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REPUBLIC OF SOUTH AFRICA
REPUBLIEK VAN SUID AFRIKA

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PART 1 OF 2

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government
printing

Department:
Government Printing Works
REPUBLIC OF SOUTH AFRICA

HIGH ALERT: SCAM WARNING!!!

TO ALL SUPPLIERS AND SERVICE PROVIDERS OF THE GOVERNMENT PRINTING WORKS

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

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

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

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

Example of e-mails these fraudsters are using:

PROCUREMENT@GPW-GOV.ORG

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

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
- 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

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

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

Closing times for **ORDINARY WEEKLY** **GOVERNMENT GAZETTE** **2023**

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

- 22 December 2022, Thursday for the issue of Friday 30 December 2022
- 29 December 2022, Thursday for the issue of Friday 06 January 2023
- 06 January 2023, Friday for the issue of Friday 13 January 2023
- 13 January 2023, Friday for the issue of Friday 20 January 2023
- 20 January 2023, Friday for the issue of Friday 27 January 2023
- 27 January 2023, Friday for the issue of Friday 03 February 2023
- 03 February 2023, Friday for the issue of Friday 10 February 2023
- 10 February 2023, Friday for the issue of Friday 17 February 2023
- 17 February 2023, Friday for the issue of Friday 24 February 2023
- 24 February 2023, Friday for the issue of Friday 03 March 2023
- 03 March 2023, Friday for the issue of Friday 10 March 2023
- 10 March 2023, Friday for the issue of Friday 17 March 2023
- 16 March 2023, Thursday for the issue of Friday 24 March 2023
- 24 March 2023, Friday for the issue of Friday 31 March 2023
- 30 March 2023, Thursday for the issue of Thursday 06 April 2023
- 05 April 2023, Wednesday for the issue of Friday 14 April 2023
- 14 April 2023, Friday for the issue of Friday 21 April 2023
- 20 April 2023, Thursday for the issue of Friday 28 April 2023
- 26 April 2023, Wednesday for the issue of Friday 05 May 2023
- 05 May 2023, Friday for the issue of Friday 12 May 2023
- 12 May 2023, Friday for the issue of Friday 19 May 2023
- 19 May 2023, Friday for the issue of Friday 26 May 2023
- 26 May 2023, Friday for the issue of Friday 02 June 2023
- 02 June 2023, Friday for the issue of Friday 09 June 2023
- 08 June 2023, Thursday for the issue of Thursday 15 June 2023
- 15 June 2023, Thursday for the issue of Friday 23 June 2023
- 23 June 2023, Friday for the issue of Friday 30 June 2023
- 30 June 2023, Friday for the issue of Friday 07 July 2023
- 07 July 2023, Friday for the issue of Friday 14 July 2023
- 14 July 2023, Friday for the issue of Friday 21 July 2023
- 21 July 2023, Friday for the issue of Friday 28 July 2023
- 28 July 2023, Friday for the issue of Friday 04 August 2023
- 03 August 2023, Thursday for the issue of Friday 11 August 2023
- 11 August 2023, Friday for the issue of Friday 18 August 2023
- 18 August 2023, Friday for the issue of Friday 25 August 2023
- 25 August 2023, Friday for the issue of Friday 01 September 2023
- 01 September 2023, Friday for the issue of Friday 08 September 2023
- 08 September 2023, Friday for the issue of Friday 15 September 2023
- 15 September 2023, Friday for the issue of Friday 22 September 2023
- 21 September 2023, Thursday for the issue of Friday 29 September 2023
- 29 September 2023, Friday for the issue of Friday 06 October 2023
- 06 October 2023, Friday for the issue of Friday 13 October 2023
- 13 October 2023, Friday for the issue of Friday 20 October 2023
- 20 October 2023, Friday for the issue of Friday 27 October 2023
- 27 October 2023, Friday for the issue of Friday 03 November 2023
- 03 November 2023, Friday for the issue of Friday 10 November 2023
- 10 November 2023, Friday for the issue of Friday 17 November 2023
- 17 November 2023, Friday for the issue of Friday 24 November 2023
- 24 November 2023, Friday for the issue of Friday 01 December 2023
- 01 December 2023, Friday for the issue of Friday 08 December 2023
- 08 December 2023, Friday for the issue of Friday 15 December 2023
- 15 December 2023, Friday for the issue of Friday 22 December 2023
- 20 December 2023, Wednesday for the issue of Friday 29 December 2023

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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GOVERNMENT PRINTING WORKS - BUSINESS RULES

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

CLOSING TIMES FOR ACCEPTANCE OF NOTICES

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

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 after 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 after submission deadline
Northern Cape Liquor License Gazette	Monthly	First Friday of the month	Two weeks before publication	3 working days after submission deadline
National Liquor License Gazette	Monthly	First Friday of the month	Two weeks before publication	3 working days after 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.
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. 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). 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 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

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E-mail: subscriptions@gpw.gov.za

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GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NO. 2840

9 December 2022

NOTICE OF GAZETTE IN TERMS SECTION 11(1) 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, Act No. 22 of 1994 as amended that a land claim for Restitution of Land Rights has been lodged on the farm Halfdood 393 MS Vhembe District, Limpopo. The land claim was lodged on the 21st of December 1998.

Details of Lodgment

KRP NO.	CLAIMANT	I.D NUMBER	CLAIMED PROPERTY
1539	Manenje Kgakishi January	230426 5117 089	Halfdood 393 MS

Preliminary investigations that was conducted by the Office of the Regional land Claims Commissioner: Limpopo indicates that the claimant was dispossessed of land rights from Halfdood 393 MS.

Detailed information of the property under claim is as follows:

Property	Current owner	Title Deed	Total Extent	Endorsements/Encumbrances	HOLDER
Halfdood 393 MS.	Straaten Johannes Machiel Hattingh van and Straaten Hester Magdalena Van	T27368/2011PTA	1345.9701 ha	B9673/2002PTA K1435/1990SPTA	Absa Bank Ltd


All interested parties should take note 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 property 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 **KRP number 1539**

The Regional Land Claims Commissioner: Limpopo
Private Bag X9552
Polokwane, 0700

Submissions can also be hand delivered to:
61 Biccard Street
Polokwane
0700

OR

13TH -15TH Floor Thabakgolo Nedbank Building
50 – 58 Landros Mare Street
Polokwane, 0700


MR L.H MAPHUTHA
REGIONAL LAND CLAIMS COMMISSIONER

DATE: 2022/11/23

DEPARTMENT OF HIGHER EDUCATION AND TRAINING

NO. 2841

9 December 2022

HIGHER EDUCATION ACT, 1997 (Act No. 101 of 1997)**INSTITUTIONAL STATUTE
UNIVERSITY OF PRETORIA**

I, Dr BE Nzimande, MP, Minister of Higher Education, Science and Innovation, in accordance with section 33 (1) of the Higher Education Act, 1997 (Act No. 101 of 1997, as amended), hereby publish the amended Institutional Statute of University of Pretoria set out in the Schedule attached hereto.

**Dr BE Nzimande, MP****Minister of Higher Education, Science and Innovation****Date: 10/11/2022**

DEPARTMENT OF HIGHER EDUCATION AND TRAINING
HIGHER EDUCATION ACT, 1997 (ACT NO. 101 OF 1997)

**THE AMENDED INSTITUTIONAL STATUTE
OF THE UNIVERSITY OF PRETORIA**

The Council of the University of Pretoria has made amendments to the Statute, set out in the Schedule to this Notice in accordance with section 32 of the Higher Education Act, 1997 (Act No. 101 of 1997) as amended, which is, in terms of the provisions of section 33 of the said Act, hereby published with the approval of the Minister of Higher Education, Science and Innovation and which comes into operation on the date of its publication.

SCHEDULE

The aim is to introduce an amended Statute for the University of Pretoria to give effect to any law or guidelines relating to the University of Pretoria and to promote the effective and responsible management and governance of the University in respect of matters not expressly prescribed by any law.

PREAMBLE

WHEREAS THE UNIVERSITY OF PRETORIA

- * is duly established in terms of the Higher Education Act, 1997 as amended;

- * may make an institutional statute in terms of section 32(1)(a), subject to section 33, of the Act to give effect to matters not expressly prescribed by the Act;

AND WHEREAS THE UNIVERSITY OF PRETORIA

- * is driven by the values underpinning the Constitution, in particular, human dignity, equality and freedom;

- * pursues academic freedom, creative and innovative thought, ethical standards and integrity, accountability and social justice;

- * cherishes staff and students as the University's core assets;

- * promotes unity in diversity by embracing differing perspectives arising from diverse backgrounds and histories that define our identities, deepening scholarly inquiry and enriching academic debate;

AND WHEREAS THE UNIVERSITY OF PRETORIA

- * is committed to being a leading research-intensive university in Africa, recognised internationally for its quality, relevance and impact, and also for developing people, creating knowledge and making a difference locally and globally;

- * aims to benefit society through excellence in its core functions of research, teaching and learning, and integrating engagement with society and communities into these;

- * fosters an inquiry-led and evidence-based approach to creating knowledge;

- * promotes academic citizenship, and is committed to harnessing intellectual abilities in the interest of our nation and humanity;

- * endeavours to produce graduates who appreciate the importance of community service, entrepreneurial endeavours and innovative actions in generating employment and development in our local communities;

NOW, THEREFORE, THE COUNCIL OF THE UNIVERSITY OF PRETORIA MAKES THIS INSTITUTIONAL STATUTE, AS FOLLOWS:

INSTITUTIONAL STATUTE OF THE UNIVERSITY OF PRETORIA**CONTENTS**

CHAPTER 1	Definitions
CHAPTER 2	Institution
CHAPTER 3	Chancellor
CHAPTER 4	Vice-Chancellor and Principal, Vice-Principals, Executive Directors, Registrar and Chief Operating Officer
CHAPTER 5	Council
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CHAPTER 1

DEFINITIONS

1. **Definitions** – in this Statute, any word or expression to which a meaning has been assigned by the Higher Education Act, 1997 (Act No. 101 of 1997) as amended, has the meaning so assigned to it, and unless the context otherwise indicates:

“academic activity” includes contact, distance and online education, but is not limited thereto;

“academic employee” means any person appointed to teach and/or do research at the University and any other employee designated as such by the Council of the University;

“Act” means the Higher Education Act, 1997 (Act No. 101 of 1997) as amended;

“Chancellor” means the person as contemplated in Chapter 3;

“Chief Operating Officer” means a person appointed by the Council for purposes of assisting the Principal as contemplated in paragraph 12;

“Convocation” means the Convocation as contemplated in Chapter 9;

“Council” means the governing body of the University as contemplated in Chapter 5;

“days” includes Saturdays, Sundays and public holidays;

“Dean” means the head of a faculty or school as designated by the Council;

“diversity” means identifying and valuing the unique contribution people can make because of their individual background, interest, life experiences and perspectives.

“donor” means a person, body or entity who has made a donation, which, in the opinion of the Council, warrants that person, body or entity, being recognised as a donor as contemplated in Chapter 13;

“employee” means an academic or a professional services employee of the University;

“Executive” means the Principal, Vice-Principals, Executive Director(s), Registrar, Chief Operating Officer and other senior employees designated by the Principal;

“Executive Director” means a person appointed by the Council for purposes of assisting the Principal as contemplated in paragraph 12;

“functions” include powers and duties and *vice versa*;

“good standing” means a person who is regarded as having complied with all their financial obligations towards the University after having completed their studies at the University, or in the case of a student who is currently enrolled at the University, has made reasonable and satisfactory arrangements for the payment of their debt to the University, while not being subject to any form of previous disciplinary sanction imposed by the University, and not having been convicted of a crime;

“Institutional Forum” means the Institutional Forum as contemplated in Chapter 8;

“Institutional Rules” mean rules made by the University as contemplated in section 32 of the Act and include all the regulations and policy documents of the University;

“Minister” means the Minister responsible for higher education;

“professional services employee” means any employee who is not an academic employee;

“office bearer” means a functionary provided for in the Act or determined by the Council;

“Principal or Vice-Chancellor” means the chief executive and accounting officer of the University as contemplated in section 30 of the Act. The Principal is responsible for the management and administration of the University;

“professor” means an academic employee or any other person who has been given the title of professor by the University and includes adjunct, associate, full, as well as honorary and extraordinary professors;

“qualification” means a certificate, diploma or degree as approved by the Senate and Council;

“Registrar” means the person as contemplated in section 26(4)(b) of the Act and paragraph 12 of this Statute;

“relative” means a person as defined in the Act;

“representative employees’ organisation” means an organisation which consists of employees organised in a staff association or trade union for the purpose of regulating relations between themselves and the University and which is recognised by the Executive on such conditions as have been negotiated between the Executive and the employee organisation which recognition and conditions have been reduced to writing in a collective or recognition agreement;

“seat of the University” means the seat as contemplated in section 65A of the Act and paragraph 2 of this Statute;

“Senate” means the body responsible for academic matters as contemplated in section 28 of the Act and Chapter 6 of this Statute;

“senior management” means the Executive together with the Deans of all faculties as well as heads/directors of professional services departments so designated by the Principal: provided that for purposes of paragraph 37(1)(c) it means the Executive only;

“SRC” means the Student Representative Council as contemplated in section 35 of the Act and paragraph 59 of this Statute;

“Statute” means the statute framed and in force as contemplated in section 32 of the Act;

“student” means a person registered to study at the University;

“the University” means the University of Pretoria;

“Vice-Principal” means a person appointed by the Council for purposes of assisting the Principal as contemplated in paragraph 12;

“written notice” means any notice in writing and includes any notice sent as contemplated by the Electronic Communications and Transactions Act (Act No. 25 of 2002), or any act that amends or replaces it.

CHAPTER 2

INSTITUTION

2. **Name, seat and powers** – (1) The name of the University is the “University of Pretoria”.
- (2) The official street address of the University is: University of Pretoria, c/o Roper Street and Lynnwood Road, Hillcrest, Pretoria, South Africa. The official postal address of the University is: University of Pretoria, Private Bag X20, Hatfield, Pretoria 0028, South Africa.
- (3) The seat of the University is in the metropolitan area of Tshwane.
- (4) The University also conducts its academic activities within the area of jurisdiction of the Tshwane Local Authority, at its Business School in Illovo, Johannesburg, Gauteng and at eMalahleni and Mbombela in Mpumalanga.
- (5) The University of Pretoria is a university established in terms of the Act and is a juristic person as contemplated in section 20(4) of the Act.

- (6) The University functions in accordance with the Act, the Statute and the Institutional Rules of the University.
 - (7) The University may confer degrees and honorary degrees.
 - (8) The University may confer degrees and award diplomas and certificates in its own name as contemplated in section 65B and 65C of the Act and Chapter 9 of this Statute.
 - (9) The University may withdraw and revoke a degree, diploma and certificate as contemplated in section 65BA of the Act and Chapter 9 of this Statute.
- 3. Language policy** – The language policy of the University shall be determined by Council with the concurrence of Senate as provided for in section 27(2) of the Act.
- 4. Composition of the University** – (1) The University shall consist of –
- (a) a Chancellor;
 - (b) a Principal;
 - (c) Vice-Principals;
 - (d) Executive Directors;
 - (e) a Council;
 - (f) a Senate;
 - (g) a Registrar;
 - (h) a Chief Operating Officer;
 - (i) a Convocation;
 - (j) an Institutional Forum;
 - (k) faculties, departments, schools and such other academic structures of the University as may be determined by the Council;
 - (l) academic employees of the University;
 - (m) professional services employees of the University;
 - (n) a Student Representative Council;
 - (o) students of the University;
 - (p) various professional services departments and such other offices, bodies or structures as may be established by the Council; and
 - (q) all the University's property and assets.
- (2) No vacancy in any of the offices as contemplated in subparagraph (1) nor any deficiency in the numbers or defect in the composition of the bodies or structures as contemplated in subparagraph (1) impairs or affects the existence of the University as a juristic person or any functions, right or privilege conferred by the Act or this Statute upon the University or the Council or the Senate: provided that no resolution of the Council or of the Senate shall be valid unless passed at a meeting at which a quorum was present and the rules relating to any such meeting were materially complied with.

CHAPTER 3

CHANCELLOR

- 5. Functions of Chancellor** – (1) The Chancellor shall be the titular head of the University with no executive powers.
- (2) The Chancellor shall confer all degrees and award all diplomas and certificates in the name of the University.
- (3) In the absence of the Chancellor, degrees shall be conferred by the Principal or by one of the Vice-Principals; and diplomas and certificates shall be awarded by officials designated to do so by the Council.
- (4) The Chancellor performs such other functions as are assigned to him or her by the Council, subject to the provisions of paragraph 5(1).
- 6. Election and appointment of Chancellor** – (1) The Chancellor shall be elected by an Electoral College consisting of the members of Council and Senate.
- (2) If the office of Chancellor becomes vacant, the Registrar acting as Secretary to the Convocation shall give notice thereof to the members of the Electoral College and call for nominations for a successor.
- (3) No person shall be elected unless such a person has been nominated in writing, with their written consent, by at least two members of the Electoral College, and such nomination reaches the Registrar at least sixteen days before the meeting referred to in paragraph 6(5).
- (4) After the closing date for nominations, a special meeting of the Institutional Forum must be held before the meeting as contemplated in paragraph 6(5) for purposes of considering the nominations and advising the Electoral College on the appointment of a candidate to the office of Chancellor, taking into consideration diversity in all its manifestations.
- (5) The Registrar shall convene a meeting of the Electoral College by sending a written notice to each member of the Electoral College stating the time, date, place and purpose of the meeting at least two weeks before the date fixed for the meeting.
- (6) The nominations shall be submitted to the Electoral College by the Registrar for a final decision at the meeting referred to in paragraph 6(5).
- (7) Fifty plus one percent of the members of the Electoral College shall form a quorum. In the event that a meeting is not quorate, the meeting shall be adjourned for two hours whereafter it shall re-convene and the members at the re-convened meeting shall constitute a quorum.
- (8) The Principal shall be the Chairperson of the meeting of the Electoral College, but should the Principal be absent, the members present shall elect one of the Vice-Principals to act as Chairperson of that meeting.
- (9) The election shall be by secret ballot and a majority of the members present at the meeting as contemplated in paragraph 6(5) must vote for the successful candidate. Every member has one vote, except for the Chairperson who also has a casting vote.
- (10) If no candidate receives a majority of votes, successive rounds of voting are held.
- (11) In each successive round of voting, the candidate receiving the least number of votes is eliminated as a candidate.
- (12) After the Electoral College has elected a Chancellor, the name of the Chancellor is announced by the Chairperson of the Electoral College as soon as possible at an appropriate time.
- 7. Term of office** – (1) The Chancellor shall be elected for a period of five years, unless the incumbent's term of office is terminated as contemplated in paragraphs 7(4) and 7(5).

- (2) An incumbent may not serve for more than two consecutive terms.
- (3) If the Chancellor is unable, for any reason, to perform the functions of the office, or if the office of Chancellor becomes vacant, the Principal performs the functions of the Chancellor.
- (4) The term of office of the Chancellor terminates in the event of –
 - (a) death or incapacity;
 - (b) resignation; or
 - (c) removal from office by the Electoral College as contemplated in paragraph 7(5).
- (5) The Chancellor may only be removed from office by means of a resolution passed by a majority of the members of the Electoral College as contemplated in paragraph 6(1), and then only after the Chancellor has been given the opportunity to answer to the reasons provided by the Electoral College for such removal.

CHAPTER 4

VICE-CHANCELLOR AND PRINCIPAL, VICE-PRINCIPALS EXECUTIVE DIRECTOR(S), REGISTRAR AND CHIEF OPERATING OFFICER

VICE-CHANCELLOR AND PRINCIPAL

- 8. **Status** – The Principal is the Vice-Chancellor of the University *ex officio* and its chief executive and accounting officer.
- 9. **Functions of Principal** –
 - (1) The Principal is responsible for the management and administration of the University and has all the powers necessary to perform these functions.
 - (2) The Principal is the University's chief executive officer and is ultimately responsible for discipline at the University.
 - (3) The Council shall delegate to the Principal all the powers necessary to perform the responsibilities of the office.
 - (4) The Principal may in turn, delegate duties to other employees or the chairperson of any committee.
 - (5) The Principal reports to the Council.
 - (6) The Principal is an *ex officio* member of all the committees of the Council and the Senate, excluding the Human Resources Committee of Council and the Audit, IT (Information Technology) and Risk Committee of Council: provided that the Principal may attend the meetings of the latter committees by standing invitation.
 - (7) The Council may assign additional functions, and grant additional powers and privileges to the Principal as contemplated in section 68(2) of the Act.
 - (8) When the Principal is absent or unable to perform the duties of the office, the Principal may delegate said duties and associated powers to a member of the Executive as contemplated in section 68(3) of the Act.
 - (9) Where the Principal is absent or unable to perform the duties of the office and has not made a delegation as provided for in (8) above, the Vice-Principal Academic will act as Principal.

(10) If the office of the Principal becomes vacant for whatever reason, the Council must appoint an acting Principal for a period not exceeding 12 continuous months, from amongst the members of the Executive, in accordance with the Institutional Rules.

(11) An acting Principal will have the same duties, functions, powers and responsibilities as a Principal and will be accountable to the Council.

10. Appointment of Principal – (1) Subject to section 31(1) of the Act, the advertising of the post, the invitation for nominations of and applications by candidates, the search for suitable candidates, the criteria for the short-listing of candidates and the interviewing and appointment processes are in the manner determined by the Council and the Institutional Rules of the University.

(2) The Council shall, after consultation with the Senate and the Institutional Forum, appoint the Principal: provided that when the first term of a Principal has expired, the incumbent is eligible for reappointment for one further consecutive term or portion thereof as determined by Council without consultation with the Senate and the Institutional Forum.

11. Term of office of Principal – The Principal is appointed by the Council for a period of five years. The Principal is eligible for reappointment for one further consecutive term or portion thereof as determined by Council, subject to paragraph 10(2).

VICE-PRINCIPALS, EXECUTIVE DIRECTOR(S), REGISTRAR AND CHIEF OPERATING OFFICER

12. Duties – The Vice-Principals, Executive Director(s), Registrar and Chief Operating Officer are responsible for assisting the Principal in the management and administration of the University and have the powers and duties conferred upon them by the Council, this Statute, and the Institutional Rules and delegated to them by the Principal.

13. Appointment and terms of office – The Vice-Principals, Executive Director(s), Registrar and Chief Operating Officer are appointed by the Council in such manner as determined by the Council and the Institutional Rules, for a period of five years. The Vice-Principals, Executive Director(s), Registrar and Chief Operating Officer are eligible for reappointment for one further consecutive term or portion thereof as determined by Council.

CHAPTER 5

COUNCIL

14. Functions – (1) The Council governs the University subject to the provisions of the Act and this Statute.

(2) The Council shall perform all the duties imposed on it by this Statute.

(3) The Council is responsible for governance and policy-making at the University, as well as to monitor compliance therewith and, particularly, to lay down guidelines relating to –

- (a) strategic governance;
- (b) financial governance;
- (c) staff matters;

- (d) fostering a positive academic atmosphere;
 - (e) disciplinary matters regarding staff and students; and
 - (f) the admission and language policies of the University: provided that the language policy and aspects of the admission policy are determined with the concurrence of the Senate, as required by sections 27 and 37 of the Act.
- (4) The Council may appoint committees to assist it in carrying out its duties.
- (5) The Institutional Forum shall advise the Council, in writing, on the issues as contemplated in section 31(1)(a) of the Act. In instances where the Council does not accept the advice given, written reasons must be provided.
- (6) Subject to section 34 of the Act, the Council shall appoint people whom the Council considers necessary to manage the University effectively in line with the human resource policies of the University: provided that no person shall be appointed as an academic employee except after consultation with the Senate or a committee of the Senate.
- (7) The Council may delegate the function as set out in subparagraph (6) above to the Principal, with the right to further delegate, in accordance with the University's policy in this regard.
- (8) The Council shall –
- (a) ensure that an external audit is conducted on an annual basis in accordance with accepted audit principles and standards and that the recommendations are implemented;
 - (b) keep comprehensive records of all its proceedings;
 - (c) keep complete accounting records of all assets, liabilities, income, expenditure and other financial transactions as required by section 41(1) of the Act; and
 - (d) report to the Minister as contemplated in section 41(2) of the Act.
- (9) The Council, after consultation with the SRC, shall make provision for and establish in accordance with the Institutional Rules of the University, a structure or structures for advising the Council on the rendering of student services at the University.

15. Composition – (1) Council is constituted as follows –

- (a) the Principal;
- (b) the Vice-Principals;
- (c) three members of Senate;
- (d) six persons appointed by Council on the basis of their expertise and experience, *inter alia*, in the fields of education, general management, financial management, human resources, technology, investment, fundraising and philanthropy;
- (e) the President of the Convocation elected in accordance with the applicable Institutional Rules as provided for in paragraph 47(1);
- (f) three members of the Convocation of the University, elected/appointed by the Convocation in accordance with the applicable Institutional Rules as provided for in paragraph 48(2);
- (g) two student members as set out in paragraph 17(3);
- (h) five persons appointed by the Minister in accordance with section 27(4)(c) of the Act;
- (i) one person appointed by a local authority in whose area the University has its seat, to represent the communities served by the University;
- (j) two persons elected from the ranks of the donors of the University as provided for in paragraph 62;

- (k) one employee elected from the ranks of the academic employees who is not a member of Senate; and
 - (l) one employee elected from the ranks of the professional services employees.
 - (2) Council members are elected or appointed in accordance with the provisions of paragraph 17 of this Statute and the nomination and election of Council members shall be in accordance with each body's internal appointment or election procedures, but with a sensitivity to diversity in all its manifestations.
- 16. Term of office** – (1) The Principal and the Vice-Principals are members of Council for as long as they remain in their posts.
- (2) The term of office of student members elected by the SRC is the same as that of the SRC that appointed them.
 - (3) The term of office of all other members is four years: provided that a member's term of office that has expired may be extended for a maximum period of six months by the Council if, according to the Council, special circumstances so demand.
 - (4) Members, whose terms of office have expired, may be re-elected or reappointed. A Council member may not serve for more than two consecutive terms.
 - (5) A Council member's membership is terminated –
 - (a) if the Council member fails to attend three consecutive ordinary meetings of the Council without Council's consent;
 - (b) if the Council member is sequestered;
 - (c) if the Council member is found guilty of a crime that in the exclusive opinion of the Council is of such a serious nature that the member's continued membership of Council is not desirable;
 - (d) if the Council member is elected or appointed by a particular interest group and the Council member's membership of, or association with the interest group is terminated;
 - (e) if the Council rules that a conflict of interest has arisen or that it may arise, such as being a council member or a member of the management of another higher education institution in South Africa or a sitting politician (i.e. members of parliament or of provincial legislature); or
 - (f) if the Council member has transgressed Council's Code of Conduct.
 - (6) Apart from the Principal, Vice-Principals, representatives of the Senate and employee representatives and students appointed in terms of paragraph 17(3) to serve on Council, no other Council member shall be a permanent or temporary staff member or student of the University, and should this happen, such Council member's membership of the Council terminates immediately.
 - (7) Any person who has been a member of a council of a public higher education institution against whom an independent assessor has made an adverse finding, or has been implicated in a matter that will be to the detriment of the University's name, shall not be eligible for appointment, election, reappointment or re-election as a member of the Council of the University.
 - (8) Any person who is not in good standing with the University shall not be eligible for appointment, election, reappointment or re-election as a member of the Council of the University.
 - (9) A Council member is entitled at any time, to submit his or her resignation in writing to the Chairperson of Council.
 - (10) No person who has retired from the University of Pretoria, was previously employed by the University on a permanent full-time basis or was a student of the University may serve as a Council member

until a period of three years has passed since they ceased to be so employed or to be a student of the University.

17. Nomination and election procedures – (1) The Senate members who serve on Council shall be elected in accordance with the procedure prescribed in paragraph 35.

- (2) The Registrar shall arrange and administer an election of employee representatives on Council from the ranks of the academic and professional services employees in the following manner –
 - (a) Within a reasonable period of time before a specific election date, the Registrar shall offer –
 - (i) every permanent academic employee the opportunity to nominate a permanent academic employee to represent the permanent academic employees on the Council; and
 - (ii) every permanent professional services employee the opportunity to nominate a permanent professional services employee to represent the permanent professional services employees on the Council.
 - (b) Each nominated candidate shall be seconded by at least ten permanent employees (in the case of an academic nominee they must be academic employees and in the case of a professional services nominee they must be professional services employees) and the nominee shall indicate in writing to the Registrar that he or she accepts the nomination.
 - (c) On the closure of nominations, the Registrar shall arrange for an election in accordance with generally accepted election procedures.
 - (d) Permanent academic employees shall vote in respect of the vacancy to be filled by a permanent academic employee and permanent professional services employees shall vote in respect of the vacancy to be filled by a permanent professional services employee.
 - (e) An election shall be valid only if at least 15 per cent of the permanent academic employees or permanent professional services employees, as the case may be, participated in the election.
 - (f) The Registrar shall announce the results of the election as soon as possible after conclusion of the election.
 - (g) The Registrar shall determine, after consultation with the Director of Human Resources, whether an employee of the University, or an employee of the University jointly appointed by the University and another body, qualifies as an academic or a professional services employee.
 - (h) If an employee performs both academic and professional services tasks in accordance with their job description, that particular employee is considered to be an academic employee.
- (3) Student members on the Council shall be appointed at an ordinary or a special meeting of the SRC from the ranks of the SRC in accordance with an appointment procedure of the SRC.
- (4) The election of Council members from the ranks of the University's donors shall take place in accordance with paragraph 62 of this Statute.
- (5) The Registrar shall arrange and administer an appointment to Council of Council members on the basis of their expertise and experience in the following manner:
 - (a) The Registrar shall place an advertisement on online platforms with wide reach and on the University's website, inviting organisations, interest groups and individuals to nominate persons with expertise and experience as determined by the Council, to serve on the Council: provided that if, in the opinion of the Council, the advertisements fail to elicit a satisfactory response, the Council may request organisations or individuals to nominate additional persons.

- (b) The Executive Committee of Council, after consultation with the Registrar, may draw up a list of the most suitable nominees for recommendation to the Council: provided that the names of all nominees will be tabled at the Council meeting.
- (c) The members of Council shall be appointed at an ordinary or an extraordinary meeting of the Council from the ranks of the nominees, after taking into consideration the recommendations made by the Executive Committee of Council.
- (6) In appointing members of Council as contemplated in subparagraph (5), the Council shall take into account that, apart from the required expertise and experience of the individual candidates, it is also desirable to have a broad and balanced representation on the Council as far as gender, age and racial composition are concerned.
- (7) The process for the appointment of Council members as contemplated in paragraphs 15(1)(h) and 15(1)(i), shall be facilitated by the Registrar: provided that the local authority referred to in paragraph 15(1)(i) shall be designated by the Council.
- (8) The process to be followed in the event of an incidental vacancy arising on the Council shall, with the necessary changes, be the same as described above.
- (9) A new Council member who is elected or appointed to fill a vacancy that arose before the expiry of the previous incumbent's term of office, shall be elected for the full four-year term of the particular office.

18. Chairperson, Deputy Chairperson and Secretary – (1) The Council shall elect a Chairperson with appropriate expertise and experience from the ranks of Council members who are not employees or students of the University, and such Chairperson shall hold the office for a term of two years, after which Council may re-elect the incumbent for no more than two additional terms.

(2) If the office of Chairperson falls vacant for any reason other than the expiry of the term of office, the Council shall elect a successor for the unexpired part of the term of office of the outgoing Chairperson.

(3) The Council shall elect a Deputy Chairperson from the ranks of Council members who are not employees or students of the University and such Deputy Chairperson shall hold the office for a term of two years, after which Council may re-elect the incumbent for no more than two additional terms.

(4) The Deputy Chairperson of the Council shall act as the Chairperson in the absence of the Chairperson: provided that if the Chairperson and the Deputy Chairperson are both absent, the members who are present shall elect a Chairperson from their own ranks for that specific meeting.

(5) The Registrar is the Secretary to the Council in terms of section 26(4)(b) of the Act.

19. Meetings and meeting procedures – (1) The Council shall meet at least once a semester at a time and place determined by the Council.

(2) The Council shall determine its own meeting procedures with due observance of generally accepted norms of fair administrative process.

(3) Sixteen members present shall constitute a quorum.

(4) At least seven days before an ordinary meeting and at least three days before an extraordinary meeting of Council, the Registrar shall give each member written notice of the date, time and place of the meeting, as well as an agenda with supporting documents, if any.

- (5) Members wishing to place additional matters for discussion on the agenda shall send a written request in this regard to the Registrar at least 48 hours before the date of the meeting. Such matters will only be included on the agenda with the consent of the Chairperson of Council.
- (6) With the approval of a majority of the members present, urgent matters may be placed on the agenda during a meeting.
- (7) The Registrar shall keep comprehensive minutes of each Council meeting.
- (8) The Council shall take decisions by a majority vote of the members who are present.
- (9) The Chairperson of the meeting shall have an ordinary vote and where there is a tie of votes, the Chairperson will exercise a casting vote.
- (10) Subject to the provisions of subparagraph (4), the Chairperson may convene an extraordinary meeting at any time, stating the matter or matters for discussion.
- (11) At the request of the Principal or at the request of at least five Council members, the Chairperson shall convene an extraordinary meeting: provided that reasons for the request are in writing and a brief description of the matters for discussion is provided.
- (12) The Council may generally, or in a specific case, grant observer status to a person or office bearer that allows such person to attend a Council meeting or meetings.
- (13) With the permission of the Council, a person with observer status may take part in the debates of the Council, but may not vote.
- (14) All members of Council must participate in the deliberations of Council or any committee of Council, or exercise any delegated function, in the best interest of the University.
- (15) A Council member must, before assuming office, and annually for as long as they continue to hold such office, declare any business, commercial or financial activities undertaken for financial gain that may give rise to a conflict or a possible conflict of interest with the University.
 - (a) No Council member may have a direct or indirect financial, economic, personal or other interest in any matter to be discussed at a meeting, or in regard to which they are to make a decision in terms of a delegated function and which entails or may entail a conflict or possible conflict of interest with the University.
 - (b) A Council member must, before the meeting of the Council or a committee of Council, in writing, inform the Chairperson of that meeting of the existence of a conflict or possible conflict of interest that they may be aware of.
 - (c) Any person may, in writing, inform the Chairperson of a meeting of Council or a committee of Council, before that meeting, of a conflict or possible conflict of interest of a member of Council or a committee of Council of which such person may be aware.
 - (d) Where applicable, the Council member must recuse themselves from any decision-making process where an actual or deemed conflict of interest is present.
 - (e) In the event that any member of a committee of Council with delegated functions has a conflict or possible conflict of interest in respect of a matter to be considered, the committee may not consider or take a decision on the matter but must refer it to Council for a decision, having noted the member's interest in the matter.

20. Executive Committee of Council – (1) The Executive Committee of Council is constituted as follows –

- (a) the Chairperson of the Council;

- (b) the Deputy Chairperson of the Council;
 - (c) the Chairpersons of the Council Committees;
 - (d) the Principal;
 - (e) two Council members appointed from the ranks of Council members who are employees of the University: provided that at least one of the members who is appointed in this manner is a member of the Senate; and
 - (f) two Council members appointed by the Council from the ranks of the Council members who are not employees of the University.
- (2) The term of office of members of the Executive Committee of Council as contemplated in subparagraphs (1)(e) and (f) shall be two years.
- (3) Members, whose terms of office have expired, may be re-elected for a second and third consecutive term.
- (4) At the request of the person acting as the Chairperson of the Executive Committee of Council at a meeting, any member of the Council may serve as a substitute member for an absent member of the Executive Committee provided that an internal member of Council may only be substituted for by another internal member and an external member of Council may only be substituted for by another external member and provided further that student members of Council may not substitute for absent members.

21. Chairperson, Deputy Chairperson, Secretary of the Executive Committee of Council and meeting procedures –

- (1) The Chairperson of Council shall *ex officio* be the Chairperson of the Executive Committee of Council and the Deputy Chairperson of Council shall *ex officio* be the Deputy Chairperson of the Executive Committee of Council.
- (2) In the absence of the Chairperson of the Executive Committee of Council, the Deputy Chairperson shall act as the Chairperson of the Executive Committee of Council: provided that if both the Chairperson and Deputy Chairperson are absent, a Chairperson will be elected by the members present from amongst their ranks for that specific meeting.
- (3) Four members of the Executive Committee of Council shall constitute a quorum.
- (4) The Executive Committee of Council shall determine its own meeting procedures with due observance of generally accepted norms of fair administrative process.
- (5) The Registrar shall act as Secretary of the Executive Committee of Council.

22. Powers and functions of the Executive Committee of Council – (1) When the Council is not in session, the Executive Committee of Council, as the representative of the Council, may assume the authority of Council and may act on behalf of the Council in urgent matters, except with regard to matters referred to in section 68(2) of the Act.

- (2) The Executive Committee of Council shall report to the Council on the actions of the Committee in accordance with subparagraph (1), which actions shall be considered at the next Council meeting.
- (3) The Council may, generally and specifically, grant the Executive Committee of Council the authority to finalise matters on behalf of the Council, in which case the Executive Committee merely reports to Council.

(4) Where the Council grants the Executive Committee of Council the authority to finalise matters as envisaged in subparagraph (3), the Council shall ratify or review the delegations framework at least every four years.

(5) The Registrar shall maintain a detailed consolidated record of all powers delegated in terms of the delegations framework as contemplated in subparagraph (3).

(6) The Executive Committee of Council may further delegate the authority granted to it by the Council, this Statute and the Institutional Rules, including the authority granted in accordance with subparagraph (3), to a committee, or an individual as set out in the Institutional Rules, except in cases where the Council has explicitly specified to the contrary.

(7) In circumstances where the Minister has given the Council notice, in accordance with section 42 of the Act, of a ministerial intention to issue a directive, the Executive Committee of Council shall respond, should time be of the essence or other circumstances so dictate, to the Minister's notice in a suitable manner. If time is not of the essence, Council shall respond to the Minister's notice.

23. Committees – (1) Apart from the Executive Committee of Council, the Council shall establish an Audit, IT (Information Technology) and Risk Committee, a Human Resources Committee and an Investment Committee and shall determine their functions and authority.

(2) The Council may establish any other committee as well as joint Council and Senate committees.

(3) The Council shall determine the constitution, election, terms of service and functions of Council and joint committees.

(4) The Council may appoint persons who are not Council members to the committees based on their expertise. Such Committee members will be non-voting members of the Committee.

(5) In line with the governance principles as set out in the King IV Report on Corporate Governance for South Africa, 2016, the Chairperson of Council may not serve on the Audit, IT and Risk Committee of Council.

CHAPTER 6

SENATE

24. Functions – (1) The Senate conducts its business under the management of the Council and is accountable to the Council for academic, research and community engagement matters as contemplated in section 28(1) of the Act.

(2) The functions of the Senate are as follows –

(a) academic planning and development;

(b) the regulation of all academic activities of the University in respect of teaching, learning, research and community engagement, including –

(i) guidelines for the appointment and promotion of academic staff;

(ii) guidelines for the organisation, structures and administration of teaching, learning, research and community engagement at the University;

(iii) management and supervision of student evaluation; and

(iv) quality assurance in respect of teaching, learning, research and community engagement;

(c) to make recommendations to the Council on, *inter alia*, the following matters –

- (i) the establishment, amalgamation or closure of faculties, departments, institutes, bureaus, research units and centres;
- (ii) the introduction or discontinuation of degrees, diplomas, programmes, curricula, subjects and courses;
- (iii) curricula for degrees, diplomas and programmes and the content of subjects and courses: provided that in case of certificates for short courses the Senate may delegate its authority to the faculty boards;
- (iv) the general admission policy of the University;
- (v) the management, operation and development of the library;
- (vi) the conferring of honorary degrees;
- (vii) academic dress, graduation and diploma ceremonies;
- (viii) organised student life, including student services and student discipline;
- (ix) the selection of candidates for the position of Chancellor, Principal, and Vice-Principals; and
- (x) the appointment and promotion of the academic staff of the University;
- (d) together with the Council, as required by sections 27(2)(a) and 37(4) of the Act, to approve the following –
 - (i) the language policy of the University;
 - (ii) admission requirements for specific academic programmes;
 - (iii) the number of students who may be admitted to a specific programme as well as the method of selection;
 - (iv) the minimum admission requirements for readmission to the University and the refusal of students who do not comply with the minimum requirements; and
- (e) the execution of any other function that the Council may assign or delegate to the Senate.

25. Composition – (1) The Senate is constituted as follows:

- (a) *Ex officio* members of the Senate (by virtue of their position or status), namely the –
 - (i) Chairperson of Council;
 - (ii) Deputy Chairperson of the Council;
 - (iii) Principal;
 - (iv) Vice-Principals;
 - (v) Executive Directors;
 - (vi) Deans and Deputy Deans;
 - (vii) Heads of academic departments;
 - (viii) Registrar;
 - (ix) Chief Operating Officer;
 - (x) Chairpersons of schools;
 - (xi) Chairperson of the Institutional Forum;
 - (xii) Directors of Centres and Institutes appointed by the Principal on the basis of a motivated recommendation from the relevant Faculty Dean.
- (b) Members who are nominated or elected, namely –

- (i) one full professor from each faculty of the University, duly elected by the relevant faculty board;
 - (ii) four student members nominated by the SRC;
 - (iii) two employees, who are not already members of the Senate, elected from the ranks of the permanent academic employees;
 - (iv) two employees, who are not already members of the Senate, elected from the ranks of the permanent professional services employees.
- (c) The Directors of professional service divisions, and any other person invited by the Principal, may attend the meetings of Senate by invitation.
- (2) Incidental vacancies in the category of members who are nominated or elected are to be filled as set out in subparagraph (1)(b) for the full term of office, where applicable.

26. Terms of office – (1) The persons referred to in paragraph 25(1)(a) are members of the Senate for as long as they remain in the posts concerned.

(2) The term of office of student members nominated by the SRC shall be the same as that of the SRC that appointed them.

(3) The term of office of all other members shall be four years: provided that members may be nominated again and re-elected when their terms of office expire. Members may not serve for more than two consecutive terms.

