendy Mpatana - 010902 0329 \*\*\* - 48534 Chenwane Street, KHAYELITSHA, 7784 - *Saqwiti*
124. Thamsanqa Kennedy Modisana - 001228 5508 \*\*\* - 58 Leech Street, WINBURG, 9420 - *Buthlezi*
125. Benedict Kagiso Wycliff Sojane - 961027 5244 \*\*\* - 9882 Sunrise Park, Extension 9, RUSTENBURG, 0300 - *Tlou*
126. Musa Clement Nkuna - 971128 5453 \*\*\* - P O Box 353, MASHAMBA, 0942 - *Ramashia*
127. Lungisani Ngidi - 791227 5352 \*\*\* - Magabheni Rural, Ward 99, UMKOMAAS, 4170 - *Cele*
128. Elizabeth Honey Matjancano - 040210 1389 \*\*\* - No 224, MANDELA, 1066 - *Sekese*
129. Sinesipho Magubeni - 020523 6172 \*\*\* - Bodweni, FLAGSTAFF, 4810 - *Mkwenyane*
130. Scelo Skhosana - 991007 5571 \*\*\* - E 487 Sbusiso Street, UMLAZI, 4001 - *Maphumulo*
131. Nyadzeni Alex Daba - 730305 5309 \*\*\* - Matazngaki, THOHOYANDOU, 0950 - *Nemavhola*
132. Tokologo Mathibedi - 851120 5629 \*\*\* - 11 Arnold Street, Sophiatown, JOHANNESBURG, 2001 - *Mbalo*

133. Itumeleng Willona Masilela - 850104 0334 \*\*\* - 1115 Block K, SOSHANGUVE, 0152 - *Mahlangu*
134. Bokang Sebetha - 010324 5304 \*\*\* - 826 Klippan Road, MONTANA, 0182 - *Maimane*
135. Carol Hlamalani Maluleke - 990110 0514 \*\*\* - 3975 Mahlaleka Street, Extension 2, TSHIAWELO, 1818 - *Ngobeni*
136. Manoko Best Mabutla - 880106 5866 \*\*\* - 803 Setlogong, MOLETJIE, 0709 - *Moloto*
137. Nondaba Monica Mosia - 911205 0755 \*\*\* - 1463 New Location, KOPPIES, 9540 - *Hlatshwayo*
138. Gcinumuzi Ishmael Mosia - 970928 5424 \*\*\* - 1463 Kwakwatsi, KOPPIES, 9540 - *Hlatshwayo*
139. Delani Sydney Khumalo - 700920 5516 \*\*\* - 29240 Calabash Street, JOHANNESBURG, 2001 - *Mlaba*
140. Ntandokazi Samantha Nombulelo Thusane - 920216 0520 \*\*\* - House No 503, Zone D, NAMAKGALÉ, 1391 - *Ndlovu*
141. Mukhethwa Munyai - 990129 0389 \*\*\* - Nthabalala Manyima, NTHABALANG, 0517 - *Mathelemusa*
142. Thato Abel Mokoko - 970322 5508 \*\*\* - 1760 Section M, BOTSHABELO, 9781 - *Medupe*
143. Thulasizwe Ignatius Ntshangase - 980208 5179 \*\*\* - 1458 Zone A, LEBOWAKGOMO, 0700 - *Manganyi*
144. Shanko Sello Thembu - 520303 5905 \*\*\* - 743 Block P, SOSHANGUVE, 0152 - *Tembo*
145. Nkosinathi Simelane - 020107 6349 \*\*\* - 1131 Extension 22, EMBALENHLE, 2285 - *Butelezi*
146. Katiso Owen Letsela - 930702 6150 \*\*\* - Po Box 208, Qhobosheanenga Area, MATATIELE, 4730 - *Xholo*
147. Tsheko Amos Manhigwe - 970822 5670 \*\*\* - House No 90258, MOSETLHENG, 0269 - *Mogale*
148. Siposetu Henene - 970317 0795 \*\*\* - 51 Mkholonjane Street, UITENHAGE, 6242 - *Miggels*
149. Prince Willy Mabuza - 830730 5049 \*\*\* - 2296 Extension 5, Mziyakho Street, KWAGUQA, 1030 - *Khoza*
150. Siyabonga Binanga Bembe - 950914 5698 \*\*\* - M 465 Ntethe Road, KWA MASHU, 4360 - *Msenti*
151. Lebidike David Phenyio Rakgoale - 890221 5662 \*\*\* - 1174 A Sasavona Street, NKOWANKOWA, 0870 - *Maenetja*
152. Pitso Monareng - 970818 5640 \*\*\* - Mapulang Village, BUSHBUCKRIDGE, 1280 - *Madalane*
153. George Musa Mabuza - 940321 5151 \*\*\* - Mhlaba Royal Palace, TZANEEN, 0850 - *Khoza*
154. Ntando Phumlani Luthuli - 010309 5283 \*\*\* - Magabheni Location, UMKOMAAS, 4170 - *Nxasana*
155. Bangilizwe Ricardo Vingqi - 931210 5358 \*\*\* - Mnqaba Jambi Mama Location, KING WILLIAMSTOWN, 5600 - *Kwankwa*
156. Penelope Ntombizonke Mthembu - 880318 0875 \*\*\* - 29 Youngs Avenue, Musgrave, DURBAN, 4001 - *Ngcobo*
157. Asanda Mzimela - 010714 5545 \*\*\* - H911, UMLAZI, 4066 - *Duma*
158. Dumile Esonasipho Kasibonelo Phakathi - 020516 0764 \*\*\* - No 398 Thuleni Street, GLENCOE, 2930 - *Zulu*
159. Sphesihle Ngcobo - 020206 5648 \*\*\* - Nxama Area, NKANDLA, 3885 - *Mthembu*
160. Tsholofelo Puseletso Tsiane - 031118 1104 \*\*\* - 6237 Arugula Street, ORCHARDS, 0182 - *Tseko*
161. Mkhululi Shadrack Zisongo - 840729 5295 \*\*\* - Natal Spa, EDUMBE, 3180 - *Mdlalose*
162. Thabo Ben Karedi - 780614 5277 \*\*\* - 6681 Doornpan, Thabong, WELKOM, 9463 - *Ndzishe*
163. Phuti Mariah Mantsho - 721004 0803 \*\*\* - Stand No 165, Makibelo, POLOKWANE, 0700 - *Ndhlovu*
164. Rolivhuwa Victor Machaba - 981014 5818 \*\*\* - 45 Odin Crescent, Extension 1, ENNERDALE, 1830 - *Mphephu*
165. Tshepang Shata - 000816 5392 \*\*\* - House No 930, MATSEKENG, 9870 - *Mokoena*

166. Sifiso Mchunu - 010221 5358 \*\*\* - Nzikinziki Area, MAPHUMULO, 4470 - *Mkhize*
167. Samuel Mpho Mokoena - 950510 5298 \*\*\* - 26 Viljoen Street, Rothdene, MEYERTON, 1960 - *Petlane*
168. Edward Thabo More - 890814 5531 \*\*\* - 69406 Zone 20, SEBOKENG, 1983 - *Mthimkulu*
169. Victoria Fikile Hogana - 630929 0442 \*\*\* - 66 – 9th Avenue, ALEXANDRA, 2090 - *Zwane*
170. Nokuthula Thabile Mabuza - 870114 0476 \*\*\* - 122 Monepenepene Street, Lotus Garden, ATTERIDGEVILLE, 0008 - *Nhlapo*
171. Mustafa Thapelo Motau - 980403 5328 \*\*\* - 42 Russel Labisi, ATTERIDGEVILLE, 0125 - *Ragophala*
172. Sandile Ntshangase - 940820 5957 \*\*\* - Ntombiyahlulunina, MAPHUMULO, 4400 - *Ntuli*
173. Sakhuxolo Mngomezulu - 010820 5525 \*\*\* - Mambhulu Location, KRANSKOP, 3268 - *Cwele*
174. Wandile Malcom Sphamandla Kuhlase - 970731 5282 \*\*\* - 3037 Everest Park, ERMELO, 2350 - *Shabalala*
175. Onkarabile Tlotlo More - 981021 5093 \*\*\* - 74 Block U, MABOPANE, 0110 - *Dube*
176. Rebecca Thabang Mahlangu - 920420 0405 \*\*\* - 579 Carnavon Street, NELLMAPIUS, 0122 - *Shikwane*
177. Promise Isaac Mzakhe Mapuroma - 950213 5919 \*\*\* - 322 Block F 2, New Eersterus, HAMMANSKRAAL, 0400 - *Mtimunye*
178. Molly Dipuo Zwane - 920402 1083 \*\*\* - 6299 Braamfischer, ROODEPOORT, 1724 - *Rakgakola*
179. John Vuyisile More - 900309 5453 \*\*\* - 6794 Extension 4, Botleng, DELMAS, 2210 - *Mqwathi*
180. Onalenna Ephraim Kgongwana - 780730 5434 \*\*\* - House No 30069, Phaposane, TLAGGAMENG, 8616 - *Oliphant*
181. Zamuxolo Cyril Ngwane - 751127 5471 \*\*\* - House No.463946, CLIFFDALE, 3700 - *Mbanjwa*
182. Kediemetse Gloria Yona - 840525 0320 \*\*\* - 16404 Boikanyo Street, Ikageng Location, POTCHEFSTROOM, 2531 - *Booyesen*
183. Mpfumelo Krisin Maphoroma - 040306 5846 \*\*\* - 54 Christian Street, ALBERTON, 1448 - *Shirindi*
184. Siyabonga Nkosi - 920622 5413 \*\*\* - 1181 Inkungu Street, PALMRIDGE, 1458 - *Gumede*
185. Andile Mkhize - 030313 6382 \*\*\* - A160 Moyomnandi, KWAMASHU, 4360 - *Biyela*
186. Siyanda Xaba - 031009 5712 \*\*\* - 3109 Khumalo Stand, BLAAWBOSCH, 2951 - *Khumalo*
187. Mohale Ramothola - 031003 6317 \*\*\* - 16 September 24, Meriting Section, TEMBISA, 1632 - *Mootane*
188. Zanele Pretty Vumase - 030717 1266 \*\*\* - Mbeni Location, IZINGOLWENI, 4260 - *Kowa*
189. Sbusiso Samuel Nkosi - 860605 5835 \*\*\* - 243 Masango Street, Phola, OGIES, 2230 - *Nkomo*
190. Leslie Hlanyane Kgoete - 980522 6005 \*\*\* - Maandagshoff, PRAKTISEER, 1129 - *Magane*
191. Nqobile Priveledge Ngwenya - 991203 0953 \*\*\* - D111 Phola Location, OGIES, 2233 - *Simelane*
192. Cleadwin Ntobeng - 020910 5422 \*\*\* - 20641 Phuti Street, Ga-Mampuru, STEELPOORT, 1133 - *Maredi*
193. Nqobizwe Devine Ngwenya - 020915 5314 \*\*\* - D111 Buffer Zone, Phola Location, OGIES, 2233 - *Simelane*
194. Simanga Ishmael Mbombi - 830903 6033 \*\*\* - Stand No 26, MATAFFIN, 1205 - *Shongwe*
195. Believe Karabo Fakude - 000509 5962 \*\*\* - Stand No 58, Saselani Trust, BUSHBUCKRIDGE, 1280 - *Matsane*
196. Sethabile Sikhulile Gumede - 040228 1080 \*\*\* - Manaba Area, KWANGWANASE, 5973 - *Mabika*
197. Rifos Malandule - 820518 5542 \*\*\* - House 10051, Moses Madiba, WITBANK, 1035 - *Mdhului*
198. Sofia Bee Bee Samuels - 830316 0294 \*\*\* - 237 West Road, Overport, DURBAN, 4001 - *Khan*

199. Siyabonga Innocent Nkosi - 931008 5495 \*\*\* - 5359 Vilakazi Street, Thusi Village, ERMELO, 2350 - *Ngwenya*
200. Pat Bangani Mzipa - 820519 5347 \*\*\* - 6127 Zithobeni, Extension 9, BRONKHORSTSPRUIT, 1024 - *Motsepe*
201. Davarce Dominique Carolus - 930703 5172 \*\*\* - 27 Macuba Street, Langa, UITENHAGE, 6229 - *Dastile*
202. Namelani Tokyo Kevin Ndelela - 990223 5461 \*\*\* - 62 Ripley Road, Auckland Park, JOHANNES, 2092 - *Zondo*
203. Siyabonga Mfundo Hlatshwayo - 010612 5674 \*\*\* - 3731 Richardsbay, PIET RETIEF, 2380 - *Ngoza*
204. Lydia Dimakatso Thejane - 850505 0268 \*\*\* - 2 Huntingdon Road, MORNINGSIDE, 2057 - *Mogodi*
205. Nomusa Miranda Ngcobo - 830601 0575 \*\*\* - 20543 Intinyane Reserve, UMBUMBULU, 4108 - *Nkwanyana*
206. Skhumbuzo Mzwandile Mhlongo - 940318 5436 \*\*\* - A999 Ndlovu Road, Newtown, INANDA, 4309 - *Nkambule*
207. Sandile Brian Ndimande - 910502 5386 \*\*\* - P221 Ukhezo Street, KWAMASHU, 4360 - *Nombika*
208. Thabile Motubei - 000122 5619 \*\*\* - Upper Ngwara Area, MQANDULI, 5080 - *Sityebi*
209. Aphiwe S'thembiso Mbele - 010720 5396 \*\*\* - 4405 Ntuli Street, Lamontville, DURBAN, 4405 - *Mfeka*
210. Nobuhle Pretty Hlongwane - 900713 0508 \*\*\* - 2637drumcastle, Newlands West, DURBAN, 4037 - *Thusi*
211. Mpe Emmanuel Phasha - 811229 5770 \*\*\* - Stand 35, Mahlomelong Village, MARULENG, 0890 - *Shai*
212. Phatshimo Priscilla Serumole - 750827 0746 \*\*\* - 5180 Block A, Ramochana, RUSTENBURG, 0300 - *Melato*
213. Clifford David Ramadisa Lepedi - 920921 5521 \*\*\* - A2b Mathopestad, SEKAMA, 0369 - *Mashigo*
214. Kamogelo Mohau Manamela - 021118 5337 \*\*\* - E788 Moeka, Zone 3, HAMMANSKRAAL, 0407 - *Mphosi*
215. Andiswa Kgothatso Tsumane - 030903 0459 \*\*\* - 3232 Lillyveldt, WRENCHVILLE, 84609999 - *Makapela*
216. Samukelisiwe Ntando Jili - 020627 5224 \*\*\* - Flat B6231, KWADABEKA, 3610 - *Ngcobo*
217. Tokozo Clerence Sithole - 980614 5958 \*\*\* - Hlomendlini, MANDENI, 4490 - *Mzimela*
218. Yolelwa Patricia Mabona - 961007 0858 \*\*\* - 10267 George Corriage, VREDENBURG, 7380 - *Sitshaluza*
219. Tony Cherief Nxumalo - 841121 5431 \*\*\* - Twins Oad Embo, HILLCREST, 3610 - *Mgeyane*
220. Mongezi Kotsholo - 990829 5798 \*\*\* - Xopozo Area, FLAGSTAFF, 4810 - *Kulwana*
221. Avumile Mxakaza - 990516 5175 \*\*\* - 2675 Qhwa Street, PALM RIDGE, 1458 - *Magobolo*
222. Akhona Mvelase - 951016 0809 \*\*\* - 3582 Dikole, Extension 02, KATLEHONG, 1431 - *Mkhuzangwe*
223. Thabiso Emanuel Dlamini - 990324 5296 \*\*\* - B998 Msezane Street, PONGOLA, 3170 - *Nkwanyana*
224. Sikelela Ephraim Sebothoma - 980423 5594 \*\*\* - 35829 Masehla Street, Lusaka, MAMELODI EAST, 0122 - *Nkosi*
225. Sduduziwe Emmaculate Khathi - 020203 0777 \*\*\* - P .O Box 187, Duduza Location, SCOTTBURGH, 4180 - *Mbhele*
226. Noxolo Xoliswa Zama - 950804 0196 \*\*\* - House 291, Mbuso Shabalala Road, GAMALAKHE, 4749 - *Bomela*
227. Fanafana Oubrey Tshabalala - 881107 5868 \*\*\* - 1536 Mabizela Street, BETHLEHEM, 9700 - *Motholo*
228. Musawenkosi Nhlakanipho Buthelezi - 980629 6154 \*\*\* - Ngwetshana Area, NQUTU, 3135 - *Langa*
229. Kwanele Andile Gumbi - 981124 1069 \*\*\* - Ngonyameni Area, LOSKOP, 3330 - *Mazibuko*
230. Menzi Mzomusha Zindela - 840202 6005 \*\*\* - Area 38 Sgananda, UMGABABA, 4126 - *Shezi*
231. Elijah Archiebald Malebati - 551010 5772 \*\*\* - 73 Sediba Street, Phagameng, MODIMOLLE, 0510 - *Metsileng*
232. Andisiwe Ndamase - 940101 0949 \*\*\* - Slovo Park, MTHATHA, 5099 - *Nongcekulana*

233. Melusi Innocent Radebe - 940120 5671 \*\*\* - Trustfeed Area, NEW HANOVER, 3233 - *Chamane*
234. Thendo Khubana - 901106 5968 \*\*\* - Vondwe Area, THOHOYANDOU, 0971 - *Matsheketsheke*
235. Kefentse Boikanyo Mashiane - 970224 5301 \*\*\* - 34 Tsakane Street, LOTUS GARDENS, 1620 - *Ramosa*
236. Gaolekwe Vincent Thelejane - 950816 5440 \*\*\* - 778 Extension 2, Tshing, VENTERSDORP, 2710 - *Cuna*
237. Realivhuwa Bennedickt Ramovha - 960104 5344 \*\*\* - 411a Phakwe Street, Zone 7, MEADOWLANDS, 1862 - *Rametsi*
238. Yonela Yvonne Keyizana - 961107 0270 \*\*\* - 31 Mbhashe Street, Mbuqe Extension, MTHATHA, 5099 - *Sharpley*
239. Prince Kapudi Malepe - 940310 5693 \*\*\* - South Apart Pv 8233, Vergenoeg, ATTERIDGEVILLE, 0008 - *Moimana*
240. Ayanda Sydwell Ndaba - 940629 5657 \*\*\* - Nkomokazi, Loskop, ESTCOURT, 3330 - *Sithole*
241. Hlengithemba Mlangathi - 940716 5285 \*\*\* - 280landford Road, Grange, PIETERMARITZBURG, 3201 - *Msingaphantsi*
242. Lungisani Petros Buthelezi - 961018 5300 \*\*\* - House 662/7, Extention 1, VOLKSRUST, 2470 - *Shabangu*
243. Sylvia Mannyana Maimane - 820612 0447 \*\*\* - 31 Clapper Lake Street, ELANDSPOORT, 0183 - *Modise*
244. Bogosi Motau - 880826 5848 \*\*\* - 49 Sophia Road, West Turffontein, BELLAVISTA, 2091 - *Monnakgotla*
245. Keabetswe Mabaso - 950818 0456 \*\*\* - 450/6 Twala Street, Klipspruit, SOWETO, 1809 - *Manoedi*
246. Mogale Jack Mameetje - 861007 5522 \*\*\* - Hoedspruit 1380, THE OAK, 3380 - *Moakamela*
247. Eugene Lehlohonolo Thahane - 880127 5393 \*\*\* - 1229 Lehuu Street, Mailula Park Extention 3, VOSLOORUS, 1475 - *Mahlangu*
248. Katlego Masegele - 8912135307 \*\*\* - 9360 Nonqawe Street, Zone 6, PIMVILLE, 1809 - *Manyoni*
249. Kgaugelo Glen Malatji - 010302 5456 \*\*\* - 9424 Unit 17, GA-RANKUWA, 0208 - *Chauke*
250. Katlego Brendon Ntlatleng - 960617 5399 \*\*\* - 2136 Section G, MAMELODI WEST, 0122 - *Motau*
251. Seobi William Rankweteke - 850307 5876 \*\*\* - 11a Paragon Street, Ivory Park Extention 34, POLOKWANE, 0699 - *Mogale*
252. Nzanankuku Langatyi - 420610 5395 \*\*\* - Border Post, Donqaba, BISHOP, 5604 - *Makisi*
253. Romeo Samuel Mthoka Mophuting - 810820 5674 \*\*\* - 1450 Block R, SOSHANGUVE, 0152 - *Kumalo*
254. Momelezi Lennox Fipaza - 931117 6230 \*\*\* - 14 Mdolomba Street, LANGA, 7455 - *Fakuni*
255. Mahlatse Perseverance Motsamai - 930603 5699 \*\*\* - Rooi-Stinkhout Street, Aloe Annlin, PRETORIA, 0182 - *Mariba*
256. Hlabirwa Ronald Shai - 930529 5786 \*\*\* - 348 Badirile, RANDFONTEIN, 1759 - *Rapakgadi*
257. Huwane James Modiba - 781126 5328 \*\*\* - 10 Van Gelder Road, 106 Whitney Gardens, BRAMLEY VIEW, 2090 - *Mosana*
258. Modise Albert Rakoma - 910703 5930 \*\*\* - 12760 Mahlare Street, MAMELODI EAST, 0122 - *Bodiba*
259. Mosa Lesele - 910416 5901 \*\*\* - 195 Tubatse Township, HILLSIDE, 1150 - *Mokgotho*
260. Palesa Gladys Mokhema - 960820 1091 \*\*\* - 3547 J Dube Street, Zamane, DUDUZA, 1496 - *Khohlane*
261. Stevens Mokoki Mabena - 950903 5988 \*\*\* - 2495 M Extension, SOSHANGUVE, 0152 - *Mokoena*
262. David Mabena - 810116 5989 \*\*\* - 2495 M Extension, SOSHANGUVE, 0152 - *Mokoena*
263. Lutricia Kedibone Malinga - 921025 0142 \*\*\* - 11040 Mondi Street, Dobsonville Extension 2, DOBSONVILLE, 1863 - *Tsotetsi*
264. Siyabonga Selby Ntaka - 940103 5355 \*\*\* - Mpumza Location, PIETERMARITZBURG, 3201 - *Dhlangisa*
265. Thando Fidelis - 001215 6481 \*\*\* - 1 The Pin Oaks, 12 Benmore Road, MORNINGSIDE EXTENSION 30, 2196 - *Mjiako*

266. Lebogang Hanyane Shaba - 850731 5672 \*\*\* - 18 Bophirimi Street, SAULSVILLE, 0125 - *Baloyi*
267. Sanelisiwe Sbongumusa Khumalo - 971031 0306 \*\*\* - 17 Roos Avenue, Napierville, PIETERMARITZBURG, 3201 - *Zuma*
268. Mandisa Jordan - 000818 0733 \*\*\* - 12664 Phola Park, THOKOZA, 1426 - *Thango*
269. Mzukisi Ignatius Ntiziombi - 940312 5890 \*\*\* - 747 Juniper Street, Lehae Crescent, JOHANNESBURG, 1829 - *Mbambo*
270. Thandiswa Cossa - 910913 0825 \*\*\* - 23 B Zwelitsha Village, STERKSPRUIT, 9762 - *Nxele*
271. Mpendulo Calvin Nene - 940103 5829 \*\*\* - Ingcombololo Area, Ward 5, KWADUKUZA, 4200 - *Mchunu*
272. Siphumelelo Success Mazibuko - 031104 5825 \*\*\* - 15420 Kgesti Street, Extension 5 A, TSAKANE, 1550 - *Nhlengetwa*
273. Phindile Nonhlanhla Losta Chawe - 910802 0843 \*\*\* - 1231 Block B B, SOSHANGUVE, 0152 - *Maetisa*
274. Kabelo Ashley Ratsiane - 900311 5164 \*\*\* - 1982 Jubindaba Street, Ackerville, EMALAHLENI, 1039 - *Mokoni*
275. Thabo Mazibuko - 000811 6053 \*\*\* - Phangweni Area, ESTCOURT, 3310 - *Mgaga*
276. Bongzi Joy Nkomo - 031107 1004 \*\*\* - Stand No 496, Sibange Trust, KOMATIPOORT, 1340 - *Mabuza*
277. Phelolethu Steven Mapungu - 891224 5362 \*\*\* - No 8 Kanaalstreet, EERSTERIVER, 7100 - *Kosi*
278. Caliphy Phalandwa - 960311 6012 \*\*\* - Stand No 127, Vhufuli, DZANANI, 0971 - *Tshikovhi*
279. Shivaar Randhir - 000502 5187 \*\*\* - 43 Wavercrest Road, ATHLONE PARK, 4126 - *Maharaj*
280. Nkosingiphile Wandile Dube - 000715 6201 \*\*\* - Nyonyane Area, POMERAY, 3020 - *Mkhize*
281. Sibongile Alicia Mthembu - 020531 1185 \*\*\* - No 4648, Extension 9, EMBALENHLE, 2285 - *Tenjwayo*
282. Snakhokonke Farehope Nkosi - 001127 0559 \*\*\* - House 1050, Duduza, VOLKSRUST, 2470 - *Mtshali*
283. Kagiso Oupa Mahlangu - 890522 5580 \*\*\* - 1037 Extension 2, Myzania, MAMELODI GARDENS, 0122 - *Shaba*
284. Koketso Moremi - 960826 5772 \*\*\* - 1442 Zone A, LEBOWAKGOMO, 0737 - *Petja*
285. Tlotlang Orefile Sekamoeng - 980730 5488 \*\*\* - No 156 C, Motolong, TAUNG, 8584 - *Maruping*
286. Resego Nicolas Chweu - 930618 5385 \*\*\* - 34 B Nhole Village, TAUNG, 8124 - *Madondo*
287. Temosho Hendrick Mameetje - 970731 5578 \*\*\* - Butswana Village, MARULENG, 0890 - *Moakamela*
288. Kabelo Petros Thobela - 040412 5186 \*\*\* - 1081 Mpshafala Street, MAMELODI, 0122 - *Monareng*
289. Ndumiso Hamilton Ndlovu - 860410 5277 \*\*\* - Stand No 486, EMTHONJENI, 1170 - *Mnisi*
290. Tebogo Dixie Mwandla - 940815 5854 \*\*\* - 635 Masuku Road, CHESTERVILLE, 4091 - *Mbongwa*
291. Neo Tshwarisang - 980609 6159 \*\*\* - 1395 Dinie Estate, RUSTERNBURG, 0300 - *Lekgotle*
292. Nthabiseng Shantil Madalane - 040320 1154 \*\*\* - Stand No 176, Metz Village, TZANEEN, 0891 - *Phokungwane*
293. Luthando Ziphezinhle Nondumiso Nkosi - 000826 0472 \*\*\* - 9 Robinia Street, Birch Acres, KEMPTON PARK, 1618 - *Malinga*
294. Bongani Moses Lehoko - 780104 5284 \*\*\* - 22 Liverman Crescent, Extension 9, ENNERDALE, 1830 - *Zwakwe*
295. Thato Ntjana - 020425 6074 \*\*\* - 2136 Moleleki Section, Extension 3, KATLEHONG, 1431 - *Mashego*
296. Setaki Thomas Seduma - 770608 5850 \*\*\* - 126 Moletjie Village, Matekereng, POLOKWANE, 0710 - *Makgobyane*
297. Rorisang Jurry Moroke - 891219 6085 \*\*\* - 2977 Mangope Street, Ikageng, POTCHEFSTROOM, 2539 - *Morewa*
298. Jessica Mputla - 011129 0991 \*\*\* - 67 Quentine Smythe Road, Kloof, PINETOWN, 3610 - *Zwane*
299. Sizwe Brighten Peacemaker Ntshangase - 030705 5819 \*\*\* - Beans Village, PIET RETIEF, 2350 - *Motha*

300. Khanyisani Akhona Sebole - 031205 6165 \*\*\* - 4428 Bhekuzulu Area, VRYHEID, 3100 - *Mvubu*
301. Thabang Fannie Mothobi - 930215 5962 \*\*\* - 28195 Lalela Street, Extension 5, MAMELODI, 0122 - *Radingwana*
302. Qinisela Hlophe - 920103 5820 \*\*\* - 04447 Inteke Area, Mariehill, MARIEHILL, 3601 - *Buthelezi*
303. Zethembile Mdunge - 040523 1169 \*\*\* - Mpolweni Area, Wartsburg, PIETERMARITZBURG, 3233 - *Gwala*
304. Xolisa Myolwa - 970126 5767 \*\*\* - Mbangweni Area, Ntabankulu, MOUNT AYLIFF, 5130 - *Nogaya*
305. Abongile Nondiza - 820925 5928 \*\*\* - Mkhanzi Area, NGCOBO, 5050 - *Tolbadi*
306. Siphwiwe Thamsanqa Mnguni - 850514 5456 \*\*\* - 43 Eugen Marais Road, Napierville, PIETERMARITZBURG, 3201 - *Mzolo*
307. Brenda Lindiwe Khwela - 860102 0457 \*\*\* - Moshози Location, PIETERMARITZBURG, 5201 - *Shange*
308. Nontobeko Khumalo - 970226 0691 \*\*\* - Kloweni Area, NONGOMA, 3950 - *Qwabe*
309. Thato Jeffrey Lesika - 010709 5664 \*\*\* - 876 Dikgopaneng Section, Ratjiepene, HAMMANSKRAAL, 0046 - *Dibe*
310. Sisekelo Mnyango - 981229 6196 \*\*\* - Ngwelezane Township, Church Road, Butah Rerormed, EMPANGENI, 3880 - *Mngadi*
311. Tegan Stofberg - 020717 0044 \*\*\* - 15 Winston Road, Westville, KWAZULU NATAL, 3629 - *Raleigh*
312. Katlego Bontle Ba Lerato Mogapi - 030924 6395 \*\*\* - 1324dlamini, Mbolekha Street, SOWETO, 1818 - *Mosikatsana*
313. Tshepo Kgwaale - 880301 5912 \*\*\* - H/N E 152, Kokoano, MOROKWENG, 8614 - *Botsheleng*
314. Doctor Nkuna - 930427 5634 \*\*\* - 136 Block E, Zone 4, Boipatong, VANDERBIJLPARK, 1901 - *Ngwenya*
315. Jacqueline Mpho Kolase - 850207 0400 \*\*\* - Ny 3 No 78, Section 1, GUGULETHU, 7750 - *Mika*
316. Kgothatso Nakana - 990503 1254 \*\*\* - Stand No 337, Modubung Village, MODJADDJISKLOOF, 0838 - *Rakgabale*
317. Johannes Phemelo Mpete - 920207 5424 \*\*\* - 1690 Malebanametsi Street, RUSTENBURG, 0300 - *Mpudi*
318. Mathagane Ryan Kobaphsiri - 810515 5513 \*\*\* - Mashilabele Area, SEKHUKHUNE, 1124 - *Tjatji*
319. Iris Mamokete Mmabodimo - 910713 0413 \*\*\* - 4586 Mamabolo Street, MAMELODI, 0122 - *Mphahlele*
320. Jerry Tshepo Thomo - 860421 5537 \*\*\* - 14290 Extention 10, KANANA, 0400 - *Mahlangu*
321. Adam Phaswane Riba - 600311 5640 \*\*\* - 779 New Stand, Motetema Area, GROBLERSDAL, 0473 - *Mokoena*
322. Percy Siphwiwe Smith - 820212 5846 \*\*\* - 5 Regemy Place, Donne Crescent, LOMBARDY EAST, 2090 - *Mmekwa*
323. Jaqueline Ntshakisang Mothibi - 820131 0501 \*\*\* - House No 310, Bekhing Village, PAMPIERSTAD, 8586 - *Mpondo*
324. Opang Lehloka - 980812 0409 \*\*\* - 774 Gwele Street, DOBSONVILLE, 1863 - *Maponya*
325. Nkateko Mahlaola Mohajane - 891110 5458 \*\*\* - 77 Kloof View Street, MOOIKLOOF, 0182 - *Ndobe*
326. Tebogo Andries Segopa - 910920 6411 \*\*\* - 383 Pudimoe, TAUNG, 8584 - *Leutletse*
327. Mxolisi Mthobisi Mnguni - 980724 5417 \*\*\* - 500968 Waterspill Road, EDENDALE, 3201 - *Xulu*
328. David Molefi Mgosini - 971223 5424 \*\*\* - 4300 New Location, KOPPIES, 9540 - *Rantai*
329. Mabel Adelaide Senabe - 660518 0439 \*\*\* - 31 Mashaba Street, ATTERIDGEVILLE, 0008 - *Kutumela*
330. Zinhle Bekezulu - 010502 0852 \*\*\* - 3381 Duma Street, Driezieck 1, ORANGE FARM, 1841 - *Khambule*
331. Sanelisiwe Nomasonto Zwane - 950212 0225 \*\*\* - Bester Area 3, INANDA, 4310 - *Mkhonza*
332. Dean-Joe Monteiro Griffiths - 920420 5255 \*\*\* - P O Box 693, BETHLEHEM, 9700 - *Monteiro*

333. Tshepo Mduduzi Nhlapo - 931028 5115 \*\*\* - 10207 Kgaye Street, ORLANDO WEST, 1804 - *Tladi*
334. Bonokuhle Sihle Gumede - 030130 6245 \*\*\* - E 53 Longhomes, OSIZWENI, 2952 - *Mnyandu*
335. Chantel Awelani Tshikomba - 030102 1464 \*\*\* - 38 – 15 Avenue, ALEXANDRA, 2090 - *Mudau*
336. Neo Valencia Rammekwa - 030215 0492 \*\*\* - 1552 Capricorn Aksie, Promosa, POTCHEFSTROOM, 2531 - *Ditsi*
337. Asanda Nokulunga Zondo - 030814 0786 \*\*\* - Unit 8, Beacon Manor Street, Beacon Hill Country Estate, PIETERMARITZBURG, 3200 - *Sibeko*
338. Minah Lamiki Setake - 860415 1116 \*\*\* - Stand No 526, PHAKE, 0432 - *Segole*
339. Thembinkosi Petros Makhathini - 620919 5900 \*\*\* - Kwakhoza Area, ESHOWE, 3815 - *Mncwabe*
340. Gabriel Malema - 630202 7028 \*\*\* - 618 Block W, SOSHANGUVE, 0152 - *Mekgoe*
341. Flora Hunadi Kekana - 600509 0281 \*\*\* - P O Box 34, GROOTHOEK, 0628 - *Letoaba*
342. Vusi Masondo - 820516 5967 \*\*\* - 7618 Protea Glen, Extension 11, SOWETO, 1819 - *Ngwenya*
343. Siyabulela Steven Xabanisa Deogrecia - 870413 5538 \*\*\* - Unit 26, The Space, 16 Nerina Road, MORNINGSIDE, 2196 - *Xabanisa*
344. Njabulo Aldrin Xaba - 040401 5202 \*\*\* - 19 Silwane Street, KWA THEMA, 1575 - *Simelane*
345. Mfanufikile Richard Sibiyi - 720710 5577 \*\*\* - D 825 Sigwegwe Road, KWA MASHU, 4360 - *Mhlongo*
346. Bennett Shitegang Ndlovu - 740108 5358 \*\*\* - 18 Swartberg Street, EASTVALE, 1559 - *Maphanga*
347. Tshireletso Sekamoeng - 030630 0667 \*\*\* - 156 C Matolong, TAUNG, 8584 - *Maruping*
348. Christopher Prince Kopadi - 900917 6005 \*\*\* - 1164 Block U, SOSHANGUVE, 0152 - *Mahlake*
349. Sekwanele Shaun Mazibuko - 011028 5975 \*\*\* - 15201 Mbubu Area, Sweetwaters, PIETERMARITZBURG, 3201 - *Ngwenya*
350. Lesego Precious Zulu - 031218 0922 \*\*\* - 623 Lekubung Section, SILVERKRAANS, 2835 - *Rakuba*
351. Nolwazi Shange - 040109 0319 \*\*\* - H 126, Sub 5, KWADABEKA, 3615 - *Shabani*
352. Vusimuzi Aaron Shabangu - 921224 6176 \*\*\* - 56 Louw Street, GREYLINGSTAD, 2415 - *Gamede*
353. Aaminah Abrahams - 030721 0331 \*\*\* - 85 Haywood Road, CAPE TOWN, 7780 - *Hunter*
354. Sithembelo Mpambo - 881020 5369 \*\*\* - 181 Okiwi Street, Extension 34, KEMPTON PARK, 1682 - *Zathi*
355. Nikita Nazereen Kajee - 860911 0089 \*\*\* - 56 Lyndhurst Road, JOHANNESBURG, 2001 - *Choochan*
356. Sibusiso Prince Tala - 000223 6193 \*\*\* - Stand No 180, Ramogwerane, GROBLERSDAL, 0470 - *Mohlala*
357. Lwando Alex Magqabi - 040112 6263 \*\*\* - 33 Suikerboss, WESTLAKE, 7945 - *Baninzi*
358. Mthokozisi Fanelesibonge Mgabhi - 010403 6444 \*\*\* - No 1 Buffelsdraai Road, VERULAM, 4340 - *Shabangu*
359. Ayanda Sandile Mabuyakhulu - 010826 6047 \*\*\* - Mfekayz Area, MTUBATUBA, 3935 - *Myeni*
360. Thabiso Mpho Nnzhiri - 040306 5241 \*\*\* - 497 Block F, SOSHANGUVE, 0152 - *Moila*
361. Sinentlantla Xabendlini - 040323 0975 \*\*\* - P O Box 49, TSOLO, 5170 - *Mabandla*
362. Tshepo Irene Letsoalo - 040211 0353 \*\*\* - 141 Paledi-Ga Thoka, MANKWENG, 0734 - *Ramakgolo*
363. Janico Nyaka - 040512 5766 \*\*\* - 307 Endulmini Section, KEMPTON PARK, 1632 - *Khoza*
364. Tshepiso Princess Lesita - 031103 1004 \*\*\* - 836 A White City, Jabavu, KWA XUMA, 1868 - *Smith*
365. Velapi Anita - 710330 0489 \*\*\* - B 187 Siphe Crescent, KHAYELITSHA, 7784 - *Toll*
366. Lusanda Mkhize - 010804 5393 \*\*\* - 150742 Roman Road, HOLWENI, 3650 - *Mbanjwa*

367. Hanock Gomolemo Mphande - 911121 5589 \*\*\* - 1952 Extension 5, THABAZIMBI, 0380 - *Mokgatlhe*
368. Johannes Rhulani Maluleke - 880328 5385 \*\*\* - 3975 Mahlalela Street, Extension 2, TSHIAWELO, 1818 - *Ngobeni*
369. Nhlakanipho Mkhungo - 991220 5405 \*\*\* - 47 Border West, JOHANNESBURG, 2090 - *Mthethwa*
370. Vuyelwa Natalie Vokwana - 781114 0278 \*\*\* - 1010 Mmamogale Street, Munsieville, MOGALE CITY, 1739 - *Ngubane*
371. Isaack Zie Ngwenya - 620606 5868 \*\*\* - Stand No 1092, MAHLABATHINI, 1022 - *Phiri*
372. Xakekile Moses Nyaqela - 860928 5490 \*\*\* - Private Bag X1012, MADIBOGO, 2772 - *Tihale*
373. Vusumuzi Edwarad Nikelo - 820331 5553 \*\*\* - 108 Mnguni Street, RETHABISENG, 1026 - *Mthembu*
374. Jonathan Matome Sekgotlaboraaga - 790717 5913 \*\*\* - 194 Sun Valley, MAMELODI, 0122 - *Hlongwane*
375. Dipuo Samuel Nyauza - 940707 5514 \*\*\* - 5063 Rdp, Extension 4, DELMAS, 2210 - *Marokoane*
376. Obakeng Cavin Mabe - 990101 5405 \*\*\* - 324 Sholong Section, MMOTLA, 0407 - *Mahlangu*
377. Lerato Lethabo Sebopela - 040106 0241 \*\*\* - 917 Flamink Street, SILVERTON, 0001 - *Madisha*
378. Lethabo Jeaneth Ramashapa - 000628 0736 \*\*\* - 249 Andesite Stone, CENTURION, 0157 - *Moloi*
379. Aaron Mahlomola Mabasa - 910529 5406 \*\*\* - 3924 Alternator Crescent, DEVLAND, 1822 - *Moeng*
380. Mashupe Dalton Mashianoke - 901010 6124 \*\*\* - 130 Mokoena Crescent, LOTUS GARDENS, 0008 - *Kodibona*
381. Sello Machava - 990120 5317 \*\*\* - 12068 Barwa Street, DAVEYTON, 1520 - *Makoe*
382. Nkosinathi Collen Mntambo - 941124 5495 \*\*\* - Ebusi, WASBANK, 2920 - *Zondi*
383. Sanele Majola - 970316 5174 \*\*\* - Ebaswazini Reserve, MTUBATUBA, 3935 - *Nxumalo*
384. Tetelo Josias Phokwane - 920306 5643 \*\*\* - 408 Walkraal, SIYABUSWA, 0472 - *Mashabela*
385. Veli Vincent Msibi - 760806 6012 \*\*\* - 816 Entolozweni Location, Stand No 858, ENTOKOZWENI, 1170 - *Masinga*
386. Themba Charles Sikhosana - 010808 5701 \*\*\* - 2595 New Stand, Ndhlovu Street, WITBANK, 1035 - *Mahlangu*
387. Njabulo Sandile Perfect Thango - 920228 5676 \*\*\* - Eskom NO 231, Dicks, OSIZWENI, 2952 - *Mbatha*
388. Makodere Danster Charles - 890601 5839 \*\*\* - 10108 Zone 4, MAREETSANE, 2715 - *Legetla*
389. Sanelisiwe Hadebe - 000501 0191 \*\*\* - 42 – 06 Avenue, ALEXANDRA, 2090 - *Makatu*
390. Ofentse Motshwane - 991206 5073 \*\*\* - 815 New Stand, LETLHAKANENG, 0250 - *Mokoene*
391. Ericsson Leeuw - 820329 5908 \*\*\* - 10389 Meetmekaar, ITSOSSENG, 2744 - *Phiritshwane*
392. Tsietsi Zacharia Motaung - 751030 5628 \*\*\* - 6 Legodi Street, KWA THEMA, 1575 - *Masike*
393. Koketso Blessing Sepholoane - 901020 5219 \*\*\* - 2116 Block X, SOSHANGUVE, 0152 - *Masombuka*
394. Teboho Joseph Mokolopo - 920312 5468 \*\*\* - 9042 Zone 7 A, Boiketlo, SEBOKENG, 1983 - *Mokoena*
395. Thabang Christopher Mokgothu - 921203 5720 \*\*\* - 1927 – H 2, Selase, BOTSHABELO, 9781 - *Mohoboko*
396. Sylvester Matlale Maila - 850114 5413 \*\*\* - 3384 Klarinet, Extension 6, WITBANK, 1035 - *Mogola*
397. Tusani Thubelihle Ndima - 021215 5585 \*\*\* - 211 Zimu Road, Sobango, PIETERMARITZBURG, 3200 - *Mdluli*
398. Makoapa Solomon Makgae - 810203 5350 \*\*\* - 10092 Shongwane 2, LEPHAHALE, 0555 - *Maradu*
399. Malcome Nkosinathi Siboniso Xaba - 800320 5343 \*\*\* - 2364 Mpophomeni Township, MERRIVALE, 3291 - *Zondi*

400. Christopher Mbazima Mathebula - 840703 5825 \*\*\* - 68 Hlakula Street, Saulsville, PRETORIA, 0125 - *Khumalo*
401. Derrick Ngcobo - 840903 5602 \*\*\* - 52 Fiddlewood Road, ISIPINGO RAIL, 4133 - *Mbili*
402. Pinky Gadrina Ndimande - 941025 0836 \*\*\* - 27 Hlanganani Trust, DAGGAKRAAL, 2490 - *Mkhaliphi*
403. Mpho Abram Makumbani - 960305 6165 \*\*\* - 2578 Duduza Block D, TEMBISA, 1632 - *Nkwana*
404. Selaelo Mohale - 951028 5476 \*\*\* - 16095 Freedom Drive, Extension 2, IVORY PARK, 2010 - *Raphasha*
405. Solace Sibahle Mabuza - 021005 5723 \*\*\* - Stand No 2652, MSHOLOZI, 1240 - *Khumalo*
406. Lindelwa Jessica Madonda - 950214 0769 \*\*\* - 410539 Mncane Location, PIETERMARITZBURG, 3226 - *Zuma*
407. Lerato Mario Swartland - 980213 5032 \*\*\* - 20017 Ga Maje, POLOKWANE, 0700 - *Maja*
408. Masego Keamogetswe Majrie Goulkan - 970328 0413 \*\*\* - 356 John Holland, PRETORIA, 0001 - *Mantu*
409. Thabitha Keamogetswe Mamalepetle Mooka - 030701 0320 \*\*\* - 635 – 103 Rd Street, SESHEGO, 0742 - *Masemola*
410. Xoliile Nicholas Ngumla - 791022 5365 \*\*\* - No 1 Nkwenkwezi Street, LITHA PARK, 7784 - *Mayambela*
411. Mandla William Mthombeni - 010117 5877 \*\*\* - 1939 / 143 Block R, SOSHANGUVE, 0152 - *Gulube*
412. Thabo Lesego Ramego - 850316 5248 \*\*\* - 11669 Makhonjwa Street, KWA THEMA, 1575 - *Sithole*
413. Lorraine Mathebula - 770903 0118 \*\*\* - 7699 Guinea-Fowl Street, Extension 9, Etwatwa, DAVEYTON, 1519 - *Hlaudi*
414. Bradley Andrew Mias - 950309 5394 \*\*\* - 102 – 6th Avenue, Belmont Park, KRAAIFONTEIN, 7570 - *Davids*
415. Sisipho Patosi - 991019 0105 \*\*\* - 85 Isabel Street, KUILSRIVER, 7580 - *Ulana*
416. Sboniso Cyril Ngema - 840311 5546 \*\*\* - Groutville, STANGER, 4450 - *Dube*
417. Sibusiso Nenzani - 910824 5448 \*\*\* - 747 Rafa Mbolweni Location, FORT BEAUFORT, 5720 - *Kabane*
418. Bongani Robert Mavuso - 000514 6123 \*\*\* - 3524 Extension 10, LESLIE, 2200 - *Molobela*
419. Andile Chiliza - 001215 1330 \*\*\* - Kwamnyandu Location, PIETERMARITZBURG, 3200 - *Sibetha*
420. Myekelwa Tshutsha Moamba - 520203 5910 \*\*\* - Mkolorha Location, BIZANA, 4800 - *Tshutsha*
421. Pasa Alson Ndlovu - 600822 5872 \*\*\* - Mweni Area, TUGELA FERRY, 3610 - *Lushaba*
422. Sphamanda Wiseman Nkosi - 020902 5825 \*\*\* - 318 Nhlazatshe, ELUKWATINI, 1192 - *Ncongwane*
423. Obakeng Boitshepo Mokgosinyana - 020825 5343 \*\*\* - 17132 Drakensburg Street, Extension 12, KAGISO, 1754 - *Letlole*
424. Kgaogelo Jamila Amokelane Matanato Shikwambane - 020504 0642 \*\*\* - 6 Motsamai, LOTUS GARDENS, 0008 - *Gomba*
425. Lolo Mologadi Baloyi - 020616 0343 \*\*\* - 07086 Magnesium Crescent, NELLMAPIUS X7, 0100 - *Moela*
426. Vumani Sibahle Mayaba - 0112065636 \*\*\* - Moedandabe, LOSKOP, 3550 - *Sithole*
427. Siyabonga Vusi Mahlangu - 010711 5894 \*\*\* - Vulindlela, EMALAHLENI, 1035 - *Malekane*
428. Thabo Moses Thupudi - 790622 5685 \*\*\* - 4 Tshikane Street, ATTERIDGEVILLE, 0008 - *Machaba*
429. Aphelele Siyamthanda Nzimande - 021022 6066 \*\*\* - 10 Mbokodo Drive, Sobantu Location, PIETERMARITBURG, 3200 - *Mndaweni*
430. Itumeleng Moage - 030611 5900 \*\*\* - 6746 Extension 9, River Park, ALEXANDRA, 2090 - *Mapaila*
431. Luyanda Dotsha - 030830 5316 \*\*\* - 050272 Mnamatha Road, BOTHA'S HILL, 3660 - *Mthiyane*
432. Lebogang Mariam Sepirwa - 030824 0350 \*\*\* - 7018 Lithuli 9 L, SESHEGO, 5742 - *Sethowa*
433. Ikhona Mkroyiya - 030228 1184 \*\*\* - Zone 20, No 34, LANGA, 7455 - *Genu*

434. Sesethu Zahra Dawuwa - 030330 0990 \*\*\* - 10 Kern Crescent, BELHAR, 7493 - *Ndamase*
435. Lufuno Robert Sigari - 720101 8623 \*\*\* - Malamangwa, THOHOYANDOU, 0950 - *Muthaphuli*
436. Sabrih Maker - 030802 5345 \*\*\* - 64 Balvenie Avenue, ELSIES RIVER, 7490 - *Scholtz*
437. Dineo Rose Mashile - 030628 0288 \*\*\* - Msholozzi Extension 2, Moeka, PRETORIA, 0001 - *Moloro*
438. Mpho Cindy Mulibana - 990428 1245 \*\*\* - House No 10101, Mamvuka, DZANANI, 0955 - *Nthangeni*
439. Katlego Keitumetse Pilane - 030429 0123 \*\*\* - 631 Farm Road, EQUESTRIA, 0081 - *Sello*
440. Siyabonga Seluleko Mkhize - 030513 6157 \*\*\* - B 766, UMLAZI, 4001 - *Maphumulo*
441. Lebohlang Felicia Mbiyane - 021125 1172 \*\*\* - 19885 Amellia, SASOLBURG, 1949 - *Magwa*
442. Sakhele Ndim - 790223 5565 \*\*\* - No 3767 Geya Street, Old Roads, CAPE TOWN, 7750 - *Mantashe*
443. Mloni Nata - 040228 5871 \*\*\* - Ngqungqumeni, Ward 10, HARDING, 4680 - *Mlele*
444. Khumbulani Duma - 990727 6055 \*\*\* - Holinyoka, NONGOMA, 3930 - *Ndwandwe*
445. Olesego Monyo - 030730 6226 \*\*\* - 01 Park Street, Military Base, UPINGTON, 8801 - *Kasibele*
446. Siphosihle Constecia Mokoena - 030305 0692 \*\*\* - Stand No 12, Mphatseni, HAZYVIEW, 1242 - *Malumane*
447. Athembele Hulana - 020228 1092 \*\*\* - 37105 Lulamile Street, Makhaza, KHAYELITSHA, 7784 - *Ndobeni*
448. Percy Tambekwayo - 420101 6006 \*\*\* - 1185 Zone 1, Pimville, SOWETO, 1809 - *Khumalo*
449. Madimetsa Frans Baloi - 831101 5953 \*\*\* - 6 Ranger Street, Unigray South Hill, JOHANNESBURG, 2001 - *Monyamane*
450. Nelson Mduduzi Mthimunye - 900913 6196 \*\*\* - R 55 Main Road, BAZMORAL, 2200 - *Skhosana*
451. Zusiphe Dlokwakhe - 021128 1009 \*\*\* - Dubana Area, LUSIKISIKI, 4820 - *Pato*
452. Mduduzi Nemaconde - 020104 6083 \*\*\* - 3888 Etwatwa, DAVEYTON, 1520 - *Mngomezulu*
453. Rushid Mathandela Ally - 761222 5250 \*\*\* - 11 Silverdak Street, Extension 1, Estker Park, KEMPTON PARK, 1619 - *Nhlapo*
454. Ellen Mottalepule Podile - 750124 0582 \*\*\* - 3429 Nhlapo Street, MOHLAKENG, 1759 - *Modise*
455. Shadrack Maphari - 740708 5405 \*\*\* - 28 Maunde Street, Saulsville, PRETORIA, 0001 - *Ramango*
456. Mokgadi Asinah Hlahla - 691117 0844 \*\*\* - P O Box 7558, KOLOTI, 0709 - *Sehodi*
457. Thapedi Lucas Shongoane - 670505 5369 \*\*\* - Monare Village, LEPHALALE, 0555 - *Mokittane*
458. Wilfred Mothusiotsile Cele - 820508 6082 \*\*\* - 56 Bridges Street, WESTONARIA, 1759 - *Dabula*
459. Thabo Bennet Mahlangu - 811004 5732 \*\*\* - 251 Lynville, Legoale, LYNVILLE, 1034 - *Simelane*
460. Gillian Hlubi - 781120 0603 \*\*\* - 3351 Extension 15, ETWATWA EAST, 1520 - *Nkabinde*
461. Phillistus Ntekuma Mamakoko - 780309 5685 \*\*\* - 16603 Benson Street, Extension 18, MAMELODI EAST, 0130 - *Maleswena*
462. Nontobeko Mkhulisi - 911028 0358 \*\*\* - 17 - 7th Street, Malven, JOHANNESBURG, 2094 - *Mswane*
463. Thato Magopane - 910713 1095 \*\*\* - 401091 Neptune Street, ELDORADO PARK, 1811 - *Ndlela*
464. Fanang Japhta Thobejane - 900502 6341 \*\*\* - 122 Phase 3, SOSHANGUVE, 0152 - *Sithole*
465. Sylvester Mabunela - 940506 5523 \*\*\* - 7898 Extension 11, Kwaguqa, EMAHLENI, 1030 - *Maphutha*
466. Nkosingiphile Gumede - 940413 6021 \*\*\* - Come And See Location, IMPENDLE, 3227 - *Gumbi*

467. Phila Mdolo - 940207 0621 \*\*\* - Zimbane Valley, UMTATA, 5099 - *Mmango*
468. Lindani Sthembiso Dlamini - 930709 5556 \*\*\* - C 39, UMLAZI, 4066 - *Mkhize*
469. Andries Mongwe - 930601 6125 \*\*\* - C/O, TZANEEN, 0850 - *Ntekele*
470. Webster Dayday Nkgogo - 970515 5841 \*\*\* - 1495 Swik Street, MASHISHING, 1123 - *Mokoena*
471. Sindiswa Florence Njengele - 720610 0588 \*\*\* - 4396 Mandtla Street, PHILLIPI, 7785 - *Sibango*
472. Thuso Chauke - 890309 5694 \*\*\* - 25 Mopani, 1 Montana, MONTANA, 0182 - *Tshamano*
473. Tshepiso Bonolo Kampher - 950111 0186 \*\*\* - 13039 Lehututu Street, KIMBERLEY, 8391 - *Molale*
474. Mpumelo Wally Khosa - 980306 5610 \*\*\* - Stand No 1070, Makhone, BUNGENI, 0920 - *Mahamo*
475. Bonolo Patience Phofu - 940626 0336 \*\*\* - 6683 Zone 6, Mokale Street, GA-RANKUWA, 0208 - *Pitse*
476. Pitso Tshabalala - 970525 5358 \*\*\* - 2649 Mbuli Street, Bluegumview, DUDUZA, 1496 - *Mosesese*
477. Semakaleng Chiloana - 990903 0225 \*\*\* - 37122 Cornwell Street, Extension 17, TSAKANE, 1550 - *Matea*
478. Joseph Skosana - 920726 5448 \*\*\* - 2321 Thereso Street, Extension 4, NELLMAPIUS, 0122 - *Mthombeni*
479. June Johannes Twala - 770730 5470 \*\*\* - 7158 Thula Mtwana, KANANA PARK, 1841 - *Khanye*
480. Kholofelo Johannes Mashele - 920325 5890 \*\*\* - 4856 Extension 4, SOSHANGUVE SOUTH, 0152 - *Moropa*
481. Phumelele Precious Shange - 960615 0504 \*\*\* - 684 Mzimela Road, Imbali, PIETERMARITZBURG, 3200 - *Dlungwana*
482. Nompumelelo Princess Shange - 960615 0503 \*\*\* - 684 Mzimela Road, Imbali, PIETERMARITZBURG, 3200 - *Dlungwana*
483. Cassandra Lungelo Mumsie Shongwe - 940315 0342 \*\*\* - 68 Krokodil River Street, SECUNDA, 2302 - *Mbokane*
484. Teu Abednigo Ntuli - 750411 5721 \*\*\* - 30 Dan Pienaar Street, Golf View, MAFIKENG, 2745 - *Lehetla*
485. Mulalo Telantsako Fhulufhelo Nkwini - 030219 0263 \*\*\* - 90 Erongo Avenue, OAKDENE, 2190 - *Malemagoba*
486. Yonela Asisiphanga Sibisi - 020729 0826 \*\*\* - 1645 Zulu Stand, Blaaubosch, OSIZWENI, 2940 - *Mthembu*
487. Nokukhanya Nene - 870919 0451 \*\*\* - Ophepheni Location, HIGHFLATS, 3306 - *Silango*
488. Kagiso Nelson Mosia - 960512 5194 \*\*\* - E31 Sisipi Village, HEUNINGVLEI, 8613 - *Gaegake*
489. Mzwandile Zweli Valentine Dlongolo - 930211 5379 \*\*\* - D 4909 Section 4, MADADENI, 2951 - *Yende*
490. Potego Dick Maphakge - 951118 5639 \*\*\* - Stand No 20038, MABOLOKE, 1126 - *Duba*
491. Boraki Shadrack Modise - 780624 5302 \*\*\* - 2844 Tshepiso, Phase 3, SHARPEVILLE, 1928 - *Mofokeng*
492. Portia Ramela - 840229 0578 \*\*\* - 103 Monala Street, Munsieville, KRUGERSDORP, 1739 - *Madolo*
493. Abakeng Tracy Katlego Gama - 930118 0198 \*\*\* - 125 Rooihout Street, Doorpoort, PRETORIA, 0186 - *Mabuela*
494. Eugene Sakhile Simelane - 940307 5567 \*\*\* - 12th Roosevelt, 44 Windsor Flat, ALEXANDRA, 2090 - *Mazibuko*
495. Thoriso George Malakalala - 020125 6253 \*\*\* - 7789 Section P, MAMELODI, 0122 - *Fisha*
496. Olwethu Nqobani Mteshane - 040301 6201 \*\*\* - 186 Old Main Road, AMANZINTOTI, 4126 - *Gumede*
497. Tuelo Lazarus Msibi - 900613 6166 \*\*\* - 16227 Phase 3, Iraq, Zamdela, SASOLBURG, 1949 - *Tau*
498. Mandla Kuliboy Moima - 020207 6227 \*\*\* - M 53, Itsoseng Informal Settlement, Cosmo City, RANDBURG, 2188 - *Kunene*
499. Lindiwe Sabina Mahlangu - 650104 0616 \*\*\* - Stand No 37, Mathysen Loop, KWANDEBELE, 0458 - *Tlou*
500. Stanley Mduduzi Myeza - 690626 5439 \*\*\* - A 2203, Fika Road, Ntuzuma A, DURBAN, 4359 - *Mtshali*

501. Ntshirane Malekana - 710814 5584 \*\*\* - Ga-Mogashoa Village, SEKHUKHUNE, 1124 - *Mogashoa*
502. Zamabhele Pretty Mdluli - 030811 1243 \*\*\* - 6012 Hadifele Road, Extension 1, DIEPSLOOT, 0012 - *Ntuli*
503. Sbonelo Sandile Khumalo - 000819 6132 \*\*\* - Wela Area, MAHLABATHINI, 3838 - *Zulu*
504. Malehu Angelina Senoamadi - 031215 11621 \*\*\* - 401 Brits Road, Mohlakeng, PRETORIA, 0182 - *Mailula*
505. Neo Tsepo Njapha - 031024 5579 \*\*\* - Ward 15, Kwa- Madlala, PORT SHEPSTONE, 4240 - *Mhlongo*
506. Diteboho David Mabaso - 001003 6127 \*\*\* - Stand No 23398, Extension 16, Emandela, EMALAHLENI, 2285 - *Mkhwanazi*
507. Kgotso Siyabonga Sibanyoni - 021015 5297 \*\*\* - 4817 Mandela Drive, DELMAS, 2210 - *Mokoena*
508. Reabetswe Atlehang Ashanti Kgoroba - 020729 0211 \*\*\* - Mashamothane Area, BUGERSFORT, 1150 - *Mnisi*
509. Bonanga Micael Gxaleka - 030724 5344 \*\*\* - 36 Krui Street, Kloppel Park, ISANDA, 1617 - *Yaso*
510. Wilson Jack Zitha - 941030 5860 \*\*\* - Houseno 1246, Sekene, BOTLOKWA, 0812 - *Ralefatane*
511. Garry Koena Setlatsile - 981013 5158 \*\*\* - 19 Moseitha Street, ATTERIDGEVILLE, 0008 - *Mmekwa*
512. Seipone Bridget Samosamo - 001212 0410 \*\*\* - 568 Calcutta Street, Extension 11A, LENASIA, 1827 - *Radebe*
513. Cuthbert Tumiso Sedutla - 900714 5944 \*\*\* - 2 Myrna Street, CHRISVILLE, 2091 - *Sekgotodi*
514. Thamsanqa Ernest Chaane - 480926 5179 \*\*\* - 03 OHM Crescent, Power Park, Orlando, SOWETO, 1804 - *Ngani*
515. Ipeleng Philadelphia Khoza - 980803 0877 \*\*\* - 1511, Extension 2, Monnakato, RUSTENBURG, 0331 - *Kibini*
516. Nduduzo Nkosingiphile Mncube - 040121 5702 \*\*\* - C 349 Mzinyoni Road, INANDA, 4310 - *Dlamini*
517. Asanda Xolile Songxaba - 030805 1258 \*\*\* - 030418 Ingukwini, Maphephetheni, INANDA, 4309 - *Mzimela*
518. Siyanda David Mthethwa - 030401 6272 \*\*\* - Shakaville Area, STANGER, 4450 - *Ntuli*
519. Tebogo Mnguni - 030601 6052 \*\*\* - 521 Marokolong Area, HAMMANSKRAAL, 0400 - *Mogano*
520. Byron Cebo Shozi - 040208 5168 \*\*\* - C 941 Maqele Road, Folweni, DURBAN, 4105 - *Stuart*
521. Siphos Amos Buthelezi - 040227 6224 \*\*\* - Taylors Location, PIETERMARITZBURG, 3201 - *Shembe*
522. Siphos Baleni - 010603 6241 \*\*\* - 934 Sole Street, ALEXANDRA, 1490 - *Jele*
523. Simon Tebogo Maetane - 840818 5498 \*\*\* - 6 Bruidjie Avenue, Karenpark, PRETORIA, 0182 - *Maetane-Maraume*
524. Mmakosha Lizzy Mokagane - 780627 0724 \*\*\* - 1537 Block I, LETLHABILE, 0264 - *Selolo*
525. Kgotha Sicios Phokoane - 781208 5840 \*\*\* - B 009 Ga-Matlala Village, Lehwelere, SIYABUSWA, 0472 - *Manaswe*
526. Thembisile Precious Maphosa - 920917 0315 \*\*\* - 3631 Extension 6, STANDERTON, 2430 - *Radebe*
527. Taolo Seleka - 910517 5694 \*\*\* - 10276 Stumo Park, MAFIKENG, 2745 - *Moeti*
528. Rapelang Asher Dimaza - 960821 5267 \*\*\* - 30 The Campbells, 50 Campbell Road, NEW GERMANY, 3610 - *Molubi*
529. Simangele Penelope Nkabinde - 980401 0776 \*\*\* - 866 Khumalo Street, Thokoza, ALBERTON, 1426 - *Nkosi*
530. Mahlatse Hlanga - 941005 0778 \*\*\* - 58A Ringwood, Lynwood Manor, PRETORIA, 0001 - *Mohlatlale*
531. Enrico Ryk Hendrik Brits - 970826 5098 \*\*\* - 17 Piet My Vrou Street, Monument Park, PRETORIA, 0159 - *Hepburn*
532. Sanele Sandile Nxumalo - 990517 5655 \*\*\* - Sikhani Area, RICHARDS BAY, 3887 - *Khanyile*
533. Sharine Sibongile Madi - 810503 0581 \*\*\* - 1581 Mnunzane Street, TOKOZA, 1426 - *Nhlapo*

534. Pule Jerry Tau - 861213 5660 \*\*\* - 9A Radingwana, JANE FURSE, 1124 - *Maboa*
535. Thumeka Mtinta - 860911 0824 \*\*\* - SN 340 Hostel Street, KHAYELITSHA, 7784 - *Mthetho*
536. Yandani Mfeketho - 941109 5451 \*\*\* - 44-504 Ncwadi Crescents, Makhaza, KHAYELITSHA, 7784 - *Manzi*
537. Kingsley Radebe - 751113 5445 \*\*\* - 2488 Sigalo Street, DAVEYTON, 1560 - *Msiza*
538. Nompumelelo Prudence Mahamba - 901027 0261 \*\*\*\* - 3766 Zath Street, ETWATWA, 1730 - *Vilane*
539. Ntokozo Portia Bellenda Mahamba - 010829 0348 \*\*\* - 3766 Zath Street, ETWATWA, 1520 - *Vilane*
540. Oupa Piet Mofokeng - 780714 5267 \*\*\* - 13 Erwee Street, FICKSBURG, 9730 - *Letsatsi*
541. Nombulelo Ntlantsana - 850525 0462 \*\*\* - Ikhozi Street, Zweletemba, WORCESTER, 6850 - *Mayekiso*
542. Ulrich Waldemar Jonker - 011224 5076 \*\*\* - Rebecca Street 1, PRETORIA, 0183 - *Spies*
543. George Tshelo Mashiloane - 920412 5686 \*\*\* - 125 Soldonne, ORCHARDS, 0001 - *Mamabolo*
544. Siphwe Siquaba - 711119 5477 \*\*\* - 1223 Nyamaru Road, Luferang, DOORENKOP, 1784 - *Mdlalose*
545. Sbusiso Siquaba - 711119 5479 \*\*\* - 1223 Nyama Road, Luferang, DOORENKOP, 1784 - *Mdlalose*
546. Tebogo Lloyd Taunyane - 650925 5894 \*\*\* - 1732 Dube Street, Batho, BLOEMFONTEIN, 9323 - *Mosala*
547. Sifiso Mchunu - 700103 6159 \*\*\* - Bomvini Reserve, Ngwelezane, EMPANGENI, 3880 - *Madida*
548. Siyabonga Samuel Skosana - 000920 6256 \*\*\* - House No 7026, Somaphepha Village, MIDDELBURG, 1055 - *Mahlangu*
549. Lethuthando Sandile Shabango - 000627 6302 \*\*\* - Stand No 2030276, Mokoko Trust, KABOKOENI, 1247 - *Nkosi*
550. Hlonipho Duncan Ngcobo - 880704 5494 \*\*\* - P 100sonkombo Area, NDWEDWE, 4342 - *Luthuli*
551. Willy Radzelane Kekana - 000312 5411 \*\*\* - 2473 Kransberg, Kirkney Street, PRETORIA, 0182 - *Mohamme*
552. Godslove Smangaleso Zulu - 850213 5278 \*\*\* - Msikelwa Mthembu Road, Magwaveni, GREYLANDS, 4400 - *Ntuli*
553. Moshale Lenah Petja - 900604 0860 \*\*\* - 941 Block M, SOSHANGUVE, 0152 - *Lekalakala*
554. Goitsemang Only Mgwevu - 921221 5146 \*\*\* - 4060 Extension 3, EVATON WEST, 1984 - *Namane*
555. Khaya Cele - 850919 5459 \*\*\* - 3922 Olivenhoutbosch, Extension 23, CENTURION, 0175 - *Kama*
556. Thabiso Daniel Malesa - 921112 5630 \*\*\* - Block 011, Itireleng, LAUDIUM, 0037 - *Nyathi*
557. Kgaogelo Palesa Mkwanazi - 000315 0141 \*\*\* - 54 Highlands Drive, 1042 Crescent Wood Estate, MIDRAND, 1685 - *Tladi*
558. Thabiso Kenneth Molokomme - 710526 5515 \*\*\* - 1223 Mothotlong Area, BRITS, 0268 - *Shirinda*
559. Thabo Shadrack Seleke - 710527 5541 \*\*\* - 3414 Katlego Street, MAMELODI, 0122 - *Mnisi*
560. Ishmael Modise Lesala - 700725 5405 \*\*\* - 1603 Ndimatsheroni Street, Palm Ridge, GERMISTON, 1468 - *Madumo*
561. Kwanele Gcina Nsibande - 651127 5382 \*\*\* - 659 Dumbe Location, EDUMBE, 3180 - *Made*
562. Kgalemo Fortunate Lesejane - 010219 0594 \*\*\* - 13824 Sunrise View, RUSTENBURG, 0300 - *Nkwe*
563. Bongani Sibisi - 710225 5787 \*\*\* - Dambuza Location, PIETERMARITZBURG, 3201 - *Mkhize*
564. Marius Figeland - 780816 5199 \*\*\* - 12 De Laan, 1618 Bridgeton, GEORGE, 6625 - *De Silva*
565. Abraham Sesana - 890128 5626 \*\*\* - 227 Msholozhi, Extension 1, Moeka Village, HAMMANSKRAAL, 0407 - *Kgaditshwe*
566. Nhlakanipho Duncosmus Ngcobo - 880704 5493 \*\*\* - P 100 Sonkombo Area, NDWENDWE, 4342 - *Luthuli*
567. Lebohlang Anna Motshoari - 951225 0280 \*\*\* - 3 Bok Street, WELKOM, 9460 - *Makhetha*

568. Mottlotleng Moobi - 960526 5360 \*\*\* - 99 Pongola Street, MIDDELBURG, 1050 - *Moralo*
569. Monnye Briscella Machaba - 790404 0887 \*\*\* - Kwarung Area, BOCHUM, 0790 - *Seomane*
570. Xolani Robert Mahlalela - 930419 5480 \*\*\* - Stand No B10, Mananga, KOMATIPOORT, 1340 - *Masephula*
571. Kamogelo Mitchell Maledi - 960325 0505 \*\*\* - 654 Masenkeng, Oukasie Section, BRITS, 0250 - *Dube*
572. Khanyile Ncaphayi - 000613 6408 \*\*\* - 10726 Sindumeni Location, Newlands, EAST LONDON, 5201 - *Sikritshi*
573. Siphe Phatheka Mgibanyoni - 031012 0263 \*\*\* - 114 Baduza Street, STERKSPRUIT, 9762 - *Memela*
574. Siyamthanda Tose - 020419 0980 \*\*\* - 12 Mlangeni Area, MOTHERWELL, 6210 - *Mpani*
575. Luzuko Adonisi - 870209 5510 \*\*\* - 87 Charco Street, West Bank, KUILS RIVER, 7580 - *Ketye*
576. Andiswa Zama - 040221 1008 \*\*\* - 30426 Esingunguma Area, AMANZIMTOTI, 4126 - *Phewa*
577. Cedric Lekgowa Malatji - 891221 5915 \*\*\* - A23 Malaeneng Area, Mokamoso, MOOINOOI, 0325 - *Jujuju*
578. Bukelwa Sylvia Qoboka - 730328 0411 \*\*\* - 23090christmas Tinto Street, KHAYELITSHA, 7784 - *Mgqoboka*
579. Lynette Tanay Muller - 820703 0122 \*\*\* - 46 Tavenue Ravensmead, CAPE TOWN, 7493 - *Pieterse*
580. Saroja Devi Jallal - 620307 0184 \*\*\* - 213suteria Crescent, Pine River, EMALAHLENI, 1048 - *Chetty*
581. Magnificent Siyabonga Mashiloane - 040404 5702 \*\*\* - 23 Avenue, Extention 6, MHLUNZI, 1052 - *Mahlangu*
582. Moses Ngwenya - 021223 6317 \*\*\* - 1834 Mosesa Section, HEBRON, 0192 - *Nkwana*
583. Sphamandla Ngema - 941025 6298 \*\*\* - 450141 Amatata Area, INANDA, 4309 - *Mthembu*
584. Fazel Jerry Ramos - 730110 5499 \*\*\* - 01 Kula Court Short Street, Navalsili Hilton, BLOEMFONTEIN, 9301 - *Lamola*
585. Mbulelo Bukulu - 921220 5299 \*\*\* - 4949 Mandela Street, PHILLIPI, 7785 - *Wiwi*
586. Maxwell Sergeant Mahlangu - 750406 5721 \*\*\* - Stand No 236, Phola Park, GROBLERSDAL, 1022 - *Masango*
587. Kwandile Ndelebe - 991021 5754 \*\*\* - Mashakeni Location, IXOPO, 3276 - *Diseko*
588. Khulekani Sihle Magagula - 031016 6030 \*\*\* - Ntshiyangibone Area, PONGOLA, 3170 - *Simelani*
589. Tebatso Maluleka - 930925 0850 \*\*\* - Plot 383, Bosplaas West, HAMMANSKRAAL, 0409 - *Mabasa*
590. Génaythan Gashmuw Chalmers - 900826 5131 \*\*\* - Weldeman Street, Kambroo 18, BEAUFORT WEST, 6970 - *Bowers*
591. Mokgadi Patricia Mthombeni - 921220 0563 \*\*\* - 2nd Avenue Alexandra, JOHANNESBURG, 2090 - *Maeko*
592. Ameena Samaai - 801203 0211 \*\*\* - Unit 11, Poplar News, THORNTON, 7460 - *Stoffels*
593. Thabo George Nkosi - 920401 5729 \*\*\* - House 671, Riverside, PHUTHADITJHABA, 9870 - *Ntsane*
594. Thobeka Thandeka Sokhulu - 910921 0379 \*\*\* - Action Homes Village, BERGVILLE, 3350 - *Ndaba*
595. Tshepo Daniel Phillimon Malemane - 811121 5716 \*\*\* - 664 Zone 1, GARANKUWA, 0208 - *Moseki*
596. Lorenzo Phillip Newman - 870524 5176 \*\*\* - 6A Dulles Road, The Hague, DELFT, 7100 - *Abrahams*
597. Amokelani Mangeni Mohajane - 910627 5456 \*\*\* - 77 Country View, MOOIKLOF, 0182 - *Ndobe*
598. Kevi Morufane Hermanus - 880913 5351 \*\*\* - 11843 Mthombeni Street, Etwatwa, Extention 10, DAVEYTON, 1520 - *Phahlane*
599. Mpho Amos Mkwana - 020923 6349 \*\*\* - Stand No 1059, Ga-Matsepe, TAFELKOP, 0474 - *Mtsweni*
600. Kokie Valtina Serepong - 650731 0356 \*\*\* - 781 Anker Street, SILVERTON, 0184 - *Molefe*

601. Sithabile Slindokuhle Luyanda Zwane - 020716 0951 \*\*\* - Unit 39, Illovo, Country Estate, AMANZIMTOTI, 4126 - *Khumalo*
602. Jabulane Promise Mosotho - 030901 6477 \*\*\* - 22B279 Tafelkop, GROBLERSDAL, 0474 - *Masango*
603. Nthabiseng Peter Swartland - 890719 5394 \*\*\* - Stand No 20017, Ga-Maja, Moshate, POLOKWANE, 0759 - *Maja*
604. Dipuo Constance Molauza - 950920 0041 \*\*\* - 1210 Chief Mogale, Phase 02, Extension 03, KAGISO, 1754 - *Maseko*
605. Lehlogonolo Given Malahlela - 920831 6004 \*\*\* - 502 Kgonthe Street, Olievenhoutbosch, CENTURION, 0175 - *Maphange*
606. Komane Daniel Ratau - 810927 5813 \*\*\* - Dihlabaneng Village, SEKHUKHUNE, 1124 - *Magane*
607. Monampane Harrold Nkdimeng - 920416 5860 \*\*\* - Manganeng Village, SEKHUKHUNE, 1124 - *Magabe*
608. Sekane Moses Mthembie - 770824 5703 \*\*\* - Schoonoord Village, SEKHUKHUNE, 1124 - *Ngwana*
609. Mogau Mangope Mathunyane - 860617 5711 \*\*\* - Ga-Mampuru Village, SEKHUKHUNE, 1124 - *Ntobeng*
610. Katlego Petrus Kone - 941120 5309 \*\*\* - 918 Ubhuqu Street, Block X X, SOSHANGUVE, 0152 - *Moima*
611. Joshua Maila - 900225 5411 \*\*\* - 765 Kgobokwane, SIYABUSWA, 0472 - *Makola*
612. Nwabisa Ntsimbi - 901116 0690 \*\*\* - Kwamthwane Area, UMZIMKHULU, 3297 - *Cemane*
613. Mogale Klaas Bopape - 981104 5744 \*\*\* - Stand No 457, MATSELAPATA, 0724 - *Motsepe*
614. Ntobeko Ramorobi - 900629 5499 \*\*\* - Clydesdale Area, UMZIMKHULU, 3297 - *Sibiya*
615. Ismail Govind - 890723 5124 \*\*\* - 27 Voorspoed Road, Green Haven, ATHLONE, 7764 - *Jakoet*
616. Simon Phishwane Aphane - 750830 5730 \*\*\* - 177 A Thabana, SIYABUSWA, 0472 - *Makota*
617. Bonginkosi Mahlangu - 950502 5843 \*\*\* - Stand No 1010, Ga-Phaahla, SIYABUSWA, 0472 - *Sindane*
618. Mfundo Penwell Mncwango - 980225 5720 \*\*\* - 3092 Finetown, GRASMERE, 1828 - *Miya*
619. Ramokone Rachel Mamashela - 840624 0506 \*\*\* - 963 Ngopane Village, GA-MASHASHANE, 0743 - *Thindisa*
620. Nontobeko Sharon Mahluza - 960518 0808 \*\*\* - Stand No 739, MATSULU B, 1203 - *Mondlane*
621. Mkhongelo Abel Mkhabele - 861220 5591 \*\*\* - 23-3rd Avenue, Extension 7, ATTERIDGEVILLE, 0008 - *Mabasa*
622. Kabelo Sylvester Mongalo - 001219 5328 \*\*\* - 203 Morester Flat, 240 Becket Street, PRETORIA, 0001 - *Sekoati*
623. Thobeka Simphiwe Sibiya - 000327 0623 \*\*\* - Eskom No 14h53, Mndozo Farm, OSIZWENI, 2940 - *Hlatshwayo*
624. Mazwi Molema - 950909 5199 \*\*\* - 9981b Ntombela Street, ORLANDO WEST II, 1804 - *Mbuyazi*
625. Relebogile Howart Ramafoko - 910627 5585 \*\*\* - 13157 Sunrise View, Extension 15, BOITEKONG, 0308 - *Masemola*
626. Anuell Ahmar Koopman - 940210 5175 \*\*\* - 10 Sanatorium Road, CLAREMONT, 7708 - *Dulvie*
627. Tshepang Jeanpaul Madiboho - 761224 5357 \*\*\* - 3 Bok Street, WELKOM, 9430 - *Matsinyane*
628. Tshepo Makhanya - 880123 5676 \*\*\* - 2298 Sharpeville, SHARPEVILLE, 1928 - *Modibedi*
629. Makhosandile Simon Hlanjeni - 860320 5731 \*\*\* - 34 Dolo Street, Kwadwesi Extension, GQEBERHA, 6201 - *Peter*
630. Leigh Monique Marais - 010521 0121 \*\*\* - 135 Lewerkie Street, Cotswold Extension, PORT ELIZABETH, 6045 - *Myburgh*
631. Freeman Nkululeko Mungwe - 901025 5778 \*\*\* - 336 Thambo Road, HOWICK, 3291 - *Nkabini*
632. Athabile Bukulu - 971130 5785 \*\*\* - 4949 Mandela Street, PHILLIPI, 7785 - *Wivi*
633. Appearance Mdhuli - 000215 0798 \*\*\* - Stand No 80111, ISLINGTON, 1367 - *Sibuyi*
634. Matomi Thomas Kemp - 771206 5809 \*\*\* - 5686 Kanana, HAMMANSKRAAL, 0400 - *Mpete*

635. Johnny John Lechaba - 850418 5370 \*\*\* - 16162 Jabulane Street, Rethabile, MAMELODI EAST, 0122 - *Sebopa*
636. Hlakisi Charies Maloba - 971219 5841 \*\*\* - P O Box 372, MAKOTOPONG, 0723 - *Monyelehwete*
637. Ntethelelo Handsome Khalala - 941125 5768 \*\*\* - Bhidla Location, HARDING, 4680 - *Chwele*
638. Annah Hlophane Mokoena - 840729 0669 \*\*\* - 525 Umfolozi Street, Kwaguqa Extension 2, Zone 14, EMALAHLENI, 1039 - *Mahlangu*
639. Buhle Tandolwethu Daniel Pulumo - 040329 5222 \*\*\* - 16 Blakeflourie Street, D10 Vista Complex, Stouchange, MBOMBELA, 1200 - *Kakaza*
640. Nkosinathi Zibonelo Jobe - 860720 6157 \*\*\* - Private Bag X 603, UBOMBO, 3970 - *Sikhosana*
641. Jacobus Pogiso Selamolera - 740420 6078 \*\*\* - 27 Dann Road, GLENMARAIS, 1632 - *Ngale*
642. Gift Motubatse Mabinane- 990407 5830 \*\*\* -Mohlaletse Village, SEKHUKHUNE, 1124 - *Mashabela*
643. Mahlatsi Cassius Mohlala- 991024 5405 \*\*\* -Dihlabaneng Village, SEKHUKHUNE, 1124 - *Phasha*
644. Mpho Matenche- 000117 0836 \*\*\* -Ga-Mampuru Village, SEKHUKHUNE, 1124 - *Nkosi*
645. Kgaogelo Willy Mojakgomo- 030310 5373 \*\*\* -Makotse Village, LEBOWAKGOMO, 0737 - *Mothapo*
646. Retswedisitsoe Patricia Khabanyane- 980615 0195 \*\*\* -455 C1, BOTSHABELO, 9781 - *Leine*
647. Neo Makoti- 980507 5808\*\*\* -36 Marlou Manor, Kierieklapper Street, WELGELEGEN, 0699 - *Mathebula*
648. Thapelo Aliab Kone- 990416 5336 \*\*\* -918 Ubhuqu Street, Block Xx, SOSHANGUVE, 0152 - *Moima*
649. Lennox Ramushu- 901027 5665 \*\*\* -Apel Cross, APEL, 0739 - *Masemola*
650. Kabelo Teballo Selabela- 001211 5808 \*\*\* -14603 Monaka Street, MAMELODI EAST, 0122 - *Mamabolo*
651. Silindile Iwewe Maluleka- 880524 0814 \*\*\* -A2720 Love Township, 115 F.M.Sikhakhane Road, Winklespruit, AMANZIMTOTI, 4126 - *Cele*
652. Sphiwe Masilela- 980504 1243 \*\*\* -Stand No 1914, SIYABUSWA, 0472 - *Mtsweni*
653. Elliot Maoto- 031206 5670 \*\*\* -Apel Area, TSWAING, 0737 - *Banda*
654. Tshегоfatso Esly Nonyane- 010627 6160 \*\*\* -863 Boekenhoutkloof, Claremont, PRETORIA, 0082 - *Mgiba*
655. Waseem Abrahams- 971231 5041 \*\*\* -63 Paulin Smith Street, JOHANNESBURG, 2197 - *Klassen*
656. Lawrence Thabiso Ratumedi- 801205 5297 \*\*\* -7346 Moepshe Street, THOKOZA, 1426 - *Nteo*
657. Devan Love Schnettler- 030505 1613 \*\*\* -6 Brunfelsia Avenue, VEREEINIGING, 1939 - *Love*

## NATIONAL TREASURY

NO. 2114

27 May 2022

### PUBLIC FINANCE MANAGEMENT ACT, 1999 REGULATIONS ON ACCOUNTING STANDARDS – GRAP 25

The Minister of Finance, acting in terms of section 19(1)(b) and (c) of the Public Finance Management Act, 1999 (Act No. 1 of 1999), has made the regulations prescribing the standards of generally recognised accounting practice as set out in the Schedule to be implemented with effect from the 2023/2024 financial year.

## SCHEDULE

### ACCOUNTING STANDARDS BOARD

#### STANDARD OF GENERALLY RECOGNISED ACCOUNTING PRACTICE

#### EMPLOYEE BENEFITS (GRAP 25)

#### Contents

#### Standard of Generally Recognised Accounting Practice

#### Employee Benefits

	Paragraphs
Objective	.01
Scope	.02 - .07
Definitions	.08 - .09
Short-term employee benefits	.10 - .26
Recognition and measurement	.12 - .25
All short-term employee benefits	.12 - .13
Short-term paid absences	.14 - .19
Bonus, incentive and performance related payments	.20 - .25
Disclosure	.26
Post-employment benefits: Distinction between defined contribution plans and defined benefit plans	.27 - .52
Multi-employer plans	.33 - .40
Defined benefit plans that share risks between entities under common control	.41 - .44
State plans	.45 - .48
Insured benefits	.49 - .52
Post-employment benefits: Defined contribution plans	.53 - .57
Recognition and measurement	.54 - .55
Disclosure	.56 - .57
Post-employment benefits: Defined benefit plans	.58 - .159
Recognition and measurement	.59 - .63
Accounting for the constructive obligation	.64 - .65
Statement of financial position	.66 - .71

Asset recognition ceiling: When a minimum funding requirement may give rise to a liability	.70 - .71
Recognition and measurement: Present value of defined benefit obligations and current service cost	.72 - .104
Actuarial valuation method	.73 - .75
Attributing benefit to periods of service	.76 - .80
Actuarial assumptions	.81 - .86
Actuarial assumptions: Mortality	.87 - .88
Actuarial assumptions: Discount rate	.89 - .92
Actuarial assumptions: Salaries, benefits and medical costs	.93 - .104
Past service cost and gains and losses on settlement	.105 - .119
Past service cost	.109 - .115
Gains and losses on settlement	.116 - .119
Recognition and measurement: Plan assets	.120 - .126
Fair value of plan assets	.120 - .122
Reimbursements	.123 - .126
Components of defined benefit cost	.127 - .138
Current service cost	.129
Net interest on the net defined benefit liability (asset)	.130 - .134
Remeasurements of the net defined benefit liability (asset)	.135 - .138
Presentation	.139 - .142
Offset	.139 - .140
Current/non-current distinction	.141
Components of defined benefit cost	.142
Disclosure	.143 - .159
Characteristics of defined benefit plans and risks associated with them	.147
Explanation of amounts in the financial statements	.148 - .151
Amount, timing and uncertainty of future cash flows	.152 - .154
Multi-employer plans	.155
Defined benefit plans that share risks between entities under common control	.156 - .157
Disclosure requirements in other Standards of GRAP	.158 - .159
Other long-term employee benefits	.160 - .167
Recognition and measurement	.163 - .165
Disclosure	.166 - .167
Termination benefits	.168 - .181
Recognition	.174 - .177
Measurement	.178 - .179
Disclosure	.180 - .181
Transitional provisions	.182
Initial adoption of the Standards of GRAP	.182
Effective date	.183
Initial adoption of the Standards of GRAP	.183

Withdrawal of the Standard of GRAP on Employee Benefits (2009)	.184
Appendix A - Consequential amendments to Standards of GRAP	
Basis for conclusions	
Comparison with the International Public Sector Accounting Standard on <i>Employee Benefits</i> (July 2016)	

## Introduction

### Standards of Generally Recognised Accounting Practice (GRAP)

The Accounting Standards Board (the Board) is required in terms of the Public Finance Management Act, Act No. 1 of 1999, as amended (PFMA), to determine generally recognised accounting practice referred to as Standards of Generally Recognised Accounting Practice (GRAP).

The Board must determine GRAP for:

- (a) departments (including national, provincial and government components);
- (b) public entities;
- (c) trading entities (as defined in the PFMA);
- (d) constitutional institutions;
- (e) municipalities and boards, commissions, companies, corporations, funds or other entities under the ownership control of a municipality; and
- (f) Parliament and the provincial legislatures.

The above are collectively referred to as "entities" in Standards of GRAP.

The Board has approved the application of International Financial Reporting Standards (IFRS<sup>®</sup> Standards) issued by the International Accounting Standards Board<sup>®</sup> for:

- (a) public entities that meet the criteria outlined in the Directive on *The Selection of an Appropriate Reporting Framework by Public Entities*; and
- (b) entities under the ownership control of any of these entities.

Financial statements should be described as complying with Standards of GRAP only if they comply with all the requirements of each applicable Standard and any related Interpretations of the Standards of GRAP.

Any limitation of the applicability of specific Standards or Interpretations is made clear in those Standards or Interpretations.

This Standard is set out in paragraphs .01 to .184. All paragraphs in this Standard have equal authority. The status and authority of appendices are dealt with in the preamble to each appendix. This Standard should be read in the context of its objective, its basis for conclusions if applicable, the *Preface to Standards of GRAP*, the *Preface to the Interpretations of the Standards of GRAP* and the *Framework for the Preparation and Presentation of Financial Statements*.

Standards of GRAP and Interpretations of the Standards of GRAP should also be read in conjunction with any directives issued by the Board prescribing transitional provisions, as well as any regulations issued by the Minister of Finance regarding the effective dates of the Standards, published in the Government Gazette.

Reference may be made here to a Standard of GRAP that has not been issued at the time of issue of this Standard. This is done to avoid having to change the Standards already issued when a later Standard is subsequently issued. Paragraph .11 of the Standard of GRAP on *Accounting Policies, Changes in Accounting Estimates and Errors* provides a basis for selecting and applying accounting policies in the absence of explicit guidance.

## Objective

- .01 The objective of this Standard is to prescribe the accounting and disclosure for employee benefits. This Standard requires an entity to recognise:
- (a) a liability when an employee has provided service in exchange for employee benefits to be paid in the future; and
  - (b) an expense when the entity consumes the economic benefits or service potential arising from service provided by an employee in exchange for employee benefits.

## Scope

- .02 ***This Standard shall be applied by an employer in accounting for all employee benefits, except share based payment transactions (see the International Financial Reporting Standard<sup>®</sup> on Share-based Payment), and to the initial recognition and initial measurement of assets and liabilities acquired in a transfer of functions between entities under common control (see the Standard of GRAP on Transfer of Functions Between Entities Under Common Control), a transfer of functions between entities not under common control (see the Standard of GRAP on Transfer of Functions Between Entities Not Under Common Control) or a merger (see the Standard of GRAP on Mergers).***

- .03 This Standard does not deal with reporting by employee retirement benefit plans (see the International Accounting Standard® on *Accounting and Reporting by Retirement Benefit Plans*). This Standard does not deal with social benefits that are not consideration in exchange for service rendered by employees or past employees of entities.
- .04 The employee benefits to which this Standard applies include those provided:
- (a) under formal plans or other formal agreements between an entity and individual employees, groups of employees or their representatives;
  - (b) under legislative requirements, or through industry arrangements, whereby entities are required to contribute to national, provincial, local, or other multi-employer plans; or
  - (c) by those informal practices that give rise to a constructive obligation. Informal practices give rise to a constructive obligation where the entity has no realistic alternative but to pay employee benefits. An example of a constructive obligation is where a change in the entity's informal practices would cause unacceptable damage to its relationship with employees.
- .05 Employee benefits include:
- (a) short-term employee benefits, such as the following, if expected to be settled wholly before twelve months after the end of the reporting period in which the employees render the related services:
    - (i) wages, salaries and social security contributions;
    - (ii) paid annual leave and paid sick leave;
    - (iii) bonus, incentive and performance related payments; and
    - (iv) non-monetary benefits (such as medical care, housing, cars and free or subsidised goods or services) for current employees;
  - (b) post-employment benefits such as the following:
    - (i) retirement benefits (e.g. pensions and lump sum payments on retirement); and
    - (ii) other post-employment benefits, such as post-employment life insurance and post-employment medical care;
  - (c) other long-term employee benefits, such as the following:
    - (i) long-term paid absences such as long-service leave or sabbatical leave;
    - (ii) other long-service benefits; and
    - (iii) long-term disability benefits; and
  - (d) termination benefits.
- .06 Employee benefits include benefits provided either to employees or to their dependants and may be settled by payments (or the provision of goods or services) made either directly to the employees, to their spouses, children or other dependants or to others, such as insurance companies.
- .07 An employee may provide services to an entity on a full-time, part-time, permanent, casual or temporary basis. For the purpose of this Standard, employees include management as defined in the Standard of GRAP on *Related Party Disclosures* (GRAP 20).

#### Definitions

- .08 ***The following terms are used in this Standard with the meanings specified:***

***Definitions of employee benefits***

***Employee benefits are all forms of consideration given by an entity in exchange for service rendered by employees or for the termination of employment.***

***Short-term employee benefits are employee benefits (other than termination benefits) that are due to be settled wholly before twelve months after the end of the reporting period in which the employees render the related service.***

***Post-employment benefits are employee benefits (other than termination benefits and short-term employee benefits) that are payable after the completion of employment.***

***Other long-term employee benefits are all employee benefits other than short-term employee benefits, post-employment benefits and termination benefits.***

***Termination benefits are employee benefits provided in exchange for the termination of an employee's employment as a result of either:***

- (a) an entity's decision to terminate an employee's employment before the normal retirement date; or
- (b) an employee's decision to accept an offer of benefits in exchange for the termination of employment.

**Definitions relating to classification of plans**

A **binding arrangement** is an arrangement that confers enforceable rights and obligations on the parties to the arrangement as if it were in the form of a contract. It includes rights from contracts or other legal rights.

**Post-employment benefit plans** are formal or informal arrangements under which an entity provides post-employment benefits for one or more employees.

**Defined contribution plans** are post-employment benefit plans under which an entity pays fixed contributions into a separate entity (a fund) and will have no legal or constructive obligation to pay further contributions if the fund does not hold sufficient assets to pay all employee benefits relating to employee service in the current and prior periods.

**Defined benefit plans** are post-employment benefit plans other than defined contribution plans.

**Multi-employer plans** are defined contribution plans (other than state plans) or defined benefit plans (other than state plans) that:

- (a) pool the assets contributed by various entities that are not under common control; and
- (b) use those assets to provide benefits to employees of more than one entity, on the basis that contribution and benefit levels are determined without regard to the identity of the entity that employs the employees.

**State plans** are plans established by legislation that operate as if they are multi-employer plans for all entities in economic categories laid down in legislation.

**Definitions relating to the net defined benefit liability (asset)**

The **net defined benefit liability (asset)** is the deficit or surplus, adjusted for any effect of limiting a net defined benefit asset to the asset ceiling.

The **deficit or surplus** is:

- (a) the present value of the defined benefit obligation; less
- (b) the fair value of plan assets (if any); plus
- (c) any liability that may arise as a result of a minimum funding requirement.

The **asset ceiling** is the present value of any economic benefits available in the form of refunds from the plan or reductions in future contributions to the plan.

The **present value of a defined benefit obligation** is the present value, without deducting any plan assets, of expected future payments required to settle the obligation resulting from employee service in the current and prior periods.

**Plan assets** comprise:

- (a) assets held by a long-term employee benefit fund; and
- (b) qualifying insurance policies.

**Assets held by a long-term employee benefit fund** are assets (other than non-transferable financial instruments issued by the reporting entity) that:

- (a) are held by an entity (a fund) that is legally separate from the reporting entity and exists solely to pay or fund employee benefits; and
- (b) are available to be used only to pay or fund employee benefits, are not available to the reporting entity's own creditors (even in liquidation), and cannot be returned to the reporting entity, unless either:
  - (i) the remaining assets of the fund are sufficient to meet all the related employee benefit obligations of the plan or the reporting entity; or
  - (ii) the assets are returned to the reporting entity to reimburse it for employee benefits already paid.

A **qualifying insurance policy** is an insurance policy<sup>1</sup> issued by an insurer that is not a related party (as defined in GRAP 20) of the reporting entity, if the proceeds of the policy:

- (a) can be used only to pay or fund employee benefits under a defined benefit plan; and

<sup>1</sup> A qualifying insurance policy is not necessarily an insurance contract (see the International Financial Reporting Standard(s) (IFRS<sup>®</sup> Standard(s)) on insurance).

- (b) are not available to the reporting entity's own creditors (even in liquidation) and cannot be paid to the reporting entity, unless either:
- (i) the proceeds represent surplus assets that are not needed for the policy to meet all the related employee benefit obligations; or
  - (ii) the proceeds are returned to the reporting entity to reimburse it for employee benefits already paid.

**Definitions relating to defined benefit cost**

**Service cost comprises:**

- (a) current service cost, which is the increase in the present value of the defined benefit obligation resulting from employee service in the current period;
- (b) past service cost, which is the change in the present value of the defined benefit obligation for employee service in prior periods, resulting from a plan amendment (the introduction or withdrawal of, or changes to, a defined benefit plan) or a curtailment (a significant reduction by the entity in the number of employees covered by a plan); and
- (c) any gain or loss on settlement.

**Net interest on the net defined benefit liability (asset) is the change during the period in the net defined benefit liability (asset) that arises from the passage of time.**

**Remeasurements of the net defined benefit liability (asset) comprise:**

- (a) actuarial gains and losses;
- (b) the return on plan assets, excluding amounts included in net interest on the net defined benefit liability (asset); and
- (c) any change in the effect of the asset ceiling, excluding amounts included in net interest on the net defined benefit liability (asset).

**Actuarial gains and losses are changes in the present value of the defined benefit obligation resulting from:**

- (a) experience adjustments (the effects of differences between the previous actuarial assumptions and what has actually occurred); and
- (b) the effects of changes in actuarial assumptions.

**The return on plan assets is interest, dividends or similar distributions and other revenue derived from the plan assets, together with realised and unrealised gains or losses on the plan assets, less:**

- (a) any costs of managing the plan assets; and
- (b) any tax payable by the plan itself other than tax included in the actuarial assumptions used to measure the present value of the defined benefit obligation.

**A settlement is a transaction that eliminates all further legal or constructive obligations for part or all of the benefits provided under a defined benefit plan, other than a payment of benefits to, or on behalf of, employees that is set out in the terms of the plan and included in the actuarial assumptions.**

**Terms defined in other Standards of GRAP are used in this Standard with the same meaning as in those other Standards.**

**Binding arrangements**

.09 Binding arrangements can be evidenced in several ways:

- (a) a contract concluded between the parties;
- (b) legislation, supporting regulations or similar means including, but not limited to, laws, regulation, policies, decisions concluded by authorities such as cabinet, executive committees, boards, municipal councils and ministerial orders; or
- (c) through the operation of law, including common law.

A binding arrangement is often, but not always, in writing, in the form of a contract or documented discussions between the parties.

**Short-term employee benefits**

.10 Short-term employee benefits include items such as the following, if expected to be settled wholly before twelve months after the end of the reporting period in which the employees render the related services:

- (a) wages, salaries and social security contributions;
- (b) paid annual leave and paid sick leave;
- (c) bonus, incentive and performance related payments; and
- (d) non-monetary benefits such as medical care, housing, cars and free or subsidised goods or services for current employees.

.11 An entity need not reclassify a short-term employee benefit if the entity's expectations of the timing of settlement change temporarily. However, if the characteristics of the benefit change (such as a change from a non-accumulating benefit to an accumulating benefit) or if a change in expectations of the timing of settlement is not temporary, then the entity considers whether the benefit still meets the definition of short-term employee benefits.

#### Recognition and measurement

##### All short-term employee benefits

- .12 When an employee has rendered service to an entity during a reporting period, the entity shall recognise the undiscounted amount of short-term employee benefits expected to be paid in exchange for that service:**
- (a) **As a liability (accrued expense), after deducting any amount already paid. If the amount already paid exceeds the undiscounted amount of the benefits, an entity shall recognise that excess as an asset (prepaid expense) to the extent that the prepayment will lead to, for example, a reduction in future payments or a cash refund.**
  - (b) **As an expense, unless another Standard of GRAP requires or permits the inclusion of the benefits in the cost of an asset (see, for example, the Standards of GRAP on Inventories (GRAP 12), Property, Plant and Equipment (GRAP 17), Intangible Assets (GRAP 31) and Heritage Assets (GRAP 103)).**
- .13 Paragraphs .14, .17 and .20 explain how an entity shall apply this requirement to short-term employee benefits in the form of paid absences and bonus, incentive and performance related payments.**

##### Short-term paid absences

- .14 An entity shall recognise the expected cost of short-term employee benefits in the form of paid absences under paragraph .12 as follows:**
- (a) **in the case of accumulating paid absences, when the employees render service that increases their entitlement to future paid absences; and**
  - (b) **in the case of non-accumulating paid absences, when the absences occur.**
- .15 An entity may pay employees for absence for various reasons including holidays, sickness and short-term disability, and maternity or paternity. Entitlement to paid absences falls into two categories:
- (a) accumulating; and
  - (b) non-accumulating.
- .16 Accumulating paid absences are those that are carried forward and can be used in future periods if the current period's entitlement is not used in full. Accumulating paid absences may be either vesting (in other words, employees are entitled to a cash payment for unused entitlement on leaving the entity) or non-vesting (when employees are not entitled to a cash payment for unused entitlement on leaving). An obligation arises as employees render service that increases their entitlement to future paid absences. The obligation exists, and is recognised, even if the paid absences are non-vesting, although the possibility that employees may leave before they use an accumulated non-vesting entitlement affects the measurement of that obligation.
- .17 An entity shall measure the expected cost of accumulating paid absences as the additional amount that the entity expects to pay as a result of the unused entitlement that has accumulated at the end of the reporting period.**
- .18 The method specified in paragraph .17 measures the obligation at the amount of the additional payments that are expected to arise solely from the fact that the benefit accumulates. In many cases, an entity may not need to make detailed computations to estimate that there is no material obligation for unused paid absences. For example, a sick leave obligation is likely to be material only if there is a formal or informal understanding that unused paid sick leave may be taken as paid annual leave.
- .19 Non-accumulating paid absences do not carry forward: they lapse if the current reporting period's entitlement is not used in full and do not entitle employees to a cash payment for unused entitlement on leaving the entity. This is commonly the case for sick leave (to the extent that unused past entitlement does not increase future entitlement), and maternity or paternity leave. An entity recognises no liability or expense until the time of the absence, because employee service does not increase the amount of the benefit.

**Bonus, incentive and performance related payments**

**.20** *An entity shall recognise the expected cost of bonus, incentive and performance related payments under paragraph .12 when, and only when:*

- (a) *the entity has a present legal or constructive obligation to make such payments as a result of past events; and*
- (b) *a reliable estimate of the obligation can be made.*

***A present obligation exists when, and only when, the entity has no realistic alternative but to make the payments.***

- .21** In the public sector some entities have incentive plans that are related to service delivery objectives or aspects of financial performance. Under such plans employees receive specified amounts, dependent on an assessment of their contribution to the achievement of the objectives of the entity or a segment of the entity. In some cases such plans may be for groups of employees, such as when performance is evaluated for all or some employees in a particular segment, rather than on an individual basis. Some public sector entities may evaluate performance against financially based measures such as the generation of revenue streams and the achievement of budgetary targets. Some incentive plans may entail payments to all employees who rendered employment services in a reporting period, even though they may have left the entity before the end of the reporting period. However, under other incentive plans, employees receive payments only if they remain with the entity for a specified period, for example, a requirement that employees render services for the whole of the reporting period. Such plans create a constructive obligation as employees render service that increases the amount to be paid if they remain in service until the end of the specified period. The measurement of such constructive obligations reflects the possibility that some employees may leave without receiving incentive and performance related payments. Paragraph .23 provides further conditions that are to be satisfied before an entity can recognise the expected cost of incentive and performance related payments.
- .22** An entity may have no legal obligation to pay a bonus or incentive. Nevertheless, in some cases, an entity has a practice of paying bonuses or incentives. In such cases, the entity has a constructive obligation because the entity has no realistic alternative but to pay the bonus or incentive. The measurement of the constructive obligation reflects the possibility that some employees may leave without receiving a bonus or incentive.
- .23** An entity can make a reliable estimate of its legal or constructive obligation under bonus, incentive and performance related payment scheme when, and only when:
- (a) the formal terms of the plan contain a formula for determining the amount of the benefit;
- (b) the entity determines the amounts to be paid before the financial statements are authorised for issue; or
- (c) past practice gives clear evidence of the amount of the entity's constructive obligation.
- .24** An obligation under bonus, incentive and performance related plans results from employee service and not from a transaction with the entity's owners. Therefore, an entity recognises the cost of bonus, incentive and performance related plans not as a distribution of surplus but as an expense.
- .25** If bonus, incentive and performance related payments are not expected to be settled wholly before twelve months after the end of the reporting period in which the employees render the related service, those payments are other long-term employee benefits (see paragraphs .160 to .167).

**Example illustrating paragraphs .20 to .25: Accounting for an incentive scheme**

An entity operates an incentive scheme for its employees as follows:

- 25% of each employee's cost to the entity can be paid as an incentive;
- 7.5% of the 25% is automatically paid to those individuals who were in service for a full financial year; and
- 17.5% of the 25% is paid to employees based on the rating of their individual performance.

*The entity recognises an expense and a liability for the number of employees expected to complete a full year's service, based on 7.5% of their cost to the entity.*

*Once an entity has assessed each individual's performance, it recognises an expense and a liability for the performance component of the incentive plan, based on the ratings of each individual multiplied by 17.5% of their respective cost to the entity.*

**Disclosure**

- .26** Although this Standard does not require specific disclosures about short-term employee benefits, other Standards may require disclosures. For example, GRAP 20 requires disclosures of the aggregate remuneration of management and the Standard of GRAP on *Presentation of Financial Statements* (GRAP 1) requires the disclosure of information about employee benefits expense.

**Post-employment benefits: Distinction between defined contribution plans and defined benefit plans**

- .27** Post-employment benefits include items such as the following:

- (a) retirement benefits (e.g. pensions and lump sum payments on retirement); and
- (b) other post-employment benefits, such as post-employment life insurance and post-employment medical care.

Arrangements whereby an entity provides post-employment benefits are post-employment benefit plans. An entity applies this Standard to all such arrangements whether or not they involve the establishment of a separate entity, such as a pension scheme or retirement benefit scheme, to receive contributions and to pay benefits.

- .28 Post-employment benefit plans are classified as either defined contribution plans or defined benefit plans, depending on the economic substance of the plan as derived from its principal terms and conditions.
- .29 Under defined contribution plans the entity's legal or constructive obligation is limited to the amount that it agrees to contribute to the fund. Thus, the amount of the post-employment benefits received by the employee is determined by the amount of contributions paid by an entity (and perhaps also the employee) to a post-employment benefit plan or to an insurance company, together with investment returns arising from the contributions. In consequence, actuarial risk (that benefits will be less than expected) and investment risk (that assets invested will be insufficient to meet expected benefits) fall in substance on the employee.
- .30 Examples of cases where an entity's obligation is not limited to the amount that it agrees to contribute to the fund are when the entity has a legal or constructive obligation through:
- (a) a plan benefit formula that is not linked solely to the amount of contributions and requires the entity to provide further contributions if assets are insufficient to meet the benefits in the plan benefit formula;
  - (b) a guarantee, either indirectly through a plan or directly, of a specified return on contributions; or
  - (c) those informal practices that give rise to a constructive obligation. For example, a constructive obligation may arise where an entity has a history of increasing benefits for former employees to keep pace with inflation even where there is no legal obligation to do so.
- .31 Under defined benefit plans:
- (a) the entity's obligation is to provide the agreed benefits to current and former employees; and
  - (b) actuarial risk (that benefits will cost more than expected) and investment risk fall, in substance, on the entity. If actuarial or investment experience are worse than expected, the entity's obligation may be increased.
- .32 Paragraphs .33 to .52 explain the distinction between defined contribution plans and defined benefit plans in the context of multi-employer plans, defined benefit plans that share risks between entities under common control, state plans and insured benefits.

#### Multi-employer plans

- .33 An entity shall classify a multi-employer plan as a defined contribution plan or a defined benefit plan under the terms of the plan (including any constructive obligation that goes beyond the formal terms).**
- .34 If an entity participates in a multi-employer defined benefit plan, unless paragraph .35 applies, an entity shall:**
- (a) account for its proportionate share of the defined benefit obligation, plan assets and cost associated with the plan in the same way as for any other defined benefit plan; and**
  - (b) disclose the information required by paragraphs .136 to .155 (excluding paragraph .155(d)).**
- .35 When sufficient information is not available to use defined benefit accounting for a multi-employer defined benefit plan, an entity shall:**
- (a) account for the plan in accordance with paragraphs .54 and .55 as if it were a defined contribution plan; and**
  - (b) disclose the information required by paragraph .155.**
- .36 One example of a multi-employer defined benefit plan is where:
- (a) the plan is financed on a pay-as-you-go basis: contributions are set at a level that is expected to be sufficient to pay the benefits falling due in the same period; and future benefits earned during the current period will be paid out of future contributions; and
  - (b) employees' benefits are determined by the length of their service and the participating entities have no realistic means of withdrawing from the plan without paying a contribution for the benefits earned by employees up to the date of withdrawal. Such a plan creates actuarial risk for the entity: if the ultimate cost of benefits already earned at the end of the reporting period is more than expected, the entity will have to either increase its contributions or persuade employees to accept a reduction in benefits. Therefore, such a plan is a defined benefit plan.
- .37 Where sufficient information is available about a multi-employer defined benefit plan, an entity accounts for its proportionate share of the defined benefit obligation, plan assets and post-employment benefit cost associated with the plan in the same way as for any other defined benefit plan. However, an entity may not be able to identify its share of the

underlying financial position and performance of the plan with sufficient reliability for accounting purposes. This may occur if:

- (a) the plan exposes the participating entities to actuarial risks associated with the current and former employees of other entities, with the result that there is no consistent and reliable basis for allocating the obligation, plan assets and cost to individual entities participating in the plan; or
- (b) the entity does not have access to sufficient information about the plan that satisfies the requirements of this Standard.

In those cases, an entity accounts for the plan as if it were a defined contribution plan and discloses the additional information required by paragraph .155.

- .38 There may be a contractual arrangement or similar binding arrangement or stated policy between the multi-employer plan and its participants that determines how the surplus in the plan will be distributed to the participants (or the deficit funded). A participant in a multi-employer plan with such an arrangement that accounts for the plan as a defined contribution plan in accordance with paragraph .35 shall recognise the asset or liability that arises from the contractual arrangement or similar binding arrangement or stated policy and the resulting revenue or expense in surplus or deficit.

**Example illustrating paragraph .38: Accounting for a multi-employer plan**

Along with other municipalities in province X, municipality A participates in a multi-employer defined benefit plan. Because the plan exposes the participating entities to actuarial risks associated with the current and former employees of other municipalities participating in the plan, there is no consistent and reliable basis for allocating the obligation, plan assets and cost to individual municipalities participating in the plan. Municipality A therefore accounts for the plan as if it were a defined contribution plan. A funding valuation, which is not drawn up on the basis of assumptions compatible with the requirements of this Standard, shows a deficit of R480 million in the plan. The plan has agreed under a binding arrangement a schedule of contributions with the participating employers in the plan that will eliminate the deficit over the next five years. Municipality A's total contributions under the arrangement are R40 million.

*The entity recognises a liability for the contributions adjusted for the time value of money and an equal expense in surplus or deficit.*

- .39 Multi-employer plans are distinct from group administration plans. A group administration plan is merely an aggregation of single employer plans combined to allow participating employers to pool their assets for investment purposes and reduce investment management and administration costs, but the claims of different employers are segregated for the sole benefit of their own employees. Group administration plans pose no particular accounting problems because information is readily available to treat them in the same way as any other single employer plan and because such plans do not expose the participating entities to actuarial risks associated with the current and former employees of other entities. The definitions in this Standard require an entity to classify a group administration plan as a defined contribution plan or a defined benefit plan in accordance with the terms of the plan (including any constructive obligation that goes beyond the formal terms).
- .40 *In determining when to recognise, and how to measure, a liability relating to the wind-up of a multi-employer defined benefit plan, or the entity's withdrawal from a multi-employer defined benefit plan, an entity shall apply the Standard of GRAP on Provisions, Contingent Liabilities and Contingent Assets (GRAP 19).***

**Defined benefit plans that share risks between entities under common control**

- .41 Defined benefit plans that share risks between various entities under common control, for example, controlling and controlled entities, are not multi-employer plans.
- .42 An entity participating in such a plan obtains information about the plan as a whole measured in accordance with this Standard on the basis of assumptions that apply to the plan as a whole. If there is a contractual arrangement or similar binding arrangement or stated policy for charging the net defined benefit cost for the plan as a whole measured in accordance with this Standard to individual entities within the economic entity, the entity shall, in its separate or individual financial statements, recognise the net defined benefit cost so charged. If there is no such agreement, arrangement or policy, the net defined benefit cost shall be recognised in the separate or individual financial statements of the entity that is legally the sponsoring employer for the plan. The other entities shall, in their separate or individual financial statements, recognise a cost equal to their contribution payable for the reporting period.
- .43 There are cases in the public sector where a controlling entity and one or more controlled entities participate in a defined benefit plan. Unless there is a contractual arrangement or similar binding arrangement or stated policy, as specified in paragraph .42, the controlled entity accounts on a defined contribution basis and the controlling entity accounts on a defined benefit basis in its consolidated financial statements. The controlled entity also discloses that it accounts on a defined contribution basis in its separate financial statements. A controlled entity that accounts on a defined contribution basis also provides details of the controlling entity, and states that, in the controlling entity's consolidated financial statements, accounting is on a defined benefit basis. The controlled entity also makes the disclosures required in paragraph .155.

- .44** *Participation in such a plan is a related party transaction for each individual entity. An entity shall therefore, in its separate or individual financial statements, disclose the information required by paragraph .155.*

#### State plans

- .45** *An entity shall account for a state plan in the same way as for a multi-employer plan (see paragraphs .33 and .40).*
- .46** State plans are established by legislation to cover all entities (or all entities in a particular category, for example, a specific industry) and are operated by national, provincial or local government or by another body (for example, an agency created specifically for this purpose). This Standard deals only with employee benefits of the entity and does not address accounting for any obligations under state plans related to employees and past employees of entities that are not controlled by the reporting entity. While government may establish state plans and provide benefits to employees of private sector entities and/or self-employed individuals, obligations arising in respect of such plans are not addressed in this Standard. Some plans established by an entity provide both compulsory benefits, as a substitute for benefits that would otherwise be covered under a state plan, and additional voluntary benefits. Such plans are not state plans.
- .47** Many state plans are funded on a pay-as-you-go basis: contributions are set at a level that is expected to be sufficient to pay the required benefits falling due in the same period; future benefits earned during the current period will be paid out of future contributions. Entities covered by state plans account for those plans as either defined contribution or defined benefit plans. The accounting treatment depends upon whether the entity has a legal or constructive obligation to pay future benefits. If an entity's only obligation is to pay the contributions as they fall due and the entity has no obligation to pay future benefits, it accounts for that state plan as a defined contribution plan.
- .48** A state plan may be classified as a defined contribution plan by a controlled entity. However, it is a rebuttable presumption that the state plan will be characterised as a defined benefit plan by the controlling entity. Where that presumption is rebutted the state plan is accounted for as a defined contribution plan.

#### Insured benefits

- .49** *An entity may pay insurance premiums to fund a post-employment benefit plan. The entity shall treat such a plan as a defined contribution plan unless the entity will have (either directly or indirectly through the plan) a legal or constructive obligation either to:*
- (a) pay the employee benefits directly when they fall due; or*
- (b) pay further amounts if the insurer does not pay all future employee benefits relating to employee service in the current and prior reporting periods.*
- If the entity retains such a legal or constructive obligation, the entity shall treat the plan as a defined benefit plan.*
- .50** The benefits insured by an insurance policy need not have a direct or automatic relationship with the entity's obligation for employee benefits. Post-employment benefit plans involving insurance policies are subject to the same distinction between accounting and funding as other funded plans.
- .51** Where an entity funds a post-employment benefit obligation by contributing to an insurance policy under which the entity (either directly, indirectly through the plan, through the mechanism for setting future premiums or through a related party relationship with the insurer) retains a legal or constructive obligation, the payment of the premiums does not amount to a defined contribution arrangement. It follows that the entity:
- (a) accounts for a qualifying insurance policy as a plan asset (see paragraph .08); and
- (b) recognises other insurance policies as reimbursement rights (if the policies satisfy the criteria in paragraph .123).
- .52** Where an insurance policy is in the name of a specified plan participant or a group of plan participants and the entity does not have any legal or constructive obligation to cover any loss on the policy, the entity has no obligation to pay benefits to the employees and the insurer has sole responsibility for paying the benefits. The payment of fixed premiums under such contracts is, in substance, the settlement of the employee benefit obligation, rather than an investment to meet the obligation. Consequently, the entity no longer has an asset or a liability. Therefore, an entity treats such payments as contributions to a defined contribution plan.

#### Post-employment benefits: Defined contribution plans

- .53** Accounting for defined contribution plans is straightforward because the reporting entity's obligation for each reporting period is determined by the amounts to be contributed for that period. Consequently, no actuarial assumptions are required to measure the obligation or the expense and there is no possibility of any actuarial gain or loss. Moreover, the obligations are measured on an undiscounted basis, except where they are not expected to be settled wholly before twelve months after the end of the reporting period in which the employees render the related service.

**Recognition and measurement**

- .54** *When an employee has rendered service to an entity during a reporting period, the entity shall recognise the contribution payable to a defined contribution plan in exchange for that service:*
- (a) as a liability (accrued expense), after deducting any contribution already paid. If the contribution already paid exceeds the contribution due for service before the end of the reporting period, an entity shall recognise that excess as an asset (prepaid expense) to the extent that the prepayment will lead to, for example, a reduction in future payments or a cash refund; and*
  - (b) as an expense, unless another Standard requires or permits the inclusion of the contribution in the cost of an asset (see, for example, GRAP 12, GRAP 17, GRAP 31 and GRAP 103).*
- .55** *When contributions to a defined contribution plan are not expected to be settled wholly before twelve months after the end of the reporting period in which the employees render the related service, they shall be discounted using the discount rate specified in paragraph .89.*

**Disclosure**

- .56** *An entity shall disclose the amount recognised as an expense for defined contribution plans.*
- .57** Where required by GRAP 20 an entity discloses information about contributions to defined contribution plans for management.

**Post-employment benefits: Defined benefit plans**

- .58** Accounting for defined benefit plans is complex because actuarial assumptions are required to measure the obligation and the expense and there is a possibility of actuarial gains and losses. Moreover, the obligations are measured on a discounted basis because they may be settled many years after the employees render the related service.

**Recognition and measurement**

- .59** Defined benefit plans may be unfunded, or they may be wholly or partly funded by contributions by an entity, and sometimes its employees, into an entity, or fund, that is legally separate from the reporting entity and from which the employee benefits are paid. The payment of funded benefits when they fall due depends not only on the financial position and the investment performance of the fund but also on an entity's ability, and willingness, to make good any shortfall in the fund's assets. Therefore, the entity is, in substance, underwriting the actuarial and investment risks associated with the plan. Consequently, the expense recognised for a defined benefit plan is not necessarily the amount of the contribution due for the reporting period.
- .60** Accounting by an entity for defined benefit plans involves the following steps:
- (a) Determining the deficit or surplus. This involves:
    - (i) using an actuarial technique, the projected unit credit method, to make a reliable estimate of the ultimate cost to the entity of the benefit that employees have earned in return for their service in the current and prior periods (see paragraphs .73 to .75). This requires an entity to determine how much benefit is attributable to the current and prior periods (see paragraphs .76 to .80) and to make estimates (actuarial assumptions) about demographic variables (such as employee turnover and mortality) and financial variables (such as future increases in salaries and medical costs) that will affect the cost of the benefit (see paragraphs .81 to .104);
    - (ii) discounting that benefit in order to determine the present value of the defined benefit obligation and the current service cost (see paragraphs .73 to .75 and .89 to .92); and
    - (iii) deducting the fair value of any plan assets (see paragraphs .120 to .122) from the present value of the defined benefit obligation.
  - (b) Determining the amount of the net defined benefit liability (asset) as the amount of the deficit or surplus determined in (a), adjusted for any effect of limiting a net defined benefit asset to the asset ceiling (see paragraph .67).
  - (c) Determining amounts to be recognised in surplus or deficit:
    - (i) Current service cost (see paragraphs .76 to .80 and paragraph .129).
    - (ii) Any past service cost and gain or loss on settlement (see paragraphs .105 to .119).
    - (iii) Net interest on the net defined benefit liability (asset) (see paragraphs .130 to .134).
  - (d) Determining the remeasurements of the net defined benefit liability (asset), to be recognised in surplus or deficit, comprising:
    - (i) actuarial gains and losses (see paragraphs .136 and .137);
    - (ii) return on plan assets, excluding amounts included in net interest on the net defined benefit liability (asset) (see paragraph .138); and

- (iii) any change in the effect of the asset ceiling (see paragraph .67), excluding amounts included in net interest on the net defined benefit liability (asset).

Where an entity has more than one defined benefit plan, the entity applies these procedures for each material plan separately.

- .61** *An entity shall determine the net defined benefit liability (asset) with sufficient regularity that the amounts recognised in the financial statements do not differ materially from the amounts that would be determined at the end of the reporting period.*
- .62 This Standard encourages, but does not require, an entity to involve a qualified actuary in the measurement of all material post-employment benefit obligations. For practical reasons, an entity may request a qualified actuary to carry out a detailed valuation of the obligation before the end of the reporting period. Nevertheless, the results of that valuation are updated for any material transactions and other material changes in circumstances (including changes in market prices and interest rates) up to the end of the reporting period.
- .63 In some cases, estimates, averages and computational short cuts may provide a reliable approximation of the detailed computations illustrated in this Standard.

#### Accounting for the constructive obligation

- .64** *An entity shall account not only for its legal obligation under the formal terms of a defined benefit plan, but also for any constructive obligation that arises from the entity's informal practices. Informal practices give rise to a constructive obligation where the entity has no realistic alternative but to pay employee benefits. An example of a constructive obligation is where a change in the entity's informal practices would cause unacceptable damage to its relationship with employees.*
- .65 The formal terms of a defined benefit plan may permit an entity to terminate its obligation under the plan. Nevertheless, it is usually difficult for an entity to terminate its obligation under a plan (without payment) if employees are to be retained. Therefore, in the absence of evidence to the contrary, accounting for post-employment benefits assumes that an entity that is currently promising such benefits will continue to do so over the remaining working lives of employees.