(4) If a student representative is re-elected to the SRC, such student may be nominated as a student representative for another term, provided that a student representative's membership lapses automatically when such student is no longer a registered student or is found guilty of a transgression by a disciplinary body of the University.

(5) The membership of a Senate member shall be terminated in cases where the member was elected or nominated by a specific interest group and the association of the Senate member with the interest group concerned ceases.

27. Nomination and election procedures – (1) The Registrar shall make the arrangements for the nomination and election of members. The nomination and election of Senate members shall be in accordance with each body's internal appointment or election procedures, but with a sensitivity to diversity in all its manifestations.

(2) Student members of the Senate are elected at an ordinary or special meeting of the SRC in accordance with the election procedures of the SRC.

(3) Two members from the ranks of the permanent academic employees and two members from the ranks of the permanent professional services employees shall be elected in accordance with the process set out in subparagraph (4).

(4) The Registrar shall arrange and administer an election of members from the ranks of the employees to the Senate in the following manner:

- (a) Within a reasonable period before a particular election date, the Registrar shall afford –
 - (i) every permanent academic employee the opportunity to nominate a permanent academic employee(s) to represent the permanent academic employees on the Senate; and

- (ii) every permanent professional services employee the opportunity to nominate a professional services employee(s) to represent the permanent professional services employees on the Senate.
- (b) Each nominated candidate shall be seconded by at least ten permanent employees (in the case of an academic nominee they must be academic employees and in the case of a professional services nominee they must be professional services employees), not be a Senate member already and inform the Registrar in writing of their acceptance of the nomination.
- (c) On the closure of nominations, the Registrar shall arrange for an election in accordance with generally accepted election procedures.
- (d) Permanent academic employees shall vote in respect of vacancies to be filled by permanent academic employees and permanent professional services employees shall vote in respect of vacancies to be filled by permanent professional services employees.
- (e) An election shall be valid only if at least 15 per cent of the permanent academic employees or permanent professional services employees, as the case may be, participated in the election.
- (f) If an employee performs academic and professional services tasks in accordance with their job description, that particular employee is considered to be an academic employee. Should a dispute arise in this regard, the Registrar has the discretion to decide whether an employee is an academic or professional services employee.
- (g) The Registrar shall announce, as soon as possible at an appropriate time, the names of the members duly elected.

28. Chairperson and Secretary – (1) In terms of section 26(4)(a) of the Act, the Principal is the Chairperson of Senate.

(2) The Vice-Principal Academic shall be the Deputy Chairperson of Senate

(3) In the absence of the Chairperson, the Deputy Chairperson shall act as the Chairperson of Senate. If neither the Principal nor the Vice-Principal Academic are available, the Senate shall elect a Chairperson from its own ranks.

(4) The Registrar is the Secretary of the Senate.

29. Scheduling of meetings and meeting procedures – (1) The Senate shall meet at least once a semester.

(2) The Senate shall determine its own meeting procedures with due observance of generally accepted norms of fair administrative process.

(3) Seventy-five members of the Senate shall constitute a quorum.

(4) The Registrar shall notify each member in writing of the date, time and venue of a meeting at least seven days before the meeting and the agenda and documents for the meeting shall accompany the notice. The dates of Senate meetings are determined annually in advance.

(5) A Senate member must, before the meeting of the Senate or a committee of Senate, inform the Chairperson of that meeting in writing, of the existence of any conflict or possible conflict of interest that they may be aware of.

(6) Members who wish to place additional matters for discussion on the agenda shall submit such matters in writing to the Secretary at least nine days before the date of the meeting.

- (7) The Registrar shall keep minutes of every meeting.
- (8) Urgent matters may be placed on the agenda for discussion or for discussion and finalisation during a meeting by agreement between the Chairperson and the majority of members present at the meeting.
- (9) In the absence of a Senate resolution to the contrary, the Senate shall reach its decisions through a majority vote by the members present.
- (10) Normally, members shall vote by a show of hands, but the Senate may decide on a different procedure in a particular case.
- (11) Secret ballot papers shall be used when members of the Senate vote to elect an individual, but the Senate may decide on a different procedure in a particular case.
- (12) The Chairperson of the meeting shall have an ordinary vote and a casting vote in the event of a tie of votes.
- (13) The Chairperson may at any time, convene an extraordinary meeting: provided that the matters for discussion are stated and a brief description thereof is provided.
- (14) The Chairperson shall convene an extraordinary meeting at a date determined by said Chairperson, if requested to do so by at least 25 members: provided that the request is in writing and the matters for discussion are stated and a brief description thereof is provided.
- (15) The Chairperson shall decide whether or not observers may attend or speak at meetings.

30. Composition of Senate Executive.— (1) The Senate Executive is constituted as follows –

- (a) the Principal;
 - (b) the Vice-Principals;
 - (c) the Executive Director(s);
 - (d) the Deans of faculties;
 - (e) the Chairpersons of the committees of the Senate who are not already members of the Senate Executive;
 - (f) the members of the Senate on the Council, elected in accordance with paragraph 35(1), who are not already members of the Senate Executive;
 - (g) the Registrar; and
 - (h) the Chief Operating Officer.
- (2) The Directors of professional service divisions, and any other person invited by the Chairperson, may attend the meetings of the Senate Executive by invitation.
- (3) Those bodies that are entitled to nominate or elect members, nominate or elect members in terms of their internal nomination or election procedures.
- (4) The Senate Executive is entitled to co-opt members to the Senate Executive.
- (5) The Registrar shall be the Secretary of the Senate Executive.
- (6) The Chairperson as contemplated in paragraph 31(1), shall decide whether or not observers may attend or speak at meetings.

31. Chairperson of Senate Executive and meeting procedures – (1) The Principal shall be the Chairperson of the Senate Executive: provided that in the absence of the Principal, the Vice-Principal Academic shall be the Deputy Chairperson of Senate Executive.

(2) In the absence of the Chairperson, the Deputy Chairperson shall act as the Chairperson of the Senate Executive.

(3) If neither the Principal nor the Vice-Principal Academic are available, the Senate, the Senate Executive shall elect a Chairperson for the particular meeting from its own ranks.

(3) One half of all the members of the Senate Executive plus one shall constitute a quorum.

(4) The Senate Executive shall determine its own meeting procedures with due observance of generally accepted norms of fair administrative process.

32. Powers and functions of Senate Executive – (1) When Senate is not in session, the Senate Executive, as a representative of the Senate, may assume the authority of Senate and may execute the functions of Senate, particularly with regard to academic planning.

(2) The Senate Executive shall report to Senate on its actions in terms of subparagraph (1): provided that all actions taken by the Senate Executive on behalf of Senate shall be ratified or reviewed at the next meeting of Senate.

(3) The Senate is entitled to give the Senate Executive a general or specific authority to finalise matters on behalf of the Senate, in which event the Senate Executive merely reports to the Senate and the action is neither ratified nor reviewed by the Senate.

(4) Where the Senate authorises the Senate Executive to finalise matters, as envisaged in subparagraph (3), the Senate shall ratify or review the delegated matters in terms of the delegations framework at least every four years.

(5) The Registrar shall keep a detailed consolidated record of all powers delegated in terms of the delegations framework, as contemplated subparagraph (3).

(6) The Senate Executive shall meet before each meeting of Senate, except in the case of an extraordinary meeting of Senate.

33. Committees of Senate – (1) In addition to the Senate Executive, the Senate shall establish a number of committees to enable the Senate Executive to execute its functions.

(2) The Senate may also appoint joint Council and Senate committees, provided that the former shall be appointed in consultation with the Council.

(3) The activities of all committees of the Senate are co-ordinated by and executed under, the control and supervision of the Senate Executive.

(4) The Senate Executive may further delegate the authority granted to it by the Senate, this Statute and the Institutional Rules, including the authority entrusted to it in terms of paragraph 32(3), to a committee of the Senate or to an individual, as set out in the Institutional Rules, except in cases where the Senate has specified to the contrary.

(5) The reporting by the Senate Executive to the Senate shall include the activities of the committees of the Senate.

(6) The Senate shall nominate and elect members and chairpersons of committees. A non-member of Senate may be elected as a member of a Senate committee.

(7) Matters concerning the constitution, election, terms, functions and procedures of committees not regulated in terms of the above, shall be regulated by means of the Institutional Rules.

34. Faculties - (1) At the University there shall be such faculties, schools, departments (whether subdivisions of faculties or not) and entities as the Council, after consultation with the Senate, may from time to time establish.

(2) The faculty board of each faculty is a committee of the Senate.

(3) The following matters concerning the faculty boards are defined in the Institutional Rules –

(a) the constitution of such boards;

(b) their powers and functions;

(c) their procedures;

(d) the selection of candidates for the position of Dean, Deputy Dean or persons of similar status;

(e) the appointment of committees of the faculty as well as the manner in which their functions are determined; and

(f) their authority to delegate.

(4) The Dean of the faculty concerned is *ex officio* the Chairperson of the faculty board meeting.

(5) In the absence of the Dean, the acting Dean or the Deputy Dean shall act as the Chairperson: provided that if the Dean and the Deputy Dean or the acting Dean are absent, the members present at the faculty board meeting shall elect a Chairperson for the particular meeting from their own ranks.

(6) Each faculty may have an advisory committee operating in terms of the Institutional Rules.

35. Members of Senate on Council – (1) The Senate shall elect three members from its ranks to serve as Council members for a term of four years. At least one member should come from the natural sciences cluster and one from the humanities cluster provided that no two members shall be from the same faculty.

(2) Members who are already *ex officio* members of the Council shall not be considered as candidates.

(3) The Registrar shall notify all members of the Senate in writing, of the election of a member or members of the Senate to serve on Council at least seven days before a Senate meeting.

(4) A person shall be a candidate if they are nominated during a Senate meeting by at least two persons, and indicate verbally or in writing that they accept the nomination.

(5) Members, whose terms of office have expired, may be nominated again and re-elected. Members may not serve for more than two consecutive terms.

(6) The election shall be by secret ballot and a majority of the members present at the meeting of the Senate must vote for the successful candidate.

(7) If no candidate receives a majority of votes, successive rounds of voting are held.

(8) In each successive round of voting the candidate receiving the least number of votes is eliminated as a candidate.

(9) After Senate has elected the members to serve on Council, their names are announced by the Chairperson.

(10) Incidental vacancies shall be filled, with the necessary changes, as set out above.

CHAPTER 7

INSTITUTIONAL FORUM

36. Functions – (1) The Institutional Forum shall advise the Council and the Executive on, *inter alia*, the following matters affecting the University –

- (a) the implementation of the Act and national policy on higher education;
- (b) the formulation of race and gender equity policies;
- (c) the selection of candidates for senior management positions;
- (d) codes of conduct;
- (e) mediation and dispute resolution procedures;
- (f) fostering an institutional culture characterised by tolerance, respect for fundamental human rights and a positive academic climate; and
- (g) any other matter determined by the Council.

(2) The advice given by the Institutional Forum to the Council shall be submitted in written form by the Chairperson of the Institutional Forum. In instances where Council does not accept the advice given, written reasons must be provided.

(3) The Institutional Forum shall perform such additional functions as are determined by the Council or the Executive.

(4) The Council may, after consultation with the Institutional Forum, amend or revoke the mandate of the Institutional Forum referred to in subparagraph (3).

37. Composition – (1) The Institutional Forum is constituted as follows –

- (a) two representatives of the Executive of the University appointed by the Principal;
 - (b) two representatives of the Council appointed by the Council;
 - (c) two representatives of the Senate appointed by the Senate;
 - (d) a maximum of three representatives elected from the ranks of the trade unions and staff associations recognised as such by the University as set out in paragraph 40(3);
 - (e) five student representatives appointed in accordance with an appointment procedure of the SRC set out in the Institutional Rules, including one student living with disabilities;
 - (f) five academic representatives elected from the ranks of the academic employees; and
 - (g) five professional services representatives elected from the ranks of the professional services employees.
- (2) No student or employee who has been found guilty of misconduct by a disciplinary body of the University may be a member of the Institutional Forum.

38. Term of office – (1) The term of office of all members of the Institutional Forum is four years, with the exception of members appointed by the SRC.

(2) The term of office of student members shall correspond with the term of office of the SRC that appointed them.

(3) Members may be re-elected or reappointed for one further consecutive term when their terms expire.

(4) A student member's membership of the Institutional Forum shall be terminated if the member is no longer a registered student or is no longer in good standing as determined in 38(2) above.

(5) The membership of a member of the Institutional Forum shall be terminated if the said member is elected or appointed by a specific interest group to represent the particular group and the member's

membership of, or association with the interest group is terminated or the member is suspended by the interest group.

39. Election procedure – (1) The Registrar shall facilitate the process in terms of which members are appointed or elected.

(2) When members are elected or appointed by a particular body that is entitled to do so, the body shall elect or appoint such members in accordance with its own internal appointment or election procedures, but with a sensitivity to diversity in all its manifestations.

(3) Each trade union and staff association recognised as such by the University shall be entitled to one representative: provided that the representative shall be elected from the ranks of the employees of the University by members of the trade union or staff association and provided further that where there are more than three trade unions and staff associations that qualify in this way, only the three trade unions and staff associations with the largest University employee membership, shall be entitled to appoint representatives.

(4) Only members of the SRC may be appointed as student representatives on the Institutional Forum.

(5) The Registrar shall arrange and administer an election of employee representatives on the Institutional Forum from the ranks of the academic and professional services employees in the following manner –

- (a) Within a reasonable period of time before a specific election date, the Registrar shall offer –
 - (i) every permanent academic employee the opportunity to nominate permanent academic employees to represent the permanent academic employees on the Institutional Forum; and
 - (ii) every permanent professional services employee the opportunity to nominate permanent professional services employees to represent the permanent professional services employees on the Institutional Forum.
- (b) Each nominated candidate shall be seconded by at least ten permanent employees (in the case of an academic nominee they must be academic employees and in the case of a professional services nominee they must be professional services employees) and the nominee shall indicate in writing to the Registrar that he or she accepts the nomination.
- (c) On the closure of nominations, the Registrar shall arrange for an election in accordance with generally accepted election procedures.
- (d) Permanent academic employees shall vote in respect of the vacancies to be filled by the permanent academic employees and permanent professional services employees shall vote in respect of the vacancies to be filled by the permanent professional services employees.
- (e) An election shall be valid only if at least 15 per cent of the permanent academic employees or permanent professional services employees, as the case may be, participated in the election.
- (f) The Registrar shall announce the results of the election as soon as possible after conclusion of the election.
- (g) The Registrar shall determine, after consultation with the Director of Human Resources, whether an employee of the University, or an employee of the University jointly appointed by the University and another body, qualifies as an academic or a professional services employee.
- (h) If an employee performs both academic and professional services tasks in accordance with their job description, that particular employee is considered to be an academic employee.

40. Chairperson and Deputy Chairperson– (1) The Institutional Forum shall elect a Chairperson and a Deputy Chairperson from the members of the Institutional Forum. The Chairperson shall not be a member of the Executive.

(2) The term of office of the Chairperson and the Deputy Chairperson shall correspond with their terms of office as members of the Institutional Forum.

(3) If the office of the Chairperson or the Deputy Chairperson becomes vacant, the Institutional Forum shall elect a successor at its next meeting.

(4) The Chairperson of the Institutional Forum reports back to the Institutional Forum on the Council's acceptance, partial acceptance or rejection of the advice of the Institutional Forum.

(5) The Secretary for the Institutional Forum shall be appointed by the Registrar. The Secretary will not be a member of the Institutional Forum.

41. Executive Committee, task and work groups – (1) The Institutional Forum shall be empowered to make use of task and work groups in order to facilitate and expedite its activities.

(2) The Institutional Forum shall appoint an Executive Committee to control, manage and administer the Institutional Forum on a day-to-day basis.

(3) The Executive Committee of the Institutional Forum is constituted as follows –

- (a) the Chairperson of the Institutional Forum;
- (b) the Deputy Chairperson of the Institutional Forum; and
- (c) three members appointed by the Institutional Forum, of which at least one, but not more than two, is/are a student(s).

(4) The Executive Committee of the Institutional Forum shall determine its own meeting procedures with due observance of generally accepted norms of fair administrative process.

(5) The quorum for a meeting of the Executive Committee of the Institutional Forum shall be three members of which one must be either the Chairperson or the Deputy Chairperson of the Institutional Forum.

(6) The term of office of the three members referred to in subparagraph (3)(c) shall correspond with their respective terms of office as members of the Institutional Forum.

(7) The Secretary for the Institutional Forum shall act as Secretary for the Executive Committee of the Institutional Forum.

42. Meeting procedures– (1) The Institutional Forum shall determine its own meeting procedures with due observance of generally accepted norms of fair administrative process.

(2) Fifty percent plus one member of the Institutional Forum shall constitute a quorum.

(3) Resolutions of the task and work groups shall not be binding on the Institutional Forum and consequently there shall be no quorum requirement for the meetings of these bodies.

(4) The Secretary shall keep comprehensive minutes of all meetings of the Institutional Forum and the Executive Committee.

(5) At least four days before a meeting the Secretary of the Institutional Forum shall send each member, by written notice, an agenda indicating, *inter alia*, the date, venue and time of the meeting as well as the matters for discussion.

(6) Members wishing to place additional matters for discussion on the agenda shall send a written request in this regard to the Chairperson at least two days before the date of the meeting.

(7) The Chairperson may convene an extraordinary meeting at any time, on four days' notice, stating the matter or matters for discussion.

(8) When requested by at least eight members of the Institutional Forum, the Chairperson shall convene an extraordinary meeting: provided that the request is in writing and the matters for discussion are stated and a brief description of each such matter is provided.

43. Decision-making – (1) Decisions of the Institutional Forum will be made on the basis of a majority vote (50 percent plus one member present). In the event of a tie of votes, the Chairperson will exercise a casting vote.

(2) Where the Institutional Forum has taken an advisory decision that is submitted to the Council, a member or members with a minority viewpoint shall be entitled to formulate the minority viewpoint or viewpoints in writing and to submit such viewpoint or viewpoints to the Executive Committee of the Institutional Forum and the Chairperson of the Institutional Forum will submit it to Council together with the majority decision.

CHAPTER 8

CONVOCATION

44. Membership – The Convocation shall consist of –

(1) all the persons, other than persons referred to in subparagraph (2), who immediately before the commencement of this Statute, were members of the Convocation of the University;

(2) the Principal, the Vice-Principals, the Executive Director(s), the Registrar, the Chief Operating Officer, the Deans of faculties, the academic employees on the permanent staff of the University, professors emeriti, other retired academic employees and such other persons as the Council may determine; and

(3) all persons who have obtained a qualification, as approved by the Senate and the Council, from the University ("Alumni"): provided that if any person who, by virtue of the provisions of subparagraph (1) or (3), is or is about to become a member of the Convocation, notifies the Council in writing that they do not wish to continue to be or to become such a member, they shall, upon the receipt of such notice by the Council, cease to be such a member or not become such a member, as the case may be.

45. President – (1) There shall be a President of the Convocation who shall be elected by the Convocation from among its number for a period of four years: provided that the retiring President shall be eligible for re-election. An incumbent may not serve for more than two consecutive terms.

(2) The President's term of office is terminated if the President –

(a) is sequestered;

(b) is found guilty of a crime that, in the exclusive opinion of the Council, is of such a serious nature that continued membership of the Convocation is not desirable.

(3) If the office of President becomes vacant, the Principal shall act as President until the Convocation elects a successor.

46. Election of President – (1) The election of the President of the Convocation shall take place in accordance with the procedure provided for in the Institutional Rules.

47. Meetings – (1) The recording of Convocation members' details, the convening of meetings and meeting procedures shall take place in accordance with the Institutional Rules.

(2) The election/appointment of members of the Convocation to serve on Council shall take place in accordance with the procedure provided for in the Institutional Rules.

48. Submission of resolutions to Council – A copy of any resolution of the Convocation taken at a meeting of the Convocation, duly signed as a true reflection of the meeting by the Chairperson and the Registrar, shall be submitted to the Council by the Registrar: provided that the Convocation may discuss any matter that relates to the University or is referred to it by Council, and may convey its views thereon to Council.

CHAPTER 9

DEGREES, DIPLOMAS AND CERTIFICATES

49. Capacity – (1) The University may, subject to the provisions of this Statute and the Act, confer degrees and award diplomas and certificates.

(2) Save as provided in paragraph 51, no degree may be conferred upon and no diploma or certificate may be awarded by the University to any person who has not –

- (a) been registered as a student of the University for the period prescribed by the Senate; and
- (b) completed the work and attained the prescribed standard of proficiency determined through assessment as required by the Senate.

(3) The University may grant a degree, diploma or certificate to any person who has pursued a course of study approved by Senate or an entity under the control of the University.

(4) The Council may, in consultation with Senate, withdraw and revoke any degree, diploma or certificate that was awarded –

- (a) on the basis of a material error on the part of the University: provided that such withdrawal and revocation may only take place within a period not exceeding two years after the conferment concerned; or
- (b) as a result of a fraudulent or dishonest act in connection with the obtaining of such degree, diploma or certificate.

(5) Prior to the Council withdrawing and revoking the conferment of a degree, diploma or certificate, Council must –

- (a) notify the recipient of the qualification concerned that a revocation and withdrawal is being considered;
- (b) provide the recipient with relevant information justifying the intended action;
- (c) provide the recipient with an opportunity to obtain assistance and to present their case; and
- (d) consider the submissions and representations of the recipient.

(6) In the event that the withdrawal and revocation relates to circumstances contemplated in subparagraph (4)(b) that may be of a criminal nature as described in section 66 of the Act, the University must report the matter for criminal investigation as contemplated in section 66(2) of the Act.

(7) The power of Council as contemplated in subparagraph 50(4), may be delegated to the Principal who, in turn, may further delegate such power to any other employee of the University in terms of section 68(3) of the Act.

50. Honorary degrees – (1) Subject to the provisions of this paragraph, the University may, on the resolution of Council and of Senate, and without examination, confer an honorary doctorate it deems appropriate upon any person whom the University may deem worthy of such a degree: provided that the holder of such a degree which has been conferred *honoris causa*, shall not be entitled to practise any profession by virtue of the conferral.

(2) A candidate for the award of an honorary degree shall be selected by a selection committee consisting of the Senate Executive with the addition of the Chairperson and the Deputy Chairperson of Council: provided that the Chairperson and the Deputy Chairperson of Council may each nominate a member of Council to represent them on the selection committee.

(3) The name of the candidate(s) recommended by the selection committee shall be submitted to Senate.

(4) Senate shall vote by secret ballot and without preliminary discussion on the candidate(s) recommended by the selection committee: provided that Senate shall not discuss or deal with any proposal not recommended by the selection committee.

(5) The names of the candidate(s) who has/have obtained an ordinary majority of the votes of the members of Senate present at the meeting shall be submitted to the Council.

(6) Council shall vote by secret ballot and without preliminary discussion on the candidate(s) recommended by Senate: provided that Council shall not discuss or deal with any proposal not recommended by the selection committee and Senate.

(7) The honorary degree shall be awarded to the candidate(s) who has/have obtained a majority vote of the members of Council present at the meeting, at the time and place determined by the Principal: provided that no honorary degree shall be conferred posthumously.

(8) In the event that Council is of the opinion that a recipient of an honorary degree from the University of Pretoria has brought the University's name into disrepute and is no longer deemed to be worthy of the award, Council may revoke such honorary degree after consultation with Senate.

(9) Prior to the Council revoking the honorary degree, Council must –

- (a) notify the recipient of the qualification concerned that a revocation is being considered;
- (b) provide the recipient with relevant information justifying the intended action;
- (c) provide the recipient with an opportunity to present their case; and
- (d) consider the submissions and representations of the recipient.

51. Congregation and conferring of degrees – (1) A meeting of the members of the University called a Congregation shall be held for the purpose of conferring degrees and awarding diplomas and certificates.

(2) The Chancellor, or in the Chancellor's absence the Principal or a Vice-Principal, shall preside at a Congregation.

(3) A Congregation of the University shall be held at least once a year on a date to be announced at the beginning of every academic year.

(4) The procedure as to the presentation of graduates, the conferring of degrees *in absentia*, academic dress and all other matters in connection with Congregations not provided for in this Chapter shall be determined by the Senate Executive, taking into account the advice of the Senate.

CHAPTER 10

EMPLOYEES

52. Appointment – Subject to section 34 of the Act, Council appoints employees according to the human resource policies of the University as determined in the Institutional Rules.

53. Conditions of employment and conflict of interest – (1) The conditions of employment, including the determination and review of salaries and all other forms of remuneration, disciplinary provisions, privileges and functions of employees, are approved by Council and may be amended from time to time by Council, and are furthermore subject to the applicable labour laws. The power contemplated in paragraph 54 may be delegated to the Human Resources Committee of Council that may make arrangements with the Principal regarding the implementation or determination of any of these conditions of employment.

(2) With regard to conflict of interest the following shall apply:

- (a) An employee must, in writing, before assuming office and whenever a new interest arises, declare any business, commercial or financial activities undertaken for financial or other gain that may give rise to a conflict or possible conflict of interest with the University. All employees are required to make an annual declaration of interests.
- (b) An employee may not conduct business directly or indirectly with the University that entails or may entail a conflict of interest with the University, unless the Council or such official to whom the Council has delegated its authority is of the opinion, and takes a decision, that –
 - (i) the goods, product or service are unique;
 - (ii) the supplier is a sole provider; and
 - (iii) it is in the best interest of the University.
- (c) An employee may not contract on behalf of the University, with themselves or their relative or any entity in which the employee or any relative has a direct or indirect financial, personal, fiduciary or other interest.

54. Evaluation – All employees of the University are subject to continuous evaluation in the performance of their duties and the outcome of such evaluation may have an impact on an employee's remuneration and/or employment status.

55. Staff discipline – Subject to applicable labour laws and all relevant policies of the University, all staff members of the University shall be subject to a disciplinary code, a disciplinary procedure and a grievance procedure as approved by Council or the Human Resources Committee of Council. These codes and procedures shall be deemed to be Institutional Rules.

56. Representative employees' organisations – Agreements with representative employees' organisations may, with reference to conditions of employment and according to the relevant labour legislation, be entered into by Council or by the Principal acting on the delegated authority of Council.

CHAPTER 11

STUDENTS

57. Admission and registration of students – (1) As contemplated in section 37 of the Act, persons may be permitted by the Council to register as students only if they satisfy the legal requirements for admission to study at the University and, further, satisfy any other requirements for admission that may be determined by the Council and the Senate.

(2) Upon registration, whether for a degree, diploma, certificate or one or more subjects or modules, the students subject themselves to the Institutional Rules of the University.

(3) The requirements for admission of a student to the University are set out in the Institutional Rules and may be changed by the Council after consultation with the Senate: provided that the Council may delegate its authority to the Senate and the various faculty boards.

(4) Students are registered for one year at a time or for such shorter period as the Council may determine in general or in a particular case.

(5) In order for students to renew their registration after the expiry of the period as contemplated in subparagraph (4), they are required to comply with any conditions set by the Senate: provided that the Senate may delegate its authority in this respect to the various faculty boards.

(6) The Council may refuse to allow the renewal of registration if a student fails to meet the conditions as contemplated in subparagraph (5): provided that the Council may delegate its authority to the Senate and the various faculty boards.

(7) The conditions as contemplated in subparagraph (5) may include issues of good standing such as, *inter alia*, the payment of outstanding fees as well as academic non-performance or disciplinary issues.

58. SRC – (1) In matters that may affect them, the students of the University are represented by the SRC acting in accordance with the provisions of the SRC's Constitution which is subordinate to the Institutional Rules of the University.

(2) Only students registered for a degree or diploma at the University shall be elected as members of the SRC.

(3) No student who has been found guilty of transgressing the University's disciplinary code by a disciplinary body of the University shall be eligible to serve on the SRC and a standing member of the SRC thus found guilty shall immediately vacate such position.

(4) The SRC, as contemplated in section 35 of the Act, must be representative of the student body.

(5) The election of SRC members must be democratic and transparent.

(6) The term of office of the members of the SRC is one year.

(7) The privileges of members of the SRC are determined by the Council and can be revoked by the Council.

(8) The SRC is composed and functions in terms of a Constitution as well as the provisions of this Statute and the Institutional Rules.

(9) The SRC Constitution or any amendment thereof must be approved by the Council, after consultation with the SRC.

(10) If the Council is of the opinion that the SRC is inoperative or unable to function properly, the Council may:

- (a) revoke the SRC Constitution;
- (b) make interim arrangements for the functioning of the SRC; or
- (c) initiate a process to have a new SRC Constitution drafted.

59. Student discipline – The disciplinary measures and provisions applicable to students are set out in the Institutional Rules as contemplated in section 36 of the Act, and may be changed by the Council after consultation with the Senate and the SRC as provided for in section 32(2)(d) of the Act.

CHAPTER 12

DONORS

60. Donors.– The University may receive donations corporeal or incorporeal in nature from donors to assist the University in realising its objectives.

61. Qualification as donor– (1) Any person or entity, who is not an organ of state and who has made a particular donation to the University, shall be deemed to be a donor and shall be eligible for election to Council: provided that if a donation is made by a juristic person, a nominated representative of such juristic person shall be eligible for election to Council and provided further that only donors who have donated more than the minimum amount as contemplated in subparagraph (2) within the preceding period of five years be entitled to elect two members of the Council as mentioned in paragraph 15(1).

(2) For purposes of eligibility for election to Council, the donation referred to in subparagraph (1), whether corporeal or incorporeal in nature, shall be not less than an amount or valued at not less than an amount fixed from time to time by the Council and is subject to the issuing of a section 18A tax certificate by the University in accordance with the provisions of the Income Tax Act 58 of 1962, as amended.

(3) The period a person shall be deemed to be a donor is five years, calculated from the time when the donation satisfies the requirements set in subparagraph (2).

(4) In the case of a donor who, having satisfied the requirements of subparagraph (2), makes further donations, the period of five years shall be calculated from the last date on which the requirements of subparagraph (2) were satisfied.

62. Election of members to Council by donors – (1) The Registrar shall call for written nominations for candidates on all appropriate media spaces including online platforms with wide reach and on the University's website and in any other appropriate way.

(2) Each nomination shall be signed by at least two donors, shall be countersigned by the nominee as accepting the nomination and shall be lodged with the Registrar at least four weeks before the election.

(3) If the number of persons nominated does not exceed the number to be elected, the Registrar shall forthwith declare such person or persons to be duly elected.

(4) If more persons are nominated than are to be elected, the Registrar shall submit the nominations to a meeting of the donors for a final ruling.

(5) The Principal shall preside at any meeting of the donors and in the Principal's absence the donors present shall elect a Chairperson for the particular meeting from its own ranks.

(6) Five donors shall constitute a quorum. If less than five donors are present, the Registrar shall reconstitute the meeting. The number of donors present at such a reconstituted meeting shall then be deemed to be a quorum.

CHAPTER 13

REPEAL OF PREVIOUS STATUTE

63. Repeal of previous Statute.– The Statute applicable to the University of Pretoria published in *Government Gazette* No. 42127 in Government Notice No. 1405 of 21 December 2018, is hereby repealed with effect from the date on which this Statute comes into operation.

CHAPTER 14

TRANSITIONAL PROVISIONS

64. Transitional provisions – (1) With the publication of this Statute, the existing Council, Council committees, Senate, Senate committees and faculty boards shall be deemed to be composed in terms of this Statute and shall continue to perform their activities.

(2) Any decision of the Council, Council committees, Senate, Senate committees and faculty boards made before the publication of this Statute shall be regarded as having been made in terms of this Statute.

(3) There shall be no interruption in the legal personality of the University as it existed before and after the coming into operation of this Statute.

(4) This Statute has no effect on the rights and duties that the University had against any legal subject or which any legal subject had against the University prior to the coming into operation of this Statute, except as specifically provided for herein.

DEPARTMENT OF HOME AFFAIRS

NO. 2842

9 December 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. Joe Mohamed - 541120 5054 *** - 54 Spence Road, Malvern, DURBAN, 4092 - *Iqbal*
2. Michelle Toni Buck - 890922 0223 *** - 35 Constantia Avenue, ALAN MANOR, 2091 - *Shelley Michelle Toni*
3. Mpho Nemusunda - 040523 0346 *** - Maniini Block M, THOHOYANDOU, 0950 - *Mpho Hazelnut*
4. Mbongeni Don Kwinana - 671001 5455 *** - 19 Adderley Street, 1405 Cart Wright Corner, CAPE TOWN, 8001 - *Mbongeni Donavan*
5. Lubabalo Mdidimba - 850727 5818 *** - 646 Phase 1, Mlubwawa Street, OLD CROSS ROADS, 7750 - *Bebe*
6. Lizle Louw - 910714 0215 *** - 6628 Rabaji Street, Vergenoeg, KIMBERLEY, 8300 - *Boitumelo Lizle*
7. Maria Selinah Montsho - 780513 0386 *** - 14490 Extension 13, JOUBERTON, 2574 - *Kedisaletse*
8. Zihle Njeza - 800322 5732 *** - 14675 Extension 5, KANANA, 2500 - *Siviwe*
9. Tracy-Lee Frantz - 961129 0197 *** - 41 – 11 Avenue, Eagle Park, GRASSY PARK, 7941 - *Imaan*
10. Mulalo Mafuna - 960430 0510 *** - 811 Mavunga Street, TSHAKHUMA, 0957 - *Tayron Mulalo*
11. Megan Mickayla Abrahams - 010522 0413 *** - 31 Mahogany Street, BONTEHEUWEL, 7764 - *Zahirah*
12. Isemahel Mpaka Salvador - 010723 5403 *** - 50552 Leeubekkie Street, HEINZ PARK, 7785 - *Lithembe*
13. Korieno Potgieter - 040703 1190 *** - Nb 66, PATENSIE, 6335 - *Kariena*
14. Sobha Dhurumraj - 770126 0027 *** - 2 Condere Estate, Bergrivier Road, EDENVALE, 1609 - *Sanam Shobha*
15. Kayla Benjamin - 000908 0045 *** - 6d Hilary Drive, Lavender Hill, CAPE TOWN, 7945 - *Qaadirah*
16. Kailin Willemse - 000812 0177 *** - 41 Muller Street, EERSTE RIVER, 7100 - *Thiago Saul*
17. Nazreen Louw - 930301 0065 *** - 27 Goldon Collins Crescent, DISCOVERY, 1709 - *Naz*
18. Petros Dibe Monageng - 871201 5403 *** - Stand No 3967, Extension 4, ZITHOBENI, 1024 - *Peter Mapitori*
19. Oratile Bontle Esther Dolamo - 950702 0107 *** - Delphi Street, WATERKLOOF, 0010 - *Oratile Bontle Ashley*
20. Pamla Nkabinde - 750822 0503 *** - No 94-20th Avenue, ALEXANDRA, 2090 - *Pamela*
21. Wonga Mzendana - 970315 5704 *** - Extension 2, BUTTERWORTH, 4960 - *Wonga Xhantilamanonga*
22. Mahlapane Hilda Motaung - 870205 0875 *** - 505 Makhalaneng Village, WITSIESHOEK, 9870 - *Antonia Matshidiso*
23. Malesela Jan Kekana - 680625 5397 *** - 298 Mohlonong Village, MASHASHANE, 0743 - *Moosa*
24. Rennedirt Mawile Mause - 991208 6131 *** - 6 Marantis Street, LEACHVILLE, 1541 - *Benedict Manuel*
25. Sakhile Mngadi - 010428 5596 *** - 84 Bulwer Street, DUNDEE, 8000 - *Nkululeko Sakhile*
26. Alwande Mthembu - 041031 5954 *** - Kwashali Location, IZINGOLWENI, 4260 - *Alwande Konkokuhle*

27. Chancemore Mangena - 000506 5514 *** - Plot 33 , 3rd Van Ryn, BENONI, 1500 - *Chancemore Mahlatse*
28. Lauren-Lee Thompson - 990509 0134 *** - 10 Kammiesberg, TAFELSIG, 7785 - *Laaiah*
29. Modise Jacob Matlala - 800813 5384 *** - Jeugo Road, MONTANA, 0182 - *Karabo Jacob*
30. Kamogelo Ramosibudi - 000204 0597 *** - 526 Khaki Street, Platinum Estate Park, Extension 30, PRETORIA NORTH, 0182 - *Kamogelo Obrigado*
31. Godfrey Makola - 840420 5402 *** - 199 Parakiet Street, KWAGGASRAND, 0183 - *Godfrey Manale Kuti*
32. Mhlabusodinwa Masoka Mlangeni - 920622 5544 *** - R 0015 Denver Mens Hostel, JOHANNESBURG, 2001 - *Masoka*
33. Katleho Kenneth Mothae - 980906 5076 *** - 743 Petunia Avenue, JAMESON PARK, 1449 - *Katleho Kenneth André*
34. Ntombeziningi Maria Mhlono - 860608 0340 *** - No 14 H 11 Nnoozo Farm, OSIZWENI, 2952 - *Ntombeziningi Nandi*
35. Phatiswa Pacient Buku - 790812 0438 *** - 64077 Isundu Street, AMAZINDA, 5216 - *Phathiswa Patience*
36. Mapogo Alfred Malatji - 810626 5328 *** - 26 Penchartz Road, 22 Covent Gardens, HONEYDEW MANOR, 2170 - *Mapogo*
37. Komeng Olebogeng Jim Morokane - 990702 5404 *** - 5189 Block A, MABOPANE, 0190 - *Olebogeng*
38. Manjo Magdeline Motshegwa - 991224 0718 *** - 805 Molapo Street, SOWETO, 1801 - *Boipelo Magdeline*
39. Ntsoaki Adelinah Tsosi - 761224 0710 *** - 9 Df Malan Street, HEIDELBERG, 1438 - *Ntsoaki Elohim*
40. Phindiwe Magwebu - 740127 0601 *** - Ny 27 No 106, GUGULETHU, 7750 - *Phindiwe Precious*
41. Sherityn Alicia Previn Govender - 971102 0082 *** - Nuutgevonden Road, STELLENBOSCH, 7600 - *Safira Alicia Previn*
42. Daphney Tlaleng Ntshidi - 990930 0557 *** - 10032 Zone 4, THABA NCHU, 9780 - *Olesego Tlaleng*
43. Sabata Sabata Mphirime - 890903 5420 *** - 9 Scheepers Street, PAULROUX, 9800 - *Leruo*
44. Ashwin Dillon Petersen - 980925 5342 *** - 48 Cranberry Crescent, Woodlands, MITCHELLS PLAIN, 7785 - *Yaseen*
45. Marline Enver Pienaar - 960912 5096 *** - 7A – 12th Avenue, RAVENSMEAD, 7493 - *Mujaahid*
46. Chimmonay Rowena Christoffels - 920620 0240 *** - 58 Goeie Hoop Street, MITCHELLS PLAIN, 7785 - *Shakierah*
47. Ntombifuthivinolia Phetla - 910613 0601 *** - Van Tonder Street, Rich Grove Unit 40, EDENGLLEN, 1601 - *Ntombifuthi Vinolia*
48. Patience Nokubekezela Phindile Mchunu - 860929 0782 *** - 204 Blairgowrie Drive, RANDBURG, 2194 - *Nokubekezela Patience Phindile*
49. Cole Barnes - 000816 5108 *** - 21 Don Juan Flora Haase, Amarosa, ROODEPOORT, 1724 - *Skye*
50. Cornelis Johannes Pienaar Hough - 941214 5274 *** - 21 Karin Avenue, NORTHCLIFF, 2195 - *Haytham Cornelis*
51. Princess Qumbisa - 880606 0481 *** - B 249 Folweni, ISIPINGO RAIL, 4110 - *Nondumiso Princess*

52. Itsi Moloko Shipu - 900512 0801 *** - Witten , BOCHUM, 0790 - *Kgoitsimang Moloko*
53. Gerie Cornia Henning - 930627 0138 *** - 19 Granham, EAST LONDON, 5100 - *Cornia*
54. Busy Khoza - 790113 0497 *** - Stand No 922, Rolle A, MHALA, 1365 - *Busi*
55. Thabisile Audrey Msomi - 780506 0460 *** - 4 Anwan Place, ATHLONE, 4051 - *Thandojoy Billionaire*
56. Jim Matlanyane Tihong - 040520 5385 *** - Bhongoane Two, LEPHALALE, 0555 - *Jim Mottlanyane*
57. Byron Edward Caesar - 950131 5042 *** - 27 Sun Road, AVONDALE, 7349 - *Shabier*
58. Nontle Pretty Jansen - 920321 0061 *** - 22440 Sipiwu Mtimkhulu Street, MANDELA PARK, 7784 - *Zintle Pretty*
59. Vivacious Bonolo Hlong - 981118 0684 *** - House No 20152, Ga-Rapadi, NALEDI, 0637 - *Vivacious Seemole*
60. Clevergirl Ngema - 900919 0808 *** - Nyamazane, MAPHUMULO, 4470 - *Nonkululeko Clevergirl*
61. Phumulani Magnificent Vela Ngubane - 951203 5331 *** - Kwagabela Area, POMEROY, 3020 - *Phumlani Magnificent Vela*
62. Nkele Matseke Phahlane - 860212 0564 *** - 6716 Mbali Street, Sonwabo, KATLEHONG, 1431 - *Matseke Keabetswe Nkele*
63. Tandaza Ogechukwu Simama - 990916 0454 *** - 28 Albert Street, MARSHALTOWN, 2001 - *Tandaza*
64. Ledile Damaries Ntimba - 890529 1053 *** - 564 Baithuti, Extension 37, OLIEVENHOUTBOSCH, 0178 - *Sharon*
65. S"Busiso Johnson Manqa - 941101 5431 *** - 27 Dawie Botha Avenue, VEREENIGING, 1930 - *Sbusiso Johnson*
66. Francinah Diale - 921213 0538 *** - New Stand, KLIPGAT, 1700 - *Keabetswe Francinah*
67. Karala Jimmy Mhlanga - 891209 5920 *** - Stand No 104, NOKANENG, 0435 - *Themba Maxon*
68. Nduduzo Advocate Msibi - 900329 5590 *** - B 1 Beach Boulevard, MILNERTON, 7441 - *Nduduzo*
69. Shase Moses - 820822 5346 *** - 403 Fumazele Street, Duncan Village, EAST LONDON, 5201 - *Shane*
70. Portia Katjedi - 880906 0758 *** - Maratapelo, GA-CHUENE, 0702 - *Tetelo Portia*
71. Koena Victor Baloyi - 890828 5513 *** - 31 Khartoum Street, NIRVANA, 0699 - *Mdungazi*
72. Fatima Manaka - 900311 0252 *** - 354 Alf Makalen, Zone 4, SESHEGO, 0742 - *Fatima Uilly*
73. Phumelelo Ngcongca - 891227 5528 *** - 37 Ngqokweni, Nu 9, Motherwell, PORT ELIZABETH, 6001 - *Phumelele Pierre*
74. Japie Nhlapo - 711128 5812 *** - 1065 Fakude Street, Zola North, SOWETO, 1717 - *Japie Zonke*
75. Yvonne Moloi - 790801 0586 *** - 1983 B Zone 9, MEADOWLANDS, 1852 - *Palesa Yvonne*
76. Mthobisi Andreas Luthuli - 010609 5307 *** - 50447 Nkonka Area, MANGABAZINI, 4105 - *Michael Andreas*
77. Jacob Mofokeng - 900220 5596 *** - 2290 Lemon Grass, Extension 2, VILLA-LIZA, 1459 - *Jacob Khaya*
78. Michelle Thalita Xulu - 990906 0173 *** - Blose Street, INANDA, 4309 - *Michelle Thalitha*