#### Statement of financial position

- .66** *An entity shall recognise the net defined benefit liability (asset) in the statement of financial position.*
- .67** *When an entity has a surplus in a defined benefit plan, it shall measure the net defined benefit asset at the lower of:*
  - (a) the surplus in the defined benefit plan; and*
  - (b) the asset ceiling, determined using the discount rate specified in paragraph .89.*
- .68** *Any adjustments arising from the limit in paragraph .67(b) shall be recognised in surplus or deficit.*
- .69 A net defined benefit asset may arise where a defined benefit plan has been overfunded or where actuarial gains have arisen. An entity recognises a net defined benefit asset in such cases because:
  - (a) the entity controls a resource, which is the ability to use the surplus to generate future benefits;
  - (b) that control is a result of past events (contributions paid by the entity and service rendered by the employee); and
  - (c) future economic benefits are available to the entity in the form of a reduction in future contributions or a cash refund, either directly to the entity or indirectly to another plan in deficit. The asset ceiling is the present value of those future benefits.

*Asset ceiling: When a minimum funding requirement may give rise to a liability*

- .70 If an entity has an obligation under a minimum funding requirement to pay contributions to cover an existing shortfall on the minimum funding basis in respect of services already received, the entity determines whether the contributions payable will be available as a refund or reduction in future contributions after they are paid into the plan.
- .71 To the extent that the contributions payable will not be available after they are paid into the plan, the entity recognises a liability when the obligation arises. The liability reduces the defined benefit asset or increases the defined benefit liability so that no gain or loss is expected to result from applying paragraph .67 when the contributions are paid.

#### Recognition and measurement: Present value of defined benefit obligations and current service cost

- .72 The ultimate cost of a defined benefit plan may be influenced by many variables, such as final salaries, employee turnover and mortality, employee contributions and medical cost trends. The ultimate cost of the plan is uncertain and this uncertainty is likely to persist over a long period of time. In order to measure the present value of the post-employment benefit obligations and the related current service cost, it is necessary to:
  - (a) apply an actuarial valuation method (see paragraphs .73 to .75);
  - (b) attribute benefit to periods of service (see paragraphs .76 to .80); and

(c) make actuarial assumptions (see paragraphs .81 to .104).

#### Actuarial valuation method

**.73 An entity shall use the projected unit credit method to determine the present value of its defined benefit obligations and the related current service cost and, where applicable, past service cost.**

.74 The projected unit credit method (sometimes known as the accrued benefit method pro-rated on service or as the benefit/years of service method) sees each period of service as giving rise to an additional unit of benefit entitlement (see paragraphs .76 to .80) and measures each unit separately to build up the final obligation (see paragraphs .81 to .104).

#### Example illustrating paragraph .74: Projected unit credit method

A lump sum benefit is payable on termination of service and equal to 1% of final salary for each year of service. The salary in year 1 is R10 000 and is assumed to increase at 7% (compound) each year. The discount rate used is 10% per annum.

The following table shows how the obligation builds up for an employee who is expected to leave at the end of year 5, assuming that there are no changes in actuarial assumptions. For simplicity, this example ignores the additional adjustment needed to reflect the probability that the employee may leave the entity at an earlier or later date.

Year	1	2	3	4	5
<i>Benefit attributed to:</i>	R	R	R	R	R
– prior years	-	131	262	393	524
– current year (1% of final salary)	131	131	131	131	131
– current and prior years	131	262	393	524	655
Year	1	2	3	4	5
Opening obligation	-	89	196	324	476
Interest at 10%	-	9	20	33	48
Current service cost	89	98	108	119	131
Closing obligation	89	196	324	476	655

Note:

1. The opening obligation is the present value of benefit attributed to prior years.
2. The current service cost is the present value of benefit attributed to the current year.
3. The closing obligation is the present value of benefit attributed to current and prior years.

.75 An entity discounts the whole of a post-employment benefit obligation, even if part of the obligation is expected to be settled before twelve months after the reporting period.

#### Attributing benefit to periods of service

**.76 In determining the present value of its defined benefit obligations and the related current service cost and, where applicable, past service cost, an entity shall attribute benefit to periods of service under the plan's benefit formula. However, if an employee's service in later years will lead to a materially higher level of benefit than in earlier years, an entity shall attribute benefit on a straight-line basis from:**

- (a) the date when service by the employee first leads to benefits under the plan (whether or not the benefits are conditional on further service); until
- (b) the date when further service by the employee will lead to no material amount of further benefits under the plan, other than from further salary increases.

.77 The projected unit credit method requires an entity to attribute benefit to the current period (in order to determine current service cost) and the current and prior periods (in order to determine the present value of defined benefit obligations). An entity attributes benefit to periods in which the obligation to provide post-employment benefits arises. That obligation arises as employees render services in return for post-employment benefits which an entity expects to pay in future reporting periods. Actuarial techniques allow an entity to measure that obligation with sufficient reliability to justify recognition of a liability.

**Example illustrating paragraph .77: Attributing benefit to periods of service**

1. A defined benefit plan provides a lump sum benefit of R100 payable on retirement for each year of service.

*A benefit of R100 is attributed to each year. The current service cost is the present value of R100. The present value of the defined benefit obligation is the present value of R100, multiplied by the number of years of service up to the end of the reporting period.*

*If the benefit is payable immediately when the employee leaves the entity, the current service cost and the present value of the defined benefit obligation reflect the date at which the employee is expected to leave. Thus, because of the effect of discounting, they are less than the amounts that would be determined if the employee left at the end of the reporting period.*

2. A plan provides a monthly pension of 0.2% of final salary for each year of service. The pension is payable from the age of 65.

*Benefit equal to the present value, at the expected retirement date, of a monthly pension of 0.2% of the estimated final salary payable from the expected retirement date until the expected date of death is attributed to each year of service. The current service cost is the present value of that benefit. The present value of the defined benefit obligation is the present value of monthly pension payments of 0.2% of final salary, multiplied by the number of years of service up to the end of the reporting period. The current service cost and the present value of the defined benefit obligation are discounted because pension payments begin at the age of 65.*

- .78 Employee service gives rise to an obligation under a defined benefit plan even if the benefits are conditional on future employment (in other words, they are not vested). Employee service before the vesting date gives rise to a constructive obligation because, at the end of each successive reporting period, the amount of future service that an employee will have to render before becoming entitled to the benefit is reduced. In measuring its defined benefit obligation, an entity considers the probability that some employees may not satisfy any vesting requirements. Similarly, although some post-employment benefits, for example, post-employment medical benefits, become payable only if a specified event occurs when an employee is no longer employed, an obligation is created when the employee renders service that will provide entitlement to the benefit if the specified event occurs. The probability that the specified event will occur affects the measurement of the obligation, but does not determine whether the obligation exists.

**Examples illustrating paragraph .78: Vesting and non-vesting benefits**

1. A plan pays a benefit of R100 for each year of service. The benefits vest after 10 years of service.

*A benefit of R100 is attributed to each year. In each of the first 10 years, the current service cost and the present value of the obligation reflect the probability that the employee may not complete ten years of service.*

2. A plan pays a benefit of R100 for each year of service, excluding service before the age of 25. The benefits vest immediately.

*No benefit is attributed to service before the age of 25 because service before that date does not lead to benefits (conditional or unconditional). A benefit of R100 is attributed to each subsequent year.*

- .79 The obligation increases until the date when further service by the employee will lead to no material amount of further benefits. Therefore, all benefit is attributed to periods ending on or before that date. Benefit is attributed to individual reporting periods under the plan's benefit formula. However, if an employee's service in later years will lead to a materially higher level of benefit than in earlier years, an entity attributes benefit on a straight-line basis until the date when further service by the employee will lead to no material amount of further benefits. That is because the employee's service throughout the entire period will ultimately lead to benefit at that higher level.

**Examples illustrating paragraph .79: Attributing benefits to reporting periods**

1. A plan pays a lump sum benefit of R1 000 that vests after 10 years of service. The plan provides no further benefit for subsequent service.

*A benefit of R100 (R1 000 divided by 10) is attributed to each of the first 10 years. The current service cost in each of the first 10 years reflects the probability that the employee may not complete 10 years of service. No benefit is attributed to subsequent years.*

2. A plan pays a lump sum retirement benefit of R2 000 to all employees who are still employed at the age of 55 after 20 years of service, or who are still employed at the age of 65, regardless of their length of service.

*For employees who join before the age of 35, service first leads to benefits under the plan at the age of 35 (an employee could leave at the age of 30 and return at the age of 33, with no effect on the amount or timing of benefits). Those benefits are conditional on further service. Also, service beyond the age of 55 will lead to no material amount of further*

*benefits. For these employees, the entity attributes benefit of R100 (R2 000 divided by 20) to each year from the age of 35 to the age of 55.*

*For employees who join between the ages of 35 and 45, service beyond twenty years will lead to no material amount of further benefits. For these employees, the entity attributes benefit of R100 (R2 000 divided by 20) to each of the first twenty years.*

*For an employee who joins at the age of 55, service beyond ten years will lead to no material amount of further benefits. For this employee, the entity attributes benefit of R200 (R2 000 divided by 10) to each of the first 10 years.*

*For all employees, the current service cost and the present value of the obligation reflect the probability that the employee may not complete the necessary period of service.*

3. A post-employment medical plan reimburses 40% of an employee's post-employment medical costs if the employee leaves after more than 10 and less than 20 years of service and 50% of those costs if the employee leaves after 20 or more years of service.

*Under the plan's benefit formula, the entity attributes 4% of the present value of the expected medical costs (40% divided by 10) to each of the first ten years and 1% (10% divided by 10) to each of the second 10 years. The current service cost in each year reflects the probability that the employee may not complete the necessary period of service to earn part or all of the benefits.*

*For employees expected to leave within 10 years, no benefit is attributed.*

4. A post-employment medical plan reimburses 10% of an employee's post-employment medical costs if the employee leaves after more than 10 and less than 20 years of service and 50% of those costs if the employee leaves after 20 or more years of service.

*Service in later years will lead to a materially higher level of benefit than in earlier years. Therefore, for employees expected to leave after 20 or more years, the entity attributes benefit on a straight-line basis under paragraph .79. Service beyond 20 years will lead to no material amount of further benefits. Therefore, the benefit attributed to each of the first 20 years is 2.5% of the present value of the expected medical costs (50% divided by 20).*

*For employees expected to leave between 10 and 20 years, the benefit attributed to each of the first 10 years is 1% of the present value of the expected medical costs. For these employees, no benefit is attributed to service between the end of the tenth year and the estimated date of leaving.*

*For employees expected to leave within 10 years, no benefit is attributed.*

- .80 Where the amount of a benefit is a constant proportion of final salary for each year of service, future salary increases will affect the amount required to settle the obligation that exists for service before the end of the reporting period, but do not create an additional obligation. Therefore:
- (a) for the purpose of paragraph .76(b), salary increases do not lead to further benefits, even though the amount of the benefits is dependent on final salary; and
  - (b) the amount of benefit attributed to each period is a constant proportion of the salary to which the benefit is linked.

**Example illustrating paragraph .80: Attributing benefits to reporting periods**

Employees are entitled to a benefit of 3% of final salary for each year of service before the age of 55.

*Benefit of 3% of estimated final salary is attributed to each year up to the age of 55. This is the date when further service by the employee will lead to no material amount of further benefits under the plan. No benefit is attributed to service after that age.*

**Actuarial assumptions**

**.81 Actuarial assumptions shall be unbiased and mutually compatible.**

- .82 Actuarial assumptions are an entity's best estimates of the variables that will determine the ultimate cost of providing post-employment benefits. Actuarial assumptions comprise:
- (a) Demographic assumptions about the future characteristics of current and former employees (and their dependants) who are eligible for benefits. Demographic assumptions deal with matters such as:
    - (i) mortality (see paragraphs .87 to .88);
    - (ii) rates of employee turnover, disability and early retirement;
    - (iii) the proportion of plan members with dependants who will be eligible for benefits;
    - (iv) the proportion of plan members who will select each form of payment option available under the plan terms; and
    - (v) claim rates under medical plans.

- (b) Financial assumptions, dealing with items such as:
- (i) the discount rate (see paragraphs .89 to .92);
  - (ii) benefit levels, excluding any cost of the benefits to be met by employees, and future salary (see paragraphs .93 to .101);
  - (iii) in the case of medical benefits, future medical costs, including claim handling costs (i.e. the costs that will be incurred in processing and resolving claims, including legal and adjuster's fees) (see paragraphs .102 to .104); and
  - (iv) taxes payable by the plan on contributions relating to service before the end of the reporting period or on benefits resulting from that service.
- .83 Actuarial assumptions are unbiased if they are neither imprudent nor excessively conservative.
- .84 Actuarial assumptions are mutually compatible if they reflect the economic relationships between factors such as inflation, rates of salary increase and discount rates. For example, all assumptions that depend on a particular inflation level (such as assumptions about interest rates and salary and benefit increases) in any given future period assume the same inflation level in that period.
- .85 An entity determines the discount rate and other financial assumptions in nominal (stated) terms, unless estimates in real (inflation-adjusted) terms are more reliable, for example, in a hyper-inflationary economy (see the Standard of GRAP on *Financial Reporting in Hyperinflationary Economies*), or where the benefit is index-linked and there is a deep market in index-linked bonds of the same currency and term.
- .86 *Financial assumptions shall be based on market expectations, at the end of the reporting period, for the period over which the obligations are to be settled.***

**Actuarial assumptions: Mortality**

- .87 *An entity shall determine its mortality assumptions by reference to its best estimate of the mortality of plan members both during and after employment.***
- .88 In order to estimate the ultimate cost of the benefit an entity takes into consideration expected changes in mortality, for example by modifying standard mortality tables with estimates of mortality improvements.

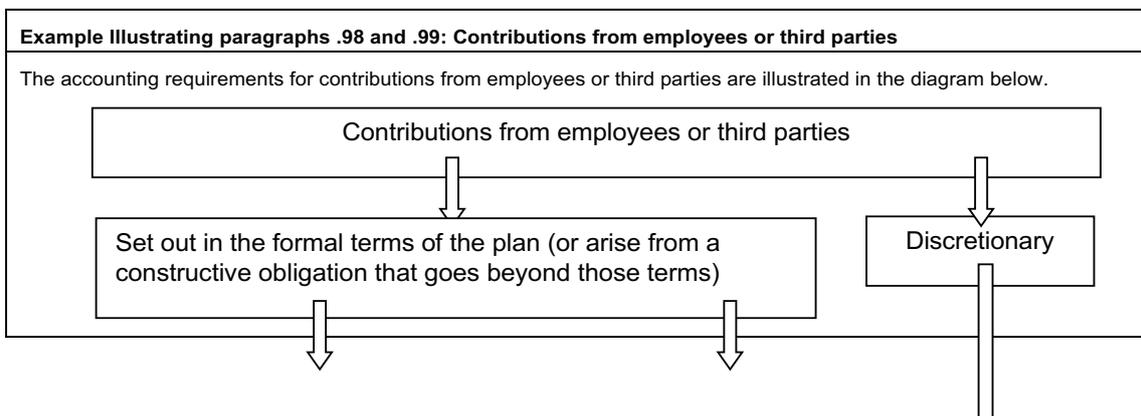
**Actuarial assumptions: Discount rate**

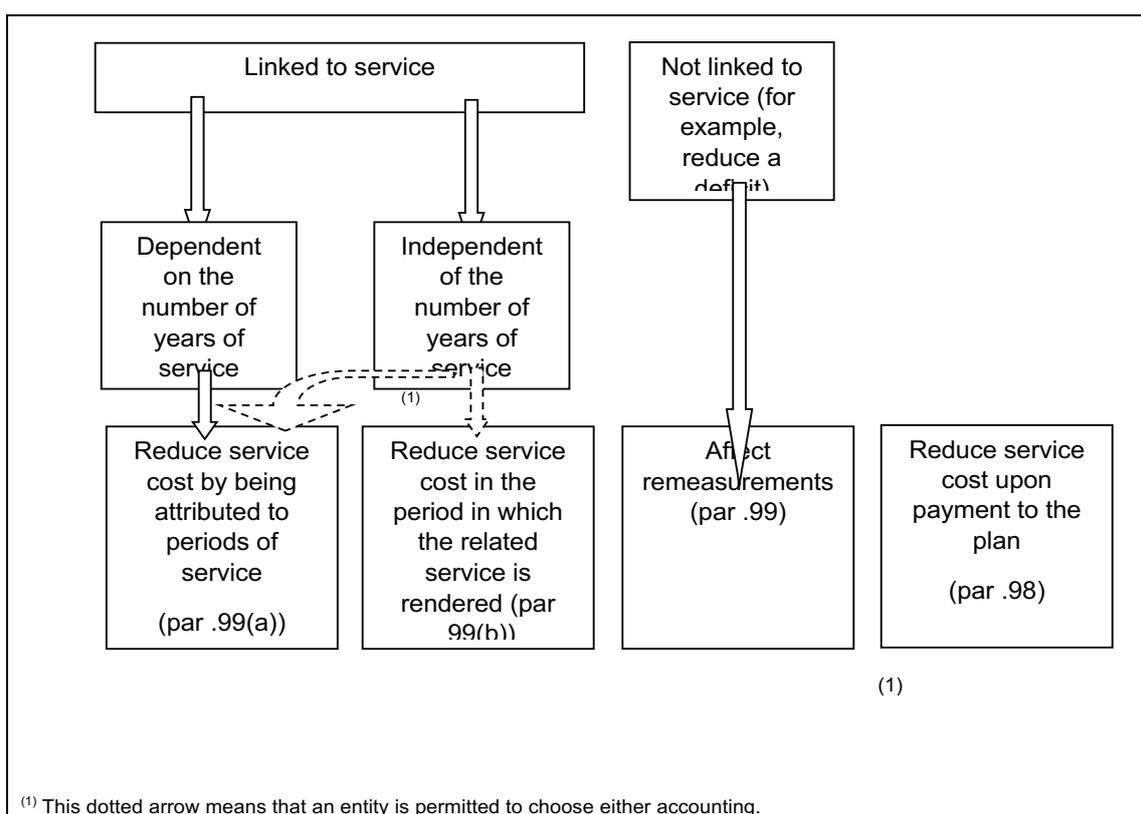
- .89 *The rate used to discount post-employment benefit obligations (both funded and unfunded) shall reflect the time value of money. The currency and term of the financial instrument selected to reflect the time value of money shall be consistent with the currency and estimated term of the post-employment benefit obligations.***
- .90 One actuarial assumption that has a material effect is the discount rate. The discount rate reflects the time value of money but not the actuarial or investment risk. Furthermore, the discount rate does not reflect the entity-specific credit risk borne by the entity's creditors, nor does it reflect the risk that future experience may differ from actuarial assumptions.
- .91 The discount rate reflects the estimated timing of benefit payments. In practice, an entity often achieves this by applying a single weighted average discount rate that reflects the estimated timing and amount of benefit payments, and the currency in which the benefits are to be paid.
- .92 The discount rate that reflects the time value of money is best approximated by reference to market yields at the end of the reporting period on government bonds. Where there is no deep market in government bonds with a sufficiently long maturity to match the estimated maturity of all the benefit payments, an entity uses current market rates of the appropriate term to discount shorter term payments, and estimates the discount rate for longer maturities by extrapolating current market rates along the yield curve. The total present value of a defined benefit obligation is unlikely to be particularly sensitive to the discount rate applied to the portion of benefits that is payable beyond the final maturity of the available financial instrument.

**Actuarial assumptions: Salaries, benefits and medical costs**

- .93 *An entity shall measure its defined benefit obligations on a basis that reflects:***
- (a) *the benefits set out in the terms of the plan (or resulting from any constructive obligation that goes beyond those terms) at the end of the reporting period;***
  - (b) *any estimated future salary increases that affect the benefits payable;***
  - (c) *the effect of any limit on the employer's share of the cost of the future benefits;***
  - (d) *contributions from employees or third parties that reduce the ultimate cost to the entity of those benefits; and***
  - (e) *estimated future changes in the level of any state benefits that affect the benefits payable under a defined benefit plan, if, and only if, either:***

- (i) *those changes were enacted before the end of the reporting period; or*
- (ii) *historical data, or other reliable evidence, indicates that those state benefits will change in some predictable manner, for example, in line with future changes in general price levels or general salary levels.*
- .94 Actuarial assumptions reflect future benefit changes that are set out in the formal terms of a plan (or a constructive obligation that goes beyond those terms) at the end of the reporting period. This is the case when, for example:
- the entity has a past history of increasing benefits, for example, to mitigate the effects of inflation, and there is no indication that this practice will change in the future;
  - the entity is obliged, by either the formal terms of a plan (or a constructive obligation that goes beyond those terms) or legislation, to use any surplus in the plan for the benefit of plan participants (see paragraph .115(c)); or
  - benefits vary in response to a performance target or other criteria. For example, the terms of the plan may state that it will pay reduced benefits or require additional contributions from employees if the plan assets are insufficient. The measurement of the obligation reflects the best estimate of the effect of the performance target or other criteria.
- .95 Actuarial assumptions do not reflect future benefit changes that are not set out in the formal terms of the plan (or a constructive obligation) at the end of the reporting period. Such changes will result in:
- past service cost, to the extent that they change benefits for service before the change; and
  - current service cost for periods after the change, to the extent that they change benefits for service after the change.
- .96 Estimates of future salary increases take account of inflation, seniority, promotion and other relevant factors, such as supply and demand in the employment market.
- .97 Some defined benefit plans limit the contributions that an entity is required to pay. The ultimate cost of the benefits takes account of the effect of a limit on contributions. The effect of a limit on contributions is determined over the shorter of:
- the estimated life of the entity; and
  - the estimated life of the plan.
- .98 Some defined benefit plans require employees or third parties to contribute to the cost of the plan. Contributions by employees reduce the cost of the benefits to the entity. An entity considers whether third-party contributions reduce the cost of the benefits to the entity, or are a reimbursement right as described in paragraph .123. Contributions by employees or third parties are either set out in the formal terms of the plan (or arise from a constructive obligation that goes beyond those terms), or are discretionary. Discretionary contributions by employees or third parties reduce service cost upon payment of these contributions to the plan.
- .99 Contributions from employees or third parties set out in the formal terms of the plan either reduce service cost (if they are linked to service), or affect remeasurements of the net defined benefit liability (asset) (if they are not linked to service). An example of contributions that are not linked to service is when the contributions are required to reduce a deficit arising from losses on plan assets or from actuarial losses. If contributions from employees or third parties are linked to service, those contributions reduce the service cost as follows:
- if the amount of the contributions is dependent on the number of years of service, an entity shall attribute the contributions to periods of service using the same attribution method required by paragraph .76 for the gross benefit (i.e. either using the plan's contribution formula or on a straight-line basis); or
  - if the amount of the contributions is independent of the number of years of service, the entity is permitted to recognise such contributions as a reduction of the service cost in the period in which the related service is rendered. Examples of contributions that are independent of the number of years of service include those that are a fixed percentage of the employee's salary, a fixed amount throughout the service period or dependent on the employee's age.





- .100 For contributions from employees or third parties that are attributed to periods of service in accordance with paragraph .99(a), changes in the contributions result in:
- current and past service cost (if those changes are not set out in the formal terms of a plan and do not arise from a constructive obligation); or
  - actuarial gains and losses (if those changes are set out in the formal terms of a plan, or arise from a constructive obligation).
- .101 Some post-employment benefits are linked to variables such as the level of benefit entitlements from social security pensions or state medical care. The measurement of such benefits reflects the best estimate of such variables, based on historical data and other reliable evidence.
- .102 Assumptions about medical costs shall take account of estimated future changes in the cost of medical services, resulting from both inflation and specific changes in medical costs.**
- .103 Measurement of post-employment medical benefits requires assumptions about the level and frequency of future claims and the cost of meeting those claims. An entity estimates future medical costs on the basis of historical data about the entity's own experience, supplemented where necessary by historical data from other entities, insurance companies, medical providers or other sources. Estimates of future medical costs consider the effect of technological advances, changes in health care utilisation or delivery patterns and changes in the health status of plan participants.
- .104 The level and frequency of claims is particularly sensitive to the age, health status and gender of employees (and their dependants) and may be sensitive to other factors such as geographical location. Therefore, historical data are adjusted to the extent that the demographic mix of the population differs from that of the population used as a basis for the data. It is also adjusted where there is reliable evidence that historical trends will not continue.

#### Past service cost and gains and losses on settlement

- .105 When determining past service cost, or a gain or loss on settlement, an entity shall remeasure the net defined benefit liability (asset) using the current fair value of plan assets and current actuarial assumptions (including current market interest rates and other current market prices), reflecting:**
- the benefits offered under the plan and the plan assets before the plan amendment, curtailment or settlement; and
  - the benefits offered under the plan and the plan assets after the plan amendment, curtailment or settlement.

- .106 An entity need not distinguish between past service cost resulting from a plan amendment, past service cost resulting from a curtailment and a gain or loss on settlement if these transactions occur together. In some cases, a plan amendment occurs before a settlement, such as when an entity changes the benefits under the plan and settles the amended benefits later. In those cases an entity recognises past service cost before any gain or loss on settlement.
- .107 A settlement occurs together with a plan amendment and curtailment if a plan is terminated with the result that the obligation is settled and the plan ceases to exist. However, the termination of a plan is not a settlement if the plan is replaced by a new plan that offers benefits that are, in substance, the same.
- .108 When a plan amendment, curtailment or settlement occurs, an entity shall recognise and measure any past service cost, or a gain or loss on settlement, in accordance with paragraphs .105 to .107 and paragraphs .109 to .119. In doing so, an entity shall not consider the effect of the asset ceiling. An entity shall then determine the effect of the asset ceiling after the plan amendment, curtailment or settlement and shall recognise any change in that effect in accordance with paragraph .60(d).

#### **Past service cost**

- .109 Past service cost is the change in the present value of the defined benefit obligation resulting from a plan amendment or curtailment.
- .110 An entity shall recognise past service cost as an expense at the earlier of the following dates:**
- (a) **when the plan amendment or curtailment occurs; and**
- (b) **when the entity recognises related restructuring costs (see GRAP 19) or termination benefits (see paragraph .173).**
- .111 A plan amendment occurs when an entity introduces, or withdraws, a defined benefit plan or changes the benefits payable under an existing defined benefit plan.
- .112 A curtailment occurs when an entity significantly reduces the number of employees covered by a plan. A curtailment may arise from an isolated event, such as the closing of a plant, discontinuance of an operation or termination or suspension of a plan.
- .113 Past service cost may be either positive (when benefits are introduced or changed so that the present value of the defined benefit obligation increases) or negative (when benefits are withdrawn or changed so that the present value of the defined benefit obligation decreases).
- .114 Where an entity reduces benefits payable under an existing defined benefit plan and, at the same time, increases other benefits payable under the plan for the same employees, the entity treats the change as a single net change.
- .115 Past service cost excludes:
- (a) the effect of differences between actual and previously assumed salary increases on the obligation to pay benefits for service in prior years (there is no past service cost because actuarial assumptions allow for projected salaries);
- (b) underestimates and overestimates of discretionary pension increases when an entity has a constructive obligation to grant such increases (there is no past service cost because actuarial assumptions allow for such increases);
- (c) estimates of benefit improvements that result from actuarial gains or from the return on plan assets that have been recognised in the financial statements if the entity is obliged, by either the formal terms of a plan (or a constructive obligation that goes beyond those terms) or legislation, to use any surplus in the plan for the benefit of plan participants, even if the benefit increase has not yet been formally awarded (there is no past service cost because the resulting increase in the obligation is an actuarial loss, see paragraph .94(b)); and
- (d) the increase in vested benefits (i.e. benefits that are not conditional on future employment, see paragraph .78) when, in the absence of new or improved benefits, employees complete vesting requirements (there is no past service cost because the entity recognised the estimated cost of benefits as current service cost as the service was rendered).

#### **Gains and losses on settlement**

- .116 The gain or loss on a settlement is the difference between:
- (a) the present value of the defined benefit obligation being settled, as determined on the date of settlement; and
- (b) the settlement price, including any plan assets transferred and any payments made directly by the entity in connection with the settlement.
- .117 An entity shall recognise a gain or loss on the settlement of a defined benefit plan when the settlement occurs.**
- .118 A settlement occurs when an entity enters into a transaction that eliminates all further legal or constructive obligation for part or all of the benefits provided under a defined benefit plan (other than a payment of benefits to, or on behalf of, employees in accordance with the terms of the plan and included in the actuarial assumptions). For example, a once-off transfer of significant employer obligations under the plan to an insurance company through the purchase of an insurance policy is a settlement; a lump-sum cash payment, under the terms of the plan, to plan participants in exchange for their rights to receive specified post-employment benefits is not.

- .119 In some cases, an entity acquires an insurance policy to fund some or all of the employee benefits relating to employee service in the current and prior reporting periods. The acquisition of such a policy is not a settlement if the entity retains a legal or constructive obligation (see paragraph .49) to pay further amounts if the insurer does not pay the employee benefits specified in the insurance policy. Paragraphs .123 to .126 deal with the recognition and measurement of reimbursement rights under insurance policies that are not plan assets.

#### Recognition and measurement: Plan assets

##### Fair value of plan assets

- .120 The fair value of any plan assets is deducted from the present value of the defined benefit obligation in determining the deficit or surplus.
- .121 Plan assets exclude unpaid contributions due from the reporting entity to the fund, as well as any non-transferable financial instruments issued by the entity and held by the fund. Plan assets are reduced by any liabilities of the fund that do not relate to employee benefits, for example, payables and liabilities resulting from derivative financial instruments.
- .122 Where plan assets include qualifying insurance policies that exactly match the amount and timing of some or all of the benefits payable under the plan, the fair value of those insurance policies is deemed to be the present value of the related obligations (subject to any reduction required if the amounts receivable under the insurance policies are not recoverable in full).

##### Reimbursements

- .123 ***When, and only when, it is virtually certain that another party will reimburse some or all of the expenditure required to settle a defined benefit obligation, an entity shall:***
- (a) ***Recognise its right to reimbursement as a separate asset. The entity shall measure the asset at fair value.***
- (b) ***Disaggregate and recognise changes in the fair value of its right to reimbursement in the same way as for changes in the fair value of plan assets (see paragraphs .132 and .134). The components of defined benefit cost recognised in accordance with paragraph .127 may be recognised net of amounts relating to changes in the carrying amount of the right to-reimbursement.***
- .124 Sometimes, an entity is able to look to another party, such as an insurer, to pay part or all of the expenditure required to settle a defined benefit obligation. Qualifying insurance policies, as defined in paragraph .08, are plan assets. An entity accounts for qualifying insurance policies in the same way as for all other plan assets and paragraph .123 is not relevant (see paragraphs .49 to .52 and .122).
- .125 When an insurance policy held by an entity is not a qualifying insurance policy, that insurance policy is not a plan asset. Paragraph .123 is relevant to such cases: the entity recognises its right to reimbursement under the insurance policy as a separate asset, rather than as a deduction in determining the defined benefit deficit or surplus. Paragraph .148(b) requires the entity to disclose a brief description of the link between the reimbursement right and the related obligation.
- .126 If the right to reimbursement arises under an insurance policy or a legally binding agreement that exactly matches the amount and timing of some or all of the benefits payable under a defined benefit plan, the fair value of the reimbursement right is deemed to be the present value of the related obligation (subject to any reduction required if the reimbursement is not recoverable in full).

##### Components of defined benefit cost

- .127 ***An entity shall recognise the components of defined benefit cost in surplus or deficit, except to the extent that another Standard requires or permits their inclusion in the cost of an asset, as follows:***
- (a) ***service cost (see paragraphs .72 to .119 and .129);***
- (b) ***net interest on the net defined benefit liability (asset) (see paragraphs .130 to .134); and***
- (c) ***remeasurements of the net defined benefit liability (asset) (see paragraphs .135 to .138).***
- .128 Other Standards of GRAP require the inclusion of some employee benefit costs within the cost of assets (see, for example, GRAP 12, GRAP 17, GRAP 31 and GRAP 103). Any post-employment benefit costs included in the cost of such assets include the appropriate proportion of the components listed in paragraph .127.

##### Current service cost

- .129 ***An entity shall determine current service cost using actuarial assumptions determined at the start of the reporting period. However, if an entity remeasures the net defined benefit liability (asset) in accordance with paragraph .105, it shall determine current service cost for the remainder of the reporting period after the plan amendment, curtailment or settlement using the actuarial assumptions used to remeasure the net defined benefit liability (asset) in accordance with paragraph .105(b).***

##### Net interest on the net defined benefit liability (asset)

- .130 ***An entity shall determine net interest on the net defined benefit liability (asset) by multiplying the net defined***

*benefit liability (asset) by the discount rate specified in paragraph .89.*

**.131** *To determine net interest in accordance with paragraph .130, an entity shall use the net defined benefit liability (asset) and the discount rate determined at the start of the reporting period. However, if an entity remeasures the net defined benefit liability (asset) in accordance with paragraph .105, the entity shall determine net interest for the remainder of the reporting period after the plan amendment, curtailment or settlement using:*

*(a) the net defined benefit liability (asset) determined in accordance with paragraph .105(b); and*

*(b) the discount rate used to remeasure the net defined benefit liability (asset) in accordance with paragraph .105(b).*

*In applying this paragraph, the entity shall also take into account any changes in the net defined benefit liability (asset) during the period resulting from contributions or benefit payments.*

**.132** Net interest on the net defined benefit liability (asset) can be viewed as comprising interest revenue on plan assets, interest cost on the defined benefit obligation and interest on the effect of the asset ceiling mentioned in paragraph .67.

**.133** Interest revenue on plan assets is a component of the return on plan assets, and is determined by multiplying the fair value of the plan assets by the discount rate specified in paragraph .131. An entity shall determine the fair value of the plan assets at the start of the reporting period. However, if an entity remeasures the net defined benefit liability (asset) in accordance with paragraph .105, the entity shall determine interest revenue for the remainder of the reporting period after the plan amendment, curtailment or settlement using the plan assets used to remeasure the net defined benefit liability (asset) in accordance with paragraph .105(b). In applying this paragraph, the entity shall also take into account any changes in the plan assets held during the period resulting from contributions or benefit payments. The difference between the interest revenue on plan assets and the return on plan assets is included in the remeasurement of the net defined benefit liability (asset).

**.134** Interest on the effect of the asset ceiling is part of the total change in the effect of the asset ceiling, and is determined by multiplying the effect of the asset ceiling by the discount rate specified in paragraph .131. An entity shall determine the effect of the asset ceiling at the start of the reporting period. However, if an entity remeasures the net defined benefit liability (asset) in accordance with paragraph .105, the entity shall determine interest on the effect of the asset ceiling for the remainder of the reporting period after the plan amendment, curtailment or settlement taking into account any change in the effect of the asset ceiling determined in accordance with paragraph .108. The difference between interest on the effect of the asset ceiling and the total change in the effect of the asset ceiling is included in the remeasurement of the net defined benefit liability (asset).

#### **Remeasurements of the net defined benefit liability (asset)**

**.135** Remeasurements of the net defined benefit liability (asset) comprise:

(a) actuarial gains and losses (see paragraphs .136 and .137);

(b) the return on plan assets (see paragraph .138), excluding amounts included in net interest on the net defined benefit liability (asset) (see paragraph .133); and

(c) any change in the effect of the asset ceiling, excluding amounts included in net interest on the net defined benefit liability (asset) (see paragraph .134).

**.136** Actuarial gains and losses result from increases or decreases in the present value of a defined benefit obligation because of changes in actuarial assumptions and experience adjustments. Causes of actuarial gains and losses include, for example:

(a) unexpectedly high or low rates of employee turnover, early retirement or mortality or of increases in salaries, benefits (if the formal or constructive terms of a plan provide for inflationary benefit increases) or medical costs;

(b) the effect of changes to assumptions concerning benefit payment options;

(c) the effect of changes in estimates of future employee turnover, early retirement or mortality or of increases in salaries, benefits (if the formal or constructive terms of a plan provide for inflationary benefit increases) or medical costs; and

(d) the effect of changes in the discount rate.

**.137** Actuarial gains and losses do not include changes in the present value of the defined benefit obligation because of the introduction, amendment, curtailment or settlement of the defined benefit plan, or changes to the benefits payable under the defined benefit plan. Such changes result in past service cost or gains or losses on settlement.

**.138** In determining the return on plan assets, an entity deducts the costs of managing the plan assets and any tax payable by the plan itself, other than tax included in the actuarial assumptions used to measure the defined benefit obligation (paragraph .82). Other administration costs are not deducted from the return on plan assets.

#### **Presentation**

##### **Offset**

**.139 An entity shall offset an asset relating to one plan against a liability relating to another plan when, and only when, the entity:**

- (a) has a legally enforceable right to use a surplus in one plan to settle obligations under the other plan; and**
- (b) intends either to settle the obligations on a net basis, or to realise the surplus in one plan and settle its obligation under the other plan simultaneously.**

**.140** The offsetting criteria are similar to those established for financial instruments in the Standard of GRAP on *Financial Instruments* (GRAP 104).

#### **Current/non-current distinction**

**.141** Some entities distinguish current assets and liabilities from non-current assets and liabilities. This Standard does not specify whether an entity should distinguish current and non-current portions of assets and liabilities arising from post-employment benefits.

#### **Components of defined benefit cost**

**.142** Paragraph .127 requires an entity to recognise service cost, net interest on the net defined benefit liability (asset) and remeasurements in surplus or deficit. This Standard does not specify how an entity should present service cost, net interest on the net defined benefit liability (asset) and remeasurements. An entity presents those components in accordance with GRAP 1.

#### **Disclosure**

**.143 An entity shall disclose information that:**

- (a) explains the characteristics of its defined benefit plans and risks associated with them (see paragraph .147);**
- (b) identifies and explains the amounts in its financial statements arising from its defined benefit plans (see paragraphs .148 to .151); and**
- (c) describes how its defined benefit plans may affect the amount, timing and uncertainty of the entity's future cash flows (see paragraphs .152 to .154).**

**.144 To meet the objectives in paragraph .143, an entity shall consider all the following:**

- (a) the level of detail necessary to satisfy the disclosure requirements;**
- (b) how much emphasis to place on each of the various requirements;**
- (c) how much aggregation or disaggregation to undertake; and**
- (d) whether users of financial statements need additional information to evaluate the quantitative information disclosed.**

**.145 If the disclosures provided in accordance with the requirements in this Standard and other Standards of GRAP are insufficient to meet the objectives in paragraph .143, an entity shall disclose additional information necessary to meet those objectives. For example, an entity may present an analysis of the present value of the defined benefit obligation that distinguishes the nature, characteristics and risks of the obligation. Such a disclosure could distinguish:**

- (a) Between amounts owing to active members, deferred members, and pensioners.**
- (b) Between vested benefits and accrued but not vested benefits.**
- (c) Between conditional benefits, amounts attributable to future salary increases and other benefits.**

**.146 An entity shall assess whether all or some disclosures should be disaggregated to distinguish plans or groups of plans with materially different risks. For example, an entity may disaggregate disclosure about plans showing one or more of the following features:**

- (a) Different geographical locations.**
- (b) Different characteristics such as flat salary pension plans, final salary pension plans or post-employment medical plans.**
- (c) Different regulatory environments.**
- (d) Different reporting segments.**
- (e) Different funding arrangements (e.g. wholly unfunded, wholly or partly funded).**

#### **Characteristics of defined benefit plans and risks associated with them**

**.147 An entity shall disclose:**

- (a) Information about the characteristics of its defined benefit plans, including:**

- (i) *The nature of the benefits provided by the plan (e.g. final salary defined benefit plan or contribution-based plan with guarantee).*
- (ii) *A description of the regulatory framework in which the plan operates, for example the level of any minimum funding requirements, and any effect of the regulatory framework on the plan, such as the asset ceiling (see paragraph .67).*
- (iii) *A description of any other entity's responsibilities for the governance of the plan, for example responsibilities of trustees or of management of the plan.*
- (b) *A description of the risks to which the plan exposes the entity, focused on any unusual, entity-specific or plan-specific risks, and of any significant concentrations of risk. For example, if plan assets are invested primarily in one class of investments, e.g. property, the plan may expose the entity to a concentration of property market risk.*
- (c) *A description of any plan amendments, curtailments and settlements.*
- (d) *The basis on which the discount rate has been determined.*

**Explanation of amounts in the financial statements**

**.148** *An entity shall provide a reconciliation from the opening balance to the closing balance for each of the following, if applicable:*

- (a) *The net defined benefit liability (asset), showing separate reconciliations for:*
  - (i) *Plan assets.*
  - (ii) *The present value of the defined benefit obligation.*
  - (iii) *The effect of the asset ceiling.*
- (b) *Any reimbursement rights. An entity shall also describe the relationship between any reimbursement right and the related obligation.*

**.149** *Each reconciliation listed in paragraph .148 shall show each of the following, if applicable:*

- (a) *Current service cost.*
- (b) *Interest revenue or expense.*
- (c) *Remeasurements of the net defined benefit liability (asset), showing separately:*
  - (i) *The return on plan assets, excluding amounts included in interest in (b).*
  - (ii) *Actuarial gains and losses arising from changes in demographic assumptions (see paragraph .82(a)).*
  - (iii) *Actuarial gains and losses arising from changes in financial assumptions (see paragraph .82(b)).*
  - (iv) *Changes in the effect of limiting a net defined benefit asset to the asset ceiling, excluding amounts included in interest in (b). An entity shall also disclose how it determined the maximum economic benefit available, i.e. whether those benefits would be in the form of refunds, reductions in future contributions or a combination of both.*
- (d) *Past service cost and gains and losses arising from settlements. As permitted by paragraph .106, past service cost and gains and losses arising from settlements need not be distinguished if they occur together.*
- (e) *The effect of changes in foreign exchange rates.*
- (f) *Contributions to the plan, showing separately those by the employer and by plan participants.*
- (g) *Payments from the plan, showing separately the amount paid in respect of any settlements.*
- (h) *The effects of transfers of functions, mergers and disposals.*

**.150** *An entity shall disaggregate the fair value of the plan assets into classes that distinguish the nature and risks of those assets, subdividing each class of plan asset into those that have a quoted market price in an active market and those that do not. For example, and considering the level of disclosure discussed in paragraph .144, an entity could distinguish between:*

- (a) *cash and cash equivalents;*
- (b) *equity instruments (segregated by industry type, company size, geography etc.);*
- (c) *debt instruments (segregated by type of issuer, credit quality, geography etc.);*
- (d) *property (segregated by geography etc.); and*
- (e) *all other assets.*

- .151** *An entity shall disclose the significant actuarial assumptions used to determine the present value of the defined benefit obligation (see paragraph .86). Such disclosure shall be in absolute terms (e.g. as an absolute percentage, and not just as a margin between different percentages and other variables). When an entity provides disclosures in total for a grouping of plans, it shall provide such disclosures in the form of weighted averages or relatively narrow ranges.*

**Amount, timing and uncertainty of future cash flows**

- .152** *An entity shall disclose:*
- (a) A sensitivity analysis for each significant actuarial assumption (as disclosed under paragraph .151) as of the end of the reporting period, showing how the defined benefit obligation would have been affected by changes in the relevant actuarial assumption that were reasonably possible at that date.*
  - (b) The methods and assumptions used in preparing the sensitivity analyses required by (a) and the limitations of those methods.*
  - (c) Changes from the previous reporting period in the methods and assumptions used in preparing the sensitivity analyses, and the reasons for such changes.*
- .153** *An entity shall disclose a description of any asset-liability matching strategies used by the plan or the entity, including the use of annuities and other techniques, such as longevity swaps, to manage risk.*
- .154** *To provide an indication of the effect of the defined benefit plan on the entity's future cash flows, an entity shall disclose:*
- (a) A description of any funding arrangements and funding policy that affect future contributions.*
  - (b) The expected contributions to the plan for the next reporting period.*
  - (c) Information about the maturity profile of the defined benefit obligation. This will include the weighted average duration of the defined benefit obligation and may include other information about the distribution of the timing of benefit payments, such as a maturity analysis of the benefit payments.*

**Multi-employer plans**

- .155** *If an entity participates in a multi-employer defined benefit plan, it shall disclose:*
- (a) A description of the funding arrangements, including the method used to determine the entity's rate of contributions and any minimum funding requirements.*
  - (b) A description of the extent to which the entity can be liable to the plan for other entities' obligations under the terms and conditions of the multi-employer plan.*
  - (c) A description of any agreed allocation of a deficit or surplus on:*
    - (i) wind-up of the plan; or*
    - (ii) the entity's withdrawal from the plan.*
  - (d) If the entity accounts for that plan as if it were a defined contribution plan in accordance with paragraph .35, it shall disclose the following, in addition to the information required by (a) to (c) and instead of the information required by paragraphs .147 to .154:*
    - (i) The fact that the plan is a defined benefit plan.*
    - (ii) The reason why sufficient information is not available to enable the entity to account for the plan as a defined benefit plan.*
    - (iii) The expected contributions to the plan for the next reporting period.*
    - (iv) Information about any deficit or surplus in the plan that may affect the amount of future contributions, including the basis used to determine that deficit or surplus and the implications, if any, for the entity.*
    - (v) An indication of the level of participation of the entity in the plan compared with other participating entities. Examples of measures that might provide such an indication include the entity's proportion of the total contributions to the plan or the entity's proportion of the total number of active members, retired members, and former members entitled to benefits, if that information is available.*

**Defined benefit plans that share risks between entities under common control**

- .156** *If an entity participates in a defined benefit plan that shares risks between entities under common control, it shall disclose:*
- (a) The binding arrangement for charging the net defined benefit cost or the fact that there is no such arrangement.*

- (b) *The policy for determining the contribution to be paid by the entity.*
- (c) *If the entity accounts for an allocation of the net defined benefit cost as noted in paragraph .42, all the information about the plan as a whole required by paragraphs .143 to .154.*
- (d) *If the entity accounts for the contribution payable for the period as noted in paragraph .42, the information about the plan as a whole required by paragraphs .143 to .145, .147, .150 to .151 and .154(a) and (b).*

**.157** *The information required by paragraph .156(c) and (d) can be disclosed by cross-reference to disclosures in another group entity's financial statements if:*

- (a) *that group entity's financial statements separately identify and disclose the information required about the plan; and*
- (b) *that group entity's financial statements are available to users of the financial statements on the same terms as the financial statements of the entity and at the same time as, or earlier than, the financial statements of the entity.*

#### **Disclosure requirements in other Standards of GRAP**

**.158** Where required by GRAP 20 an entity discloses information about:

- (a) related party transactions with post-employment benefit plans; and
- (b) post-employment benefits for management.

**.159** Where required by GRAP 19 an entity discloses information about contingent liabilities arising from post-employment benefit obligations.

#### **Other long-term employee benefits**

**.160** Other long-term employee benefits include items such as the following, if not expected to be settled wholly before twelve months after the end of the reporting period in which the employees render the related service:

- (a) long-term paid absences such as long service or sabbatical leave;
- (b) other long service benefits;
- (c) long-term disability benefits;
- (d) bonus, incentive and performance related payments;
- (e) deferred remuneration; and
- (f) compensation payable by the entity until an individual enters new employment.

**.161** The measurement of other long-term employee benefits is not usually subject to the same degree of uncertainty as the measurement of post-employment benefits. For this reason, this Standard requires a simplified method of accounting for other long-term employee benefits.

**.162** This Standard includes a rebuttable presumption that long-term disability payments are not usually subject to the same degree of uncertainty as the measurement of post-employment benefits. Where this presumption is rebutted the entity considers whether some or all long-term disability payments should be accounted for in accordance with paragraphs .58 to .159.

#### **Recognition and measurement**

**.163** *In recognising and measuring the surplus or deficit in another long-term employee benefit plan, an entity shall apply paragraphs .59 to .104 and .120 to .122. An entity shall apply paragraphs .123 to .126 in recognising and measuring any reimbursement right.*

**.164** *For other long-term employee benefits, an entity shall recognise the net total of the following amounts in surplus or deficit, except to the extent that another Standard requires or permits their inclusion in the cost of an asset:*

- (a) *service cost (see paragraphs .72 to .119 and .129);*
- (b) *net interest on the net defined benefit liability (asset) (see paragraphs .130 to .134); and*
- (c) *remeasurements of the net defined benefit liability (asset) (see paragraphs .135 to .138).*

**.165** One form of other long-term employee benefits is long-term disability benefits. If the level of benefit depends on the length of service, an obligation arises when the service is rendered. Measurement of that obligation reflects the probability that payment will be required and the length of time for which payment is expected to be made. If the level of benefit is the same for any disabled employee regardless of years of service, the expected cost of those benefits is recognised when an event occurs that causes a long-term disability.

**Disclosure**

**.166 An entity shall disclose information that:**

- (a) explains the characteristics of its other long-term employee benefits and risks associated with them;**
- (b) identifies and explains the amounts in its financial statements arising from its other long-term employee benefits; and**
- (c) describes how its other long-term employee benefits may affect the amount, timing and uncertainty of the entity's future cash flows.**

.167 This Standard does not require specific information to be disclosed to meet the objectives outlined in paragraph .166. An entity should consider whether the disclosure requirements in other Standards of GRAP contribute towards meeting these objectives. These include:

- GRAP 20 requires disclosures about employee benefits, which includes other long-term benefits for management.
- GRAP 1 requires disclosure of employee benefits expense and key sources of estimation uncertainty.
- GRAP 19 requires disclosures about provisions and contingent liabilities.

If the disclosures provided in accordance with the requirements in other Standards of GRAP are insufficient to meet the objectives in paragraph .166, an entity shall disclose additional information necessary to meet those objectives.

**Termination benefits**

.168 This Standard deals with termination benefits separately from other employee benefits because the event that gives rise to an obligation is the termination of employment rather than employee service. Termination benefits result from either an entity's decision to terminate the employment or an employee's decision to accept an entity's offer of benefits in exchange for termination of employment.

.169 Termination benefits do not include employee benefits resulting from termination of employment at the request of the employee without an entity's offer, or as a result of mandatory retirement requirements, because those benefits are post-employment benefits. Some entities provide a lower level of benefit for termination of employment at the request of the employee (in substance, a post-employment benefit) than for termination of employment at the request of the entity. The difference between the benefit provided for termination of employment at the request of the employee and a higher benefit provided at the request of the entity is a termination benefit.

.170 The form of the employee benefit does not determine whether it is provided in exchange for service or in exchange for termination of the employee's employment. Termination benefits are typically lump sum payments, but sometimes also include:

- (a) Enhancement of post-employment benefits, either indirectly through an employee benefit plan or directly.
- (b) Salary until the end of a specified notice period if the employee renders no further service that provides economic benefits to the entity.

.171 Indicators that an employee benefit is provided in exchange for services include the following:

- (a) The benefit is conditional on future service being provided (including benefits that increase if further service is provided).
- (b) The benefit is provided in accordance with the terms of an employee benefit plan.

.172 Some termination benefits are provided in accordance with the terms of an existing employee benefit plan. For example, they may be specified by statute, employment contract or union agreement, or may be implied as a result of the employer's past practice of providing similar benefits. As another example, if an entity makes an offer of benefits available for more than a short period, or there is more than a short period between the offer and the expected date of actual termination, the entity considers whether it has established a new employee benefit plan and hence whether the benefits offered under that plan are termination benefits or post-employment benefits. Employee benefits provided in accordance with the terms of an employee benefit plan are termination benefits if they both result from an entity's decision to terminate an employee's employment and are not conditional on future service being provided.

.173 Some employee benefits are provided regardless of the reason for the employee's departure. The payment of such benefits is certain (subject to any vesting or minimum service requirements) but the timing of their payment is uncertain. Although such benefits are described as termination indemnities or termination gratuities, they are post-employment benefits rather than termination benefits, and an entity accounts for them as post-employment benefits.

**Recognition**

**.174 An entity shall recognise a liability and expense for termination benefits at the earlier of the following dates:**

- (a) when the entity can no longer withdraw the offer of those benefits; and**

**(b) when the entity recognises costs for a restructuring that is within the scope of GRAP 19 and involves the payment of termination benefits.**

- .175 For termination benefits payable as a result of an employee's decision to accept an offer of benefits in exchange for the termination of employment, the time when an entity can no longer withdraw the offer of termination benefits is the earlier of:
- (a) when the employee accepts the offer; and
  - (b) when a restriction (e.g. a legal, regulatory or contractual requirement or other restriction) on the entity's ability to withdraw the offer takes effect. This would be when the offer is made, if the restriction existed at the time of the offer.
- .176 For termination benefits payable as a result of an entity's decision to terminate an employee's employment, the entity can no longer withdraw the offer when the entity has communicated to the affected employees a plan of termination meeting all of the following criteria:
- (a) Actions required to complete the plan indicate that it is unlikely that significant changes to the plan will be made.
  - (b) The plan identifies the number of employees whose employment is to be terminated, their job classifications or functions and their locations (but the plan need not identify each individual employee) and the expected completion date.
  - (c) The plan establishes the termination benefits that employees will receive in sufficient detail that employees can determine the type and amount of benefits they will receive when their employment is terminated.
- .177 When an entity recognises termination benefits, the entity may also have to account for a plan amendment or a curtailment of retirement benefits or other employee benefits (see paragraph .110).

**Measurement**

- .178 An entity shall measure termination benefits on initial recognition, and shall measure and recognise subsequent changes, in accordance with the nature of the employee benefit, provided that if the termination benefits are an enhancement to post-employment benefits, the entity shall apply the requirements for post-employment benefits. Otherwise:**
- (a) If the termination benefits are expected to be settled wholly before twelve months after the end of the reporting period in which the termination benefit is recognised, the entity shall apply the requirements for short-term employee benefits.**
  - (b) If the termination benefits are not expected to be settled wholly before twelve months after the end of the reporting period, the entity shall apply the requirements for other long-term employee benefits.**
- .179 Because termination benefits are not provided in exchange for service, paragraphs .76 to .80 relating to the attribution of the benefit to periods of service are not relevant.

**Example illustrating paragraphs .168 to .179: Termination benefits**

*Background*

As a result of a recent change in legislation, an entity plans to stop a vaccination programme in 10 months and, at that time, terminate the employment of all of the remaining employees in the programme. Because the entity needs the expertise of the employees in the programme to complete some contracts, it announces a plan of termination as follows.

Each employee who stays and renders service until the closure of the programme will receive on the termination date a cash payment of R30 000. Employees leaving before closure of the programme will receive R10 000.

There are 120 employees in the programme. At the time of announcing the plan, the entity expects 20 of them to leave before closure. Therefore, the total expected cash outflows under the plan are R3 200 000 (i.e.  $20 \times R10\,000 + 100 \times R30\,000$ ). As required by paragraph .168, the entity accounts for benefits provided for termination of employment as termination benefits and accounts for benefits provided for services as short-term employee benefits.

*Termination benefits*

The benefit provided for termination of employment is R10 000. This is the amount that an entity would have to pay for terminating the employment regardless of whether the employees stay and render service until closure of the programme or they leave before closure. Even though the employees can leave before closure, the termination of all employees' employment is a result of the entity's decision to stop the programme and terminate their employment (i.e. all employees will leave employment when the programme stops). Therefore the entity recognises a liability of R1 200 000 (i.e.  $120 \times R10\,000$ ) for the termination benefits provided in accordance with the employee benefit plan at the earlier of when the plan of termination is announced and when the entity recognises the restructuring costs associated with the closure of the programme.

*Benefits provided for service*

The incremental benefits that employees will receive if they provide services for the full ten-month period are for services provided over that period. The entity accounts for them as short-term employee benefits because the entity expects to settle them before twelve months after the end of the reporting period. In this example, discounting is not required, so an expense of R200 000 (i.e.

R2 000 000 ÷ 10) is recognised in each month during the service period of 10 months, with a corresponding increase in the carrying amount of the liability.

#### Disclosure

**.180 An entity shall disclose information that:**

- (a) explains the characteristics of its termination benefits and risks associated with them;**
- (b) identifies and explains the amounts in its financial statements arising from its termination benefits; and**
- (c) describes how its termination benefits may affect the amount, timing and uncertainty of the entity's future cash flows.**

**.181** This Standard does not require specific information to be disclosed to meet the objectives outlined in paragraph .180. An entity should consider whether the disclosure requirements in other Standards of GRAP contribute towards meeting these objectives. These include:

- GRAP 20 requires disclosures about employee benefits, which includes termination benefits for management.
- GRAP 1 requires disclosure of employee benefits expense and key sources of estimation uncertainty.
- GRAP 19 requires disclosures about provisions and contingent liabilities.

If the disclosures provided in accordance with the requirements in other Standards of GRAP are insufficient to meet the objectives in paragraph .180, an entity shall disclose additional information necessary to meet those objectives.

#### Transitional provisions

##### Initial adoption of the Standards of GRAP

**.182 The transitional provisions to be applied by entities on the initial adoption of this Standard are prescribed in a directive(s). The provisions of this Standard should be read in conjunction with each applicable directive.**

##### Effective date

##### Initial adoption of the Standards of GRAP

**.183 An entity shall apply this Standard for annual financial statements covering periods beginning on or after a date to be determined by the Minister of Finance in a regulation to be published in accordance with section 91(1)(b) of the Public Finance Management Act, Act No. 1 of 1999, as amended. If an entity elects to apply this Standard earlier, it shall disclose this fact.**

##### Withdrawal of the Standard of GRAP on *Employee Benefits* (2009)

**.184** This Standard supersedes the Standard of GRAP on *Employee Benefits* issued in 2009.

**Appendix A - Consequential amendments to Standards of GRAP**

The purpose of this appendix is to identify the consequential amendments to other Standards of GRAP resulting from the issue of this Standard. Amended text is shown with new text underlined and deleted text struck through.

**A1. GRAP 35 Consolidated Financial Statements**

Amend the following paragraphs in GRAP 35:

**Appendix A - Application guidance****Relevant activities and direction of relevant activities**

AG14. Examples of decisions about relevant activities include but are not limited to:

- (a) establishing operating and capital decisions of an entity, including budgets; and
- (b) appointing and remunerating an entity's ~~key management personnel~~ or service providers and terminating their services or employment.

AG17. Examples of rights that, either individually or in combination, can give an entity power include but are not limited to:

- (a) ...;
- (b) ...;
- (c) rights to appoint, reassign or remove members of another entity's ~~key management personnel~~ who have the ability to direct the relevant activities;

AG20. In some circumstances it may be difficult to determine whether an entity's rights are sufficient to give it power over another entity. In such cases, to enable the assessment of power to be made the entity shall consider evidence of whether it has the practical ability to direct the relevant activities unilaterally. Consideration is given, but is not limited, to the following, which, when considered together with its rights and the indicators in paragraphs AG21. and AG22., may provide evidence that the entity's rights are sufficient to give it power over the other entity:

- (a) the entity can appoint or approve the other entity's ~~key management personnel~~ who have the ability to direct the relevant activities;
- (b) ...;
- (c) ...;
- (d) the other entity's ~~key management personnel~~ are related parties of the entity (for example, the chief executive officer of the other entity and the chief executive officer of the entity are the same person); or ...

AG21. Sometimes there will be indications that the entity has a special relationship with the other entity, which suggests that the entity has more than a passive interest in the other entity. The existence of any individual indicator, or a particular combination of indicators, does not necessarily mean that the power criterion is met. However, if an entity has more than a passive interest in another entity this may indicate that the entity has other related rights sufficient to give it power or provide evidence of existing power over another entity. For example, the following suggests that the entity has more than a passive interest in the other entity and, in combination with other rights, may indicate power:

- (a) The relationship between the entity and the other entity's operations is one of dependence, such as in the following situations:
  - (i) ...
  - (ii) ...
  - (iii) ...
  - (iv) ...
  - (v) The entity provides ~~key management personnel~~ to the other entity (for example, when the entity's personnel have specialised knowledge of the other entity's operations) and the other entity depends on this.

**Relationship with other parties**

AG77. The following are examples of such other parties that, by the nature of their relationship, might act as de facto agents for the entity:

- (a) ...
- (b) ...
- (c) ...

## GRAP 25

- (d) ...
- (e) Another entity for which the majority of the members of its board of directors or equivalent governing body or for which its ~~key management personnel~~ are the same as those of the entity.

**Fair value measurement**

AG104. An essential element of the definition of an investment entity is that it measures and evaluates the performance of substantially all of its investments on a fair value basis, because using fair value results in more relevant information than, for example, consolidating its controlled entities or using the equity method for its interests in associates or joint ventures. In order to demonstrate that it meets this element of the definition, an investment entity:

- (a) ...; and
- (b) reports fair value information internally to the entity's ~~key management personnel~~ (as defined in the Standard of GRAP on *Related Party Disclosures*), who use fair value as the primary measurement attribute to evaluate the performance of substantially all of its investments and to make investment decisions.

**Appendix D - Illustrative examples****Example 26**

...

The municipality has a mix of rights over the trust including rights to:

- (a) appoint, reassign or remove members of the trust's ~~key management personnel~~ who have the ability to direct the relevant activities;

...

**Example 39**

Real Estate Entity was formed to develop, own and operate retail, office and other commercial properties. Real Estate Entity typically holds its property in separate wholly-owned controlled entities, which have no other substantial assets or liabilities other than borrowings used to finance the related investment property. Real Estate Entity and each of its controlled entities report their investment properties at fair value in accordance with GRAP 16. Real Estate Entity does not have a set time frame for disposing of its property investments, but uses fair value to help identify the optimal time for disposal. Although fair value is one performance indicator, Real Estate Entity and its investors use other measures, including information about expected cash flows, rental revenues and expenses, to assess performance and to make investment decisions. The ~~key management personnel~~ of Real Estate Entity do not consider fair value information to be the primary measurement attribute to evaluate the performance of its investments but rather a part of a group of equally relevant key performance indicators.