79. Lebohang Jeanette Mokoena - 910321 1379 *** - 244 Matlwangtlwang, STEYNSRUS, 9515 - *Lebohang Jeanett*
80. Prosperity Mametja - 000701 5467 *** - Stand No 6151, Mshadza Trust, WHITE RIVER, 1242 - *Prosperity Bohlale*
81. Gary Brandon Hendricks - 940102 5105 *** - 14 Columbine Place, HANOVER PARK, 7780 - *Hishaam*
82. Delisile Lucas Zulu - 821211 5779 *** - 4659 Extension 10, MOTSIMI, 1030 - *Delane Lucas*
83. Kwanele Nkululeko Thembani - 960902 5780 *** - 16 Doring Crescent, GEORGE, 6530 - *Kwanele Nkululeko*
84. Magdeline Lieketseng Kabinde - 851025 0655 *** - 665/5 Mahube, Extension 2, Sismokoene Street, MAMELODI, 0100 - *Lieketseng Aliyah*
85. Bokamoso Maropeng Mfupa - 991208 0293 *** - 59 Namune Street, ATTERIDGEVILLE, 0008 - *Bokamoso Rely*
86. Shawn Makgwati Nkogatse - 041231 5274 *** - Ga-Masemola, MOHLODING, 1060 - *Shawn*
87. Colin Madiaga Ratau - 971215 5094 *** - No 239, VAALBANK, 0400 - *Collen Madiaga*
88. Moshoa Aubrey Mashiloane - 920826 5600 *** - Seruleng, Bothaspruit, POLOKWANE, 1065 - *Lengane Aubrey*
89. Mpho Tsibogo - 010503 5448 *** - 10117 Ben Masilela Street, MAMELODI EAST, 0122 - *Mpho Abram Ntsime*
90. Gerald Nkoane Phasha - 880101 5913 *** - Nkoana Section, NKOANA, 0740 - *Gerald Mashile*
91. Grace Ramathabathe Phogole - 751023 0832 *** - Zone P, LEBOWAKGOMO, 0737 - *Grace Ramadimetje*
92. Finkie Seipati Lamola - 900421 0805 *** - 6089 Tebogo Street, NELLMAPIUS, 0010 - *Seipati*
93. Joseph Sebetwane - 840728 5528 *** - 161 Dibate Village, MMABATHO, 2745 - *Oteng Theophilus Joseph*
94. Mandla Patrick Shongwe - 890925 5563 *** - 1935 B / 38 Saul Biyana Street, ZOLA SOUTH, 1868 - *Sthandwa Mandla*
95. Akhona Sijaji - 851021 0610 *** - 5 Sixth Avenue, ROODEPOORT, 1724 - *Lilithalethu*
96. Sandra Lillian Ablort Moore Moore - 641005 0114 *** - 8 Mimosa Road, Vincent, EAST LONDON, 5247 - *Sandra Lillian Ablort*
97. Dangill Nathan Klopers - 940930 5187 *** - 12 Lyngan Road, LANDSDOWN, 7780 - *Masoud*
98. Kgololego Sekgokong - 980313 0134 *** - 78 Dress Avenue, BRAAMFISCHERVILLE, 1724 - *Kgololesego*
99. Khensasni Mashangu Maluleke - 900116 0984 *** - Stand No 660, Shivulani, GIYANI, 0825 - *Khensani*
100. Mildred Matshidiso Motsepe - 910808 0243 *** - 5687 Ngalo, Ivory Park, MIDRAND, 1685 - *Matshidiso Mildred*
101. Bongani Kleinbooi Mahlangu - 940601 5426 *** - 1683 Kameelrivier B, MDUTJANA, 0470 - *Bongani Kleinbooi*
102. Thabangigietu Zuke - 040514 5985 *** - Hebron Clinic, UMZINTO, 0152 - *Thabang*

103. Silindile Prudence Dlamini - 930331 0262 *** - D 708 Simunye Street, OSIZWENI, 2900 - *Silindile*
104. Courtney Megan Berling - 020308 0791 *** - 11 Ivy Close, BELHAR, 7993 - *Azraa*
105. Tanita Bianca Champion - 900831 0310 *** - 33 Frederick Road, SANDTON, 2021 - *Tanita Bianca Rodrigues*
106. Precenah Nomvuyiso Nogodla - 821227 0590 *** - Nomlalo Location, BIZANA, 4800 - *Precilar Nomvuyiso*
107. Nhlupheko Mabena - 950618 0704 *** - Stand No 193, Zone 2, MIDDELBURG, 1050 - *Nqobile Shirley*
108. Ionné Elizabeth Rossouw - 970227 0076 *** - 15 Gooseberry, POTCHEFSTROOM, 2531 - *Ionné Elizabeth Renieri*
109. Anna Sefofu Nkdimeng - 911012 0829 *** - Dihlabaneng, SEKHUKHUNE, 1120 - *Anna Magalane*
110. Sinethemba Felicipo Mveli - 940208 0522 *** - Novuka Area, IMPENDLE, 3227 - *Felicia*
111. Layla Tibert Bekker - 010220 0153 *** - 36 Links Drive, Pinelands, CAPE TOWN, 8001 - *Storm-Rose Tibet*
112. Andries Mentoer - 890616 5197 *** - 637 Lamink Street, MOORREESBURG, 7310 - *Andrew*
113. Samuel Seboba Shakwane - 830927 5841 *** - 1683 Section 1, SUURMAN, 0400 - *Samuel Onalerona*
114. Kitiano Occassiou Mabejane - 890702 5828 *** - 307 Reatsweleli Street, MOTHIBISTAD, 8460 - *Kitlano Occassiou*
115. Manake Germinah Tshebesebe - 780719 0582 *** - Maripana, GA-MASEMOLA, 1060 - *Matseke Germinah*
116. Ntombizamaqwathi Tame - 970908 0910 *** - Qamata, COFIMVABA, 5380 - *Tandokazi*
117. Riboningo Maureen Baloyi - 800813 0382 *** - Unit 9, Fish Eagle Complex, Charles De Gaulle Street, CENTURION, 0100 - *Rebone Maureen*
118. Velaphi Gauborn Zulu - 830125 5676 *** - House No 69, Thuthukani Block, HLOBANE, 3145 - *Veli Guyborn*
119. Shibe Patricia Mokale - 020203 0098 *** - 17 Ferro Street, MOKOPANE, 0600 - *Mologadi Shibe*
120. Jasmine Imalde De Wet - 980815 0196 *** - 22 Rahia Crescent, Malibu Village, GRABOUW, 7100 - *Jasmine Imalde*
121. Eurial Mashigo - 781002 0499 *** - 2298 Extension M, SOSHANGUVE, 0152 - *Uriel*
122. Mzingelwa Zagaria Zwane - 890623 5610 *** - 17540 Extension, STANDERTON, 2200 - *Zithathele Zacharia*
123. Ntina Baholo - 000330 1283 *** - C 14 Thusanang, WESTONARIA, 1779 - *Ntina Precious*
124. Nokulunga Nomusa Gumede - 750423 0498 *** - 587 Marine Drive, DURBAN, 4001 - *Nokulunga Nomusa Sabela*
125. Sello Nicholas Mfumba - 930224 5704 *** - 1029 Zone 10, Sinnie Mandela, TEMBISA, 1632 - *Solomon Sello*
126. Lungisile Asanda Shange - 020108 0247 *** - G 1095 Musk Road, KWA MASHU, 4030 - *Asanda*

127. Kefilwe Modau - 011027 0237 *** - 10618 Burweed Street, PROTEA GLEN, 1819 - *Maria*
128. Mildred Sithole - 870731 0512 *** - 1970 Royal Main Road, RANDFONTEIN, 1739 - *Lerato Mildred*
129. Mosibudi Jesicca Sewape - 040610 0730 *** - Bawa Block 8, KEMPTON PARK, 0838 - *Mosibudi Jessica*
130. Thintaphi Dlamini - 000130 0671 *** - Nquate Area, VRYHEID, 3100 - *Nonhlanzeko*
131. Lazarus Mahume Boshielo - 700927 5348 *** - Phokoane, NEBO, 1059 - *Israel*
132. Mmadiara Pemla Matela - 920502 0432 *** - Dikhibidung, WONDERKOP, 0317 - *Pemla Mmekwa*
133. Lize Marie Barnard - 930710 0050 *** - Modderfontein Farm, POTCHEFSTROOM, 2530 - *Lize-Marie*
134. Princess Ngcoya - 840817 0400 *** - No 374 Extension 4, LENASIA, 1529 - *Princess Zinhle*
135. Nomatamba Makasi - 760813 0392 *** - No 104, Kwezana Location, ALICE, 5100 - *Nomatamba Girly*
136. Qhamani Zandile - 000220 0434 *** - Mbizana Location, MIDDLEDRIFT, 5685 - *Lingelihle Qhamani*
137. Lizo Carl Kilimani - 821229 5872 *** - Bongweni A Location, PEDDIE, 5640 - *Lizole*
138. Martha Sibanyoni - 920517 0459 *** - 166 Block Bb, Lephengville, HAMMANSKRAAL, 0402 - *Martha Tshogofatso*
139. Koketso Wanthata Modisapudi - 010922 0102 *** - Y 112 Umkagazi, JOUBERTON, 2574 - *Koketso Oanthata*
140. Andries Motlhopegi Ngwenya - 870515 5923 *** - 1952 Madiba Street, Tigane Location, KLERKSDORP, 2570 - *Lebogan Kelly*
141. Harmando Mofokeng - 990912 5567 *** - 6279 Willington Street, RATANOL, 1441 - *Thabiso Harmando*
142. Hardlife Sithole - 990304 5736 *** - 1686 Shipmate Street, KAALFONTEIN, 0956 - *Surprise*
143. Jabulani Cocilia Hlengani - 840723 0588 *** - 405 Vusimuzi, TEMBISA, 1600 - *Mikhenso Jabulile Lucia*
144. Petronela Banyana Sennele - 820414 0880 *** - 6235 Hinza Street, Kagiso II, KRUGERSDORP, 1754 - *Tokollo Petronela*
145. Mduduzi Miracles Thindisa - 000822 5664 *** - 1634 Unit 23, GA-RANKUWA, 0208 - *Mduduzi Joy*
146. Virginia Constance Mothobi - 750808 1323 *** - 35 – 4th Avenue, MELLVILLE, 2092 - *Virginia Constance Lerato*
147. Qiniso Zamahlobo Sikhulelaphi Ntombela - 901022 0575 *** - 1736 Shongweni Section, KATLEHONG, 1431 - *Qiniso Zamahlobo*
148. Masiane Molelekoa - 991003 5163 *** - 20126 Jerusalem Park, Thabong, WELKOM, 9463 - *Masiane Reuben*
149. Nomthandazo Gloria Luthuli - 020329 0125 *** - Ntshontswane, UMKOMAAS, 4170 - *Anele Nonthandazo*
150. Mosibudi Abigail Baholo - 890820 0882 *** - Stand No 006, SPRINGS, 0812 - *Tumisho Mahlogonolo*
151. Galebojse Kebareng Regina Finger - 771130 0425 *** - 82 Avignon William Nicol, FOURWAYS, 2191 - *Gali*

152. Bongumusa Cyril Khumalo - 871203 5508 *** - 29 – 6th Avenue, ALEXANDRA, 0100 - *Bongani Bongumusa Cyril*
153. Verona Solomons - 970901 0274 *** - 80 Korfbal Street, BEACON VALLEY, 7785 - *Abdiah*
154. Tshepiso Promise Sale - 030501 0178 *** - House No 231, Mojuteng, NORTHAM, 0360 - *Tshepiso Patience*
155. Lovemore Mpofu - 041224 5681 *** - 19 Ngqobe Street, Extension 3, MFULENI, 7100 - *Tau Thato*
156. Nkwane Shoki Lebogang Mamakoko - 040904 5082 *** - 279 Drawwer Crescent, DERDEPOORT, 0186 - *Lebogang Nkwane*
157. Brent Keanu Fillis - 000714 5387 *** - 65 Ester Huizen, Arcadia, PORT ELIZABETH, 6001 - *Brandon Brent*
158. Lungiswa Beaulah Ngcozela - 790513 0079 *** - 3489 Zone 7, Thembaletu, GEORGE, 6530 - *Lungisa*
159. Clement Dibete Ngwadi - 790301 5421 *** - 14491 St Helena , Thabong, WELKOM, 9463 - *Clement Diwet*
160. Sammy-Joe Priscilla Isaacs - 911112 0045 *** - Unit 5, Imamharow Road, LANDSDOWNE, 7780 - *Jehaan*
161. Marion Jean Skinner - 800428 6116 *** - 28-5th Street, 3 Linden Green, JOHANNESBURG, 2195 - *Mathew Rain*
162. Daniel Friedman - 990618 1404 *** - 8 Cheyne Road, Darrenwood , RANDBURG, 2194 - *Mikayla*
163. Felicia Victor - 931107 6143 *** - 18 Dandelion Road, CHATSWORTH , 4092 - *Treyden Christian Andrew*
164. Georgia Mary Van Wyk - 040816 6607 *** - 7a Revan Road, EDENBURG, 2125 - *Kai Leo*
165. Matsobane Progress Selota - 930502 1245 *** - 444 Van Heerden Street, PRETORIA, 0081 - *Princess Matsobane Progress*
166. Gert Cornelius Pretorius - 900927 1710 *** - 7 Tafelberg Street, WHITE RIVER, 1240 - *Leann Alexandra Violet*
167. Mfanyana Shadrack Serame - 870828 1648 *** - H735 Inala Street, UMLAZI, 4031 - *Katlego Cataleya Mfanyana*
168. Shauné Marion Davids - 000629 0065 *** - 408 Watsonia Street, NOORDGESIG, 1804 - *Shaylin Shauné Marion*
169. Guyborn Njabulo Shezi - 821223 5486 *** - No 43, The Exchange, VREDEDORP, 2141 - *Njabulo*
170. Marcelles John Henry Henry - 661013 5232 *** - 7 Blue Gum Way, MITCHELLS PLAIN, 7789 - *Marcelles John*
171. Matodzi Daniel Tshilowa - 810121 5578 *** - Stand N O 204, Tsamahasi, ELIM , 0941 - *Matodzi Albert*
172. Violet Nikiwe Mthoa - 810908 0610 *** - 9246 Extension 10, MODIMOLLE, 0510 - *Makgomo Nikiwe*
173. Graduation Ursula Gracia Tawana - 910810 0234 *** - 06 Mogorosi Street, Postdene, POSTMASBURG, 8420 - *Ursula Gracia*
174. Janine Raylene De Maar - 870828 0148 *** - 107 Springbok Street, GELVANDALE, 6001 - *Shaakirah*

175. Madimetja Andrew Putuka - 820403 5527 *** - House No A79, Ga-Mokaba, MOKOPANE, 0600 - *Andreas Dinyembezi*
176. Dikeledi Elizabeth Sekwane - 930711 0703 *** - 3850 Mmutle Street, DOBSONVILLE, 1863 - *Kgomotso Elizabeth*
177. Regina Gosalamai Ntlatseng - 860603 0426 *** - 9432 Extension 8, SCHWEIZER RENEKE, 2780 - *Regina Gosalamang*
178. Kesval Govender - 910318 5206 *** - 45 Peacock Avenue, LENASIA, 1827 - *Saneshrin Kesval*
179. Really For Gift Nemaangani - 000606 5474 *** - 2369 Extension 26, Hyacinth, FLEURHOF, 1709 - *Really*
180. Menzeleleli Brian Gayo - 980818 6380 *** - Godidi Area, CENTANE, 4980 - *Menzeleleli Brian Caliph*
181. Oratile Mbulelo Nong - 020921 5154 *** - Holeinone Avenue, ROODEPOORT, 1700 - *Oratile Macsen*
182. Noluthando Malaza - 930916 0467 *** - 138 – 11th Avenue, HIGHLANDS NORTH, 2192 - *Noluthando Zoey*
183. Oruhle Mlamla - 040503 5828 *** - 21 Thiteng Section, TEMBISA, 1609 - *Okuhle*
184. Prince Thabo Railo - 880414 5585 *** - House No 305, Block F, Seoding, KURUMAN, 8460 - *Thabo Prince*
185. Masabata Bakgethi - 971221 0448 *** - House No 109, Lower Majenkgolo, PAMPIERSTAD, 8366 - *Masabata Alicia*
186. Retshiditsioe Elvis Toboko - 960806 5485 *** - 56377 Dark City, Phanameng, BLOEMFONTEIN, 9323 - *Themba Elvis*
187. Grace Matlhomola Molebatsane - 791113 0356 *** - 26 Lershout Street, Extension 6, Geelhout Park, RUSTENBURG, 0299 - *Grace Bophelo*
188. Princess Cynthia Shabalala - 850317 0205 *** - 5058 Extension 6, STANDERTON, 2430 - *Princess Cynthia Temanfungwa*
189. Itumeleng Bevirn Rakei - 900802 5329 *** - 1937 Anglo Street, WELKOM, 9460 - *Pule Bevirn*
190. Zintle Majeke - 931014 0645 *** - 33 Gn Jafta Street, Northcrest, MTHATHA, 5100 - *Zintle Phumlile*
191. Msecho Allen Makhubele - 771004 5880 *** - 22 B Kilombero Street, NKOMO, 0826 - *Gezimani*
192. Sibangani Mzokuthula Sosibo - 810809 5434 *** - Sizananjana Location, DONNBYBROOK, 3237 - *Sibangani Mzokuthula Osias*
193. Tuihand Sydwell Maposa - 771216 6041 *** - 4707 Abert Luthuli Street, PHILIPPI, 2750 - *Luthando Sydwell*
194. Banele Gabane - 941019 5748 *** - 172 Jiyane Section, TEMBISA, 1632 - *Banele Samkele*
195. Hilda Nkuna - 850719 0637 *** - 10920 Chrisani, TEMBA, 0407 - *Hilda Lydia*
196. Mogafe Dimakatso Mdluli - 770312 0501 *** - 1779 Block L, SOSHANGUVE, 0152 - *Dimakatso Mogau Mogaugeloa*
197. Zikhiphile Majozi - 820916 0490 *** - 009004 Vaalbank, UTRECHT, 2980 - *Celimpilo*

198. Johanna Masikane - 880927 0604 *** - E2590a Lemenong Section, PHOKENG, 0335 - *Tebogo*
199. Siyabulela Godfrey Gusha - 880424 5694 *** - 4924 Belala Park, SASOLBURG, 1949 - *Siyabulela*
200. Koketso Matlhakgana - 970910 0351 *** - 4094 Extension 6, IVORY PARK, 1601 - *Koketso Mmamoruti*
201. Retshedisitsoe Adolphina Nthejane - 990619 0144 *** - 1 Magasyn Street, Salvokop, PRETORIA, 0010 - *Retshedisitsoe Kimberley*
202. Marianthi Ekaterini Primmer - 820923 0041 *** - 157 Aquila, Corner Granite Road & Roos, FOURWAYS, 2191 - *Mary Ekaterini*
203. Kevin Patrick Jacobs - 820221 5202 *** - 62 Real Madrid Road, Tafelsig, MITCHELLS PLAIN, 7785 - *Kadin*
204. Poché Stevens - 800218 0131 *** - 31 Swallow Walk, Sunbird Park, KUILS RIVER, 7580 - *Tabitha Wreath*
205. Marissa Ann Adams - 790428 0204 *** - 12 Kennetjie Street, Beacon Valley, MITCHELLS PLAIN, 7789 - *Mishka*
206. Shelton Daniels - 780922 5215 *** - 32 Cerderberg Road, WYNBERG, 7824 - *Mohammad Ediries*
207. Carmenita Lesley-Ann Angelique Moses - 780401 0172 *** - 47 Ostrich Road, Gamble, UITENHAGE, 6230 - *Gadija*
208. Tasneem Lombard - 780326 0062 *** - 48 Edward Street, REGENTS PARK, 1400 - *Tracy Lee*
209. Reatlegile Olerato Moseki - 811226 0801 *** - 3886 Extension B, WOLMARANSSTAD, 2630 - *Motlalepula Rebecca*
210. Thabo Josiah Leshoeli - 830801 5371 *** - 14 Argylie Street, EDENVALE, 1609 - *Thabo Rainchild*
211. Moope Permission Moloto - 860303 5739 *** - Seokopibeng, DRIEKOP, 1129 - *Permission Gosebo*
212. Nolwethu Vuyolwethu Mafanya - 890916 0848 *** - 477 Diik Dik Street, Newcanada, PENNYVILLE, 1700 - *Cebisa Vuyolwethu*
213. Vukani Clifford Dube - 900128 5397 *** - 1 E 741 Uculo Close, NTUZUMA, 4359 - *Thathokwakhe*
214. Yolande Natasja Swanepoel - 811027 0015 *** - No 1 Visser, SWARTRUGGENS, 0300 - *Jayk*
215. Mast Moenier De Vries - 820326 5283 *** - 29 Boyce Crescent, Extension 23, BELHAR, 7493 - *Moenier*
216. Micheal Harris - 820606 5081 *** - 3 Auto Crescent, Westlake, TOKAI, 7745 - *Mikail*
217. Sushma Singh - 820629 0200 *** - 5 Umformoti Lane, Glen Anil, DURBAN, 4001 - *Safira*
218. Glenville Charlton Stemmet - 820919 5125 *** - 19 Ingwe Road, SANDDRIFT, 7800 - *Khalid*
219. Kevin Anthony Gilbert - 751123 5219 *** - 56 Northfield Avenue, GLEN HAZEL, 2192 - *Akiva Tuvia*
220. Nayuma Daniels - 840410 0237 *** - 19 Stuka Close, Rocklands, MITCHELLS PLAIN, 7800 - *Najuma*
221. Moleboheng Buti Steve Letlhake - 970701 5086 *** - 11 Lodewicus Street, Witpoortjie, ROODEPOORT, 1723 - *Moleboheng Matthew*
222. Neliswa Bhisano Ndlovu - 950525 0533 *** - 21215 Aquarius Street, Extension 20, VOSLOORUS, 1475 - *Neliswa Asanda*

223. Frances Nikita Donata Levenderis - 950515 0028 *** - 34 Roodebloem Road, WOODSTOCK, 7925 - *Francesca Nikita Donata*
224. Nyefolo Eltua Sebolai - 960924 1500 *** - 201 Themba Street, Phahameng, BULTFONTEIN, 9670 - *Comfort*
225. Thabang Mokhonoana - 960619 5625 *** - 3 Malabie, ATTERIDGEVILLE, 0008 - *Thabang Marcus*
226. Chanelle Maritz - 830404 0258 *** - 31 Smaalblaar Street, BONTEHEUWEL, 7764 - *Faatimah*
227. Julaine Daniels-Arends - 831127 0126 *** - 188 Acacia Street, Rosedale, UITENHAGE, 6230 - *Jamilah Julaine*
228. Eleanor Marais - 851120 0138 *** - 202 Sakadula Flats, Sakadula Circle, RUYTERWACHT, 7460 - *Ilhaam*
229. Geraldine Esmarelda Van Sitters - 860522 0150 *** - 31 Fernkloof Crescent, Wesbank, KUILSRIVER, 7580 - *Haafitha*
230. Adre Lee Philander - 860401 0122 *** - 16 Derwent Court, HANOVER PARK, 7780 - *Aneeqa*
231. Megan Naidoo - 860502 0182 *** - 12 Biljart Street, Beacons Valley, MITCHELLS PLAIN, 7800 - *Minaaz*
232. Tshokolo Joseph Kemme - 940404 1885 *** - 5839 Extension 7, BULTFONTEIN, 9670 - *Kemme*
233. Anthony Cuiz Dirkse - 940325 5240 *** - 51 Kariba Court, Hanover Park, CAPE TOWN, 7800 - *Anthony*
234. Mashilo Mitford Maseko - 930806 5660 *** - 112 Sterkfontein, BOLEU, 0470 - *Matutu Joseph*
235. Calvin Johan Williams - 930429 5110 *** - 78 A Janssens Avenue, Table View, CAPE TOWN, 7441 - *Calvin*
236. Elizabeth Fillies - 671005 0087 *** - 8 Plantsie Street, GREYTEN, 7233 - *Yolanda Elizabeth*
237. Zaahira Griffiths - 651203 0186 *** - 70 Waltdorf Estate, 771 Town Bush Road, Chase Valley, PIETERMARITZBURG, 3200 - *Gail Joan*
238. Leonie Angela Dawn Potts - 630804 0722 *** - 11 St Bartholome Road, LAVENDER HILL, 7945 - *Lamees*
239. Siphokuhle Sidinile - 990214 0537 *** - Mpindweni Area, MTHATHA, 5099 - *Sigcine*
240. Darryl Carl Esau - 990430 1411 *** - 23 Augustine Street, Salsoneville, PORT ELIZABETH, 6001 - *Giselle Carly*
241. Felicity Hendricks - 720703 0278 *** - 18 Acropolis Closes, Portlands, MITCHELLS PLAIN, 7789 - *Muweebah*
242. Puseletso Engelina Pedi - 660621 0370 *** - 1579 Paballong Village, WITSIESHOEK, 9870 - *Phoebe Engelina*
243. Charles Gaika - 660606 5729 *** - 1 Harlem Avenue, LANGA, 7455 - *Xola Charles*
244. Pontsho Dorcas Sekhu - 020531 0669 *** - 397 Mosina Street, MIDRAND, 1682 - *Nkwadi Pontsho Dorcas*
245. Bronwyn Christelene Plaatjies - 830527 0151 *** - 30 Kivetts Street, Salt Lake, PORT ELIZABETH, 6001 - *Badyah*

246. Melissa Liebenberg - 870919 0064 *** - 266 Brooks Street, BROOKLYN, 0100 - *Melissa Daniella*
247. Shadine Melozane Abdol - 870913 0010 *** - 24 Wildrose Street, Brodyn Heights, EAST LONDON, 5200 - *Ayesha*
248. Robert Johannes - 820331 5210 *** - 29 Linda Court, HEIDEVELDT, 7764 - *Razak*
249. Tasneemah Moses - 881115 0231 *** - 20 Punt Street, DIEPRIVER, 7945 - *Tasneem*
250. Toloki Johannes Molifi - 991004 5343 *** - 2 Main Reef Road, Fountain Plaza, RANDFONTEIN, 1760 - *Goitsemonmo Johannes*
251. Vongani Novela - 900528 0824 *** - 2253 Montshioa, MMABATHO, 2735 - *Bongani*
252. Emmarenthia Fredrika Reitzig - 711021 0292 *** - 12 Dent Road, Illiondale, EDENVALE, 1609 - *Emelia*
253. Franklin Isaac Geduld - 711002 5085 *** - 33 Bellmont Street, West Gate, MITCHELLS PLAIN, 7789 - *Faaz*
254. Hazel Kosie - 940515 0101 *** - 19352 Ntanga Street, Nomzamo, STRAND, 7140 - *Limpho Hazel*
255. Mivuyo Alven - 030111 5832 *** - B 192 B Lonwabo Street, Site C, KHAYELITSHA, 7784 - *Luntu Mivuyo*
256. Anita Bothma - 580921 0051 *** - 5 Sonnemeisie, KUILSRIVER, 7580 - *Esmerelda*
257. Prince Sonnenberg - 850620 5033 *** - 210 Kong Market Street, Bo Kaap, CAPE TOWN, 7800 - *Ezra*
258. Deon Kevin De Klerk - 850704 5154 *** - 34 Andile Jacobs, MANENBERG, 7764 - *Dayyan*
259. Ronald Carl Kelbrick - 850528 5044 *** - 146 Alethea Street, Die Hoewes, CENTURION, 0157 - *Carl*
260. Ilona Helga Stichling - 851209 0067 *** - 1 Via Reggio, 55 Knox Street, WAVERLEY, 2090 - *Ilona Helga Southey*
261. Frederick Penaldo Opperman - 850719 5301 *** - 24 St George Street, WELLINGTON, 7655 - *Renaldo Frederick*
262. Paulos Ntotho - 880919 6069 *** - P O Box 505, ZWELETHU, 4700 - *Bhunu Siviwe*
263. Edward Nicholas Hendricks - 860626 5089 *** - 14 – 3rd Avenue, WELLINGTON, 7655 - *Edzard Nicholas*
264. Hlongwane Makhosazane Hlongwane - 601127 0478 *** - 18 Windsor Modelkloof, LADYSMITH, 3370 - *Makhosazane Constance*
265. Bongani Mdletshe - 750313 5491 *** - 9 Tud Place, Asherville, DURBAN, 4001 - *Bongani Thokozani*
266. Amod Moosa Adams - 400505 5114 *** - 11 Lennoxton, NEWCASTLE, 2940 - *Amod Musa*
267. Tahier Ramlall - 000221 0324 *** - 1064 Bushwillow Park, GREENSTONE, 1600 - *Prianca*
268. Dorkas Rihlapfu - 891007 0667 *** - 894 Mhingaville, MALAMULELE, 0982 - *Dorcus*
269. Renier Allan Seannell - 911022 5077 *** - Unit 2, Village Lane, 01 Marimba Crescent, DURBANVILLE, 7550 - *Toki*
270. Velile Bobo - 780406 5540 *** - 4 A Mitcham Lane, BRYANSTON, 2100 - *Bob Owillams*

271. Noxolo Mbali Zulu - 941118 6280 *** - 9969 Dhladhla Street, KWA THEMA, 1575 - *Olungakuthando Noxolo*
272. William Charles Lyle - 980811 1275 *** - 16 Hildene Road, TAMBOERSKLOOF, 8001 - *Willa Charlotte*
273. Quinten Barry Vermaak - 910407 1262 *** - 18th Street, Deernes, PRETORIA, 0084 - *Gezelle*
274. Warren Dean Townsed - 950327 1388 *** - 11 Du Plessis Street, Florentia, ALBERTON, 1700 - *Keira Rose*
275. Clint Chase - 800429 5149 *** - 4 Crocus Street, UITENHAGE, 6230 - *Justin*
276. Leilani Hayward-Faber - 800415 0074 *** - 73 Carnusne Jackal Creek Golf Estate, Boundrey Road, NORTHRIDDING, 1720 - *Leila*
277. Lucretia Natalie Schoeman - 800322 0113 *** - 2 Long Claw Court, PELICAN PARK, 7941 - *Kauthar*
278. Monique Linders - 880729 0172 *** - 5 Louwriboom Street, DELFT, 7100 - *Maisha*
279. Lilian Louise Stichling - 880131 0183 *** - 1 Via Reggio, 55 Knox Street, WAVERLEY, 2090 - *Lilian Louise Southey*
280. Kadudi Isaac Mohlala - 731028 5581 *** - 1902 Aintree, O'reilly Street, BEREA, 2198 - *Tshoboko Isaac*
281. Veronique Butler - 860927 0154 *** - 9 Snowdrop Square, ATHLONE, 7764 - *Zahra*
282. Mandla Koketso Mashinini - 910115 5294 *** - 1262 Park Street, HATFIELD, 1632 - *Mandlenkosi*
283. Cindy Brown - 861101 0092 *** - 19 Lunt Court, BONTEHEUWEL, 7764 - *Sa'diah*
284. Shevoshinee Munusamy - 851218 0083 *** - Flat 4, Block 1, Riverside Park, UMZINTO, 4200 - *Rachael*
285. Sagren Naidoo - 870814 5074 *** - 3 Plomeria Place, Lotus Park, ISIPINGO RAIL, 4133 - *Sagren Shane*
286. Alroy Loggenberg - 870419 5069 *** - 67 Peugeot Crescent, Beacon Valley, MITCHELLS PLAIN, 7789 - *Aashiq*
287. Victoria Veronica Coetzee - 860621 0134 *** - 9 Boskloof Street, Tafelsig, MITCHELLS PLAIN, 7789 - *Saadiqah*
288. Molapo Tommy Manasoe - 911212 5270 *** - Vergelegen, JANE FURSE, 1085 - *Raditlale Tommy*
289. Ngoakoana Jack Dikgale - 920606 5765 *** - 122 Ga-Zora Village, Sebayeng, SESHEGO, 0727 - *Pheto Silas*
290. Lelumusa Dean Mnguni - 920618 5655 *** - 47 Railway Street, Seaview, DURBAN, 4023 - *Celumusa Deon*
291. Castro Mokoena - 991104 5584 *** - 19494 Extension 10, SOSHANGUVE, 0152 - *Ogodiseng Castro*
292. Phasudi Abram Sebaka - 490321 5277 *** - Stand No 474, Mampatile Section, Nokatieng Village, SIYABUSWA, 0472 - *Morubishi Motoma*
293. Kenewang Johanna Moatlhadi - 910223 0295 *** - 627 Extension 4, Khutsong South, CARLETONVILLE, 2499 - *Reitumetse Kenewang Johanna*
294. Sergio Karsten - 910114 5220 *** - 86 Stella Way, Tafelsig, MITCHELLS PLAIN, 7789 - *Sufiyaan*
295. Vernon Louis Jones - 470429 5108 *** - 47 Pool Street, WELLINGTON, 7655 - *Shamiel*

296. Faliada Abrahams - 550622 0241 *** - 44 Sonderend Street, Portlands, MITCHELLS PLAIN, 7789 - *Faliada*
297. Spaas Haas - 540101 0089 *** - 101 York Street, Windsor Park, KRAAIFONTEIN, 7570 - *Sally*
298. Sarah Van Oordt - 550522 0177 *** - 14 Sir Pervil Street, Camelot, KUILSRIVER, 7580 - *Mercia Sarah*
299. Phillip Solomon Hayward - 580701 5119 *** - Bloufort Farm, STETLERVILLE, 6250 - *Philip Solomon*
300. Jason Paul Leibrandt - 931122 5164 *** - 16 Samuel Road, Extension 9, ENNERDALE, 1700 - *Junaid*
301. Excellent Noah Mngadi - 750807 5711 *** - 1251 Unit Bb, Imbali, PIETERMARITZBURG, 3200 - *Noah*
302. Grace Rothman Rothman - 481127 0083 *** - 8 Towerkop Street, Kraaibosch Village, GEORGE, 6530 - *Grace*
303. Sheila Booysen - 770817 0191 *** - 2082 Kanarie Street, Breipaal, DOUGLAS, 8730 - *Janine Sheila*
304. Magrieta Absolom - 670218 0179 *** - 63 Freesia Street, Mount Pleasant, HERMANUS, 7200 - *Mary*
305. Bernadine Rose Lillah - 650718 0154 *** - 22 Frankenburg Street, Central, UITENHAGE, 6230 - *Bashera*
306. Maropeng Marcia Rametse - 950420 0175 *** - 2486 Mosala Street, Protea North, SOWETO, 1818 - *Marcia Omphile*
307. Sonwabiso Mtshikwa - 780406 5837 *** - Lambasi Area, LUSIKISIKI, 4820 - *Sonwabiso Mduduzi*
308. Masesi Makamu - 000324 0320 *** - 160 – 14th Avenue, ALEXANDRA, 2090 - *Nonhlanhla*
309. Alilali Mashambe - 930410 0585 *** - 8 Gibson Street, Newlands, TRIOMF, 2090 - *Ndidoufarisa Hendrica*
310. Bukiwe Nana - 941029 0462 *** - 6277 Shayamoya, KOKSTAD, 4700 - *Asiphe Bukiwe*
311. Oarabile Mosakge - 010707 5486 *** - Setete Section, Ntsweletsoku, LEHURUTSHE, 2891 - *Olebogeng*
312. Teboho George Mothae - 0000530 5555 *** - No 341, SEBOKENG, 1400 - *Bohlale Teboho Clifford*
313. Masiku Faith Mabasa - 980618 0822 *** - Mapapila Village, MALAMULELE, 0982 - *Faith*
314. Mirriam Zamafuze Ngcobo - 820705 0902 *** - K 1374 Josiah Road, UMLAZI, 3200 - *Zamafuze*
315. Corrie De Nobrega - 610121 0144 *** - 34 Broadway, Bezvalley, JOHANNESBURG, 2001 - *Cornelia*
316. Princess Balaziphi Thokozani Biyela - 950125 0689 *** - No 1688, THOKOZA, 1400 - *Portia Nobuhle*
317. Calesta Godiva Geary - 980802 0035 *** - 5 Lexi Close, ELSIES RIVER, 7490 - *Mueesha*
318. Bronson Leeroy Jethro Godlonton-Shaw - 010424 5397 *** - 32 Raats Drive, TABLE VIEW, 7441 - *St Bronson Gofh Atan*
319. Claudia Ludwig - 950821 0103 *** - 30 Daphne Court, HEIDEVELD, 7764 - *Qadirah*
320. Vusi Mathenjwa - 861126 5947 *** - Shayamoya, KWADUKUZA, 4450 - *Daniel David*
321. Celline Adams - 000308 0202 *** - 25 Juweel Street, ELDORADO PARK, 1700 - *Imaanah*

322. Elouisa Usra Farid - 961126 0484 *** - 874 Duineveldt, GROBLERSHOOP, 8850 - *Fateema Elouisa Usra*
323. Abram Mohlakwana Tau - 850222 5356 *** - Stand No 1027, Vleisboom, NEBO, 1051 - *Aubrey Madikwa*
324. Makgale Bennedict Makgoga - 730908 5416 *** - 1077 B Royal Palm, GROBLERSDAL, 0470 - *Mokgoneng Ngwato*
325. Sinah Mathabatha Mothoa - 800109 0609 *** - Phase 1, MATHIBELA, 0628 - *Sinah Mmaphale*
326. Seraamang Looseboy Mabote - 910204 6035 *** - House No 20101, MADIBOGOPANE, 2773 - *Mightyman Joshua*
327. Thapelo Marvel Monampane - 970526 5318 *** - 507 Bottle Brush Street, EBONY PARK, 1685 - *Thapelo Marvel Lebidike*
328. Sibongile Zondi - 790210 0655 *** - Ekhamanzi Area, Seven Oaks, DALTON, 3632 - *Nobuhle Sibongile Pretty*
329. Tshereletso Teboho Madumo - 020409 0237 *** - 39 Blougom Street, Noordwyk, MIDRAND, 1786 - *Tshireletso Teboho*
330. Janice Bonita Brennen - 910710 0103 *** - 26 Martin Road, Pelican Park, MITCHELLS PLAIN, 7989 - *Mishkah*
331. Natalie Moodley - 910726 0154 *** - 116 Daniell Road, Sanddrift, MILNERTON, 7441 - *Natalie Rosaline*
332. Georgia Hendricks - 011202 0055 *** - 11 Stork Street, HEINZ PARK, 7785 - *Nashiegah*
333. Mapuleng Alphonsina Khoposha - 870524 0676 *** - 147 Vos Street, Sunnyside, PRETORIA, 0001 - *Blessing*
334. Neo Lennie Maphiri Sehlola - 971222 1002 *** - Stand no B152, Slovo Park, MKOBOLA, 0400 - *Neo Charlotte*
335. Lekgau Brian Mphahlele - 841010 6144 *** - Unit 13 , 1 Dlewild , 7 Groupius Crescent, DIE HOEWES, 0157 - *Maahlamele Padi*
336. Thiruvessagan Pillay - 830226 5073 *** - 36 Citizen Avenue, Westcliff, CHATSWORTH, 4092 - *Thiruvassagan*
337. Nabo Konji - 000510 0877 *** - 2 Gladstone Close, BELLVILLE, 7530 - *Yibanabo*
338. David Sello Mashianoke - 010221 5431 *** - Ga-Makgeru, SEKHUKHUNE, 1124 - *David Malepola*
339. Eunice Keditwaetse Mangadi - 980925 0923 *** - 2667 Sina Street, SWEIZER RENEKE, 2780 - *Eunice Lesedi*
340. Keagan Keith Meyer - 930521 5753 *** - 12 John Down Road, HANOVER PARK, 7780 - *Qiyamudeen*
341. Siyabulela Moyo - 010713 5535 *** - Stand no 44, David Dinoyane Street, KHAYELITSHA, 7784 - *Mosuli Siyabulela*
342. Sakhona Mpengesi - 021010 5607 *** - Hobeni Area, ELLIOTDALE, 5070 - *Asekhona*
343. Khangelwa Sikhungu - 831024 0567 *** - Majola Area, PORT ST JOHNS, 5120 - *Thandeka*
344. Heine Fortuin - 680926 5192 *** - 21 Skilpadbessie Close, Lenteguur, MITCHELLS PLAIN, 7785 - *Haroun*