...

**A2. GRAP 104 Financial Instruments**

Amend the following paragraphs in GRAP 104:

**Quantitative disclosures (see Appendix A paragraphs AG159. to AG180.)**

**.126 For each type of risk arising from financial instruments, an entity shall disclose:**

- (a) *summary quantitative data about its exposure to that risk at the end of the reporting period. This disclosure shall be based on the information provided internally to ~~key management personnel~~ of the entity (as defined in the Standard of GRAP on *Related Party Disclosures*), for example the entity's board of directors, governing body or senior management;*
- (b) ...

**Effective date****Entities already applying Standards of GRAP**

**.137C Paragraph .126(a) was amended by the Standard of GRAP on *Employee Benefits* issued April 2021. An entity shall apply this amendment retrospectively for annual financial periods beginning on or after 1 April 2023. If an entity elects to apply these amendments earlier, it shall disclose this fact.**

**Appendix A - Application guidance****Quantitative disclosures (paragraph .126)**

AG159. Paragraph .126(a) requires disclosures of summary quantitative data about an entity's exposure to risks based on the information provided internally to ~~key management personnel~~ of the entity. When an entity uses several methods to manage a risk exposure, the entity shall disclose information using the method or methods that provide the most relevant and reliable information. GRAP 3 discusses relevance and reliability.

## GRAP 25

**Quantitative liquidity disclosures (paragraphs .131(a) and (b))**

AG163. In accordance with paragraph .126(a) an entity discloses summary quantitative data about its exposure to liquidity risk on the basis of the information provided internally to key management personnel. An entity shall explain how those data are determined. If the outflows of cash (or another financial asset) included in those data could either:

...

**A3. DIRECTIVE 2 Transitional Provisions for Public Entities, Trading Entities, Municipal Entities, Public Technical and Vocational Education and Training Colleges, and Constitutional Institutions**

Amend and delete the following paragraphs in Directive 2:

**GRAP 25 Employee Benefits**

**Transitional provisions**

**All employee benefits**

~~.53 All changes resulting from the application of the Standard of GRAP on Employee Benefits (GRAP 25) shall be accounted for retrospectively in accordance with the requirements of GRAP 3, except that:~~

- ~~(a) An entity need not adjust the carrying amount of assets outside the scope of GRAP 25 for changes in employee benefit costs that were included in the carrying amount before the date of initial adoption. The date of initial adoption is the beginning of the earliest prior period presented in the first financial statements in which the entity adopts GRAP 25.~~
- ~~(b) An entity need not present comparative information for the disclosures required by paragraph .147 about the sensitivity of the defined benefit obligation.~~

~~.54 When an entity initially adopts a Standard of GRAP, GRAP 3 requires an entity to apply the requirements of the Standard being adopted retrospectively.~~

**Defined benefit plans**

~~.55 On the initial adoption of GRAP 25, an entity shall determine the net liability (asset) for defined benefit plans at that date as:~~

- ~~(a) the present value of the obligations (see paragraphs .76 to .112 of the Standard) at the date of adoption;~~
- ~~(b) minus the fair value, at the date of adoption, of plan assets (if any) out of which the obligations are to be settled directly (see paragraphs .113 to .122 of the Standard);~~
- ~~(c) plus any liability that may arise as a result of a minimum funding requirement (see paragraphs .71 to .73 of the Standard).~~

~~.56 If the amount determined for defined benefit plans on initial adoption of GRAP 25 is negative (an asset), the amount shall be measured using the asset recognition ceiling in paragraphs .68 to .70 of the Standard.~~

~~.57 The net liability (asset) recognised at the date of adoption in accordance with paragraph .55 includes all cumulative actuarial gains and losses and past service costs.~~

~~.58 The net liability (asset) on the date of adoption includes both recognised and previously unrecognised actuarial gains and losses and past service costs that arose in prior periods.~~

~~.59 Any difference between the net liability (asset) determined using GRAP 25 and the entity's previous accounting policy is accounted for retrospectively in accordance with GRAP 3.~~

~~.60 In the year of adoption, an entity is required to present a reconciliation of the net liability (asset) determined using its previous accounting policy, and the net liability (asset) determined using GRAP 25, showing separately the effect of:~~

- ~~(a) unrecognised actuarial gains and losses;~~
- ~~(b) unrecognised past service costs; and~~
- ~~(c) other changes.~~

~~The reconciliation shall be presented in the notes to the financial statements.~~

~~.61 In the year that an entity initially adopts GRAP 25, it discloses the information in paragraph .136(m) to the extent that it is available and/or previously disclosed.~~

~~.62 The information specified in paragraph .136(m) relates to the present value of the defined benefit obligation, the fair value of the plan assets, the surplus or deficit in the plan, and certain experience adjustments. This information is required for the current and previous four reporting periods. An entity discloses this information to the extent that it is available and/or was previously disclosed. For example, if an entity only has information about the last three reporting periods, then~~

## GRAP 25

disclosure of the current year and three year historical information is sufficient in the year of adoption.

...

#### A4. DIRECTIVE 3 Transitional Provisions for High Capacity Municipalities

Amend and delete the following paragraphs in Directive 3:

##### GRAP 25 Employee Benefits

##### Transitional provisions

##### All employee benefits

~~.65 All changes resulting from the application of the Standard of GRAP on Employee Benefits (GRAP 25) shall be accounted for retrospectively in accordance with the requirements of GRAP 3, except that:~~

- ~~(a) An entity need not adjust the carrying amount of assets outside the scope of GRAP 25 for changes in employee benefit costs that were included in the carrying amount before the date of initial adoption. The date of initial adoption is the beginning of the earliest prior period presented in the first financial statements in which the entity adopts GRAP 25.~~
- ~~(b) An entity need not present comparative information for the disclosures required by paragraph .147 about the sensitivity of the defined benefit obligation.~~

~~.66 When an entity initially adopts a Standard of GRAP, GRAP 3 requires an entity to apply the requirements of the Standard being adopted retrospectively.~~

##### Defined benefit plans

~~.67 On the initial adoption of GRAP 25, an entity shall determine the net liability (asset) for defined benefit plans at that date as:~~

- ~~(a) the present value of the obligations (see paragraphs .76 to .112 of the Standard) at the date of adoption;~~
- ~~(b) minus the fair value, at the date of adoption, of plan assets (if any) out of which the obligations are to be settled directly (see paragraphs .113 to .122 of the Standard);~~
- ~~(c) plus any liability that may arise as a result of a minimum funding requirement (see paragraphs .71 to .73 of the Standard).~~

~~.68 If the amount determined for defined benefit plans on initial adoption of GRAP 25 is negative (an asset), the amount shall be measured using the asset recognition ceiling in paragraphs .68 to .70 of the Standard.~~

~~.69 The net liability (asset) recognised at the date of adoption in accordance with paragraph .67 includes all cumulative actuarial gains and losses and past service costs.~~

~~.70 The net liability (asset) on the date of adoption includes both recognised and previously unrecognised actuarial gains and losses and past service costs that arose in prior periods.~~

~~.71 Any difference between the net liability (asset) determined using GRAP 25 and the entity's previous accounting policy is accounted for retrospectively in accordance with GRAP 3.~~

~~.72 In the year of adoption, an entity is required to present a reconciliation of the net liability (asset) determined using its previous accounting policy, and the net liability (asset) determined using GRAP 25, showing separately the effect of:~~

- ~~(a) unrecognised actuarial gains and losses;~~
- ~~(b) unrecognised past service costs; and~~
- ~~(c) other changes.~~

~~The reconciliation shall be presented in the notes to the financial statements.~~

~~.73 In the year that an entity initially adopts GRAP 25, it discloses the information in paragraph .136(m) to the extent that it is available and/or previously disclosed.~~

~~.74 The information specified in paragraph .136(m) relates to the present value of the defined benefit obligation, the fair value of the plan assets, the surplus or deficit in the plan, and certain experience adjustments. This information is required for the current and previous four reporting periods. An entity discloses this information to the extent that it is available and/or was previously disclosed. For example, if an entity only has information about the last three reporting periods, then disclosure of the current year and three year historical information is sufficient in the year of adoption.~~

...

#### A5. DIRECTIVE 4 Transitional Provisions for Medium and Low Capacity Municipalities and Trading Entities

Amend and delete the following paragraphs in Directive 4:

**GRAP 25 Employee Benefits**

**Transitional provisions**

**All employee benefits**

~~.82 All changes resulting from the application of the Standard of GRAP on Employee Benefits (GRAP 25) shall be accounted for retrospectively in accordance with the requirements of GRAP 3, except that:~~

- ~~(a) An entity need not adjust the carrying amount of assets outside the scope of GRAP 25 for changes in employee benefit costs that were included in the carrying amount before the date of initial adoption. The date of initial adoption is the beginning of the earliest prior period presented in the first financial statements in which the entity adopts GRAP 25.~~
- ~~(b) An entity need not present comparative information for the disclosures required by paragraph .147 about the sensitivity of the defined benefit obligation.~~

~~.83 When an entity initially adopts a Standard of GRAP, GRAP 3 requires an entity to apply the requirements of the Standard being adopted retrospectively.~~

**Defined benefit plans**

~~.84 On the initial adoption of GRAP 25, an entity shall determine the net liability (asset) for defined benefit plans at that date as:~~

- ~~(a) the present value of the obligations (see paragraphs .76 to .112 of the Standard) at the date of adoption;~~
- ~~(b) minus the fair value, at the date of adoption, of plan assets (if any) out of which the obligations are to be settled directly (see paragraphs .113 to .122 of the Standard);~~
- ~~(c) plus any liability that may arise as a result of a minimum funding requirement (see paragraphs .71 to .73 of the Standard).~~

~~.85 If the amount determined for defined benefit plans on initial adoption of GRAP 25 is negative (an asset), the amount shall be measured using the asset recognition ceiling in paragraphs .68 to .70 of the Standard.~~

~~.86 The net liability (asset) recognised at the date of adoption in accordance with paragraph .96 includes all cumulative actuarial gains and losses and past service costs.~~

~~.87 The net liability (asset) on the date of adoption includes both recognised and previously unrecognised actuarial gains and losses and past service costs that arose in prior periods.~~

~~.88 Any difference between the net liability (asset) determined using GRAP 25 and the entity's previous accounting policy is accounted for retrospectively in accordance with GRAP 3.~~

~~.89 In the year of adoption, an entity is required to present a reconciliation of the net liability (asset) determined using its previous accounting policy, and the net liability (asset) determined using GRAP 25, showing separately the effect of:~~

- ~~(a) unrecognised actuarial gains and losses;~~
- ~~(b) unrecognised past service costs; and~~
- ~~(c) other changes.~~

~~The reconciliation shall be presented in the notes to the financial statements.~~

~~.90 In the year that an entity initially adopts GRAP 25, it discloses the information in paragraph .136(m) to the extent that it is available and/or previously disclosed.~~

~~.91 The information specified in paragraph .136(m) relates to the present value of the defined benefit obligation, the fair value of the plan assets, the surplus or deficit in the plan, and certain experience adjustments. This information is required for the current and previous four reporting periods. An entity discloses this information to the extent that it is available and/or was previously disclosed. For example, if an entity only has information about the last three reporting periods, then disclosure of the current year and three year historical information is sufficient in the year of adoption.~~

...

**A6. DIRECTIVE 8 Transitional Provisions for Parliament and Provincial Legislatures**

Amend and delete the following paragraphs in Directive 8:

**GRAP 25 Employee Benefits**

**Transitional provisions**

## GRAP 25

## All employee benefits

**.50** All changes resulting from the application of the Standard of GRAP on Employee Benefits (GRAP 25) shall be accounted for retrospectively in accordance with the requirements of GRAP 3, except that:-

- (a) An entity need not adjust the carrying amount of assets outside the scope of GRAP 25 for changes in employee benefit costs that were included in the carrying amount before the date of initial adoption. The date of initial adoption is the beginning of the earliest prior period presented in the first financial statements in which the entity adopts GRAP 25.
- (b) An entity need not present comparative information for the disclosures required by paragraph .147 about the sensitivity of the defined benefit obligation.

~~.51~~ When an entity initially adopts a Standard of GRAP, GRAP 3 requires an entity to apply the requirements of the Standard being adopted retrospectively.

## Defined benefit plans

~~.52~~ On the initial adoption of GRAP 25, an entity shall determine the net liability (asset) for defined benefit plans at that date as:

- ~~(a)~~ the present value of the obligations (see paragraphs .76 to .112 of the Standard) at the date of adoption;
- ~~(b)~~ minus the fair value, at the date of adoption, of plan assets (if any) out of which the obligations are to be settled directly (see paragraphs .113 to .122 of the Standard);
- ~~(c)~~ plus any liability that may arise as a result of a minimum funding requirement (see paragraphs .71 to .73 of the Standard).

~~.53~~ If the amount determined for defined benefit plans on initial adoption of GRAP 25 is negative (an asset), the amount shall be measured using the asset recognition ceiling in paragraphs .68 to .70 of the Standard.

~~.54~~ The net liability (asset) recognised at the date of adoption in accordance with paragraph .52 includes all cumulative actuarial gains and losses and past service costs.

~~.55~~ The net liability (asset) on the date of adoption includes both recognised and previously unrecognised actuarial gains and losses and past service costs that arose in prior periods.

~~.56~~ Any difference between the net liability (asset) determined using GRAP 25 and the entity's previous accounting policy is accounted for retrospectively in accordance with GRAP 3.

~~.57~~ In the year of adoption, an entity is required to present a reconciliation of the net liability (asset) determined using its previous accounting policy, and the net liability (asset) determined using GRAP 25, showing separately the effect of:

- ~~(a)~~ unrecognised actuarial gains and losses;
- ~~(b)~~ unrecognised past service costs; and
- ~~(c)~~ other changes.

The reconciliation shall be presented in the notes to the financial statements.

~~.58~~ In the year that an entity initially adopts GRAP 25, it discloses the information in paragraph .136(m) to the extent that it is available and/or previously disclosed.

~~.59~~ The information specified in paragraph .136(m) relates to the present value of the defined benefit obligation, the fair value of the plan assets, the surplus or deficit in the plan, and certain experience adjustments. This information is required for the current and previous four reporting periods. An entity discloses this information to the extent that it is available and/or was previously disclosed. For example, if an entity only has information about the last three reporting periods, then disclosure of the current year and three year historical information is sufficient in the year of adoption.

**Basis for conclusions**

*This basis for conclusions gives the Accounting Standards Board's (the Board's) reasons for accepting or rejecting certain proposals related to the accounting for employee benefits. This basis for conclusions accompanies, but is not part of, this Standard.*

**Presentation of actuarial gains and losses**

- BC1. The International Accounting Standard on *Employee Benefits* (IAS 19<sup>®</sup>) (amended in 2011) recognises remeasurements of the net defined liability (asset) in other comprehensive income rather than in surplus or deficit. Because IPSAS does not acknowledge other comprehensive income, the IPSASB considered that recognising remeasurements in net assets/equity would have the same accounting outcome as IAS 19 in not impacting surplus or deficit with components of defined benefit cost that have different predictive values. Therefore, the IPSASB decided to recognise remeasurements in net assets/equity.
- BC2. In developing GRAP 25 (2009), the Board assessed where actuarial gains and losses should be recognised for the purposes of this Standard. In doing so, the Board considered the nature of actuarial gains and losses in the context of the requirements in the Standard of GRAP on *Accounting Policies, Changes in Accounting Estimates and Errors* (GRAP 3).
- BC3. In measuring the various components related to the net defined benefit liability (asset), e.g. service cost, net interest and return on plan assets, an entity uses estimates. If actual events and circumstances differ from the original estimates used, actuarial gains and losses arise.
- BC4. These actuarial gains and losses represent the revision of the estimates used by management in the initial recognition of the various components of the net defined benefit liability (asset).
- BC5. The Board prescribed full recognition of actuarial gains and losses in surplus or deficit for the following reasons:
- in developing a Standard of GRAP, the Board aims to eliminate alternative accounting treatments wherever possible. Requiring the recognition of actuarial gains and losses in surplus or deficit achieves this objective; and
  - the Board has minimised the recognition of gains and losses outside of surplus or deficit in other Standards of GRAP, for example, in GRAP 104, on the basis that changes in the values of assets and liabilities should be recognised in surplus or deficit and presented in the statement of financial performance.
- BC6. As a result of these factors, coupled with the Board's rationale that, conceptually, actuarial gains and losses are changes in estimates, it agreed that actuarial gains and losses should be recognised in surplus or deficit in the year that they occur.
- BC7. The Board also agreed that any amounts arising from application of the limits for the asset recognition ceiling and any liability, and changes in that liability, resulting from the effect of any minimum funding requirement, should also be recognised in the statement of financial performance.
- BC8. In revising GRAP 25 to align to the requirements of the International Public Sector Accounting Standard on *Employee Benefits* (IPSAS 39), the Board remained of the view that remeasurements (comprising actuarial gains and losses, return on plan assets and changes in the effect of the asset ceiling) should be recognised in surplus or deficit, for the reasons discussed in paragraphs BC4. to BC7.

**Disclosure of information on other long-term employee benefits and termination benefits**

- BC9. IPSAS 39 does not include any specific disclosure requirements or disclosure objectives for other long-term employee benefits and termination benefits. Stakeholders noted that there is inconsistent disclosure about these employee benefits in practice, and disclosure is often limited. The Board acknowledged that the nature and extent of entities' other long-term employee benefits and termination benefits may vary, and it may be appropriate that disclosure varies. The Board agreed to add disclosure objectives for other long-term employee benefits and termination benefits, together with more examples of disclosure requirements in other Standards of GRAP that may be appropriate for entities to consider in order to meet the disclosure objectives.

**Comparison with the International Public Sector Accounting Standard on *Employee Benefits* (July 2016)**

This Standard is drawn primarily from IPSAS 39. The main differences between this Standard and IPSAS 39 are as follows:

- Certain terminology changes were made, for example, "profit sharing and bonuses" referred to in IPSAS 39 are called "bonus, incentive and performance related payments" in this Standard.
- References to a "period" or "accounting period" were amended to "reporting period" where this clarified the requirements of this Standard.
- Examples included in the application guidance of IPSAS 39 have been incorporated into the text of this Standard (in line with IAS 19).
- Examples have been amended for South African circumstances.

**GRAP 25**

- In certain instances, references to contractual agreements have been expanded to reflect the concept of a “binding arrangement”.
- IPSAS 39 prescribes that remeasurements are recognised in net assets/equity. This Standard prescribes that remeasurements are recognised in surplus or deficit.
- This Standard includes guidance from the IFRIC® Interpretation on *The Limit on a Defined Benefit Asset, Minimum Funding Requirements and their Interaction* on when a minimum funding requirement gives rise to a liability.
- IPSAS 39 allows entities within various jurisdictions to use the government bond rate, corporate bond rate or the rate of another instrument, to determine the discount rate to be used for discounting defined benefit obligations. This Standard only refers to the government bond rate as this is the rate used in South Africa.
- IPSAS 39 does not include disclosure objectives for other long-term employee benefits or termination benefits. Disclosure objectives for these employee benefits are included in this Standard.
- Transitional provisions applicable to this Standard are dealt with differently than in IPSAS 39.

## DEPARTMENT OF SPORTS, ARTS AND CULTURE

NO. 2115

27 May 2022

## BUREAU OF HERALDRY

APPLICATION FOR REGISTRATION OF HERALDIC REPRESENTATIONS AND OBJECTIONS THERETO  
SECTIONS 7, 7A AND 7B OF THE HERALDRY ACT, 1962 (ACT NO. 18 OF 1962)

The under-mentioned bodies and persons have applied in terms of section 7 of the Heraldry Act, 1962 (Act No. 18 of 1962), for the registration of their heraldic representations. Anyone wishing to object to the registration of these heraldic representations on the grounds that such registrations will encroach upon rights to which he or she is legally entitled should do so within one month of the date of publication of this notice upon a form obtainable from the State Herald, Private Bag X236, Pretoria, 0001.

1. APPLICANT: **Salomon Cornelius Johannes Hoogenraad-Vermaak** (H4/3/4/1053)

ARMS: Per fess serpentine, over the partition a bar serpentine Argent, in base Azure, and in chief per pale Azure and Or, in chief dexter and open book Or, sinister a scale of Justice Sable, and in base two herrings naiant in pale Argent, each ensigned of a coronet bottony Or. CREST: A king protea flower issuant Gules, seeded Argent, slipped and leafed Vert. WREATH AND MANTLING: Azure and Or. MOTTO: SAPERE AUDE

2. APPLICANT: **Clint Lee Edward Everitt** (H4/3/4/1054)

ARMS: Tierced per pale and per fess potency, Azure and Argent counterchanged, and sinister chief Gules, in chief a cross-crosslet Azure, flanked to dexter by a leopard Or, below its dexter hind-leg a maltese cross Argent, and to sinister a lion rampant Or; in base an anchor Or, flanked to dexter of a barrulet between three three estoiles all Gules, and sinister, issuant from the partition, three boats in pale Gules. CREST: A brown bear rampant proper, armed Argent, muzzled, collared and with rope reflexing over its back and dexter hind leg Or. WREATH AND MANTLING: Azure and Or. MOTTO: DUM SPIRO SPERO

3. APPLICANT: **Dewdney William Drew** (H4/3/4/1056)

ARMS: Ermine, a lion passant Gules. WREATH: Tenne and Azure. CREST: Statant upon a mound Argent, a springbok guardant proper. MOTTO: DROGO NOMEN ET VIRTUS ARMA DEDIT

4. APPLICANT: **Garth Abraham** (H4/3/4/1057)

ARMS: Azure, bars gemelles wavy and in base a sun Or; upon a chief Vert, three fleurs-de-lis Or. WREATH: Gules and Vert. CREST: A Dodo statant proper, beaked Or, gorged of a collar, thereupon a fleur-de-lis Or, supporting with its dexter foot an escutcheon, bendwise, Azure, charged with a sun Or. MOTTO: CUSTODIANT VIAM

5. APPLICANT: **Road Traffic Management Corporation** (H4/3/3/121)

BADGE: A five-pointed star Or, charged in the centre of a Hurt, thereupon a five-pointed star, ensigned of the secretary bird and sunburst of the national coat of arms, within a closed laurel wreath, all Or.

## DEPARTMENT OF SPORTS, ARTS AND CULTURE

NO. 2115

27 May 2022

## BURO VIR HERALDIEK

## AANSOEK OM REGISTRASIE VAN HERALDIESE VOORSTELLINGS EN BESWARE DAARTEEN

## ARTIKELS 7, 7A EN 7B VAN DIE HERALDIEKWET, 1962 (WET NO. 18 VAN 1962)

Ondergenoemde instansies en persone het kragtens artikel 7 van die Heraldiekwet, 1962 (Wet No. 18 van 1962), aansoek gedoen om die registrasie van hulle heraldiese voorstellings. Enigeen wat teen die registrasie van hierdie heraldiese voorstellings beswaar wil aanteken op grond daarvan dat sodanige registrasie inbreuk sal maak op regte wat hom of haar wettiglik toekom, moet dit binne een maand na die datum van publikasie van hierdie kennisgewing doen op 'n vorm wat van die Staatsheraldikus, Privaat Sak X236, Pretoria, 0001, verkrygbaar is.

1. AANSOEKER: **Salomon Cornelius Johannes Hoogenraad-Vermaak** (H4/3/4/1053)

WAPEN: Slangsnitsgewys deursnede, oor die verdelingslyn heen 'n versmalde slangsnitvormige silwer dwarsbalk, 'n blou skildvoet en 'n skildhoof gedeel van blou en goud, in die skildhoof regs 'n goue oop boek, links 'n swart skaal van geregtigheid, en in die skildvoet twee paalsgewys geplaaste swemmende silver harings elk oortop van 'n goue klawerkroon. HELMTEKEN: 'n Uitkomende rooi proteablom, silwer gesaad, groen gesteel en geblaar. DEKKLEDE: Blou en goud. WAPENSPREUK: SAPERE AUDE

2. AANSOEKER: **Clint Lee Edward Everitt** (H4/3/4/1054)

WAPEN: Gedeel in drie en krukvormig deursnede van blou en silwer, van die een in die ander, met die linker skildhoof van rooi, in die skildhoof 'n herkruste blou kruis, tussen regs 'n klimmende goue luiperd, onder sy regter poot 'n silwer malteserkruis, en links 'n klimmende goue leeu; in die skildvoet 'n goue anker tussen regs 'n versmalde dwarsbalk tussen drie seesterre alles rooi, en links uitkomend uit die verdelingslyn drie paalsgewys geplaaste rooi bote. HELMTEKEN: 'n Klimmende bruin beer van natuurlike kleur, silwer geklou, gemuilband, gehalsband en met leiband oor sy rug heen en om sy regter agter poot gespan, alles van goud. WRONG EN DEKKLEDE: Blou en goud. WAPENSPREUK: DUM SPIRO SPERO

3. AANSOEKER: **Dewdney William Drew** (H4/3/4/1056)

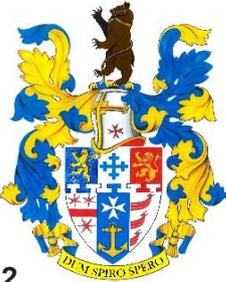
WAPEN: Hermelyn, 'n gaande rooi leeu. WRONG: Oranje en blou. HEMTEKEN: Staande op 'n silwer grond, 'n aansierende springbok van natuurlike kleur. WAPENSPREUK: DROGO NOMEN ET VIRTUS ARMA DEDIT

4. AANSOEKER: **Garth Abraham** (H4/3/4/1057)

WAPEN: In blou, goue golwende tweelingbalke, en in die skildvoet 'n goue son; up 'n groen skildhoof drie goue fleurs de lis. WRONG: Goud en groen. HELMTEKEN: 'n Staande dodo van natuurlike kleur, goud gebek, gekeel van 'n halsband, daarop 'n fleur de lis alles goud, wat met sy regterpoot 'n blou skuinsregs geplaaste skild, belaa met 'n goue son ondersteun. WAPENSPREUK: CUSTODIANT VIAM

1. AANSOEKER: **Road Traffic Management Corporation** (H4/3/3/121)

KENTEN: 'n Vyfpuntige goue ster, in die middel belaa met 'n blou skyf, daarop 'n vyfpuntige ster oortop van die sekretarisvoël en son van die nasionale wapen en omgewe van 'n geslote lourierkrans, alles van goud.

 <p>1</p>	 <p>2</p>	 <p>3</p>	 <p>4</p>	 <p>5</p>
<p>6</p>				

## DEPARTMENT OF WATER AND SANITATION

NO. 2116

27 May 2022

**PROPOSAL FOR THE AMENDMENT OF THE VAAL RIVER CATCHMENT MANAGEMENT AGENCY AREA THROUGH EXTENSION OF THE BOUNDARIES AND AREA OPERATIONAL TO INCLUDE ORANGE WATER MANAGEMENT AREA IN TERMS OF SECTION 78(4) OF THE NATIONAL WATER ACT, 1998 (ACT NO. 36 OF 1998)**

I, Senzo Mchunu, Minister of Water and Sanitation, hereby, in terms of section 78(4) of the National Water Act, (Act No 36 of 1998), propose that-

- a) the Vaal-Orange Catchment Management Agency (CMA) is established through the extension of the boundaries and operational area of the Vaal River CMA.
- b) the CMA shall be named Vaal-Orange Catchment Management Agency.

A proposal regarding the establishment and rationalisation of the proposed Vaal-Orange CMA, as contemplated in section 77 of the National Water Act, 1998, is available for comments and may be accessed at the website link <https://www.dws.gov.za/documents/gazettes.aspx>

All interested persons are invited to send their comments in writing on the proposed extension of boundary and area of operation to:

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

Attention: Ms T M L Baloyi  
By e-mail to: BaloyiT2@dws.gov.za



**MR SENZO MCHUNU, MP  
MINISTER OF WATER AND SANITATION**

DATE: 17/05/2022

## DEPARTMENT OF WATER AND SANITATION

NO. 2117

27 May 2022

**INTENTION TO DISESTABLISH SEDIBENG WATER (SW) AND TRANSFERING OF STAFF; ASSETS AND LIABILITIES INTO BOTH MAGALIES WATER AND BLOEM WATER**

I, Mr Senzo Mchunu, in my capacity as Minister of Water and Sanitation, hereby, in terms of section 28 of the Water Services Act, 1997 (Act No. 108 of 1997), propose the following:

- a) The disestablishment of Sedibeng Water established in terms of section 28 of the Water Services Act, 1997.
- b) That the staff, assets, and liabilities including operations of Sedibeng Water be transferred to Magalies Water and Bloem Water (North-West assets and liabilities to Magalies Water, the Free State and Northern Cape assets and liabilities to Bloem Water).
- c) Gazette the extension of the geographic areas of Magalies Water and Bloem Water so that the former Sedibeng Water's areas are reallocated to them.
- d) That the disestablishment will be done in terms of section 28 (1) (a) (b) (c) and (d) of the Water Services Act, 1997 which states that: "***The Minister may, by notice in the Gazette, establish a water board; give it a name or approve a change of its name; determine or change its service area or disestablish it***".

Following working sessions with the Provincial Governments, various Water Services Authorities and Water Boards regarding issues of governance, financial viability, accountability, and broader service delivery issues, a decision was taken to review Water Boards. The review is based on considerations of financial sustainability, servicing areas that are not currently being serviced and is also intended to address institutional confusion caused by having multiple water boards servicing the same area. I approved the proposal to disestablish Sedibeng Water in terms of Section 28 of Water Services Act, 1997 and transfer the North West assets and liabilities to Magalies Water, the Free State and Northern Cape assets and liabilities to Bloem Water and gazette the extension of the geographic areas of Magalies Water and Bloem Water so that the former SW areas are reallocated to them.

All interested persons are invited to comment in writing on the disestablishment of Sedibeng Water for a period of forty (40) days from the date of publication of this notice. All such comments must be addressed to:

**Director-General**  
**Department of Water and Sanitation**  
Attention: Mr S Letsholo  
Waterbron Building  
178 Francis Baard Street, Pretoria, 0001  
or  
Private Bag X313, Pretoria, 0001.  
For attention: Mr S Letsholo  
Email: [letsholoS@dws.gov.za](mailto:letsholoS@dws.gov.za)  
Tel: 012 336 8043



MR S MCHUNU, MP  
MINISTER OF WATER AND SANITATION  
DATE: 04/5/22

Confidential

## GENERAL NOTICES • ALGEMENE KENNISGEWINGS

## DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

## NOTICE 1046 OF 2022



Block A | 4th Floor | Meintjiesplein Building | 536 Francis Baard Street | Arcadia | 0002  
 Private Bag X935 | Pretoria | 0001  
 Tel: 012 341 1115 | Fax: 012 341 1811/1911  
<http://www.namc.co.za>

APPLICATION FOR THE CONTINUATION OF STATUTORY MEASURES: LEVIES IN TERMS OF  
 THE MARKETING OF AGRICULTURAL PRODUCTS ACT, 1996, (ACT NO 47 OF 1996), (MAP ACT)  
 AS AMENDED

....

**INVITATION TO DIRECTLY AFFECTED GROUPS IN THE OILSEEDS INDUSTRY  
 TO FORWARD COMMENTS REGARDING THE REQUEST FROM THE  
 SA CULTIVAR AND TECHNOLOGY AGENCY (SACTA), FOR THE CONTINUATION  
 OF LEVIES ON SOYBEANS FOR BREEDING AND TECHNOLOGY PURPOSES**

On 22 April 2022, the National Agricultural Marketing Council (NAMC) received a request from the South African Cultivar and Technology Agency NPC (SACTA) on behalf of specific role players in the oilseeds industry, that the Minister of Agriculture, Land Reform and Rural Development approve the continuation of the statutory levy on soybeans until February 2025. This application was made in terms of section 15 of the Marketing of Agricultural Products Act, Act No 47 of 1996 (MAP Act). The purpose of the statutory levy is to finance new breeding technology in the soybean industry.

The request includes the following periods and levy rates (VAT excluded) to be administered by SACTA, to be approved by the Minister:

Commodity	Period	Amount (VAT Excl)
Locally produced soybeans	1/3/2023 to 28/2/2024	R66 per metric ton
	1/3/2024 to 28/2/2025	R92 per metric ton

In 2016, grain and oilseeds industry role-players acknowledged the need for a sustainable industry research funding strategy in respect of self-pollinated crops. It was subsequently decided to introduce breeding and technology levies to ensure a sustainable research funding model. This model is based, *inter alia*, on the Australian end-point royalty system.

According to the applicant, royalty collection systems are widely utilised on the actual yield of crops. These royalty collection systems are essentially risk sharing mechanisms, whereby beneficiaries of research are expected to pay a royalty (levy) based on accrued benefits (yield or utilisation of the crop) as a result of breeding activities. On 1 March 2019 a statutory levy was imposed on soybeans and subsequently extended to 28 February 2023. The levy amounts were R57 per ton in the first year and R55 per ton in the second year. This levy proved to be very beneficial to the soybean industry and the industry therefore fully supports the further continuation thereof.

SACTA was established to act as Administrator of the Breeding and Technology Levy System. The Board of Directors of SACTA includes industry role-players that are directly affected by the payment and/or utilisation of the levies, as well as two representatives appointed by the Minister of Agriculture, Land Reform and Rural Development. The aim is for SACTA to eventually administer breeding and technology levies on most self-pollinated crops.

According to the applicant, the levy system is very effective and payments to the appropriate seed marketing companies will again soon be made in respect of the 2021/2022 marketing

season. Continuation of the model is important in order to maintain the required benefits for the development of new seed technology to improve yields and to sustain food security in South Africa.

In approved, the levy will be payable to SACTA by buyers, processors and persons issuing a silo receipt, and will be recovered from producers. Persons paying the levy may claim 2,5% commission on the amount of the levies recovered, in accordance with the conditions set by SACTA from time to time.

#### **PARTICULARS OF STATUTORY MEASURE REQUIRED UNDER SECTION 10 OF THE MAP ACT**

The relevant particulars, as required in terms of section 10(2) of the MAP Act, to be included in a request for the establishment of a statutory measure of this nature, are as follows:

1. The proposed statutory levy would relate to soybeans that are produced in the Republic of South Africa;
2. The manner in which the objectives referred to in section 2(2) of the MAP Act will be advanced (namely increased market access for all market participants, promotion of the efficiency of the marketing of agricultural products, optimisation of export earnings from agricultural products and the enhancement of the viability of the agricultural sector) is summarised below:

The purpose and aim of the statutory measure are to compensate breeders of soybean varieties for their proportionate involvement and contribution towards obtaining and utilising improved international intellectual property to the benefit of the soybean industry in the Republic of South Africa.

SACTA distributes the levies that are collected to the seed breeders, in accordance with their proportionate market share, in terms of a formal Agency Agreement that is concluded with breeders.

Sustainable commercial farming of soybeans, the soybean industry at large, as well as food security in the country, are all dependent on the cultivation of high yielding soybean crops from seed varieties most suited to a particular production region.

The development of new cultivars, with improved quality and yield characteristics, constitutes an important part of breeding and technology research as undertaken by various organisations. The continuous development of new cultivars is indispensable to the sustained production of soybeans in South Africa.

Worldwide, the legislation concerning Plant Variety Protection ("PVP") and the protection of self-pollinated crops are insufficient to guarantee a return on investment on the intellectual property held by the holders of Plant Breeders' Rights. This is due to PVP exceptions such as "Farmer's Privilege" and the fact that the grain produced from self-pollinated crops has the same genetic content as the parent. This means that seed can be harvested and replanted by farmers, which creates a situation where farmers could, for example, only purchase one season's seed, then lawfully save seed of their harvests for the next and subsequent planting seasons. The consequence is that commercial seed sales are jeopardised by:

- low volumes (as it is cheaper for farmers to retain their own grain for seed); and
- low price levels (since any increase in seed prices triggers an increase in the use of farm saved seed).

The existence of international networks is critical in seed breeding, as most agriculture related intellectual property is owned by or falls under foreign control. Without an appropriate mechanism to receive adequate compensation, and to account for the risk of exploitation, South Africa will remain an unattractive destination for agriculture related intellectual property associated with self-pollinated crops. This means that access to international nurseries, markers, techniques and technologies is being constrained. The result is that South African farmers do not have access to improved agriculture related intellectual property that is available worldwide, which the breeding and technology levy aims to address.

3. The Administration of SACTA will take responsibility for the collection of the levy and for the administration functions associated with the proposed levy. The Board of Directors of SACTA appointed specific persons and institutions to carry out these functions.

#### BUSINESS PLAN:

The application included the following budget as proposed by SACTA. Crop estimates were based on the average crop size of soybeans over the past three years, but it is envisaged that yields may increase due to the release of new cultivars and technology.

SACTA Estimated budget: soybean levy

Financial year	Estimated crop size (Tons)	Levy amount (R/Ton)	Budgeted levy income R	Seed breeders' distribution R	Transformation Expenditure R	Administration cost R
2023/24	1 710 000	66	101 235 420	78 204 362	20 247 084	2 783 974
2024/25	1 710 000	92	141 116 040	109 364 931	28 223 208	3 527 901

The NAMC noted that the expected income by means of the proposed statutory levy is based on an expected success rate of 92% in the collection of the levy. The levy income for the proposed two years is estimated to be between R101 million to R141 million per year.

These statutory funds will be used to support breeding research functions, based on the following:

- The levy funds are earmarked for commercial breeding activities by seed companies based on their performance and utilisation in the seed market;
- These funds will be distributed according to the calculated market share of each seed company;
- At least 20% of the levy income will be used for transformation and development projects, of which the business plan will be considered by the NAMC;
- The budget for administration costs represents less than 3% of the expected income by means of statutory levy on soybeans during the next years; and
- The levy is applicable on local production only and not on imported commodities.

#### INVITATION FOR COMMENTS:

As the proposed continuation of the breeding and technology levy is consistent with the objectives of the MAP Act, the NAMC is investigating the possible implementation of the relevant statutory levy.

**Directly affected groups in the oilseeds industry are kindly requested to submit comments or objections regarding the proposed breeding and technology levy on soybeans to the NAMC in writing (e-mail [lizettem@namc.co.za](mailto:lizettem@namc.co.za)) on or before 3 June 2022, to enable the Council to formulate its recommendation to the Minister in this regard.**

## DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

## NOTICE 1047 OF 2022



Block A | 4th Floor | Meintjiesplein Building | 536 Francis Baard Street | Arcadia | 0002  
Private Bag X935 | Pretoria | 0001  
Tel: 012 341 1115 | Fax: 012 341 1811/1911  
<http://www.namc.co.za>

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

**REQUEST FOR THE IMPLEMENTATION OF STATUTORY MEASURES (RELATING TO LEVIES,  
RECORDS & RETURNS AND REGISTRATION) ON IMPORTED MEAT AND POULTRY PRODUCTS**

**REQUEST FOR COMMENTS / INPUTS FROM ROLE PLAYERS IN THE MEAT AND POULTRY  
INDUSTRY**

On 10 May 2022, the Minister of Agriculture, Land Reform and Rural Development received, in terms of section 10 of the Marketing of Agricultural Products Act, 1996 (Act No. 47 of 1996) (MAP Act), a request from the Association of Meat Importers and Exporters (AMIE) for the implementation of statutory measures relating to levies, registrations and records and returns on imported meat and poultry products. The proposed statutory measures will be applicable for four years, from 1 November 2022 to 31 October 2026.

In 1996, AMIE was founded, to be a voice to represent the interest of meat importers and exporters in South Africa.

AMIE applied for the following statutory measures on imported meat and poultry products, namely:

- Registration;
- Records & Returns; and
- Levies.

The purpose and objective of the proposed statutory measures are as follows:

**Registrations:**

This statutory measure is required for the purpose of building a database of importers of meat and poultry products.

**Records and Returns:**

This statutory measure is required for the collection and dissemination of generic market information. Information is necessary to industry role-players to take informed decisions about

**Council Members:** Mr. A. Petersen (Chairperson), Ms. T. Ntshangase (Deputy Chairperson),  
Prof. A. Jooste, Mr. S.J. Mhlaba, Ms. F. Mkile, Ms. N. Mokose, Ms. S. Naidoo, Mr. G. Schutte and Dr. S.T. Xaba.

supply and demand issues. Reliable national statistics and objective general information are fundamental to enhance market access for all participants which is a critical need.

#### **Levy:**

The statutory levy requested is based on 1c (one cent) per kilogram (c/kg) for beef, pork, lamb, and poultry including mechanically deboned meat (MDM) imported into South Africa. The levy will be payable by the importer before being issued with an import permit.

The proposed statutory levy will finance the following functions, namely –

- Transformation;
- Development and retention of markets including export promotion of SA beef, pork, lamb, and poultry products;
- Research and development;
- Consumer education;
- Quality control and consumer assurance; and
- Administration and operations.

The following statutory levy amounts are proposed:

Imported meat and poultry products	Proposed new levy (Excluding VAT)			
	2022/23	2023/24	2024/25	2025/26
Levy	1c/kg	1,05c/kg	1,10c/kg	1,15c/kg

The MAP Act stipulates that a statutory levy may not exceed 5% of the price for a specific agricultural product at the first point of sale. The maximum of 5% must be based on a guideline price calculated as the average price at the first point of sale over a period not exceeding three years.

AMIE calculated the relevant guideline prices as follows:

Product	Average price Per kg	Levy	Guideline price %
Beef imported	R22,61	R0,01	0,04%
Pork imported	R33,12	R0,01	0,03%
Lamb imported	R32,39	R0,01	0,03%
Poultry meat imported	R20,00	R0,01	0,05%
MDM imported	R12,00	R0,01	0,08%

The proposed statutory levies for meat and poultry imported products are on average 0.05% of the guideline prices, which are well within the requirement of 5% as stipulated in the MAP Act.

The proposed business plan for the four (4) year period, is as follows:

	2022/23	2023/24	2024/25	2025/26
Transformation (20%)	R1 034 300,00	R1 086 015,00	R1 140 315,75	R1 197 331,54
Development and retention of markets including export promotion (27%)	R1 396 305,00	R1 466 120,25	R1 539 426,26	R1 616 397,58
Research and development / Consumer education (16%)	R827 440,00	R868 812,00	R912 252,60	R957 865,23
Quality control and consumer assurance (27%)	R1 396 305,00	R1 466 120,00	R1 539 426,26	R1 616 397,58
Administration and operations (10%)	R517 150,00	R543 007,50	R570 157,87	R598 665,79
<b>Total</b>	<b>R5 171 500,00</b>	<b>R5 430 075,00</b>	<b>R5 701 578,75</b>	<b>R5 986 657,69</b>

The National Agricultural Marketing Council (NAMC) took cognizance that the proposed statutory measures relating to levies, registration, the keeping of records and the rendering of returns in the meat industry as requested by AMIE, is consistent with the objectives of the MAP Act.

Directly affected groups in the meat industry are kindly requested to submit any comments, in writing, regarding the proposed statutory measures, to Mr. Brian Makhele ([BMakhele@namc.co.za](mailto:BMakhele@namc.co.za)) on or before 17 June 2022, to enable the NAMC to finalize its recommendation to the Minister in this regard.

## DEPARTMENT OF HEALTH

## NOTICE 1048 OF 2022

**IMPOSITION OF LEVIES ON MEDICAL SCHEMES ISSUED IN  
TERMS OF SECTION 2 OF THE COUNCIL FOR MEDICAL  
SCHEMES LEVIES ACT (ACT 58 OF 2000)**

The Council for Medical Schemes referred to in Section 1 of the Council for Medical Schemes Levies Act, 2000 (Act No. 58 of 2000), after consultation with the Minister of Health, hereby confirms the imposition of levies on medical schemes.

The notice on the imposition of levies in the government gazette dated 08 April 2022 (no. 46217) notified that once approval has been received for the new levy, the Council for Medical Schemes will make adjustment to the levy already levied to schemes. The above gazette imposed a levy of **R42.27** and the new approved levy is **R44.06**. CMS now imposes a levy amount of **R1.79** being an adjustment to the levy published in the above gazette.

By order of the Council for Medical Schemes



Memela Makiwane  
13/05/2022 14:18:42(UTC+02:00)  
Signed by Memela Makiwane,  
m.makiwane@medicalschemes.co.za

SIGNIFLOW.COM

**Dr M Makiwane**

**Chairperson: Council for Medical Schemes**

**13 May 2022**

## SCHEDULE

### Definitions

1. In this notice, unless the context indicates otherwise –
  - i. “Council” means the Council for Medical Schemes referred to in the Act;
  - ii. “Levy year” means the period from **01 April 2022 to 31 March 2023** and, subject to the provision of this Notice and any amendments, substitution or repeal thereof, such corresponding period in succeeding year in respect of which levies are imposed;
  - iii. “Registrar” means the Registrar of Medical Schemes, appointed in terms of Section 18 of the Medical Schemes Levies Act, 1998 (Act No. 131 of 1998);
  - iv. “The Act” means the Council for Medical Schemes Levies Act, 2000 (Act No. 58 of 2000).

### Imposition

2. In respect of a medical scheme registered in terms of section 20 of the Medical Schemes Act, 1998 (Act No. 131 of 1998), the adjusted levy is an amount of **R1.79** per member per year, which shall be paid together with the second installment of the levies no later than 31 July 2022 of the levy year. Invoices to schemes will be adjusted accordingly for this payment.
3. In respect of the levy year, the number of members referred to in item 2 shall correspond with the latest statistics furnished to the Registrar in terms of or by virtue of the Medical Schemes Act, 1998 (Act No. 131 of 1998) or with the latest certified number of members sent to the Registrar by the medical scheme. If a transfer of members is in process and not finalized on **31 December 2021**, the transferor must pay the levy in respect of the members to be transferred.

### Payment/Interest on overdue Levies

4. On amounts of overdue levies, interest will be charged at a rate applicable to a debt owing to the state, as determined by the Minister of Finance in terms of section 80(1) (b) of the Public Finance Management Act.

5. The levies and interest (if any) referred to in this Notice shall be paid by a medical scheme directly in the bank account of the Council, the details of which are:

Bank : ABSA  
Account Holder : Council for Medical Schemes  
Branch Name : ABSA Corporate Branch  
Branch Code : 517 245  
Account Number : 405 116 3394

6. A deposit advice slip issued by the aforementioned Bank in respect of a deposit contemplated in item 5, received by the Council for Medical Schemes, and bearing the name of the relevant medical scheme, shall serve as *prima facie* proof of payment of a levy.

**PARLIAMENT OF THE REPUBLIC OF SOUTH AFRICA****NOTICE 1049 OF 2022****Mr. Julius Malema, MP****NOTICE OF INTENTION TO INTRODUCE A PRIVATE MEMBER'S BILL AND INVITATION FOR COMMENT ON THE DRAFT BILL, NAMELY THE RELOCATION OF PARLIAMENT BILL, 2022,****PURPOSE**

1. Mr. Julius Malema, MP, acting in accordance with section 73(2) of the Constitution of the Republic of South Africa, 1996, intends to introduce the Relocation of Parliament Bill, 2022 ("Bill"), in the National Assembly of Parliament during the second quarter of 2022/2023. An explanatory summary of the draft Bill is hereby published in accordance with Rule 276(1)(c) of the Rules of the National Assembly (9<sup>th</sup> Edition).

**BACKGROUND**

2. Parliament's current location in Cape Town creates several problems for Members of Parliament, the Executive, government and officials from organs of state, and the broader society that wishes to participate in legislative and oversight functions performed by Parliament. Parliament is located in the farthest province from the majority of provinces, making it inaccessible to the majority of South Africans, including Members of Parliament who spend a significant amount of time traveling to and from Parliament. As a result, participation in parliamentary programs is limited to individuals and institutions with financial resources, excluding those unable to travel to Cape Town. As a result, Parliament and the government spend a lot of money on travel and lodging for Members of Parliament, the Executive, the government, and state officials in order to keep colonial agreements that separate administrative and legislative capital in two cities by racist colonisers who excluded the majority of black people and still does so today.

3. The draft Bill will provide: for the relocation of the seat of Parliament to Tshwane, Gauteng.
4. Interested parties and institutions are invited to submit written representations on the proposed content of the draft Bill to the Speaker of the National Assembly within 30 days of the publication of this notice. Representations can be delivered to the Speaker, New Assembly Building, Parliament Street, Cape Town; mailed to Speaker, P O Box 15 Cape Town 8000, or emailed to [speaker@parliament.gov.za](mailto:speaker@parliament.gov.za) and copied to [chiefwhip@effonline.gov.za](mailto:chiefwhip@effonline.gov.za).

Economic Freedom Fighters  
Office M415  
4<sup>th</sup> Floor, Marks Building  
Parliament of the Republic of South Africa  
Cape Town  
8000  
Email: [gumanitk@gmail.com](mailto:gumanitk@gmail.com)

DEPARTMENT OF TRANSPORT

NOTICE 1050 OF 2022

**WHITE PAPER ON NATIONAL TRANSPORT POLICY  
2021**



**transport**  
Department:  
Transport  
REPUBLIC OF SOUTH AFRICA



# White Paper on National Transport Policy

2021

Department of Transport  
Pretoria



# TABLE OF CONTENTS

➤	<b>FOREWORD BY THE MINISTER</b>	<b>4</b>
➤	<b>ACKNOWLEDGEMENTS</b>	<b>6</b>
➤	<b>INTRODUCTION</b>	<b>8</b>

## TABLE OF CONTENT

<b>PART I</b>	<b>10</b>
<b>I. VISION, OBJECTIVES AND PRINCIPLES</b>	<b>10</b>
<b>I.1. POLICY VISION</b>	<b>10</b>
<b>I.2. POLICY OBJECTIVES</b>	<b>11</b>
I.2.1. To support the goals of the prevailing, overarching plan for national development to meet the basic accessibility needs of the residents of South Africa, grow the economy, develop and protect human resources, and involve stakeholders in key transport-related decision making	12
I.2.2. To enable customers requiring transport for people or goods to access the transport system in ways that best meet their chosen criteria	12
I.2.3. To improve the safety, security, reliability, quality and speed of transporting goods and people	13
I.2.4. To improve South Africa's competitiveness and that of its transport infrastructure and operations through greater effectiveness and efficiency to better meet the needs of different customer groups, both locally and globally	13
I.2.5. To invest in infrastructure or transport systems in ways that meet social, economic or strategic investment criteria	13
I.2.6. To achieve the above objectives in a manner that is economically and environmentally sustainable, and minimises negative side effects	14
I.2.7. Strategies to attain these goals	14
<b>I.3. POLICY PRINCIPLES</b>	<b>15</b>
I.3.1. The role of the Government	16
I.3.2. Institutional principles	17
I.3.3. Inter-governmental matters	17
I.3.4. Financing principles	18
I.3.5. Regulation principles	19
I.3.6. Human resource development	20
<b>I.4. POLICY STATEMENTS</b>	<b>20</b>

<b>PART 2</b>	<b>22</b>	<b>4.2. ENVIRONMENTAL CONSIDERATIONS</b>	<b>55</b>
<b>2. PRINCIPAL MODES OF TRANSPORT</b>	<b>22</b>	4.2.1. Mission	55
<b>2.1. CIVIL AVIATION</b>	<b>22</b>	4.2.2. Strategic objectives	55
2.1.1. Mission	23	4.2.3. Policy statements	56
2.1.2. Strategic objectives	23	<b>4.3. FUNDING</b>	<b>57</b>
2.1.3. Policy statements	24	4.3.1. Mission	57
<b>2.2. MARITIME</b>	<b>30</b>	4.3.2. Strategic objectives	57
2.2.1. Mission	30	4.3.3. Policy statements	58
2.2.2. Strategic objectives	31	<b>4.4. INTEGRATED TRANSPORT PLANNING</b>	<b>60</b>
2.2.3. Policy statements	31	4.4.1. Mission	60
<b>2.3. RAIL</b>	<b>35</b>	4.4.2. Strategic objectives	60
2.3.1. Mission	35	4.4.3. Policy statements	61
2.3.2. Strategic objectives	35	<b>4.5. ENABLING INDUSTRY AND HUMAN DEVELOPMENT</b>	<b>64</b>
2.3.3. Policy statements	36	4.5.1. Mission	64
<b>2.4. ROADS</b>	<b>38</b>	4.5.2. Strategic objectives	64
2.4.1. Mission	38	4.5.3. Policy statements	65
2.4.2. Strategic objectives	38	<b>4.6. TRANSPORT RESEARCH AND DATA</b>	<b>66</b>
2.4.3. Policy statements	39	4.6.1. Mission	66
<b>PART 3</b>	<b>46</b>	4.6.2. Strategic objectives	66
<b>3. PUBLIC TRANSPORT</b>	<b>46</b>	4.6.3. Policy statements	67
<b>3.1. MISSION</b>	<b>46</b>	<b>PART 5</b>	<b>70</b>
<b>3.2. STRATEGIC OBJECTIVES</b>	<b>46</b>	<b>5. ANNEXURES</b>	<b>70</b>
<b>3.3. POLICY STATEMENTS</b>	<b>47</b>	<b>5.1. LIST OF ABBREVIATIONS</b>	<b>70</b>
3.3.1. Accessibility	47	<b>5.2. GLOSSARY OF TERMS</b>	<b>72</b>
3.3.2. Rural transport	48	<b>5.3. PARTICIPANTS IN THE REVIEW PROCESS</b>	<b>75</b>
3.3.3. Integrated ticketing system	48		
3.3.4. Monitoring of performance	49		
3.3.5. Public transport funding	49		
3.3.6. Public transport authorities	50		
3.3.7. Planning and regulation	50		
<b>PART 4</b>	<b>54</b>		
<b>4. OVERARCHING TRANSPORTATION ISSUES</b>	<b>54</b>		
<b>4.1. CONCURRENT FUNCTIONS AND DEVOLUTION</b>	<b>54</b>		
4.1.1. Mission	54		
4.1.2. Strategic objectives	54		
4.1.3. Policy statements	55		



## FOREWORD BY THE MINISTER



“South Africa plays a very important role in the region as a transit point for many landlocked countries and as a trade hub for exports and imports.”

*Public policy-making processes are by their nature cumbersome, and not just because of the issues to be addressed. They also have to be inclusive and a myriad of competing interests need to be addressed and to an extent satisfied.*

Nonetheless, I am pleased to say that the Review of the White Paper on National Transport Policy of 1996 has largely been an inclusive process. It is thus my utmost honour to present to the country the output of that process.

It is through the articulation of this over-arching transport policy document that we intend to shape the future of transport in our country. While the 1996 White Paper was the blue-print from which many policies, strategies and plans emerged, this revised policy framework becomes a lever to further illustrate government's commitment to reflect on its activities, take corrective action and remain relevant to developments in the country, the region, the continent and the world.

It is through the Revised White Paper on National Transport Policy that we commit ourselves as government to work tirelessly to address the triple challenges of poverty, unemployment and inequality. This we will do by making sure that implementation strategies that come out of these policy pronouncements are aimed at using transport to create jobs, to stimulate rural economies and to be accessible to all, including the disabled people of our country.

South Africa plays a very important role in the region as a transit point for many landlocked countries and as a trade hub for exports and imports. Our transport infrastructure and operations must be such that the country is competitive as we strive to reduce the cost of doing business. This vision finds its resonance in our development plans and is well-articulated in our national transport policy.

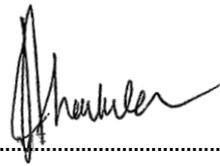
We have over the past two decades investigated ways in which we can strengthen the logistics chain in our country for the seamless movement of goods and people. This has led to the development and finalisation of many mode-specific policies in the Department of Transport to effect the policy objectives in the White Paper on National Transport Policy.

While we acknowledge that our policy regime reflects our noble intentions and aims to support the Government's Programme of Action, more often our planning happens in silos and non-integrated approaches become impediments to service delivery. It has thus become exceedingly important to strengthen our policy initiatives with our planning in the form of NATMAP 2050, the current development of the Integrated Transport Planning Bill and the establishment of the National Transport Forum. Through the application of these planning frameworks and cooperation through established structures we hope to be able to make comprehensive and lasting interventions in the lives of our people.

Safety on our roads is still a concern and a priority. It is in this light that we have made an unwavering commitment to the Decade of Action on Road Safety 2011-2021. Also, our partnership with civil society movements is proving to bear fruit. However, there is still more that needs to be done.

Periodic monitoring and evaluation of our policies and strategies in a necessary exercise to make relevant policy decisions and the Department is grateful to everyone who diligently participated in this review process so that *"together we move South Africa forward"*.

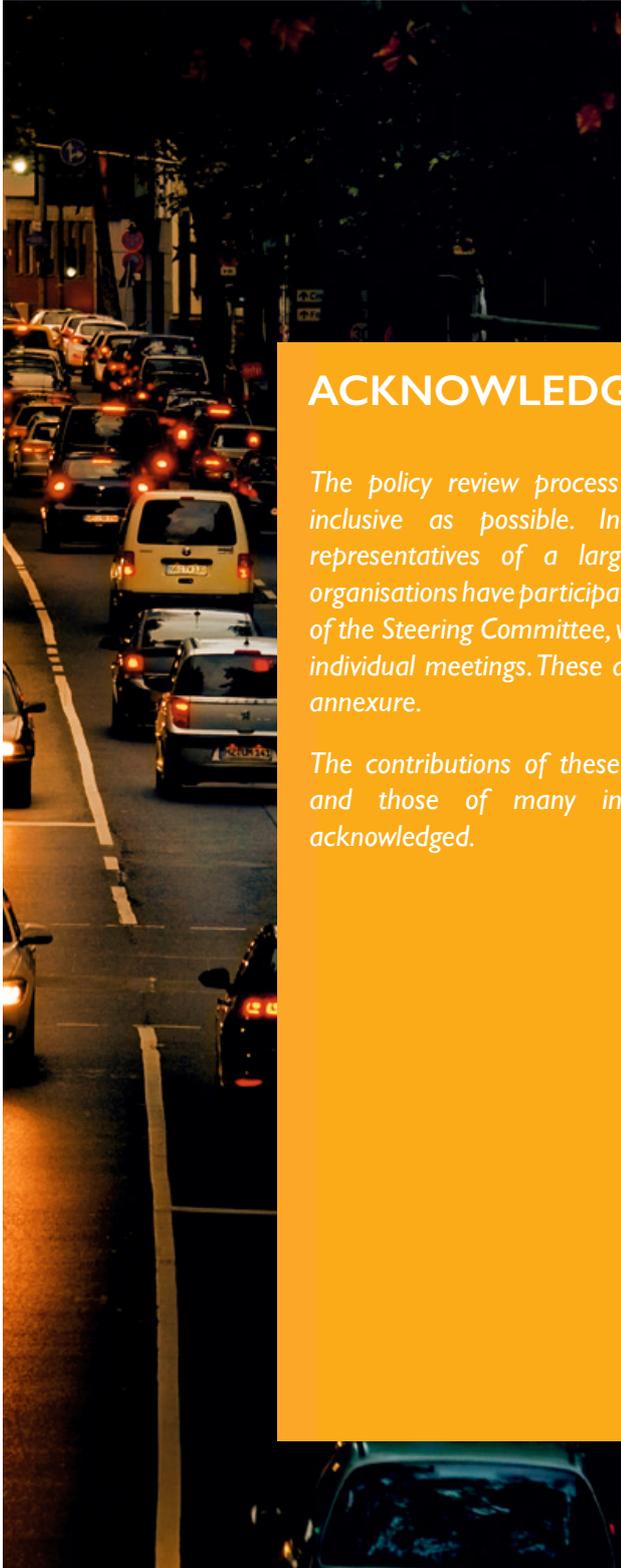
Thank you.



**Mr FA Mbalula, MP**  
**Minister of Transport**

**May 2021**





## ACKNOWLEDGEMENTS

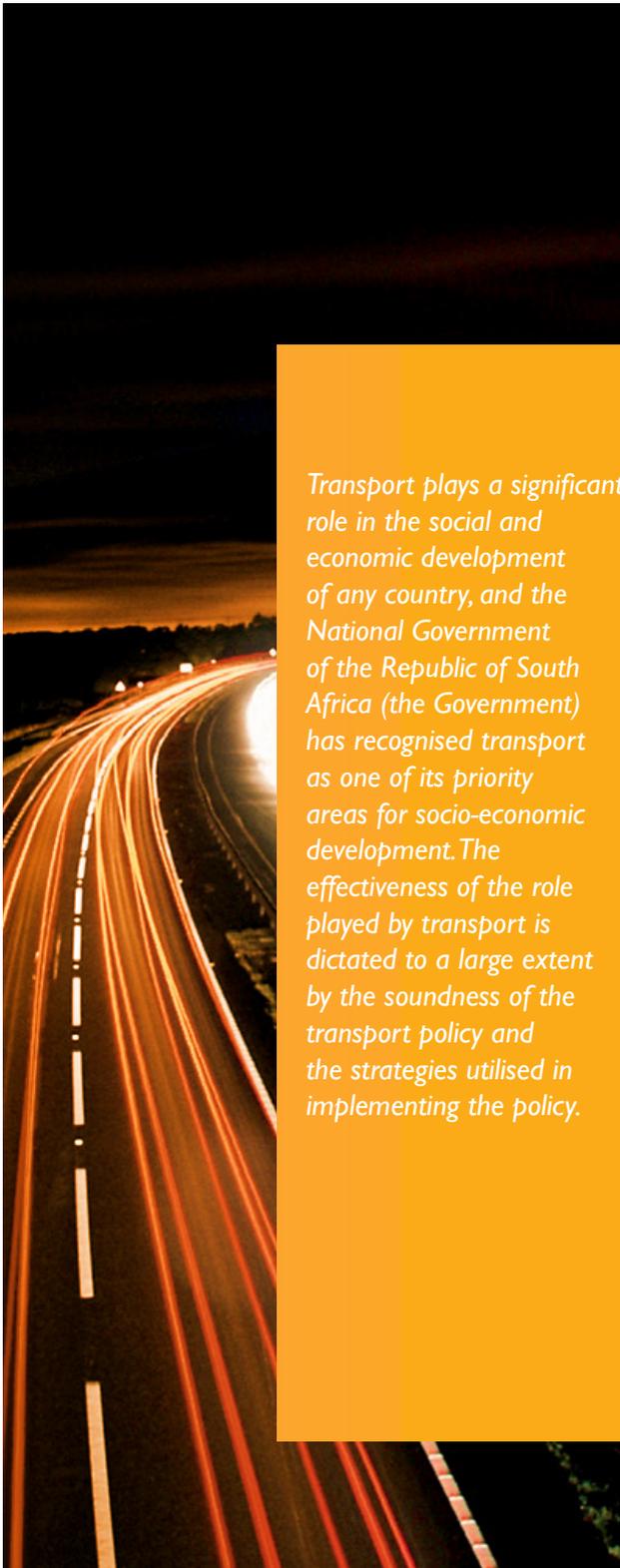
*The policy review process has been as inclusive as possible. Individuals and representatives of a large number of organisations have participated in meetings of the Steering Committee, workshops and individual meetings. These are listed in an annexure.*

*The contributions of these organisations, and those of many individuals, are acknowledged.*



# INTRODUCTION





*Transport plays a significant role in the social and economic development of any country, and the National Government of the Republic of South Africa (the Government) has recognised transport as one of its priority areas for socio-economic development. The effectiveness of the role played by transport is dictated to a large extent by the soundness of the transport policy and the strategies utilised in implementing the policy.*

## INTRODUCTION

Public policy cannot be static and in a rapidly changing world must strive to be dynamic, responding to changes in the environment within which it operates. Policy therefore needs to be reconsidered and, if necessary, revised on a continuing basis.

The last major analysis and formulation of the overarching transport policy in South Africa, as differentiated from specific modal transport policies, took place in the mid-90s. Since then, there have been changes in South Africa's political, economic and social conditions and concomitantly in the needs the transport sector faces in the post-apartheid democracy. Hence a review of the overarching transport policy is both desirable and required.

Early in 2015 the Department of Transport (DoT) embarked on a project to review and revisit transport policy and formulate new policy where it had become necessary to adjust to a changed environment. This policy-making process involved, as far as possible, all transport-related role players in identifying issues, generating policy options and discussing and accepting policy proposals. The review and policy development process was guided by a Steering Committee of the DoT. A draft revised White Paper was prepared following stakeholder consultation.

The policies expressed in this revised White Paper are thus the result of a broad public policy-making process. While taking into account diverse and at times conflicting viewpoints on specific issues, public policy inevitably has to enunciate the Government's views on what will best serve the overall national interest, making for some difficult trade-offs. Hence, although this Revised White Paper on National Transport Policy has incorporated the prevailing policies of the Government, it may not satisfy all interests in all matters. Nevertheless, it is apparent from the comments received on the draft White Paper that there is broad acceptance of the policy directions set out in this White Paper.



# PART I

## VISION, OBJECTIVES AND PRINCIPLES





## PART I

### I. VISION, OBJECTIVES AND PRINCIPLES

#### I.1. POLICY VISION

“ Provide safe, reliable, effective, efficient, environmentally benign and fully integrated transport operations and infrastructure that will best meet the needs of freight and passenger customers, improving levels of service and cost in a fashion that supports government strategies for economic and social development whilst being environmentally and economically sustainable.

Government will provide for a transport system that will:

Facilitate the movement of goods and people

Enable equitable access to personal economic opportunities and social services

Support economic and environmental sustainability and inclusive growth

Advance the national, regional and global competitiveness of the country



To achieve this, there must be adequate supply of transport infrastructure and services in relation to demand.

Furthermore, for the users of transport, the supply should be:



A key ingredient to future success will be the sharing of this vision by all the key role players, backed by coordinated and integrated planning, decision making and implementation. This requires the translation of the policy objectives into specific measurable objectives relating to particular modes of transport.

## 1.2. POLICY OBJECTIVES

During the research and development process, the policy goals and objectives of 1996 were confirmed and a general consensus reached that, despite significant progress made, they are as relevant 20 years on. The broad transport objectives and goals remain centred on the smooth and efficient interaction that allows society and the economy to reach their potential. The priorities in providing and using the transport system should be consistent with those that have been set for the country as a whole. The broad objectives of the Government's transport policy are:

- To support the goals of the prevailing overarching plan for national development to meet the basic accessibility needs of the residents of South Africa, grow the economy, develop and protect human resources, and involve stakeholders in key transport-related decision making;
- To enable customers requiring transport for people or goods to access the transport system in ways that best meet their chosen criteria;
- To improve the safety, security, reliability, quality and speed of transporting goods and people;
- To improve South Africa's competitiveness and that of its transport infrastructure and operations through greater effectiveness and efficiency to better meet the needs of different customer groups, both locally and globally;
- To invest in infrastructure or transport systems in ways that satisfy social, economic or strategic investment criteria; and
- To achieve the above objectives in a manner that is economically and environmentally sustainable, and minimises negative side effects.



These goals are elaborated on below.

**1.2.1. To support the goals of the prevailing, overarching plan for national development to meet the basic accessibility needs of the residents of South Africa, grow the economy, develop and protect human resources, and involve stakeholders in key transport-related decision making**

The South African transportation system remains partially inadequate to meet all accessibility needs (to work, health care, schools and shops) in many developing rural and urban areas. Small-scale and subsistence farmers in many rural areas find it difficult to transport products and other commodities to and from markets and extractive industries face similar challenges. In accordance with the objectives of the prevailing national plan, these needs must be addressed in an accelerated manner:

Scarce resources will be mobilised to best meet the needs of those passengers and industries who need them most, in a manner that is in the best interests of society. In order to meet basic accessibility needs the transport services offered must be affordable to the user. This will be a goal of transport planning, subject to the constraints of the financial affordability and sustainability of the provision of the services.

Required skills and technologies will be identified, including defining current levels and methods for achieving those needed in the future, such as training and education through a variety of mechanisms.

Fair and acceptable labour practices, workers' rights, job creation and security, sound working conditions, health and safety, and welfare benefits of employees in the industry will be promoted, and where appropriate regulated.

In order to broaden economic participation in transport services provision, the DoT will promote adherence to the Broad-Based Black Economic Empowerment (B-BBEE) Guidelines as determined by the Government from time to time, and will carry out its functions in a way that promotes small, medium, and micro enterprises (SMMEs).

Public participation in decision making on important transport issues, including the formulation of policy and the planning of major projects, will be encouraged.

**1.2.2. To enable customers requiring transport for people or goods to access the transport system in ways that best meet their chosen criteria**

A key focus of the policy will be on meeting customer needs. The needs of the community and customers will be determined and provided for by a transparent, consultative, coordinated and accountable process, based on comprehensive information.

Inputs from customers and key customer groups will be identified through the formation of consultative bodies and assessments of individual needs and how these can best be met. Key customer groups will include the users of passenger transport services for commuting, educational, business, tourism and private purposes in the urban, rural, regional, and international environment, by all modes. Key customer groups will include the poor and targeted categories of passengers, which include persons with disabilities. Key customer groups will also include entities requiring the conveyance of goods, which could be high-bulk goods like coal and minerals, manufactured products, perishables, or goods that have specialised requirements like dangerous materials, in all environments and by all modes.

The transport system will aim to minimise constraints to the mobility of passengers and goods, maximising speed and service, while allowing customers the choice of transport mode or combination of transport modes where it is economically and financially viable to offer a choice of modes.

This demands a flexible transport system and transport planning process that can respond to customer requirements, while providing online information to the user to allow choices to be made. It also requires infrastructure to be tailored to the needs of transport operators and end customers.

### **1.2.3. To improve the safety, security, reliability, quality and speed of transporting goods and people**

The safety, security and quality of service of some modes of transport are currently below acceptable levels. The Government is committed to a concentrated and integrated effort to bring them into line with international best practice. Particular attention will be paid to road and rail safety. Improved safety and security is critical for achieving a shift of traffic from road to rail. This includes the protection of the rail system from theft and vandalism of rail assets and rail goods in transit.

### **1.2.4. To improve South Africa's competitiveness and that of its transport infrastructure and operations through greater effectiveness and efficiency to better meet the needs of different customer groups, both locally and globally**

A key goal is to build South Africa's competitiveness in international trade by ensuring that the region's competitive advantages can be accessed and marketed. The transport element in the cost of agricultural products, raw materials and manufactured goods can be a significant and deterring proportion of the final cost of both exports and imports.

This will require a decrease in transport costs for a given level of service or increase in quality of service for a given level of cost or, where possible, both an increase in service and a decrease in cost. For passengers this means the cost of transport should represent a reasonable and declining percentage of disposable income from the current average of 30%, as measured in the National Household Travel Survey, 2013. Transport costs for goods should represent an affordable and, where possible, declining percentage of total cost of goods sold (for the same level of service).

It is the Government's view that these goals can be best met by ensuring competition in the provision of infrastructure and operations. Current levels of competition, the effectiveness thereof, the occurrence of dominance in transport markets and the potential abuse thereof, inform the need to regulate certain transport infrastructure and operations services. The regulatory framework on economic aspects, such as pricing, tariffs,

licensing and enforcement will be shaped to address market failures. Competition, whether for or in the market, will be encouraged where possible, and economic regulation will be applied where appropriate. In the transport sector, a level playing field will be provided, in which state-owned companies (SOCs) are expected to compete with private sector players without undue shielding from competitive forces. The State as a shareholder is represented by the Departments of Public Enterprises and Transport. In most instances, these departments together with the National Treasury determine the level of equity participation and the dividends policy. Where enabled by legislation or shareholder compacts, the SOC's can determine their dividends policy. Equity participation by the shareholding department must be managed efficiently, whilst exposing SOC's to similar market risks as private sector companies, so as to harness the optimal benefits of competition. Where SOC's compete with private sector companies, it must occur in a fair setting, where all competitors are treated equally, regardless of ownership.

The achievement of these goals will also require ensuring that there is sufficient transportation capacity for all modes of transport that are included in the fully integrated transport system. Productive use of this capacity will also be crucial to ensuring efficiency. This will need to be provided for in the appropriate regulations.

### **1.2.5. To invest in infrastructure or transport systems in ways that meet social, economic or strategic investment criteria**

Transport infrastructure costs generally represent only a small proportion of total transport costs, which further include operational costs and externalities such as congestion, pollution and accident costs. However, it is recognised that such costs can often vary as is the case in rail, ports and pipelines which generate huge infrastructure costs.

Given the long-term and often indivisible nature of investments in transport infrastructure and systems, South Africa must build a strong financial base for the creation, maintenance and upgrading of transport infrastructure. There will be targeted state investment to build infrastructure in the right places and of the right kind that serves the needs of society and the economy where the private sector is not able to supply the infrastructure or where it concerns strategic transport infrastructure.



There is generally a conflict between providing higher levels of service and minimising infrastructure costs – both the high-level infrastructure needed for the efficient functioning of the economy and the infrastructure required for social development. It will not be possible to meet all demands, and tough choices and trade-offs will have to be made.

Investments will be made after analysis of the return on such investment (ROI). Long-term investment decisions will be based on robust and explicit criteria aimed at optimising the use of scarce resources. These resources include not only financial resources, but also human and material resources. Investment decisions will be taken against a set of criteria that include lifetime cost, economic, social and other returns on the investment to the country, the possibility and probability of private sector participation, returns to the transport system itself and returns to the customer of the investment decision. Financial, legislative, organisational and other investment criteria should be met. Specific indicators should be associated with each, as well as information on who will make the investment, what the expected time horizon is, and sources of finance.

Currently the Government further subsidises certain transport operations for the benefit of users. Where the Government finds it desirable to institute or continue to provide grants or pay subsidies to achieve elements of its transport goals, it will do so in a targeted and measurable manner that ensures transparency and efficiency.

#### **1.2.6. To achieve the above objectives in a manner that is economically and environmentally sustainable, and minimises negative side effects**

The provision of transportation infrastructure and the operation of the transportation system have the potential for causing damage to the physical and social environment, *inter alia* through atmospheric or noise pollution, ecological damage, and severance.

The Government is cognisant of these dangers, both in regard to the detrimental effect on our own environment and in regard to international sanctions that could adversely affect the export of South African goods. The DoT is committed to an integrated environmental management approach in the provision of transport. Potential environmental issues will be identified and

addressed, taking into consideration the costs and benefits associated with alternatives. These costs and benefits will be quantified in both economic and sustainability terms. The DoT will liaise with the national departments responsible for environmental affairs, water, trade and industry, energy and mineral resources in this regard.

The South African transportation system is heavily dependent on non-renewable energy sources. The Government will make responsible choices and minimise unnecessary travel, although it will not take steps to cut fuel usage in a manner that harms the economy. However, the Government will encourage the use of fuel-efficient modes of transport, cleaner fuels and "green technologies" in transport. The DoT will confer on this issue with the national departments responsible for energy, trade and industry, environmental affairs and finance.

Environmental sustainability will be a key measure in investment decisions. Investment in infrastructure that will not build economic efficiency, or where infrastructure is unsustainable, will be discouraged. Investment in infrastructure that promotes energy efficiency and involves the least consumption of resources will be favoured.

#### **1.2.7. Strategies to attain these goals**

Strategies for achieving these goals will emerge in the following sections. Two key thrusts to achieve this vision, namely the promotion of integration and intermodalism, however, deserve mention at this stage.

Effective modal, spatial, institutional and planning integration is critical to transportation policy. Depending on the particular decision to be made, the appropriate government departments, the private sector and consumers will be consulted in the decision-making process through appropriate forums. The transport sector will participate with other sectors in broader policy-making and decisions that affect the demand for transport. The roles and responsibilities of the key stakeholders and service providers will be clearly agreed. This will enable government regulation to be kept to a minimum, while both the state-owned companies and the private sector will be able to build and operate within a fair and regulatory competitive regulatory environment, be socially and environmentally responsible and self-regulating, and become world-class transporters and transport service providers.

Intermodal coordination, cooperation and the sharing of information, within the confines of the Competition Act (1998), will be encouraged in both infrastructure provision and operations to optimise customer service, eliminate duplication, reduce destructive competition, minimise total costs, and maximise social and economic returns on investments.

While there are preferred roles for the various transport modes, often in a hierarchical framework, and while there are benefits to be gained from the use of the most appropriate mode, or of multiple modes with effective interchanges between them, it is not the intention of the Government to dictate such mode choices. However, the onus on the Government is to create a planning and incentives environment that promotes economically and environmentally sensible modal choices.

In promoting intermodalism, the Government intends to level playing fields and eliminate constraints or disincentives that result in inefficiencies, including the use of inappropriate modes or less efficient providers. A key driver of reducing costs in transport is capacity utilisation. As such, a goal of infrastructure and modal planning will be to optimise capacity utilisation and to achieve a level of integration between modes.

A goal of the transport system is to create a fully integrated transport and information system that permits seamless, efficient and transparent passenger and freight logistics in South Africa, regionally and globally. South Africa's export focus will be supported by developing the integration of goods transport into regional and global transport patterns.

A focused, professional DoT will play a leading role in coordinating transport policy, and developing and implementing strategies. The DoT will do so in close cooperation with other departments, other spheres of government, and other stakeholders. There will be closer cooperation between transport and land-use planning. Appropriate service delivery mechanisms for the provision of infrastructure and operations will be carried out through the use of entities outside of government as far as possible.

### I.3. POLICY PRINCIPLES

Policies in the transport sector must be outward looking and shaped by the needs of society in general, the needs of the users or customers of transport, and the needs of the economy that transport has to support. Transport can play a leadership role, for example in acting as a catalyst for development or in correcting spatial distortions.

Transport policies will take into consideration the "avoid-shift-improve" paradigm, with the overarching aims to **avoid** unnecessary motorised travel and reduce travel distances; **shift** the trend of individual motorisation to safer, efficient and environmentally-friendly modes; and **improve** infrastructure and the management of transport services through the implementation of cleaner, efficient and safer technologies and practices.<sup>1</sup> All transport related policies will consider environmental, social, governance and economic (ESGE) implications.

This is a national policy document. It makes reference to various roles, functions, and activities of government. In certain instances, these relate only to the Government, but in others they are, in accordance with the Constitution of the Republic of South Africa (the Constitution), the concurrent responsibility of the provincial and local levels of government. This document also makes reference to specific entities, with the understanding that the names, structures or roles of these entities may change in the future. These references should thus be taken to relate to the current entities in instances where they have remained static, or to their successor entities in cases where their names, structures or roles have altered.

<sup>1</sup> The Avoid-Shift-Improve paradigm approach to transport policy focuses on the demand side and comprises three broad strategies: (i) Avoid and reduce the need to travel through enhancing the efficiency of the transport system; (ii) Shift to or maintain the usage of more environmentally friendly modes of transport; and (iii) Improve energy efficiency through the optimisation of transport modes, transport infrastructure, and vehicle and fuel efficiency.



CONTINUES ON PAGE 130 OF BOOK 2

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### 1.3.1. The role of the Government

The Government will focus on policy and strategy formulation, which are its prime role, and substantive regulation, which is its responsibility, with limited direct involvement in operations and in the provision of infrastructure and services, to allow for a more competitive environment and a level playing field.

The Government will emphasise strategic planning and bring key players together in broader national strategies that could not be achieved by any single player. The Government will retain its regulatory policy role to ensure effective regulation of safety, security and quality in general, to control market access for transport operators where this is appropriate, and to determine prices and tariffs where appropriate, for instance in the case of natural monopolies. Natural monopolies arise, not because of creation by law, but when economic conditions naturally or automatically cause them. For example, they may arise where the largest supplier in an industry, often the first supplier in a market, has an overwhelming cost advantage over other actual or potential competitors. This tends to be the case in industries where fixed costs predominate, thus creating economies of scale that are large in relation to the competitor's costs. It is a monopoly that arises naturally out of economic advantage.

This will require implementation by focused and skilled experts, entrusted with the regulation of complex relationships and contracts (in particular in the case of competition for the market). The approved development of a single transport economic regulatory authority indicates the Government's intention to separate policy making from implementation, ensuring the full policy mandate rests with the Government, while implementation of the regulatory mandate is to be executed by an independent regulator in accordance with its published mandate, and without undue influence by industry, government and political officials.

The required shift will affect all levels of government, including local, metropolitan, provincial, and national levels, and the transport parastatal sector. The role of the Government in all modes of transport can be summarised as follows:

- Make policy, and provide policy and regulatory certainty on matters of overarching, cross-cutting and modal transport policy;
- Separate public enterprise management from government policy and regulatory functions. Transport-related SOCs are subject to the Public Finance Management Act (PFMA) and must be governed by shareholder compacts that give effect to the policy and legislation of the DoT. In the mandates of SOCs, as reflected in legislation and regulations, there should be provision to ensure accountability by the SOCs for their decisions;
- Provide for non-discriminatory third-party access to transport infrastructure/networks in the design of the regulatory framework, where appropriate;
- Crowd in private sector investment, while minimising the fiscal burden to the State;
- Maximise private sector participation in the provision and management of transport infrastructure and services, where appropriate;
- Stimulate competition in the market wherever possible, e.g. intermodal competition, spatial competition, and contestability;
- Create competition for the market where competition in the market is deemed less desirable or feasible where possible, e.g. via competitive bidding/tendering, competitive contracting, and Demsetz competition, where in the latter two cases, the rights to serve the market are re-auctioned at appropriate intervals to incentivise the provision of a high-quality service and control over cost increases;
- Aim to achieve least-cost provision for agreed quality standards in both public and private sector service provision;
- Act as the supplier of last resort, i.e. when the private sector cannot reasonably be expected to provide the infrastructure or service;
- Permit public sector investment and participation in transport infrastructure and services that are traditionally capable of direct cost recovery from users but due to socio-economic considerations are not able to do so, only when positive externalities are clearly identified followed by a cost-benefit analysis that objectively demonstrates that the socio-economic benefits exceed the costs;

- Institute economic regulation only where appropriate, e.g. when there are aspects of natural monopolies, market failures or time-bound operating concessions;
- Promote cost-reflective tariffs, with a profit commensurate with the risk; and
- Ensure that subsidies are targeted, transparent and preferably output-based.

### 1.3.2. Institutional principles

Public policy making is carried out by various spheres of government. The cascading nature of public policy leads to national government policy generally being broad in nature and providing the reference framework within which more detailed policy is made at the provincial and local authority levels. Because of this, transport institutional policy needs to address arrangements for the relationships between various spheres of government, as well as the structure for non-government or statutory transport bodies. The Government will need to periodically assess the relevance, functional alignment and economic efficiency of the prevailing structure of the DoT, and seek to improve the functioning of the transport system.

### 1.3.3. Inter-governmental matters

In addition to the exclusive responsibilities of the Government in regard to certain functional areas of transport, it has certain joint responsibilities with various other governments.

#### Regional

The Government will coordinate the relations between South Africa and neighbouring countries, and consult with the provinces where appropriate. Since South Africa became a member of the Southern African Development Community (SADC) in August 1994, the DoT has been actively involved in the activities of the Southern African Transport and Communications Commission (SATCC).

Integrated transportation systems are required to link the South African economy with that of the region. The focus will be on harmonisation and support of the SADC-SATCC Protocol on Transport, Communications and Meteorology, which seeks to advance the common regional economic and social prosperity through a process of regional integration. The Protocol highlights

the fact that the transport sector has a regional and global character and as such seeks to promote integration and cooperation in transport matters between member states.

#### National-Provincial

Schedule 4 of the Constitution lists Functional Areas of Concurrent National and Provincial Legislative Competence. Shared responsibility items are a matter for negotiation and agreement between the national and provincial governments. Where it is in the national interest to have uniformity, the Government will play a major role. Where flexibility is required, or where there are reasons for different approaches in the different provinces, a joint approach may be appropriate, with the provinces legislating and implementing as appropriate. An example of this joint approach is the case of road traffic legislation, where an overarching central road traffic act will legislate and regulate matters of nation-wide concern, while separate provincial road traffic acts will legislate and regulate matters of specific provincial concern within the framework of the overarching Act.

To promote integration and coordination of policy and activities between the national and provincial authorities a coordinating structure termed the Ministerial Conference of Ministers of Transport (MINCOM) has been established.

The process of interaction with the provinces on the allocation of powers and functions to the most appropriate level, and the establishment of mechanisms for coordination and cohesion to promote the strategic and functional interests of transport is ongoing.



### Provincial-Local

In terms of the Constitution, the Government is not concerned directly with the relationship between provincial and local governments. However, the metropolitan conurbations in particular are of major importance as a large proportion of South Africa's transport activities take place within metropolitan areas. Institutional arrangements should recognise this. The Government remains committed to the principle of subsidiarity, while intra-governmental partnerships between provinces and municipalities and among municipalities will be encouraged.

### Departmental jurisdiction

The pipelines for piped-gas and liquid fuels represent another means of transporting bulk substances. We acknowledge the policies adopted with respect to these pipelines as contained in the White Paper on Energy Policy of 1998. This White Paper on National Transport Policy does not add to the policy relating to hydrocarbon pipelines. The extent to which these pipelines are deliberated on is in the context of switching freight from road to rail and pipelines.

Should conveyance of other products via pipelines require specific policy intervention in future, the DoT's mandate would enable it to engage with the relevant energy department accordingly.

#### 1.3.4. Financing principles

Financing approaches do not have to be uniform across the entire spectrum of infrastructure and operations. Internal consistency will however be sought. Distinction will be made between the following elements:

#### **Elements of economic infrastructure and operations that provide a measurable economic or financial return**

This category includes economic infrastructure (primary roads, railways, ports, airports and pipelines), where the principle of user charging or cost recovery from direct users will be applied where appropriate, on the understanding that such measures will not be universally applied and the impact on vulnerable sectors of society will be considered in their design.

This category also includes all freight transport operations and financially viable passenger transport operations. These should be operated on commercial principles. There should be no government subsidy of these elements of operations.

The Government will strive to prevent any actions of the State, other than targeted subsidies, from distorting pricing.

#### **Elements of infrastructure and operations that cannot or should not be paid for by the user, but which provide social benefits**

The Government is fully cognisant of its responsibility to play a leading role in the provision of socially necessary infrastructure, and to ensure the provision of operations and services to provide mobility and accessibility. Transport authorities, or their equivalent coordinated and accountable structures, are concerned that the current funding for such services are both inadequate and variable, and will continue their efforts to secure adequate and consistent funding.

To address this issue, the Government will contribute in a transparent manner to the financing of services that are socially necessary. This could be in the form of appropriations, grants or subsidies to achieve an equitable distribution of resources, or as incentives to provide services that are desirable in a broader social context, such as to promote public transport. In support of this, a public transport subsidy guideline should be developed, which establishes the objectives of such a policy, appropriate models of its implementation and a costing methodology. The basic principles of the public transport subsidy guideline should be that it is user targeted, equitable and sustainable in the medium to long-term.

High cost inefficiencies, high and often unrealistic expectations, and the limited financial resources of the Government mean that it is unlikely that it will be possible to meet all demands in respect of transport services. Therefore, in the longer term the Government will seek a reduction in the cost to the State of the subsidisation of transport operations, predicated on a more effective and efficient public transport system being developed. To this end, the Government will strive to level playing fields, and will promote competition where appropriate.

### The management, regulation and control of operations

The management, regulation and control of elements of the transport system may result in financial income (e.g. charges for inspections, or fines) or in non-monetary benefits (e.g. the reduction of casualties or preventing the abuse of monopoly power). It is proposed that a more direct linkage be established between the tangible and intangible benefits of these activities and defraying the costs of such management, regulation and control.

This includes the management of the road traffic system to promote safety, security and a higher level of service. In this case a closer relationship between expenditure and the revenue generated (e.g. the revenues from traffic law enforcement or insurance) should be established.

The Government will strive to be consistent in applying these principles, although it recognises that they may not all be applicable in all cases. Where it has to deviate, the Government will strive to make the financing transparent. In particular, all subsidies will be made transparent. In all cases of government financing, the return on investment (whether financial, economic or social) of monetary and other resources must be justifiable.

#### 1.3.5. Regulation principles

Regulation is in effect a form of intervention by the Government, and the intention is to regulate only where it is essential. The Government will apply different forms of regulation to ensure that its vision and objectives are realised – for example if it needs to regulate to ensure that desired services that would not be financially viable are provided. The form of regulation will differ according to circumstances:

- **Regulation of natural/de jure monopolies:** The Government has a role in controlling tariffs and in setting service and safety standards. Examples of this category are airports, ports, passenger and freight rail, and road and rail concessions.
- **Regulation of the operations of competing operators:** the role of the Government will be to ensure level playing fields and regulation for safety, leaving the operator as much freedom as possible to provide customer service as demanded in a competitive environment. In the case of freight transport, regulation will be in the form of the regulation of the quality (including safety) of the service, and not economic or entry regulation. In road-based public transport, the Government proposes a form of regulated competition, which requires that operators function in a competitive environment but in a manner that complies with the objectives of the Government.
- **Regulation by contract:** this involves establishing a formal contract with an operator or operators to abide by an agreed set of rules. Instead of investigating and proving individual contraventions, regulation and enforcement by the Government involves establishing whether the contract has been adhered to.
- **Regulation by a single economic regulator for all modes of transport:** a single Transport Economic Regulator (STER) will be established to ensure an efficient and cost-effective transport system, supporting economic growth and meeting the social goals of reducing poverty, unemployment and inequality. The STER regulation will indicate common principles across all transport modes, with objective, evidence-based justification required in instances of differential treatment. The STER will be finalised and formally established via its own legislation.
- **Regulation of specific services provided under contract:** this is the most prescriptive form of economic regulation, in which the authority specifies in detail the service to be provided, and can impose a variety of sanctions if this is not met. This category includes commuter rail services, and negotiated and tendered public transport services by bus rapid transport (BRT), bus or taxi.



### I.3.6. Human resource development

The human resource needs of the transport sector are multidisciplinary in nature. Neither the public nor private sectors possess the people, skills or technological knowledge to fully implement this policy framework, manage the system envisaged, and so achieve the vision for transport.

The Government is moving towards a culture where labour is seen as a resource and not merely as a cost of production. The Government will strive to promote good labour relations. Fair, humane and acceptable labour practices, workers' rights, job creation and security, sound working conditions, health and safety, and welfare benefits of employees in the industry will be promoted, and where appropriate regulated. The Government will promote the participation and competitiveness of companies that are owned or controlled by historically disadvantaged South Africans in the transport sector.

The Government will assume some responsibility for capacity enhancement and improving the human resource pool in the transport sector. It will do this in accordance with the National Qualifications Framework (NQF), and in particular by:

- Promoting tertiary education in the transportation disciplines, at South African universities and universities of technology, and forging partnerships internationally to provide more scholarships; and
- Promoting training and skills development where relevant through the Transport Education and Training Authority (TETA).
- The Government however does not accept sole responsibility for human resource development and looks to the private sector to assist in meeting the challenge.
- The Government will support research into, development of, and implementation of appropriate and innovative technologies to meet present needs, as well as to keep pace with the rapid development of advanced transportation and information technologies internationally. To this end it will continue its support of centres of excellence in specific aspects of transport.

### I.4. POLICY STATEMENTS

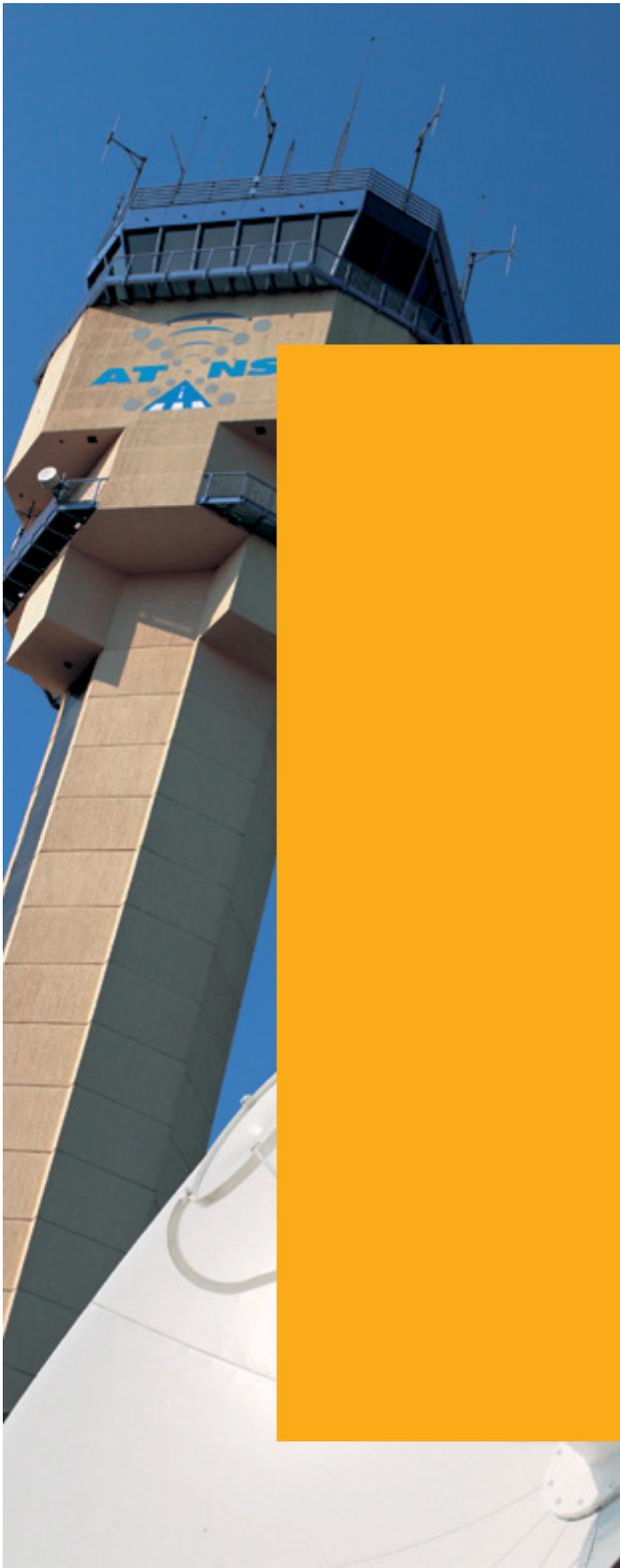
The policy of the Government in accordance with these objectives and principles is set out on the pages below, grouped into the following areas:

- Principal modes of transport
  - Civil aviation
  - Maritime
  - Rail
  - Roads
- Public Transport
- Overarching transportation issues
  - Concurrent functions and devolution
  - Environment considerations
  - Funding
  - Integrated transport planning
  - Enabling industry and human resource development
  - Transport research and data

In each of these areas, the mission and strategic objectives for the function are set out, the key issues are highlighted, and policies for addressing these issues are stated.

# PART 2 PRINCIPAL MODES OF TRANSPORT






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## PART 2

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### 2. PRINCIPAL MODES OF TRANSPORT

#### 2.1. CIVIL AVIATION

Civil aviation is vital to international trade, investment and tourism, as well as contributing to domestic transport, sports and recreation. Therefore, an efficient, reliable and sustainable South African aviation industry should be promoted, while maintaining control over international and domestic air transport services within a well-defined regulatory framework. This framework should be flexible enough to cater for changing needs and circumstances.

These changes are part of globalisation and include important matters such as the liberalisation of air transport, introduction of technologically advanced airport and air traffic management systems, greater emphasis on factors affecting the environment, protecting the interests of users of air transport services, and the increased need to regulate remote piloted aircraft systems (RPAS).

Aviation policy can be divided into two distinct areas, namely domestic policy and international policy. The reason for this division is that the Government has full power of decision over domestic policies, whereas it has to consult or negotiate with other governments on international policies.

- Domestic policies include policies on air transport, aviation safety, airports and airspace; and
- International policies focus on international air transport and relationships with international organisations and other governments or groups of governments.

Air transport as a system has as its primary objective the safe and efficient transport of people and goods from one place to another. All the functions needed to perform this primary task together make up the air transport system. The fundamental components of this system are contained in an interactive *modus operandi* and these components can be considered as systems in their own right, as follows:

- Aviation infrastructure – providing the facilities for the take-off and landing of aircraft, the loading and unloading of passengers and cargo, and arranging sufficient space for aircraft movement, including the required navigation, air traffic services and information services needed for completing flights safely;
- Air transport services – including the system for the conveyance of people and goods in an orderly, safe and effective manner, both domestically and internationally, while using the aviation infrastructure and aircraft provided for that purpose; and
- Aircraft operations – including the provision and maintenance of aircraft, their operation, and other support services. This also includes the emerging commercial operations of RPAS.
- Enabling and regulatory functions and requirements affect and govern all three of these components. There are two distinctly different sets of regulatory functions and requirements that affect the three subsystems referred to above, namely:
- Air transport regulatory functions and requirements - referring to policies, legislation and requirements to enable air transport, and to meet air transport needs such as infrastructure planning, licensing of air services, allocation of traffic rights internationally, economic considerations, and monitoring of the financial practices and performance of air carriers; and
- Safety, security and environmental regulatory functions and requirements - referring to policies, legislation and requirements to achieve an appropriate level of safety, security and environmental compliance in the air transport system, both on the ground and in flight. These also include accident and incident investigations, and related matters specific to unmanned aircraft systems.

### 2.1.1. Mission

“ To maintain a competitive civil aviation environment which ensures safety in accordance with international standards and enables the provision of services in a reliable and efficient manner at improving levels of service and cost while contributing to the social and economic development of South Africa and the region.

### 2.1.2. Strategic objectives

Civil aviation should promote the national interests of South Africa in general, and facilitate and enhance the expansion of trade and tourism. The strategic objectives of civil aviation are:

- To promote and enhance civil aviation safety, security and environmental compliance in all spheres of the civil aviation industry;
- To promote the national interest of South Africa and facilitate the expansion of trade and tourism (including sports and adventure tourism);
- To further promote the development of an efficient and productive aviation industry that is capable of competing both domestically and internationally;
- To ensure that civil aviation contributes meaningfully to the development of human resources, meeting basic needs and broadening all South African citizens' participation in the economy;
- To maintain an appropriate and cost-effective regulatory framework, and ensuring safe, secure, environmentally friendly and reliable air services, capable of responding to changing circumstances;
- To facilitate the application of free-market principles that are relevant to economic decisions in all industries as far as possible and which will apply equally to aviation services with a view to maximising consumer choice and meeting consumers' needs;



- To meet the needs of all users of aviation-related services;
- To enable preservation of aviation heritage;
- To be environmentally and economically sustainable;
- To promote sound relations with other countries, groups of countries as well as related regional and other international organisations;
- To transform the aviation industry by broadening economic participation in the provision of aviation-related services;
- To provide for adequate consultative forums in a well-defined communication system;
- To create an investor-friendly environment where adequate returns can be realised and policy and regulatory certainty is provided; and
- To ensure that sovereignty of airspace is retained and continues to be vested in the State.

### 2.1.3. Policy statements

#### Domestic air transport

##### Issue

South Africa has revised and implemented its domestic air transport policy. As a result, the domestic air transport services market is economically deregulated. The salient feature of the current policy is that it is based on the principle of market competition.

Issues in the domestic air transport environment include the capacity and resources of the Air Service Licensing Council (ASLC) and the overlapping of functions between the ASLC and the International Air Services Council (IASC) on safety and reliability. In addition, there also remains ongoing obscurity around direct Government involvement in the provision of air services, with three state-owned airlines competing with private airlines. The disruption of services and impact on consumers of an airline closing down also need to be addressed.

##### Policy

The existing policy in respect of domestic air transport is confirmed. The principles on which the domestic air transport policy is based will continue to be:

- Paramount importance of safety;
- Market-driven services;
- Users' interests; and
- Level playing field.

Ensuring a level playing field implies that all participants in the air transport market should be treated equally in terms of legislation, rules and opportunities. In order to meet the principle of equal treatment of all participants in the market, which could be jeopardised by state ownership of airlines, the Government reaffirms its intention to reposition its direct involvement in the provision of air passenger and freight services in what is meant to be a deregulated and competitive environment. The DoT will inform the process on the repositioning of state assets in the transport sector and the policy guidelines on competition and non-discriminatory treatment, and will consider their implications on the proposed action plan. The DoT and ASLC, in consultation with stakeholders, will continue to refine the details of the policy, as and when appropriate, within the framework of the accepted principles. In addition, in order to reduce the likelihood of future disruptions of services, the ASLC will strengthen financial entry requirements for domestic services.

The STER should assist in addressing the current challenges faced in regulating domestic air transport through introducing regulatory independence, predictability and stability. The degree of functional overlap and desirability of merging the air service licensing bodies to achieve maximum efficiency and effectiveness should be investigated.

The DoT will continue to raise awareness of the value of civil aviation as a contributor to the economy of the country and the region, and will promote the recruitment, training and integration of persons of all communities in this sector.

## International air transport

### Issues

The current framework for regulating the provision of scheduled international air transport services consists of the Chicago Convention and the Transit Agreement (both included in the Civil Aviation Act (2009) as schedules), several other international conventions on aviation, the International Air Services Act (1993), regional multilateral arrangements (Yamoussoukro Decision and SADC Protocol), and various bilateral air services agreements.

The Montreal Convention of 1999 and the Cape Town Convention are important instruments incorporated into South Africa's legal framework in 2007. The main purpose of these two conventions is to lay down certain uniform rules, norms and standards in connection with air carrier liability and to facilitate the financing of mobile equipment (including aircraft, engines and other equipment), respectively. In addition, South Africa is a member of various international organisations or groupings of countries. In most cases such organisations have specified goals and objectives, or have specified policy guidelines for members.

The globalisation of international air transport is manifested in the search for a more liberalised environment, commonly referred to as "open skies". This approach has the potential to create conflicts between the national interest of the country, the interests of service providers in the air transport industry and the interests of the consumers of air transport services. It is also recognised that the national interest of the country may not necessarily be the same as the interests of the suppliers, consumers, labour or the general public.

International air transport policy provides that certain categories of air freight services be allowed without any economic control, and that other categories in turn be economically regulated. The enforcement of these policies poses a problem, in that certain foreign carriers could bypass the provisions of the policy and gain advantage over South African carriers, resulting in a disadvantage to the country and its air carriers.

The provision of non-scheduled air transport services on scheduled routes also raises issues. The question of allowing non-scheduled services to operate on scheduled routes mainly entails the criteria that should apply for

allowing these services. Certain recommendations relating to the implementation of the current policy in respect of non-scheduled services have not been implemented as was originally intended.

Implementation of cooperation between airlines, in various ways, in order to become global competitors has been widely seen over the last 20 years. Such cooperation includes alliances, equity exchanges, code-sharing, franchising, branding and a host of other forms. The most prominent of these is code-sharing. Certain cooperative arrangements involve more than marketing or operating issues, and therefore consumer and competition issues need to be addressed. Currently the South African industry both leases in and leases out aircraft for use by domestic and foreign-based carriers, respectively. In both cases, responsibility for compliance with minimum safety standards needs to be ensured.

### Policy

The Government will support international cooperation in principle, within the framework of the strategic objectives of the international air transport policy.

The following broad objectives will continue to be the principles of the international air transport policy as set out in the International Aviation Policy Document and International Air Services Act, namely:

- To encourage competition in the market place;
- To safeguard, where appropriate, national interests; and
- To encourage South African participation in the industry.
- In addition, international air transport should promote the national interest of South Africa within a framework of the country's macro and micro-economic policies, with emphasis on the following:
  - Sovereignty of airspace should continue to be vested in the State;
  - Facilitation and expansion of international trade, investment and tourism; and
  - Promotion of the development of an efficient, productive and sustainable South African aviation industry.



Scheduled international air transport services should continue to be controlled and regulated within a well-defined regulatory framework, addressing safety, security and environmental matters as well as economic and aeropolitical considerations, in order to ensure the provision of safe, orderly and reliable scheduled air transport services to and from South Africa. This regulatory regime also provides for the full implementation of the Yamoussoukro Decision and the current initiatives toward the establishment of a single African air transport market.

A number of key policy issues need to be considered to ensure alignment with the principles contained in the Yamoussoukro Decision. These include:

- Ownership and control of international air services in respect of both international and South African air carriers;
- Capacity and flight frequencies; and
- Tariffs for air transport services.

The DoT, in consultation with stakeholders, will formulate a policy on airline cooperation in general, and code-sharing in particular, within a framework of promoting competition and cooperation. Such a framework should be compliant with the applicable domestic laws governing competition and the provisions of the bilateral air services agreements.

The establishment of the STER should be able to address the concern of economic inequality with international freight deregulation of certain freight categories being transported to South Africa by international carriers. The international air freight market will be deregulated as far as South African airlines are concerned.

The current regulatory provisions regarding foreign cargo airlines will be retained and the deregulation of services by foreign operators to South Africa will be considered by the Government only if reciprocity exists.

The DoT, in consultation with stakeholders, will evaluate its current policy in respect of non-scheduled services and the implementation thereof, with a view to ensuring its compatibility with the broad policy framework. Such a policy should consider the potential for non-scheduled air transport services to complement the scheduled international air transport services and to stimulate tourism, investment and trade, and to develop new air links.

Non-scheduled international air transport services operated with large aircraft to and from South Africa should complement the network of scheduled international air transport services, especially with a view to stimulating tourism, investment and trade, and to developing new air links. To this end, the current regulatory framework addressing the various types of non-scheduled air services should be reviewed.

Non-scheduled air services for the purpose of conveying passengers, cargo or mail in combination between South Africa and countries bound by the Yamoussoukro Decision should be subject to safety, security and environmental regulation.

### **Aviation safety and security**

#### *Issue*

The safety of civil aviation users is of utmost concern. The DoT, through the South African Civil Aviation Authority (SACAA), is responsible for aviation safety and security. This includes the regulation of and control over pilot and other personnel licensing, aircraft airworthiness and licensing, air navigation rules and rules of the air, investigation of aircraft accidents and incidents, and so forth. The DoT's agency, SACAA, has the mandate of ensuring that the civil aviation sector complies with the Standards and Recommended Practices (SARPs) of the International Civil Aviation Organisation (ICAO) in the areas of aviation safety and security and the environment.

#### *Policy*

The DoT will continue with the application of its current aviation safety policies within the broad framework set by ICAO, with SACAA as the independent authority mandated with controlling, promoting, regulating, supporting, developing, enforcing and continuously improving levels of safety and security throughout the civil aviation industry including the operations of RPAS.

## **Institutional arrangements**

### **Issue**

SACAA is a financially self-sustaining, non-profit, government agency operating on the basis of the "user-pays" principle, with responsibilities as prescribed by the Civil Aviation Act, including:

- Aviation safety oversight and regulation – this includes cooperation with and oversight of bodies or organisations designated by the Director of Civil Aviation;
- Aviation security oversight and regulation;
- Aviation environmental regulation;
- Flight inspection for air navigational aids and equipment, and
- Promotion of aviation development.

### **Policy**

The separation of the function of investigation of accidents and incidents within SACAA will be undertaken.

SACAA should stay abreast of new technology and systems, and the extent to which new approaches and regulatory frameworks are required to enable and oversee the introduction of these.

## **Airports and airspace**

### **Issue**

As a result of the provision in Schedule 4 of the Constitution that certain airports are a concurrent national and provincial function, there is a need for enhanced integration in airports planning.

The speed of modern aircraft, cost of air navigation infrastructure and procedures associated with the control of air traffic, dictate a seamless airspace with as much centralisation of control of the airspace as possible. Management of our airspace must, therefore, be conducted in a manner whereby the safest, most efficient service can be provided to the benefit of all users, and in the interest of the State and general public.

Economic regulation of Airports Company South Africa (ACSA) and Air Traffic and Navigational Services Company (ATNS) should continue to strike a balance

between the commercial interests of the shareholder (i.e. a fair return on investment), and airport and air traffic services users and the general public, enabling a sustainable industry that provides efficiently priced infrastructure services.

### **Policy**

The STER must be established with civil aviation within its ambit and its mandate structured such that it is independent of undue influence, whether political or from industry or other stakeholders. The regulator will be tasked with independently fulfilling its mandate, which it derives from policy and legislation. In fulfilling its mandate the STER should assist in ensuring regulatory predictability and stability.

The national planning and integration of airports into the broader transport network, in respect of modal integration as well as in the context of the total air transport system, need to be coordinated with the other spheres of government.

Airport development should be planned holistically in accordance with a structured National Airports Development Plan, which would support national, provincial and local community objectives. Such development needs to complement the airport system, and in some cases may even allow for competition within the system, to the benefit of the user.

Airport planning and development need to be incorporated into the planning initiatives of relevant provincial and municipal governments, as an airport may influence provincial and municipal socio-economic development. All stakeholders, including the local authority, will be consulted in the planning of airports. Specifically, the planning for airports must be included in a provincial land transport framework which, in turn, would form part of the economic development plan for the province.

South Africa will continue to support and cooperate with ICAO in the implementation of Communication Navigation Surveillance/Air Traffic Management (CNS/ATM) in line with the Global Air Navigation Plan and Aviation System Block Upgrades.



ATNS will remain an independent, state-owned public utility operating with a focus on providing quality services and operating on cost-reflective tariff principles that would provide an efficient company to cover its operational and capital expenses, while earning a commercial return that is commensurate with its risk.

Strategies to attract foreign capital, technology and management skills to ACSA will be explored.

### **Airport infrastructure**

#### *Issue*

The Government recognises the need to provide and maintain integrated, well-managed, viable and sustainable airport infrastructure to meet national and regional goals, taking into account environmental protection and resource conservation concerns. Infrastructure should enhance the competitiveness of the civil aviation industry and its service quality by ensuring the provision of safe, effective and efficient services, and meeting the accessibility, reliability and mobility needs of users.

#### *Policy*

It is confirmed that ACSA will continue to provide and manage infrastructure at state airports.

International airports in metropolitan areas should ideally be linked with a scheduled or similar rapid transit system, or even a medium-speed local or regional rail system.

The concept of an 'aerotropolis' at airports should be supported, in other words the creation of a city in which the layout, infrastructure and economy are centred on a major airport, following robust feasibility assessments determining the net economic benefit.

South Africa also has many smaller airports, many of which are not commercially viable or duplicate others that are in close proximity. The need for the development and management of these smaller airports will be investigated.

Public sector investment in the aviation industry will be related to not only market returns but also to broader socio-economic value when making decisions around the development of new, or the upgrading and extension of existing airports and the designation of additional, or the reduction of the number of international airports or the allocation of public funding. In the determination

of socio-economic value, positive externalities must be clearly identified, followed by a cost-benefit analysis that objectively demonstrates that the socio-economic benefits exceed the costs.

The environmental impact and sustainability of airports should be tracked and managed, especially the fact that overall network planning does not take into account minimising environmental impacts.

### **Aircraft operations and the environment**

#### *Issue*

Local authorities have raised issues regarding the increase in noise pollution caused by aircraft in major areas of developable land and residential areas, particularly around airports. This may be due to air service providers such as air cargo carriers using aircraft that would not comply with noise pollution standards in other parts of the world, as well as the increasing number of flights.

Market-based measures such as emissions trading schemes may be introduced to reduce carbon dioxide emissions from aircraft. This could potentially have a significant impact on developing countries such as South Africa.

#### *Policy*

Decisions regarding the implementation of measures for the control of aircraft noise should be taken in accordance with the ICAO's balanced approach to noise management.

The Government supports the principle that market-based measures to reduce carbon dioxide emissions should respect the sovereignty of contracting states, be implemented on the basis of mutual agreement and take into account the special circumstances and respective capabilities of developing countries, based on common, but differentiated responsibilities.

### **Training and skills development**

#### *Issue*

There is inadequate coordination and integration in the training of personnel within the various disciplines of civil aviation. Human resource development therefore needs to be given more attention to meet the needs of the industry, especially in the technical field.

At present the training of aviation staff for administration and management is not being sufficiently coordinated and managed. Consequently, certain critical needs are not being addressed. Industry standards have not been developed in certain areas and there is also inadequate utilisation of certain limited training resources.

The participation of historically disadvantaged individuals in the aviation industry has remained limited. The collaborative efforts of the aviation industry thus far have not yielded the desired impact. This indicates that there are a number of factors inhibiting transformation of the sector, including lack of funding, lack of complete and reliable information on aviation careers, and barriers to market entry for historically disadvantaged individuals.

#### **Policy**

The DoT, in line with the Department of Basic Education's curriculum development process and the Department of Higher Education and Training's policy proposals on the Skills Development Strategy for Economic and Employment Growth in South Africa and the 2014 White Paper for Post-School Education and Training, would encourage the public and private sectors of the aviation industry to develop and improve education and training systems through participation in the appropriate education and training institutions.

The DoT will work with TETA and aviation industry bodies to promote the functioning of the Aerospace Chamber in order to ensure the establishment of relevant national, regional, continental and internationally comparable standards, and funding for aviation training.

The DoT will liaise and work with other relevant Government departments, and other stakeholders, towards the establishment of a training accreditation system for aviation in the broadest sense, with the aim of achieving a standard approach to education and training in this industry. The DoT will also, in partnership with the industry, participate in programmes aimed at the training of persons for the industry.

The DoT should formulate a national civil aviation transformation strategy for implementation in the aviation industry in line with the Aviation Sub-Sector Broad-Based Black Economic Empowerment Charter, working closely with other organisations in the aviation industry.

## **Technological development**

### **Issue**

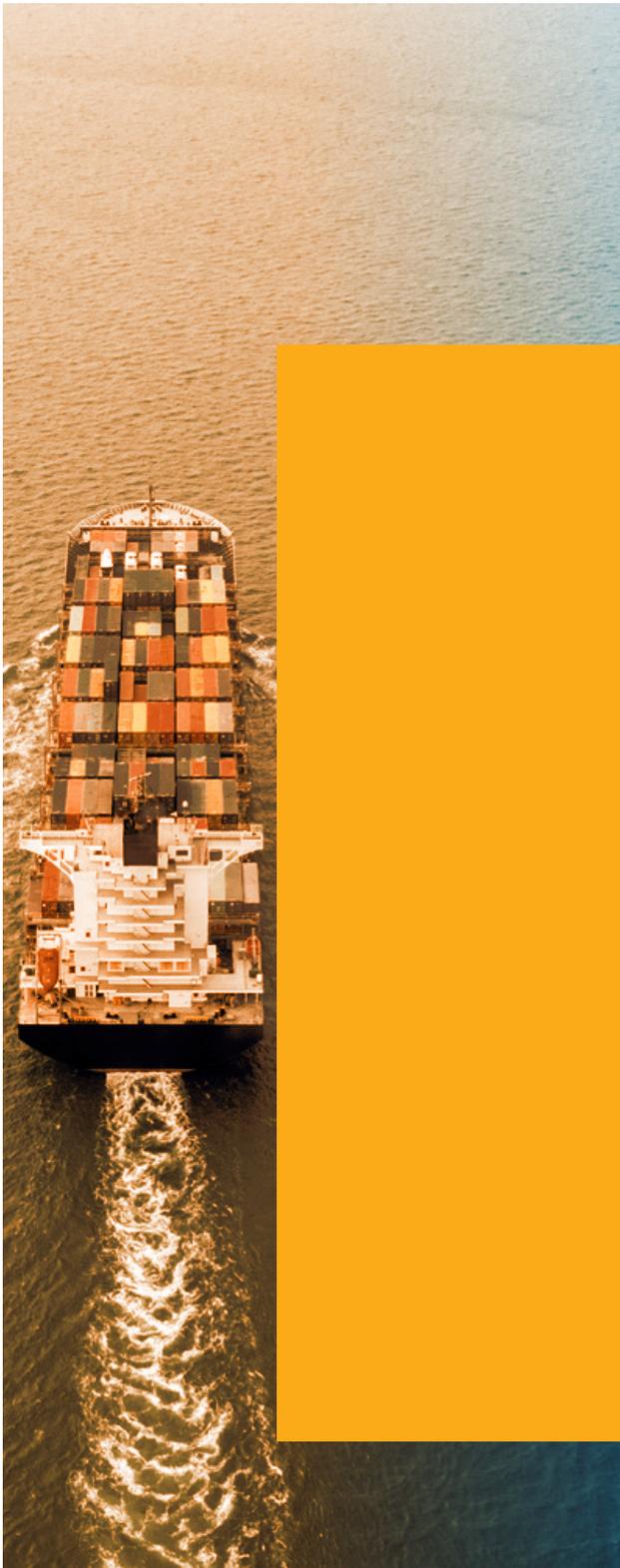
There is no coordinated strategic approach to technology adoption, innovation, research and development in the area of civil aviation in South Africa (with the exception of JASC, which focuses on aerospace design and manufacturing). Technology development and adoption, as well as new product, service and system innovations, could generate growth and transformation opportunities for the sector in South Africa if effectively supported and coordinated.

In addition, the development and introduction of new modes of aerospace transportation has blurred the lines between aviation and space. These systems seamlessly traverse through the airspace en route to outer space, challenging the existing policy and legal frameworks governing the two domains.

### **Policy**

The Department of Transport should coordinate a strategic approach to technology adoption and the innovation needs of civil aviation, including emerging aerospace transportation, and promote the formation of partnerships with the private sector; innovation support agencies and academia to accelerate technology adoption and innovation, as well as undertaking priority research.





## 2.2. MARITIME

Maritime transport encompasses all forms of transport by sea, intermodal links and inland facilities and, in the South African context, has certain fundamental differences from other modes of transport. First, it caters almost entirely for the freight market, and offers no significant national passenger carrying capacity. Second, as it operates in an international environment, it is subject to considerable competition and economic pressures from foreign competitors.

The Government recognises the strategic importance of the South African shipping industry and the benefits it bestows on the wider economy. The activities of the South African shipping industry as a fully-fledged exporter of services and its future growth considerably strengthen the South African balance of payments.

Maritime policy addresses maritime transport issues relating to economic principles, trade and cargoes, ship financing and registration, the operation of ships, ports, safety at sea, employment and training, and administration.

### 2.2.1. Mission

“ To encourage and support the maritime industry in a manner that underpins and enables the achievement of the full potential of the ocean economy, deepens maritime awareness in South Africa, and contributes to the attainment of transport policy objectives, through:

- Assisting in the creation and fostering of an enabling economic environment for the maritime transport industry that will allow it to compete with the maritime carriers of other nations;
- Ensuring safety of life and property at sea, and the prevention of pollution of the marine environment by ships and other sources;
- Ensuring the application of global labour standards and practices in the maritime industry;

- Contributing to the release of the full socio-economic potential of the maritime industry and to the modernisation of maritime traffic facilitation, infrastructure and shipping administration; and
- Promoting and giving effect to the aspiration to implement an overarching, integrated governance framework for sustainable development and growth of the ocean economy.”

### 2.2.2. Strategic objectives

The strategic objectives of maritime transport policy are:

- To foster the development and growth of the sector while maintaining a competitive climate wherever appropriate;
- To facilitate and enhance the expansion of international trade and tourism in general, and exports in particular;
- To ensure that economic decisions are, as far as possible, left to market forces, subject to general competitive principles applicable to all industries, with the view to maximising consumer choice, need satisfaction and job creation;
- To promote the development of an efficient and productive South African maritime industry capable of competing in international markets;
- To establish a sustainable funding mechanism for the growth of the broader maritime transport sector to facilitate strategic infrastructure development, and the building and acquisition of the ships and equipment necessary to meet the needs of the South African economy;
- To maintain control over maritime services within a well-defined regulatory framework that is flexible enough to cater for changing needs and circumstances, and to ensure orderly, safe and reliable maritime transport services;
- To promote and maintain cooperative international relations with other countries and international organisations involved in maritime affairs;
- To ensure cost-effective and efficient shipping operations; and
- To improve the collection, management and storage of information on the maritime economy of South Africa.

### 2.2.3. Policy statements

#### Trade and cargo

##### *Issue*

Shipping is essential for the promotion and preservation of trade links between South Africa and the world.

Terms of trade exercise considerable influence over the benefit the country receives from the maritime industry. Buying free on board (FOB) and selling cost, insurance, and freight (CIF) allows the trader to nominate the carrier. The Government will encourage South African cargo interests to nominate South African carriers to carry their cargo, as a means to develop and grow indigenous ship capacities and capabilities.

##### *Policy*

The Government is committed to the promotion and development of coastal trade, and the continued maintenance of regular shipping services (and related infrastructural requirements) between South Africa and its trading partners within a well-defined regulatory framework.

The Government is further committed to laying a firm foundation for the strategic development and growth of the South African shipping industry within the broader objective of unlocking the full potential of the oceans economy. In this regard, cargo interests will be invited to innovatively support these efforts.

#### Ship financing, registration and the fiscus

##### *Issue*

South Africa needs a modern ships register that is efficient, balances the interests of the nation, ship owners and seafarers in an internationally acceptable manner, and accords with principles of international law. The register should be attractive to both local and foreign investors, but in no way be a flag of convenience.

##### *Policy*

The Government will facilitate strategic investment in infrastructure development, ship-building and acquisition, and the equipment required to enable the growth of the maritime transport sector.



The Government will further promote interdepartmental and private initiatives to ensure that administrative, fiscal and legal inhibitors to the development of the South African register and its ancillary services are removed.

Fiscal aspects affecting shipping will be reappraised on an interdepartmental basis with a view to initiating changes where appropriate. These aspects include but are not limited to income tax paid by seafarers, ship owners and operators, exchange controls and duties, and a review of the ranking of claims under the Admiralty Jurisdiction Regulation Act (1983) in line with strategic objectives of developing the sector; and the international practices and conventions.

### **The operation of ships**

#### *Issue*

South African ship owners do not enjoy the same competitive advantages as many foreign carriers. Both locally and foreign-owned vessels on the international trade routes to and from South Africa are free to carry South African coastal cargo, but those on international trade routes have the advantages of fuel at the international price, of seafarers being exempt from income tax, of no import duties payable on ships' spares and in the case of many, of operation in low or no income tax regimes.

#### *Policy*

The disincentives facing coastal shipping in relation to other transport modes and foreign competition will be addressed at an interdepartmental level and removed where appropriate.

Cabotage options will be explored in the light of the new demand that puts more emphasis on the development of the oceans economy. An innovative framework for the possible introduction of cabotage protection legislation on an African continental or Southern African regional basis must be tested for its feasibility and economic impact as a means to invigorate the growth of the South African shipping fleet.