345. Semakaleng Evelyn Maropo - 890729 0783 *** - 1090 Zone 3, ITSOSENG, 2744 - *Palesa*
346. Johana Khutsafalo Molebalo - 020822 1240 *** - 940 Raleoto Section, TLOKWENG, 2839 - *Obusitswe*
347. Sandisiwe Amahle Nkosi - 040725 0278 *** - Ezakheni, LADYSMITH, 3370 - *Amahle Sindisiwe*
348. Mabu Motsoko - 960311 0732 *** - Rikgotso, TEMBISA, 1632 - *Mabu Angel*
349. Josephine Ngcobo - 891022 0613 *** - 174 Hezelmer Area, VERULAM, 4339 - *Bazamile Josephine*
350. Luzuko Cameron Meko - 930121 5468 *** - 83 Lawler Street, SCHAUDERVILLE, 6020 - *Cameron*
351. Christopher Craig Labuschagne - 740715 5029 *** - 277 Iphala Road, AMANZIMTOTI, 4126 - *Christoffel Cornelius*
352. Lulia Adams - 740820 0213 *** - 4 Beth Street, Leiden, DELFT, 7100 - *Laeegah*
353. Mohanuoa Eugenia Mutsi - 780104 0428 *** - 18404 Rathebe Street, BLOEMFONTEIN, 9323 - *Moratuoa Eugenia*
354. Ithana Mvelase - 940812 0263 *** - 37 Platinum Street, NELSPRUIT, 1200 - *Anathi Sphiwe*
355. Venique Ajam - 000912 0334 *** - 10 Louise Street, VALHALLA PARK, 7490 - *Insaaf*
356. Brajahari Shyam Webber - 010712 5162 *** - 207 Tuscan Estate, BOKSBURG, 1459 - *Harry Colin*
357. Mary Nompumelelo Hlophe - 760519 0458 *** - 40255 Ntiyane Road, ZWELIBOMVU, 3614 - *Nicky Mary Nompumelelo*
358. Cordelia Ngcatshe - 870921 0989 *** - 45 Oliver Tambo Street, Tambo Village, CAPE TOWN, 8000 - *Zandile Cordelia*
359. Douglas Mkhwanazi - 650111 5613 *** - Ebuhleni Home, Umzinyathi Area, INANDA, 4310 - *Mandlakhe Jesus*
360. Rookaya Solomons - 720109 0065 *** - 58 Brighton Drive, SUMMERSTRAND, 6001 - *Christina Lilith*
361. Smangele Portia Nxumalo - 990312 0713 *** - Dicks Halt, OSIZWENI, 2952 - *Snothando Portia*
362. Johanna Sophia Vertue - 720229 0100 *** - 27 Melkbos Street, CENTURION, 0157 - *Jóanie*
363. Raeesa Mamoojee - 721104 0008 *** - 20 A Anglers Crescent, BRACKENFELL, 7560 - *René*
364. Lynesse Kim Gilbert - 730511 0041 *** - 56 Northfield Avenue, GLENHAZEL, 2192 - *Elisheva*
365. Truly Mthombothi - 040524 1371 *** - Stand no 251, KABOKWENI, 1245 - *Truly Nokwanda*
366. Xolile Faku - 960510 5610 *** - 3210 MOleleki, Extension 1, KATLEHONG, 1432 - *Xolile Mfundo*
367. Maria Shai - 910827 0121 *** - 3797 Nakene Street, ORLANDO EAST, 1804 - *Maria Keneilwe*
368. Winston Micheal Epnaar - 990930 5250 *** - 65 Volsstruis Singel, KLAVER, 8145 - *Maxine Vallenay*
369. Monamodi Molwedi Makgato - 951109 5047 *** - 187 Iminwer Street, GLENWAY, 0122 - *Phoopollo Makgoba*
370. Thurleo Sampson - 890714 5361 *** - 15 A Teblanch Street, BONTEHEUWEL, 7764 - *Tauriq*
371. Nkanyiso Patrick Cebekhulu - 860328 5795 *** - 2 Clift Place, Hilton, PIETERMARITZBURG, 3200 - *Nkanyiso*

372. Sebonigile Precious Sedibe - 960611 0271 *** - 17500 Extension 8 A, SOSHANGUVE, 0152 - *Relebogile Precious*
373. Nyiko Tragic Mdhuli - 950129 5633 *** - 5 Jubba Street, TSHEPISONG, 1724 - *Nyiko Taylor*
374. Abednego Kgabedi - 980301 5593 *** - 7356 Extension 5, Khutsong, CARLETONVILLE, 2499 - *Katlego Abednego*
375. Sebenzile Ngcobo - 960529 0723 *** - 77554 Songozina Location, ELANDSKOP, 3226 - *Sebenzile Luyanda*
376. Lungisani Lindelani Hlabisa 020614 6449 *** - P O Box 1103, NONGOMA, 3950 - *Lindelani Ntokozo*
377. Valentine Dlamini - 730214 0320 *** - 7 James Gray Street, VANDERBIJLPARK, 1900 - *Mabu Valentine*
378. Magdalie Erasmus - 970520 0094 *** - Grosskopf Street, 5 Krokos, BLOEMFONTEIN, 9301 - *Magdalie Ferreira*
379. Paulos Kagiso Segoe - 820128 5466 *** - 13844 Vilane Street, Extension 2, KWA THEMA, 1575 - *Paul Obinna Nganga*
380. Nthabiseng Jennifer Lehlojane - 981115 0246 *** - 832 Panyane Batho, BLOEMFONTEIN, 9300 - *Nthabiseng Thato Jennifer*
381. Ashton Devan Finger - 011001 5547 *** - 15 Marilyn Carey Park, SOMERSET WEST, 7130 - *Asheeq*
382. Pulane Malope - 011004 0463 *** - 3469 Kgotsong, BLOEMFONTEIN, 9300 - *Gontsepulane*
383. Sithemiso Romeo Dlamini - 010629 5651 *** - 3045 Shakwana Street, TEMBISA, 1632 - *Sithembiso Romeo*
384. Siphosethu Abdula Sibeko - 011029 5631 *** - 55 Lyell Street, LADYSMITH, 3370 - *Siphosethu Sphesihle*
385. Masindi Mukondeleli Mudau - 010901 0587 *** - 673 Umbexa Street, ROSSLYN, 0200 - *Elizabeth*
386. Sweetboy Alfred Phoswa - 830618 5266 *** - 6089 Extension 9, KHUMA, 2562 - *Alfred*
387. Galeapare Ishmael Letsoko - 940405 5883 *** - 18 Pepani Street, CARLETONVILLE, 2499 - *Tshepang Ishmael*
388. Scivandr  Leepichia Tatiana Reid - 000824 0246 *** - 23 Pointsettia, HEIDEDAL, 9301 - *Schivandr  Leepichia Tatiana*
389. Mandla Mhlupheki Gama - 860711 5713 *** - 20 South Road, ROODEPOORT, 1724 - *Mandla Nyambi*
390. Aifheli Maureen Lutombo - 870601 0489 *** - 3719 Oregon Maple, CENTURION, 0157 - *Maureen*
391. Vhulahani Tshiyenda - 820227 0362 *** - Equatorial Guinea, COSMO CITY, 2195 - *Vhulahani Portia*
392. Charles Emmanuel Salvador - 040214 5702 *** - 50552 Leeubekkie Street, HP Village, MITCHELLS PLAIN, 7785 - *Kamvalethu*
393. Thabo Joseph Sedutla - 700415 5880 *** - 4001 Diepsloot, SOWETO, 2194 - *Banda Thabo Joseph*
394. Bungani Radebe - 870504 5411 *** - 92 Henry Street, BLOEMFONTEIN, 9300 - *Bhungane*
395. Zintathu Matanda - 771006 0300 *** - 12 Stoneforest, MOOIKLOOF RIDGE, 0081 - *Peter*

396. Ntebaleng Lydia Eunice Arhinful - 811122 0262 *** - 104 Zone 7, GA-RANKUWA, 0200 - *Nonofo*
397. Clayton Anthony Goeda - 800615 5186 *** - C 490 Concordia, KNYSNA, 6570 - *Angelo Clayton*
398. Zizipo Gwija - 950202 0912 *** - Mtimde Location, LUSIKISIKI, 4800 - *Zizipho*
399. Madihleko Dorothy Phaahla - 890311 0232 *** - 4th Avenue, WESTDENE, 2092 - *Rethabile Dorothy*
400. Nomiado Chilengue - 020813 6195 *** - 205 C 2, Mataubisa, KOMATIPOORT, 1340 - *Ndumiso Nomiado*
401. Gladsome Nozipho Ntuli - 870330 0822 *** - 70 Connor Road, Chase Valley, PIETERMARITZBURG, 3200 - *Nozipho Gladsome*
402. Busisiwe Victoria Zikhali - 890919 0350 *** - 4596 Stretford, Extension 5, ORANGE FARM, 1841 - *Busisiwe Victoria*
403. Pinkie Akhona Dyantyi - 811214 0444 *** - 46 Vintage Falcon Street, DURBANVILLE, 7550 - *Akhona*
404. Khutso Emmanuel Ramokoka - 040116 5281 *** - 7876 Lockcu, MABOPANE, 0190 - *Khutso Ratlhagana*
405. Kgethang Kefilwe Mokgootsane - 960930 0338 *** - 6227 Moshoeshoe Street, Diepkloof, Zone 4, JOHANNESBURG, 2001 - *Mmakabi Kefilwe*
406. Lunik Chiloane - 871005 5539 *** - 3658 Maranteng, Newtown, POSTMASBURG, 8420 - *Lunik Tebogo*
407. Mohau Kakudi - 020711 6246 *** - 19954 Glover Avenue, BLOEMFONTEIN, 9301 - *Kgotsofalang Mohau*
408. Chanté Daniels - 960427 0168 *** - 16 – 6 Street, Rusthof, STRAND, 7140 - *Malieka*
409. Petja Daphney Chokwe - 831107 0520 *** - A 0096, STERKWATER, 0617 - *Setja Daphney*
410. Thato Ledwaba - 991112 5234 *** - P O Box 441, GA-MASHASHANE, 0745 - *Thato Frank Malose*
411. Letshego Giveness Segopolo - 681225 2336 *** - House no 3272, Phatsima, PAMPIERSTAD, 8566 - *Mary*
412. Matsheko Stabasina Seiphemo - 850103 0822 *** - 552 Boikhutsong, VENTERSDORP, 2710 - *Stabasina*
413. Kay-Lee Hamilton - 010522 0159 *** - 10 Van Melle Street, SASOLBURG, 1947 - *Lakyn*
414. Channel Bianca Biljohn - 940706 0143 *** - 1554 Tenth Avenue, OUDTSHOORN, 6625 - *Chanel Bianca*
415. Lukhanyo Williams - 020330 5104 *** - 1024 Matiwane Street, QUEENSTOWN, 5320 - *Lukhanyo Emmanuel*
416. Luvuyo Manxiwa - 911007 5768 *** - 5 Odendaal Street, ALICE, 5700 - *Luvuyo Elijah Rocco Vulumhlaba*
417. Nhloniphile Beveryn Mkhonto - 960226 0249 *** - 66 Krocodil Drive, KEMPTON PARK, 1618 - *Hloniphile Beverly*
418. Happy Surprise Makhubedu - 841224 5251 *** - 2056 Block B, MABOPANE, 0190 - *Kgosi Happy Surprise*

419. Mario Léhan Adams - 930711 5168 *** - 1520 Rose Street, KOEKENAAP, 8146 - *Marnechia Lehantýé Nosakhele*
420. Tessa Merten - 900623 0046 *** - 42 Tournesol Avenue, HOUTBAY, 7806 - *Tessa Shirley*
421. Handyman Rendani Musetha - 870710 5969 *** - 43 A – 3rd Avenue, WESTDENE, 2091 - *Rendani*
422. Mpho ALinah Buthelezi - 890303 0870 *** - 138 Lentshalemadule, WITSIESHOEK, 9870 - *Mpho Omuhle*
423. Innocentia Maswabi - 020416 0850 *** - 2492 SOnderwater, CHRISTIANA, 2680 - *Onalenna Innocecntia*
424. Fortunate Mukondeleli Tseka - 030627 0902 *** - 665/10 Mahube Village, Extension 2, MAMELODI, 0100 - *Fortunate Mamokgokgothi*
425. Ntima Seokolo - 030324 5386 *** - 58159 J.B Mafoka, BLOEMFONTEIN, 9323 - *Ntima Thato*
426. Puleng Nhlanhla Manamela - 900403 5281 *** - 24 Queen Street, Malvern, EDENVALE, 2094 - *Puleng Moloto*
427. Truimphant Rethabile Lion - 930513 5105 *** - A 1637 Bataung Section, BABOLOKA, 0197 - *Triumphant Rethabile Tshepo*
428. Brandon Charles Wessels - 930416 5054 *** - 14 Lyster Villas, 34 Lyster Road, Croydon, KEMPTON PARK, 1619 - *Brandon Lee*
429. Winile Master Dosini - 711010 6470 *** - 28495 Greyvillea Road, Lower Thornwood, PINETOWN, 3610 - *Thobigunya Master*
430. Madiane Kgatuke - 050722 5517 *** - 13 Caracas Street, Selcourt Estate, SPRINGS, 1560 - *Madiane Jacob*
431. Abel Mbelu - 910817 5628 *** - 39455 Chana Street, Makhaza, KHAYELITSHA, 7484 - *Abel Tembelihle*
432. Ndonda Ausmond Phadu - 920904 5745 *** - 3302 Masetloa Street, BENONI, 1501 - *Ndoda Ausmond*
433. Hluphekile Sylvester Nkuna - 910412 5584 *** - 125 Mmabatho, MASEKE, 1396 - *Sylvester*
434. Ntane Daphney Masemola - 781205 0717 *** - Manganeng, JANE FURSE, 1085 - *Mmashejja Daphney*
435. Oupa Mokwana - 971225 5818 *** - PV 10305, Vergenoeg, ATTERIDGEVILLE, 0008 - *Bhenny Oupa*
436. Lillian Basetsana Nhlapo - 960615 0418 *** - 2650 Red Current, PROTEA GLEN, 1818 - *Lillian Basetsana Baganang*
437. Sympathy Phulula Nikelo - 800211 5409 *** - Nyaniso Location, PEDDIE, 5640 - *Phulula*
438. Mcebiseni Nzuza - 950414 5468 *** - 2828 Khulula North, NEWLANDS WEST, 4037 - *Sphelele Mcebiseni*
439. Freda Sibande - 790204 0457 *** - 1043 Block AA, SOSHANGUVE, 0152 - *Nomasonto Freda*
440. Menwabisi Zama Ngcobo - 850707 0662 *** - Ngwelezane A, EMPANGENI, 3880 - *Monwabisi Zama*
441. Leigh haroldine Du Toit - 981201 0104 *** - 54 Bluebell Circle , Lentegour, MITCHELLS PLAIN, 2785 - *Labeekah*
442. Elliot Andile Bobatyani - 830212 5392 *** - 9759 Manka Veleleni, GRAHAMSTOWN, 6139 - *Andile Josta*

443. Nobatembu Koba - 880423 0461 *** - 108 Ndebe Street, Nu 7, MOTHERWELL, 6211 - *Nobatembu Honey*
444. Beryl Audrey Inglis - 920109 0251 *** - 23 Palmtree Court, BRIDGETOWN, 7764 - *Bilqeess*
445. Tarini Govender-Awvince - 921204 0163 *** - 10 Albert Street, RYNCOORD, 1501 - *Taahira*
446. Rudowaan Bedford - 730706 5272 *** - 2 Freda Court, Hydra Avenue, OCEAN VIEW, 7975 - *Ruan*
447. Natashah Isaacs - 731226 0236 *** - 14 De Surburg Walk, HANOVER PARK, 7780 - *Tasneem*
448. Sampson Kevin Amukelani Makhuvule - 830301 6095 *** - Stand no 47, Ngove Village, GIYANI, 0826 - *Kevin*
449. Matthew Jacobs - 970923 5152 *** - 6 Hummock Circle, CAPE TOWN, 7441 - *Matte*
450. Mokgadi Sylvia Diangoane - 920926 0452 *** - 833 Segodi Street, MARAPANG, 0556 - *Mary Sylvia*
451. Lindeni Abegail Tresor - 840208 0560 *** - 101 ALexandra Road, PIETERMARITZBURG, 3200 - *Zakithi Lindie Abegail*
452. Linkie Ramadumetja Kgomo - 680328 0537 *** - 1844 Block P, SOSHANGUVE, 0152 - *Linky Ramadumetja*
453. Kyle Justin Abrahams - 910710 5651 *** - 55 A Taaibos Street, BONTEHEUWEL, 7764 - *Kaashif*
454. Nontobeko Msawuni - 960813 0386 *** - 365/8 Dambuza Road, EDENDALE, 3201 - *Nontobeko Senamile*
455. Asande Njiyela - 011018 0451 *** - Kwanzimakwe Ward, MUNSTER, 4244 - *Asanda Pearl*
456. Dithlare Angelinah Makhele - 920523 0224 *** - 2164 W Section, BOTSHABELO, 9781 - *Reabetswe Angelinah*
457. Selma Ahmed Sayed Rashad El Sayed - 010412 0088 *** - 76 Tip Toe Philip Kgosana, CAPE TOWN, 8001 - *Salma Ahmed Sayed Rashad*
458. Alfred Magadlala - 870610 5803 *** - Zone 20, Lit No 6, CAPE TOWN, 7455 - *Nkuthalo Wiseman*
459. Sebame Ismael Mogapi - 740819 5670 *** - House no 378, TAUNG, 8588 - *Serame Ismael*
460. Reihardt Bernardt Jördens - 010605 5827 *** - 10 Goudmun Street, MORREESBURG, 0100 - *Reinhardt*
461. Cebolenkosi Truth Ndobe - 040529 0183 *** - 107 Macheke Street, Extension 28, BOKSBURG, 1475 - *Cebolenkosi Natalia Pauls*
462. Khodani Ann Maletle - 040716 0311 *** - 45 B Bakersfield, KALAFONG, 2100 - *Lebogang Ann*
463. Qhamani Naledi Jobo - 811114 0552 *** - 8 Protea Road, MALANSHOF, 2194 - *Naledi Qhamani Sbhongiseni*
464. Surprise Tebogo Mbatha - 891213 5407 *** - Unit 8, 217 Dodge Street, WOODMEAD, 2192 - *Tebogo*
465. Granville Sheriff Adonis - 840106 5246 *** - 218 Horak Street, KRAAIFONTEIN, 7570 - *Granville*
466. Chanél Crous - 930125 0209 *** - 37 Dale Street, Landsdown, CAPE TOWN, 7776 - *Fatima-Zahra*
467. Mncedisi Ndaba - 030619 5754 *** - Woodforth Area, BERGVILLE, 3350 - *Mncedisi Musa*

468. Lucy Mbali Mathonsi - 840914 0689 *** - 576 Brickfield Road, OVERPORT, 4091 - *Samiyah Mbali*
469. Sbahle Ayanda Ngcobo - 030914 5047 *** - 18 Diana Crescent, FLORIDA, 1709 - *Ayanda Sbahle*
470. Dillon Joshua Bothma - 940501 5235 *** - 40 Oval North Beacon, MITCHELLS PLAIN, 7785 - *Abdu Daiyaan*
471. Moliehi Qhetso - 790826 0572 *** - 5781 Idutywa Street, Extension 6, MFULENI, 7100 - *Siphumelele Joyce*
472. Bevan Andrew Thomas - 940608 5126 *** - 2 Voortrekker Road, KENSINGTON, 7405 - *Badrudeen*
473. Grant Ian Bagshaw - 910816 5024 *** - 116 Upper Mill Street, CAPE TOWN, 8001 - *Charli*
474. Sheldon Kemo Hooseria - 001013 5712 *** - 98 Mooi Laan, KRIEL, 2271 - *Sitara Kemo*
475. Andrian Chad Seherrie - 910419 5182 *** - Unit KD 007, Balhar Gardens, BELHAR, 7493 - *Melody Almaz*
476. Kaylene De Wet - 920807 0262 *** - 3 Herba Road, Woodlands, MITCHELLS PLAIN, 7785 - *Akeefah*
477. Sekgonyana Vincent Mthimkulu - 850616 5806 *** - 4133 Tshepiso, Sharpeville, VEREENIGING, 1928 - *Sekgonyana Vincent Lemphawe*
478. George September - 860923 5463 *** - 11 Evelyn Court, Siriusway, OCEANVIEW, 7940 - *Imraan*
479. Robin Claudia David - 980301 0039 *** - 65 Juniper Lane, EASTRIDGE, 7785 - *Rania*
480. Errol Frank Petersen - 920705 5147 *** - 18 (b) Halman Walk, HANOVER PARK, 7780 - *Mogamay Mika-Eel*
481. Borain Clyde Claasen - 970131 5042 *** - 29 Planeet Street, Serepta, KUILSRIVER, 7580 - *Leah Grace*
482. Rowena Michelle Adams - 940416 0251 *** - 130 Lansport Road, HANOVER, 7750 - *Ashurah*
483. Zingisile Walter Mabhanya - 890603 5654 *** - 103 Navaran Court, 48 Esslen Street, HILLBROW, 2001 - *Walter*
484. Ntombizodwa Priscilla Kubheka - 770507 0507 *** - 12574 Uqokolo Street, Dobsonville, SOWETO, 1868 - *Zandile Priscilla*
485. Wandile Di-Caprip Nkosi - 000601 5263 *** - 28 Paul Street, BALFOUR, 2410 - *Wandile Di-Caprio*
486. Ntomeleng Mmatoto Molefe - 920521 0356 *** - 74 Morcom Road, Prestbury, PIETERMARITZBURG, 3201 - *Tumelo Mathuto*
487. Ramadimetja Portia Tshephisho Kgoale - 780426 0446 *** - Mamaolo Village, MPAHLELE, 0736 - *Ramadimetja Tshephiso*
488. Duncan Roscoe Engelbrecht - 960909 5290 *** - 26 Volstruis Singel, KRAWER, 8145 - *Blancé Deo*
489. Lemohang Malefane - 031229 0870 *** - 26 Thapelong Location, VANSTADENSURUS, 9945 - *Dineo*
490. Mookho Elizabeth Lebisa - 991025 1244 *** - 6743 Snakepark, Zamalia, SASOLBURG, 1949 - *Mookho Elizabeth Getrude*
491. Twanano Rikhotso - 000626 5449 *** - 8820 Hennessy Street, ORLANDO WEST, 1804 - *Ntwanano*
492. Chandré Adams - 940909 5146 *** - 119 Murray Street, Vaslo Estate, WYNBERG, 7460 - *Isaiah Jandre*

493. Ipeleng Prudence Masenya - 950912 0468 *** - House no 10112, LEPHALALE, 0883 - *Ipeleng Mokato*
494. Collen Seabelo Molemane - 810524 5678 *** - 43 Pandora Road, KENSINGTON, 2094 - *Rantsho*
495. Jonnie Kebone Mashao - 910604 6181 *** - Mike Diradingwe Street, Extension 9, ALEXANDRA, 2090 - *Johnny Kebone*
496. Welmé Isa Booysen - 930824 0067 *** - 173 Madeley Street, BOKSBURG, 1459 - *May*
497. Mashelebe Eunice Nkadameng - 890928 0946 *** - 1700 Ben Nkosi Street, WITBANK, 1035 - *Mantakane Eunice*
498. Monyamane Sheron Dolamo - 850930 0926 *** - 28 Parrot Street, BENONI, 1515 - *Ramagoro-Monyamane Sheron*
499. Latoya Nomathamsanqa Enhle Setlhake - 020824 0115 *** - 12 Basroyd Drive, JOHANNESBURG, 2190 - *Enhle Latoya*
500. Florence Mpho Mwleya - 030314 1259 *** - 15696 Amino Street, BRAAMFISCHERVILLE, 1724 - *Mpho Makoena*
501. Anneline Baklet Gysman - 860508 0257 *** - 4 Ngcwangu Street, PORT ALFRED, 6170 - *Ntombomzi Anneline*
502. Simon Hans Malesa - 990401 5969 *** - 6702 Extension 8, PHOMOLONG, 0510 - *Simon Hans Katlego*
503. Andries Tshokolo Banqa - 980812 6305 *** - 20745 Graslands 3, BLOEMFONTEIN, 9300 - *Reaboka*
504. Ramodujoane Caroline Diabela - 901216 1058 *** - Leeukraal Village, NEBO, 1059 - *Mohlalu Caroline*
505. Jamie James Seas - 941017 5326 *** - 410 Harder Street, LUTZVILLE, 8149 - *Jamie Gereldine*
506. Aidan Noel Buckenjohn - 040720 5339 *** - 2 Long Claw Court, PELICAN PARK, 7941 - *Adnaan*
507. Thandolwethu Blessing Xaba - 040204 5201 *** - 5 Huraydene Avenue, NEWLANDS WEST, 4037 - *Dominic Thandolwethu Blessing*
508. Gloria Mmabatho Moloi - 040106 0526 *** - 10350 Extension 8, BETHLEHEM, 9701 - *Aesha Otlile*
509. Letlotlo-La-Tlotlo-Le Tlile Sitha - 040413 5166 *** - 786 Extension 2, Chief Mogale, KAGISO, 1754 - *Letlotlo la tlotlo le tlile*
510. Nonceba Zukisa Mququ - 700606 2405 *** - 77 Harbour View Avenue, MONTCLAIR, 4004 - *Zukisa*
511. Hlengiwe Happiness Manyiki - 820918 0819 *** - 02 Goedkloof Street, GLENHARVIE, 1779 - *Liyakha Happiness*
512. Mdingazi Lorraine Mnisi - 900403 0709 *** - 47 B Zone B, LULEKANI, 1392 - *Lorraine*
513. Dipuo Isaac Chauke - 820824 5472 *** - 2754 B Machidi Section, MATHIBESTAD, 0418 - *Thibedi Dipuo Isaac*
514. Kabelo Jan Tutje - 911017 5416 *** - 1435 Carousel View, TEMBA, 0400 - *Rashato Kabelo*
515. John Ditshauto Moeti - 930602 5582 *** - Monareng Street, Extension 1, REGOROGILE, 0380 - *Luyanda John Ditshauto*
516. Joyce Tshelane - 860425 0517 *** - 5788 Block C, MASHEMONG, 0402 - *Boipelo Joyce*
517. Boitumelo Portia Kotsokoane - 931112 0470 *** - 6802 Setiloane, Zone 6, GA-RANKUWA, 0208 - *Ezekiel*
518. Rudzani Booi Ramabulana - 770719 5522 *** - 3 Santa Barbra Area, PRETORIA, 0002 - *Mupo*
519. Landy Haywood - 950308 0147 *** - 66 Gouritz Road, MANENBERG, 7764 - *Laeqah*
520. Eileen Andrews - 751120 0121 *** - 36 Mountain Road, WOODSTOCK, 7925 - *Laeqah*

521. Kgomo Jerry Gemani - 891124 5160 *** - 304 Gallery Court, Johan Street, PRETORIA, 0001 - *Humbulani Mvumbi Gemani*
522. Thandi Maria Ndlovu - 711031 0309 *** - Plot 79, DELMAS, 2210 - *Nomfiso*
523. Titus Thabeng Kola - 950225 5081 *** - 52 Huku Crescent, Lotus Gardens, PRETORIA, 0008 - *Thabang Titus David*
524. Nganani Nongxoxo Ramsey Beck - 701209 0845 *** - 40 Dudley Road, JOHANNESBURG, 2001 - *Ramsey Nganani Nongxoxo*
525. Marzanne Dianne Abrahams - 890610 0188 *** - 1 Marble Close, Rocklands, MITCHELLS PLAIN, 7798 - *Muneerah*
526. Given Snyman Hlase - 921223 5514 *** - 1511 Majubane Section, MASHISHANE, 1123 - *Thabiso*
527. Godfrey Lewies - 000110 5883 *** - 1515 Elyh Street, LUTZVILLE, 6865 - *Goddeline Chrisma*
528. Cwayita Sibongile Ngam - 950621 0688 *** - Zingani Area, BUTTERWORTH, 4960 - *Chwayita Sibongile*
529. Melca Nyaku Masehla - 900101 0699 *** - 118 Lebesane, MARISHANE, 1064 - *Melca*
530. Rebecca Mogase - 860129 0662 *** - 596 Greenside Section, RABOKALA, 0266 - *Rebecca Motlalepula*
531. Phalana Maybe Mojela - 760104 5623 *** - 27 Jan Alberts Avenue, Val-De-Grace, Extension 3, WATERMEYER, 0184 - *Phalana*
532. Mafosha Felicity Letsoalo - 960531 0410 *** - 12582 Umsimbithi Street, Extension 23, VOSLOORUS, 1475 - *Molekoa Caroline Felicity*
533. Pauline Sarah Baloyi - 890430 0346 *** - 235 Block DD, SOSHANGUVE, 0152 - *Masego*
534. Tandumzi Sicelo Zonela - 790512 5534 *** - 50 – 2nd Avenue, ALEXANDRA, 2090 - *Thandumzi Casey*
535. Jan Sello Masimini - 760530 5671 *** - 36484 Mothugwane Street, MAMELODI EAST, 0122 - *Jan Sontaga*
536. Matsapola Gift Selema - 991224 0514 *** - 337 – 5th Street, ATTERIDGEVILLE, 0008 - *Orifuna Gift*
537. Zizipho Khetheni Dlamini - 990105 0414 *** - 397 Smith Street, DURBAN, 4001 - *Luthando Zizipho Khwezi*
538. Farren Caroline Payne - 931219 0214 *** - Cafda Village, WYNBERG, 7824 - *Fazlin*
539. Nomathansanqa Faith Titi - 781225 0983 *** - 40 Ngesi Street, Kwa-Nobuhle, UITENHAGE, 6242 - *Faith*
540. Wendy Perseviarance Khomo - 011001 0629 *** - Mlozane Area, Ward 36, IZINGOLWENI, 4260 - *Ntwenhle Wendy*
541. Mangakane Kgaogelo Matlala - 781114 0355 *** - A 19 Tsimanyane, MARBLE HALL, 0450 - *Motitiri Kgaogelo*
542. Archibold Mpho Madigage - 010812 5385 *** - 59 Sitatunga Street, ELANDSFONTEIN, 1601 - *Mphesula Archibold Mpho*
543. Letlhogonolo Moetaesi - 001113 5814 *** - Majemantsho Area, MAHIKENG, 2745 - *Letlhogonolo Tebele Benjamin*
544. Coliswa Khulani Magagula - 010824 5745 *** - Stand no 244, MAYANSA, 1340 - *Mxolico Khulani Reason*
545. Nonkonzo Nyumeka - 980115 1222 *** - 19394 Dykiini Street, KRAAIFONTEIN, 7570 - *Amanda*
546. Tshebedi Thatego Mmaubane - 010416 5445 *** - Maralaleng Village, MPHAHLELE, 0736 - *Kganki Napoleon*
547. Caiphus Pieterse - 941019 5952 *** - Z/A 114B Ga-Kopa, Tafelkop, BOLEU, 0474 - *Magabjane Caiphus*
548. Thupane Stanford Kgoale - 730303 6355 *** - Mashite Village, MPHAHLELE, 0736 - *Stanford Motjekelane*
549. Kabelo Raphela - 861204 5532 *** - 2 Second Avenue, ALEXANDRA, 2090 - *Kabelo Magoda*

550. Dumisa Afrika Moloantoa - 900405 5490 *** - 176 Oklahoma Ave, Extion 0, Cosmo City, ROODEPOORT, 2188 - *Israel Dumisa*
551. Mathaba Peter Molepo - 941130 5464 *** - 32 New Look, Ga-Molepo, DIHLOPANE, 0732 - *Mabontshi Molangwane Peter*
552. Daddy Raymond Nkosi - 871215 5441 *** - 242 Teanong Section, TEMBISA, 1632 - *Mthuthuzeli Raymond*
553. Dylan Jose Van Der Merwe - 021016 1355 *** - 783 Rainbow Crescent, Little Falls, ROODEPOORT, 1724 - *Chanel Dylan*
554. Golden Shane Kgotso Khumalo - 980210 6244 *** - 30840 Matshelapad Section, GANYESA, 3613 - *Kgotso Golden*
555. Shue-Vanti Nkanyezi Nxumalo - 980325 0281 *** - 4460 Umfithi Street, Extension 26, Birch Acres, KEMPTON PARK, 1618 - *Nkanyezi Shue-Vanti*
556. Tokologo Malesela Selala - 980419 5794 *** - 1683 Phaphadikota Street, Extension 24, NELLMAPIUS, 1459 - *Tokologo Magakantshe*
557. Lesedi Twala - 030522 5074 *** - 526 Jan Bantjies, Unit 6, Baralochi, MONTANA, 0182 - *Lesedi Ramakgasane Steve*
558. Muhammed Fardeen Shaik - 890714 5086 *** - 14 Steeple Crescent, Bombay Heights, PIETERMARITZBURG, 3780 - *Fardeen*
559. Thabo Goefrey Gomba - 881223 5753 *** - Stand No 2621, Block 3, Kekana, HAMMANSKRAAL, 0400 - *Thabo Geoffrey*

DEPARTMENT OF HOME AFFAIRS

NO. 2843

9 December 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. Sabatha Hlengiwe Majoro - 780801 0344 *** - B 1344 Gizela Road, , MPUMALANGA, 3699 - *Khumalo*
2. Tshiwandalani Samuel Tshamano - 561217 5748 *** - Tshituni Tsha Fhasi, DZANANI, 0955 - *Ramaphuma*
3. Mariam Martin - 810426 0059 *** - 37 Ayrshire Street, RONDEBOSCH EAST, 7780 - *Abrahams*
4. Otshepeng Masie - 980625 5562 *** - House No 15 A, Tamasikwa, PAMPIERSTAD, 8580 - *Tshipinyane*
5. Lawrence Kabelo Kerakanetswe - 920413 5826 *** - House No 3107, Diplankeng, PAMPIERSTAD, 8580 - *Meyers*
6. Reaobaka Eric Kuntwane - 870802 5581 *** - 5 A Ditshilong, TAUNG, 8584 - *Molatlhegi*
7. Rebaone Sangoma - 900724 5555 *** - 10504 Buxron, PAMPIERSTAD, 8583 - *Rakgwale*
8. Mohau Reginald Ramasedi - 010710 5421 *** - 385 Clubview, QWAQWA, 9860 - *Mofokeng*
9. Thulebona Philip Radebe - 990411 5277 *** - 16 Isiziba, TEMBISA, 1632 - *Mdhluli*
10. Rethabile Ludidi - 000806 0143 *** - 15 Mqadi Close, Ny 7, GUGULETHU, 7750 - *Sekhobo*
11. Mncedisi Fortune Ratema - 950613 5130 *** - 43 Water Trapper Street, BIRCH ACRES, 1632 - *Kubheka*
12. Caswell Mabunda - 000322 5321 *** - Nkhensani Hospital, SKHUNYANI, 0826 - *Mashamba*
13. Ayanda Nxumalo - 960126 0975 *** - Mkhunya Area, UMZINTO, 4200 - *Qwabe*
14. Ndivhuwo Mamaila - 970827 5852 *** - Rembuluwani, HA-MASAKONA, 0941 - *Nemutudi*
15. Amkelekile Fokoto - 970324 0517 *** - P O Box 304, UGIE, 5470 - *Kobo*
16. Mcdonald Ntsilo - 950511 5540 *** - 10358 Harry Gwala, ZAMDELA, 1947 - *Mthombeni*
17. Nomonde Thulisile Mkhize - 971122 0561 *** - 850106 Richmond Road, Ncwadi Location, PIETERMARITZBURG, 3200 - *Nzimande*
18. Nomahlobi Rotta Ngozo - 941104 0551 *** - 532 Zone 10, SEBOKENG, 1983 - *Radebe*
19. Ronnie Mathulwe - 650830 5657 *** - No 332 Kgama Street, MEADOWLANDS, 0600 - *Lebelo*
20. Nikita Jansen - 980920 0167 *** - 40 Heldeberg Road, BISHOP LAVIS, 7490 - *Steenkamp*
21. Lebinki Frans Senyama - 821221 5350 *** - House No 1350, Extension 4, REGOROGILE, 0300 - *Motheelane*
22. Nnini Penelope Masilo - 751016 0634 *** - 386 Mphahlele Street, Molapo, SOWETO, 1717 - *Morabe*
23. Yamkela Mancu - 040602 6057 *** - Ayongasa, UMZIMKHULU, 3297 - *Mkhulisi*
24. Khutso Mphoreng Mohlala - 971008 5819 *** - No B100500, Avalon, MHLUZI, 1053 - *Leshaba*
25. Mxolisi Innocent Hlatshwayo - 830401 5721 *** - 24246 Nxala Road, MARIANNHILL, 3610 - *Dlamini*

26. Khanyisani Madondo - 970219 5442 *** - Phakwe Area, MSINGA, 3010 - *Ngubane*
27. Mthokozisi Suprise Vilakazi - 960718 6029 *** - Stand No 1163, NHLAZATSHE, 1165 - *Mlangeni*
28. Bajabulile Pinky Doncabe - 910601 0117 *** - 152 Balfour Road, PORT SHEPSTONE, 4052 - *Mtambo*
29. Nozipho Pearl Nala - 880705 0236 *** - 5008 Sukuma Road, Zamokuhle, WYEBANK, 3610 - *Ndlovu*
30. Shiela Thabisile Mabolawa - 900211 0770 *** - 752 Serapa Crescent, Malibongwe, COSMO CITY, 2188 - *Mokoena*
31. Malibongwe Isak Mabizela - 980807 5070 *** - 59 Kingfisher Street, Extension 14, PROTEA GLEN, 1700 - *Dlomo*
32. Bonginkosi Linus Mtambo - 751224 5448 *** - Satpantric Mission, HIBBERDENE, 4220 - *Shazi*
33. Kutume Xaba - 930830 5279 *** - 04 Siwesa Street, KWA THEMA, 1559 - *Mogale*
34. Jeremia Letuka Lucky Seshabela - 850920 5742 *** - 7118 Extension 4, Evaton West, EVATON, 1984 - *Mosia*
35. Hlayisani Marcony Mambane - 871220 5744 *** - P O Box 1162, BUSHBUCKRIDGE, 1280 - *Makubela*
36. Thapelo Johannes Leboea - 830113 5775 *** - 1491 M, BOTSHABELO, 9781 - *Mpokanyane*
37. Samkelisiwe Ntobela - 971228 0581 *** - Malukazi Area, ISIPINGO RAIL, 4110 - *Gambushe*
38. Mbekeni André Mahlangu - 901005 5291 *** - 14099 Moss Mabona, DAVEYTON, 1520 - *Mlambo*
39. Jayden Kesley Van Wyk - 040609 5078 *** - 41 Pulpit Street, IRENE, 0123 - *Hollywood*
40. Reitumetse Ambitious Moses - 970623 0133 *** - 3096 Modimogale Street, Rocklands Location, BLOEMFONTEIN, 9323 - *Morake*
41. Theophilus Mpho Modiha - 810313 5625 *** - 0720 Block F, SHAKUNG, 0203 - *Mareme*
42. Phenyane Barnad Mokebe - 920405 5431 *** - 16433 Leseding Section, DERTIG, 0400 - *Thobejane*
43. Toni Hlophane - 900820 5946 *** - 702 Block V, SOSHANGUVE, 0152 - *Molobi*
44. Obakeng Sidwell Mfete - 901009 5531 *** - 1396 A 2, Village, MAUBANE, 0400 - *Tiyo*
45. Tebogo Mahlake - 890622 6011 *** - 438 Block Nn, Phase 3, SOSHANGUVE, 0152 - *Makunyane*
46. Bulelani Lithemba Ketsekile - 990713 5324 *** - 17 Sharona Edleen, Percival Crescent, KEMPTON PARK, 1619 - *Basholo*
47. Mashita Yvonne Tihako - 880331 0623 *** - Mmotong Location, BAKENBERG, 0611 - *Sefora*
48. Matsobane Abel Tihako - 820809 5883 *** - Mmotong Location, BAKENBURG, 0611 - *Sefora*
49. Kamohelo Nelson Thekiso - 940905 5320 *** - 12677 Zone 11, SEBOKENG, 1982 - *Botsane*
50. Justice Sechaba Mqwathi - 980924 5711 *** - 1475 Mosiea Stand, WINTERVELDT, 0198 - *Mosiea*
51. Maphefo Faith Monare - 780415 0436 *** - 41804 Stone Arch Estate, Sunstone Road, CASTLE VIEW, 1401 - *Ndlovu*
52. Samkelisiwe Nonhlanhla Mwelase - 971016 0849 *** - 113 Woburn Avenue, BENONI, 1501 - *Mbatha*
53. Tebogo Michael Ramathibela - 871116 5360 *** - 11680 Isigobodi Street, JOHANNESBURG, 2001 - *Madiaga*
54. Sthembiso Mathebula - 910102 5964 *** - Stand No 68, Rolle Village, MHALA, 1365 - *Makhubela*
55. Thabiso Motsweqa - 940122 5394 *** - 10164 Barwa Street, DAVEYTON, 1524 - *Nkadimeng*