In order to promote the growth of South African shipping interests in the dry bulk sector, research will be undertaken to establish how other nations have successfully increased their market share in the shipment of bulk products and to seek acceptable ways of emulating this.

The scope for bilateral shipping agreements that will enable South African shipping interests to access markets that are currently inaccessible will be explored.

Bilateral shipping or taxation agreements will be negotiated with countries that levy freight taxes on non-resident ship owners so as to eliminate or reduce foreign taxes.

### **Safety at sea and administration**

#### *Issue*

A cohesive, coordinated and effective policy giving due cognisance to internationally accepted principles of safety of life and property at sea, as well as to particular requirements of the South African coastline and the trades that ply its waters, is a prerequisite to ensuring safe and orderly maritime transport.

There exists in international law and practice a procedure of port state control (PSC) by which a state may conduct limited safety inspections of all vessels calling at its ports. PSC has demonstrably reduced the incidence of substandard ships calling at ports where it is rigorously enforced. Further measures such as mandatory ship reporting, and long-range ship tracking and identification are now legally enforceable under international law.

South Africa's full membership of the International Maritime Organisation, and the development of international maritime controls such as improved flag state vessel safety requirements and PSC, have however imposed greatly increased obligations and burdens on administrations.

The provision of satisfactory, well-prepared and well-equipped salvage capacity and capabilities, as well as marine pollution reaction capacity for the South African coastline, is strategically necessary and must be well-regulated and coordinated.

#### *Policy*

The Government will improve the performance of PSC as an effective means of deterring substandard ships and their owners from calling at South African ports.

Although the Government's participation in salvage, directly or indirectly, will be discouraged where private sector participation is possible in order to prevent

crowding out of investment of the private sector in the industry, the Government will stimulate investment from the private sector in the tug and salvage industry.

Maritime governance must be improved such that there is a logical division and clear delineation of responsibilities between public sector role players, accompanied by appropriate financial resources and tools to execute mandates. Specific consideration should be given to maritime safety, marine pollution, navigation and hydrographic mapping.

The Government will undertake the feasibility of establishing a statutory national navigation authority under the auspices of the DoT.

### **Port operations and administration**

#### *Issue*

Ports play a crucial and strategic role in the facilitation of seaborne trade and are strategic assets serving the nation as a whole. The real estate of South African ports is currently owned by Transnet National Ports Authority (TNPA), and services within the ports are provided either by Transport Port Terminals (TPT) or by private enterprises. At present, TPT provides the majority of services, especially as it relates to containers and vehicles. TNPA controls access to the provision of ports services and manages the quality and safety thereof, and the Ports Regulator of South Africa regulates the tariffs and general ports management function of TNPA.

Concerns regarding the simultaneous ownership of commercial port services operations (TPT), which is the main port user, and the ownership of and control of the ports to provide services to all port users (TNPA) by the same entity (Transnet) have been identified.

The objectives of the transport policy, and of maritime and ports policy in particular, are:

- To ensure safe, affordable, effective and efficient port services;
- To encourage competition;
- To improve infrastructure and service levels;
- To encourage private sector participation where appropriate;
- To promote B-BBEE and SMMEs; and

- To promote regional integration and trade and industrial development.

These objectives need to be supported by appropriate institutional arrangements and legislation to support port governance, a suitable regulatory framework and strategic port planning. Separation of the functions (policy, regulatory and shareholder) performed by the Government to promote efficiency in the management of the economy will be maintained and strengthened through the appropriate institutional and governance arrangements.

#### *Policy*

The South African ports and transport logistics environment must enable a reduction in the potential for and occurrence of abuse of market dominance, and provide appropriate institutional arrangements that will enable the competitiveness of South African ports within the Republic, the SADC and the African continent, and at a global level.

The manner in which these conditions will be achieved are further developed in the relevant mode-specific policies, including the National Commercial Ports Policy (2002), and in legislation, including the National Ports Act (2005) and its future amendments.

The port authority will be independent of any port operating agency (or agencies), which may be achieved by various institutional arrangements, ranging from accounting separation to the physical separation of the ports Authority from Transnet. This will support more effective economic regulation on the part of the regulator, and will reduce the possibility for conflict of interest in the oversight of port services.

In order to promote low costs, a high level of service and shipper choice in port operations, a competitive environment will be created by enabling greater participation of private enterprise in offering port services.

All stakeholders, including all levels of government, will be consulted in the planning of ports through the existing mechanisms provided for in the Ports Act and the National Environmental Management Act (1998). The DoT must create a conducive climate for the development of small harbours and the communities in which they are situated.



A framework for the sustainable development and management of inland waterways will be explored, with the aim of assessing their socio-economic viability as a means of facilitating and unlocking their broad economic potential.

Where concurrency of jurisdiction between different regulators and licensing authorities exists, memoranda of agreement should be entered into; outlining how multiple licensing processes and requirements will be sequenced and where possible harmonised. Inconsistencies in the legal provisions of statutes pertaining to port facilities must be resolved at the legislative level through interdepartmental consultation and cooperation. Harmonisation and simplification of multiple licensing approvals should be encouraged, without detracting from the legal mandates of each regulatory authority.

## Employment

### *Issue*

Seafarers are governed by international standards that are implemented locally. South African seafarers are currently not given the same incentives, protection and rights in labour law as seafarers of other nations.

The South African shipping industry and the broader maritime industry continues to experience a shortage of skilled and adequately certificated South African seafarers.

### *Policy*

The DoT will liaise with other departments to promote the amendment of labour legislation to ensure that South African seafarers are afforded the same rights and protection as other global seafarers.

The shortage of skills and basic education in the maritime labour market is being addressed through a concerted programme of education and training to meet the growing demand for seafarers, and to improve the skills base of existing employees in the industry.

Education and training must comply with international standards adopted by South Africa, as defined and required in the South African Qualifications Authority (SAQA) Act (2008) and the Standards of Training, Certification and Watchkeeping for Seafarers (STCW) Convention. While the DoT, through the South African Maritime Safety Authority (SAMSA), will continue to be

the competent authority administering the certification of seafarers in terms of the STCW, the Government will also work with and support the TETA in its functions:

- As the competent standard-setting and accreditation body for training and education in the maritime industry, other than seafarers, under the SAQA Act;
- As a facilitator of education and training to ensure that the education and training needs of employees and the industry are met; and
- As a sponsor of maritime training and education.



## 2.3. RAIL

Rail transport involves the transportation of passengers and freight across South Africa by the rail network. The rail sector has suffered from severe underinvestment in infrastructure and inefficient operations, coupled with under-utilisation of the network, with the consequential obsolete rail infrastructure and rolling stock resulting in the significant loss of market share to road. Rail transport should be repositioned as the preferred land transport mode and backbone with which all other transport modes integrate. This will require strategic interventions to revitalise the rail industry.

### 2.3.1. Mission

*“ To develop an integrated railway transport system and sustainable, competitive rail transport industry that enables the safe, reliable, efficient and effective movement of passengers and freight, and stimulates the economic growth and social development of South Africa.*

### 2.3.2. Strategic objectives

The strategic objectives for rail transport are:

- To revitalise the South African rail transport industry, substantially increasing its performance, turning around its decline and maximising its utilisation;
- To provide safe, secure and value-for-money mobility for South Africa's citizens and visitors in densely populated urban settings as well as in densely travelled long-distance corridors;
- To proactively facilitate shifting freight and passengers from road to rail by promoting rail as the mode of choice by providing an efficient, reliable and safe setting for passengers and freight;
- To establish a governance, institutional and regulatory framework for managing, operating and maintaining railways, as well as to encourage appropriate infrastructure and rolling stock investments through aligning funding sources with the application of appropriate and new technologies;



- To encourage, introduce and regulate private sector participation in the rail sector where appropriate, to aid revitalisation, drive development and maximise growth;
- To provide an enabling environment for South Africa's economic and social development including promotion of SMMEs, rural development and B-BBEE, creation of employment, maintenance and production capacity in the rail sector; and development of rail within appropriate environmental protection legislation; and
- To facilitate trade between South Africa and its partners, to enhance the competitiveness of South African exports in global markets, and to elevate the role of South Africa in rail transport in the SADC region and the rest of Africa.

### 2.3.3. Policy statements

#### Rail infrastructure

##### *Issue*

There is an urgent need for rail revitalization and infrastructure investment. The Government is committed to a comprehensive upgrade and renewal of infrastructure to position railways at the centre of South Africa's freight and passenger transportation. Investments in the rail sector will position it to compete effectively and sustainably in the local transport market and support exporters in global markets. Investments in infrastructure will focus on increasing rail's ability to compete in market spaces where it has the potential to win back substantial contestable or rail-friendly freight and passenger traffic from other transport modes, particularly road, especially in high-density corridors.

##### *Policy*

The Government will prioritise investment in track, rolling stock and appropriate technologies in rail. A comprehensive upgrade and renewal of infrastructure and investment in world-class high-performance network and appropriate competitive technologies is required to enable the shift of freight and passenger traffic from road to rail.

The State will retain ownership of state-owned rail infrastructure and land associated with rail reserves. Any further provision of rail infrastructure for commuter

transport will be determined by a combination of market needs and social considerations.

The provision and maintenance of rail infrastructure for bulk and general cargo freight transport, and for inter-city passenger transport, will be determined by market needs and commercial viability.

The above policy objectives seek to address investment, infrastructure provision and maintenance of rail infrastructure. As a further implementation programme, issues relating to effective competition may necessitate free market principles and an active role by rail operators to advance increased utilisation of rail transport.

#### Rail network

##### *Issue*

Rail is an essential long-term component of both the freight and passenger transport networks. An inherently competitive high-performance new rail network needs to be created, where possible by upgrading or re-gauging portions of the existing network, otherwise by new alignments, to respond to future social and economic imperatives and logistics pressures.

##### *Policy*

Planning for new or existing passenger rail services will be carried out at a local level as included in the National Land Transport Act, 2009 (NLTA) and provision should be made for coordinating bodies. However, rail infrastructure planning and strategic decisions remain a national competency.

The DoT must support the revitalization of branch lines. The implications of a sustainable strategy where closures of branch lines are objectively justified must be investigated. Branch lines should be categorised as strategic and non-strategic to guide interventions and investment decisions, as branch lines that are not economically viable may still have developmental or strategic importance. A branch-line strategy is required to outline appropriate interventions and support for branch lines. The investigation should further develop a strategy considering both commercial and public service obligations on how to maximise the potential use of branch lines in rural areas to facilitate both passenger and freight transport.

The implementation of new railway lines will be considered where it is possible to serve both freight and passenger demand. Investments in high-speed intercity, heavy-haul, double-stacking, heavy intermodal and contemporary urban rail networks will be considered where viable. The development of such new railways should be actively encouraged.

New long-distance transportation infrastructure (e.g. long-distance trains) must be planned with lower energy intensity than road transport, provided that the proposed interventions meet the minimum distance threshold for the transport infrastructure to be cost-effective and to compete with other forms of transport.

Standard gauge will be considered as the first option in high-density corridors, however, the appropriate gauge for each corridor should be assessed and confirmed through feasibility studies. South Africa will therefore have to coordinate carefully with the SADC region in its consideration and implementation of a wider track gauge, if required and feasible.

Categories will be introduced for passenger rail services. These passenger rail categories will be classified in terms of service distance, speed, station spacing and target markets and range from metropolitan, suburban low-speed commuter and inter-city medium and low-speed systems, to inter-city high speed systems.

## **Funding**

### *Issue*

The Government will consider ways to attract additional capital to finance investment in rail. It is evident that sufficient funding for rail transport has not yet been tapped in South Africa. The onerous level of the investment required in achieving rail revitalisation is recognised and it is clear that existing resources will be inadequate to fund all requirements. The private sector therefore has a key role to play in rail transport. Economic regulation must create a conducive environment for private sector participation. The Government's role in creating an investment-friendly environment is to change business fundamentals and remove regulatory uncertainty so as to encourage and enable the private sector to play its role in the economy.

### **Policy**

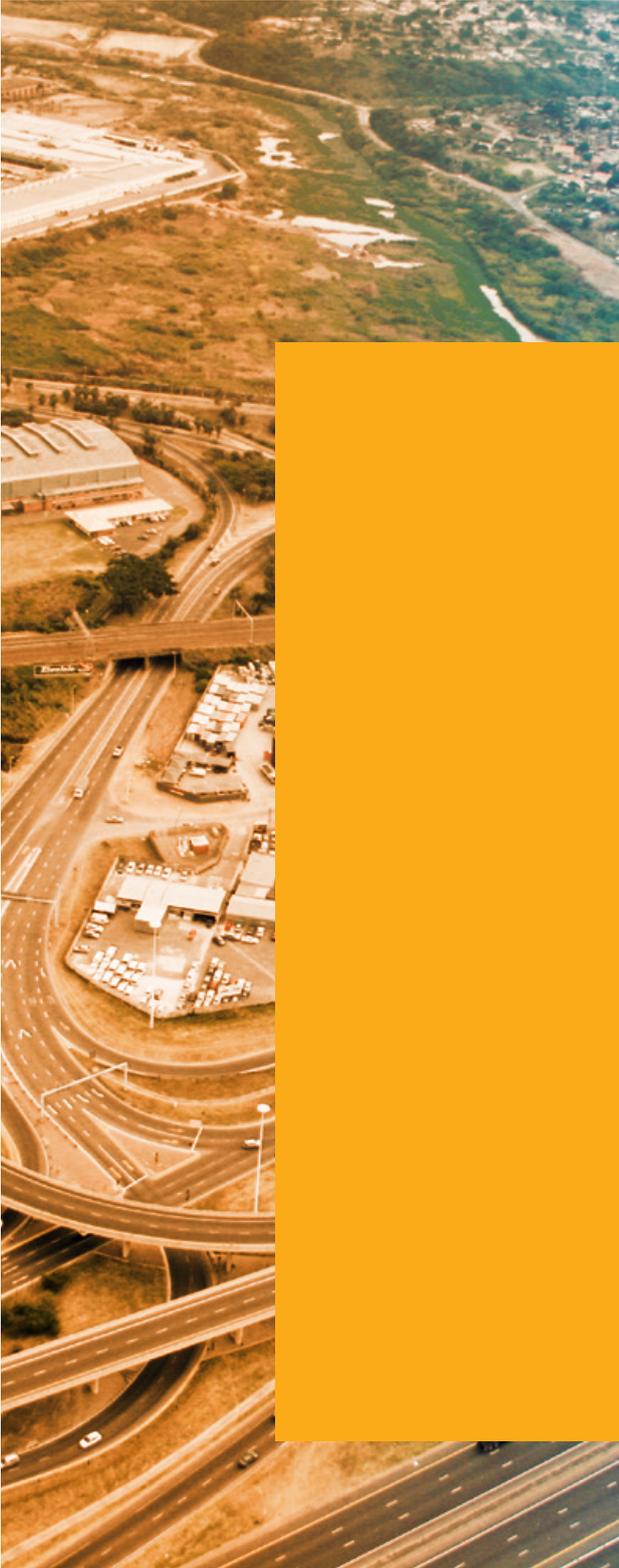
The Government will promote the participation of the private sector in investment projects, and limit its role to strategic investment that cannot or is undesirable to be undertaken by the private sector. The Government will provide for third-party access to the national railway network, where appropriate, subject to regulation by the STER.

Private sector participation should be encouraged in building and operating freight trans-shipment/inter-modal interchange facilities, to facilitate the shifting of freight from road to rail.

An investment-friendly environment must be created and regulatory uncertainty must be removed through the establishment of the STER. Rail economic regulation under the STER must establish a legal framework between public and private operators that is clear, objective and neutral. Tariff regulation must be fair and reasonable, provide efficiency incentives, and give effect to the principle of reasonable return on investment.

Investment in rail infrastructure is critical for the revitalisation of the rail sector. Funding for railway investment in new long-distance network infrastructure will be managed by Transnet under direction from the Government. Funding for railway investment in narrow gauge urban networks and wider gauge passenger lines such as high-speed lines will be managed by the Passenger Rail Association of South Africa (PRASA). Both PRASA and Transnet Freight Rail (TFR) must invest in passenger and freight infrastructure and rolling stock, respectively, in order to meet customer demand. Private sector participation in passenger and freight infrastructure and rolling stock will also be enabled and encouraged where PRASA and TFR are unable to invest.





## 2.4. ROADS

South Africa's roads network plays a key role in passenger transport, freight movement and economic growth. While road transportation is an important industry in the national economy, various challenges inhibit the sector's contribution to South Africa's economic and social development objectives. These challenges and the policies designed to resolve them are addressed below.

### 2.4.1. Mission

*“ To allow the development and management of a road network that is safe for all its users, is well-maintained and serves as a catalyst for social and economic development.*

### 2.4.2. Strategic objectives

The strategic objectives for roads are:

- To optimise current capacity and maintain and develop the road network;
- To improve road-traffic safety, enhance road-traffic discipline, protect capital investment in the roads system, and enhance administrative and economic order in the field of road traffic and transport;
- To optimise road-transport law enforcement and promote and implement efficient, integrated, and coordinated road-traffic management systems in the country, involving the role players in all functional areas of road-traffic management;
- To enhance the quality, productivity and cost-effectiveness of road freight-transport services by providing transport customers with a safe, secure, reliable and cost-competitive system;
- To advance human resource development and expand participation in the freight industry through the creation and growth of entrepreneurial opportunities, training and skills development;
- To promote seamless integration and harmonisation of standards with neighbouring member states;

- To actively promote the movement of the appropriate type of freight from road to rail; and
- To encourage, promote and plan for the use of non-motorised transport (NMT) where appropriate.

### 2.4.3. Policy statements

#### Road transport demand management

##### *Issue*

A comprehensive road-transport demand management guideline does not exist. The guideline should guide all spheres of government in terms of the full set of measures that are available, where and how they should be implemented – taking into consideration local site-specific circumstances, appropriate thresholds for implementation, the roles of linkages between transport demand management, land use management and transport supply management.

##### *Policy*

A national road transport demand management guideline will be developed, considering the following principles:

- Adopt the 'user pays' principle where appropriate, and not only for tolls, on the understanding that it will not be universally applied and the impact on vulnerable sectors of society will be considered in its design;
- Reduce the demand for travel by single-occupancy vehicles;
- Diversify transportation options;
- Integrate land use and transport planning;
- Integrate NMT philosophy in spatial development strategies;
- Encourage more efficient heavy goods vehicle (HGV) movements;
- Cover congestion mitigation in urban areas through a broad-based approach that is aligned with the NLTA;
- Incorporate mode switching (including a shift to pipelines where relevant) to encourage energy efficiency and environmentally sustainable development; and

- Address road-to-rail demand shifts and inter-modalism at the national level.

Traffic demand measures will be introduced in order to reduce freight volumes on the road network (e.g. bulk minerals, liquid, gas and agriculture products). Overloading control centres should be improved and the network should be expanded. The introduction of a heavy vehicle fee to cover the true cost of the environmental and road infrastructure deterioration associated with road haulage will be investigated. It is noted that the introduction of any such heavy vehicle fee should be premised and dependent on the following: a) the completion of TFR's infrastructure investment programme; b) a fee calculation that does not exceed the true cost of the negative externalities associated with road haulage; and c) accurate and correct pricing of rail-freight charges.

Strategic investment in liquid fuel pipelines can be undertaken where desired or where the private sector is unwilling or unable to fund that infrastructure. Such investment will take place on a level playing field, and regulated in accordance with the energy policy and legislation of the Republic.

#### Road-traffic safety regulation

##### *Issue*

The unacceptable traffic conditions on South African roads, especially the high accident and casualty rates, still continue, although most of the strategies recommended in 1996 have been put in place.

Road-traffic safety is not a function in itself, but rather the result of the efficient and harmonious operation of road and traffic-related management systems, functions and activities, developed and implemented with the purpose of improving quality in road traffic.

After a critical review of the situation and the manner in which road-traffic safety is currently managed, it is evident that a stronger approach will be needed to effect a more drastic improvement in road user-discipline and to reduce collisions.



### Policy

A continued, integrated road-traffic quality management and monitoring approach will be implemented between the DoT and the provincial authorities, which addresses, *inter alia*:

- Road-traffic control;
- Legislation and adjudication;
- Training, education and communication;
- Road-traffic administration and information systems; and
- Road and traffic engineering.

The five pillars of safer roads and mobility, safer vehicles, safer road users, post-crash response and road-safety management, and related policies addressed in the National Road Safety Strategy will be implemented.

The implementation and practice of regulation and licensing as per the Road Traffic Act (1996) should be emphasised, including the powers for impounding vehicles.

The government-run Road Accident Benefit Scheme for road accidents should be structured such that legitimate claimants derive due benefit and efficiency in the Scheme's operation is assured. The focus of the Scheme should be on immediate assistance to the injured road accident victim. The Scheme should provide defined, structured and affordable benefits to injured road accident victims and the dependents of breadwinners killed as a result of road crashes, with payments made directly to claimants and medical service providers. Fault should not be ascribed to the claimant or other persons involved in the road accident. The Scheme should emphasise social security and be designed with the aim of assisting within the broader context of other social security covers.

The existing policy of economic deregulation of freight transport within South Africa is reaffirmed, subject to strict and effective regulation in respect of traffic quality and safety matters. The Road Transport Quality System (RTQS) will be revisited and extended in order to ensure full and proper implementation of the system as contemplated in the 1996 White Paper. The RTQS will regulate road-freight operators contributing to overloading, accidents and un-roadworthy vehicles on South African roads, and include programmes to control speed and alcohol and drug-related offences, and the overloading of vehicles will receive special attention.

Existing vehicle roadworthy standards in the South African Bureau of Standards (SABS) 047 will be enforced. Roadside testing of the compliance of vehicles with critical roadworthy requirements will be increased.

The Government will continue to support industry-led self-regulation schemes through the Road Transport Management System (RTMS) to encourage the industry to comply with regulations, improve road-transport management, and minimise negative externalities.

The development of safer road infrastructure for all users should be prioritised.

Compulsory road-safety audits will be undertaken and reviewed every five years in accordance with the policy intent of the Draft Non-Motorised Transport Policy.

### Road-traffic control

#### Issue

Traffic control (law enforcement) is a priority of traffic management due to a severe breakdown in discipline on the roads, which in turn leads to unsafe conditions and damage to the road infrastructure. The lack of discipline can be rectified only through strong proactive and reactive control actions. The effectiveness of the traffic control function must be improved substantially. Aggressive and effective enforcement, education, engineering interventions and evaluation at all levels of government, and from all relevant transport agencies, is required.

Some specific problems of traffic control have arisen in the road-freight sector since the deregulation of road-freight transport and the democratisation of the industry. The road-to-rail movement of the appropriate freight must be supported through more stringent overloading control of heavy vehicles. Effective law enforcement is essential to ensuring equitable competition in road transport. Current road-traffic law enforcement relating to various aspects of freight transport is deficient.

**Policy**

The autonomy of provincial and local governments with regard to traffic control, as well as the need for regional, provincial, national and international coordination and harmonisation, and for mutual support between traffic services, are emphasised. At the national level, coordination and harmonisation in traffic control will be achieved through the Minister and Members of Executive Councils/Committee of Transport Officials (MinMEC/COTO) consultative structure. Provinces will facilitate the establishment of liaison structures between the provincial, metropolitan, regional and local levels of government. At the international level, coordination and harmonisation are the responsibility of the national DoT, and will be achieved through the structures established for this purpose.

The principle that traffic control is primarily a transport and traffic function will remain and the existing emphasis placed by traffic departments on road-traffic matters will not be reduced in terms of transport and traffic legislation and policy. Regarding areas of mutual interest, the legislation and policies controlling the various functions should be harmonised at the national, provincial and local levels.

There is a continued lack of trained professionals in the road-traffic safety management disciplines and the relevant training and support will be provided to provinces and metropolitan and other local authorities in order to maintain a minimum level of skilled personnel.

A national performance incentive scheme for traffic authorities, with performance incentive funds linked to the achievement of certain pre-set standards and targets, will be introduced under the auspices of the appropriate consultative structure.

The Government will implement more effective measures to detect and prosecute corrupt activity on the part of law enforcement officials and complicit parties.

The feasibility and impact of legislating the configuration of bakkies and trucks to promote safety (e.g. through the use of canopies and safety harnesses) will be investigated.

**Adjudication of traffic offences****Issue**

Traffic control is incomplete without the finalisation of prosecutions in courts or through administrative sanction. Enforcement must be supported by an efficient, transparent and expeditious adjudication process. Effective cooperation between the traffic control and adjudication functions is therefore an essential component of traffic management. In general, there is a positive relationship between the relevant Government departments responsible for traffic control and adjudication. However, a number of notable problems are being experienced with regard to the cooperation between the two functions. These problems are perceived to contribute to a lack of respect for the law prevailing among a large percentage of South African drivers. Innovative and realistic solutions to these problems, that will honour true legal principles while not compromising the effectiveness of traffic control in achieving its goals, are essential.

**Policy**

The DoT will liaise with the relevant Government department(s) with regard to the following policy proposals:

- The decriminalisation of certain traffic offences to ensure that the process of adjudicating traffic offences will be brief, strict and decisive. The feasibility of decriminalising all traffic offences except reckless, negligent and inconsiderate driving will be investigated;
- Standardisation of the requirements set by attorneys-general in respect of the utilisation of technological aids in traffic control; and
- In respect of criminal offences, receiving support from the judiciary to overcome problems experienced with the prosecution of operators, the standardisation of fines and other arrangements made by the judiciary, the possible introduction of dedicated special traffic courts as a general procedure and the introduction of the compulsory attendance of traffic schools as a form of sanction.



### **Improvement of road-user knowledge, skills and attitudes**

#### *Issue*

A solution to road-traffic problems can be reached only if the need to focus on the human aspects of road-traffic is fully recognised. The improvement of road-user knowledge, skills and attitudes as a road-traffic management function is targeted as a priority, due to the inadequate emphasis of this function in the past, and in view of the extreme importance of this function in achieving acceptable levels of road-traffic quality.

#### *Policy*

Resources will be made available for the enhancement of road-user knowledge, skills and attitudes, including education within a formal educational setting from an early age, non-formal education in non-educational organisations, and informal education where media such as radio, television, posters and pamphlets are used.

All categories of road users will systematically be exposed to a purposeful programme targeted at enhancing their knowledge, skills and attitudes, at promoting their voluntary compliance with the law, and at developing community ownership and participation in enhancing road-traffic quality. The driver de-merit system should be fully rolled out.

Traffic control programmes will be supported by well-researched promotional and motivational programmes, so as to create the necessary public understanding of their responsibilities and of the reasons for the existence of the law, and public acceptance and support for control activities; to increase public awareness of control programmes, and to enhance the effectiveness of the programmes.

Aggressive and effective enforcement, education, engineering interventions and evaluation at all levels of government and for all relevant transport agencies, is required and will be managed.

The Government departments responsible for education, health and adjudication of traffic control should become involved in road-safety management and enforcement, as road safety is a co-responsibility that requires multi-disciplinary, multi-dimensional solutions.

### **Funding of road-traffic management**

#### *Issue*

The emphasis in road funding remains biased towards the provision and maintenance of roads infrastructure over road-traffic management. Road funding requires a more balanced approach. Increased funding should be made available for the improved utilisation of existing resources, including road safety as a component within road infrastructure projects.

#### *Policy*

The respective roles and responsibilities of national, provincial and local governments in financing traffic management will be clearly demarcated.

A balanced funding policy on road traffic must be introduced. Spending priorities must be re-evaluated in the road and road-traffic environment in view of traffic quality-related road user needs, the adverse economic impact of inadequate levels of road-traffic management, and the expected benefits of increased spending on traffic management.

Existing funding, budgeting and prioritising procedures will be adapted to ensure an increased availability of funds for traffic management purposes. Reliable procedures for determining the minimum and optimum requirements in respect of road-traffic management resources will be developed and applied.

Additional and innovative funding strategies for traffic management functions will be investigated and introduced. This will include the allocation of a percentage of the roads budget for traffic control purposes. The introduction of a traffic-management levy to vehicle licence fees and fuel sales will be investigated.

Fine-collection procedures relating to traffic offences, penalties for non-payment, confiscation of movable property and demerit systems will be improved and fully implemented. The desirability of apportioning traffic fines and bails to road-traffic management funds instead of fines accruing to individual authorities and general state or provincial revenue funds will be explored. For this purpose, dedicated national and provincial road-traffic management funds will be considered.

## **Incident management**

### *Issue*

Incident management, including the rendering of medical rescue services after accidents have occurred, needs to be enhanced. The development, implementation and operation of incident management plans would improve the effectiveness and efficiency of the services rendered and minimise reaction times. Specific attention should be given to the procedures for the management of incidents where dangerous substances are involved. The necessary emergency systems to deal with the various types of dangerous material should be developed. Coordination and cooperation between the various parties concerned with providing road-traffic-related emergency services is inadequate.

### *Policy*

Existing guidelines on the content of an incident management plan should be used by road traffic authorities.

The Government will implement an incident management system on all national roads.

## **The engineering discipline**

### *Issue*

The engineering discipline as a road-traffic function involves transport and traffic engineering, operations management, and road-vehicle engineering. The Government is cognisant of the need to apply sound engineering in the quest to improve traffic safety.

### *Policy*

Traffic safety will be addressed in a balanced manner, embracing the engineering, education, and enforcement functions.

The highest design standards will be maintained on South African roads in order to ensure road safety.

Traffic operations management will ensure road-traffic quality and the orderly flow of traffic at acceptable levels of service. Road authorities will annually conduct a traffic-quality audit of the road networks under their control, consisting of a systematic evaluation of all traffic-quality and service-level-related aspects of the network.

## **International harmonisation of road-traffic policy**

### *Issue*

Since the normalisation of the relationship between South Africa and other African countries, the trade and tourism links between South Africa and these countries have expanded tremendously. The result is a significant growth in road-traffic volumes between the relevant countries, and a growing need for harmonisation of policies and legislation.

### *Policy*

The Government will support the formulation and implementation of the SADC Transport and Communications Protocol. Every opportunity will be taken to base policies and standards on international norms, particularly those of the United Nations.

The Government will pursue harmonisation and integration of the regulatory regimes between the country and the rest of the region with a view to enhancing seamless cross-border movements.

## **Road infrastructure**

### *Issue*

The development and maintenance of roads is an integral component of road infrastructure policy. The policy document recognises the equal importance of the development and maintenance of pavements. There is insufficient funding to maintain the existing road infrastructure, which has resulted in a significant and growing road maintenance backlog nationwide. This issue must be rectified as the road network is a critical component of the economy, providing access and mobility, facilitating economic and social linkages, and promoting economic development and stimulating exports. The continuing cooperation and dialogue between the DoT and local government will be an integral part of the policy implementation.

### *Policy*

Innovative ways of securing finance for the development of road infrastructure will be explored. These include build-operate-transfer (BOT) or fund-rehabilitate-operate-maintain (FROM) contracts that enable the Government to obtain financing from private sources rather than the fiscus.



Other rural, inter-city and urban road infrastructure will be the responsibility of provincial and local authorities, and will be funded from a variety of tax sources.

Increased attention will be given to the provision and maintenance of the lowest-order roads, both in rural and urban areas.

The DoT will eliminate unproclaimed roads.

Rural transport infrastructure will include all transport-related infrastructure, ranging from proclaimed district or feeder roads, to village-level roads and non-motorized infrastructure such as tracks, trails, paths and footbridges.

The system of classifying roads will be made more coherent. Factors such as traffic volumes and urbanisation should be considered in determining the appropriate classification.

### **Non-motorised transport**

#### *Issue*

Non-motorised transport should be promoted and developed with the aim of reducing carbon emissions, promoting a modal shift towards more sustainable modes and developing low-cost mobility options. NMT policy should recognise that rural NMT matters are different from those in urban environments. NMT policy should address the needs of pedestrians (currently the largest NMT mode), how to encourage people to cycle more, road safety matters, the role of NMT in rural areas and address the needs of persons with disabilities.

#### *Policy*

Adequate and sustainable funding for the promotion, implementation and development of NMT will be made available. NMT modes will be endorsed and the use thereof facilitated.

Infrastructure and maintenance standards will be developed and must recognise NMT as an essential mode of transport.

Traffic legislation must be developed to recognise NMT as an alternative mode of transport, including being a feeder to other modes of transport.

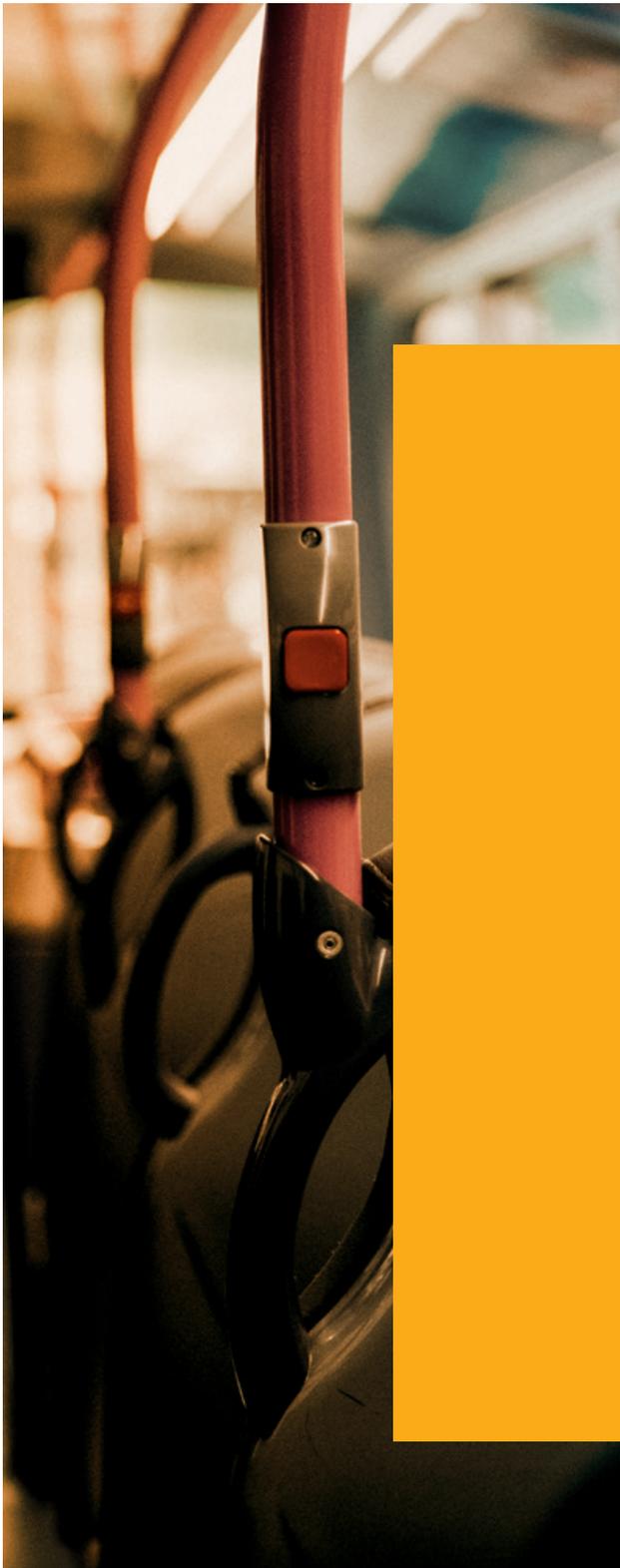
Marginalised groups should be empowered, including the promotion of SMMEs through NMT.

Measures will be developed and implemented in order to reduce the number of traffic fatalities among vulnerable non-motorised road users. Corresponding measures should be developed and implemented to ensure security for non-motorised road users.

The NMT will be integrated into the formal transport system through transport and spatial development strategies and planning, and be explicitly considered in land-passenger transport.

# PART 3 PUBLIC TRANSPORT





## PART 3

### 3. PUBLIC TRANSPORT

Public transport is a shared passenger transport service which is available for use by the general public, which operates on fixed routes and for which a fixed fare is generally charged.

#### 3.1. MISSION

*“ To promote a safe, reliable, effective, efficient, coordinated, integrated and environmentally friendly public transport system by developing norms and standards as well as regulations and legislation to guide the development of public transport for rural and urban passengers.*

#### 3.2. STRATEGIC OBJECTIVES

The strategic objectives for public transport are:

- To promote safe and secure, reliable and sustainable public transport that addresses user needs, including those of commuters, learners, targeted categories of passengers (pensioners, the aged, children, pregnant women, persons with disabilities, tourists) and long-distance passengers;
- To provide an appropriate and affordable standard of accessibility to work, commercial and social services in urban and rural areas, and limiting walking distances to public transport to less than approximately one kilometre in urban areas;
- To ensure that public transport is affordable for all commuters in relation to their disposable income;
- To improve the attractiveness of public transport and NMT to commuters over the use of private car travel, with the aim of increasing the proportion of commuters utilising public transport and NMT instead of private cars;

- To provide universal, centralised information for all modes of public transport to assist public transport users and ensure that public transport is integrated in respect of information, scheduling, routing and integrated ticketing systems;
- To provide appropriate institutional structures, which facilitate the effective and efficient planning, implementation, management, funding, regulation and law enforcement of the public transport system, devolved to the lowest competent level;
- To ensure sustainable, streamlined and dedicated funding for public transport infrastructure, operations and law enforcement at the lowest competent level;
- To foster a stable investment environment in the public transport industry;
- To promote and implement a system of competition for the market, related to public transport routes or networks based on operating licenses, concessions and negotiated and tendered contracts, with all public transport operators registered as formalised commercial entities, bound by the regulations pertaining to their operating licenses;
- To empower and assist disadvantaged operators to participate meaningfully in the public transport system;
- To ensure that operators become economically viable, requiring the minimum financial support; and
- To promote acceptable and fair labour practices in the public transport industry, and foster human resource development.

### 3.3. POLICY STATEMENTS

#### 3.3.1. Accessibility

##### Issue

High quality, safe, reliable and effective public transport is not available to large proportions of South Africans. There are currently no policies or regulations to promote universal access. Public transport is also not sufficiently accessible to all categories of passengers, including persons with disabilities. Persons with disabilities constitute a significant section of the South African population and are often overlooked in public transport.

##### Policy

The approach to passenger transport should shift priority from private to public transport across all income groups and within the latter sector; from the provision of primarily peak period commuter services to a fully-fledged public transport system catering for a wide range of passengers.

The needs of targeted categories of passengers should be identified by the responsible transport authorities or equivalent coordinated and accountable structures, especially at metropolitan and local level, and these should be addressed in their public transport plans due to the reliance of these passengers on accessible public transport.

The roles and responsibilities of the DoT and the relevant Government department(s) responsible for education with respect to scholar transport as an important facet of public transport will be clarified and the appropriate socio-economic solution identified.

All contracted public transport vehicles and those that receive a government subsidy must be universally accessible so as not to pose barriers to all targeted categories of passengers, inclusive of persons with disabilities. Incentives will be considered for government subsidised or licensed but not contracted public transport operators to cater specifically for the needs of persons with disabilities.

A continuous accessible path of travel is to be provided for all passengers, including persons with disabilities, to connect public transport with places such as social services and accessible housing.



The undertaking of transport universal access audits is made compulsory as part of the Integrated Transport Plan process. All public and private transport operators will be required to conduct audits of existing infrastructure, fleet composition and operations against legislated minimum norms and standards. A plan with a clearly defined budget must be developed to implement the outcomes of the audit, for which budget is set aside to implement.

### 3.3.2. Rural transport

#### Issue

More attention needs to be given to rural public transport. The availability and quality of public transport in rural areas is deficient. Public transport policy must overcome the rural transport issues of relatively poor connecting infrastructure in some provinces, large distances, sparsely populated regions, self-sustaining communities, dispersed demand and relatively low incomes, to offer sufficient public transport services to rural areas.

#### Policy

The national Rural Transport Strategy should be further developed into a rural passenger transport policy and implemented at all levels of government. The national Rural Transport Strategy should address the numerous rural transport challenges, including the lack of connectivity, inadequate scheduled public transport and the lack of sustainable funding mechanisms or dedicated rural transport infrastructure grants to fund rural transport projects. Introducing and incentivising the use of intermediate modes of transport should also be investigated (e.g. automated rickshaws, motorcycles and bicycles).

The need for and feasibility of a rural transport coordinating body to coordinate the activities of various stakeholders within the tutelage of rural transport and improve communications, the identification of rural transport programmes and the implementation thereof will be assessed.

Rural transport services will include services provided by operators of all modes of motorised and non-motorised transport and private users (e.g. head loading, private vehicular transport, animal transport and related animal transport facilities). The provision of rural transport services depends largely on the availability of

rural transport infrastructure, and as such the issue of infrastructure provision remains a priority.

The development and implementation of rural integrated public transport networks (RIPTNs) will enable the provision of improved and integrated public transport infrastructure and services, and improve the accessibility, mobility and provision of reliable public transport services by integrating public transport services between modes. The funding of RIPTNs is also imperative.

### 3.3.3. Integrated ticketing system

#### Issue

The public service nature of integrated ticketing and the free rider problems associated with a single public transport provider bearing the cost of developing such a system necessitates government involvement.

#### Policy

The DoT should continue to drive, facilitate and assist in funding the integrated public transport ticketing system. Integrated ticketing should comprise a single system with inter-operability across modes, facilitating participation by all banks and card-holders, including those who are unbanked.

The integrated ticketing system should incorporate electronic fee collection.

The operation of the integrated ticketing system should be a shared and contracted interaction between the authority, service providers and financial institutions.

### 3.3.4. Monitoring of performance

#### Issue

There is inadequate performance monitoring and impact evaluation in public transport. International experience shows that it is beneficial to translate policy objectives into measurable targets and performance indicators. Activities should consist of a combination of ongoing monitoring to tracking progress to inform policy adjustments, and evaluation to establish a rigorous understanding of policy impact.

#### Policy

The Government will specify key performance indicators in respect of the strategic objectives for public transport. The indicators will facilitate the monitoring of the progress of provinces and local authorities in implementing the mission for public transport.

The Government will ensure the development of information systems that are compatible between the different spheres of government.

The DoT will guide the establishment of local, district, provincial and national commuter associations that are commensurately representative of public transport users at each government level. This is to mitigate the potential risk of inadequate service provision and unaccounted commuter needs, and to encourage a viable consumer-based public transportation system by operator and user representatives. The evaluation of operators' performance will incorporate consumers' views and opinions.

### 3.3.5. Public transport funding

#### Issue

Public transport remains inadequately funded. Specific priority funding issues include the following:

- The absence of dedicated funding sources for public transport;
- Lack of clarity on how rural public transport projects should be funded;
- Inadequate funds to ensure the implementation of long-term plans;
- The funding of public transport operations through multiple sources and channels; and
- The major imbalance between spending on infrastructure (high spend) and operations (low spend).

#### Policy

A dedicated funding source should be identified, established and implemented for the provision of public transport, identifying the optimal sources of funding such as road pricing, user-charging, the fiscus or fuel tax.

To augment funds transferred from the national level, fiscal powers must be sought for provincial and local governments in respect of their functional responsibilities.

The application of funds to transport improvements should be self-sustaining and replicable. To encourage this, the users of urban transport facilities should pay for all or most of the costs incurred within the limits of affordability. Where subsidies are required for social considerations or to promote public transport they will be applied through mechanisms that provide incentives for efficiency.

Funding for transport operations that offer the same service must be channelled through a single authority. A single authority therefore needs to coordinate the funds that any one operator receives for rendering public transport services.



### 3.3.6. Public transport authorities

#### Issue

The DoT should actively support the hitherto delayed creation of meaningful transport authorities, or equivalent coordinated and accountable structures at the municipal, provincial, or mega-city/city region level. Such structures should assist in the coordination of public transport between transport modes, and the planning, implementation and monitoring of public transport.

#### Policy

Contracting authority and regulating agency functions should remain with municipalities and, to the extent permissible under the Constitution, be assigned to transport authorities or an equivalent structure in order to facilitate the integration of all public transport services through negotiated and tendered contracts, to ensure the most efficient application of subsidies to the benefit of passengers.

Transport authorities or equivalent coordinated and accountable structures, in consultation with communities, must define public transport needs at affordable fare levels in order to identify and target recipients of mobility support. Having identified the mobility needs of communities in order to determine the demand for state-supported services, transport authorities or equivalent coordinated and accountable structures should define routes and/or networks for negotiated and tendered contracts.

### 3.3.7. Planning and regulation

#### Issue

While the NLTA and its minimum requirements for transport plans provide a sound statutory base for transport planning, the following issues need to be addressed:

- The lack of capacity in provinces and municipalities to prepare adequate transport plans. This will be addressed through training and mentoring;
- The slow or inadequate implementation of transport plans. This is due to various factors including the shortage of funds and lack of capacity; and
- Idealistic and impracticable transport plans that lead to lack of implementation and result in transport problems. Transport plans should first seek to solve immediate transport problems but also create a balance where future transport problems are realistically taken into account as far possible.

In addition, the regulation of public transport services via the operating licensing system faces significant issues, including the following:

- Inadequate law enforcement;
- Lack of compliance with licenses and permits. A large percentage of minibus taxi operators do not hold the required operating licences or permits, or are operating on routes and areas not authorised by their operating licences or permits;
- Protracted permit conversion process. Although in terms of the NLTA the conversion process must end in December 2016, it had not been finalised in some provinces by June 2016. This process is reportedly leading to abuse as there is no effective way to validate permits and should therefore be ended;
- Lack of compliance with road traffic laws, leading to unsafe operating conditions. This is mainly due to inadequate law enforcement, but the fraudulent issuing of driving licences and roadworthy certificates is a major issue that should be addressed;

- Slow process of transformation. Renewed efforts are required to involve small and previously disadvantaged operators in the formalised public transport system; and
- Backlogs at the provincial regulatory entities and ongoing problems with the Operating Licence Administrative System (OLAS).
- Feeder services. These will be provided as part of the BRT system or under contract by minibus taxi operators (MBTs), ideally after they have been formalised into companies;
- Unscheduled services (i.e. MBTs and uncontracted small bus operators, for the time being). These should ideally fill in gaps and not duplicate subsidised services. Such services should not focus only on passengers on lucrative routes, as doing so increases the need for subsidy on less patronised routes; and

### Policy

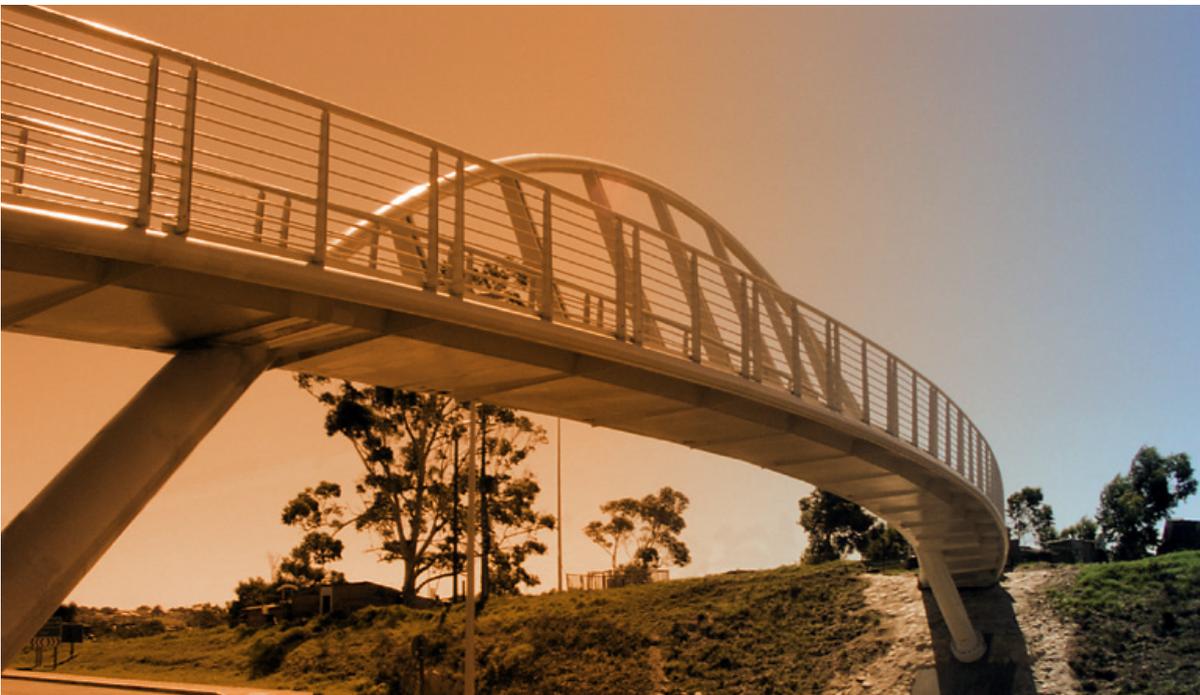
As recommended in prevailing national public transport policy, integrated rapid public transport networks (IRPTNs) should be established in large cities. This process has started but implementation has been slow. These networks should incorporate all modes of public transport services. Networks should also be established in appropriate district and local municipalities. The networks must form part of the municipality's integrated transport plan (ITP).

Networks in the larger cities should incorporate and integrate the various modes of public transport in a layered fashion, and will include the following:

- Heavy rail services (PRASA) where applicable. Municipalities are responsible for service-level planning for passenger rail on a corridor network basis in consultation with PRASA in terms of the NLTA. In Gauteng this is supplemented by the Gautrain services managed by the Gautrain Management Agency on behalf of the province, which includes bus feeder services;
- BRT systems. These are typically operated by bus operating companies (BOCs) in terms of their contracts with the municipality, and are planned by the municipality in its ITP. Where there are cross-boundary services the municipalities will jointly take responsibility or agree that one of them will do so;
- Contracted scheduled bus services. The contracts managed by provinces at present in IRPTN areas will be taken over by the municipality. Planning for these services must form part of the ITP. In rural areas, provinces may continue to manage the contracts and take the initiative in areas where there are gaps in services;
- Non-motorised transport . Municipalities should maximise and support NMT as part of their networks, both operationally and by way of providing infrastructure.
- The Government will investigate the feasibility of the following interventions:
- The establishment of dedicated law enforcement in the public transport space, particularly to address illegal service providers;
- Providing assistance to the MBT industry to consolidate its thousands of individual operators, each owning one or two taxis, into companies operating fleets of taxis on behalf of shareholders. This has many advantages for the Government and the industry, including the ability to introduce cashless fare collection, contract with government, and form a limited number of contracts instead of multiple contracts with each individual. The consolidation of operators will also reduce the burden of regulatory control, enable rights to be awarded to a network of routes instead of individual routes, and improve the imposition, monitoring and enforcement of service requirements;
- Converting unscheduled services into contracted services over time based on sound ITPs, which may be either subsidised contracts or commercial service contracts, i.e. contracts where no subsidy is provided. This could be done more indirectly via conditions attached to the relevant operating licence;



- Light-touch contracts for servicing the secondary network, where municipalities (or provinces in more rural areas) contract with companies controlling a fleet. In such cases, a network of routes with specific service requirements (e.g. hours of operation, specified routeing) and quality requirements (e.g. vehicle age, maintenance standards and quality) can be awarded to the company for an extended period (e.g. 7 to 12 years). These should not be onerous service requirements (e.g. schedules) requiring extensive monitoring by government. The company should be able to allocate frequency to match the demand on the routes, and thus retain some control over service offered. This is important as the company will be paid from the fare revenue, not a fee/km, and will thus carry the patronage risk;
- Promoting automatic fare collection (AFC) systems as part of contracts or operating licence conditions. Some negative aspects of the industry are driven by the fact that the drivers, who are generally not the vehicle owners, are incentivised to pick up as many passengers as possible so that they can make their daily income target for the owner and still have enough left over to pay themselves a decent wage. This leads to inconsiderate driving, speeding and overloading. The elimination of the cash exchange between the driver and passenger will act to reduce these problems;
- The Taxi Recapitalisation Programme in terms of which allowances are paid to taxi operators should continue to be investigated with a view to re-energising it and seeing that it is substantially funded (with a far higher allowance than at present) so that MBT companies and/or operators are able to re-fleet and meet maximum vehicle age requirements. A decent fleet is an essential part of quality public transport; and
- The establishment of priority lanes on the road network for buses and taxis will be investigated to reduce travel times and encourage the use of public transport.



# PART 4

## OVERARCHING TRANSPORTATION ISSUES





## PART 4

### 4. OVERARCHING TRANSPORTATION ISSUES

#### 4.1. CONCURRENT FUNCTIONS AND DEVOLUTION

The White Paper is guided by the Constitution and national development principles, which envisage the devolution of power to the lowest competent level of government. Competency relates to whether the relevant level of government has sufficient capacity to administer the matter to be devolved. Devolved transport powers and functions may be exercised either exclusively or concurrently with a higher level of government.

##### 4.1.1. Mission

“ To promote the devolution of transport functions and powers to the lowest competent level of government where functions and powers would most effectively be administered locally, and where the municipality has sufficient capacity.

##### 4.1.2. Strategic objectives

The strategic objectives of devolution are:

- To instil a clear understanding of the transport functions and powers of each level of government in order to reduce uncertainty in relation to responsibilities and requirements; and
- To capture the advantages of devolution, facilitate improved transport services, and bring government responsibility and public accountability down to the site of the citizen interface.

### 4.1.3. Policy statements

#### Institutional structures

##### Issue

Although the required policies and legislation exist to facilitate the devolution of transport functions to the lowest competent sphere of government, this has not taken place. Devolution of transport functions has been partial and limited. In order for devolution to be implemented more widely, pragmatic permutations of devolution need to be considered and clear principles to guide devolution are required. Decisions related to the creation of structures and the assignment of functions need to be timely.

##### Policy

The principle of subsidiarity and devolution of transport functions, powers and duties, including the contracting authority and regulating agency functions, to the lowest appropriate level of government, where capacity exists, is confirmed. Such devolution could involve the creation of a transport authority, or an equivalent coordinated and accountable structure, at a municipal, provincial, or mega-city/city region level.

A strategy for implementing devolution will be developed. Devolution is based on the premise that local government is the sphere most able to manage and integrate public transport with other infrastructure and services. However, given the complexities of the different transport modes, the strategy should be modal specific and aligned with the relevant statutory provisions. It should prescribe clearly the preparatory work that metropolitan authorities need to undertake before any modal function is devolved. The devolution of responsibilities must be supported with appropriate capacity development. Continuing cooperation and dialogue between the DoT and local government will be an integral part of the policy implementation. The relevant agencies and departments must take responsibility for ensuring that devolution is implemented.

The transport appeal tribunal (TAT) must be enabled to deal effectively with the major backlog in public transport operating license dispute cases and to assist the industry with problems being experienced at the provincial level.

## 4.2. ENVIRONMENTAL CONSIDERATIONS

### 4.2.1. Mission

*“ To promote awareness and understanding of transport-related environmental issues, increase participation in environmental management, address environmental problems at all levels of transport, and ensure compliance with standards, monitoring and reporting that demonstrate a tangible improvement in the sustainable use of natural resources.*

### 4.2.2. Strategic objectives

The strategic objectives of environmental considerations are:

- To address environmental impacts and corresponding mitigation measures in the planning, construction and operation of transport-related infrastructure;
- To integrate environmental sustainability in modal policies to the extent that such policies may have an impact on the environment;
- To align environmental aspects of modal policies with existing environmental and related legislation and policies;
- To promote environmental protection, resource conservation and the provision of transport infrastructure, with specific reference to all aspects of transporting dangerous substances and goods;
- To promote fuel efficiency, cleaner fuels and the adoption of fuel-efficient modes of transport;
- To promote compact urban form and eco-mobility in land use and transport planning; and
- To reduce the impact of transport on climate change by promoting low-carbon modes of transport in the design of transportation systems.



### 4.2.3. Policy statements

#### Promote environmental protection and resource conservation

##### Issue

Little consideration is currently given to environmentally sustainable transport practices within transport policy. South Africa, in line with the developed world, will have to adapt its economic growth policies to the requirements of environmentally sustainable development. Apart from any other considerations, this will be necessary to assure continued survival in the global economy. The planning and implementation of an environmentally sustainable system is required in the transport sector.

From the interdependent relationship between economic growth and transport operations, it follows that infrastructure should be provided and used in a way that is consistent with sustainability.

Further, while classification systems for dangerous cargoes have been implemented, there is no comprehensive integrated system for the control of the movement of dangerous substances and for response to incidents.

##### Policy

Planning for the provision of infrastructure will take place within an integrated environmental management approach, and will include, *inter alia*, the performance of environmental impact assessments (EIAs). Among the issues to be considered are environmental impacts, energy conservation, the transport of dangerous materials and the conservation of scarce infrastructure construction materials.

Low-carbon modes of transportation should be prioritised in the design of transportation systems in urban areas. Public transport should promote minimum international standards on environmental issues. The design should be premised on avoiding and reducing travel demand, shifting to more economic and environmentally friendly high-occupancy modes of transport, and improving energy efficiency through technological measures. The environmental friendliness of rail must be leveraged and advanced consistent with the Road Freight Strategy.

Fuel efficiency measures for public and private transport should be promoted and implemented, and the use of fuel-efficient modes of transport, including BRT and bus quality systems, trains and NMT (where practical) in urban areas should be adopted.

New long-distance transportation infrastructure should be planned (e.g. long-distance trains) with lower energy intensity than road transport, provided that the proposed interventions meet the minimum-distance threshold for the proposed transport infrastructure to be cost-effective and to compete with other forms of transport.

The negative impact on biodiversity (including wetlands) and air quality should be reduced in the design, construction or operation of inter-city and intra-city transportation systems and infrastructure, including highways, pipelines and railways.

Unrestrained car usage and subsidised car parking will be contained through the application of policy instruments, which could include strict parking policies, access restrictions for private cars, higher licence fees, road pricing or area licensing. Restraints on private car usage will however not be implemented independently of improvements in the quality of public transport.

Land-use planning processes should emphasise compact urban form, reduce urban sprawl, and minimise environmental degradation and loss of agricultural and recreational land around urban areas.

Land-use planning processes should encourage mixed-use developments to provide places of work close to home and the designation of high-density development areas along transport corridors to make public transport feasible and accessible, while taking into account potentially adverse environmental and health impacts emanating from poor air quality associated with the close proximity of residential development to transport activity.

Strategies promoting costing of negative externalities and the allocation of responsibility to vehicle types must be emphasized and implemented, premised and dependent on the following: a) a better functioning rail freight system; b) an accurate costing of the negative externalities associated with road freight; and c) accurate and correct pricing of rail-freight charges.

The environmental impact and sustainability of airports and seaports (e.g. the Durban Port Digout mega project) should be emphasised, especially since overall network planning currently does not take into account minimising environmental impacts.

The mitigation of noise pollution and aircraft emissions should be emphasised and an implementation strategy should be developed in line with relevant national and ICAO standards.

Punitive measures and penalties (e.g. polluter pays) must be implementable and effective, and should be balanced with incentives (e.g. subsidies on alternative fuels such as compressed natural gas and public transport).

A greater energy awareness will be fostered in both transport planners and users through public awareness programmes, differential fuel prices, etc. In this regard, close cooperation between the government departments responsible for energy and finance and the DoT is essential.

Strict government regulations will be imposed to control the transportation of dangerous materials and substances, so as to reduce the chances of disasters occurring, and to put measures in place to deal with incidents immediately and effectively.

The harmonisation of emissions and air quality standards with neighbouring countries will be completed and enforced.

Where practical, consideration should be given to empowering the Cross-Border Road Transport Agency (CBRTA) with the mandate and powers to enforce cross-border vehicle compliance with regional environmental standards called for in the SADC Protocol on Environment and Natural Resources Management.

## 4.3. FUNDING

Inadequate transport infrastructure investment in South Africa is an impediment to meeting the population's transport needs and the necessary enterprise development needed to achieve key economic goals and future economic growth. It is thus critical to establish effective funding mechanisms to support the successful implementation of transport plans and policies, and the closing of the transport infrastructure gap.

### 4.3.1. Mission

*“ To improve the institutional, policy and regulatory environment in the transport sector so as to enable investment in transport infrastructure and operations from both public and private sources, and realise the desired efficiencies, improve infrastructure delivery, and contribute to economic growth and employment creation in South Africa.*

### 4.3.2. Strategic objectives

The strategic objectives for funding are:

- To ensure adequate, equitable, efficient, sustainable and dedicated financing and funding for infrastructure, operations and law enforcement;
- To foster a sound financial base for transportation infrastructure and service provision; and
- To promote private sector participation in the transport sector, both to ensure funding of infrastructure and to obtain skills from the private sector.



### 4.3.3. Policy statements

#### Foster a sound financial base for transportation infrastructure

##### Issue

It will not be possible to improve and maintain transport infrastructure sufficiently without appropriate funding sources. Current fiscal constraints are impeding the development of certain critical infrastructure. In general, current funding levels are inadequate for new infrastructure (covering the whole spectrum of infrastructure from the national to local level), the maintenance of the existing infrastructure, the upgrading of the existing infrastructure where there are capacity constraints or unacceptable service levels, and intermodal facilities. The State does not have sufficient capacity to solely finance and implement transport investment plans on the required scale and on time, therefore private funding will need to be sourced. A combination of both state and private funding through a joint partnership, which is the case for a growing number of infrastructure projects, may also be a feasible option.