56. Dipuo Laad - 000609 0777 *** - 4934 Extension 5, BLOEMHOF, 2660 - *Ndlovu*
57. Ngoako William Manaka - 930105 5985 *** - 20027 Lebu Village, LEPHALALE, 0621 - *Marakalala*
58. Mondli Tantsi - 870706 5672 *** - Area 41136, Bester Township, INANDA, 4310 - *Magaqa*
59. Kweni Plantina Manaka - 861112 0777 *** - Stand No 20027, Lebu Village, LEPHALALE, 0621 - *Marakalala*
60. Phindile Princess Mutunda - 900105 0656 *** - 179 Honeydew, Extension 10, ZANDSPRUIT, 2040 - *Khumalo*
61. Abe Lesiba Thoka - 040912 5195 *** - Makgofe, MOLETJIE, 0709 - *Hlahla*
62. Malehlohonolo Matshidiso Motete - 021218 0836 *** - 14636 Phase 6, BLOEMFONTEIN, 9300 - *Mnyakama*
63. Thabiso Siphwe Mbuyazi - 030511 5065 *** - Phase 5, Mandlazi, RICHARDS BAY, 3900 - *Mafuleka*
64. Popie Betty Mkase - 000206 1030 *** - 144 Mogaung, TSHILWANENG, 0491 - *Mahloko*
65. Masape Pretty Maenetja - 981016 0754 *** - P O Box 116, ROZANO, 0723 - *Ramothopo*
66. Andile Sabela - 960531 0590 *** - 9928 Khwezi Valley, MADADENI, 2952 - *Mpofu*
67. Ntombifuthi Emmerencia Mkhize - 820313 0453 *** - K 2052 Newlands Heights, KWA MASHU, 4360 - *Mdlalose*
68. Kekeletso Relebohile Ursula Monareng - 960330 0633 *** - 199 N , Bluegum Bosch, PHUTHADITJHABA, 9866 - *Mthethwa*
69. Lindiwe Naledi Motaung - 010909 0256 *** - 1970 Mazibuko Street, BOITUMELO, 1983 - *Mahlangu*
70. Siphso Godfrey Motaung - 960531 5769 *** - 1970 Mazibuko Street, Boitumelo, SEBOKENG, 1983 - *Mahlangu*
71. Jimmy Athold Tserengoa - 820202 5371 *** - 1371 Block I, LETLHABILE, 0264 - *Khoza*
72. Oscar Khoza - 810921 6002 *** - 823 Section, , MAMELODI, 0122 - *Tshabalala*
73. Lehlohonolo Desmond Manyiki - 811108 5306 *** - 3 Kerkkenburg Street, SPRINGS, 1559 - *Ramarou*
74. Thabo Joseph Nkosi - 831017 5317 *** - 5359 Extension 24, Ikati Street, CENTURION, 0157 - *Marole*
75. Vathiswa Nosipho Mhambi - 870227 0355 *** - 209 Shiplako Street, Hendley On Klip, MEYERTON, 1962 - *Nkuzo*
76. Nthabiseng Sherly-Ann Sithole - 830219 0711 *** - 18752 Zone 14, SEBOKENG, 1983 - *Makume*
77. Baby Mmoa - 951013 0283 *** - 2171 A Seboka, NALEDI, 1868 - *Mosala*
78. Nkosikhona Nicorine Ngobese - 000625 0058 *** - 17424 Mndozo Farm, OSIZWENI, 2952 - *Ndaba*
79. Senzo Teddy Mbatha - 940918 5316 *** - 6046 Section 6, MADADENI, 2951 - *Ndlovu*
80. Jade Barrie - 990714 0092 *** - 6 Lynx, 1345 Zeiss Road, HONEYDEW, 2040 - *Ligoutsikos*
81. Randy Londiwe Mkhwanazi - 941208 0528 *** - J 1 2130 Impala Street, ESIKHAWINI, 3900 - *Nxele*
82. Glen Tumelo Ntoamato - 990323 5626 *** - 298 Mogolodi Street, MAMELODI, 0122 - *Swathi*
83. Crovot Diale - 930919 5569 *** - 2374 Inkunzimbili, NELLMAPIUS, 0126 - *Mamogobo*
84. Nompumelelo Langa - 040222 0276 *** - 11406 Umqaquli Street, Extension 14, VOSLOORUS, 1415 - *Nomnqa*
85. Letia Grace Mngomezulu - 790425 0598 *** - 328 -14th Street, ATTERIDGEVILLE, 0008 - *Mthethwa*

86. Lethokuhle Doncabe - 030109 5649 *** - 1304 Ntrshongweni Area, HAMMARSDALE, 5700 - *Mntambo*
87. Thuri Javeline Seopa - 030115 0715 *** - Pv 7848, Vergenoeg, ATTERIDGEVILLE, 0125 - *Rakumako*
88. Phindile Kobe - 990425 1087 *** - P O Box 1992, MARBLEHALL, 0540 - *Mahlomotja*
89. Mikea Shetsembiso Mamasela - 890107 5236 *** - 315 Block E, LETLHABILE, 0264 - *Tivane*
90. Kyle De Campo - 970527 5504 *** - 37 Galpin Road, Summerstrand, PORT ELIZABETH, 6001 - *Hiscock*
91. Nlengiwe Lesedi Moeketsi - 960119 0466 *** - 09 Soetdoring Road, PALMRIDGE, 1458 - *Magubane*
92. Mbali Langa - 930330 0424 *** - 11406 Umqaquli Street, VOSLOORUS, 1475 - *Nomnqa*
93. Tshepo Hope Mokgatla - 891026 5433 *** - 7577 Sebotsa Street, THOKOZA, 1426 - *Mosia*
94. Tsholofelo Blessing Motloug - 930527 0319 *** - 450 Mosiliki Section, KATLEHONG, 1431 - *Malohle*
95. Lesedi Bellah Sithole - 911106 0452 *** - 1663 B Makapane Street, Molopo Extension, SOWETO, 1818 - *Mohube*
96. Siyasanga Mabizela - 990904 0379 *** - 238 Nyl, MDANTSANE, 5219 - *Bavuma*
97. Amanda Phiri - 831222 0790 *** - No 70 Block R78, Extension 29, JOHANNESBURG, 2001 - *Masondo*
98. Sophy Mmathapelo Selwana - 870803 0739 *** - Stand 761, TAFELKOP, 0474 - *Ramphisa*
99. Bonginkosi Thusani Sithole - 900808 5531 *** - 62 Van Deventer Street, Pierre Van Ryneveld, IRENE, 0157 - *Ntandane*
100. Bonolo Octavius Motlhako - 940213 5376 *** - 1414 Monapi Street, SOWETO, 1868 - *Seate*
101. Matlhatsi Rachel Keswa - 990316 0424 *** - 1920 Pilchard Street, ALBERTON, 1449 - *Chabangu*
102. Karabo Josia Mafatshe - 980730 5405 *** - 1044 Mabye Section, LUKA, 0300 - *Makgaka*
103. Thapelo Mdlalose - 971103 5414 *** - 1335 Emndeni, SOWETO, 1818 - *Ramela*
104. Awelani Bright Ramaru - 000512 0679 *** - 347 Tshino Mukondeleli, VUWANI, 0952 - *Bakali*
105. Enock Tsokotla Nyathi - 790108 5457 *** - 202 P Block, TEMBA, 0407 - *Phala*
106. Wandile Zimba - 881229 5316 *** - 18 Khakhaza Street, KWA THEMA, 1575 - *Nhlapo*
107. Lungisani Cyril Majola - 900131 5726 *** - Nyangwini Area, HIBBERDENE, 4220 - *Khumalo*
108. Deliwe Teboho Motaung - 040731 0670 *** - 1811 Emdeni, LENDLEY, 9630 - *Molakeng*
109. Benny Koketso Mabaso - 010710 5590 *** - Stand No 598, SIYABUSWA, 0472 - *Mzima*
110. Teboho Lucas Dhlamini - 010319 5683 *** - 4198 Mohlakeng, HARRISMITH, 9880 - *Hlubi*
111. Sindisiwe Pearl Mkhize - 870908 0784 *** - 240 Machina Street, Sobantu Village, PIETERMARITZBURG, 3201 - *Dlamini*
112. Makaphile Noluthando Buhlalu - 001210 0265 *** - 3988 Lihlo Street, Extension 9, WINDMILLPARK, 1459 - *Khalishwayo*
113. Pollen Hlogoane Bahula - 980827 5645 *** - Ga Radingwana, SEKHUKHUNE, 1124 - *Thamaga*
114. Desmond Bahula - 941122 5639 *** - Ga Radingwana, SEKHUKHUNE, 1124 - *Thamaga*
115. Mandy Metja Choke - 990910 0570 *** - A0183 Ga Hloko Village, REBONE, 0617 - *Ngwepe*

116. Klaas Koena Meso - 990914 5522 *** - 402 Zone 3, SESHEGO, 0742 - *Leboho*
117. Thandeka Promise Gwala - 960926 1158 *** - 1225 Umgababa Area, 35 Uphondo Road, SCOTTBURGH, 4125 - *Gumede*
118. S'fiso Brian Nkosi - 861130 5295 *** - Ebhadeni Area, EDUMBE, 3180 - *Buthelezi*
119. Motheo Esther Modau - 981229 0331 *** - 1105 Block E, HEBRON, 0193 - *Ramasodi*
120. Ntshapi Virginia Shikwane - 750817 0757 *** - 87 Phase 1, Kanana, HAMMANSKRAAL, 0400 - *Sepeng*
121. Patience Ndlovu - 950310 0565 *** - 84-3rd Avenue, ALEXANDRA, 2090 - *Sitoza*
122. Tsebo Mbali Tsoai - 970313 0705 *** - Stand No 72, NGWENYENI, 1346 - *Malala*
123. Piet Collen Mabaso - 800303 6908 *** - Stand No 2990, KANYAMAZANE, 1214 - *Sambo*
124. Samukelo Sandile Tshoi - 010103 5513 *** - Stand No 72, Ngwenyeni, KATLEHONG, 1481 - *Malala*
125. Ntandokazi Nqambayi - 030630 1014 *** - Lusecweni Area, PORT ST JOHNS, 5720 - *Mhlekw*
126. Tlou Patrick Marukhu - 031227 6079 *** - 5559 Amogelang, OLIEVENHOUTBOSCH, 0175 - *Kobe*
127. Phathutshedzo Mogonono - 870904 0591 *** - Dopeni, NZHELELE, 0993 - *Mashau*
128. Gumani David Nemutudi - 791219 5454 *** - Ngwenani Ya Themeli, THOHOYANDOU, 0950 - *Mmbi*
129. Joseph Theki Seleke - 891205 5359 *** - 92 Block 7, KUTLWANONG, 9483 - *Phatlane*
130. Fanyani John Lesiea - 690706 5537 *** - 9050 Makeka Street, SHARPEVILLE, 1928 - *Mabawa*
131. Siphesihle Eric Makalima - 850801 5638 *** - V28 Kwedile Street, Witsand, ATLANTIS, 7349 - *Mbatha*
132. Dan Simon Nyandeni - 521230 5588 *** - 012002 Koppie Allen, DANHAUSER, 3080 - *Magudulela*
133. Mbaliyethu Thanjekwayo - 770121 5511 *** - 524 Moleko Road, LAMONTVILLE, 4027 - *Khoza*
134. Thembinkosi Mafuthwini Mthembu - 650326 5320 *** - 26 Armstrong Avenue, EMPANGENI, 3880 - *Tembe*
135. Atlegang Williams Seanego - 040220 5699 *** - First Avenue, 906 Wonderpark Estate, PRETORIA, 0182 - *Rapoo*
136. Sonja Kloppe - 680825 0116 *** - 2 Timeron Street, PAARL, 7646 - *Vorster*
137. Mokomma Agnes Kgarose - 910911 0638 *** - 8427 Extation 19, MOKOPANE, 0600 - *Rambau*
138. Mozamane Alfred Thubakgale - 850109 5567 *** - 70580 Mmotong, BAKENBERG, 0611 - *Konaite*
139. Kholofelo Hope Nkosi - 990923 0175 *** - 194 Khayeane Street, SOSHANGUVE, 0152 - *Lekoane*
140. Kholofelo Johannes Senona - 890720 5942 *** - 104 Zone 2, BOLEU, 0474 - *Letsoalo*
141. Nkululeko Matsime - 950517 5322 *** - 743 Mdakana Street, THOKOZA, 1426 - *Shwabete*
142. Lerato Selina Nkutha - 940816 0497 *** - 1144 Poloking, SEBOKENG, 1983 - *Maphutse*
143. Mothabela Junior Ramoshaba - 010203 0089 *** - 518 Zone 4, SESHEGO, 0742 - *Dipela*
144. Freddy Sontaga Mokgama - 881118 5393 *** - 3759 Zone 2, SESHEGO, 0699 - *Kgobe*
145. Modisaotsile Lazarus Morweng - 780809 5581 *** - Ditampuna Section, Moshama Village, ZEERUST, 2888 - *Legae*

146. Nomvele Hlengiwe Ncayiyana - 910320 0477 *** - 2289 Greenfield Avenue, AVACA HILLS, 4051 - *Ntombela*
147. Olwethu Msesiwe - 990923 0445 *** - 185 Kildare Estate, 16 Oranjerivier Drive, Terenure, KEMPTONPARK, 1619 - *Mpomane*
148. Victor Lodwick Kwadi - 791026 5289 *** - 4118 Dikopane Street, Mogale City, KAGISO, 1754 - *Ngwako*
149. Manyabeane Arimend Phahlamohlaka - 001215 5510 *** - Stand 120, Mohlarekoma Village, NEBO, 1059 - *Makena*
150. Nthabiseng Innocentia Thandy Matlala - 910829 0555 *** - 6306 Zakes, Mazhitjie, HEIDEBERG, 1441 - *Magazi*
151. Thabang Kit - 940620 5928 *** - House No V 56, Masimo Section, GANYESA, 8613 - *Sewedi*
152. Aniese Matladi Makua - 880820 5746 *** - Ngwanamatlang, JANE FURSE, 1085 - *Chidi*
153. Thabang Makuwa - 981105 5750 *** - Z 2 B – Botloponya -135, TAFELKOP, 0474 - *Tshehla*
154. Nkululeko Freedom Malapane - 791218 5275 *** - 18198 Marianridge, PINETOWN, 3610 - *Nzama*
155. Kagisho Kat - 861015 5560 *** - 10135 Tlapeng Ville, GANYESA, 8613 - *Baoki*
156. Siphe Sidliki - 010810 5350 *** - 57 10th Avenue, ALEXANDRA, 2090 - *Piti*
157. Simphiwe Valentia Nkosi - 940930 0423 *** - Fire Finch, ALBERTON, 1448 - *Sebesho*
158. Mogotsi Mashiyane - 890716 5441 *** - 2299 Zone 9, MEADOWLANDS, 1852 - *Ramutla*
159. Refilwe Priscilla Nyathela - 830511 0325 *** - 5 Perk Street, VANDERBIJLPARK, 1911 - *Maseko*
160. Tshepo Steven Mathebekaze - 890504 5285 *** - 2274 Phase 2, Itsoseng, ERASMUS, 0200 - *Komane*
161. Tshotlo Soul Ntwagae - 791227 5284 *** - 204 Refenekgotso, DENEYISVILLE, 1932 - *Mahumapelo*
162. Ntombizonke Sharom Hlophe - 930416 0353 *** - 295 Preotea Street, KEMPTONPARK, 1620 - *Khumalo*
163. Ingrid Thandekile Ntiwane - 881003 0371 *** - Stand No 102, Kamhlushwa Township, NELSPRUIT, 1332 - *Ngomane*
164. Shumani Irene Rapetswane - 750606 1866 *** - 221 Gogobole Village, Sinthumule, MAKHADO, 0938 - *Ramabulana*
165. Lufuno Mabanga - 991125 5098 *** - 3213 Nare Street, Emndeni Extension, SOWETO, 1868 - *Munzhedzi*
166. Mahlatse Ignatius Ramaoka - 870616 5840 *** - Mohlakoni Village, BOLOBEDI, 0837 - *Metibe*
167. Carl Matshimana - 910904 6073 *** - Douglas Street, TZANEEN, 0850 - *Mnisi*
168. Khetha Cyprian Ndawonde - 880704 5492 *** - Gwala Park, MOOI RIVER, 3300 - *Mdakane*
169. Sabelo Innocent Luthuli - 940126 5507 *** - Nkulu Location, Ward 25, GAMALAKHE, 4249 - *Malunga*
170. Nkululeko Collen Mphahlele - 840625 5939 *** - 8452 Delphinus Street, Extension 9, LENASIA, 1821 - *Lecheko*
171. Thobile Precious Gwala - 930501 0871 *** - Uphondo Road, 1225 Umgababa Area 35, SCOTTBURGH, 4126 - *Gumede*
172. Mnyamezeli Wiseman Welden - 860703 5470 *** - Nokweja Location, IXOPO, 3276 - *Dlamini*
173. Sylvia Ngobeni - 940715 0885 *** - Stand No 333, Ga-Mokgokong, MMOTONG, 0751 - *Matjaola*
174. Phokoane Alvional Sebati - 910902 0831 *** - Stand No 1330, GA THOKA, 0727 - *Seshoka*
175. Bongeka Zamayengwayo Magwaza - 970904 0614 *** - P O Box 287, PIETERMARITZBURG, 3233 - *Mngadi*

176. Zakhele Christopher Ntamo - 790727 5321 *** - Unit J , Mbali Section, PIETERMARITZBURG, 3201 - *Jama*
177. Donald Chauke - 920605 5754 *** - 1860 Protea South, TSHIAWELO, 1818 - *Sithole*
178. Lisa Leanie Van Dyk - 020301 1413 *** - Plot 211 , ALEWYNSPOORT, 1872 - *Roux*
179. Nkosana Prince Mlaba - 910717 5648 *** - 503 A Zwani Street, Zola 3, Kwa Xuma, SOWETO, 1868 - *Mathebula*
180. Diamond Alan Douglas Ortell - 990504 5058 *** - 57 Maraisburg Road, BOSMONT, 2093 - *September*
181. Manakane Malope Hector Mothiba - 850714 5528 *** - 42 Kiepersol , Akasia, MOKOPANE, 0690 - *Moloto*
182. Ompelege Moreki - 990721 0349 *** - Ga Sefanyetso, MOUBANA, 2845 - *Mohotlheng*
183. Bokamoso Tshilo - 950206 5938 *** - Lopapeng, SETLAGOLE, 2773 - *Kesekile*
184. Cebolenkosi Blose - 930819 6149 *** - 39 Kings Road , New Germany, PINETOWN, 3610 - *Cele*
185. Refilwe Mthimunya - 860228 0617 *** - 45 Fifth Avenue, FONTEINBLEU, 2195 - *Sebiloane*
186. Masebaka Louisa Sefako - 891229 0555 *** - P O Box 1517, CARLETONVILLE, 2499 - *Moswetsi*
187. Itumeleng Christian Mokoena - 870827 5255 *** - 5283 Extension 2, Khutsong Location, CARLETONVILLE, 2499 - *Bogatsu*
188. Lebogang Katlego Shounyane - 960621 5379 *** - 70 Myrtle Street, Three Rivers, VEREENIGING, 1929 - *Koloku*
189. Sonnyboy Vicinduku Thabethe - 751213 5903 *** - 3015 Mkhwanazi Street, DAVEYTON, 1520 - *Mngomezulu*
190. Tshepo Anthen Mokhemisi - 740717 5576 *** - 739 Makande Street , Zone 1, DIEPKLOOF, 1864 - *Moagi*
191. Nkosiya Lindokuhle Simelane - 891123 5886 *** - 18 Area, ESIKHAWINI, 3887 - *Gumede*
192. Andile Hopewell Mvubu - 970405 5106 *** - Ndaleneni Location, RICHMOND, 3780 - *Jali*
193. Dineo Portia Zondo - 950910 0422 *** - 1481-48 Geduit Street, Debonia Park, DEDEUR, 1984 - *Leburu*
194. Brandon Both - 980125 5015 *** - 8 Sybrand Van Niekerk Street, MEYERTON, 1960 - *Steenkamp*
195. Lucky Matlatsi Maphoso - 870514 5520 *** - 4102 Block A, Moloto North, KWAMHLANGA, 1022 - *Lukhele*
196. Kerryrn Laken Bouverie - 990108 0537 *** - 133 Lucas Road, Wentworth, DURBAN, 4026 - *Joubert*
197. Retlametswe Molefe - 990420 0624 *** - Tsollwane Section, SWARTKOFONTEIN, 2888 - *Thambe*
198. Sikelela Samantha Njingana - 930907 0892 *** - 3 Currie Street, EAST LONDON, 5201 - *Fritz*
199. Nkosana Joseph Malape - 830418 5654 *** - Bonatla Street, SEBOKENG, 1983 - *Zonde*
200. Kgothatso Phadima Seroka - 931008 5827 *** - Mohlaletse, MAROTENG, 1121 - *Phala*
201. Caylynne Michaela Rip - 970123 0190 *** - 94 Lebombo Berg, Spitskop, BLOEMFONTEIN, 9301 - *Wakeford*
202. Simon Bonakele Mkhushango - 870208 5382 *** - 1212 M Section, BOTSHABELO, 9781 - *Mathafeng*
203. Malesela Masebe - 950131 5127 *** - 144 Krinkhout, Florauma, PRETORIA NORTH, 0182 - *Mafokwane*
204. Karabo Ben Marindi - 951011 5805 *** - 7377/1 Block V V, SOSHANGUVE, 0152 - *Mbazima*
205. Lehlohonolo Betheniel Molefe - 891230 5276 *** - 841 Mogale Street, Munsieville, KRUGERSDORP, 1739 - *Moeketsi*

206. Sifiso Masango - 980721 5230 *** - 11644 Modisanyane, KWA-THEMA, 1575 - *Nene*
207. Thabiso Terence Phadi - 830301 5447 *** - 3897 Namahadi, FRANKFORT, 9830 - *Phadi-Shivambu*
208. Moses Tlamama - 751204 5512 *** - No 1 Bellpeper Crescent, Extension, 52, THE ORCHARDS, 0081 - *Seete*
209. Phillimon Tlhomamiso Moloi - 040427 5688 *** - 13887 Anthony Lembete Street, KAGISO 2, 1754 - *Mohau*
210. Zenzile Chabalala - 981016 0719 *** - P O Box 644, GIYANI, 0826 - *Mashimbye*
211. Zewande Fikizolo - 751219 5442 *** - 27 Hewane Street, Zwide, PORT ELIZABETH, 6201 - *Johannes*
212. Teboho Benjamin Majake - 780824 5339 *** - 48 Van Der Merwe, Bela-Bela, WARMBATH, 0480 - *Moletsane*
213. Patrick John Marthinus - 671031 5532 *** - 134 Beethoven, RETREAT, 7945 - *Hartzenberg*
214. Alphons Mojalefa Motingoe - 890629 5616 *** - 31069 Freedom Square, BLOEMFONTEIN, 9301 - *Matsoso*
215. Qhayiya Ngewu - 960410 0168 *** - H166 Madayi Crescent, KHAYELITSHA, 7784 - *Anta*
216. Lucille Davids - 820522 0221 *** - 31 Summerville Complex, Parklands Main Road, PARKLANDS, 7441 - *Cameron*
217. Erik Martins - 820210 5297 *** - 275 Diamond Street, Toekomsrus, RANDFONTIN, 1759 - *Keepi*
218. Thabani Fortune Nzuza - 890921 5633 *** - 2514 Zibuse Village, HAMMARSDALE, 3699 - *Mncwabe*
219. Mkhusele Aaron Gqamane - 910919 5636 *** - 30937 Mawalawala Area, Thorn Tree, CHATSWORTH, 3610 - *Ngubo*
220. Johannes Dumabo Mthimunya - 710503 5630 *** - Stand No 15715, MAMELODI EAST, 0122 - *Masango*
221. Makgafela Lydia Mphahlele - 811129 0315 *** - Mashite Village, MPHAHLELE, 0736 - *Malema*
222. Bongani Zulu - 940610 5784 *** - 24 Gardener Road, WOODLANDS, 3201 - *Khumalo*
223. Katlego Phahladira - 960908 5674 *** - 4425 Nsibande Street, TEMBISA, 1632 - *Mathabatha*
224. Ndodo Richard Mangazi - 810421 5604 *** - Enkanyezini Location, CAMPERDOWN, 3720 - *Mkhize*
225. Cholohelo Mafa Eric Mangweni - 920724 5230 *** - 6302 Caleb Motshabi, BLOEMFONTEIN, 9301 - *Mashoabi*
226. Itumeleng Martha Baloyi - 901108 0302 *** - 1318 Newtown, MMAKAU, 0194 - *Motlhamme*
227. Lebogang Aaron Mahlangu - 920407 5196 *** - 407 A Vamatiko Street, Zone 4, MEADOWLANDS, 1852 - *Matabane*
228. Mmako John Letsooa - 910916 5293 *** - 2621 Mountain View, Majwemasweu, BRAND-FORD, 9400 - *Pheko*
229. Senzo Bongisipho Nxumalo - 830805 5704 *** - 06 Forestring Grove, KWAMASHU, 4760 - *Ndlovu*
230. Lungelo Zuma - 970630 6009 *** - 22 Scottsville Road, PIETERMARITZBURG, 3201 - *Mncwabe*
231. Sphesihle Palesa Kulanyane - 991007 0376 *** - 745204 Johnstone, MADADENI, 2951 - *Mhlungu*
232. Tsepo Brian Sithole - 980804 5703 086 - 8 Tshangisa Street, Kwanoxolo, BLOEMENDAL, 6059 - *Ferror*
233. Hakhakhi Thandvathu - 940927 5793 *** - Private Bag X2249, SIBASA, 0970 - *Netshishivhe*
234. Khuliso Mbuwe - 821012 5499 *** - Khubvi, THOHOYANDOU, 0950 - *Nemukula*
235. Nomalungelo Maria Dlamini - 9204140732 *** - Stand 930311, Mpophomeni Township, PIETERMARITZBURG, 3091 - *Mthethwa*

236. Kabelo Emmanuel Qankase - 911128 5733 *** - 3217 Nelson Mandela Drive, Hoppstad, BULTFONTEIN, 9479 - *Kgang*
237. Asanda Qwabe - 020914 5703 *** - 368 Mvubu Place, St Wendoling, Link Area, CHATSWORTH, 3610 - *Ngcamu*
238. Sixolele Booi - 990103 5762 *** - J244 Dumela Street, Kayamandi Stellenbosch, CAPE TOWN, 5380 - *Mbiza*
239. Siphesihle Wagaba - 000601 0438 *** - Walter Sululu N, Ntinga Residence, MTHATHA, 5209 - *Fanteso*
240. Phelane Tshwale - 911104 5888 *** - Mapela Sunsloot, MOKOPANE, 0610 - *Dolo*
241. Sabelo Mthwesi - 990717 5602 *** - 90 Ermington Cres, KUILSRIVER, 7580 - *Mdungela*
242. Nomonde Amanda Mhlungu - 840505 0647 *** - Wembezi, ESTCOURT, 3310 - *Shezi*
243. Siluleko Shepherd Mhlontlo - 880903 5897 *** - 2270 Nu 7, MDANTSANE, 5219 - *Tose*
244. Sabelo Zulu - 951028 6152 *** - Makhowe Area, HLUHLUWE, 3960 - *Nkosi*
245. Shiela Kgomotso Laka - 040407 0301 *** - 28148 Extension 5, Lalela Street, MAMELODI EAST, 0122 - *Macheke*
246. Tshegofatso Kekae - 031206 5177 *** - 193 A Kopper Street, RUSTENBURG, 0300 - *Pondo*
247. Mompati Henry Lekoma - 770926 5616 *** - 1204 Kashe Street, VRYBURG, 8601 - *Witbooi*
248. Mpho Hope Mphaga - 790521 0365 *** - 9635 Mama Street, SEBOKENG, 1983 - *Mahloko*
249. Malibuye Africa Mbambo - 880317 5820 082 - 18 Belltoner Road, Nagina, PINETOWN, 3610 - *Luthuli*
250. Ayabulela Gloria Lawrence - 000209 0397 *** - 77 Crestone Hills, Lillyvale, BLOEMFONTEIN, 9301 - *Langwenya*
251. Mfundo Msiza - 980910 5783 *** - 77 Crestone Hills, Lillyvale, BLOEMFONTEIN, 9301 - *Langwenya*
252. Maatje Mulder - 001202 0067 *** - Lavender Street 26, Gardenapart, BLOEMFONTEIN, 9301 - *Smit*
253. Sithandiwe Conference Mthembu - 001028 0247 *** - 292 Thuthukani Road, PINETOWN, 3610 - *Shozi*
254. Beatrice Makerere Matsekoleng - 960130 0642 *** - 4062 Masana, MDUTJANA, 0472 - *Maboke*
255. Boipelo Ntlakane - 000727 0305 *** - 6100 Motsamai, Rocklands, BLOEMFONTEIN, 9323 - *Thusi*
256. Tiisetso Margaret Motloug - 010620 0734 *** - 1798 Letsie Street, BOIPATONG, 1901 - *Moletse*
257. S'negugu Dlomo - 980522 0810 *** - Engome Area, GREYTOWN, 3250 - *Khumalo*
258. Kyle Garner Rip - 010906 5286 *** - 94 Lebombo Berg, Spitskop, BLOEMFONTEIN, 9301 - *Wakeford*
259. Vuledzani Mulindi - 760516 5626 *** - Tshirenzeni No 183 A, NZHELELE, 0993 - *Netshituka*
260. Sydney Ndaba - 711212 6275 *** - C454 Umlazi Township, UMLAZI, 4066 - *Magaqa*
261. Diakanyo Precious Machuisa - 030225 0224 *** - 12345 Motloi Street, Rocklands, BLOEMFONTEIN, 9300 - *Timothy*
262. Gaseitsiwe Edward Dichakane - 670204 5809 *** - 11892 Zone 5, THABA-NCHU, 9780 - *Molaoa*
263. Sibusile Yoliswa Menyuka - 960302 0560 *** - 0740 Bothini Area, JOZINI, 3964 - *Qwabe*
264. Kelebogile Mathonsi - 871224 0572 *** - 771 South Africa, Boulevard, Tsutsumani, ALEXANDRA, 2090 - *Legodi*
265. Karabo Mmabatho Ramoshaba - 000301 0942 *** - 6651209 Mahube Valley, Extension 2, MAMELODI EAST, 0122 - *Ncube*

266. Sizwe Cedric Mhlono - 630228 5877 *** - 19648 Selvin Street, Nomzamo, STRAND, 7140 - *Quthu*
267. Boineelo Elvis Pule - 030718 5661 *** - Loopeng Village, KURUMAN, 8460 - *Bareki*
268. Sinothile Sibanda - 021216 5792 *** - House No N106, Section 7, MADADENI, 2951 - *Shabalala*
269. Samkelo Minenhle Perfect Mthiyane - 990722 5486 *** - 63030 Taylors Halt, PIETERMARITZBURG, 3201 - *Dongwe*
270. Kabelo Johannes Mohapi - 000201 5379 *** - 3 Kranskop, BRACKENDOWNS, 1448 - *Semenya*
271. Xolani Bhengu - 990102 5580 *** - Dindi Location, ELANDSKOP, 3200 - *Khawula*
272. Bryan Thato Matsimbi - 960827 5459 *** - E584 Nyakelang Section, MMAKAUNYANE, 0198 - *Hlongwane*
273. Thamsnqa Terrence Thandanani Fondo - 8603295440 *** - 7857 Serobatse Street, Extension 01, Khutsong, CARLETONVILLE, 2499 - *Kunene*
274. Sibusiso Wiseman Ndlangamandla - 900310 6088 *** - 149 Extension 2, ERMELO, 2350 - *Zulu*
275. Bafana Gift Kumalo - 911029 6134 *** - 5492 Lakeside, ORANGE FARM, 1983 - *Dhlamini*
276. Thato Ramaroka - 990603 5458 *** - 19 Fritzkramp, Greenhills, RANDFONTEIN, 1759 - *Rabopape*
277. Phuti Martin Matoane - 790909 6727 *** - 266 Ga-Kolopo, MOLETJIE, 0700 - *Masegela*
278. Mulisa Marigwathoho - 000921 0307 *** - Makwarela, THOHOYANDOU, 0950 - *Muhali*
279. Kagiso Kekae - 980712 6018 *** - 4133 Dikopane Street, Kagiso 2, MOGALE CITY, 1754 - *Masigo*
280. Kabelo Edward Masenya - 030606 5388 *** - 745 Mnisi Section, GERMISTON, 1431 - *Mabusela*
281. Lerato Vinjwa - 921013 6118 *** - 30-599 Magaya Street, Nomzamo, STRAND, 7140 - *Motjotji*
282. Dineo Alicia Mathibela - 020805 0855 *** - Verena B 211, VERENA, 1030 - *Marole*
283. Vela Ngcongco - 991006 5663 *** - 6342 Mbuthweni Road, HAMMARSDALE, 3700 - *Mntungwa*
284. Nhlanhla Hlongwane - 001123 5317 *** - 899 Dikole Section, KATLEHONG, 1431 - *Dhlamini*
285. Mzwakhe Hendrick Ngubane - 751222 5406 *** - Karkloof Area, HOWICK, 3290 - *Shelembe*
286. Sandile Mbongiseni Mahlangu - 990725 5357 *** - S167 Wolvenkop, EMPUMALANGA, 0458 - *Mtshweni*
287. Thabo Isaac Motaung - 990404 5527 *** - 697 Kanana, CLARENS, 9707 - *Mokoena*
288. Nduduzo Nene - 000115 5260 *** - 10547 Isizinda Road, ST WENDOLINS, 3609 - *Khoza*
289. Ayanda Xulu - 991205 5247 *** - Imbali 73, Sinkwazi Road, Unit 2, PIETERMARITZBURG, 3201 - *Madonda*
290. Zintle Jeanette Vokwana - 020324 0321 *** - Matla Street, Evere Street, THOKOZA, 1426 - *Gamede*
291. Boitumelo Ronnie Moeti - 820624 5803 *** - 4024 Motshabi Street, Bochabela Location, BLOEMFONTEIN, 9323 - *Finger*
292. Mbuyiseli Nkume - 830223 5626 *** - 1030 Peddie Extension, PEDDIE, 5640 - *Diniso*
293. Mohlotsi Letsela - 950628 5166 *** - 157 Bukwena Street, VANDERBIJLPARK, 1900 - *Tsotetsi*
294. Abongile Boyana - 911227 5143 *** - 848 Hlatsi Street, Chiawelo, SOWETO, 1818 - *Dambuza*
295. Constance Nthabiseng Mtsila - 920912 0722 *** - 8792 Albatros Street, Emaphupheni, DAVEYTON, 9762 - *Monaheng*

296. Jeremia Tabane - 850716 5665 *** - 368 Mmotong, KGABALATSANE, 0208 - *Mbendane*
297. Kamogelo Phahladira - 940815 0775 *** - 4425 Nsibande Street, TEMBISA, 1632 - *Mathabatha*
298. Melusi Lungelo Gift Dumakude - 930922 5747 *** - Jabu Ndlovu, PIETERMARITZBURG, 3201 - *Ngcobo*
299. Katlego Christopher Leeto - 960702 5674 *** - Goorakoipi Section, Mokgola Village, ZEERUST, 2869 - *Matsobe*
300. Lizl Ina Elizabeth Griffiths - 740303 0037 *** - No 3 Richard Grove, Kanonkop Close, Buhrein Estate, KRAAIFONTEIN, 7570 - *Courtis*
301. Nawaal Naidoo - 741008 0189 *** - 4 Rooiberg Crescent, HEIDEVELD, 7164 - *Miller*
302. As'mbonge Snobuhle Zwane - 040201 0496 *** - 106 Buffers Dry, VERULAM, 4339 - *Sithole*
303. Olwethu Felicia Cele - 000519 0851 *** - Dikhwe, BIZANA, 4800 - *Tshobeni*
304. Apelele Sheron Hoko - 010429 0284 *** - 4894 Chri Hani Street, PHILLIPI, 7750 - *Ndaliso*
305. Justice Sydwell Ntshangula - 951017 5832 *** - Stand No 2010, KOMATIPOORT, 1341 - *Groning*
306. Thando Simphiwe Ndaba - 990923 5849 *** - D92 Kwangema, PIET RETIEF, 2380 - *Mbatha*
307. Nthabiseng Ennie Shabangu - 960527 0933 *** - 6007 Extension 4, STANDERTON, 2430 - *Shezi*
308. Eddy Aimpho Nkosi - 930211 5877 *** - 2406 Shushumela Street, Praktiseer, BURGERSFORT, 1021 - *Dibakwane*
309. Kenneth Madimetja Kgasago - 830710 5844 *** - Maijane, GA MPHAHLELE, 0736 - *Kekana*
310. Ishmael Rampyaped - 870216 5639 *** - 5793 Maponyane Street, RANDFONTEIN, 1759 - *Mathere*
311. Petrus Mathanzima Madonda - 810409 5588 *** - Gxalingenwa Location, BULWER, 3244 - *Bhengu*
312. Thabang Shiluvane Baloyi - 991019 5403 *** - B518 Nguni Hostel, VOSLOORUS, 1475 - *Dlamini*
313. Sbusiso Ndabetha - 980516 5601 082 - N989 Kakati, ERMELO, 2350 - *Joyi*
314. Mluleki Busa Mbanjwa - 040408 5968 *** - Madwaleni Location, UNDERBERG, 3257 - *Phungula*
315. Mohamed Johannes Lieutenant Seomane - 850609 5308 *** - 147 Victoria Road, Summerset Village, Noordnyk, MIDRAND, 1682 - *Maimela*
316. Thabo Elliot Sebegu - 860330 5391 *** - 828 Kopanong Street, PUDUMONG, 8581 - *Dioka*
317. Patricia Matinoni Polo - 720216 1089 *** - 2514 Motswedi Street, Mansieville, KRUGERSDORP, 1739 - *Mabolala*
318. Puleng Jacobeth Mathopa - 740127 0429 *** - 17 Barcelona Complex, Cnr Mulder & Bothrill Street, THE REEDS, 0157 - *Puletsi*
319. Siphesihle Brian Dumezweni - 981126 5148 *** - 7379a Mokgalake Street, Zone 4, Diepkloof, SOWETO, 1862 - *Mokoijomela*
320. Nonhlanhla Nomahlubi Kwapeng - 930602 0537 *** - 04 The Maze Garden Street, Terenure, KEMPTON PARK, 1619 - *Adams*
321. Menzi Sandile Ngubane - 790110 6032 *** - C1480 Mbanjwa Road, MPUMALANGA, 3700 - *Nxumalo*
322. Sibongile Dapaney Mlaba - 660717 0941 *** - 692 Dlamini Road, Nazareth, PINETOWN, 3610 - *Shezi*
323. Magnus Mfundo Vanqa - 970228 5096 *** - 16210 Ntsoana Crescent, BENONI, 1520 - *Ndawo*
324. Esther Nomzaza - 850301 0538 *** - B 36, Haganeng, SIYABUSWA, 1030 - *Monama*
325. Khuliso Khumbelo Ligavha - 801227 5390 *** - 1 C Anthony Avenue, BUCCLEUCH, 2090 - *Maliseha*

326. Alfred Thembinkosi Beka - 880316 5608 *** - Stand No 646, Boekenhoutbosch, KWANDEBELE, 0081 - *Hadebe*
327. Elizabeth Ntombikayise Nkuna - 900815 0696 *** - 7766 Tshepiso , Phase 5, SHARPEVILLE, 1928 - *Ngwenya*
328. Baba Mbatha - 860321 5527 *** - 7 Haerlem Place, BLOUBOSRAND, 2188 - *Mbuli*
329. Lindokuhle Patrick Mtiyane - 941023 5500 *** - P O Box 30, UMTWALUME, 4186 - *Nzama*
330. Patrick Mabule Lekganyane - 940315 5644 *** - 98 Thabakgone, GA-MAMABOLO, 6728 - *Modiba*
331. Wouter Ulrich Prozesky - 980521 5040 *** - 25 Carissa Street, SOMERSET WEST, 7130 - *Barnard*
332. Mpho Simphiwe Dhlamini - 980804 5150 *** - 2898 Ingwe Street, Everest, THOKOZA, 1426 - *Xaba*
333. Tshegofatso Onalenna Lutendo Munyangane - 041207 0444 *** - 810 Breed Street, MONTAN, 0182 - *Motaung*
334. Aphelele Mhleli Akhona Ntshangase - 030823 0499 *** - Bulwer Location, BULWER, 3244 - *Njoko*
335. Boineelo Wienett Olepeng - 720912 5959 *** - House No T 569, Tswelelopele, KURUMAN, 8460 - *Olifant*
336. Hakundwi Sandani - 000616 5346 *** - 1218 Zone C, Namakgale, PHALABORWA, 1391 - *Nethengwe*
337. Tumisang Mahuma - 900805 6320 *** - 5196 Extension 2, Angola Section, IVORY PARK, 1685 - *Mokgolo-Mahuma*
338. Noble Magoshi Poolo - 820816 5501 *** - 2989 Slovo, WINTERVELDT, 0190 - *Mashigo*
339. Maria Hoogstander - 710805 0103 *** - 20389 Gelant Street, Borchard, GEORGE, 6530 - *Jacobs*
340. Alet De Waal-Louw - 700408 0012 *** - 6 Helderberg Close, Twin Palms, STRAND, 7139 - *Muller*
341. Michael Ntukana Moatlhodi - 610913 5863 *** - Racoto Section, TLOKWENG, 0335 - *Mogapi*
342. Butiki Charles Ndlovu - 600313 5638 *** - Hous Eno 4, Pindine, IRENE, 0062 - *Maimela*
343. Akhona Tshamlambo - 030127 0648 *** - Kudidi Area, NGCOBO, 5050 - *Nomgcana*
344. Ntsako Shivambu - 931108 5395 *** - P O Box 217, SASELAMANI, 0928 - *Magomani*
345. Sabelo Tshibwe - 941227 5237 *** - 3520 Msimang Street, ORLANDO EAST, 1804 - *Bembe*
346. Mfundo Mansworth Dladla - 760523 5490 *** - 5397 Section 4, DADADENI, 2951 - *Nyembe*
347. Prudence Siph-Esile Mathupa - 940118 0337 *** - 384 Temong Section, Turunku Street, TEMBISA, 1632 - *Gwebu*
348. Mapolankana Phillemon Mametse - 750713 5701 *** - Stand No 628, MARAPYANE, 0400 - *Sebolai*
349. Tebogo Trey Taote - 950313 6125 *** - 2985 Masakeng, JAN KEMPDORP, 8550 - *Mjele*
350. Elliot Sipiwe Soni - 671103 5656 *** - 1755 Soni Road, LAMONTVILLE, 4027 - *Msomi*
351. Thandeka Mbali Msomi - 920810 0925 *** - 01 Coedmore Avenue, Yellowwood Park, DURBAN, 4001 - *Bhengu*
352. Alexandra Kamohelo Motloung - 941204 5286 *** - 42 Minuet Crescent, Extension 4, OLIEVEHOUTBOSCH, 0157 - *Mfisa*
353. Mosima Monica Ntsimane - 941227 0633 *** - 58 Kelvin Road, Block F 075, BRAMLEY, 2090 - *Kobo*
354. Tinyiko Mahlangu - 950101 0246 *** - 5834 Nkundleni Street, Diepkloof, SOWETO, 0100 - *Nkwinika*
355. Tsholofelo Violet Lekalakala - 930521 0872 *** - 10 – 15th Johnbrand Avenue, ALEXANDRA, 2010 - *Kgopisi*