##### Policy

Continued attention will be given to justifying greater appropriations from the fiscus for transport infrastructure and where appropriate and possible, infrastructure will be funded through user charges and/or investments by the private sector. The combination of state and private funding through a partnership will also require continuous attention, given the growing use of these hybrid funding models. There will be a continuous focus to seek and develop new sources for financing of transport infrastructure.

Government entities should be empowered to make use of the full range of funding and financing mechanisms available to them, including value capture and hybrid funding models. Guidelines should be established for their use.

Subject to market discipline, the necessary funding for the establishment and maintenance of transport infrastructure will be arranged through an appropriate model.

In relation to the model of public ownership and operation by state departments, the conventional approach, while still a viable option for socially necessary infrastructure, is decreasing in application for higher order infrastructure because of proven efficiency gains from less bureaucratic and more commercial approaches.

The model of public ownership and operation by a SOC or agency, such as ACSA or the South African National Roads Agency (SANRAL), has been found effective in infrastructure provision and maintenance. Concessions for private financing, construction and operation, such as the BOT agreements concluded for some major national roads, represent a method for addressing fiscal constraints within such a model.

The model of private ownership and private operation involves the transfer of ownership (sale) or construction of new infrastructure and the transfer of responsibility for performance to the private sector. Private sector participation may not be desirable or feasible in the provision of transport infrastructure in all modes.

Since the various types of infrastructure differ in their suitability and economic viability for cost recovery through user charging and/or direct recovery of investments by the private sector, a distinction will be made between:

- Infrastructure for social access, requiring government funding or "subsidy";
- Infrastructure suitable for indirect user charging, e.g. fuel levies, license fees, tax on fares; and
- Infrastructure suitable for private sector investment and partnerships involving public and private sector investments, e.g. toll roads.

A political, legal and financial environment conducive to private sector participation must be created in the transport sector.

The DoT must provide a clear and comprehensive list of transport infrastructure projections in the pipeline, ranked in terms of priority, to promote and clarify opportunities for private sector participation.

The procurement process of awarding contracts must be clear, comprehensible and transparent, and be conducted in a timely and efficient manner.

Transport funding by the Government must be equitable between modes, taking into account, *inter alia*, the degree of cost recovery in each mode, the Government's social responsibilities and development goals, the suitability of modes and the associated level of demand for each mode in the relevant areas. Transport investments should be justified in terms of quantum and focus area by research and data evaluation, the cost of which should be appropriate to and commensurate with the value of the investment.





## 4.4. INTEGRATED TRANSPORT PLANNING

Integrated transport planning has experienced limited success and difficulties in implementation, in that integrated transport planning is subservient to prioritised public transport and associated planning, and land use and transport integration is missing from current practices. An integrated transport planning framework should be established, which integrates planning for infrastructure and operations across modes for both freight and passenger transport, integrates the transport system with other sectors, and fosters integrated transport planning between the DoT and other departments, across and within the three spheres of government using shared data and information.

### 4.4.1. Mission

“ To provide integrated, well-managed, viable and sustainable transport planning and infrastructure meeting national and regional goals in the 21st century, in order to establish a coherent base to promote accessibility and the provision of safe, reliable, effective and efficient transport services.

### 4.4.2. Strategic objectives

The strategic objectives for integrated transport planning are:

- To establish sound integrated intermodal coordinating structures and promote the provision of seamless intermodal services;
- To find a practical and reasonable solution that leads to an equitable distribution of infrastructure capital, management, operating and maintenance costs across transport modes;
- To encourage more urban land-use densification, correcting spatial imbalances and reducing travel distances and times for commuting to a limit of about 40 km or one hour in each direction;

- To promote a strong, diverse, efficient and competitive transport industry within the limits of sustainable transport infrastructure;
- To enhance the competitiveness of South African industry and the quality of life of its citizens by providing protection for consumers and safety and security, and meeting accessibility, reliability and mobility needs by providing transport infrastructure to serve the purpose;
- To ensure that the transport needs of persons with disabilities are taken into account when new infrastructure and operations are planned and designed;
- To advance human resource development in the provision of transportation infrastructure and management of operations;
- To promote seamless integration and harmonisation of standards with neighbouring member states; and
- To develop a comprehensive transport data and information system to inform integrated transport planning decisions.

#### 4.4.3. Policy statements

##### Establishment of coordinating structures

###### Issue

The responsibility for infrastructure used by different transport modes is fragmented between different government departments and parastatals and also between different levels of government. The absence of a structure or mechanism for the coordination of the strategic planning for this infrastructure can lead, and has led, to "mismatches" in infrastructure provision, inefficiencies in operation and duplication of facilities, with consequent sub-optimal utilisation. The country, with its scarce financial resources, cannot afford such a situation and it is necessary to bring together public sector bodies (at all levels) and private sector interests (including the construction industry) in an attempt to optimise resource usage as well as the transport infrastructure system. This structure will need to be cascading in nature to address infrastructure needs at the three levels of government as well as integrating the various elements of transport planning and infrastructure.

Effective infrastructure databases at all levels are essential elements of such structures.

###### Policy

A process with appropriate structures to coordinate planning to meet identified needs will be established to adequately respond to these needs.

At the national level, the DoT will establish a forum to improve the coordination of infrastructure planning for all modes of transport. The MinMEC structure will promote coordination across national and provincial functions, while structures will be developed to provide for coordination between the DoT and Transnet. Provinces will be encouraged to develop and participate in structures for provincial/local authority coordination.

Transport planning by various government agencies and transport-related SOCs must give effect to the vision established by the DoT and should not conflict with that of the relevant provincial departments and municipalities.

##### Seamless intermodal services

###### Issue

Importers, exporters and the local business community need seamless intermodal services if the key thrusts of the national transport policy are to be met.

###### Policy

The Government will encourage integration, intermodalism and partnerships between the modes, provided this does not result in monopolies. The Government will not enforce intermodalism artificially, but will facilitate intermodalism where possible by supporting the development of intermodal interchange infrastructure, and by supporting the establishment of information systems.

There will be a national approach to a total freight-transportation system, involving Government, customers and users, and owners and operators working together. Modal, spatial and institutional integration must be encouraged. To remain customer focused, the freight-transport system must be responsive to changes in customer demands, logistical developments and market forces.



### **Coordination between authorities and operators**

#### *Issue*

Within South Africa's borders, there is currently insufficient coordination between authorities and operators to optimally achieve policy goals. For instance, in the regional context, increasing volumes of freight are being moved by road and rail across South Africa's border to and from neighbouring countries in the Southern African region. This has brought with it a host of new problems. It is necessary to harmonise vehicle specifications, road-user charges, transport and traffic legislation, clearing procedures at ports and border posts, and other relevant aspects.

#### *Policy*

In order to promote coordination and interactive participation in the establishment of an acceptable, effective freight-transportation system, formal consultative forums and working groups with a clear directive and coordination between government, public and private sectors, operators, stakeholders and users must be established and assisted to function effectively in order to ensure regular stakeholder engagement.

In view of the major role of Transnet in freight transport, a close, interactive and formal working relationship will be established between the DoT, the Department of Public Enterprises and Transnet to promote coordinated planning, management and operations with regard to freight transport.

The Government will work through regional transport structures, including SATCC and corridor working groups, to ensure effective road-transport law enforcement and management of cross-border routes to ensure compliance with legislation and promote equitable competition in road transport. It will pursue a harmonised road freight-transport system in Sub-Saharan Africa. It will work with the South African Revenue Service (Customs and Excise) to facilitate trade and freight movements across borders and at ports and airports.

The DoT should seek to harmonise strategies with SADC countries in order to improve safety outcomes, reduce red tape, encourage trade, and minimise infrastructure and environmental degradation

The one-stop-border-post (OSBP) concept should be fully rolled out.

### **Land use and spatial development**

#### *Issue*

Land use and transport development are as yet not integrated due to a fragmentation of responsibilities for the administration, planning and regulation of the various aspects of land use, infrastructure, operations and regulations. This has led to human settlements still being placed far from job opportunities and disregarding of urban edge and urban sprawl, resulting in continuous long commuting distances and times, low occupancy levels, high transport costs and low-cost recovery. Densification of passenger transport corridors and routes should be supported at all levels of government.

#### *Policy*

Structures should be established in all tiers of government to facilitate integrated planning of transport infrastructure, operations and land-use development in a coordinated manner.

Land-use development at local level should be regulated so that development approval is subject to conformity with integrated land use and transport statutory plans within an agreed development planning process.

Land-use frameworks, requirements, guidelines and policies must channel development, particularly employment activities, into public transport routes, corridors and nodes.

Land-use planning processes must ensure that mixed-use developments are encouraged in order to provide places of work close to home and the designation of high-density development areas along transport corridors to make public transport feasible.

The establishment and proper functioning of the inter-modal planning committee and land transport advisory boards should be completed in order to ensure proper integration between modes and with land-use planning.

Development priority will be given to infilling, densification, mixed densification and land use, and the promotion of development corridors and nodes with public transport priority.

Decentralisation that disperses employment activities must be discouraged, except in specific cases where it is favourable in terms of decreasing total transport costs and travel times on the basis of an integrated land-use/transport plan. However, decentralisation should not necessarily be discouraged where this promotes return flow usage of public transport.

Containment of urban sprawl and suburbanisation beyond the urban edge must be addressed through provincial spatial development plans and be strictly adhered to.

**Maintain and develop the transportation infrastructure system, and prioritise its development in terms of needs**

*Issue*

A fundamental consideration in reviewing the policy on transport infrastructure is its appropriate "size". This requires an answer to the question of how much infrastructure, and what type of infrastructure, the country needs. There is a need for the redefinition of national networks, linked to local economic activity and demographics, and also Southern African networks.

*Policy*

A more sustainable approach to the provision of transport infrastructure is required, shifting from accommodative, supply-focused transport approaches to a more balanced approach, including pro-active land-use and transport-demand management as part of the policy package. A strategy on long-term and integrated planning consistent with the needs of the country will be developed. The DoT will play a more prominent role in initiating relevant decision-making processes and forums on urban and rural development and land use.

Selected ports will be elevated to the status of "hubs" in keeping with international trends, and be properly equipped to maximise South Africa's participation in the global economy. Furthermore, international airports will be studied in order to promote the implementation of the "aerotropolis concept". These will be identified on the basis of their strategic positions and their economic and financial viability, in consultation with the relevant stakeholders.

In some cases, where transport is able to act as a leading sector in the stimulation of economic development, the Government will take the lead in establishing the necessary transport infrastructure and promoting the participation of other public and private sector institutions in order to facilitate and accelerate the development process. The development corridor approach, which involves national, provincial and local activities, will be adopted wherever possible, but in a rational manner to ensure efficient and sustainable agglomeration of activities.

Decisions on infrastructure investment will be made on the basis of a multiple criterion prioritization evaluation system, to best meet the sometimes conflicting policy goals and objectives.

The international development of advanced technologies will be monitored and those technologies deemed to be appropriate will be incorporated into the transport infrastructure and operational system.

NMT will be integrated into the formal transport system through its inclusion during transport and spatial planning and prioritisation.

Anticipated future developments in transportation technology and services will be taken into account when developing the transport infrastructure and operational system.

A comprehensive management information system, based on indicators and models that enable demand to be quantified, and which will make requisite data available to planners, will be developed, in order to promote an integrated transport management approach.



### Enhance the quality of life of all citizens of South Africa through transport infrastructure and operations

#### Issue

In accordance with the overall goals expressed in this White Paper, the provision of infrastructure must contribute to the enhancement of the quality of life of all citizens.

#### Policy

Performance indicators will be developed for different types of infrastructure and levels of service to measure the extent to which “quality of life” issues are being met in the provision of transport infrastructure and to adapt where appropriate. Inventories of requirements and indicators will be compiled to allow progress to be monitored on a regular basis.

Clear guidelines on acceptable, equitable and efficient public involvement processes will be established.

Persons with disabilities have often been overlooked in the design of transport facilities. To improve quality of life, the mobility needs of persons with disabilities will be integrated in the design of new infrastructure, especially in urban areas and in public transport interchange facilities.

The provision of safe and adequate lay-by and overnight facilities for long-distance drivers on primary roads will be promoted.

NMT modes will be endorsed and the use thereof facilitated. Infrastructure and maintenance standards will be developed in order to recognise NMT as an essential mode of transport.

Marginalised groups will be empowered, including the development of small enterprises in support of maintaining and servicing NMT facilities, vehicles etc.

## 4.5. ENABLING INDUSTRY AND HUMAN DEVELOPMENT

Stimulating and enabling a vibrant, robust, diverse and competitive industry is important for South Africa’s economic development. This needs to be underpinned by equal access and fair treatment, with special support measures for historically disadvantaged members of our society.

### 4.5.1. Mission

*“ To promote a strong, diverse, efficient and competitive industry and advance human resource development.*

### 4.5.2. Strategic objectives

The strategic objectives for enabling industry and human development are:

- To create and maintain a level playing field for transport infrastructure and service providers;
- To better understand and help overcome barriers to entry and the successful operation of SMMEs, and black and women-owned enterprises in transport, in a manner that is grounded in the realities of the marketplace; and
- To address and overcome skills scarcity in the transport sector; in partnership with the private sector.

### 4.5.3. Policy statements

#### Competition

##### *Issue*

Diversity and keen intermodal competition, which are essential to an effective transportation system, are not features of the South African transport system. The Government's policy will promote equal competitive opportunities among the transportation modes and encourage cooperation among modes to enable each mode to realise its inherent advantages.

A key issue regarding level playing fields between the transport modes is equity in the recovery of infrastructure provision, management, operation and maintenance costs. An equitable distribution of infrastructure cost recovery (capital, management, operating and maintenance) will make a positive contribution to reducing artificial modal shifts and distorted tariff structures created by cross-subsidisation.

##### *Policy*

The strategic value of state ownership of the various types of infrastructure will be re-assessed. In certain instances, it may be undesirable for the roles of provider and regulator (player and referee) to be embodied in a single institution. In these instances, ownership and regulation of transport infrastructure should be separated, whether state owned or privatised.

Regulatory structures will be established where they are appropriate but do not exist. Infrastructure will be regulated where monopoly situations could occur.

The feasibility and desirability of expanding the TAT's mandate to encompass the roles envisaged for the TEC will be investigated.

The Government will strive to level the playing fields to enable fair competition between the various land-transport modes.

A monitoring system will be established and specific and regular cost-recovery studies will be undertaken to determine and equitably allocate costs for the provision, management, operation and maintenance of all freight transport infrastructure (including road, rail, port and airport).

#### Human resource development

##### *Issue*

Throughout the transport sector, the current situation is that there is a lack of demographic representation in senior positions, a lack of gender equality; and a lack of staff members with disabilities. Line departments and parastatals do not seem to be adequately engaged in training and there is a lack of competency recognition and clear career paths. In addition, although money has been made available for training, more direction in its application is required.

##### *Policy*

Affirmative Action in the transport infrastructure provision sphere will be accelerated and monitored at all levels of government.

All levels of government must be responsible for identifying needs in establishing priorities and programmes to build expertise on an ongoing basis.

Education and training facilities must be established to promote human resource development. Initially, existing education and training facilities must be deployed to meeting training needs. All role players should be given the opportunity to gain access to such facilities.

Training needs for transport provision, maintenance and operation will be identified, quantified and matched where applicable with skills provision through avenues such as centres of development, universities, universities of technology, technology transfer centres and formal construction contracts.

TETA will be enabled and supported to provide capacity building to municipalities and operators with regard to transport functions, particularly in public transport.

#### Small, medium, and micro enterprises

##### *Issue*

The transport industry is currently dominated by large players. The high capital costs of modern public transport and freight vehicles, the high level of service expectations of customers, and compliance with the quality systems such as the RTQS make it difficult for small operators to enter the industry.



### Policy

Empowerment of SMMEs through training courses should receive priority. Potential barriers to entry, such as contract documentation and specifications will be removed by the establishment of documentation and conditions appropriate to small enterprises (where applicable, labour-intensive construction methods). Large contracts will be managed from a human resource development point of view, i.e. skills transfer conditions for the establishment and advancement of small enterprises as an entry into the formal contracting sector:

In roads, the RTQS will be simplified, but quality standards will not be relaxed.

Policies will be supportive of SMME freight business, and will ensure operators without control over all elements in the logistics chain are not disadvantaged. Specific attention will be given to formalising informal freight transport providers.

Integration of SMMEs into the formal public transport system will be addressed pro-actively and in a structured manner by all levels of government and will be a priority in the transitional restructuring of the public transport industry.

The establishment of SMMEs addressing infrastructure provision and maintenance will be encouraged.

Minibus and small bus operators will be encouraged to form organisations and take part in the awarding of mainstream public transport contracts by transport authorities or equivalent coordinated and accountable structures. Assistance will be offered to disadvantaged operators to enable them to participate in the system.

## 4.6. TRANSPORT RESEARCH AND DATA

It is necessary for the Government to make evidence-based decisions, for which relevant, accurate and up-to-date data is required. Furthermore, the Government needs data to monitor and measure its progress against the targets it sets for itself. The Government must leverage its unique position to collect, collate and interpret data that no other organisation in society can legitimately be expected to undertake. Likewise, the Government wishes to facilitate progress through supporting innovative technological research and advancement.

### 4.6.1. Mission

*“ To collect, manage and store transport information efficiently to enable data-driven research to inform planning, development and investment, determine the needs of the population to provide context-sensitive solutions, and enhance and build on existing economic activities.*

### 4.6.2. Strategic objectives

The strategic objectives for transport research and data are:

- To advance efficient, comprehensive and up-to-date transport data collection, storing and sharing between entities and across modes;
- To promote the development of innovative transport technologies; and
- To support research and data analysis in the transport sector as an input into policy decisions and to stimulate transport sector innovations.

### 4.6.3. Policy statements

#### Issue

The absence of an integrated national transport database available to relevant stakeholders is resulting in a major misalignment of planning, development and investment in transport infrastructure and operations. Furthermore, research funding has been declining rapidly since the White Paper on National Transport Policy 1996, resulting in limited innovation and research results for South Africa's transport issues.

#### Policy

Existing legislation for the establishment of protocols and systems for data collection and sharing will be enacted and supported by the DoT. Provisions for data collection and sharing to be a statutory requirement will be expanded to ensure all transport-related stakeholders (including government, agencies and SOCs) are obligated to participate. Special provision should be made to ensure the confidentiality of commercially sensitive information collected from SOCs. Collected data will be housed and managed either within the DoT or with a capable, independent organisation.

Data collection will be designed so as to monitor progress against measurable targets and performance indicators, which are based on transport policy objectives, where such indicators are primarily user-focused.

Data on road safety is required for purposes of improvement against baselines and for benchmarking. To this end, the DoT will create a forum to facilitate and take responsibility for managing an integrated approach with respect to road-safety management and undertaking data collection, monitoring and reporting on road crashes.

As a basis for coordinated planning, comprehensive infrastructure databases will be established at all levels.

A central freight data base should be developed and kept up to date in order to inform inter-modal services, which is a demand-driven concept.

The National Household Travel Survey should continue to be periodically executed as it is a valuable source of data that informs transport planning.

The DoT will re-establish a meaningful research budget and financially support non-governmental "centres of excellence", in order to stimulate transport sector innovations relating to safety, fuel efficiencies, alternative fuels, environmental impact, and new building materials and construction methods.





# PART 5 ANNEXURES





## PART 5

### 5. ANNEXURES

#### 5.1. LIST OF ABBREVIATIONS

<b>ACSA</b>	Airports Company South Africa
<b>AFC</b>	Automatic Fare Collection
<b>ASLC</b>	Air Service Licensing Council
<b>ATNS</b>	Air Traffic and Navigational Services Company
<b>B-BBEE</b>	Broad-Based Black Economic Empowerment
<b>BOC</b>	Bus Operating Company
<b>BOT</b>	Build-Operate-Transfer
<b>BRT</b>	Bus Rapid Transport
<b>CBRTA</b>	Cross Border Road Transport Agency
<b>CIF</b>	Cost, Insurance, and Freight
<b>CNS/ATM</b>	Communications, navigation and surveillance/air traffic management
<b>COTO</b>	Committee of Transport Officials
<b>DoT</b>	Department of Transport (national)
<b>EIA</b>	Environmental Impact Assessment
<b>ESGE</b>	Environmental, Social, Governance and Economic
<b>FOB</b>	Free on Board
<b>FROM</b>	Fund-Rehabilitate-Operate-Maintain
<b>HGV</b>	Heavy Goods Vehicle
<b>IASC</b>	International Air Services Council
<b>ICAO</b>	International Civil Aviation Organisation
<b>ICMA</b>	National Environmental Management: Integrated Coastal Management Act
<b>IRPTN</b>	Integrated Rapid Public Transport Network
<b>ITP</b>	Integrated Transport Plan
<b>MBT</b>	Minibus Taxi Operator

<b>MINCOM</b>	Ministerial Conference of Ministers of Transport	<b>SMME</b>	Small, Medium, and Micro Enterprises
<b>MinMEC</b>	Minister and Members of Executive Councils	<b>SOC</b>	State-Owned Companies
<b>NLTA</b>	National Land Transport Act	<b>STCW</b>	Standards of Training, Certification and Watchkeeping
<b>NMT</b>	Non-Motorised Transport	<b>STER</b>	Single Transport Economic Regulator
<b>NQF</b>	National Qualifications Framework	<b>TAT</b>	Transport Appeal Tribunal
<b>OLAS</b>	Operating Licence Administrative System	<b>TEC</b>	Transport Economic Council
<b>OSBP</b>	One-Stop-Border-Post	<b>TER</b>	Transport Economic Regulator
<b>PFMA</b>	Public Finance Management Act	<b>TETA</b>	Transport Education and Training Authority
<b>PRASA</b>	Passenger Rail Agency South Africa (Metrorail, Prasa, Autopax and Shosholoza Meyl)	<b>Transnet</b>	Transnet Limited (with operational divisions of Transnet Pipelines, Transnet National Ports Authority (TNPA), Transnet Port Terminals (TPT), Transnet Engineering and Transnet Freight Rail (TFR))
<b>PSC</b>	Port State Control		
<b>RIPTN</b>	Rural Integrated Public Transport Network		
<b>ROI</b>	Return on Investment		
<b>RPAS</b>	Remote Piloted Aircraft Systems		
<b>RSA</b>	Republic of South Africa		
<b>RTMS</b>	Road Transport Management System		
<b>RTQS</b>	Road Transport Quality System		
<b>SABS</b>	South African Bureau of Standards		
<b>SACAA</b>	South African Civil Aviation Authority		
<b>SADC</b>	Southern African Development Community		
<b>SAMSA</b>	South African Maritime Safety Authority		
<b>SANRAL</b>	South African National Roads Agency		
<b>SAQA</b>	South African Qualifications Authority		
<b>SARP</b>	Standards and Recommended Practices		
<b>SATCC</b>	Southern African Transport and Communications Commission		



## 5.2. GLOSSARY OF TERMS

<b>aerotropolis</b>	A metropolitan sub-region or city in which the layout, infrastructure and economy are centred on a major airport
<b>bilateral shipping agreements</b>	Shipping agreements in which two countries to allow international shipping services between their territories
<b>branch line</b>	A secondary railway line running from a main line to a secondary terminus
<b>build-operate-transfer (BOT)</b>	A form of project financing agreement in which the government obtains financing from a private party that is able to build and operate a facility stated in the agreement
<b>cabotage</b>	The right to operate a transport mode service within or into a particular territory
<b>civil aviation</b>	The use of flights and aircraft for private and commercial purposes, for both passengers and freight, other than the use for military purposes
<b>code-sharing</b>	An agreement between airlines whereby a single flight is to be listed/ marketed by more than one airline but is to be serviced by only one airline, known as the operating carrier
<b>concession</b>	The authority and contract to operate a road, rail line or network at an agreed price. It could be awarded to either the public or private sector
<b>contestability</b>	The degree to which companies can freely enter and leave the market without accruing large unrecoverable costs
<b>contract</b>	An agreement between an authority and an operator regarding the delivery of a service at an agreed price
<b>cost-benefit analysis</b>	The exercise of weighing up the costs against the benefits of a transaction or activity
<b>Demsetz competition</b>	Competition involving the awarding of an exclusive contract to the agent offering the lowest price. It is also known as “competition for the field”, as opposed to “competition in the field”, which relates to the awarding of a contract to two or more agents who then compete in the provision of the good or service
<b>devolution</b>	The transfer of power to a lower level of government
<b>dry bulk sector</b>	The transportation of cargoes in large, unpackaged quantities
<b>externalities</b>	The costs or benefits, referred to as negative and positive externalities, respectively, which accrue to a third party as a result of an economic transaction and which are not reflected in market prices
<b>feeder road</b>	A minor road used to bring traffic to a major road
<b>framework</b>	An outline or skeleton that provides the structure and form around which a plan or policy or strategy is constructed
<b>freight</b>	Goods transported in bulk by road, rail, sea or air
<b>Fund-Rehabilitate-Operate-Maintain</b>	A form of project financing agreement in which the government obtains financing from a private party to fund, operate and maintain a facility stated in the agreement
<b>goal</b>	An idealised end-state of the system or a desired direction of the evolution of the system
<b>Government</b>	The organisation through which a political unit exercises authority and performs functions

<b>integrated plans</b>	Plans that encompass a system that includes land use, spatial development, infrastructure and services, and the financing thereof
<b>integrated transport planning</b>	A comprehensive and combined process for generating a plan relating to the regulation and management of transport infrastructure (roads, rail, stations, terminals and public transport facilities) and for regulating public transport operations/services and the use of infrastructure by both operators of public transport and private travellers. Because of the spatial relationship between human and economic activities, resulting in the demand for travel, it is essential that an integrated passenger transport plan be developed in the context of a land-use plan that is supportive of efficient transport
<b>intermodal</b>	Use of at least two different modes of transport for transfer of people or goods in an integrated manner in a door-to-door transport chain. The true advantage of intermodalism is the ability to logistically and effectively link two or more modes of transportation for the benefit of customers and users
<b>intermodality (freight)</b>	A system of transport whereby two or more modes of transport are used to transport the same loading unit or truck in an integrated manner, without loading or unloading, in a door-to-door transport chain
<b>intermodality (passenger)</b>	A characteristic of a transport system that allows at least two different transport modes to be used in an integrated manner in a door-to-door transport chain
<b>intermodal competition</b>	Competition between different modes of transport for the provision of goods or services
<b>issue</b>	An issue arises in a national, district or local community when there are conflicting goals and objectives (desires or perceptions) within the community
<b>logistics</b>	The planning, implementing and controlling the efficient, cost-effective flow and storage of raw materials, in-process inventory and finished goods from point of origin to point of consumption for the purpose of conforming to customer requirements
<b>maritime transport</b>	Transport services that encompass all forms of transport by sea, intermodal links and inland facilities
<b>multimodal</b>	Transfer of people or goods by at least two different modes of transport
<b>objective</b>	A target, the attainment of which will help towards reaching a stated goal
<b>passenger transport</b>	A generic term that describes the movement of people by any travel mode, including movement by motorised and non-motorised modes, and on foot. It encompasses inter-city, urban and rural passenger travel, for any purpose, by air, sea and over land, and by both private and public travel modes
<b>permit</b>	The current authority or licence to operate a public transport service in terms of the Road Transportation Act (1976).
<b>permission</b>	The authority to operate a public transport route or network without subsidy
<b>plan and planning</b>	A plan is a product of the process of planning, which is an organised method by which things are to be done. In the transport context, a plan is a vision of the desired future condition, a set of objectives to achieve the vision, policies to regulate the transport system, strategies, actions and projects to implement the plan, and a financial statement and budget



<b>policy</b>	An adopted framework or basis for the action needed to overcome identified problems and achieve stated goals and objectives
<b>problem</b>	An unfulfilled or unattained goal or objective
<b>public transport</b>	A shared passenger transport service that is available for use by the general public, which operates on fixed routes and for which a fixed fare is generally charged. Public transport can include a range of civil aviation, maritime, rail and road-based transportation
<b>rolling stock</b>	Self-propelled or pulled transportation equipment used on a railway
<b>seafarer</b>	An individual who is engaged in the sailing or work of a ship
<b>seamless transport service</b>	A user-friendly service from origin to destination that is not disrupted by time-consuming or costly transfers between uncoordinated modes or carriers, or by compliance with non-integrated formalities at border crossings
<b>spatial competition</b>	Occurs when consumers incorporate the geographic location of competing firms into their decision process for determining their preferred supplier
<b>State</b>	A people permanently occupying a fixed territory bound together by common habits and custom into one body politic exercising, through the medium of an organised government, independent sovereignty and control over all persons and things within its boundaries,
<b>strategy</b>	A plan or programme of action to be taken in terms of a policy. Such action often takes the form of a series of projects
<b>subsidiarity</b>	The exercising of devolved power at the lowest competent level of government
<b>tendered contract</b>	The authority to operate a public transport route or network at tendered contract rates
<b>transport corridor</b>	A linear pathway for a particular mode of transportation
<b>urban sprawl</b>	Refers to the migration of a population from populated towns and cities to low-density residential development over more and more rural land. The end result is the spreading of a city and its suburbs over more and more rural land
<b>value capture</b>	A public financing technique that 'captures' a part or all of the increases in private land values that result from public investment by imposing a tax on the property or requiring an in-kind contribution, such as land or improvements. The additional revenue can be used to finance infrastructure for economic growth and urban development, or for poverty alleviation. The infrastructure financed in turn leverages private investment in the area as it improves
<b>vision</b>	A commonly-shared foresight of future conditions

### 5.3. PARTICIPANTS IN THE REVIEW PROCESS

The organisations and government entities represented at various workshops are listed below.

ORGANISATION/GOVERNMENT ENTITY/INSTITUTION
Airline Association of Southern Africa (AASA)
Airports Company South Africa (ACSA)
Board of Airline Representatives of South Africa (BARSA)
Brakpan Bus Company
Buffalo City Metropolitan Municipality
City of Johannesburg
City of Johannesburg Metropolitan, Department of Transport Planning
City of Tshwane
Cross Border Road Transport Agency (CBRTA)
Eastern Cape Roads and Public Works
Ekurhuleni Municipality
Ford Motor Company South Africa
Free State Roads, Public Works and Transport
Gauteng Roads and Transport
Greater Kagiso Taxi Association
ITS Engineers
Johannesburg Metrobus
JTTA Taxi Association
Kagiso JHB BARA Taxi Association
KETA Taxi Association
KwaZulu-Natal Roads and Transport
LETA Taxi Association
Limpopo Department of Transport
Mpumalanga Public Works, Roads and Transport
National Association of Automobile Manufacturers of South Africa (NAAMSA)
National Department of Human Settlements
National Treasury
North West Department of Community Safety and Transport Management
North West Public Works, Roads and Transport
North West University
Northern Cape Department of Transport, Safety and Liaison
Northwest Transport Investments
Passenger Rail Agency South Africa (PRASA)
Ports Regulator of South Africa



ORGANISATION/GOVERNMENT ENTITY/INSTITUTION
Railway Safety Regulator South Africa (RSR)
RBTA Taxi Association
Road Accident Fund
Road Freight Association (RFA)
Road Traffic Infringement Agency (RTIA)
SA Taxi
SANTACO KZN
SANTACO National
SANTACO Sedibeng
SANTACO West Rand
South African Bus Operators Association (SABOA)
South African Civil Aviation Authority (SACAA)
South African Local Government Association (SALGA)
South African Maritime Safety Authority (SAMSA)
South African National Roads Agency (SANRAL)
South African Network for Women in Transport (SANWIT)
South African Road Federation (SARF)
SVVTA Taxi Association
TATA Taxi Association
Taxi Scrapping Administration
Telta Taxi Association
Transnet
Transnet Freight Rail (TFR)
Transnet National Ports Authority (TNPA)
Transport Education and Training Authority (TETA)
Transport for City of Cape Town
UBDTA Taxi Association
University of Johannesburg
University of Johannesburg Public Transport/South African Bus Operators Association (SABOA)
VITA Taxi Association
Western Cape Transport and Public Works
Western Province Transport and Public Works
WETA Taxi Association
World Wide Fund for Nature





### DEPARTMENT OF TRANSPORT

**Physical Address:** Forum Building, 159 Struben Street, Pretoria, 0002

**Postal Address:** Private Bag X193, Pretoria, 0001

**Tel:** +27 12 309 3000

**Email:** info@dot.gov.za

**Website:** www.transport.gov.za

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**BOARD NOTICES • RAADSKENNISGEWINGS**

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**BOARD NOTICE 275 OF 2022****FINANCIAL SECTOR CONDUCT AUTHORITY****FINANCIAL MARKETS ACT, 2012****APPROVED AMENDMENTS TO THE JSE DERIVATIVES RULES – DELTA OPTION  
TRADES AND STRUCTURED OPTION TRADES**

The Financial Sector Conduct Authority ("FSCA") hereby gives notice under section 71(3)(c)(ii) of the Financial Markets Act, 2012 (Act No. 19 of 2012) that the amendments to the JSE Derivatives Rules have been approved. Please be advised that the rules have been published on the official website of the FSCA ([www.fsc.co.za](http://www.fsc.co.za)) and the website of JSE ([www.jse.co.za](http://www.jse.co.za)).

The amendments come into operation on 20 June 2022.



Ms. Astrid Ludin

Deputy Commissioner

**Financial Sector Conduct Authority**

## BOARD NOTICE 276 OF 2022

## THE SOUTH AFRICAN PHARMACY COUNCIL

## COMPETENCY STANDARDS FOR PHARMACY SUPPORT PERSONNEL IN SOUTH AFRICA

The South African Pharmacy Council hereby publishes for implementation the **Competency Standards for Pharmacy Support Personnel** in terms of Section 33(o) of the Pharmacy Act, 53 of 1974.

**SCHEDULE**

1. Competency Standards for Pharmacy Support Personnel



**MR VM TLALA**  
**REGISTRAR**

Address: 591 Belvedere Street, Arcadia, Pretoria, 0083,  
Private Bag X40040, Arcadia, 0007. Telephone: 0861 7272 00. Email:  
[customercare@sapc.za.org](mailto:customercare@sapc.za.org)

**COMPETENCY STANDARDS FOR PHARMACY SUPPORT PERSONNEL**

<b>ACRONYMS</b> .....	<b>3</b>
<b>DEFINITIONS</b> .....	<b>3</b>
<b>1. INTRODUCTION</b> .....	<b>4</b>
<b>2. BACKGROUND</b> .....	<b>4</b>
<b>3. PHARMACY SUPPORT PERSONNEL</b> .....	<b>4</b>
<b>4. PSP QUALIFICATIONS</b> .....	<b>4</b>
<b>5. NQF LEVEL DESCRIPTORS</b> .....	<b>5</b>
<b>6. DEVELOPMENT OF COMPETENCY STANDARDS FOR PSP</b> .....	<b>6</b>
<b>7. SUMMARY OF COMPETENCY STANDARDS FOR PHARMACY SUPPORT PERSONNEL</b> .....	<b>7</b>
<b>DOMAIN 1: PUBLIC HEALTH</b> .....	<b>8</b>
<b>DOMAIN 2: SAFE AND RATIONAL USE OF MEDICINES AND MEDICAL DEVICES</b> .....	<b>12</b>
<b>DOMAIN 3: SUPPLY OF MEDICINES AND MEDICAL DEVICES</b> .....	<b>17</b>
<b>DOMAIN 4: PROFESSIONAL AND PERSONAL PRACTICE</b> .....	<b>26</b>
<b>REFERENCES</b> .....	<b>31</b>

## ACRONYMS

CPD	Continuing professional development
EML	Essential Medicines List
FIP	International Pharmaceutical Federation
HEQSF	Higher Education Qualifications Sub-framework
NQF	National Qualifications Framework
OQSF	Occupational Qualifications Sub-framework
PAB	Pharmacist's Assistant (Basic)
PAPB	Pharmacist's Assistant (Post-Basic)
PHC	Primary Health Care
PSP	Pharmacy Support Personnel
PT	Pharmacy Technician
SAQA	South African Qualifications Authority
SFAP	Sub-framework assignment pending
SOP	Standard operating procedure
STG	Standard treatment guidelines

## DEFINITIONS

**Agent of a patient:** A person nominated, either formally or informally, by the patient to collect medicines and accept information pertaining to a particular patient provided that the pharmacist is satisfied that patient safety, confidentiality and medicine quality are maintained and the patient has provided written consent.

**Behavioural competency:** Typical behaviour observed when effective performers apply motives, traits or skills to job-relevant tasks.

**Caregiver:** A person who has accepted responsibility for looking after a patient provided that the pharmacist is satisfied that patient safety, confidentiality and medicine quality are maintained and the patient has provided written consent.

**Competence:** Ability to carry out a job or task. The evaluation of competence is based on the exit level outcomes (ELO) developed for the pharmacy profession.

**Competency:** A quality or characteristic of a person related to effective or superior performance. Competency consists of aspects such as attitudes, motives, traits and skills.

**Continuing professional development (CPD):** A process by which registered persons continually ensure and enhance their competence throughout their professional careers. CPD encompasses a range of activities including continuing education and supplementary training.

**Domain:** Represents an organised cluster of competencies within a framework and the domains, with associated competencies.

**GxP:** A general term for guidelines for good manufacturing, clinical, laboratory, storage or distribution practices.

## 1. INTRODUCTION

The South African Pharmacy Council is committed to its mandate of ensuring that pharmacists and pharmacy support personnel have the necessary knowledge and skills to deliver the best possible pharmaceutical services to the people of South Africa. This is achieved by monitoring trends in education and practice, both nationally and internationally.

In recent years, competency mapping has been identified as a way of ensuring that pharmacy professionals are equipped with the specific skills, knowledge, abilities and behaviours that are needed to work effectively.

## 2. BACKGROUND

In 2018, the South African Pharmacy Council published Competency Standards for Pharmacists. Competency Standards had been developed and used as the basis for pharmacy education and practice since 2006. Internationally, however, a further aspect was identified and incorporated into both the education and practice of health care professionals, namely behaviours. The International Pharmaceutical Federation (FIP) Global Competency Framework (2012) included behavioural competencies that were used, together with other documents, to develop unique competency standards for South African pharmacists, considering the needs and characteristics of pharmacy practice in various practice settings.

The Competency Standards for pharmacists are currently used in the internship examination to guide examiners and interns in the evaluation of the Pharmacist Intern's competence in applying the standards in practice. They also form the basis of Continuing Professional Development activities and are used in the online CPD recording process.

It is important to note that 43 Competency Standards for pharmacists are located in six practice domains. Each Competency Standard has been specifically developed to identify competencies in three levels of practice, i.e., entry level (caters for the first three years of practice), intermediate practice (3 – 7 years of practice) and advanced practice (more than 7 years of practice). They can, therefore, be used by pharmacists to identify and plan their personal and professional development.

## 3. PHARMACY SUPPORT PERSONNEL

Three categories of pharmacy support personnel (PSP) have been identified:

- Pharmacist's Assistant (Basic);
- Pharmacist's Assistant (Post-Basic); and
- Pharmacy Technician (i.e., on implementation of applicable legislation)

Each category has a specific and distinct scope of practice.

## 4. PSP QUALIFICATIONS

In March 2020, seven qualifications were registered on the National Qualifications Framework (NQF) by the South African Qualifications Authority (SAQA). They have varying registration end dates.

Qualification Title	NQF Sub-Framework	NQF level	PSP
National Certificate: Pharmacist Assistance	SFAP	3	Pharmacist's Assistant (Basic)
Further Education and Training Certificate: Pharmacist Assistance	SFAP	4	Pharmacist's Assistant (Post-Basic)
Occupational Certificate: Pharmacist's Assistant (Basic)	OQSF	4	Pharmacist's Assistant (Basic)
Occupational Certificate: Pharmacist's Assistant (Post-Basic)	OQSF	5	Pharmacist's Assistant (Post-Basic)
Higher Certificate: Pharmacy Support	HEQSF	5	N/A
Advanced Certificate: Pharmacy Technical Support	HEQSF	6	Pharmacy Technician
Occupational Certificate: Pharmacy Technician	OQSF	6	Pharmacy Technician

Note: Each of the two qualifications for Pharmacist's Assistant (Basic) and Pharmacist's Assistant (Post-Basic) currently fall into two NQF levels, depending on the Sub-Framework within which it is registered. This anomaly arises because of the historic decision that the scopes of practice for PSPs required qualifications at the lower NQF levels. This document, and the development of competency standards for PSP, is based on the premise that the higher NQF level is appropriate for the two qualifications, Pharmacist's Assistant (Basic) and Pharmacist's Assistant (Post-Basic).

## 5. NQF LEVEL DESCRIPTORS

Level descriptors indicate the type of skills and abilities developed during education at each level and can therefore be extrapolated into the level of responsibility that may be assigned to the person holding the qualification.

Ten categories are used to describe applied competencies for each of the ten levels of the NQF viz,

- Scope of knowledge;
- Knowledge literacy;
- Method and procedure;
- Problem solving;
- Ethics and professional practice; and
- Accessing, processing and managing information.
- Producing and communicating information
- Context and systems
- Management of learning
- Accountability

Although level descriptors inform the competencies that must be achieved during education, it is also important they should be consistent with the workplace requirements of appropriate occupational levels.

For the purposes of competency standard development, the NQF level descriptors for each category of PSP must correlate with the relevant scope of practice.

Please note that the domains, competency standards and behavioural statements have been adapted to reflect an underlying assumption that the person is able to demonstrate that they have the stated competencies within the pharmacy workplace.

## **6. DEVELOPMENT OF COMPETENCY STANDARDS FOR PSP**

The following documents form the basis for the development of competency standards for each category of PSP:

- NQF level descriptors
- The scope of practice

The Competency Standards for Pharmacists may guide the choice of domains as well as the standards, but they must be analysed in order to assess the applicability to PSP. In addition, the behavioural statements must be examined as they apply specifically to the scope of practice of pharmacists and may, therefore, not be suitable for PSP. In particular, the behavioural statements for entry-level pharmacists will be scrutinised.

A comparison of international competency standards for PSP is also useful to give guidance in determining both the domains and the standards.

Please note: The scopes of practice of PSP are limited. While it is possible that some enterprising PSPs will rise to managerial positions, depending on the sector of pharmacy in which they work, the majority of PSPs work in positions where promotion opportunities are few and far between. For this reason, the differentiation into three levels of practice for each category of PSP is not feasible. In contrast to pharmacists, therefore, only one set of competencies per category is suggested. There is, however, scope for personal and professional development in each category and, therefore, CPD is essential.

## 7. SUMMARY OF COMPETENCY STANDARDS FOR PHARMACY SUPPORT PERSONNEL

DOMAIN	Competency Standard
1. Public health	1.1 Promotion of health and wellness 1.2 Professional advocacy 1.3 Primary healthcare 1.4 Performance of screening tests 1.5 Disaster management
2. Safe and rational use of medicines and medical devices	2.1 Patient consultation 2.2 Communication with the patient, caregiver and agent of a patient 2.3 Patient management 2.4 Medicines and medical devices safety 2.5 Sale of Schedule 1 and Schedule 2 medicines
3. Supply of medicines and medical devices	3.1 Medicine production according to GxP 3.2 Packaging and repackaging 3.3 Distribution and control of stock 3.4 Receiving orders 3.5 Ordering of medicines and scheduled substances 3.6 General housekeeping and administrative tasks in the pharmacy 3.7 Medicine dispensing 3.8 Compounding
4. Professional and personal practice	4.1 Patient-centred care 4.2 Professional practice 4.3 Ethical and legal practice 4.4 Continuing professional development 4.5 Leadership 4.6 Collaborative practice 4.7 Self-management

**DOMAIN 1: PUBLIC HEALTH****INTRODUCTION**

Domain 1 covers public health and includes competencies that are required in both the public and private healthcare sectors to promote health and wellness through the provision of healthcare information and education to the public and other members of the healthcare team.

The domain covers competencies that are required to promote health, and the performance of screening tests.

The public health domain competencies are:

- 1.1 Promotion of health and wellness;
- 1.2 Professional advocacy;
- 1.3 Primary healthcare;
- 1.4 Performance of screening tests; and
- 1.5 Disaster management.

<b>DOMAIN 1: PUBLIC HEALTH</b>				
<b>COMPETENCIES</b>	<b>BEHAVIOURAL STATEMENTS</b>			
	<b>Item no.</b>	<b>Pharmacist's Assistant (Basic)</b>	<b>Pharmacist's Assistant (Post-Basic)</b>	<b>Pharmacy Technician</b>
1.1 Promotion of health and wellness (Indirect and direct supervision)	1.1.1	(a) Promote basic hygiene and infection control in line with the scope of practice.	(b) Promote basic hygiene and infection control in line with the scope of practice.	(c) Promote basic hygiene and infection control in line with the scope of practice.
	1.1.2	(a) Promote healthy lifestyles.	(b) Promote healthy lifestyles and preventative health education.	(c) Promote healthy lifestyles and preventative health education.
	1.1.3	N/A	(b) Participate in the health education of the community.	(c) Identify and participate in the health education needs of the community.
	1.1.4	N/A	(b) Participate in community health projects, after consultation with the pharmacist.	(c) Initiate and participate in community health projects, after consultation with the pharmacist.
	1.1.5	N/A	N/A	(c) Identify deficiencies and conduct programmes to address health deficiencies in the community.
	1.1.6	N/A	(b) Provide information on communicable and non-communicable diseases.	(c) Provide information on communicable and non-communicable diseases.

<b>DOMAIN 1: PUBLIC HEALTH</b>				
<b>COMPETENCIES</b>	<b>BEHAVIOURAL STATEMENTS</b>			
	<b>Item no.</b>	<b>Pharmacist's Assistant (Basic)</b>	<b>Pharmacist's Assistant (Post-Basic)</b>	<b>Pharmacy Technician</b>
1.2 Professional advocacy (Indirect supervision)	1.2.1	N/A	(b) Participate as a Pharmacist's Assistant (Post-Basic) within the PHC healthcare team and, where appropriate, within healthcare teams in other settings.	(c) Participate as a Pharmacy Technician within the PHC healthcare team and, where appropriate, within healthcare teams in other settings.
	1.3.1	N/A	(b) Encourage lifestyle changes that may prevent communicable and non-communicable diseases and refer to the pharmacist where necessary.	(c) Encourage lifestyle changes that may prevent communicable and non-communicable diseases and refer to the pharmacist where necessary.
1.4 Performance of screening tests (direct supervision)	1.3.2	N/A	(b) Advise consumers on self-care and, when necessary, refer them to the pharmacist.	(c) Advise consumers on self-care and, when necessary, refer them to the pharmacist.
	1.4.1	N/A	N/A	(c) Explain the procedure to the patient.
	1.4.2	N/A	N/A	(c) Obtain written informed patient's consent to conduct test.
	1.4.3	N/A	N/A	(c) Document the patient history including medication used for any co-morbidities.

DOMAIN 1: PUBLIC HEALTH				
COMPETENCIES	BEHAVIOURAL STATEMENTS			
	Item no.	Pharmacist's Assistant (Basic)	Pharmacist's Assistant (Post-Basic)	Pharmacy Technician
1.5 Disaster management	1.4.4	N/A	N/A	(c) Perform the screening test according to SOP.
	1.4.5	N/A	N/A	(c) Document and record the result of the test, together with details of the test equipment, batch number and advice/referral given according to relevant legislation.
	1.4.6	N/A	N/A	(c) Refer the patient to pharmacist for interpretation of the results.
	1.5.1	(a) Assist in the implementation of any disaster management plan according to the relevant scope of practice.	(b) Assist in the implementation of any disaster management plan according to the relevant scope of practice.	(c) Assist in the implementation of any disaster management plan according to the relevant scope of practice.

**DOMAIN 2: SAFE AND RATIONAL USE OF MEDICINES AND MEDICAL DEVICES****INTRODUCTION**

Domain 2 covers the rational use of medicines, a concept adopted by the World Health Organisation (WHO), which advocates that patients receive medicines and medical devices that are:

- appropriate to their clinical needs;
- in doses that meet individual requirements;
- for an adequate period of time; and
- cost-effective for the patient and community.

In the domain of safe and rational use of medicines and medical devices, effective verbal and non-verbal methods of communication with patients and other healthcare professionals, are essential competencies. This domain also encompasses activities such as patient consultation, referring to the pharmacist when necessary, and the sale of Schedule 1 and Schedule 2 medicines according to relevant scopes of practice.

The competencies required in the domain for the safe and rational use of medicines and medical devices are:

- 2.1 Patient consultation;
- 2.2 Communication with the patient, caregiver and agent of a patient;
- 2.3 Patient management;
- 2.4 Medicines and medical devices safety; and
- 2.5 Sale of Schedule 1 and Schedule 2 medicines.

<b>DOMAIN 2: SAFE AND RATIONAL USE OF MEDICINES AND MEDICAL DEVICES</b>				
<b>COMPETENCIES</b>	<b>BEHAVIOURAL STATEMENTS</b>			
	<b>Item no.</b>	<b>Pharmacist's Assistant (Basic)</b>	<b>Pharmacist's Assistant (Post-Basic)</b>	<b>Pharmacy Technician</b>
2.1 Patient consultation (Indirect and direct supervision)	2.1.1	N/A	(b) Consult with patients in an appropriate setting, with minimal interruption, while maintaining personal privacy.	(c) Consult with patients in an appropriate setting, with minimal interruption, while maintaining personal privacy.
	2.1.2	N/A	(b) Use appropriate communication and questioning techniques to gather relevant patient information on medicines and therapy use.	(c) Use appropriate communication and questioning techniques to gather relevant patient information on medicines and therapy use.
	2.1.3	N/A	(b) Discuss medicine-related issues with a patient and/or caregiver in a culturally sensitive manner within the scope of practice.	(c) Discuss medicine-related issues with a patient and/or caregiver in a culturally sensitive manner within the scope of practice.
	2.1.4	N/A	(b) Identify the need for further information and/or referral to the PT or pharmacist.	(c) Identify the need for further information and/or referral to the pharmacist.
	2.1.5	N/A	(b) Maintain confidentiality of patient information in line with legislative requirements.	(c) Maintain confidentiality of patient information in line with legislative requirements.
	2.1.6	N/A	(b) Keep and maintain appropriate records.	(c) Keep and maintain appropriate records.

<b>DOMAIN 2: SAFE AND RATIONAL USE OF MEDICINES AND MEDICAL DEVICES</b>				
<b>COMPETENCIES</b>	<b>BEHAVIOURAL STATEMENTS</b>			
	<b>Item no.</b>	<b>Pharmacist's Assistant (Basic)</b>	<b>Pharmacist's Assistant (Post-Basic)</b>	<b>Pharmacy Technician</b>
2.2 Communication with the patient, caregiver and agent of a patient	2.2.1	N/A	(b) Identify the person's need to be referred to the pharmacist for counselling when discussing health conditions or medicine/medical device use with consumers or patients.	(c) Identify the person's need to be referred to the pharmacist for counselling when discussing health conditions or medicine/medical device use with consumers or patients.
	2.2.2	N/A	(b) Provide information to a patient, caregiver or the agent of a patient regarding the correct use of the medicine/medical device supplied.	(c) Provide information to a patient, caregiver or the agent of a patient regarding the correct use of the medicine/medical device supplied.
	2.2.3	N/A	(b) Listen effectively, using active and reflective listening techniques.	(c) Listen effectively, using active and reflective listening techniques.
	2.2.4	N/A	(b) Communicate in a manner that demonstrates sensitivity to various customs and cultures.	(c) Communicate in a manner that demonstrates sensitivity to various customs and cultures.
	2.2.5	N/A	(b) Use language, including verbal and nonverbal cues, that the patient is likely to understand.	(c) Use language, including verbal and nonverbal cues, that the patient is likely to understand.
	2.2.6	N/A	(b) Where appropriate, use instructional aids.	(c) Where appropriate, use instructional aids.
	2.2.7	N/A	(b) Confirm the patient's understanding of the information provided.	(c) Confirm the patient's understanding of the information provided.

<b>DOMAIN 2: SAFE AND RATIONAL USE OF MEDICINES AND MEDICAL DEVICES</b>				
<b>COMPETENCIES</b>	<b>BEHAVIOURAL STATEMENTS</b>			
	<b>Item no.</b>	<b>Pharmacist's Assistant (Basic)</b>	<b>Pharmacist's Assistant (Post-Basic)</b>	<b>Pharmacy Technician</b>
2.3 Patient management (Indirect and direct supervision)	2.3.1	N/A	(b) Monitor patient adherence to a medicine regimen or treatment plan.	(c) Monitor patient adherence to a medicine regimen or treatment plan.
	2.3.2	N/A	(b) Identify patients requiring additional monitoring, and report to the pharmacist.	(c) Identify patients requiring additional monitoring, and report to the pharmacist.
2.4 Medicine and medical device safety (Indirect and direct supervision)	2.4.1	N/A	(b) Report any dispensing errors, or untoward effects to the pharmacist according to SOP.	(c) Report any dispensing errors, or untoward effects to the pharmacist according to SOP.
	2.4.2	N/A	(b) Participate in the prevention of medication errors according to SOP.	(c) Participate in the prevention and management of medication errors according to SOP.
2.5 Sale of Schedule 1 and Schedule 2 medicines (direct supervision of a	2.4.3	(a) Identify medicines, and medical devices with quality issues and report to the	(b) Identify medicines, and medical devices with quality issues and report to the pharmacist according to SOP.	(c) Identify medicines, and medical devices with quality issues and report to the pharmacist according to SOP.
	2.4.4	(a) Ensure all medicines and medical devices are kept in appropriate storage conditions.	(b) Ensure all medicines and medical devices are kept in appropriate storage conditions.	(c) Ensure all medicines and medical devices are kept in appropriate storage conditions.
2.5.1		(b) Identify patient's health needs and select appropriate medicine.	(c) Identify patient's health needs and select appropriate medicine.	

<b>DOMAIN 2: SAFE AND RATIONAL USE OF MEDICINES AND MEDICAL DEVICES</b>				
<b>COMPETENCIES</b>	<b>BEHAVIOURAL STATEMENTS</b>			
	<b>Item no.</b>	<b>Pharmacist's Assistant (Basic)</b>	<b>Pharmacist's Assistant (Post-Basic)</b>	<b>Pharmacy Technician</b>
pharmacist)	2.5.2	N/A	N/A	(c) Sell Schedule 1 medicine, in consultation with a pharmacist when necessary.
	2.5.3	N/A	(b) Sell Schedule 1 and Schedule 2 medicine in consultation with a pharmacist.	(c) Sell Schedule 2 medicine in consultation with a pharmacist.
	2.5.4	N/A	(b) Provide instructions and information on how to use medicines, taking care to refer the patient to the pharmacist when necessary.	(c) Provide instructions and information on how to use medicines, taking care to refer the patient to the pharmacist when necessary.
	2.5.5	N/A	(b) Document medicine supplied, according to current legislative requirements.	(c) Document medicine supplied, according to current legislative requirements.
	2.5.6	N/A	(b) Refer patients to the pharmacist when necessary.	(c) Refer patients to the pharmacist when necessary.

**DOMAIN 3: SUPPLY OF MEDICINES AND MEDICAL DEVICES****INTRODUCTION**

Domain 3 includes competencies required to address the supply of medicines and medical devices, from production processes to the disposal of unused, expired and obsolete medicines and medical devices.

In addition, behavioural statements for Domain 3 pertain to packaging, storage and transportation of medicines and medical devices, and the legislation applicable to manufacturing, storage and distribution of medicines and medical devices.

The dispensing process is also incorporated in the supply of medicines domain. The process of checking and capturing prescriptions, performing Phase 2 of the dispensing process, and the provision of instructions and warnings as needed, are behaviours included in Domain 3.

The supply of medicines and medical devices competencies are:

- 3.1 Medicine production according to GxP;
- 3.2 Packaging and repackaging;
- 3.3 Distribution and control of stock;
- 3.4 Receiving orders;
- 3.5 Ordering of medicines and scheduled substances;
- 3.6 General housekeeping and administrative tasks in the pharmacy;
- 3.7 Medicine dispensing; and
- 3.8 Medicine compounding.

<b>DOMAIN 3: SUPPLY OF MEDICINES AND MEDICAL DEVICES</b>				
<b>COMPETENCIES</b>	<b>BEHAVIOURAL STATEMENTS</b>			
	<b>Item no.</b>	<b>Pharmacist's Assistant (Basic)</b>	<b>Pharmacist's Assistant (Post-Basic)</b>	<b>Pharmacy Technician</b>
3.1 Medicine production according to GxP  Note: Activities in this competency may only be performed in manufacturing pharmacies	3.1.1	(a) Assist in the manufacturing of medicines according to SOPs, in line with the scope of practice.	(b) Assist in the manufacturing of medicines according to SOPs, in line with the scope of practice.	(c) Assist in the manufacturing of medicines according to SOPs, in line with the scope of practice.
	3.1.2	N/A	N/A	(c) Start-up line clearance and opening of the line as per the organisation's requirements.
	3.1.3	N/A	(b) Perform sampling of medicines or scheduled substances according to rules relating to good manufacturing practice (GMP) and SOPs under the supervision of a pharmacist/Pharmacy Technician.	(c) Perform sampling or supervision of the sampling of medicines or scheduled substances according to rules relating to good manufacturing practice (GMP) and SOPs.
	3.1.4	N/A	(b) Carry out in process control testing according to SOPs and scope of practice.	(c) Carry out in process control testing according to SOPs and scope of practice.
	3.1.5	(a) Document and keep records according to SOP.	(b) Reconcile the documentation and report identified discrepancies.	(c) Reconcile the documentation, and report identified discrepancies.
	3.1.6	N/A	N/A	(c) Perform self-assessment of the manufacturing process.
3.2 Packaging and repackaging	3.2.1	(a) Assist in the packaging and repackaging of medicines according to	(b) Assist in the packaging and repackaging of medicines according to SOPs, in line with the scope of	(c) Assist in the packaging and repackaging of medicines according to SOPs, in line with the scope of practice.

<b>DOMAIN 3: SUPPLY OF MEDICINES AND MEDICAL DEVICES</b>				
<b>COMPETENCIES</b>	<b>BEHAVIOURAL STATEMENTS</b>			
	<b>Item no.</b>	<b>Pharmacist's Assistant (Basic)</b>	<b>Pharmacist's Assistant (Post-Basic)</b>	<b>Pharmacy Technician</b>
3.3 Distribution and control of stock		SOPs, in line with the scope of practice.	practice.	
	3.2.2	N/A	N/A	(c) Initiate start-up line clearance and opening of the packaging line according to SOPs and detailed checklist.
	3.2.3	N/A	(b) Carry out in process control testing during re-packaging of Schedule 0 to Schedule 5 (excluding Specified Related Substances Act, 101 of 1965) medicines or scheduled substances according to SOPs.	(c) Carry out in process control during packaging and re-packaging of Schedule 0 to Schedule 5 (excluding Specified Schedule 5) medicines or scheduled substances according to SOPs.
	3.2.4	(a) Document and keep records according to SOP.	(b) Reconcile the documentation and report identified discrepancies.	(c) Reconcile the documentation and report any identified discrepancies.
	3.3.1	N/A	(b) Checking of bulk orders containing Schedule 0 to 4 medicines and/or raw materials in closed packs, prior to the packing and despatch thereof, according to SOP; provided that this function may only be performed in a manufacturing pharmacy, wholesale pharmacy or bulk store of an institutional pharmacy.	(c) Checking of bulk orders containing Schedule 1 to 4 medicines and/or raw materials in closed packs, prior to the packing and despatch thereof, which have been picked by a Pharmacist's Assistant, as well as the supervision of such persons; provided that this function may only be performed in a manufacturing pharmacy, wholesale pharmacy or bulk store of an institutional pharmacy.

<b>DOMAIN 3: SUPPLY OF MEDICINES AND MEDICAL DEVICES</b>			
<b>COMPETENCIES</b>	<b>BEHAVIOURAL STATEMENTS</b>		
	<b>Item no.</b>	<b>Pharmacist's Assistant (Basic)</b>	<b>Pharmacist's Assistant (Post-Basic)</b>
		<b>Pharmacy Technician</b>	
	3.3.2	(a) Pick and pack orders for Schedule 1 to Schedule 5 medicines or scheduled substances, provided that orders that contain Schedule 5 medicines are validated by a pharmacist prior to release thereof, according to SOP.	(b) Pick and pack orders for Schedule 1 to Schedule 5 medicines or scheduled substances, provided that orders that contain Schedule 5 and 6 medicines are validated by a pharmacist prior to release thereof, according to SOP.
	3.3.3	(a) Despatch checked bulk orders for Schedule 1 to Schedule 5 medicines or scheduled substances.	(b) Despatch checked bulk orders for Schedule 1 to Schedule 5 medicines or scheduled substances.
	3.3.4	(a) Perform stock counts and determine the need for replenishment	(b) Perform stock counts and determine the need for replenishment.
	3.3.5	(a) Report out-of-stock items to the PT or pharmacist according to SOP.	(b) Report out-of-stock items to the PT or pharmacist according to SOP.
	3.3.6	(a) Identify medicines or medical devices to be ordered.	(b) Identify medicines or medical devices to be ordered.
	3.3.7	N/A	(b) Assess stockholding for overstocked items.
	3.3.8	(a) Remove expired and discontinued medicines or	(b) Remove expired and discontinued medicines or medical devices (where
			(c) Picking and packing orders for Schedule 1 to Schedule 6 medicines or scheduled substances, provided that orders that contain Schedule 5 and 6 medicines are validated by a pharmacist prior to release thereof.
			(c) Despatch of bulk orders for Schedule 1 to Schedule 6 medicines or scheduled substances.
			(c) Perform stock counts and determine the need for replenishment.
			(c) Report out-of-stock items to the pharmacist according to SOP.
			(c) Identify medicines or medical devices to be ordered.
			(c) Assess stockholding for overstocked items.
			(c) Remove expired and discontinued medicines or medical devices (where

<b>DOMAIN 3: SUPPLY OF MEDICINES AND MEDICAL DEVICES</b>				
<b>COMPETENCIES</b>	<b>BEHAVIOURAL STATEMENTS</b>			
	<b>Item no.</b>	<b>Pharmacist's Assistant (Basic)</b>	<b>Pharmacist's Assistant (Post-Basic)</b>	<b>Pharmacy Technician</b>
		medical devices (as instructed and where applicable).	applicable).	applicable).
	3.3.9	(a) Control short-dated items and slow-moving stock.	(b) Control short-dated items and slow-moving stock.	(c) Manage short-dated items and slow-moving stock.
	3.3.10	N/A	(b) Determine reasons for out-of-stock items.	(c) Determine reasons for out-of-stock items.
	3.3.11	N/A	N/A	(c) Disseminate out-of-stock information to relevant healthcare providers.
	3.3.12	(a) Participate in scheduled stock takes.	(b) Perform scheduled stock takes.	(c) Perform scheduled stock takes.
	3.3.13	(a) Re-stock automated systems.	(b) Re-stock automated systems.	(c) Re-stock automated systems.
	3.3.14	N/A	(b) Assist in the recall of stock.	(c) Assist in the recall of stock.
	3.3.15	N/A	(b) Manage returned, recalled, damaged or expired medicines and medical devices according to SOP.	(c) Manage returned, recalled, damaged or expired medicines and medical devices and prepare for disposal according to SOP.
3.4 Receiving orders	3.4.1	(a) Check delivery details prior to accepting orders, according to SOP.	(b) Check delivery details prior to accepting orders, according to SOP.	(c) Check delivery details prior to accepting orders, according to SOP.

<b>DOMAIN 3: SUPPLY OF MEDICINES AND MEDICAL DEVICES</b>				
<b>COMPETENCIES</b>	<b>BEHAVIOURAL STATEMENTS</b>			
	<b>Item no.</b>	<b>Pharmacist's Assistant (Basic)</b>	<b>Pharmacist's Assistant (Post-Basic)</b>	<b>Pharmacy Technician</b>
	3.4.2	(a) Receive orders and place unpacked stock in a separate designated area for receiving stock according to SOPs.	(b) Receive orders and place unpacked stock in a separate designated area for receiving stock according to SOPs.	(c) Receive orders and place unpacked stock in a separate designated area for receiving stock according to SOPs.
	3.4.3	(a) Unpack and store cold chain items, hazardous substances and any other stock with special handling requirements as soon as possible, according to SOPs.	(b) Unpack and store cold chain items, hazardous substances and any other stock with special handling requirements as soon as possible, according to SOPs.	(c) Unpack and store cold chain items, hazardous substances and any other stock with special handling requirements as soon as possible, according to SOPs.
	3.4.4	(a) Check, pack and capture all received stock supplies according to SOP.	(b) Check, pack and capture all received stock supplies according to SOP.	(c) Check, pack and capture all received stock supplies according to SOP.
	3.4.5	N/A	(b) Complete and sign specified Schedule 5 and Schedule 6 register after the stock is validated by a pharmacist.	(c) Complete and sign specified Schedule 5 and Schedule 6 register after the stock is validated by a pharmacist.
	3.4.6	(a) Reconcile documentation and report identified discrepancies.	(b) Reconcile documentation and report identified discrepancies.	(c) Reconcile documentation and report identified discrepancies.
	3.4.7	(a) Process items to be returned and credits.	(b) Process items to be returned and credits.	(c) Process items to be returned and credits.
	3.4.8	N/A	N/A	(c) Perform sampling or supervision of the

<b>DOMAIN 3: SUPPLY OF MEDICINES AND MEDICAL DEVICES</b>			
<b>COMPETENCIES</b>	<b>BEHAVIOURAL STATEMENTS</b>		
	<b>Item no.</b>	<b>Pharmacist's Assistant (Basic)</b>	<b>Pharmacist's Assistant (Post-Basic)</b>
			<b>Pharmacy Technician</b>
3.5 Ordering of medicines and scheduled substances	3.5.1 N/A		sampling of raw materials, medicines or scheduled substances.  (c) Place orders according to the replenishment model of the practice environment.
3.6 General housekeeping and administrative tasks in the pharmacy	3.6.1	(a) Assist with and perform administrative tasks.	(c) Assist with and perform administrative tasks.
	3.6.2	(a) Clean and tidy shelves, equipment, and specialised storage areas.	(c) Clean and tidy shelves, equipment, and specialised storage areas.
	3.6.3	(a) Maintain supply of medicine containers and pharmacy consumables.	(b) Maintain supply of medicine containers and pharmacy consumables.
	3.6.4	N/A	N/A
	3.6.5	N/A	N/A
	3.6.6	N/A	N/A
			(c) Manage duty rosters for pharmacy personnel as authorised by the Responsible Pharmacist.  (c) Assist the pharmacist in the drafting/review/training and implementation of SOPs.  (c) Identify, communicate, and assist in mitigating risk.

<b>DOMAIN 3: SUPPLY OF MEDICINES AND MEDICAL DEVICES</b>				
<b>COMPETENCIES</b>	<b>BEHAVIOURAL STATEMENTS</b>			
	<b>Item no.</b>	<b>Pharmacist's Assistant (Basic)</b>	<b>Pharmacist's Assistant (Post-Basic)</b>	
		<b>Pharmacy Technician</b>		
3.7 Medicine dispensing (Indirect and direct supervision)	3.7.1	N/A	(b) Check and capture the prescription and ICD 10 code according to SOP.	(c) Check and capture the prescription and ICD 10 code according to SOP.
	3.7.2	N/A	(b) Inform the patient of the benefits and implications of the substitution of a branded medicine with an interchangeable multi-source medicine.	(c) Inform the patient of the benefits and implications of the substitution of a branded medicine with an interchangeable multi-source medicine.
	3.7.3	N/A	(b) Assist the patient to resolve the problem when the prescription cannot be dispensed in consultation with the pharmacist.	(c) Assist the patient to resolve the problem when the prescription cannot be dispensed in consultation with the pharmacist.
	3.7.4	N/A	(b) Perform Phase 2 and Phase 3 of the dispensing process according to SOP.	(c) Perform Phase 2 and Phase 3 of the dispensing process according to SOP.
	3.7.5	N/A	N/A	(c) Explain the effects of the medicine to the patient. caregiver/agent.
	3.7.6	N/A	(b) Provide instructions and warnings to the patient. caregiver/agent.	(c) Provide instructions and warnings to the patient. caregiver/agent.
	3.7.7	N/A	(b) Check with the patient, caregiver, or agent that the instructions and information given are understood.	(c) Check with the patient, caregiver, or agent that the instructions and information given are understood.
	3.7.8	N/A	(b) Keep and maintain appropriate records.	(c) Keep and maintain appropriate records.

<b>DOMAIN 3: SUPPLY OF MEDICINES AND MEDICAL DEVICES</b>				
<b>COMPETENCIES</b>	<b>BEHAVIOURAL STATEMENTS</b>			
	<b>Item no.</b>	<b>Pharmacist's Assistant (Basic)</b>	<b>Pharmacist's Assistant (Post-Basic)</b>	<b>Pharmacy Technician</b>
3.8 Medicine compounding (under supervision)	3.8.1	(a) Clean all apparatus and equipment.	(b) Clean and/or sterilise all apparatus and equipment.	(c) Clean and/or sterilise all apparatus and equipment.
	3.8.2	(a) Receive the formula.	(b) Check and confirm the prescribed formula.	(c) Check and confirm the prescribed formula.
	3.8.3	(a) Compound according to the formula and relevant SOP within the scope of practice.	(b) Compound according to the formula and relevant SOP within the scope of practice.	(c) Compound according to the formula and relevant SOP within the scope of practice.
	3.8.4	N/A	N/A	(c) In the case of Schedule 5 or 6 medicines/substances make the necessary entries in the relevant register.
	3.8.5	(a) Document the compounding procedure.	(b) Document the compounding procedure.	(c) Document the compounding procedure.
	3.8.6	(a) Sign the document as compounder with the signature of supervising pharmacist/PT indicating that the procedure has been authorised and checked.	(b) Sign the document as compounder with the signature of supervising pharmacist/PT indicating that the procedure has been authorised and checked.	(c) Sign the document as compounder with the signature of supervising pharmacist indicating that the procedure has been authorised and checked.
	3.8.7	N/A	N/A	(c) Conduct self-assessment of the compounding process.

**DOMAIN 4: PROFESSIONAL AND PERSONAL PRACTICE****INTRODUCTION**

Domain 4 is the professional and personal practice domain and includes behavioural statements that relate to the practice of pharmacy in a professional, legal and ethical manner to deliver patient-centred pharmaceutical services in a multidisciplinary setting.

The professional and personal practice competencies are:

- 4.1 Patient-centred care;
- 4.2 Professional practice;
- 4.3 Ethical and legal practice;
- 4.4 Continuing professional development;
- 4.5 Leadership;
- 4.6 Collaborative practice; and
- 4.7 Self-management.

<b>DOMAIN 4: PROFESSIONAL AND PERSONAL PRACTICE</b>			
<b>COMPETENCIES</b>	<b>BEHAVIOURAL STATEMENTS</b>		
	<b>Item no.</b>	<b>Pharmacist's Assistant (Basic)</b>	<b>Pharmacist's Assistant (Post-Basic)</b>
4.1 Patient-centred care (direct and indirect supervision)	4.1.1	N/A	N/A
	4.1.2	N/A	(b) Ensure patient safety and quality of care are at the centre of pharmacy practice.
	4.1.3	(a) Uphold the patients' rights.	(c) Uphold the patients' rights.
4.2 Professional practice	4.2.1	(a) Practise in a manner that upholds professionalism.	(c) Practise in a manner that upholds professionalism.
	4.2.2	(a) Treat all with sensitivity, respect and dignity.	(c) Treat all with sensitivity, respect and dignity.
	4.2.3	(a) Take responsibility for own actions.	(c) Take responsibility for own actions and patient care.
	4.2.4	(a) Maintain a consistently high standard of work.	(c) Maintain a consistently high standard of work.
	4.2.5	N/A	(c) Contribute effectively in a multidisciplinary team.
	4.2.6	(a) Maintain appropriate boundaries with patients and staff according to established ethical and professional practice guidelines.	(c) Maintain appropriate boundaries with patients, staff and other healthcare professionals according to established ethical and professional practice guidelines.
			(c) Assist patients to make informed healthcare decisions, within your scope of practice.
			(c) Ensure patient safety and quality of care are at the centre of pharmacy practice.
			(c) Uphold the patients' rights.
			(c) Practise in a manner that upholds professionalism.
			(c) Treat all with sensitivity, respect and dignity.
			(c) Take responsibility for own actions and patient care.
			(c) Maintain a consistently high standard of work.
			(c) Contribute effectively in a multidisciplinary team.
			(c) Maintain appropriate boundaries with patients, staff and other healthcare professionals according to established ethical and professional practice guidelines.

<b>DOMAIN 4: PROFESSIONAL AND PERSONAL PRACTICE</b>			
<b>COMPETENCIES</b>	<b>BEHAVIOURAL STATEMENTS</b>		
	<b>Item no.</b>	<b>Pharmacist's Assistant (Basic)</b>	<b>Pharmacist's Assistant (Post-Basic)</b>
			<b>Pharmacy Technician</b>
	4.2.7	(a) Work according to the approved workplace standard operating procedures and policies.	(c) Work according to the approved workplace standard operating procedures and policies.
	4.2.8	N/A	(c) Indirect supervision: Prioritise and organise workflow and demonstrate time management skills.
	4.2.9	N/A	(c) Submit patient prescription claims to health funders.
4.3 Ethical and legal practice	4.3.1	(a) Apply the applicable parts of the Pharmacy Act, 53 of 1974, and the Medicines and Related Substances Act, 101 of 1965, in daily practice.	(c) Apply the Pharmacy Act, 53 of 1974, the Medicines and Related Substances Act, 101 of 1965, and any other applicable legislation in daily practice.
	4.3.2	(a) Practise within the scope of practice of a Pharmacist's Assistant (Basic), recognising own limitations of personal competency and expertise.	(c) Practise within the scope of practice of a Pharmacy Technician, recognising own limitations of personal competency and expertise.
	4.3.3	(a) Comply with professional indemnity requirements.	(c) Comply with professional indemnity requirements.
	4.3.4	(a) Practise and adhere to the obligations of a Pharmacist's Assistant (Basic) in terms of the principles of the statutory	(b) Practise and adhere to the obligations of a Pharmacist's Assistant (Post-Basic) in terms of the principles of the statutory

<b>DOMAIN 4: PROFESSIONAL AND PERSONAL PRACTICE</b>			
<b>COMPETENCIES</b>			
<b>BEHAVIOURAL STATEMENTS</b>			
<b>Item no.</b>	<b>Pharmacist's Assistant (Basic)</b>	<b>Pharmacist's Assistant (Post-Basic)</b>	<b>Pharmacy Technician</b>
	Code of Conduct for pharmacists and other persons registered in terms of the Pharmacy Act.	Code of Conduct for pharmacists and other persons registered in terms of the Pharmacy Act.	other persons registered in terms of the Pharmacy Act.
4.4 Continuing professional development	(a) Incorporate the principles of life-long learning into daily practice. (a) Reflect on personal practice and skills, and identify and address learning needs. (a) Take personal responsibility for engaging in CPD to achieve professional development goals, and document CPD activities appropriately.	(b) Incorporate the principles of life-long learning into daily practice. (b) Reflect on personal practice and skills, and identify and address learning needs. (b) Take personal responsibility for engaging in CPD to achieve professional development goals, and document CPD activities appropriately.	(c) Incorporate the principles of life-long learning into daily practice. (c) Reflect on personal practice and skills, and identify and address learning needs. (c) Take personal responsibility for engaging in CPD to achieve professional development goals, and document CPD activities appropriately.
4.5 Leadership	(a) Build professional credibility and portray the profession in a positive light. N/A	(b) Build professional credibility and portray the profession in a positive light. N/A	(c) Build professional credibility and portray the profession in a positive light. (c) Provide appropriate supervision and mentoring to other pharmacy support personnel.
4.6 Collaborative practice	N/A	(b) Practice in a multidisciplinary team with cognisance of the roles and services delivered by healthcare and other related professionals.	(c) Practice in a multidisciplinary team with cognisance of the roles and services delivered by healthcare and other related professionals.

<b>DOMAIN 4: PROFESSIONAL AND PERSONAL PRACTICE</b>				
<b>COMPETENCIES</b>	<b>BEHAVIOURAL STATEMENTS</b>			
	<b>Item no.</b>	<b>Pharmacist's Assistant (Basic)</b>	<b>Pharmacist's Assistant (Post-Basic)</b>	<b>Pharmacy Technician</b>
4.7 Self-management	4.7.1	(a) Work in an organised and efficient manner.	(b) Work in an organised and efficient manner.	(c) Work in an organised and efficient manner.
	4.7.2	(a) Ensure time and work processes are appropriately planned, prioritised and managed.	(b) Ensure time and work processes are appropriately planned, prioritised and managed.	(c) Ensure time and work processes are appropriately planned, prioritised and managed.
	4.7.3	(a) Take appropriate responsibility in the workplace.	(b) Take appropriate responsibility in the workplace.	(c) Take appropriate responsibility in the workplace.
	4.7.4	(a) Ensure punctuality and reliability.	(b) Ensure punctuality and reliability.	(c) Ensure punctuality and reliability.
	4.7.5	(a) Participate in change management processes within the team.	(b) Participate in change management processes within the team.	(c) Participate in change management processes within the team.

## REFERENCES

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2. Quality Council for Trades and Occupations (QCTO), 321301000 - *Pharmacy Technician*. QCTO: South Africa
3. South Africa, 2000. GNR.1158 of 20 November 2000. *Regulations relating to the practice of pharmacy*
4. South African Pharmacy Council (SAPC), 2016. *Tasks and Responsibilities relating to the Scope of Practice of Pharmacy Support Personnel*. SAPC: South Africa
5. South African Pharmacy Council (SAPC), 2018. *2018 Competency Standards for Pharmacists*. SAPC: South Africa
6. South African Qualifications Authority (SAQA), 2012. *Level Descriptors for the South African National Qualifications Framework*. SAQA: South Africa.

## BOARD NOTICE 277 OF 2022

## THE SOUTH AFRICAN PHARMACY COUNCIL

**CORRECTION NOTICE: THE RESTORATION REQUIREMENTS AND PROCESS FOR PHARMACISTS WHO HAVE BEEN REMOVED FROM THE REGISTER**

Section 23 of the Pharmacy Act, 53 of 1974, read with Regulations 21 and 22 of the *Regulations relating to the registration of persons and the maintenance of registers* (GNR.1160 published on 20 November 2000) provides for the restoration of pharmacists who have been removed from the register of pharmacists. The South African Pharmacy Council published, for implementation, the **Restoration requirements and process for pharmacists who have been removed from the register** in Board Notice 80 of 2020, published on 3 July 2020, which Board Notice is hereby amended as per the schedule.

**SCHEDULE**

1. Amendment to the Restoration requirements and process for pharmacists who have been removed from the register.

In this notice "the Act" shall mean the Pharmacy Act, 53 of 1974 (as amended), and any expression to which a meaning has been assigned in the Act shall bear such meaning.



**VM TLALA**  
**REGISTRAR**

Address: 591 Belvedere Street, Arcadia, Pretoria, 0083, Private Bag X40040, Arcadia, 0007. Telephone: 0861 7272 00. Email: [customercare@sapc.za.org](mailto:customercare@sapc.za.org)

**RESTORATION PROCESS FOR PHARMACISTS WHO HAVE BEEN REMOVED FROM THE REGISTER OF PHARMACISTS FOR A SPECIFIED PERIOD**

1. **Persons who never left South Africa who have been REMOVED, either voluntary or involuntary, from the register for a period of:**
  - (a) **Clause 1.1(g)** (13 to 36 months) which reads, *“Complete four (4) Continuing Professional Development entries”* be amended to read –  
  
*“Complete six (6) Continuing Professional Development entries”*.
2. **Persons who have been outside South Africa who have been REMOVED, either voluntary or involuntary, for a period of:**
  - (b) **Clause 2.1(h)** (13 to 36 months) which reads, *“Complete four (4) Continuing Professional Development entries”* be amended to read –  
  
*“Complete six (6) Continuing Professional Development entries”*.

**BOARD NOTICE 278 OF 2022****HEALTH PROFESSIONS COUNCIL OF SOUTH AFRICA****HEALTH PROFESSIONS ACT, 1974 (ACT NO. 56 OF 1974)****PROPOSED AMENDMENTS TO THE ETHICAL RULES OF CONDUCT  
FOR PRACTITIONERS REGISTERED UNDER THE HEALTH  
PROFESSIONS ACT, 1974**

The Health Professions Council of South Africa intends, in consultation with the professional boards under sections 49(1) read together with section 61A (2) of the Health Professions Act, 1974 (Act No. 56 of 1974), to amend the Ethical Rules published under Government Notice R717 in Government Gazette No. 29079 of 4 August 2006, as amended, in the manner as it appears in the schedule below.

Interested persons are invited to submit any substantiated written comments or representations on the proposed amendments to the Registrar, Health Professions Council of South Africa (for the attention of the Legal Advisor: Legislative Drafting) within three months of the date of publication of this notice by-

- (a) posting them to PO Box 205, Pretoria, 0001;
- (b) delivering them by hand at 553 Vermeulen Street, Arcadia, Pretoria, 0002; or
- (c) e-mailing them to: [ntsanem@hpcsa.co.za](mailto:ntsanem@hpcsa.co.za).

Comments received after the closing date may not be considered.

**GENERAL EXPLANATORY NOTE**

[ ] Words or phrases in bold type square brackets indicate omissions or deletions from existing enactments; and

\_\_\_\_\_ Words or phrases underlined with a solid line indicate insertions in existing enactments.

**SCHEDULE****Definitions**

1. In this Schedule, Ethical Rules means the Ethical Rules of Conduct for Practitioners Registered Under the Health Professions Act, 1974, published under Government Notice R717 in Government Gazette No. 29079 of 4 August 2006, as amended by Government Notice R68 in Government Gazette No. 31825 of 2 February 2009, Government Notice R654 in Government Gazette No. 33400 of 30 July 2010, Board Notice R26 in Government Gazette No. 36183 of 01 March 2013, and any word or expression to which a meaning has been assigned in the Ethical Rules shall have that meaning.

**Amendment of Ethical Rule 7**

- 2 Ethical Rule 7 is hereby amended by the addition of the following sub-rule:

“(6) Notwithstanding anything contained in sub-rule (4) and sub-rule (5) above, a practitioner may share, charge or receive fees from another practitioner, provided that in such an instance, there is an express agreement, arrangement or model of rendering multi-disciplinary based health-care services to patients which is structured to contain costs of rendering health-care services, enhance access to appropriate, high quality health-care services or products, and that such agreement, arrangement or model of rendering multi-disciplinary based health-care services to patients has been approved by council prior to its implementation.”

### Amendment of Ethical Rule 8

3 Ethical Rule 8 is hereby amended by the addition of the following sub-rule:

“(5) Notwithstanding anything contained in this rule 8, a practitioner may provide collaborative health-care services with other practitioners provided that the primary aim will be to enhance the quality of health-care services to patients, and further that there is an express agreement, arrangement or model of rendering multi-disciplinary based health-care services to patients which is structured to contain costs, enhance access to appropriate, high quality health-care services or products to patients, and that such agreement, arrangement or model of rendering multi-disciplinary based health-care services to patients has been approved by council prior to its implementation.”

### Substitution of Ethical Rule 8A

4 The following Rule is hereby substituted for Ethical Rule 8A of the Ethical Rules:

“8A. Sharing of Rooms.—A practitioner shall not, without the prior approval of council, share his or her rooms with a person or entity not registered in terms of the Act, or in terms of any other legislation regulating nursing, pharmacy, allied health and other similar professions or a juristic person who is exempted from registration in terms of section 54A of the Act.”

### Amendment of Ethical Rule 18

5 Ethical Rule 18 is hereby amended by the substitution for subrule (1) of the following subrule:

“(1) A practitioner shall accept a professional appointment or employment from employers approved by the council only in accordance with a written contract of appointment or employment which is drawn up on a basis which is in the interest of the public and the profession[.] , provided that in such

instances, the employment contract has as its primary aim the enhancement of the quality of health-care services to patients, is structured to contain costs, enhance access to appropriate, high quality health-care services or products to patients, and is not designed to extract profit for the benefit of the practitioner or their employer to the detriment of patients.”

### **Amendment of Ethical Rule 23A**

6 Ethical Rule 23A is hereby amended by the substitution for paragraph (h) of the following paragraph:

“(h) such practitioner annually submit a report to the council with the following supporting information and documents:

- (i) the number of patients referred by him or her or his or her associates or partners to such hospital or health care institution and the number of patients referred to other hospitals in which he or she or his or her associates or partners hold no shares;
- (ii) the agreements concluded in relation to the acquisition and/or ownership of the interests of shares in the hospital or health care institution;
- (iii) how the acquisition of the financial interest is funded and whether there are other ancillary contractual relationships between all the parties to the transaction or with related parties and entities and if so, the nature of such contractual relationships;
- (iv) policies or peer review protocols for admission of patients into such hospital or health care institution and quality monitoring mechanisms which serve to ensure that practitioners will comply with the ethical rules of council;

- (v) Any other information or document which the council may deem relevant.”

### **Amendment of Rule 1 of Annexure 8 of the Ethical Rules of Conduct**

7 Rule 1 of Annexure 8 is hereby amended by the deletion, in subrule (4), of paragraph (a).

Signed by: David Motau  
Signed at: 2021-07-27 14:36:25 +02:00  
Reason: I approve this document



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**DR. D MOTAU**  
**REGISTRAR**

**BOARD NOTICE 279 OF 2022**  
**HEALTH PROFESSIONS COUNCIL OF SOUTH AFRICA**  
**HEALTH PROFESSIONS ACT, 1974 (ACT NO. 56 OF 1974)**

**RULES RELATING TO THE REGISTRATION BY MEDICAL PRACTITIONERS AND  
DENTISTS OF ADDITIONAL QUALIFICATIONS: AMENDMENT**

The Health Professions Council of South Africa intends, under section 61A of the Health Professions Act, 1974 (Act No. 56 of 1974), to make the rules in the schedule.

Interested persons are invited to submit any substantiated comments or representations in writing on the proposed amendments to the Registrar, Health Professions Council of South Africa by e-mail at: [ntsanem@hpcsa.co.za](mailto:ntsanem@hpcsa.co.za) for the attention of the Legal Advisor: Legislative drafting within three months from the date of publication of this notice.

**SCHEDULE**

**Definitions**

1. In these rules “**the rules**” means the rules relating to the registration by medical practitioners and dentists of additional qualifications published as Board Notice 35 of 1999 published under Government Gazette No: 19890 of 31 March 1999 as amended by Board Notices. 46 of 2005 published under Government Gazette No: 27592 of 20 May 2005, 34 of 2006 published under Government Gazette No: 28779 of 05 May 2006, 22 of 2007 published under Government Gazette No: 29689 of 16 March 2007, 130 of 2010 published under Government Gazette No: 33540 of 17 September 2010, 109 of 2011 published under Government Gazette No: 34362 of 17 June 2011, 122 of 2012 published under Government Gazette No: 35517 of 20 July 2012, 31 of 2013 published under Government Gazette No: 36225 of 15 March 2013, 28 of 2014 published under Government Gazette No: 37421 of 14 March 2014, 85 of 2014 published under Government Gazette No: 37872 of 01 August 2014, 164 of 2015 published under Government Gazette No: 39127 of 21 August 2015, 4 of 2016 published under Government Gazette No: 39736 of 26 February 2016, 172 published under Government Gazette No: 42037 of 16 November 2018, and 224 published under Government Gazette

No: 46032 of 11 March 2022, and any word or expression to which a meaning has been assigned in the rules shall have that meaning, unless the context otherwise indicates.

**Amendment of Rule 2 of the rules**

Rule 2 of the rules is hereby amended by the insertion, in alphabetical order and in paragraph (b), of the following qualifications: -

<b>Examination authority</b>	<b>Qualifications</b>	<b>Abbreviation for registration</b>
<b><i>KwaZulu-Natal, University of</i></b>	Master of Medicine (Dermatology)	MMed (Dermatology) Witwatersrand
	Master of Medicine (Nuclear Medicine)	MMed (Nuclear Medicine) KwaZulu-Natal
	Master of Medicine (Neurology)	MMed (Neurology) KwaZulu-Natal
	Master of Medicine (Medical Genetics)	MMed (Medical Genetics) KwaZulu-Natal
<b><i>Walter Sisulu University</i></b>	Master of Medicine	MMed Walter Sisulu

**Amendment of Rule 3 of the rules**

Rule 3 of the rules is hereby amended by the insertion, in alphabetical order and in paragraph (b), of the following qualifications: -

<b>Examination authority</b>	<b>Qualifications</b>	<b>Abbreviation for registration</b>
<b>Sefako Makgatho Health Sciences University</b>	Master of Dentistry in Community Dentistry	M Dent (Community Dentistry) SMU
	Master of Dentistry in Maxillofacial and Oral Surgery	M Dent (Maxillofacial and Oral Surgery) SMU
	Master of Dentistry in Orthodontics	M Dent (Orthodontics) SMU
	Master of Dentistry in Oral Pathology	M Dent (Oral Pathology) SMU
	Master of Dentistry in Oral Medicine and Periodontology	M Dent (Oral Medicine and Periodontology) SMU
	Master of Dentistry in Prosthodontics	M Dent (Prosthodontics)
	Master of Dental Science	MDS Either by coursework or major dissertation and offered in several disciplines
	Master of Science in Dentistry	MSc(Dent)
	Bachelor of Science Honours in Dental Sciences	BScHons (Dental Sciences)
	Postgraduate Diploma in Dentistry	PDip Dent (Endodontics) SMU
	Doctor of Philosophy	PhD
	Doctor of Dentistry	D Dent

	Master of Science Dentistry	MScDent (Community Dentistry) Wits
	Master of Science Dentistry	MScDent (Implantology) Wits
	Master of Science Dentistry	MScDent (Endodontics) Wits
	Master of Science Dentistry	MScDent (Prosthodontics) Wits
	Master of Science Dentistry	MScDent (Maxillo-Facial Radiology) Wits
	Master of Science Dentistry	MScDent (Oral Pathology) Wits
<b>Witwatersrand, University of</b>	Master of Science Dentistry	MScDent (Oral Medicine) Wits
	Master of Science Dentistry	MScDent (Orthodontics) Wits
	Master of Science Dentistry	MScDent (Maxillo-Facial and Oral Pathology) Wits
	Master of Science Dentistry	MScDent (Paedodontics) Wits
	Master of Science Dentistry	MScDent (Restorative Dentistry) Wits
	Doctor of Dental Surgery	DChD Pret
	Doctor of Philosophy	PhD Pret

	Doctor of Science	DSc Pret
	Master of Dental Surgery in Oral Pathology	MChD (Oral Path) Pret
	Master of Dental Surgery in Prosthodontics	MChD (Pros) Pret
	Master of Dental Surgery in Oral Medicine and Periodontics	MChD (OMP) Pret
<b>Pretoria, University of</b>	Master of Dental Surgery in Orthodontics	MChD (Orth) Pret
	Master of Dental Surgery in Community Dentistry	MChD (Comm Dent) Pret
	Master of Dental Surgery (Maxillo-facial and Oral Surgery Medicus)	MChD (ChirMaxFac-Med) Pret
	Master of Dental Surgery (Maxillo-facial and Oral Surgery Dental)	MChD (ChirMaxFac-Dent) Pret
	Master of Science Dentistry	MScDent Pret
	Master of Science Dentistry	MScDent (Oral Surg) Pret
	Master of Science Dentistry	MScDent (MaxFac Oral Rad) Pret
	Postgraduate Diploma in Dentistry	PGDip Dent (Endodontics) Pret
	Postgraduate Diploma in Dentistry	PGDip Dent (Orthodontics) Pret

	Postgraduate Diploma in Dentistry	PGDip Dent (Forensic Odontology) Pret
	Postgraduate Diploma in Dentistry	PGDip Dent (Pedodontics) Pret
	Postgraduate Diploma in Dentistry	PGDip Dent (Oral Surgery) Pret
	Postgraduate Diploma in Dentistry	PGDip Dent (Periodontology) Pret
	Postgraduate Diploma in Dentistry	PGDip Dent (Restorative Dentistry) Pret
	Postgraduate Diploma in Dentistry	PGDip Dent (Prosthetics) Pret
	Postgraduate Diploma in Dentistry	PGDip Dent (Oral Medicine) Pret
	Postgraduate Diploma in Dentistry	PGDip Dent (Oral Microbiology) Pret
	Postgraduate Diploma in Dentistry	PGDip Dent (Preventive Dentistry) Pret
	Postgraduate Diploma in Dentistry	PGDip Dent (Community Dentistry) Pret
	Postgraduate Diploma in Dentistry	PGDip Dent (Practice Management) Pret
	Postgraduate Diploma in Dentistry	PGDip Dent (Dental Materials) Pret
	Postgraduate Diploma in Dentistry	PGDip Dent (Aesthetic Dentistry) Pret

	Postgraduate Diploma in Dentistry	PGDip Dent (Implantology) Pret
	Postgraduate Diploma in Dentistry	PGDip Dent (Prosthodontics) Pret
	Postgraduate Diploma in Dentistry	PGDip Dent (Radiography) Pret
	Postgraduate Diploma in Dentistry	PGDip Dent (Oral Pathology) Pret
	Master of Dental Surgery in Community Dentistry	MChD (Comm Dent) UWC
	Master of Dental Surgery in Maxillofacial & Oral Surgery	MChD (ChirMaxFac) UWC
	Master of Dental Surgery in Oral Pathology	MChD (Oral Path) UWC
	Master of Dental Surgery in Orthodontics	MChD (Orth) UWC
	Master of Dental Surgery in Prosthodontics	MChD (Pros) UWC
	Master of Dental Surgery in Oral medicine and Periodontics	MChD (OMP) UWC
<b>Western Cape, University of the</b>	Doctor of Science	DSc (UWC)
	Master of Science Dentistry	MScDent (Dental Public Health) UWC
	Master of Science Dentistry	
	Master of Science Dentistry	MScDent (Forensic Dentistry) UWC

	Master of Science Dentistry	MScDent (Maxillofacial Surgery) UWC
	Master of Science Dentistry	MScDent (Oral Medicine) UWC
	Master of Science Dentistry	MScDent (Periodontology) UWC
	Master of Science Dentistry	MScDent (Oral Medicine and Periodontology) UWC
	Master of Science Dentistry	MScDent (Oral Pathology) UWC
	Master of Science Dentistry	MScDent (Paediatric Dentistry) UWC
	Master of Science Dentistry	MScDent Restorative Dentistry) UWC

	Master of Science in Maxillofacial Radiology	MSc (Maxillofacial Radiology)
	Postgraduate Diploma in Dentistry	PGDip Dent (Aesthetic Dentistry) UWC
	Postgraduate Diploma in Dentistry	PGDip (Dentistry) UWC
	Postgraduate Diploma in Dentistry	PGDip Dent (Endodontics) UWC
	Postgraduate Diploma in Dentistry	PGDip Dent (Forensic Dentistry) UWC
	Postgraduate Diploma in Dentistry	PGDip Dent (Implantology) UWC
	Postgraduate Diploma in Dentistry	PGDip Dent (Interceptive Orthodontics) UWC

	Postgraduate Diploma in Dentistry	PGDip Dent (Maxillofacial Radiology) UWC
	Postgraduate Diploma in Dentistry	PGDip Dent (Oral Pathology) UWC
	Postgraduate Diploma in Dentistry	PGDip Dent (Paediatric Dentistry) UWC
	Postgraduate Diploma in Dentistry	PGDip Dent (Sedation and Pain Control) UWC
	Postgraduate Diploma in Dentistry in Minor Oral Surgery	PGDip (Minor Oral Surgery)


Signed by:Melissa De Graaff  
Signed at:2022-05-09 12:34:15 +02:00  
Reason:I approve this document



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**MS. MELISSA DE DRAAFF**  
**ACTING REGISTRAR**

**DATE:** 09/05/22

**BOARD NOTICE 280 OF 2022****ROAD ACCIDENT FUND****SUBSTITUTION OF RAF 1 THIRD PARTY CLAIM FORM AND  
EFFECTIVE DATE FOR TERMS AND CONDITIONS UPON WHICH CLAIMS FOR COMPENSATION SHALL  
BE ADMINISTERED**

The Road Accident Fund hereby, in accordance with Regulation 7(1) of the Road Accident Fund Regulations, 2008 substitutes for the RAF 1 Third Party Claim Form published in GNR.770 of 21 July 2008: Road Accident Fund Regulations, 2008 (Government Gazette No. 31249) the RAF 1 Third Party Claim Form set out in the Schedule.

The substitution of the RAF 1 Third Party Claim Form and the terms and conditions upon which claims for compensation shall be administered, as set out in Board Notice 271 of 2022 published on 6 May 2022 in Government Gazette No. 46322, shall come into effect on 1 June 2022.

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**SCHEDULE**

# RAF 1 FORM



## Important information

- This is a Form to be completed for claims for compensation under section 17 of the Road Accident Fund Act as prescribed in section 24(1)(a) and regulation 7.
- This Form must be completed in its full particulars and in instances where there are asterisks indicating that supporting documents will be required, such must be included for completeness.
- Your attention is drawn to the provision of section 24(4)(a) that any Form that is not completed in its full particulars shall not be acceptable as a claim.
- Consequently, your submitted Form would not interrupt prescription as provided for in section 23 of the Act
- The RAF reserves the right not to accept an incomplete Form.
- The Form and relevant supporting documents can be sent to us by registered mail or delivered by hand to any of our regional offices
- This Form consists of three sections, Section A, B and C.
- Complete Section A and B if claiming for Injury benefits and section A and C for death benefits.

## Section A

### 1. Capacity

<b>Unrepresented</b>			
<b>Represented</b>		<i>*Attach power of attorney</i>	
<b>1.1 Details of Legal Representative</b>			
<b>Representative Name &amp; Surname</b>			
<b>Name of Firm</b>			
<b>1.2 Bank Account Details of Claimant / Legal Representative</b>			
<b>Bank Name</b>			
<b>Branch Number</b>			
<b>Account Number</b>			
<b>Name of Account Holder</b>			
<b>2. Personal Information</b>			
<b>2.1 Personal Details of the Claimant</b>			
<b>Title</b>		<b>Date of Birth</b>	
<b>Name and Surname</b>			
<b>ID Number / Passport Number</b>			
<b>Residential Address</b>	Complex		
	Street		
	Town		
	Province		
	Postal Code		
<b>Postal Address</b>	Complex		
	Street		
	Town		
	Province		
	Postal Code		
<b>Home Telephone Number</b>		<b>Work Telephone Number</b>	
<b>Cellular Number</b>		<b>Email</b>	
<b>Preferred method of communication</b>	<input checked="" type="checkbox"/>	Email	SMS Post Tel /Cell
<b>Home / Preferred Language of Communication</b>			
<b>Ethnicity / Race</b>		<b>Country of Birth</b>	
<b>Country of Residence</b>			
<b>Relationship to the Injured /Deceased</b>			
<b>Sex</b>	<input checked="" type="checkbox"/>	Male	Female

2.2 Personal Details of the Injured (complete only if the claimant is not the injured)						
Title		Name and Surname				
Date of Birth		ID Number / Passport Number		* Attach a certified copy of ID, unabridged birth certificate or passport		
Residential Address	Complex					
	Street					
	Town					
	Province					
	Postal Code					
Postal Address	Complex					
	Street					
	Town					
	Province					
	Postal Code					
Home Telephone Number			Work Telephone Number			
Cellular Number			Email			
Preferred method of communication			<input checked="" type="checkbox"/>	Email	SMS	Post
Home / Preferred Language of Communication				Marital Status		
Ethnicity / Race				Country of Birth		
Country of Residence						
Sex	<input checked="" type="checkbox"/>	Male		Female		

2.3 Personal Details of the Deceased						
Title		Name and Surname				
Date of Birth		Date of Death		* Attach a certified copy of death certificate		
Residential Address	Complex					
	Street					
	Town					
	Province					
	Postal Code					
Time of Death		ID Number / Passport Number		* Attach a certified copy of ID or passport		
Country of Birth						
Country of Residence						
Sex	<input checked="" type="checkbox"/>	Male		Female		

2.4 Personal Details of Dependants No:1	
Title	
Name and Surname	
Date of Birth	
ID Number / Passport Number	<i>* certified marriage certificate/ unabridged birth certificate/Affidavit confirming relationship</i>
Ethnicity / Race	
Country of Birth	
Country of Residence	
Sex (Male/Female)	
Relationship to the Deceased	
Reason for dependence	
Marital Status	

2.4 Personal Details of Dependants No:2	
Title	
Name and Surname	
Date of Birth	
ID Number / Passport Number	<i>* certified marriage certificate/ unabridged birth certificate/Affidavit confirming relationship</i>
Ethnicity / Race	
Country of Birth	
Country of Residence	
Sex (Male/Female)	
Relationship to the Deceased	
Reason for dependence	
Marital Status	

2.4 Personal Details of Dependants No:3	
Title	
Name and Surname	
Date of Birth	
ID Number / Passport Number	<i>* certified marriage certificate/ unabridged birth certificate/Affidavit confirming relationship</i>
Ethnicity / Race	
Country of Birth	
Country of Residence	
Sex (Male/Female)	
Relationship to the Deceased	
Reason for dependence	
Marital Status	

2.4 Personal Details of Dependants No:4	
Title	
Name and Surname	
Date of Birth	
ID Number / Passport Number	<i>* certified marriage certificate/ unabridged birth certificate/Affidavit confirming relationship</i>
Ethnicity / Race	
Country of Birth	
Country of Residence	
Sex (Male/Female)	
Relationship to the Deceased	
Reason for dependence	
Marital Status	

Complete additional pages in case of more than four dependants

2.5 Next of Kin Details						
Title	Name and Surname					
Home Telephone Number		Work Telephone Number				
Cellular Number		Email				
Relationship to Claimant/Injured						
3. Accident Details						
3.1 Motor Vehicle Accident Details						
Date of Accident						
Time of Accident						
Place of accident	Street					
	Town					
	Province					
	Postal Code					
Name and Address of Police Station were the accident was reported	Name					
	Town					
	Province					
	Postal Code					
Contact details of SAPS station	<i>* Attach SAPS Accident Report</i>					
Name of investigating officer	<i>* Attach a docket</i>					
Accident Report Number (AR number)						
Case Number (CR number)						
Post mortem results relating to the deceased	<i>* Post-mortem report/ Inquest record/ charge sheet/other documents proving that the deceased was killed in the accident</i>					
3.2 Injured/Deceased Capacity						
Capacity in Accident	<input checked="" type="checkbox"/>	Driver	Motorcyclist	Passenger	Cyclist	Pedestrian
Vehicle Registration Number						
Driver Name & Surname						
Vehicle Make and Model						
Please indicate if the vehicle claimed against is a public transport vehicle	<input checked="" type="checkbox"/>	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	
Driver Physical Address	Complex					
	Street					
	Town					
	Province					
	Postal Code					
Driver cell phone number						

*To be completed where the injured or deceased was a pedestrian or cyclist*

3.3 Accident Scenarios of Pedestrians & Cyclists Details	
Crossing a road with poor visibility & unobstructed view of oncoming traffic	✓
Crossing the road at a robot controlled intersection/pedestrian crossing/robot controlled pedestrian crossing	
Crossing in front or behind a stationary vehicle	
Crossing a highway	
Running/Cycling across the road	
Pedestrian standing on the centre line/painted island/centre island	
Was the injured pedestrian or cyclist under 7 year at the time of accident?	
Was the injured pedestrian or cyclist between 7 and 14 years at the time of accident?	

*To be completed where the injured or deceased was a driver or motorcyclist*

3.4 Driver / Motorcyclist		
Vehicle Registration Number		
Vehicle type		
Vehicle Owner Name & Surname		
Vehicle Owner Telephone Number		
Vehicle Owner Cell Number		
Vehicle Owner Physical Address	Complex	
	Street	
	Town	
	Province	
	Postal Code	
Drivers Licence number		
Category of licence and restrictions		
Date of issue		
Valid	From	To
Insurance details (Include all details of claim)		

3.5 Accident scenarios of a Driver				✓ or not applicable
Head on collision	Yes	No		
Rear end collision	Yes	No		
Stop street controlled intersection (4 way, T junction, opposing stop streets)	Yes	No		
Robot controlled intersection	Yes	No		
Tyre burst	Yes	No		
Collision with animal	Yes	No		
Single vehicle accident	Yes	No		
Accident with object	Yes	No		
Poor visibility/dust cloud/smoke	Yes	No		
Right turn	Yes	No		
Overtaking	Yes	No		
Lane change	Yes	No		
T junction	Yes	No		
Merging/ joining/ yield sign	Yes	No		
Traffic circle	Yes	No		
Stationary vehicle	Yes	No		
Reversing	Yes	No		
3.6 Details of other vehicle(s) involved in the accident				
Vehicle Registration Number				All vehicles involved
Vehicle make and model				
Driver Contact Details				All vehicles involved
Unidentified Motor Vehicle	Yes		No	
Complete additional pages in case of more than one vehicle				
3.7 Witnesses				
Any Witnesses to the Accident?	Yes		No	
Witness Name and Surname				
Witness Address				
Witness Telephone Number				
Witness Cell Number				
Complete additional pages in case of more than one witness				
3.8 Safety Measures				
Was the seatbelt worn at time of accident or helmet?	Yes		No	
Blood alcohol tested	Yes		No	
Results	If Yes Attach results		Yes	No

Section B Injury Benefits			
4. Benefits Claimed			
Past loss of earnings	R	_____	
Future loss of earnings	R	_____	
General Damages	R	_____	
Past Medical Expenses	R	_____	
Future Medical Expenses	R	_____	
5. Employment Information			
5.1 Compensation for Occupational Injuries and Disease Act, 1993 (If applicable)			
MVA under Compensation for Occupational Injuries and Diseases Act, 1993	Yes	No	
Claim Lodged with the Compensation Fund?	Yes	No	
Compensation Fund Reference Number	_____		
Amount Received	_____		
Final Award	<small>*Attach final award</small>	Yes	No
5.2 Employment Status			
Status	<input checked="" type="checkbox"/>	Employed	Self-Employed      Unemployed
Employment Sector Category	<input checked="" type="checkbox"/> <small>or not applicable</small>		
Self-employed	_____		
Public Servant	_____		
Formal Regulated Industry	_____		
Informal Unregulated Industry	_____		
Employment Sector	_____		
Agriculture, Food and Natural Resources	_____		
Architecture and Construction	_____		
Arts, Audio/Video Technology and Communications	_____		
Business Management and Administration	_____		
Education and Training	_____		
Finance	_____		
Government and Public Administration	_____		
Health Science	_____		
Hospitality and Tourism	_____		
Human Services	_____		
Information Technology	_____		
Law, Public Safety, Corrections and Security	_____		
Manufacturing	_____		
Marketing, Sales and Service	_____		
Science, Technology, Engineering and Mathematics	_____		
Transportation, Distribution and Logistics	_____		
Other (specify)	_____		

5.3 Employed Details				
Occupation				
Annual Remuneration (pre accident)				
Annual Remuneration (post accident)				
Highest Qualification and NQF Level				
Was the injured required to take time of duty?				
If yes , please specify the dates				
Number of work days absent				
Did you receive any remuneration while away from work?				
State amount received				
Nature of Payment Received		<input checked="" type="checkbox"/>	Employment Contract	<input type="checkbox"/> Ex-gratia
5.4 Employer's Details				
Name of Employer				
Postal Address				
Telephone Number				
Contact Person				
Employee Number				
Basis of Employment		<input checked="" type="checkbox"/> Permanent	<input type="checkbox"/> Temporary	<input type="checkbox"/> Casual / Contract
Period of Temporary / Contract / Casual Employment				
5.5 Proof of Income				
Payslips	<input type="checkbox"/>	Tax Return	<input type="checkbox"/>	Declaration to give RAF consent to validate any income <input checked="" type="checkbox"/> <input type="checkbox"/>
Printout of Payments from Employer	<input type="checkbox"/>	Bank Statements	<input type="checkbox"/>	
Other (Specify)				
Tax Reference Number				
5.6 Self Employed				
Business Name				
Nature of Business				
Business Address				
Type of Business Entity	<input checked="" type="checkbox"/>	<input type="checkbox"/> Sole Trader	<input type="checkbox"/> Partnership	<input type="checkbox"/> Trust
		<input type="checkbox"/> Company	<input type="checkbox"/> Close Corporation	<input type="checkbox"/> Other
5.7 Minor's Injury Claims (as applicable)				
Level of education at the time of accident				
Age at the time of accident				
Level of education at the time of submitting the claim				
Age at the time of submitting claim				
School /university report pre - accident		<i>* minimum 3 years' report</i>		
School /university report post - accident				
6. Injury Details				
Type(s) of Injuries				
Severity of Injuries				
List of Injuries				
Hospital				
Address of Hospital				
Person who treated the deceased				

6.1 Substantial Compliance Injury Claims	
<b>Standard documents</b>	✓ <small>or not applicable</small>
Statutory Medical Report	
Amount Claimed as Compensation	
Certified copy of Claimant's ID (If claimant is a foreigner, proof of identity must be accompanied by documentary proof that the claimant was legally in South Africa at the time of the accident)	
Certified copy of Injured Identity Document (if different from Claimant) (If claimant is a foreigner, proof of identity must be accompanied by documentary proof that the claimant was legally in South Africa at the time of the accident)	
Unabridged birth certificate (if a natural guardian is claiming on behalf of a minor). If it's the legal guardian claiming on behalf of minor they must submit a court order or certified copies of Masters Letters of appointment	
Officers Accident Report or Case Docket and Sketch Plan	
Permission for the Fund to obtain and inspect hospital and medical records in terms of s19 (e)(ii) and 19 (e)(iii)	
Consent for RAF to obtain and inspect financial and earnings information	
Power of Attorney (if Represented)	
Affidavit in terms of Section 19 (f) (i)	
All statements and documents in claimant's possession as outlined in s19 (f)(ii)	
<b>Loss of Earnings</b>	
Copies of all medical and hospital records, including photographs of the injuries	
Employer's certificate showing nature of employment, the period of service, remuneration, prospects of advancement and retirement age	
Proof of any other income (If applicable)	
Claimant's income tax returns submitted to SARS for the period during which the claimant was required to submit income tax returns, limited to the most recent three tax years, as applicable. (If not applicable, communication from SARS that the claimant is / was not registered as a taxpayer with SARS, in which case bank statements for the most recent three years preceding the date of accident will be required, as applicable.)	
Payslips pre and post-accident	
Copies of all hospital and medical accounts	
Medical reports or documentation establishing or substantiating claimant's temporary/ permanent disability and the loss of earnings claimed	
Official confirmation of remuneration / compensation received from other sources	
Official documentation confirming any disability grant	
Official confirmation of the Compensation Fund's award (if claimant was injured during the course and scope of employment)	
<b>Past Medical Expenses</b>	
An itemised tax invoice from a registered medical provider/or hospital for past medical expenses	
Proof of payment of medical expenses	
Copies of all medical and hospital records	

7. Medical Report										
<i>Section 24(2)(a) provides that this report shall be completed by the medical practitioner who treated the injured or deceased person for the bodily injuries sustained by him/her in the accident from which this claim arises or by the superintendent (or his representative) of the hospital in which the injured or deceased person was treated for such bodily injuries.</i>										
Patient Name and Surname										
Patient ID Number										
Patient Date of Birth										
Have you verified that this is the person mention in the injured section of the claim form using ID or Passport										
Date when first seen after the accident										
Did you treat the patient any time before?										
If yes, give date of last such treatment and nature of correct ailment										
Give full details of the nature of the injuries and any complications (e.g. fractured rib with haemothorax, contusion of the heart, compound fracture etc.)										
Parts of the body injured and degree										
	Head	CNS	Chest	Neck	Abdomen	Back	Upper Limbs	Lower Limbs	Pelvis	Musculo-skeletal & skin
Minor										
Moderate										
Severe										
ICD 10 CODE			PROCEDURE				TREATMENT PLAN			
8. Level of care and duration										
Level of care					Duration					
ICU										
High Care					<i>*Attach any clinical notes</i>					
Ward										
Step-down / Rehabilitation										

Medical report continued	
Any other treatment give to date	
If no, has the condition stabilised	
Is there any future/ongoing medical treatment e.g. specialist, physiotherapy etc.?	Yes
	No
If yes, provide name and address of treating service provider	
Any other treatment give to date?	
Is there any current or future permanent disability?	Yes
	No
If yes, provide details	
If no, has the condition stabilised	
Is there any future/ongoing medical treatment e.g. specialist, physiotherapy etc.?	Yes
	No
If yes, provide name and address of treating service provider	
What is the nature of such treatment?	
Is hospitalisation foreseen in connection with future treatment referred to above?	Yes
	No
What are the pre-existing conditions?	
Have the injuries aggravated any pre-existing pathological condition?	Yes
	No
If yes, please give details	
Has any such pre-existing pathological conditions aggravated the effects of trauma?	Yes
	No
If yes, please give details	
Has the patient been confined to a hospital/rehab centre/stepdown facility?	Yes
	No
Date of admission	
Name and address and practice number of facility	
Hospital reference number	
Date of discharge or when discharge is expected	
If in employment at date of accident, state date when return to employment is expected	
9. Medical Report - Medical Practitioner's Details	
Name and Surname	
Speciality	
Practice Number (HPCSA and/or BHF)	
Telephone Number	
E-mail Address	
Cell Number	
Postal Address	
Physical Address	

CONTINUES ON PAGE 258 OF BOOK 3

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

## Section C Death Benefits

### 9.1 Benefits claimed

<b>Funeral Expenses</b>	R _____	*Specified Voucher (Tax invoice for funeral expenses) *Proof of Income *Specified vouchers and proof of payment
<b>Past Loss of Support</b>	R _____	
<b>Future Loss of Support</b>	R _____	
<b>Past Medical Expenses</b>	R _____	

### 10. Employment Details

#### 10.1 Details of Workman's Compensation (If applicable)

<b>MVA under Compensation for Occupational Injuries and Diseases Act</b>	Yes	No
<b>Claim Lodged with the Compensation Fund?</b>	Yes	No
<b>Compensation Fund Reference Number</b>		
<b>Amount Received</b>		
<b>Final Award</b>	Yes	No

\*Attach final award

#### 9.2 Deceased Employment Status

<b>Status</b>	✓	Employed	Self-Employed	Unemployed
<b>Employment Sector Category</b>				✓ <small>or not applicable</small>
Self-employed				
Public Servant				
Formal Regulated Industry				
Informal Unregulated Industry				
<b>Employment Sector</b>				
Agriculture, Food and Natural Resources				
Architecture and Construction				
Arts, Audio/Video Technology and Communications				
Business Management and Administration				
Education and Training				
Finance				
Government and Public Administration				
Health Science				
Hospitality and Tourism				
Human Services				
Information Technology				
Law, Public Safety, Corrections and Security				
Manufacturing				
Marketing, Sales and Service				
Science, Technology, Engineering and Mathematics				
Transportation, Distribution and Logistics				
Other (specify)				

<b>Final Award</b>	YES	NO
--------------------	-----	----



12.1 Substantial Compliance Death Claims	
Standard documents	or not applicable 
Completed Statutory Medical Report (Only applicable if the deceased did not die at the scene)	
Hospital and medical records (Only applicable if the deceased did not die at the scene)	
Amount Claimed as Compensation	
Certified copy of Claimant's ID (If claimant is a foreigner, proof of identity must be accompanied by documentary proof that the claimant was legally in South Africa at the time of the accident)	
Certified copy of Dependants ID	
Certified copy of Deceased ID	
Certified copy of Death Certificate	
Unabridged birth certificate (if a natural guardian is claiming on behalf of a minor). If it's the legal guardian claiming on behalf of minor they must submit a court order	
Officers Accident Report or Docket and Sketch Plan	
Consent for RAF to obtain and inspect hospital and medical records in terms of section 19 (e)(ii) and 19 (e)(iii)	
Court Order or Masters' letter of appointment (If Curator submitting on behalf of minor – LoS (Loss of Support) (If applicable) or certified copies of Masters Letters of appointment	
Power of Attorney (if Represented)	
Affidavit in terms of Section 19 (f) (i)	
Any other statements/documents in accordance with section 19 (f) (ii)	
Post Mortem/ Inquest Report/Charge sheet and/or any other document(s) proving that the deceased was killed in the collision or as a result of the collision	
<b>Funeral</b>	
Specified Voucher (Tax invoice for funeral expenses)	
Proof of Payment of funeral expenses	
Proof of relationship to deceased (certified marriage certificate/unabridged birth certificate/affidavit confirming relationship)	
<b>Loss of Support</b>	
Certified copy of marriage certificate/Certificate proving customary marriage/un-abridged birth certificate	
If not married, an affidavit setting out the legal basis of claimant's dependency on deceased	
Employer's certificate of deceased's service showing nature of employment, the period of service, remuneration, prospects of advancement and compensation and retirement age	
Payslips	
Copy of maintenance order, if any	
The child support grant official documents (if applicable)	
Deceased tax records (if not available, communication from SARS that Claimant is not registered for tax, in which case a bank statement for three years preceding death must be submitted)	
Official proof of additional income (if applicable)	
Copy of Liquidation and Distribution account (if applicable)	
Employer's certificate of surviving spouse indicating period of employment, remuneration, prospects of advancement	
Proof of Guardianship (if claimant not biological parent)	
Academic records in respect of minor dependents	
Actuarial report	
Post Mortem Report/Inquest record/change sheet/ other documents proving that the deceased was killed in the accident	
Deceased's medical and hospital records (if applicable)	
Official confirmation of the Compensation Fund's award if the deceased died in the course and scope of employment	
<b>Past Medical Expenses</b>	
An itemised tax invoice from a registered medical provider/or hospital for past medical expenses with proof of payment	

13. Medical Report (only applicable where the Deceased did not die at the scene)										
<i>Section 24(2)(a) provides that this report shall be completed by the medical practitioner who treated the injured or deceased person for the bodily injuries sustained by him/her in the accident from which this claim arises or by the superintendent (or his representative) of this hospital in which the injured or deceased person was treated for such bodily injuries.</i>										
Patient Name and Surname										
Patient ID Number										
Patient Date of Birth										
Have you verified that this is the person mention in the injured section of the claim form using ID or Passport										
Date when first seen after the accident										
Did you treat the patient any time before?										
If yes, give date of last such treatment and nature of correct ailment										
Give full details of the nature of the injuries and any complications (e.g. fractured rib with haemothorax, contusion of the heart, compound fracture etc.)										
Parts of body injured and degree										
	Head	CNS	Chest	Neck	Abdomen	Back	Upper Limbs	Lower Limbs	Pelvis	Musculo-skeletal & skin
Minor										
Moderate										
Severe										
ICD 10 CODE		PROCEDURE				TREATMENT PLAN				
13.1 Level of care and duration										
Level of care					Duration					
ICU										
High Care					*Attach any clinical notes					
Ward										
Step-down / Rehabilitation										
Ward										

Medical Report continued		
Any other treatment given to date		
If no, has the condition stabilised?	Yes	No
Is there any future/ongoing medical treatment e.g. specialist, physiotherapy etc.?	Yes	No
If yes, provide name and address of treating service provider		
Any other treatment give to date?		
Is there any current or future permanent disability?	Yes	No
If yes, provide details		
If no, has the condition stabilised?		
Is there any future/ongoing medical treatment e.g. specialist, physiotherapy etc.?		
If yes, provide name and address of treating service provider		
What is the nature of such treatment?		
Is hospitalisation foreseen in connection with future treatment referred to above?	Yes	No
What are the pre-existing conditions?		
Have the injuries aggravated any pre-existing pathological condition?	Yes	No
If yes, please give details		
Has any such pre-existing pathological conditions aggravated the effects of trauma?	Yes	No
If yes, please give details		
Has the patient been confined to a hospital/rehab centre/stepdown facility?	Yes	No
Date of admission		
Name and address and practice number of Facility		
Hospital reference number		
Date of discharge or when discharge is expected		
If in employment at date of accident, state date when return to employment is expected		
13.2 Medical Report - Medical Practitioners Details		
Name and Surname		
Speciality		
Practice Number (HPCSA and/or BHF)		
Telephone Number		
E-mail address		
Cell Number		
Postal Address		
Physical Address		

**14. Mandatory information / documentation to be submitted for claims payments**

**To ensure that payments are processed in line with the settlement agreements concluded and / in compliance with court orders, the following documents must accompany any requests for payment:**

1. Stamped Court Order / duly signed discharge form or settlement agreement.
2. Duly signed Power of Attorney.
3. Tax clearance certificate, which shall be submitted by the claimants' attorneys at least once a year.
4. Proof of banking details / confirmation of Banking Details (Trust Account).
5. Copy of the Contingency Fee Agreement concluded with the claimant and Proof of Compliance with section 4 of the Contingency Fee Act, alternatively, the attorney must submit an affidavit to confirm that there is no contingency fee agreement.

**15. Declaration and Consent:**

The Consent granted to the Road Accident Fund (RAF) in this paragraph authorises the RAF to obtain copies of any records and to access any information which relates to this claim for compensation and to contact any person or entity for purposes of obtaining or verifying such information and /or documentation.

I, \_\_\_\_\_ (name and surname of claimant), declare that, to the best of my knowledge, the information provided in this Third Party Claim Form is true and correct in every respect; and

I confirm that I am claiming compensation:

In my personal capacity as a result of injuries I sustained in the accident; alternatively

In my personal and / or representative capacity as \_\_\_\_\_

(state capacity) on behalf of \_\_\_\_\_ (name and surname of injured) who sustained injuries in the accident; alternatively

In my personal and / or representative capacity as \_\_\_\_\_ (state capacity)

of \_\_\_\_\_ (state name of the deceased) who died as a result of the injuries sustained in the accident.

(Indicate, and if applicable complete, the applicable statement above)

I hereby consent to the release, to the Road Accident Fund, of copies of all documentation and /or information, including, but not limited to, documentation and /or information of a medical or financial nature, in the possession of any person or entity, which documentation or information, in any way, relates to this claim for compensation arising from the motor vehicle accident detailed in the claim form

I further consent to, and authorise, the Road Accident Fund to contact any person or entity for purposes of obtaining or verifying such information and /or documentation.

\_\_\_\_\_  
**Signature of the Claimant**

\_\_\_\_\_  
**Signature of the Witness**

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