356. Andile Mahlangu - 970714 0518 *** - 28 B Joubert Street, BRONKHORSTSPRUIT, 1030 - *Madisa*
357. Sinamile Maphalala - 990603 5290 *** - 642 Ingwempisi Street, Senaoane, SOWETO, 1818 - *Zulu*
358. Nametsego Valela - 891101 0732 *** - House No 10006, Vragae Section, SUMMERFIELD, 8610 - *Batlang*
359. Albert Moshe Moses Tladi - 800608 5743 *** - 10113 Masamane Village, MMABATHO, 2735 - *Gaelesiwe*
360. Osagria Odwa Ebo - 001007 5474 *** - M1647 Zwelitsha Drive, NYANGA EAST, 7750 - *Mtila*
361. Khumbulani Clifford Mdlozini - 780108 5459 *** - Lot 3017, Rambo Road, GAMALAKHE, 4249 - *Ngcobo*
362. Kgololo Emmanuel Polelo - 860820 5777 *** - 1949 Amogelang Street, Batlharos, KURUMAN, 8460 - *Tikane*
363. Matome Lebby Serumula - 880929 5897 *** - 2718 Extension 5, Morningburg, GA-KGOPONE, 0838 - *Ramalepe*
364. Kgaugelo Kevin Motebele - 010118 5554 *** - 62 Frances Street, Extension 4, Del Judor, EMALEHLENI, 0100 - *Seeta*
365. Chupya Karabo Alfred Cholo - 970603 5411 *** - 50 Far East Bank, Mapula Komape Street, ALEXANDRA, 2090 - *Mashitisho*
366. Temoshio Tjege - 980321 5688 *** - 22 Nutmes Sandstone Estate, Granite Crescent, CENTURION, 0157 - *Mabuse*
367. Nkosana Dimistry Kona - 830910 6025 *** - 935 Jabulani, SOWETO, 1868 - *Makhubo*
368. Joseph Ngwasha Disemelo - 771028 5631 *** - 926 Raleoto Section, SILVERKRAANS, 2839 - *Kgwefane*
369. Shumagazi Motseki - 810803 0916 *** - 6 Sonvis Street, Bloemside, BLOEMFONTEIN, 9323 - *Mosala*
370. Vusimuzi Humphrey Nkomo - 821208 5841 *** - 1045 Block P P, SOSHANGUVE, 0152 - *Ndhlovu*
371. Siyanda Dlaku - 010114 5224 *** - Cabazana, MOUNT AYLIFF, 4735 - *Stembu*
372. Koketso Chauke - 991029 5521 *** - 2354 Block B, MABOPANE, 0190 - *Morokong*
373. Zwelinzima Alfred Malongoa - 000411 5520 *** - 2793 Extension 13, WOLMARANSSTAD, 2630 - *Mabece*
374. Boitshoko Ingrid Letlhoo - 951010 0903 *** - 49 Blommestein Street, KRUGERSDORP, 1739 - *Letlhogile*
375. Seth Shepo Sekoaila - 880218 5802 *** - 729 Odi View, MABOPANE, 0190 - *Dimpe*
376. Sabelo Masoeu - 000303 5325 *** - 3506 Extension 3, Thembalihle, VREDE, 9835 - *Tshabalala*
377. Matshabalala Emily Mzinyane - 880923 0364 *** - 24 Gumtree Road, PRIMROSE, 1401 - *Sibiya*
378. Lwazi Ngobese - 011129 5490 *** - E232 Ihobhe Avenue, NTUZUMA, 4359 - *Mbongwe*
379. Siboniso Chili - 970817 5908 *** - Maphepheha, INANDA, 4310 - *Ngcobo*
380. Lehohonolo Brian Mohale - 881108 5299 *** - House 10586, Umzimhlophe, SOWETO, 1815 - *Mamabolo*
381. Sandisiwe Mdaniso - 990319 5109 *** - 455 Williams Street, DOBSONVILLE, 1865 - *Ndiza*
382. Kgotso Powell Rikhotso - 980420 5490 *** - Stand No 482, Dipeng, MAKHUSHANE, 1393 - *Malatji*
383. Maphai David Vernon Makgale - 981105 5225 *** - House No 1021, Home 2000, GA KGAPANE, 0838 - *Maake*
384. Ogopoleng Elius Mmereki - 940825 5677 *** - House No E3, LAXEY, 8460 - *Mariba*
385. Lesedi Keagan Malindi - 041202 5147 *** - 1127/78 Themba Street, Devland, JOHANNESBURG, 1811 - *Mashinini*

386. Khutso Freddy Sithole - 040305 6411 *** - 199 Massachusess Street, Extension 10, COSMO CITY, 2188 - *Rambau*
387. Nhlakanipho Sakhile Shandu - 031230 5591 *** - Nsimbini Area, ESIKHAWINI, 3883 - *Phungula*
388. Hansini Haripersad - 040330 0382 *** - 09 Laubscher Street, GLENVISTA, 2091 - *Mithal*
389. Bhelokwakhe Advocate Sikhokhane - 040222 5127 *** - 58 Mangongolo Settlement , Main Reef Road, DANVEL, 2098 - *Mthethwa*
390. Hlaisekani Ntokozo Ntando Sonqushu - 040820 5456 *** - 547 Felsier Street, Elarduspark, PRETORIA, 0181 - *Mlotshwa*
391. Thabo Calvin Mthembu - 831112 5656 *** - 134 Dunne , Kill Dear, EMPANGENI, 3850 - *Qwabe*
392. Palesa Glenn Mogadime - 940618 5473 *** - 2719 Mbawulwana Street, MAMELODI, 0122 - *Maserumule*
393. Thembalihle Sabelwe Lulama Nzimande - 010927 0322 *** - 523 Bluff Road, Magana Flats, BLUFF, 4052 - *Mabaso*
394. Siphosethu Shawn Nkuna - 910219 5757 *** - Waterson, 152 Nhlazatshe 4 B, NHLAZATSHE, 1192 - *Waterson*
395. Mpho Frans Mahashe - 760305 5620 *** - 842 Nyakelang 3, Makhuswane, PHALABORWA, 1391 - *Rampola*
396. Mukhethwa Dangari - 980712 0363 *** - 3301 Nefefe Street, CHIAWELO, 1818 - *Makwarela*
397. Applaudia Eyanda Buisiwe Maringa - 980922 0583 *** - 169 B Block L L, SOSHANGUVE, 0152 - *Mbatha*
398. Nhlakanipho Charles Msane - 910116 5371 *** - H2374 Mbodla Street, ESIKHAWINI, 3887 - *Tembe*
399. Zamokuhle Nothando Mthembu - 030515 0671 *** - 6 Pithan Place, MAYVILLE, 4091 - *Makhunga*
400. Tshepang Ndaba - 031003 5848 *** - House No 10358 , Gataote Village, LOSASANENG, 8593 - *Moraladi*
401. Xoliswa Maduna - 030522 0770 *** - R1774 Section 7, MADADENI, 2951 - *Maphanga*
402. Nkhumeleni Ravele - 030222 6066 *** - Dluhani No 201022, DZANANI, 0955 - *Mawela*
403. Zandile Tracy Makhaye - 830430 0275 *** - 5911 Shayamoya Road, MPOPHOMINI, 3291 - *Sibisi*
404. Thabiso Ogies Mokoena - 840114 5304 *** - 10449 Extension 8, Bohlokong, BETHLEHEM, 9701 - *Kumalo*
405. Linda Michael Mashaba - 620808 6143 *** - P210 Umlazi Township, UMLAZI, 4031 - *Duzane*
406. Kylan Govender - 010609 5442 *** - House 34, Sunpark Drive, UMKOMAAS, 4170 - *Mahabir*
407. Dibung Tommy Mocumi - 651010 5918 *** - 53781 Extension 5, ROCKLANDS, 9323 - *Bosman*
408. Katlego Michael Magosa - 860314 5407 *** - 208 Lindeboom Street, PRETORIA, 0182 - *Mokotong*
409. Samuel Nagiah - 010421 5123 *** - 26 Vavemore Place, PHOENIX, 4068 - *Abdullah*
410. Lebogang Janet Tshabalala - 010725 0391 *** - 84 Greenworks Street, BOKSBURG, 1465 - *Magqawana*
411. Kabelo Papo - 950912 5249 *** - 20 Piercy Eagle, PHILIP NEL PARK, 0183 - *Moloko*
412. Thabiso Masithela - 951117 5092 *** - No 08 Sicklebush, 8 River Park, ALEXANDRA, 2090 - *Tshabalala*
413. Ofentse Segwe - 000703 0408 *** - 1127/10 Syndicate Street, Devland Extension, SOWETO, 1811 - *Moleke*
414. Julia Ruiters - 000419 0499 *** - Rosfontein Farm, BREDASDORP, 7280 - *Ward*
415. Palesa Bridgette Seboge - 990808 0544 *** - 10446 Bethel, ITSOTENG, 2744 - *Monageng*

416. Kenny Moeketsi - 941001 5368 *** - 9 Gold Street, Saaiplaas, VIRGINIA, 9430 - *Nkettle*
417. David Cooper Mathope - 700122 5105 *** - 3556 Block B, MABOPANE, 0190 - *Matthews*
418. Doctor Samuel Mashego - 800512 5887 *** - 101 Mareldine Estate, Voortrekker, WITBANK, 1039 - *Khumalo*
419. Sizwe Thomas Yina - 991222 5360 *** - 040501 Twins Road , Ngetho, PINETOWN, 3600 - *Dlamini*
420. Neo Xolani Themba - 990304 5572 *** - 14091 Protea Glen, Extension13, Patula Pine Crescent, SOWETO, 1818 - *Thabethe*
421. Boitumelo Masepole - 040304 5409 *** - 360 Furrow Rod, Equestria, PRETORIA, 0081 - *Mofokeng*
422. Mxolisi Mothwa - 010713 5169 *** - 6489 Marikana, Ward 102, ZITHOBENI, 1022 - *Sikhosana*
423. Kagiso Polokazi - 880322 5478 *** - 1287 Joe Slovo Street, POSTMASBURG, 8420 - *Malgas*
424. Thabang Ramorake - 900411 5351 *** - 629 Naledi , Extension 2, SOWETO, 1868 - *Mathebula*
425. Choshane Desmond Ramontja - 850304 5514 *** - Ga Maphopha, NGWAABE, 1058 - *Mahudu*
426. Oak Boikarabelo Mosete - 900807 5597 *** - 1329 Lebanon, MABOPANE, 0190 - *Adams*
427. David Muzana - 650614 5921 *** - 40547 Extension20, Robert Mugabe Street, MAMELODI EAST, 0122 - *Baloi*
428. Mfanelezi Isaac Mncwabe - 740727 5712 *** - Mcakuseni Location, Kwagezubuso, Elandskop, PIETERMARITZBURG, 3200 - *Makhaye*
429. Herold Malesela Mashishi - 800602 5406 *** - 47 Fifth Avenue, RANDBURG, 2194 - *Tloubatla*
430. Lebogang Malesela Setati - 830604 5687 *** - 2098 Botse Street, Zone 1, MAHWELERENG, 0626 - *Mashabane*
431. Siphelele Zimba - 761101 5895 *** - Caluza Location, Mazambane Road, PIETERMARITZBURG, 3201 - *Ngubane*
432. Rebecca Lindiwe Mtshali - 760305 1183 *** - Tseru Farm, UTRECHT, 2980 - *Zulu*
433. Sandile Tshepo Ndlovu - 950219 6081 *** - 67 Mozart Lane, Sagewood, MIDRAND, 1685 - *Situlo*
434. Kholiwe Masiza - 650501 0414 *** - 90 Phillip Road, EAST LONDON, 5201 - *Matibane*
435. Tshepiso Rufas Makgopela - 010329 5382 *** - 200 Ntsu Street, Zone 15, GA RANKUWA, 0208 - *Rakobela*
436. Wonder Dimakatso Zitha - 771210 5508 *** - 1070 Block U, MABOPANE, 0198 - *Kabini*
437. Themba Gladwin Mogobe - 840324 5619 *** - 948 Block W W, SOSHANGUVE, 0152 - *Mdluli*
438. Nomonde Hazel Ngwenya - 000620 0679 *** - Stand No 4508, Phase Two, BARBERTON, 1300 - *Ndlovu*
439. Tristan Trevor Heugh - 010427 5049 *** - 199 1st Avenue, KRAAIFONTEIN, 7570 - *Cornelissen*
440. Thubelihle Mhlengi Diedericks Madonsela - 970202 5825 *** - G1794ithendele Drive, NTUZUMA, 4359 - *Ngcobo*
441. Gcobisa Zono - 971230 0400 *** - 18 Pierneef Street, GOODWOOD, 7460 - *Kulati*
442. Pushoetsile David Sekgome - 910110 6133 *** - E40 Kibitwe Village, MOROKWENG, 8614 - *Maano*
443. Nichelle-Gail Quequin-Fouché - 920718 0023 *** - 7 Tegel Avenue, Highveld, CENTURION, 0157 - *Baptiste*
444. Boytte Masimula - 870108 5762 *** - Maebaneng, GAMASEMOL, 1060 - *Masemola*
445. Rorisang Christabel Cleon Molema - 961115 0435 *** - 418 Earl Stree, Dorandia, PRETORIA NORTH, 0182 - *Mothapo*

446. Jerry Kebile - 881212 5334 *** - 51 Theron Street, WELKOM, 9459 - *Molefe*
447. Thapelo Given Mzingaye - 910923 5713 *** - 11659 Warriors Street, MOHLAKENG, 1759 - *Mahlatji*
448. Israel Kagoeng Gasejewe - 691030 5685 *** - 29282 Chris – Hani, BLOEMFONTEIN, 9323 - *Dielwane*
449. Angelina Nkopi Pitikoe - 920605 0552 *** - 2420 Silte Park, VIRGINIA, 9430 - *Finger*
450. Rael Swanepoel - 030103 0114 *** - 31 Fever Tree Estate, Van Dolen Road North, WILLOWBROOKE, 1724 - *Bryant*
451. Molefe Given Setlhare - 811103 5406 *** - 2465 Block B, MABOPANE, 0190 - *Motsepe*
452. Alie Skalk Malo - 930201 5504 *** - 2264 Vlakfontein , Extension 2, Kingsfisher Street, LENASIA, 1821 - *Sebitso*
453. Mark Kwazi Nzimande - 760606 5281 *** - 37 Oakhill Drive, PANORAMA, 3201 - *Mkhize*
454. Donald Boitumelo Sithole - 900716 5592 *** - 8243 Extension 3, MABOPANE, 0190 - *Moela*
455. Khutso Paul Kekana - 940704 5424 *** - 20814 Buffelpepeer Street, Extensio 14, Bufferzone, MAMELODI EAST, 0122 - *Matlala*
456. Esther Mapheto - 910115 0535 *** - 820 Unit C, MANKWENG, 0727 - *Motsepe*
457. Theodus Philisani Ciliza - 860222 5275 *** - 681 Unmsikazi Road, Magabeni Township, SCOTTBURGH, 4170 - *Chiliza*
458. Simphiwe Sifiso Kubeka - 860928 5311 *** - 23846 Protea Glen, Hazel Close, SOWETO, 1818 - *Cebekhulu*
459. John Boyze Monaedi - 920407 5716 *** - 41678 Mashaphile , Extension 10, TSAKANE, 1550 - *Rapodile*
460. Morakana Mosima Manaka - 040318 0702 *** - Mediagadikgale, Stand 1039, BOCHUM, 0790 - *Mapalakanye*
461. Thokozani Mathaba - 031223 5606 *** - Nkonjane Dlangezwa, MPANGENI, 3886 - *Ntshakala*
462. Thoriso Pheha - 920708 5464 *** - 16 Icanti Street, PRETORIA, 0008 - *Mphahlele*
463. Lefu Elias Khanye - 860806 5416 *** - 3383 Thembakubheka, DENEYSVILLE, 1932 - *Motaung*
464. Siphephelo Tadeus Mthembu - 940926 5268 *** - 61163 Botanic Avenue, DURBAN, 4001 - *Shange*
465. Mpho Harold Mpine - 840909 5383 *** - 2802 Mayfield, Extension 5, DAVEYTON, 1520 - *Mabotja*
466. Thulisile Mjiyakho - 830308 0418 *** - 2145 Japan Street, Mpopheni Township, PIETERMARITZBURG, 3290 - *Dlamini*
467. John Saijane Mathibela - 800612 6257 *** - 1044 Tweefontein, KWAMHLANGA, 1022 - *Mahlagu*
468. Thapelo Blessing Ndala - 920624 5122 *** - 2449 Jama Street, VOSLOORUS, 1475 - *Thobela*
469. Bongimpilo Lawrence Bophela - 941107 5734 *** - Block B1637, EMONDLO, 3105 - *Shabalala*
470. Siyabonga Nhlanhla Mbatha - 800523 5629 *** - D1517 Nodumehlezi Crescent, ULUNDI, 3838 - *Ngcobo*
471. Star Sydney Mogoboya - 830215 5408 *** - 1383 Namakgale, Top Ville, Zone E, PHALABORWA, 1390 - *Makgoba*
472. Karabo Sylvester Kgodane - 030101 5867 *** - P O Box 19, RADITSHABA, 0718 - *Rakgoropo*
473. Oneilwe Dorothy Mothidibi - 660606 2134 *** - House No 10206, Gacotlhare Village, KURUMAN, 8460 - *Letobame*
474. Orateng Dube - 881212 5694 *** - 04 Struben Avenue, ROSEDENE, 8345 - *Dikutle*
475. Gobonwang Paulina Montshiwa - 040404 0843 *** - 02 Church Street, Super Greek, LEPHALALE, 0555 - *Makgae*

476. Thandolwethu Princess Sibisi - 040914 0615 *** - P O Box 32, PIETERMRITZBURG, 3201 - *Nzimande*
477. Ntuthuko Hlophe - 040920 6598 *** - Msinyathi Area, INANDA, 4910 - *Shozi*
478. Johan Reno Retief - 040821 5140 *** - 8 Brompton Road, Navalsig, BLOEMFONTEIN, 9301 - *Leach*
479. Leo Francois Retief - 040821 5139 *** - 8 Brompton Road, Navalsig, BLOEMFONTEIN, 9301 - *Leach*
480. Thabani Whiteman Msibi - 870304 5474 *** - 5423 Lestho Street, Palmridge, ALBERTON, 1428 - *Nkosi*
481. Machake Phatswane Sefatsa - 910306 5548 *** - 625 Cintso Street, Extension 1, Basothong Section, GERMISTON, 1431 - *Mokoena*
482. Siyabonga Ebenhezer Mnguni - 941003 5417 *** - 3324 Tshithuthune, SOWETO, 1818 - *Nkwanyane*
483. Hopewell Melusi Sikhakhane - 761212 5574 *** - Hlathikhulu, ESTCOURT, 3310 - *Mbatha*
484. Elias Leope - 920227 5536 *** - 1030 Ga Matlala , Lehweler, DENNILTON, 1030 - *Moraba*
485. Khayelihle Godfrey Tosh - 780616 5358 *** - 23 Archbell Street, SASOLBURG, 1947 - *Hlongwane*
486. Philimon Samson Baloyi - 750914 5856 *** - 2102 Block V, SOSHANGUVE, 0152 - *Mojela*
487. Kebone Khumo Mashifane - 781224 5399 *** - 503 Impala Close, Extension 2, Diepkloof, SOWETO, 1864 - *Kgope*
488. Thapelo Sidney Mabena - 901102 5232 *** - 5784 Tebogo Street, Nellmapius, Extension 4, PRETORIA, 0162 - *Maseko*
489. Kgomotso Prunella Nogaga - 940102 0439 *** - 89 E Mooifontein, RADITHUSO, 2735 - *Mohlaoloa*
490. Vincent Choba - 900611 5691 *** - 68 The Boulevards Estate, VANDERBIJLPARK, 1911 - *Sithole*
491. Palesa Ayesha Kekana - 950925 0390 *** - 695 Tikyline Stand, NAPHUNO, 0857 - *Milazi*
492. Austin Ambraal - 960105 5270 *** - 2124 Manna Skuman, Steytlerville, GRAAFF-REINET, 6250 - *Jafta*
493. Maseya Edwin Baloyi - 780323 5078 *** - 713 Ghanaloop Tsutuman, ALEXANDRA, 0700 - *Pesha*
494. Mondli Itumeleng Kgalema - 830509 5825 *** - 3359 Masemola Street, Extension 1, MHLUZI, 1053 - *Sebesho*
495. Khethukuthula Mncwabe - 811129 5609 *** - 390 Unit 15, Imbali, PIETERMARITZBURG, 3201 - *Zondi*
496. Ngiphenkosi Cebekhulu - 020127 6156 *** - 415 Umthumbeka , Extension 11, Martin Luther Street, TEMBISA, 1632 - *Mtomboti*
497. Mcdonald Itumeleng Tsautse - 930603 5392 *** - 1356 Matsobane Street, Tumahole, PARYS, 9585 - *Masilo*
498. Michael Rupert Morris - 881129 6030 *** - 3 Draper Close , Newlands, CAPE TOWN, 7700 - *Fox*
499. Masabatha Nokulinda Cebekhulu - 040422 1334 *** - 4150 Umthambeka, Extension 11, TEMBISA, 1632 - *Mtomboti*
500. Sihle Cleopatra Nkosi - 020116 0548 *** - 11 Steenbras Avenue, Roeneweide, BOKSBURG, 1401 - *Sithole*
501. Robinn Casey Viljoen - 971019 0075 *** - 599 Holgate Street, ELARDUSPARK, 0181 - *Lawrence*
502. Jabulane Israel Nkosi - 770805 5757 *** - 174 Linda Street, DUDUZA, 1496 - *Blose*
503. Phumzile Coretta Skosana - 930425 0544 *** - 24 Morris Avenue, Rynvield , BENONI, 1501 - *Mahlangu*
504. Pontsho Mavis Mofutsanyana - 951220 0597 *** - E1 Umgababa, SASOLBURG, 1949 - *Mokoena*
505. Nelson Shibendu Masenge - 850505 5660 *** - 31 Schwickard Street, STANDERTON, 0400 - *Tivane*

506. S'fiso Blessing Mothibi - 880621 5339 *** - 241 Pongola River, Birch Acres, KEMPTON PARK, 1619 - *Ndlovu-Tukwana*
507. Mandla Bhokinkosi Mnisi - 840515 5698 *** - Stand No 11, Khombsao, MALELANE, 1320 - *Mahlobo*
508. Xola Matthews Bangani - 771130 5302 *** - 34 Maqoma Street, New Brighton, PORT ELIZABETH, 6200 - *Cagwe*
509. Kubutu Lesweu Daniel Matlapeng - 731112 5632 *** - 05 Tamarisk, Protea Park, RUSTENBURG, 0300 - *Serekoane*
510. Paulos Sibusiso Masuku - 920802 5338 *** - 19599 Sibanyoni, Extension 24, BENONI, 1500 - *Zulu*
511. Eric Jonginceba Mzayifani - 840705 5340 *** - Nomalacu Area, BIZANA, 4800 - *Nomtyala*
512. Lungiswa Msebenzi - 870613 0367 *** - 56 Beer Street, Comville, GEORGE, 6530 - *Bini*
513. Nokwanda Queen Dube - 890616 0504 *** - 1024 Nienaber Road, SIGNALHILL, 3201 - *Gcaba*
514. Petrus Nare Molefe - 680405 6253 *** - 10906 Extension 5, SOSHANGUVE, 0152 - *Meso*
515. Edward Makhuphula - 761113 5230 *** - 1924 Mpane Street, Orlando East, SOWETO, 1804 - *Mathe*
516. Philani Robert Magagula - 890601 5665 *** - 7232 Emadamini, ERMELO, 2350 - *Msibi*
517. Phonuel Bido Maluleke - 930610 5291 *** - E1320 Lefiso Masoganemg, MODIMOLLE, 0431 - *Mangwane*
518. Ntibi Stefaans - 720708 5720 *** - 8548 Mokoka Street, DOBSONVILLE, 1863 - *Nage*
519. Matsimela Victor Matlou - 860626 6214 *** - Zone F, POLOKWANE, 1802 - *Phahlane*
520. Papi Patrick Kananani - 620722 5835 *** - 453 Letsogo Street, MEADOWLANDS, 1552 - *Mlomo-Kananani*
521. Natasha Guambe - 000926 0363 *** - 4023 Trecon Crescent Street, Tshepisong Phase 1, ROODEPOORT, 1724 - *Ndebele*
522. Tshilidzi Japhta Mphagi - 810610 5874 *** - 675 Vhalinawe Extension, MASAKONA, 0941 - *Phoshoko*
523. Sipumelele Speratus Mbele - 840812 5870 *** - 2888 Mdlalose Street, PROTEA NORTH, 1818 - *Sibiya*
524. Abednigo Vusi Masuku - 831004 5828 *** - P O Box 307, HAZYVIEW, 1242 - *Khoza*
525. Mbalizethu Patience Khumalo - 960824 0361 *** - 52 Scot Park, 52 Harrison Road, LINCLON MEADE, 3201 - *Mdladla*
526. Palesa Motaung - 961226 0303 *** - 2095 Mokoena Street, SOWETO, 1818 - *Madywabe*
527. Jabulane Ernest Lobelo - 810106 5562 *** - 605/10 Moteong Extension, TEMBISA, 1632 - *Lephoto*
528. Tsidi Busisiwe Gcelu - 011009 1434 *** - 897 Kokolotitwe, Commercia, Extension 34, MIDRAND, 1685 - *James*
529. Sihle Thabe - 010204 5805 *** - 18 A Brown Street, Newclare, JOHANNESBURG, 2093 - *Mcunu*
530. Humphrey Tebogo Mxuseni - 981002 5849 *** - 4750 Extension 05, Siyathemba, BALFOUR, 2410 - *Xhale*
531. Mokatane Bennett Ramokgopa - 020629 5671 *** - House No 035, Ga Moshata, GAMOKGOPA, 0811 - *Lethole*
532. Collen Mmalenakana Mashigo - 790227 5896 *** - House 27, Matlala Ramoshebo, MDUTJHANA, 0472 - *Kgapphola*
533. Onwaba Peko - 961007 0998 *** - No 22 Street Malvern, JOHANNESBURG, 2094 - *Matshingana*
534. Mohlago Salome Ragophala - 000318 0224 *** - P O Box 167, MOLOTOTSI, 0827 - *Letsoalo*
535. Tshebedi Thatego Mmaubane - 010416 5445 *** - Maralaleng Village, MPHAHLELE, 0736 - *Mphahlele*

536. Caiphus Pieterse - 941019 5952 *** - Z/A 114B Ga-Kopa, Tafelkop, BOLEU, 0474 - *Matlakala*
537. Thupane Stanford Kgoale- 730303 6355 *** -Mashite Village, MPHAHLELE, 0736 - *Tema*
538. Kabelo Raphela- 861204 5532 *** -2 Second Avenue, ALEXANDRA, 2090 - *Mashele*
539. Dumisa Afrika Moloantoa- 900405 5490 *** -176 Oklahoma Ave, Extion 0, Cosmo City, ROODEPOORT, 2188 - *Macoli*
540. Mathaba Peter Molepo- 941130 5464 *** -32 New Look, Ga-Molepo, DIHLOPANE, 0732 - *Mokgala*
541. Daddy Raymond Nkosi- 871215 5441 *** -242 Teanong Section, TEMBISA, 1632 - *Ntuli*
542. Dylan Jose Van Der Merwe- 021016 1355 *** -783 Rainbow Crescent, Little Falls, ROODEPOORT, 1724 - *Teixeira*
543. Golden Shane Kgotso Khumalo- 980210 6244 *** -30840 Matshelapad Section, GANYESA, 3613 - *Mcguire*
544. Shue-Vanti Nkanyezi Nxumalo- 980325 0281 *** -4460 Umfithi Street, Extension 26, Birch Acres, KEMPTON PARK, 1618 - *Zwane*
545. Tokologo Malesela Selala- 980419 5794 *** -1683 Phaphadikota Street, Extension 24, NELLMAPIUS, 1459 - *Serage*
546. Lesedi Twala- 030522 5074 *** -526 Jan Bantjies, Unit 6, Baralochi, MONTANA, 0182 - *Kgope*
547. Muhammed Fardeen Shaik- 890714 5086 *** -14 Steeple Crescent, Bombay Heights, PIETERMARITZBURG, 3780 - *Govender*
548. Thabo Goefrey Gomba- 881223 5753 *** -Stand No 2621, Block 3, Kekana, HAMMANSKRAAL, 0400 - *Nkuna*
549. Keamogetse Humphrey Reetsang – 711005 5774 *** - your wife – Tebogo Beverley Reetsang – 761102 0774 *** - and minor child – Oarabile Reetsang – 090915 6169 *** - 836 Tshwaragano Street , Takeng Section, BATLHAROS, 8476 - *Keupilwe*
550. Mokhele Jacob Monare – 690121 5361 *** - your wife – Matshediso Elizabeth Monare – 690202 1310 *** - and minor child – Bohlale Monare – 021201 5023 *** - 10447 Snake Park, KROONSTAD, 9499 - *Nthorela*
551. Beauty Sizakele Khambule – 720222 0381 *** - and minor child – Lwandle Musawenkosi Anele Khambule – 080807 5391 *** - 1038 Tsiluvhari Avenue, VOSLOORUS, 1475 - *Simelane*
552. Simamnekele Malwabi – 951228 1433 *** - and minor child – Alulutho Malwabi – 090618 1620 *** - Amalinda Emerald Sky, EAST LONDON, 1105 - *Bikitshi*
553. Gugulethu Nkosi – 981119 0194 *** - and two minor children – Swazi Thando Nkosi – 150428 6043 *** - Moleboheng Busisiwe Nkosi – 211026 0441 *** - 6090129 Croyolite Street, Extension 8, ENNERDALE EXT8, 1830 - *Tshabalala*
554. Andile Sinesipho Koko – 970106 0270 *** - and minor child – Esihle Asiphile Koko – 180907 0851 *** - 1574 Milner Crescent, MARGATE, 4275 - *Maninjiwa*
555. Bavuyise Morris Qanyana – 860405 6126 *** - your wife – Nozuko Qanyana – 810117 0809 *** - and a minor child – Kungawo Qanyana – 170218 0784 *** - Mantlaneni Area, LUSIKISIKI, 4820 - *Majaja*
556. Khayaletu Abel Xulu – 750513 5734 *** - and two minor children – Tyrall Thula Xulu – 170329 5720 *** - Thingo Lwando Xulu – 211222 6150 *** - Lot2786 Kulula North, 12 Street, WESTRICH, 4037 - *Ntusi*
557. Joseph Vusi Mutunda - 821214 5298 *** - your wife – Kamohelo Maria Mutunda – 930914 0308 *** - and two minor children – Vusimuzi Mutunda – 141207 5553 *** - Lubanzi Mutunda – 220806 5207 *** - 179 Plot 52, ZANDSPRUIT, 2040 - *Khumalo*
558. Mbalenhle Thembakazi Mkhize - 860213 0607 *** - and two minor children – Silindokuhle Sibusisiwe Mkhize – 140911 1315 *** - Snothile Nomalungelo Mkhize – 080525 0224 *** - C736 Ntuzuma, Isihle Drive, NTUZUMA, 4359 - *Mhlongo*
559. Adam Maikao Hendricks -741205 6121 *** - your wife – Kelebogile Mary Hendricks – 740404 1933 *** - and two minor children – Boemo Primrose Hendricks – 140106 0275 *** - Reatlegile Cornelia Hendricks – 050323 1191 *** - House No 5006, DITLHARAPENG, 8460 - *Tshabang*

560. Martha Pheliwe Ndleleni – 820323 0810 *** - and three minor children – Lindiwe Precious Ndleleni – 000206 0467 *** - Bongani Vincent Ndleleni – 060909 5128 *** - Adivhah Uhone Ndleleni – 170726 0517 *** - House No 194 , Extension 1, LAKESIDE, 9731 - *Matsoso*
561. David Mhlophe -880904 5364 *** - and a minor child – Sekani Reign Mhlophe – 210210 0773 *** - 7 Jan Cilliers , Cw6, VANDERBIJLPARK, 1911 - *Mofokeng*
562. Charles Michael Palmer – 740420 5407 *** - and a minor child – Sisipho Lisa Nobuhle Palmer – 190525 0707 *** - 49 Groupar Gardens, Newland East, DURBAN, 4037 - *Molefe*
563. Mmotlana Tshogofatso Pitso – 830426 0518 *** - and minor child – Tshwanelo Metlholo Pitso – 071222 5504 *** - 12 Tugela Manor, Bergrivier Drive, Terenure, KEMPTON PARK, 1619 - *Makapane*
564. Molwantwa Isaac Mmusi – 631012 5968 *** - your wife – Dieketseng Agnes Mmusi – 730326 0457 *** - and two minor children – Refiloe Annah Mmusi – 070412 0696 *** - Karabo Petrick Mmusi – 020420 5318 *** - Outinequa Street 25, Sonland Park, VEREENIGING, 1929 - *Kgatlhane*
565. Madoda Runeli – 750826 5744 *** - your wife – Thabisa Aretha Runeli – 781228 0736 *** - and two minor children – Ahlumile Runeli – 050509 5581 *** - Emihle Runeli – 080823 0157 *** - 1184 Mqhayi Drive, ALICE, 5760 - *Mgciza*
566. Pelonomi Matatso – 820203 0490 *** - and minor child – Thibelakae Kamogelo Matatso – 080118 5290 *** - 3453 Uniform Street, Witpoortjie Estate, ROODEPOORT, 1709 - *Thibelakae*
567. Patrick Mandla Ncanana – 650617 5330 *** - your wife – Phumzile Sandra Rossie Ncanana – 570728 0739 *** - 1896 Cyril Mda Avenue, Kwamakhutha, AMANZIMTOTI, 4126 - *Maphanga*
568. Tswaledi Freddy Mahlare – 760406 5401 *** - and three minor children – Tlhokomelo Nakedi – 050330 5130 *** - Boikanyo Mahlare – 101012 6485 *** - Puno Katlego Mahlare – 151102 5342 *** - 679 Mapodile Township, STEELPOORT, 1133 - *Phasha*

DEPARTMENT OF SPORTS, ARTS AND CULTURE

NO. 2844

9 December 2022

REVISED SCHEDULE OF FEES FOR APPLICATIONS MADE TO THE SOUTH AFRICAN HERITAGE RESOURCES AGENCY (SAHRA) FROM 1 JANUARY 2023

Following comments received on the proposed Revised Schedule of Fees for applications made to the South African Heritage Resources Agency (SAHRA), made in terms of Section 25(2)(l) of the National Heritage Resources Act No. 25 of 1999 (NHRA) and published in the Government Gazette of 22 July 2022, SAHRA hereby publishes the final Revised Schedule of Fees for Applications made to SAHRA, the Guideline and Schedule of which is contained hereunder.

Guideline to SAHRA Fees for Services

Applications for provision of services submitted to the South African Heritage Resources Authority (SAHRA), in terms of the National Heritage Resources Act, No. 25 of 1999 (NHRA) must be accompanied by a payment of the appropriate fee, taking effect from 1 January 2023 for the following applications:

1. PERMIT APPLICATIONS

All permit applications made to SAHRA shall be charged as follows:

COST PER APPLICATION (ZAR)	TYPE	SECTION(S) OF NHRA
	Application for a permit to:	48
500	<i>Conduct a pre-disturbance survey or search for a wreck</i>	35
800	<i>Destroy, damage, excavate, alter, deface, or otherwise disturb archaeological or palaeontological material or sites, objects, or meteorites for research purposes</i>	
	<i>Permanently export for destructive analysis any archaeological or palaeontological material, or any meteorite</i>	
	<i>Destroy, damage, excavate, alter, deface, or otherwise disturb archaeological or palaeontological material or sites, objects, meteorites, or structures¹ for the purposes of mitigation in respect of a proposed development</i>	
	<i>Construct, alter, demolish, remove, or change the use of a structure or place²</i>	34
2,000.00	<i>Disturb, destroy, damage, alter, remove, relocate, or exhume a grave or burial ground</i>	36

¹ Where such a structure or place is older than 60 years or protected in terms of Section 27 or Section 29

² Where such a structure or place is older than 60 years or protected in terms of Section 27 or Section 29

	<i>Carry out filming/capture photographs for a commercial production at an archaeological or palaeontological site</i>	35, 27
	<i>Reproduce for a commercial production any National Heritage Site</i>	
	<i>Permanently export heritage objects described in the Gazetted List of Types³</i>	32
800	<i>Temporarily export for research purposes, or in respect of a loan agreement with a recognised repository, any archaeological or palaeontological material, or any meteorite</i>	
	<i>Temporarily export any heritage object listed on the Gazetted List of Types for exhibition purposes</i>	
N/A	<i>Carry out work related to specifically declared heritage objects</i>	

2. DEVELOPMENT APPLICATIONS

All requests for input from SAHRA for development applications shall be charged as follows:

COST PER APPLICATION (ZAR)	TYPE	SECTION(S) OF NHRA
800.00	Submission of Notification of Intent to Develop (NID)	38(1)
2,000.00	Review of an impact assessment report related to an application for a proposed development	38(4)
2,000.00	Review of an impact assessment report related to an application for Environmental Authorisation made in terms of legislation other than NHRA	38(8)

3. OTHER SERVICES

All other services provided by SAHRA shall be charged as follows:

COST PER ACTIVITY (ZAR)	TYPE	SECTION(S) OF NHRA
1,500.00	<i>Lodgement of an appeal against a SAHRA decision to the SAHRA Council</i>	49
Up to 20,000.00 ⁴	<i>Site monitoring/inspection visit by SAHRA in respect of specific requests</i>	N/A

³ This includes pre-approval inspection/investigation, assessment, and identification of heritage objects by SAHRA (export or archaeological or palaeontological material in private collections is excluded)

⁴ Inclusive of R2,000.00 service fee and all related travel, accommodation, and subsistence expenses at cost

Exemptions:

Charges may be waived, at the discretion of SAHRA's CEO, for certain permit applications.

In addition to the levying of fees SAHRA may, in terms of section 48(1)(d) of the NHRA and Regulation 3(1) and (2) of Government Notice 21239 (2 June 2000), require that a financial deposit is lodged with it against the satisfactory completion of the action for which the permit is required.

PAYMENT may be made by depositing the relevant amount into the SAHRA bank account and producing the proof of payment (stamped deposit slip, internet banking confirmation, etc.).

PLEASE TAKE NOTE THAT APPLICATIONS NOT ACCOMPANIED BY PROOF OF PAYMENT MAY NOT BE PROCESSED UNLESS ACCOMPANIED BY A WAIVER FROM THE CEO.

SAHRA banking details:

Account holder name	SOUTH AFRICAN HERITAGE RESOURCES AGENCY
Account name	CURRENT ACCOUNT
Absa account number	3-6068-0606
Branch	ABS PBLCS W/C
Branch code	632005

Should you have any queries please contact the appropriate unit via:

Tel: +2721 462-4502

Email: info@sahra.org.za

DEPARTMENT OF TRADE, INDUSTRY AND COMPETITION

NO. 2845

9 December 2022

COMPETITION COMMISSION

NOTICE IN TERMS OF SECTION 10(7) OF THE COMPETITION ACT NO. 89 OF 1998 (AS AMENDED) - THE COMPETITION COMMISSION OF SOUTH AFRICA - NOTICE OF AMENDMENTS TO THE CONDITIONS OF EXEMPTION**NATIONAL HOSPITAL NETWORK (2017AUG0020)**

1. The Competition Commission ("**Commission**") published a Notice of the conditional granting of the National Hospital Network's ("**NHN**") application for exemption in the Government Gazette on 7 December 2018 (government Notice No 42092 of 2018), as provided for by section 10(7) of the Competition Act No 89 of 1998, as amended ("**Act**") read with Rule 19(5) of the Rules of Conduct of Proceedings in the Commission.
2. The Commission granted the NHN an exemption in terms of section 10(3)(b)(ii) of the Act for the extension of its current exemption from certain provisions of Chapter 2 of the Act. The conduct for which the exemption was sought related to collective bargaining between the shareholders of the NHN and individual medical schemes and administrations, as well as agreements that result from the collective bargaining.
3. More specifically, the Commission granted the NHN an exemption from section 4(1)(b)(i) of the Act permitting it to continue to engage in the following activities on behalf of its members with medical aid schemes and/or medical scheme administrators: -
 - a. NHN's members shall agree collectively to implement the prices negotiated and entered into on their behalf by NHN with medical schemes and/or medical scheme administrators; and
 - b. Promote the interests of its members and to market their services and also to provide a base for benchmarking which would help NHN members to increase efficiencies.

4. In addition to the above exemption, the Commission granted the NHN a further exemption to engage on behalf of its members in global fee negotiations with medical schemes, administrators, the state and healthcare providers (professional associations) and to undertake collective or centralised procurement. The Commission considered and assessed these three self-standing legs of the exemption separately.
5. The exemption application by NHN relating to all three self-standing legs of the exemption was **granted** for a period of **five (5) years commencing on 1 November 2018 and ending on 31 October 2023**, subject to the following conditions:

1. ***Exclusion of members who do not meet the legislative criteria “Grace Period Condition”***

- 1.1 *The NHN members who fail to qualify as either small businesses or firms owned or controlled by historically disadvantaged persons as is required by section 10(3)(b)(ii) of the Act:*

- a. *Shall be afforded a period of 24 months (twenty-four) from the date on which the Application for Exemption is granted to transform its shareholding so as to conform with the requirements of a firm owned or controlled by a historically disadvantaged person as set out in section 10(3)(b)(ii).*
- b. *The affected NHN members must, after a period of 12 (twelve) months from the date on which the Application for Exemption is granted, submit a report detailing the progress that they have made to comply with the requirements of a firm owned or controlled by a historically disadvantaged person as set out in section 10(3)(b)(ii).*
- c. *Any firm failing to meet the legislative criteria as set out in section 10(3)(b)(ii) of the Act at the expiry of the 24 (twenty four) month period as set out above shall be automatically excluded from the Exemption.*

2. ***Global Fees***

- 2.1 *The NHN when entering into global fee arrangements undertakes to adhere to the following conditions:*

- a. *Carve-outs or exclusions from this specific alternative reimbursement method shall be limited and that global fees be negotiated on the premise of full risk sharing between the medical aid schemes and administrators and the providers of healthcare services.*
- b. *The negotiation of global fees agreements shall specifically incorporate clearly defined quality and performance metrics which shall be transparent and evidence based.*
- c. *The NHN shall, as part of its general annual reporting condition below, report on all global fees that were negotiated annually.*

3. Annual Submission of Information

- 3.1 *NHN is required to submit information to the Commission on an annual basis as would be required to monitor the impact of the measures taken to meet the objective relied upon and to assess whether the NHN is meeting the objective on an on-going basis.*
- 3.2 *In addition to the above, NHN must during the period of the exemption, implement competitive strategies aimed at providing additional services to its members outside of the collective bargaining process. The purpose of this condition is to provide ongoing support to members, in order to improve their competitiveness in the market.*
- 3.3 *NHN must implement measures to track the number of members whose competitiveness has improved as a result of the implementation of the aforementioned conditions. This information must be submitted to the Commission on an annual basis.*

APPLICATIONS FOR EXTENSION / VARIATION OF CONDITIONS

6. On 11 July 2019 the NHN filed an application with the Commission requesting an extension or waiver of Clause 1 of the aforementioned conditions. The premise for the extension application is that the grace period condition requires non historically disadvantaged persons ('HDPs') and non-small business members of the NHN to be compliant by 31 October 2020.

7. The extension was granted and issued in a GN 319 of 2020 in GG 43110 of 20 March 2020, extending the grace period to 31 October 2021.
8. A further Application for Extension and/or Waiver of Time was filed with the Commission on 06 October 2021. In their application, the affected NHN members sought the intervention of the Commission to waive, vary and/or extend the said period to enable the affected members of the NHN sufficient time to be compliant. This additional extension was granted and issued in Government Gazette Notice No 45859 of 2022, extending the grace period to 31 October 2022.
9. On 21 October 2022, the NHN filled an additional application with the Commission requesting a further extension or waiver of Clause 1 of the aforementioned conditions. In their additional application, the affected NHN members again sought the intervention of the Commission to waive, vary and/or extend the said period to enable the affected members of the NHN sufficient time to be compliant by 31 October 2023.
10. Notice is therefore given in terms of section 10(7) of the Act that the exemption application granted by the Commission on 1 November 2018 (published in Government Gazette Notice No 42092 of 2018) and later extended to 31 October 2022 is hereby **amended** as follows:
 - a. The duration of Clause 1 of the Conditions to the Exemption (“**Grace Period Condition**”) is extended by 12 (twelve) months to **31 October 2023**.
11. Notice is therefore given in terms of section 10(8) of the Act that any person with a substantial financial interest affected by the abovementioned decision may appeal the decision to the Competition Tribunal in the prescribed manner.
12. Any queries in this regard should be directed to:

Dr Thabang Ndlovu / Mr Tlabo Mabye

Market Conduct Division

Email: ThabangN@Compcom.co.za / TlaboM@compcom.co.za

In correspondence, kindly refer to case no. 2017AUG0020.

GENERAL NOTICES • ALGEMENE KENNISGEWINGS**DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT****NOTICE 1487 OF 2022****VETERINARY AND PARA-VETERINARY PROFESSIONS ACT
ACT No. 19 OF 1982, AS AMENDED****REPEAL OF AND SUBSTITUTION OF THE RULES RELATING TO THE PRACTISING OF PARA-VETERINARY
PROFESSION OF VETERINARY TECHNOLOGIST**

as amended by

Notice	Government Gazette	Date
R1064	13230	17 May 1991

It is hereby made known for general information that:

- (a) The South African Veterinary Council has under section 30(1) of the Veterinary and Para-Veterinary Professions Act, 1982 (Act No.19 of 1982) resolved to repeal the rules relating to the practising of para-veterinary profession of veterinary technologist, as published in Government Gazette number 13230, GNR.1064, on 17 May 1991;
- (b) The Minister of Agriculture, Land Reform & Rural Development, has under section 30(3) of the said Act approved the repeal of the said rules;
- (c) The South African Veterinary Council has under section 30(1) of the Veterinary and Para-Veterinary Professions Act, 1982 (Act No.19 of 1982) made the rules in the schedule to substitute the rules relating to the practising of the para-veterinary profession of veterinary technologist referred to in (a) above;
- (d) The Minister of Agriculture, Land Reform & Rural Development, has under section 30(3) of the said Act approved the said substitution of the rule and the rules; and
- (e) The said substitution shall come into operation on the date of publication.

MR MA MENYE**Registrar: South African Veterinary Council****SCHEDULE****1. Definitions**

Any word or expression in this Schedule to which a meaning has been assigned in the Act shall have that meaning, and "the Act" means Veterinary and Para-Veterinary Professions Act, 1982 (Act No. 19 of 1982), and the regulations made thereunder

"Act" means the Veterinary and Para-Veterinary Professions Act, 1982 (Act No.19 of 1982), and the regulations made there under;

"client" means a person who uses the professional services of a veterinary technologist and includes veterinary professionals;

"impairment" means such a level of physical or mental impairment, which includes substance abuse or addiction, that may affect the practice of the veterinary technologist to such an extent that the welfare of the patients, the interest of a client and/or the image of the profession may be compromised;

"inquiry body" means an ad hoc committee of the Council acting under powers delegated to it by the Council in terms of section 12 of the Act to preside at inquiries;

"investigation committee" means a committee appointed by Council in terms of Section 12 of the Veterinary Act to evaluate and screen complaints against professionals;

"sample" means a subset, for example collecting whole blood specimens from 10 animals from a group of 100 would constitute a sample:

"specimen" means a single subject (for example a single blood collection tube containing whole blood).

"supervision" means, unless otherwise indicated:

"direct supervision" means that a registered veterinary professional is readily available on the premises where the patient is being treated or other professional services are being rendered, and who assumes responsibility for the veterinary care given to the patient or services rendered by a person working under his/her indirect supervision;

"indirect supervision" means a registered veterinary professional need not be on the premises where an animal is being treated or other professional services are being rendered, that he/ she has given either written or verbal instructions for, but that s/he is readily available by telephone or other form of communication and assumes responsibility for the veterinary care given to the patient or services rendered by a person working under his/her indirect supervision;

"unprofessional conduct" means unprofessional, dishonourable or unworthy conduct as set out in rule 4;

"veterinary laboratory" means a facility which has the specific purpose of diagnostic and/or research testing, any mobile service unit linked to the permanent facility, and in-house laboratories that form part of a veterinary facility where the service is not only rendered for the facility's own requirements;

"veterinary technology" is a branch of veterinary science that has as its goal the application of technology and laboratory techniques to analyse a diverse set of specimens of animal, plant,

feed and/or environmental origin to assist with the diagnosis, prevention, control, treatment, rehabilitation and monitoring of illness and disease in animals; and

“veterinary technologist” is a person who practices veterinary technology by applying technologies and performing laboratory techniques to produce a test / laboratory result which can be used for various veterinary purposes.

SERVICES PERTAINING SPECIALLY TO THE PARA-VETERINARY PROFESSION OF VETERINARY TECHNOLOGIST

2. General Services

- (1) For the purposes of the Act the following shall be deemed to be services which pertain specially to the para-veterinary profession of veterinary technologist:
- (a) Laboratory analysis on any specimens(s) from animal origin of which the test result will be used for diagnostic-, disease surveillance- and / or disease monitoring purposes or monitoring the health status of an animal but excluding samples of human origin.
 - (b) The collection of specimens, including blood smears, brain smears, impression smears, skin scrapings, urine specimens, semen specimens, sheath washes or sheath scrapes and faecal samples necessary for laboratory analysis. The collection of any samples by other clinical procedures and/or anaesthesia and/or only under the direct or indirect supervision of a veterinary professional.
 - (c) The collection of blood and other specimens from donor animals used in the preparation of laboratory media and/or reagents such as but not limited to blood agar and blood reagents used in serological testing.
 - (d) The collection of post-mortem samples under the direct or indirect supervision of a veterinary professional.
 - (e) The evaluation of a specimen or sample submitted for laboratory testing for suitability.

3. Exception in respect of rule 2:

The provisions of rule 2 shall not be construed so as to prohibit the procedures allowed in terms of a veterinary or a para-veterinary professional's registration and scope of practice under the Act or a person who is authorised by Council to perform certain specified procedures in accordance with section 23(1)(c) of the Act.

3. Execution of services –

- (1) A veterinary technologist may perform the services listed in Rule 2:
- (a) For his/her own account operating his/her own veterinary laboratory; or
 - (b) during the course of employment by a person-
 - (i) registered to practice the veterinary profession;
 - (ii) registered to practice the veterinary technology profession;
 - (iii) employing a person registered to practice a veterinary profession; or

- (iv) employing a person registered to practice the veterinary technology profession.
- (2) Laboratory results from a veterinary laboratory as envisaged in rule 3(1)(a) above may only be released to:
 - (a) the referring veterinary professional or a veterinary professional referred to in rule 3(1)(b)(i) or (iii);
 - (b) upon instruction of the referring veterinarian also to the client of the referring veterinarian; or
 - (c) the local state veterinarian in instances required by the Animal Diseases Act; or
 - (d) the referring laboratory/employer employing a person registered to practice a veterinary profession.
- (3) Notwithstanding the provision of Rule 3 (2) (b) laboratory results shall not be released to a client, who is not a veterinarian, without the knowledge and/or consent of the referring veterinarian or state veterinarian as in rule 3(2)(c).

CONDUCT OF PERSONS PRACTISING VETERINARY TECHNOLOGY PROFESSION

4. General principles

- (1) A veterinary technologist must base his/her personal and professional conduct thereon that he/she is a member of a learned and honourable profession and is required to act at all times in such a manner as will maintain and promote the prestige, honour, dignity and interests of the profession and of the persons by whom it is practised.
- (2) All persons practising the veterinary technology profession are working towards the same common good cause, whether they are in private practice or in the service of an employer, and they must co-operate with each other and with the authorities concerned to promote that cause.
- (3) As a professional a veterinary technologist is required to comply with the following fundamental principles:
 - (a) **Integrity:** To be honest and ethical.
 - (b) **Professional Competence:**
 - (i) To maintain the professional knowledge and skill required to ensure that a client receives competent professional services based on current developments in and act diligently and in accordance with applicable technical and professional standards benchmarked against what is expected of the reasonable veterinary technologist considering the circumstances and geographic and demographic realities at hand;
 - (ii) To comply with continuing professional development (CPD), which enables a veterinary technologist to develop and maintain the capabilities to perform competently within the professional environment; and
 - (iii) to keep record of CPD credits obtained to ensure CPD requirements are met to ensure that registration with Council is maintained.
 - (c) **Confidentiality:** To respect the confidentiality of information acquired as a result of professional services and the relationships emanating therefrom, and, therefore, not disclose any such information to third parties except his or her

employer without proper and specific authority, unless there is a legal or professional right or duty to disclose, nor use the information for the personal advantage of the veterinary technologist or third parties.

(d) **Professional conduct includes but is not limited to:**

- (i) To be informed and comply with all the legal directives which are relevant to the practice of his/her profession and which include the Act, its regulations and Rules, the current Code of Ethics as well as all other relevant legislation;
- (ii) To avoid any action that the veterinary technologist knows or ought to have known that may discredit the profession;
- (iii) To be morally obliged to serve the public to the best of his/her ability and in the light of acceptable scientific knowledge and procedures;
- (iv) Execute the instructions of a person registered to practice a veterinary profession discerningly and faithfully;
- (v) Refuse to take part in any unethical behaviour, procedure or activity;
- (vi) He or she shall not seek any personal advantage at the expense of any colleague in the profession;
- (vii) At all times, keep detailed and accurate records of all information and procedures performed, which shall be kept on file for at least five years or longer, as required by the relevant quality system;
- (viii) To refrain from expressing criticism through which the reputation, status or practise of a colleague in the profession, other para-veterinary profession or veterinary profession is or could be undermined or injured, or through which a reflection is or could be cast on the integrity, skill, methods or conduct of such a colleague;
- (ix) Not to permit himself/herself to be exploited in a manner which may be detrimental to the client, the public or the profession;
- (x) The place at or from which a person practises the veterinary technology profession must be registered with Council and must comply with the applicable general minimum standards for that facility;
- (xi) Any registered person at a registered facility must inform the Council within thirty (30) days of any changes to the identity or address of the principal; if the principal should pass away, Council should immediately be informed;
- (xii) A veterinary technologist must inform Council within thirty (30) days of entering into employment or partnership at another registered facility or any change in his/her contact details and/or addresses;
- (xiii) A veterinary technologist must inform Council within thirty (30) days of entering into employment or partnership at another registered facility; and
- (xiv) A copy of any record kept by an animal research facility must be submitted to Council within seventy-two (72) hours of being requested to do so by Council.

(4) Unprofessional conduct is unprofessional, dishonourable or unworthy conduct on the part of a veterinary technologist, including, *inter alia*, the following acts and omissions:

- (a) failure to comply with the Act, the regulations and/or Rules promulgated under the said Act, and/or the Code of Conduct and/or guidelines issued by Council from time to time;

- (b) a contravention of the provisions of the Medicines Act and/or the regulations promulgated under it;
- (c) failure to comply with any other relevant legislation;
- (d) performing professional services outside the scope of his/her education, training and/or experience, regard being had to both the extent and limits of his/her professional expertise;
- (e) making a diagnosis;
- (f) releasing test results to a person other than those set out in rule 3(2);
- (g) failing to adequately supervise his/her staff;
- (h) failure to provide an itemised account when requested to, within the period set out in Rule 7(3);
- (i) treating a client in a disrespectful and/or discourteous manner, unless justifiable reasons exist;
- (j) incompetence, gross negligence or any form of negligence in the practising of the veterinary technology profession;
- (k) fraud or dishonesty in making any kind of application to Council or the reporting of any test result for disease in an animal or in charging for a test that was not performed or services not rendered;
- (l) falsifying and/or backdating any laboratory report in part or in full;
- (m) in any way directly or indirectly assisting, allowing or enabling an unqualified person and/or unregistered person to perform professional work which by law only a (veterinarian and/or a para-veterinary professional is allowed to perform);
- (n) referring work, the performance of which is reserved by law to a veterinarian, specialist veterinarian or para-veterinary professional to a person not registered with Council;
- (o) non-payment after demand of any fee, levy or other charge payable to the Council;
- (p) failure to comply with an order, requirement, request, sentence or sanction of the Council and/ or the Registrar or any official appointed by the Council or the Registrar to perform any function in furtherance of the Council's objectives;
- (q) failure to submit to an inspection of a veterinary laboratory required by Council where the veterinary technologist is the principal of said veterinary laboratory;
- (r) failure to advise Council of any change in his/her physical residential or employment address, and other contact details, within thirty (30) days of such change being effected;
- (s) operates for gain a veterinary laboratory which is not registered or does not comply with the minimum standards set out in the Rules;
- (t) practising outside the scope of registration for a veterinary technologist;
- (u) being convicted of being involved in any criminal or illegal activity, if it relates to the practising of the veterinary technology profession or is deemed to bring the profession into disrepute;
- (v) to permit himself/herself to be exploited in a manner which may be detrimental to the client, the public or the profession, or allow bias, conflict of interest or influence of others, to compromise professional judgment;
- (w) failing to cooperate, obstructing or delaying an investigation into unprofessional conduct by Council;

- (x) contempt and/or disrespect of Council; and
- (y) any other conduct which in the opinion of Council constitutes unprofessional conduct.

5. Acceptance and payment of commission

- (1) Subject to Rule 4(2) a veterinary technologist may not:
 - (a) Accept any commission from any person as a consideration for referrals of any clients by such veterinary technologist to such person; and
 - (b) Charge or accept any fee for the same test or laboratory procedure from both the referring veterinarian and the owner of the animal of which a specimen or sample(s) was tested.
- (2) The provisions of Rule 4(1) shall not be so construed as to prohibit a veterinary technologist:
 - (a) From introducing a loyalty scheme for a particular laboratory, provided that the loyalty scheme, including discount, does not include the payment of money;
 - (b) From paying to a debt collection agency any commission in respect of debts which are collected by such agency on his/her behalf; or
 - (c) From accepting any royalty or similar compensation in respect of an article or product to which he/she holds the patent rights.

6. Business ownership & sharing

- (1) A veterinary technologist may:
 - (a) Offer an appointment in his/her practice to another veterinary professional or para-veterinary professional who is registered in terms of the Act to practice the profession concerned;
 - (b) Employ another person in a professional capacity at his/her laboratory; or
 - (c) Share his/her laboratory or premises with another person involved in practising a veterinary or para-veterinary profession.
- (2) Any appointment, employment or sharing anticipated in Rule 6(2) is subject to the condition that:
 - (a) Specimen or sample integrity and confidentiality of client records are not compromised; and
 - (b) Sufficient biosecurity measures, according to relevant health and safety legislation and including isolation facilities, are in place to ensure that the wellbeing of humans and animals are not at risk.

7. Fees and estimation of fees

- (1) Fees for standard laboratory tests and procedures may be advertised in the reception area of the laboratory.
- (2) A list of fees for all laboratory tests and procedures must be made available to clients of the laboratory upon request either as a separate document or part of a specimen and/or sample submission guideline.

- (3) Any veterinary technologist claiming payment from a person in respect of any service rendered by him/her must furnish such person with an itemised account as soon as possible but not later than thirty (30) days after the final test report was issued to such a person.
- (4) A veterinary technologist must inform the client in charge of an animal in respect of which a service is to be rendered of the approximate fee which he/she intends to charge for such service.
- (5) Fees for standard procedures may be advertised in the reception area, in which event an estimation of fees need not be given to the client.
- (6) Any veterinary technologist claiming payment from a person in respect of any service rendered by him/her must furnish such person with an itemised account as soon as possible but not later than 30 days after the service was rendered.

8. Intrusion

- (1) If a veterinary technologist has obtained any confidential information regarding the nature and extent of the business or laboratory of a veterinary professional or colleague in the veterinary technology profession, such veterinary technologist may not use such information to promote his/her own business or laboratory.
- (2) If a veterinary technologist renders professional services to an employer, he/she may not use his/her association with or the intellectual property of such employer in any manner whatsoever to promote his/her own business or laboratory at the expense of that employer in the profession.
- (3) Contravention of Rules 8(1) & 9(2) for own gain is a serious offence which may lead to deregistration.

9. Advertising

- (1) A veterinary technologist may advertise his/her laboratory services, facilities, products and prices or permit another person to do so without limitation on the size, format, artistic or literary style: Provided that the advertisement complies with the provisions of these Rules and may in no way compromise or impair any of the following, namely:
 - (a) The client's freedom to consult a veterinary laboratory of his/her choice; and
 - (b) The good reputation of the veterinary technology profession.
- (2) All advertising by a veterinary technologist of his/her veterinary laboratory services must be in good taste with regard to content, prominence and medium and may not be offensive to any cultural, religious or linguistic community or be contrary to the spirit of the Code of Conduct of the Advertising Standards Authority of South Africa and the Code of Conduct of Practise issued by the Council.
- (3) Advertisements may not -
 - (a) Be misleading in any respect;
 - (b) Compare the quality of services, products, the standards of facilities and/or the knowledge or expertise of a veterinary technologist with that of another veterinary technologist, veterinary laboratory or the veterinary technology profession generally, nor may it claim to be superior in any respect; or
 - (c) Criticise the quality of services or products provided by another veterinary technologist or veterinary laboratory.

10. Records at veterinary laboratories

- (1) Separate records shall be kept for each laboratory submission.
- (2) Such records shall be kept for at least five (5) years.
- (3) For the purpose of the Rules the following are regarded as records at a veterinary laboratory
 - (a) Specimen and sample submission form; and
 - (b) Test report.
- (4) Specimen and sample submission forms must contain areas to capture the following minimum information:
 - (a) The date on which the specimen or sample was received by the laboratory;
 - (b) Name and contact details of the referring veterinarian;
 - (c) Name and contact details of the owner of the animal;
 - (d) Date of sample collection;
 - (e) Animal identification, as well as the species, gender and age; and
 - (f) Test or laboratory procedure to be performed on the specimen or sample submitted;
- (5) Test reports shall include at least the following information:
 - (a) A title indicating that the document is a test report, e.g. "Laboratory Report";
 - (b) The name, address and contact details of the laboratory;
 - (c) Unique identification number for the specific submission;
 - (d) The name and address of the referring veterinarian;
 - (e) The name and address of the animal owner, if available;
 - (f) If the information in (e) is not available, it should be stipulated as such.
 - (g) Identification of the method(s) used to test the specimen or sample(s);
 - (h) Identification of the specimen or sample(s) tested;
 - (i) The test result(s) including units of measurement where applicable;
 - (j) The name and signature of the person responsible for the test(s); and
 - (k) A statement that the test result(s) only relate to the specimen or sample(s) received for testing.
- (6) Proper arrangements must be made to protect records from loss, fire, alterations, additions, supplements or unauthorised use; electronic records must be backed up.
- (7) Any alterations, additions and/or supplements to any records must be entered as a supplement to said record and must be dated and clearly defined as such.
- (8) A copy of any record kept by the veterinary laboratory must be submitted to Council within seventy-two (72) hours of being requested to do so by Council.

11. Identification of veterinary laboratories

- (1) A veterinary laboratory must be identified by means of an identification board,
- (2) An identification board referred to in Rule 10(1) must contain at least the following:
 - (a) Identify the facility as a veterinary laboratory;
 - (b) Hours of operation;
 - (c) A telephone number of the veterinary laboratory;
- (3) A veterinary laboratory may be identified by means of a direction board, which must comply with the provincial or municipal regulations governing direction boards.

MINIMUM STANDARDS FOR VETERINARY LABORATORIES**12. Veterinary Laboratory**

- (1) All veterinary laboratories must be registered with Council. Should a veterinary laboratory not meet the minimum standards set out in the Rules, its registration may be suspended for such a period as Council deems fit.
- (2) A veterinary laboratory at or from which a registered person renders a laboratory service must:
 - (a) Be a permanent structure and any mobile unit operated from the facility shall be linked to permanent facility (see section on mobile units);
 - (b) Have a neat appearance (external and internal);
 - (c) Have signage that complies with regulations of the local authority and where applicable also meets any regulation and / or Rules set by the Council;
 - (d) Be compliant with local regulations pertaining to health and safety, including fire protection;
 - (e) Have separate areas for receiving members of the public and specimens and samples;
 - (f) Have access to toilet facilities for members of the public;
 - (g) As far as possible have separate laboratory areas to prevent cross contamination of specimens;
 - (h) Have, where applicable, appropriate facilities for the storage of specimens in order to prevent degradation of samples before testing;
 - (i) Have facilities meeting the applicable regulations for the safe storage of chemicals and pharmaceuticals;
 - (j) Have facilities for the safe storage of scheduled medicines, if applicable;
 - (k) Have applicable equipment available to carry out the required tasks;
 - (l) Have adequate facilities available for the washing, cleaning and sterilisation of all equipment;
 - (m) Have proper facilities and containers for the storage of disposed hazardous waste including but not limited to sharps, chemicals, used test kits, biological specimens, etc. prior to collection by a licensed waste removal company as per regulations of the local authority;
 - (n) The internal walls, floors and work surfaces shall be of such a nature that they can be properly cleansed and disinfected in order to maintain hygienic conditions and prevent contamination of specimens;
 - (o) Drainage and washing water according to local authority requirements;
 - (p) Where applicable make provision for the storage and disposal of carcasses in a manner that will ensure that they will not start to decompose before they are disposed of;
 - (q) Where an on-site incinerator exists for the disposal of carcasses the incinerator shall be licensed according to the relevant local authority as well as environmental regulations;
 - (r) drainage and washing water according to local authority requirements;

- (s) Where applicable have animal housing that complies with relevant legislation;
 - (t) Where applicable ensure that personnel are trained in the safe and humane handling of animals;
 - (u) Employ personnel who are in possession of the applicable prescribed qualifications and are registered at the Council to perform the testing;
 - (v) Provide personnel with protective clothing and protective equipment applicable to the level of risk involved; and
 - (w) Be compliant with local regulations pertaining to health and safety, including fire protection.
- (3) Mobile laboratory units must:
- (a) Be linked to a permanent facility and cannot be registered as an individual facility;
 - (b) Be identified as a part of the permanent facility by listing the vehicle registration number at the time of applying for facility registration;
 - (c) Comply with all applicable traffic regulations;
 - (d) Be operated while in transit by a person with a driver's permit applicable to the type of vehicle;
 - (e) Have a fire extinguishing apparatus which meets the requirements of the local authorities and is suited for the types of fire hazard based on the content of the mobile unit;
 - (f) Have facilities for the safe transport and storage of chemicals and reagents that adhere to the regulations applicable to the transport of the chemicals and / or reagents;
 - (g) Meet all the relevant regulations for transport of chemicals if applicable;
 - (h) Have proper facilities for the storage of the specimen types to be tested;
 - (i) Have containers that meet the relevant regulations for disposal of hazardous waste including but not limited to sharps, chemicals, used test kits, biological samples, etc. until it can be discarded at or from the permanent facility; and
 - (j) Have applicable equipment available to carry out the required tasks.
- (4) The laboratory must comply with the following procedural aspects:
- (a) The Laboratory must have a documented quality manual;
 - (b) The Laboratory must have documented standard operating procedures for all tests performed at the facility;
 - (c) Where international or national standardised methods exist these must be used, unless reasonable ground for deviation exist;
 - (d) The Laboratory must have a documented maintenance schedule for all equipment used in testing of specimens and evidence that maintenance is done;
 - (e) The Laboratory must have a documented calibration schedule for all applicable equipment used in testing of specimens and evidence that calibration is done;
 - (f) The Laboratory must have a documented procedure for the retention of records including laboratory results that indicate how records will be secured, protected from loss and alterations, protected from unauthorised use and what the retention period will be; and
 - (g) The laboratory must have a documented system that ensures correct identification of specimens through the process of receiving, processing, evaluating and writing of the test report.

- (5) In addition to the minimum standards listed the following also apply as far as testing of patient specimens and/or other samples are concerned:
- (a) Any analysis performed to certify or confirm diagnosis of a controlled animal disease must be accredited by SANAS according to the latest version of the ISO 17025 standard and upon accreditation of the analysis the laboratory facility must be approved by the Department of Agriculture, Forestry and Fisheries to perform the analysis; and
 - (b) Any in-house analyser used for testing patient specimens must:
 - (i) Be maintained and serviced according to a documented schedule and evidence that this is done must be kept; and
 - (ii) Be calibrated at a set and documented interval to ensure that the analyser can still detect all analytes accurately and evidence of the calibration shall be kept.

13. Exemption

The Council may, on written application, and at its own discretion, grant exemption from the provisions of specific Rules.

14. Reporting of impairment or of unprofessional conduct

- (1) A student, a veterinarian or para-veterinary professional must;
- a) Report impairment or suspected impairment in a student, a veterinary professional or para-veterinary professional to the Council if he/she is convinced that any student, veterinary or para-veterinary professional is impaired; and/or
 - b) Report his/her own impairment or suspected impairment to the Council if he/she is aware of his/her own impairment or has been publicly informed, or has been seriously advised by a colleague to act appropriately to obtain help in view of an alleged or established impairment;
- if such a level of physical or mental impairment has been identified that the welfare of the patients, the interests of the clients and/or the image of the profession will be compromised.
- (2) A student, a veterinary or para-veterinary professional is obliged to report any unprofessional, illegal or unethical conduct by another student, veterinary or para-veterinary professional, particularly where it involves the employment of unregistered professionals or where an animal's welfare may be compromised.

15. Repeal and transitional arrangements

The Rules relating to the practising of the para-veterinary profession of veterinary technologist published on 17 May 1991 in Government Gazette number 13230, Notice number R.1064, are hereby repealed.

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT**NOTICE 1488 OF 2022****VETERINARY AND PARA-VETERINARY PROFESSIONS ACT
ACT No. 19 OF 1982, AS AMENDED****SUBSTITUTION OF THE RULES RELATING TO THE PRACTISING OF PARA-VETERINARY
PROFESSION OF VETERINARY NURSE**

as amended by

Notice	Government Gazette	Date
R1065	13230	17 May 1991
R398	22284	18 May 2001
R771	30184	24 August 2007

It is hereby made known for general information that:

- (a) The South African Veterinary Council has under section 30(1) of the Veterinary and Para-Veterinary Professions Act, 1982 (Act No.19 of 1982) resolved to withdraw the rules relating to the practising of para-veterinary profession of veterinary nurse, as published in Government Gazette number 18313, GNR.1445, on 17 May 1991 (as amended);
- (b) The Minister of Agriculture, Land Reform & Rural Development, has under section 30(3) of the said Act approved the repeal of the said rules;
- (c) The South African Veterinary Council has under section 30(1) of the Veterinary and Para-Veterinary Professions Act, 1982 (Act No.19 of 1982), made the rules in the Schedule to substitute the rules relating to the practising of the para-veterinary profession of veterinary nurse referred to in (a) above;
- (d) The Minister of Agriculture, Land Reform & Rural Development, has under section 30(3) of the said Act approved the said substitution of the rules and the said rules themselves; and
- (e) The said substitution shall come into operation on the date of publication.

MR MA MENYE

Registrar: South African Veterinary Council

SCHEDULE

1. Definitions

Any word or expression in this Schedule to which a meaning has been assigned in the Act shall have that meaning, and "the Act" means Veterinary and Para-Veterinary Professions Act, 1982 (Act No. 19 of 1982), and the regulations made thereunder:

"collaboration" means that a veterinary nurse may open a veterinary nursing facility, and from that facility render the services set out in rule 2(2), subject to the following conditions:

- i) That the veterinary nurse enters into a written agreement with one or more veterinary professionals separately, indicating that that veterinary professional or group of professionals will refer patients to, or work in consultation with, the said veterinary nurse on an ad hoc basis;
- ii) The agreement must contain details of:
 - how often and in what format the veterinary nurse would report back to the veterinary professional regarding the patient's progress;
 - how instructions regarding the patient's care and/or treatment will be given to the veterinary nurse by the veterinary professional; and
 - how emergencies which may occur during the treatment will be dealt with; and
- iii) The agreement must further contain an undertaking that no fee (money or in kind) is payable in respect of any referral in terms of the agreement.

"impairment" means such a level of physical or mental impairment, which includes substance abuse or addiction, that may affect the practice of the veterinary nurse to such an extent that the welfare of the patient/s, the interest of a client and/or the image of the profession may be compromised;

"Medicines Act" means the Medicines and Related Substances Control Act, 1965, Act No.101 of 1965, as amended from time to time;

"medicine" means a medicine or veterinary medicine as defined in section 1 of the Medicines Act;

"professional identification device" means any form of identification approved by the council, including epaulettes, worn by a veterinary nurse which identifies the veterinary nurse as such;

"sample" refers to a subset, for example collecting whole blood specimens from 10 animals from a group of 100 would constitute a sample;

"specimen" refers to a single subject (for example a single blood collection tube containing whole blood);

"red flags" means warning signs that suggest that referral back to the relevant veterinarian is warranted. Some of the warning signs may include, but are not limited to:

- (i) Unexplained changes in bodyweight;
- (ii) Loss of appetite or inappetence;
- (iii) Any change in demeanour and/or mentation;
- (iv) New clinical signs unrelated to the condition under treatment;
- (v) Respiratory distress - tachypnoea, respiratory effort, cyanosis;
- (vi) Cardiovascular distress- tachycardia, hypotension, pale mucous membrane [MM], slow or rapid capillary refill time (CRT);
- (vii) Patient not responding to therapy as expected;
- (viii) Unexplained pain or discomfort; and
- (ix) Suspected zoonoses and/or contagious diseases.

"supervision" means, unless otherwise indicated:

"direct supervision" means that the veterinary nurse receives instructions from a person registered to practice a veterinary profession, within his/her scope of practice and carries out the instructions in that person's presence provided that the person gives the veterinary nurse and the patient, his/her undivided attention; and

"indirect supervision" means that the veterinary nurse receives written or verbal instructions, within his/her scope of practice, from a person registered to practice a veterinary profession, and carries out the instructions while the registered veterinary professional need not be on the premises where professional services are being rendered, but must be readily available by telephone or some other form of communication and assume responsibility for the veterinary services given to the patient or services rendered by a person working under his/her direction.

"unprofessional conduct" means unprofessional, dishonourable or unworthy conduct as set out in rule 4;

"veterinary nursing facility" means a facility registered with Council from which a veterinary nurse may render services in accordance with rule 2(1) for own account and which complies with the minimum standards.

2. SERVICES PERTAINING SPECIALLY TO THE PROFESSION OF VETERINARY NURSES

General Services

- 1) For the purposes of the Act the following services shall be deemed to be services, which pertain specially to the para-veterinary profession of veterinary nurse that may be performed outside the scope of a veterinary practice; They may be performed from a veterinary nurse's registered facility without direct or indirect veterinary supervision, but on referral from or in consultation with the patient's veterinarian, or from a registered veterinary facility under the direct or indirect supervision of a veterinarian:
 - (a) Basic animal care including but not limited to, the clipping of nails and beaks in birds, the clipping of nails in dogs and cats, husbandry, feeding and hygiene;
 - (b) Urinary catheterisation of male and female companion animals, if no sedation is required;
 - (c) Collection of blood specimens for monitoring purposes, if no sedation is required;

- (d) The administration of medicines per os, intranasally, into the eye or ear, and by injection subcutaneously, intramuscularly, intravenously, intraperitoneally to patients, as provided and prescribed by the referring veterinary professional;
 - (e) Vaccinations, limited to the signing of a vaccination record;
 - (f) Maintenance of all equipment used, including compliance with all health and safety requirements;
 - (g) Supervision of animals giving birth and caring for new-born animals, including assisting to alleviate basic dystocia;
 - (h) Semen collection;
 - (i) Lancing of abscesses, follow up wound care, placing of dressings and bandages, including Robert Jones and modified Robert Jones bandages;
 - (j) The taking of specimens and samples for the diagnosis by a veterinarian of Brucellosis in animals and the testing of animals for Tuberculosis by means of the intradermal tuberculin test, including interpretation of the test, provided that the veterinary nurse has passed a relevant course accredited by the Department of Agriculture;
 - (k) The administration of enemas, if no sedation is required;
 - (l) Animal behaviour consultations; and
 - (m) Physical rehabilitation, limited to acute phase and post-operative care.
- (2) For the purposes of the Act the following services shall be deemed to be services, which pertain specially to the Para-Veterinary profession of Veterinary Nurse that may only be rendered under the direct or indirect supervision of a veterinarian, at a registered veterinary facility:
- (a) Professional dental scaling and polishing, as well as simple extractions under direct supervision of a veterinarian;
 - (b) The administration of pre-medication and the induction, maintenance and monitoring of anaesthesia, including local anaesthesia (excluding nerve blocks and epidurals), under supervision of a veterinarian;
 - (c) The collection and preparation of specimens within a veterinary nurse's scope of practise, including skin scraping, the collection of urine by means of cystocentesis and catheterisation of male and female companion animals and production animals, the collection of blood and vaginal smears, impression smears and sheath washing in bulls, including skin punch biopsies and superficial fine needle aspirates;
 - (d) The examination, recording and reporting findings to a veterinarian of specimens and samples, including haematology and blood chemistry, urine examination, stool examination, skin and scraping examinations, rumen fluid examination and examinations in which the Woods lamp is used;
 - (e) The correct taking and developing of radiographs with permanent identification which includes the identity of the animal and owner, practise identity, date and indication of left and right, assistance with diagnostic imaging, maintenance of diagnostic imaging apparatus and record keeping (Imaging logbook shall be kept listing the identity of the animal and owner, numerical number, exposure figures and anatomical position) of diagnostic imaging; The use of self-adhesive labels for the identification of radiographs is not permissible;—Other diagnostic imaging modalities like CT, MRI and nuclear scintigraphy under supervision;

- (f) The passing of stomach -, naso-oesophageal –naso-gastric and oesophagostomy tubes;
 - (g) Intravenous catheter placement and the infusion of fluids and blood including the collection of blood for transfusion;
 - (h) Placement of central lines under direct supervision of a veterinarian;
 - (i) Intra-cardiac injection for euthanasia, provided that it may only be performed on a heavily sedated, anaesthetised or comatose patient as a last resort;
 - (j) Superficial suturing and placing of drains;
 - (k) Cat castrations under direct supervision of a veterinarian;
 - (l) Dispensing of medicines in accordance with relevant legislation, provided that any schedule 1 and higher medicine may only be dispensed on direct instruction of a veterinarian;
 - (m) Maintenance of equipment including but not limited to anaesthetic machines, imaging equipment, sterilisation equipment and any other specialised equipment, including all health and safety aspects/requirements;
 - (n) Assisting a person registered to practice a veterinary profession with surgical procedures; and a veterinary nurse may also assist a person practising a veterinary profession with any other service, which such person may perform if such assistance is rendered under supervision or direct continuous supervision of that person.
- (3) A veterinary nurse shall perform the services referred to in rule 2(2) only during the course of his or her employment or under contract by—
- (a) a person registered to practise a veterinary profession; or
 - (b) a person employing a person registered to practise a Veterinary profession.

3. EXCEPTION IN RESPECT OF RULE 2

The provisions of rule 2 shall not be construed so as to prohibit the procedures allowed in terms of a veterinary or a para-veterinary professional's registration and scope of practice under the Act or a person who is authorised by Council to perform certain specified procedures in accordance with section 23(1)(c) of the Act.

4. CONDUCT OF PERSONS PRACTISING VETERINARY NURSING PROFESSION

General principles

- (1) A veterinary nurse must base his/her personal and professional conduct thereon that he/she is a member of a learned and honourable profession and is required to act at all times in such a manner as to maintain and promote the prestige, honour, dignity and interests of the profession and of the persons by whom it is practised.
- (2) All persons practising the veterinary nursing profession are working towards the same common good cause, whether they are self-employed or in the service of an employer, and they must co-operate with each other and with the authorities concerned to promote that cause.
- (3) The fundamental responsibilities of a veterinary nurse are to save lives, to relieve suffering and to promote the health of animals.

- (4) A veterinary nurse must at all times maintain the highest standard of nursing care and professional conduct.
- (5) As a professional a veterinary nurse is required to comply with the following fundamental principles:
 - (a) **Integrity:** To be honest and ethical.
 - (b) **Professional Competence:**
 - (i) To maintain the professional knowledge and skill required to ensure that a client receives competent professional services based on current developments in veterinary nursing techniques and to act diligently and in accordance with applicable technical and professional standards benchmarked against what is expected of the reasonable veterinary nurse considering the circumstances and geographic and demographic realities at hand;
 - (ii) To comply with continuing professional development (CPD), which enables a veterinary nurse to develop and maintain the capabilities to perform competently within the professional environment; and/or
 - (iii) To keep record of CPD credits obtained to ensure CPD requirements are met to ensure that registration with Council is maintained.
 - (c) **Confidentiality:** To respect the confidentiality of information acquired as a result of professional services and the relationships emanating therefrom, and, therefore, not disclose any such information to third parties without proper and specific authority, unless there is a legal or professional right or duty to disclose, nor use the information for the personal advantage of the veterinary nurse or third parties, other than those implied by rule 3(3).
 - (d) **Professional conduct includes, but is not limited to:**
 - (i) To be informed and comply with all the legal directives which are relevant to the practice of his/her profession and which include the Act, its regulations and Rules, the current Ethical Code, as well as all other relevant legislation;
 - (ii) To avoid any action that the veterinary nurse knows or ought to have known that may discredit the profession;
 - (iii) To be morally obliged to serve the public to the best of his/her ability and in the light of acceptable scientific knowledge and procedures;
 - (iv) To refrain from expressing criticism through which the reputation, status or practise of a colleague in the profession is or could be undermined;
 - (v) Not to permit himself/herself to be exploited in a manner which may be detrimental to the client, the patient, the public or the profession;
 - (vi) If the veterinary nurse is the principal of a facility, ensure that the place at or from which a person practises veterinary nursing is registered with Council, and complies with the applicable minimum standards for that category of facility;
 - (vii) The principal of a registered facility must inform the Council within thirty (30) days of any changes to the identity or address of the principal; if the principal should pass away, Council should immediately be informed.
 - (viii) A veterinary nurse must inform Council within thirty (30) days of entering into

- employment or partnership at another registered facility.
- (ix) To apply for an extension of registration should it be required that procedures outside the scope of practise of a veterinary nurse, e.g. epidurals and nerve blocks, be performed.
- (e) **“Unprofessional conduct”** is unprofessional, dishonourable or unworthy conduct on the part of a veterinary nurse, including, *inter alia*, the following acts and omissions:
- i) Failure to comply with the Act, the regulations and/or Rules promulgated under the said Act, and/or the Code of Conduct and/or guidelines issued by Council from time to time;
 - ii) A contravention of the provisions of the Medicines Act and/or the regulations promulgated under it;
 - iii) Failure to comply with any other relevant legislation;
 - iv) Performing professional services outside the scope of registration, performing professional services in the absence of veterinary collaboration or referral, except as provided for in these rules, which constitutes very serious unprofessional conduct, which if found guilty, may lead to removal from the register;
 - v) Failure to act in accordance with the responsible veterinarian's instructions;
 - vi) Failing to adequately supervise his/her staff;
 - vii) Failure to provide an itemised account when requested to, within the period set out in Rule 7(3), should the services be rendered from a registered nursing facility;
 - viii) Treating a client in a disrespectful and/or discourteous manner, unless justifiable reasons exist;
 - ix) Incompetence, gross negligence or any form of negligence in the practising of the para-veterinary profession of veterinary nursing;
 - x) Fraud or dishonesty in making any kind of application to Council or in charging for a test that was not performed or for services not rendered;
 - xi) Falsifying and/or backdating any laboratory report or other report in part or in full;
 - xii) In any way directly or indirectly assisting, allowing or enabling an unqualified person and/or unregistered person to perform professional work which by law only a (veterinarian and/or a) para-veterinary professional is allowed to perform;
 - xiii) Referring work, the performance of which is reserved by law to a veterinarian, specialist veterinarian or para-veterinary professional to a person not registered with Council;
 - xiv) Non-payment after demand of any fee, levy or other charge payable to Council;
 - xv) Failure to comply with an order, requirement, request, sentence or sanction of the Council and/ or the Registrar or any official appointed by the Council or the Registrar to perform any function in furtherance of the Council's objectives;
 - xvi) Failure to submit to an inspection of a veterinary nursing facility required by Council where the veterinary nurse is the principal of said veterinary nursing

facility;

- xvii) Operating a veterinary nursing facility which is not registered or does not comply with the minimum standards set out in the Rules;
- xviii) Practising outside the scope of practice of a veterinary nurse;
- xix) Failure to advise Council of any change in his/her physical residential or employment address, and other contact details, within thirty (30) days of such change being effected;
- xx) Being convicted of being involved in any criminal or illegal activity, if it relates to the practising of the para-veterinary nursing profession or is deemed to bring the profession into disrepute;
- xxi) Permitting himself/herself to be exploited in a manner which may be detrimental to the client, the patient, the public or the profession, or allow bias, conflict of interest or influence of others, to compromise professional judgment;
- xxii) Failing to cooperate, obstructing or delaying an investigation into unprofessional conduct by Council;
- xxiii) Contempt and/or disrespect of Council; and
- xxiv) Any other conduct which in the opinion of Council constitutes unprofessional conduct.

5. Acceptance and payment of commission for services rendered in accordance with rule 2(1)

- (1) Subject to Rule 5(2) a veterinary nurse may not –
 - (a) Accept any commission from any person as a consideration for referrals of any clients by such veterinary nurse to such person;
 - (b) Charge or accept any fee for the same service from both the referring veterinarian and the owner of the animal.
 - (c) Share with any person, fees charged for a service unless –
 - (i) Such sharing is commensurate with the extent of such other person's participation in the rendering of the service concerned; or
 - (ii) He/she is a partner, shareholder or employee.
- (2) The provisions of Rule 5(1) shall not be so construed as to prohibit a veterinary nurse –
 - (a) From introducing a loyalty scheme at a particular facility, provided that the loyalty scheme, including discount, does not include the payment of money;
 - (b) From paying to a debt collection agency any commission in respect of debts which are collected by such agency on his/her behalf; or
 - (c) From accepting any royalty or similar compensation in respect of an article or product to which he/she holds the patent rights.

6. Covering

- (1) A veterinary nurse may not enter into a partnership or allow any shareholding or interest in his/her practice with another person, unless that person is registered with Council as a veterinary professional or para-veterinary professional.

- (2) A veterinary nurse may:
 - (a) Offer an appointment in his/her practice to another veterinary professional or para-veterinary professional who is registered in terms of the Act to practice the profession concerned;
 - (b) Employ another person in a professional capacity at his/her facility; or
 - (c) Share his/her facility or premises with another person involved in practising a veterinary or para-veterinary profession.
- (3) Any appointment, employment or sharing anticipated in Rule 6(2) is subject to the condition that:
 - (a) Ethical work principles and confidentiality of client records are not compromised; and
 - (b) Sufficient bio-security measures, according to relevant health and safety legislation and including isolation facilities, are in place to ensure that the wellbeing of humans and animals are not at risk.

7. Fees for services rendered in accordance with rule 2(1) and an estimation of fees

- (1) A veterinary nurse must inform the client in charge of an animal in respect of which a service is to be rendered of the approximate fee which he/she intends to charge for such service:
- (2) Fees for standard procedures may be advertised in the reception area, in which event an estimate of fees need not be given to the client.
- (3) Any veterinary nurse claiming payment from a person in respect of any service rendered by him/her must furnish such person with an itemised account as soon as possible but not later than 30 days after the service was rendered.

8. Intrusion

- (1) If a veterinary nurse has obtained any confidential information regarding the nature and extent of the business or facility of a veterinary professional or colleague in the veterinary nursing profession, such veterinary nurse may not use such information to promote his/her own business or facility.
- (2) If a veterinary nurse renders professional services to an employer, he/she may not use his/her association with or the intellectual property of such employer in any manner whatsoever to promote his/her own business or facility at the expense of that employer in the profession.
- (3) Contravention of Rules 8(1) & 8(2) for own gain is a serious offence which may lead to deregistration.

9. Advertising for services rendered in accordance with rule 2(1)

- (1) A veterinary nurse may advertise his/her services, facilities, products and prices or permit another person to do so without limitation on the size, format, artistic or literary style: Provided that the advertisement complies with the provisions of these Rules and may in no way compromise or impair any of the following, namely: -
 - (a) The client's freedom to consult a facility of his/her choice; and

- (b) The good reputation of the veterinary nursing para- profession.
- (2) All advertising by a veterinary nurse of his/her para-veterinary services must be in good taste with regard to content, prominence and medium and may not be offensive to any cultural, religious or linguistic community or be contrary to the spirit of the Code of Conduct of the Advertising Standards Authority of South Africa and the Code of Conduct of Practise issued by the Council.
- (3) Advertisements may not -
 - (a) Be misleading in any respect;
 - (b) Compare the quality of services, products, the standards of facilities and/or the knowledge or expertise of a veterinary nurse with that of another veterinary nurse or the veterinary nursing para- profession generally, nor may it claim to be superior in any respect; or
 - (c) Criticise the quality of services or products provided by another veterinary nurse or person registered with the Council.

10. Identification of veterinary nursing facilities

- (1) A veterinary nursing facility must be identified by means of an identification board,
- (2) An identification board referred to in Rule 10(1) must contain at least the following –
 - (a) Identify the facility as a veterinary nursing facility;
 - (b) Hours of operation;
 - (c) A telephone number of the veterinary nursing facility;
- (3) A veterinary nursing facility may be identified by means of a direction board, which must comply with the provincial or municipal regulations governing direction boards.

11. MINIMUM STANDARDS FOR VETERINARY NURSING FACILITIES

- (1) A veterinary nursing facility at or from which a veterinary nurse practises must -
 - (a) Be a permanent structure (This is not intended to exclude buildings, which are factory produced and site assembled, e.g., a prefabricated building as the word "permanent" relates to the materials used and not to the building itself);
 - (b) Have a good source of general lightning;
 - (c) Have adequate ventilation;
 - (d) Be compliant with local regulations pertaining to health and safety, including fire protection;
 - (e) Have facilities for the disposal of veterinary waste according to local government requirements;
 - (f) Drainage and washing water according to local authority requirements;
 - (g) Be so constructed as to minimize the escape of an animal and to ensure the effective and safe and comfortable confinement of animals at all times;
 - (h) Have equipment to determine the weight of patients adequately; and
 - (i) Be registered with Council.
- (2) Subject to any requirements of a local or other authority, a veterinary nursing facility must consist of:
 - (a) A reception and office area;
 - (b) A waiting room for clients with access to toilet facilities; and

- (c) One or more consulting rooms.
- (3) The internal walls and floor surfaces, shelves and tables of a veterinary nursing facility must be of such a nature that they can be properly cleansed and disinfected so that hygienic conditions can be maintained.
- (4) The drainage and washing water of a veterinary nursing facility must run into an adequate sewer and comply with the requirements of local authorities.
- (5) The veterinary nursing facility must have a direct public entrance.
- (6) Provision must be made at a veterinary nursing facility for a hygienic, insect and rodent free environment within the facility as well as where therapeutic and nutritional products are stored.
- (7) Adequate facilities must be available for the preparation for food and washing and cleaning of all equipment.
- (8) A veterinary nursing facility must have access to relevant reference material.
- (9) A veterinary nursing facility must have the necessary facilities and/or equipment in order to ensure that a basic physical examination can be performed.
- (10) If a dispensary service is rendered, it may only consist of medicines scheduled as a schedule 0 in terms of the Medicines and Related Substances Act, Act 101 of 1965 and stock remedies registered under the Fertilizers, Farm Feeds, Agricultural Remedies and Stock Remedies Act, Act 36 of 1947; Medicines and stock remedies must be stored in accordance with relevant legislation.
- (11) A veterinary nursing facility must have suitable equipment, or access thereto, for the effective sterilisation of relevant equipment.
- (12) If patients are kept overnight the following must be adhered to:
 - a) A separate cage of adequate size must be available for each patient;
 - b) Cages must be constructed of such a material so as to prevent self-injury of the patient;
 - c) The veterinary nursing facility must have proper means to identify each patient; and
 - d) The veterinary nursing facility must be adequately ventilated and, if necessary, heated or cooled.
- (13) Animals hospitalised overnight must be adequately monitored having due regard to the animal's condition. If such monitoring is not available, the client should be informed accordingly.
- (14) A veterinary nursing facility must have an area in which patients can be exercised indoors or outdoors, which must be designed and constructed in a manner that will minimise escape and facilitate the maintenance of hygiene.

12. MINIMUM STANDARDS FOR MOBILE ANIMAL SERVICES

Mobile animal services for veterinary nurses practicing from a registered physical veterinary nursing facility

- (1) If a mobile nursing service is rendered, it must:
 - (a) Function as an integral part of the registered physical veterinary nursing facility to visit clients;
 - (b) Be operated by a registered veterinary nurse; and

- (c) Comply with the requirements of adequate record keeping.
- (2) A service delivery vehicle must comply with the following structural and procedural requirements where applicable, the vehicle must:
 - (a) Have a cold storage system that can maintain approximately 5°C for the transport and storing of all biological products;
 - (b) Have equipment for the disposal or collection of all waste including carcasses, if required;
 - (c) Carry an appropriate range of medicines, equipment and protective clothing, according to the type of service and species serviced, in a manner that is consistent with professional standards, while ensuring occupational safety and bio-security; and
 - (d) Have access to a means of communication to contact the base facility, if required.

13. Records at veterinary nursing facility

- (1) The veterinary nurse must maintain records, for each animal or group of animals which are legible, accurate and permit prompt retrieval, if and when necessary.
- (2) Records must contain the following information for individual animals as applicable-
 - (a) The date or period of the examination or consultation;
 - (b) Name of the veterinarian who treated the patient and the referral letter;
 - (c) Client's identification;
 - (d) Patient name, other forms of identification, as well as the species, breed, gender and age;
 - (e) Clinical information for the purposes of continuous care and assessment;
 - (f) Vaccination record;
 - (g) Special procedures;
 - (h) Problem attended to and/or diagnosis made by the attending veterinarian;
 - (i) Treatment and scripts issued by the veterinarian; and
 - (j) Discharge instructions.
- (3) All records referred to in Rule 14(2) must be retained by the principal of the veterinary nursing facility for a period of five years from the patient's last visit.
- (4) Records referred to in Rule 14(4) relating to a complaint, charge or allegation lodged with Council in terms of section 31(1) of the Act must be presented to Council within seventy-two (72) hours of being requested to submit such records, or as otherwise arranged with Council.
- (5) Proper security arrangements must be made to protect records from loss, fire, alterations, additions, supplements or unauthorised use; electronic records must be backed up on a daily basis and electronic backups should be stored off-site.
- (6) Any alterations, additions and/or supplements to any records must be entered as a supplement to said record and must be dated and clearly defined as such.
- (7)
 - (a) The principal of a veterinary nursing facility will be responsible for confirming the identity of the attending veterinary para-professional to Council, where a complaint is lodged against his/her veterinary nursing facility.
 - (b) The principal of a veterinary nursing facility will be responsible for providing the records referred to in Rule 6(5), should a complaint be lodged against the

professional no longer in the employ of the principal of the facility, subsequent to the date on which the complaint originated.

- (c) If the principal of a facility fails to comply with the provisions of Rule 15(7)(a) he/she will be held accountable for any unprofessional conduct arising from such a complaint.

14. Dress code

- (1) A veterinary nurse shall adhere to a dress code that upholds the image of the veterinary nursing profession.
- (2) A veterinary nurse shall wear a professional identification device at all times whilst rendering a service that pertains to the profession of a veterinary nurse.

15. Exemptions

The Council may, on written application, and at its own discretion, grant exemption from the provision of specific Rules.

16. Reporting of impairment or of unprofessional conduct

- (1) A student, a veterinarian or para-veterinary professional must;
 - a) Report impairment or suspected impairment in a student, a veterinary professional or para-veterinary professional to the Council if he/she is convinced that any student, veterinary or para-veterinary professional is impaired; and/or
 - b) Report his/her own impairment or suspected impairment to the Council if he/she is aware of his/her own impairment or has been publicly informed, or has been seriously advised by a colleague to act appropriately to obtain help in view of an alleged or established impairment;if such a level of physical or mental impairment has been identified that the welfare of the patients, the interests of the clients and/or the image of the profession will be compromised.
- (2) A student, a veterinary or para-veterinary professional is obliged to report any unprofessional, illegal or unethical conduct by another student, veterinary or para-veterinary professional, particularly where it involves the employment of unregistered professionals or where an animal's welfare may be compromised.

17. Repeal and transitional arrangements

The Rules relating to the practising of the para-veterinary profession of veterinary nurse published on 17 May 1991, as amended from time to time, are hereby repealed.

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT**NOTICE 1489 OF 2022****VETERINARY AND PARA-VETERINARY PROFESSIONS ACT,
ACT No. 19 OF 1982, AS AMENDED****REPEAL OF AND SUBSTITUTION OF THE RULES RELATING TO THE PRACTISING OF PARA-VETERINARY
PROFESSION OF LABORATORY ANIMAL TECHNOLOGIST**

It is hereby made known for general information that:

- (a) The South African Veterinary Council has under section 30(1) of the Veterinary and Para-Veterinary Professions Act, 1982 (Act No.19 of 1982) has resolved to withdraw the rules relating to the practising of para-veterinary profession of laboratory animal technologist, as published in Government Gazette number 18313, GNR.1445, on 3 October 1997;
- (b) The Minister of Agriculture, Land Reform & Rural Development, has under section 30(3) of the said Act approved the repeal of the said rules;
- (c) The South African Veterinary Council has under section 30(1) of the Veterinary and Para-Veterinary Professions Act, 1982 (Act No.19 of 1982), made rules in the Schedule to substitute the rules relating to the practising of the para-veterinary profession of laboratory animal technologist referred to in (a) above, with the rules relating to the practising of the veterinary profession of laboratory animal technologist as set out in the Schedule hereto;
- (d) The Minister of Agriculture, Land Reform & Rural Development, has under section 30(3) of the said Act approved the said substitution of the rules and the said rules themselves; and
- (e) The said substituted rules shall come into operation on the date of publication.

MR MA MENYE

Registrar: South African Veterinary Council

SCHEDULE**1. Definitions**

Any word or expression in this Schedule to which a meaning has been assigned in the Act shall have that meaning, and –

"the Act" means Veterinary and Para-Veterinary Professions Act, 1982 (Act No. 19 of 1982), and the regulations made thereunder;

“experimental animal” means all live, non-human vertebrates (including fertilised eggs, fetuses and embryos; i.e., fish, amphibians, reptiles, birds and mammals; including domestic animals, feral animals, purpose-bred animals, farm animals, agricultural animals and wildlife) and higher invertebrates such as the advanced *Cephalopoda* and *Decapoda* (e.g., octopus, squid, cuttlefish), which are bred or acquired for the purpose of using the animals, their tissues or progeny for scientific purposes;

“impairment” means such a level of physical or mental impairment, which includes substance abuse or addiction, that may affect the practice of the laboratory animal technician to such an extent that the welfare of the patients, the interest of a client and/or the image of the profession may be compromised;

“profession” means the para-veterinary profession of laboratory animal technologist;

“research animal facility” means any facility or area where animals may be used, maintained or bred for scientific purposes, including for research, testing, teaching, validation, production or observation;

“scientific purposes” means using an experimental animal for any scientific reason, including for research, testing, teaching, validation, production or observation, including for any of the purposes contemplated in rule 2(1)(w);

“supervision” means, unless otherwise indicated:

“direct supervision” means that the laboratory animal technologist receives instructions from a person registered to practice a veterinary profession, within his/her scope of practice and carries out the instructions in that person's presence provided that the person gives the laboratory animal technologist and the patient, his/her undivided attention;

“indirect supervision” means that the laboratory animal technologist receives written or verbal instructions, within his/her scope of practice, from a person registered to practice a veterinary profession, and carries out the instructions while the registered veterinary professional need not be on the premises where professional services are being rendered, but must be readily available by telephone or some other form of communication and assume responsibility for the veterinary services given to the patient or services rendered by a person working under his/her indirect supervision.

“unprofessional conduct” means unprofessional, dishonourable or unworthy conduct as set out in rule 4;

“vivarium” means an enclosure, structure or area, such as a laboratory, where live animals are bred or maintained under semi-natural conditions, as for research, teaching, testing or observation.

SERVICES PERTAINING SPECIALLY TO THE PARA-VETERINARY PROFESSION OF LABORATORY ANIMAL TECHNOLOGIST**2. General Services**

- (1) For the purposes of the Act, the following services shall be deemed to be services, which pertain to the para-veterinary profession of laboratory animal technologist:
- (a) Care and husbandry of experimental animals, including providing the necessary accommodation for housing, in accordance with National Standards; including the latest issue of the South African National Standards (SANS) 10386; for that particular species, including the provision of appropriate environmental enrichment;
 - (b) Monitoring, servicing and maintenance of the animal room environmental conditions, including barrier units;
 - (c) Maintenance and monitoring of the animal cage / accommodation environment;
 - (d) Use and management of specialised, technically advanced animal housing and caging systems such as individually ventilated cages (IVCs) and micro-isolator units;
 - (e) Control of sanitation and hygiene in the vivarium;
 - (i) Supervision of sterilisation and disinfection of the vivarium, vivarium equipment and items including use of specialised equipment such as autoclaves, and other sterilising methods and procedures.
 - (ii) Supervision of the use and management of specialised cleaning and sterilisation equipment such as cage changing stations and cage washing machines;
 - (f) Supervision of the provision and monitoring of food and water of experimental animals, including the preparation of feed for special diets;
 - (g) Daily general health and wellbeing monitoring of experimental animals;
 - (h) Conduct clinical examinations and observations of experimental animals and recording of observations;
 - (i) Supervision of the issue, transportation and receipt of experimental animals;
 - (j) Management and control of animal breeding programmes, including of genetically modified strains, and the production of specified pathogen-free (SPF), gnotobiotic and barrier-bred animals;
 - (k) Biohazard containment in the vivarium, including endogenous and exogenous biocontainment;
 - (l) Knowledge, understanding and practical application of health and safety principles, including personal protective equipment requirements;
 - (m) Knowledge and understanding of laboratory animal facility design principles;
 - (n) Use and management of specialised experimental equipment, including calibration and servicing of such equipment;
 - (o) Handling and restraint of experimental animals, and basic animal care, including the clipping of nails, beaks and teeth in relevant species;
 - (p) Be able to apply animal marking identification using various methods humanely, acceptable and appropriate to the species;

- (q) Conduct behavioural experiments, including the use of mazes, swimming, and other cognitive testing;
- (r) Enteral and parenteral administration of medicines, experimental and other substances, including by oral gavage, rectal, vaginal, oro-nasal and percutaneous administration, inhalation and injection (including subcutaneous, intramuscular, intravenous, intraperitoneal, and intradermal routes);
- (s) Intravenous and arterial catheter placement, infusion of fluids and blood and pressure readings;
- (t) Urinary catheterisation (of animals of both sexes, including but not limited to sheep, pigs, primates and dogs), endo-tracheal intubation, the passing of stomach tubes, other internal tubes or catheters;
- (u) Administration of scheduled substances, including for anaesthesia, chemical immobilisation, sedation, tranquilisation, analgesia and euthanasia; maintenance of applicable scheduled substance records;
- (v) The administration of pre-medication and the induction and maintenance of general anaesthesia, but excluding epidural anaesthesia or nerve blocks;
- (w) Euthanasia of animals may be performed by a LAT, provided that it is done by humane method and under supervision of a veterinarian;
- (x) Collection and processing of specimens, including blood, body fluids, saliva, ascites, urine by free flow and faeces; and the collection of tissues including smears, vaginal smears, impression smears, skin scrapings, post mortal samples and swabs for diagnostic and experimental purposes, but excluding the collection of internal organs by biopsy;
- (y) The examination of specimens in order to record and report findings to a veterinarian, including haematology, serum chemistry, urine analysis, faeces analysis, skin scrapings, cytology examination, and post-mortem examinations;
- (z) Preparation of animals for aseptic procedures and surgery;
- (aa) Monitoring of animals before, during and after anaesthesia or surgery;
- (bb) Performing of minor surgical procedures, such as lancing of abscesses (including in dogs, pigs or primates after fighting), suturing of superficial wounds (including following premature stitch removal by animals after surgery), superficial surgical procedures not involving bone, skeletal muscle or body cavities (e.g., subcutaneous implants), and skin biopsy via biopsy punch;
- (cc) Within his/her scope of training, experience and competence assisting a person registered or authorised to practice a veterinary profession with surgical procedures;
- (dd) Use of the tranquilliser dart gun and blow pipe within the vivarium facility;
- (ee) Capture of wildlife for scientific purposes by manual methods (i.e., excluding chemical tranquilisation, sedation, immobilisation or anaesthesia), e.g., by nets, trapping in cages, enclosures, snares, other traps, etc.;
- (ff) The marking and identification of wildlife and/or attachment of tracking devices to wildlife;
- (gg) Assessment of competence of practical skills of trainee laboratory technologists;

- (hh) Assessment of competence of research personnel in the required aspects of laboratory animal technology;
- (ii) Training and examination of trainee laboratory animal technologists;
- (jj) Teaching and training of research personnel and staff in required aspects of laboratory animal technology;
- (kk) General supervision and management of the vivarium;
- (ll) Knowledge, understanding and practical application of regulatory requirements and quality management systems regarding the use of animals for scientific purposes;
- (mm) Demonstrate a basic working knowledge and understanding of research methodology;
- (nn) Conduct scientific activities with experimental animals for any of the following purposes:
 - (i) The advancement of knowledge;
 - (ii) To test a hypothesis;
 - (iii) To supply a product or produce a biological substance;
 - (iv) To provide organs, tissues, cells, gametes, biological substances including blood, blood products or serum, fertilised eggs, embryos or foetuses;
 - (v) To act as a host;
 - (vi) To impart or demonstrate existing knowledge;
 - (vii) To learn or teach surgical and other procedures, techniques or methods, invasive and non-invasive, including behavioural experiments, that fall within their Scope of Practice as defined in this Schedule;
 - (viii) To test or collect data on any substance or product, including to comply with statutory requirements; and
 - (ix) To conduct observational studies, or to make audio and/or visual recordings of any of the above;
- (2) Notwithstanding the provisions of rules 2.1, a laboratory animal technologist shall perform the services referred to in these rules only during the course of his or her employment by and under the direct or indirect supervision of—
 - (a) A person registered to practice the veterinary profession; or
 - (b) A person employing a person registered to practice a veterinary profession; or
 - (c) A veterinary consultancy registered with the South African Veterinary Council.
- (3) The services referred to in rule 2 shall be performed on experimental animals only.
- (4) Surgical procedures that fall outside the Scope of Practice need to be approved through extension of registration or authorisation.

3. Exception in respect of rule 2:

The provisions of rule 2 shall not be construed so as to prohibit the procedures allowed in terms of a veterinary or a para-veterinary professional's registration and scope of practice under the Act or a person who is authorised by Council to perform certain specified procedures in accordance with section 23(1)(c) of the Act.

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4. CONDUCT OF PERSONS PRACTISING LABORATORY ANIMAL TECHNOLOGY PROFESSION

General principles

- (1) The fundamental responsibility of a laboratory animal technologist is to provide optimal and exemplary standards of humane care and use of experimental animals at all times.
- (2) A laboratory animal technologist must base his/her personal and professional conduct thereon that he/she is a member of a learned and honourable profession and is required to act at all times in such a manner as will maintain and promote the prestige, honour, dignity and interests of the profession and of the persons by whom it is practised.
- (3) All persons practising the laboratory animal technology profession are working towards the same common good cause, whether they are in private practice or in the service of an employer, and they must co-operate with each other and with the authorities concerned to promote that cause.
- (4) As a professional a laboratory animal technologist is required to comply with the following fundamental principles:
 - (a) **Integrity:** To be honest and ethical.
 - (b) **Professional Competence:**
 - (i) To maintain the professional knowledge and skill required to ensure that competent professional services are rendered based on current developments in techniques and act diligently and in accordance with applicable technical and professional standards benchmarked against what is expected of the reasonable laboratory animal technologist considering the circumstances and geographic and demographic realities at hand;
 - (ii) To comply with continuing professional development (CPD), which enables a laboratory animal technologist to develop and maintain the capabilities to perform competently within the professional environment; and
 - (iii) To keep record of CPD credits obtained to ensure CPD requirements are met to ensure that registration with Council is maintained.
 - (c) **Confidentiality:** To respect the confidentiality of information acquired as a result of professional services and the relationships emanating therefrom, and, therefore, not disclose any such information to third parties except his or her employer without proper and specific authority, unless there is a legal or professional right or duty to disclose, nor use the information for the personal advantage of the laboratory animal technologist or third parties.
 - (d) **Professional conduct includes but is not limited to:**
 - (i) A laboratory animal technologist may only practice at a research animal facility registered with Council.
 - (ii) To be informed of and comply with all the legal directives and standards of animal ethics (SANS 10386) which are relevant to the practice of his/her profession and which include the Act, its regulations and Rules, the current

- Ethical Code as well as all other relevant legislation and shall, as far as within his or her power, assist in the application of these laws and standards, including all relevant institutional animal ethics committee policies and requirements.
- (iii) To avoid any action that the laboratory animal technologist knows or ought to have known that may discredit the profession;
 - (iv) To be morally obliged to serve the public to the best of his/her ability by maintaining, at all times, the highest standards of humane care and use of experimental animals and professional conduct, in the light of acceptable scientific knowledge and procedures;
 - (v) Execute the instructions of a person registered to practice a veterinary profession discerningly and faithfully;
 - (vi) Refuse to take part in any unethical behaviour, procedure or activity;
 - (vii) He or she shall not seek any personal advantage at the expense of any colleague in the profession;
 - (viii) At all times, keep detailed and accurate records of all information and procedures performed, which shall be kept on file for at least five years or longer, as required by the relevant quality system;
 - (ix) To refrain from expressing criticism through which the reputation, status or practise of a colleague in the profession, other para-veterinary profession or veterinary profession is or could be undermined or injured, or through which a reflection is or could be cast on the integrity, skill, methods or conduct of such a colleague;
 - (x) Any registered person at a registered facility must inform the Council within thirty (30) days of any changes to the identity or address of the principal; if the principal should pass away, Council should immediately be informed.
 - (xi) A laboratory animal technologist must inform Council within thirty (30) days of entering into employment or partnership at another registered facility.
 - (xii) A copy of any record kept by an animal research facility must be submitted to Council within seventy-two (72) hours of being requested to do so by Council.
 - (xiii) Execute the instructions of the responsible veterinarian discerningly and faithfully.
- (5) Unprofessional conduct is unprofessional, dishonourable or unworthy conduct on the part of a laboratory animal technologist, including, *inter alia*, the following acts and omissions:
- (a) failure to comply with the Act, the regulations and/or Rules promulgated under the said Act, and/or the Code of Conduct and/or guidelines issued by Council from time to time;
 - (b) failure to comply with any other relevant legislation;
 - (c) performing professional services outside the scope of his/her education, training, experience and/or competence, regard being had to both the extent and limits of his/her professional expertise;
 - (d) failing to adequately supervise his/her staff;
 - (e) failure to provide an itemised account when requested to, within the period set

out in Rule 7(3);

- (f) treating a client in a disrespectful and/or discourteous manner, unless justifiable reasons exist;
- (g) incompetence, gross negligence or any form of negligence in the practising of the laboratory animal technology profession;
- (h) fraud or dishonesty in making any kind of application to Council or in charging for a test that was not performed or for services not rendered;
- (i) falsifying and/or backdating any laboratory report in part or in full;
- (j) in any way directly or indirectly assisting, allowing or enabling an unqualified person and/or unregistered person to perform professional services which by law only a (veterinarian and/or a) para-veterinary professional is allowed to perform;
- (k) referring work, the performance of which is reserved by law to a veterinarian, specialist veterinarian or para-veterinary professional to a person not registered with Council;
- (l) non-payment after demand of any fee, levy or other charge payable to the Council;
- (m) failure to comply with an order, requirement, request, sentence or sanction of the Council and/ or the Registrar or any official appointed by the Council or the Registrar to perform any function in furtherance of the Council's objectives;
- (n) failure to submit to an inspection of an animal research facility required by Council where the laboratory animal technologist is the principal of said animal research facility;
- (o) operates an animal research facility which is not registered with Council or does not comply with the minimum standards set out in the Rules;
- (p) practising outside the scope of registration for a laboratory animal technologist;
- (q) being convicted of being involved in any criminal or illegal activity, if it relates to the practising of the laboratory animal technology profession or is deemed to bring the profession into disrepute;
- (r) to permit himself/herself to be exploited in a manner which may be detrimental to the animals, client, the public or the profession, or allow bias, conflict of interest or influence of others, to compromise professional judgment;
- (s) failure to advise Council of any change in his/her physical residential or employment address, and other contact details, within thirty (30) days of such change being effected;
- (t) failing to cooperate, obstructing or delaying an investigation into unprofessional conduct by Council;
- (u) contempt and/or disrespect of Council; and
- (v) any other conduct which in the opinion of Council constitutes unprofessional conduct.

5. Acceptance and payment of commission

- (1) Subject to Rule 4(2) a laboratory animal technologist may not:
 - (a) Accept any commission from any person as a consideration for referrals of any clients by such laboratory animal technologist to such person;
 - (b) Share with any person, fees charged for a service unless -

- (i) Such sharing is commensurate with the extent of such other person's participation in the rendering of the service concerned;
 - (ii) He/she is a para-veterinary or veterinary professional associated with the laboratory animal technologist as a partner, shareholder or employee; and/or
- (c) Charge or accept any fee for the same test or laboratory procedure from both the referring veterinarian and the owner of the animal of which a specimen was tested.
- (2) The provisions of Rule 4(1) shall not be so construed as to prohibit a laboratory animal technologist:
 - (a) From introducing a loyalty scheme for a particular laboratory, provided that the loyalty scheme, including discount, does not include the payment of money;
 - (b) From paying to a debt collection agency any commission in respect of debts which are collected by such agency on his/her behalf; or
 - (c) From accepting any royalty or similar compensation in respect of an article or product to which he/she holds the patent rights.

6. Business ownership & sharing

- (1) A laboratory animal technologist may not enter into a partnership or allow any shareholding or interest in his/her practice with another person, unless that person is registered with Council as a veterinary professional or para-veterinary professional.
- (2) A laboratory animal technologist may:
 - (a) Offer an appointment in his/her practice to another veterinary professional or para-veterinary professional who are registered in terms of the Act to practice the profession concerned;
 - (b) Employ another person in a professional capacity at his/her laboratory; or
 - (c) Share his/her laboratory or premises with another person involved in practising a veterinary or para-veterinary profession.
- (3) Any appointment, employment or sharing anticipated in Rule 5(2) is subject to the condition that:
 - (a) Specimen integrity, animal wellbeing and confidentiality of client records are not compromised; and
 - (b) Sufficient bio-security measures, according to relevant health and safety legislation and including isolation facilities, are in place to ensure that the wellbeing of humans and animals are not at risk.

7. Fees and estimation of fees

- (1) Fees for services rendered may be advertised in the reception area of the laboratory.
- (2) A list of fees for services rendered may be made available to clients of the laboratory upon request either as a separate document or part of a sample submission guideline.
- (3) Any laboratory animal technologist claiming payment from a person in respect of any service rendered by him/her must furnish such person with an itemised account as soon

as possible but not later than thirty (30) days after the final test report was issued to such a person.

8. Intrusion

- (1) If a laboratory animal technologist has obtained any confidential information regarding the nature and extent of the business or laboratory of a veterinary professional or of a colleague in the profession, such laboratory animal technologist may not use such information to promote his/her own business or laboratory.
- (2) If a laboratory animal technologist renders professional services to an employer, he/she may not use his/her association with or the intellectual property of such employer in any manner whatsoever to promote his/her own business or laboratory at the expense of that employer in the profession.
- (3) Contravention of Rules 8(1) & 8(2) for own gain is a serious offence which may lead to deregistration.

9. Advertising

- (1) A laboratory animal technologist may advertise his/her animal research services, facilities, products and prices or permit another person to do so without limitation on the size, format, artistic or literary style: Provided that the advertisement complies with the provisions of these Rules and may in no way compromise or impair any of the following, namely:
 - (a) The client's freedom to utilise an animal research facility of his/her choice; and
 - (b) The good reputation of the laboratory animal technology profession.
- (2) All advertising by a laboratory animal technologist of his/her animal research facilities' services must be in good taste with regard to content, prominence and medium and may not be offensive to any cultural, religious or linguistic community or be contrary to the spirit of the Code of Conduct of the Advertising Standards Authority of South Africa and the Code of Conduct of Practise issued by the Council. There must be awareness of public opinion and of any possible implications that may prove detrimental to the profession of laboratory animal technology.
- (3) Advertisements may not:
 - (a) Be misleading in any respect;
 - (b) Compare the quality of services, products, the standards of facilities and/or the knowledge or expertise of a laboratory animal technologist with that of another laboratory animal technologist, animal research facility or the laboratory animal technology profession generally, nor may it claim to be superior in any respect; or
 - (c) Criticise the quality of services or products provided by another laboratory animal technologist or animal research facility.

10. Exemptions

The Council may, on written application, and at its own discretion, grant exemption from the provision of specific Rules.

11. Reporting of impairment or of unprofessional conduct

- (1) A student, a veterinarian or para-veterinary professional must;
- a) Report impairment or suspected impairment in a student, a veterinary professional or para-veterinary professional to the Council if he/she is convinced that any student, veterinary or para-veterinary professional is impaired; and/or
 - b) Report his/her own impairment or suspected impairment to the Council if he/she is aware of his/her own impairment or has been publicly informed, or has been seriously advised by a colleague to act appropriately to obtain help in view of an alleged or established impairment;
- if such a level of physical or mental impairment has been identified that the welfare of the patients, the interests of the clients and/or the image of the profession will be compromised.
- (2) A student, a veterinary or para-veterinary professional is obliged to report any unprofessional, illegal or unethical conduct by another student, veterinary or para-veterinary professional, particularly where it involves the employment of unregistered professionals or where an animal's welfare may be compromised.

12. Repeal and transitional arrangements

The Rules relating to the practising of the para-veterinary profession of laboratory animal technologist published in Government Gazette number 18313, Notice number 1445 on 3 October 1997 are hereby repealed.

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT**NOTICE 1490 OF 2022****VETERINARY AND PARA-VETERINARY PROFESSIONS ACT,
ACT No. 19 OF 1982, AS AMENDED****RULES RELATING TO THE DISCIPLINARY PROCESSES AGAINST THE VETERINARY
AND PARA-VETERINARY PROFESSIONS**

It is hereby made known for general information that:

- (a) The South African Veterinary Council has under section 30(1) of the Veterinary and Para-Veterinary Professions Act, 1982 (Act No.19 of 1982), made the disciplinary rules in the Schedule relating to the practising of the veterinary and para-veterinary professions;
- (b) The Minister of Agriculture, Land Reform & Rural Development, has under section 30(3) of the said Act approved the said rules; and
- (c) The rules shall come into operation on the date of publication.

MR MA MENYE

Registrar: South African Veterinary Council

Schedule**1. Definitions**

"Inquiry Body" means an ad hoc committee of the Council acting under powers delegated to it by the Council in terms of section 12 of the Act to preside at inquiries;

"Investigation Committee" means a committee appointed by Council in terms of Section 12 of the Veterinary Act to evaluate and screen complaints against professionals;

PROCEDURE AT INQUIRIES INTO PROFESSIONAL CONDUCT**2. Lodging of complaints**

- (1) A complaint must be in writing in the form of a sworn affidavit, signed in the presence of a commissioner of oaths or police officer and be addressed to the Registrar.
- (2) No complaint which is submitted more than twelve (12) months after the date on which the complaint arose, will be considered.

- (3) A person who submits a complaint more than twelve (12) months after the date on which the complaint arose may apply for condonation of the late submission of the complaint to the Investigation Committee.
- (4) The application for condonation must be substantiated.
- (5) The decision of the Investigation Committee regarding the condonation application is final.
- (6) No complaint will be considered, unless the account of the registree against whom the complaint is filed, is fully paid by the complainant.
- (7) The Registrar may, in his/her discretion, request that the complaint be mediated, if both parties to the complaint agree to such mediation.
- (8) If the mediation is successful, the complaint file will be closed.
- (9) If the mediation is not successful, the complaint must be investigated and considered by the Investigation Committee.
- (10) Information provided by the respondent during a mediation, must be kept confidential.

3. Preliminary investigation

- (1) On receipt of a complaint, the Registrar must advise the respondent of the complaint and forward a copy thereof to the respondent.
- (2) The Registrar must inform the respondent that he/she may furnish a typewritten explanation, in the form of a sworn and signed affidavit, before a date, not later than thirty (30) days from the date of the request, or as otherwise agreed on request of the respondent upon substantiation, to the Council.
- (3) The respondent must be warned that such an explanation may be used in evidence against him/her.
- (4) The respondent must be informed of his/her right to refuse to answer any allegations, which might incriminate him/her;
- (5) The respondent must be informed that he/she is entitled to seek legal representation prior to filing such an affidavit.
- (6) On receipt by the Registrar of an answering affidavit, it must be submitted to the complainant, who has the right to file a replying affidavit within ten (10) working days of receipt of the answering affidavit.
- (7) A copy of the replying affidavit must be submitted to the respondent.
- (8) On receipt by the Registrar of a replying affidavit, a bundle of all the documentation submitted must be collated for consideration by the Investigation Committee.
- (9) If no answering affidavit is received, the Registrar must report this to the Investigation Committee, who may then consider the complaint on the evidence available to it.
- (10) The Registrar or the investigation committee may at any stage cause further investigation to be made or request any additional documentation or evidence to be submitted.
- (11) If further information is sought from the respondent, he/she must be advised of –
 - (a) his/her right to refuse to answer any questions and furnish any information which might incriminate him/her; and
 - (b) that he/she is entitled to legal representation during such consultation or discussion.
- (12) If the Investigation Committee resolves that a complaint, even if substantiated, does not constitute unprofessional, improper or disgraceful conducts it must take such action as it may think fit and report such action to the Council, which may include an informal warning which does not appear on the registree's record.

- (13) If the complainant is not satisfied with the outcome of the Investigation Committee's preliminary finding, the evidence at hand must be referred to Council for a decision whether or not an inquiry into professional conduct should be held. The Council's decision is final.
- (14) Excluding criminal acts and gross misconduct, investigations should centre around the main complaint.
- (15) If the main complaint is not substantiated, and peripheral misconduct is evident, guidance should be provided as to how to deal with it (correct the behaviour), subject to sub-rule (14).
- (16) If it appears to the Investigation Committee that an inquiry should be held into the conduct of a respondent, it must direct the Registrar to arrange for the holding of an inquiry into professional conduct.
- (17) If it appears to the Investigation Committee that a complaint can be mediated, it may request the Registrar to arrange for a mediation.
- (18) Should the mediation be unsuccessful, the matter must be referred to the Investigation Committee for its further consideration.
- (19) Information provided by the respondent during a mediation, must be kept confidential.

4. Inquiry into professional conduct

- (1) On receipt of a directive to hold an inquiry the Registrar must summons the respondent by means of a notice addressed to the respondent stating where and when the inquiry into the professional conduct will be held and enclosing a charge as approved by the Investigation Committee.
- (2) The notice must be served on the respondent or mailed to him/her at his/her registered address by prepaid registered post, delivery by the sheriff of the Court or if agreed in writing, served by e-mail, provided that receipt of the summons is telephonically confirmed.
- (3) The administration must prepare a bundle of documents and a list of witnesses to be utilised at the inquiry which must be submitted to the respondent or his/her legal representative ten (10) working days prior to the date of the inquiry.
- (4) The bundle of documents will be submitted to the Inquiry Body at least three (3) working days prior to the date of the inquiry to facilitate the process at the inquiry.
- (5) The respondent and/or his/her legal representative must submit any additional documents to be utilised at the inquiry and a list of witnesses to be called to the administration within three (3) working days of receipt of the bundle of documents, failing which no further documentation may be admitted into evidence or further witnesses called, unless approved on application by the Inquiry Body. Adequate reasons for failing to submit the documents in the discovery process or advising of the witness to be called must be provided to the Inquiry Body.
- (6) Should a respondent object to the submission of the bundle of documents to the Inquiry Body, the respondent must object in writing and must give reasons for the objection.
- (7) Should the Registrar deem it necessary due to the complexity of a complaint, a pre-inquiry meeting must be held between the pro forma complainant and the legal representative of the respondent or the respondent in person to agree on common cause facts and facts in contention, as well as which points *in limine* are to be argued.
- (8) The respondent is responsible to secure the presence of his/her own witnesses at his/her own cost at the inquiry. The option of electronic attendance of a witness is available at no cost to the respondent.

5. Procedure at Inquiry into professional conduct

- (1) In an inquiry into professional conduct held in terms of Section 31 of the Act the procedure must be as follows -
- (a) The respondent or, if he/she is not present, his/her legal representative must be asked by the chairperson of the inquiry body to plead guilty or not guilty to the charge and that plea must be so recorded;
 - (b) If the respondent, or his/her legal representative, refuses or fails to plea directly to the charge, this must be recorded and a plea of not guilty must be entered, and a plea so entered must have the same result as if it had in fact been so pleaded;
 - (c) The pro forma complainant must be given the opportunity of stating his/her case and of leading evidence in support thereof;
 - (d) The respondent must thereafter be given the opportunity of stating his/her case and of leading evidence in support thereof;
 - (e) The inquiry body may, in its discretion, allow further evidence to be led or a witness to be recalled by either the pro forma complainant or the respondent or by both after their cases have been closed;
 - (f) After the parties have closed their cases, the inquiry body may in its discretion call further witnesses or recall a witness to be questioned by the members of the inquiry body and thereafter by the pro forma complainant and then by the respondent or his/her legal representative;
 - (g) After all evidence is presented, the pro forma complainant must be allowed to address the inquiry body on the evidence and the legal position;
 - (h) Thereafter the respondent must likewise be allowed to address the inquiry body, where after the pro forma complainant must be allowed to address the inquiry body in reply;
 - (i) After the evidence of a witness has been given, the opposing party is entitled to cross-examine the witness, where after the chairperson of the inquiry body may put questions to the witness and allow other members of the inquiry body to put questions to the witness;
 - (j) Before re-examination, further cross-examination must be allowed arising from questions put by the chairperson and other members;
 - (k) The person who led the evidence must thereafter be entitled to re-examine the witness, but must confine his/her re-examination to matters on which the witness was cross examined or on which the chairperson or other members put questions to the witness;
 - (l) If the respondent and his/her legal representative are not present at the inquiry into professional conduct, it must proceed in the respondents' absence and a plea of not guilty must be entered, unless the respondent has in writing pleaded guilty to the charge against him/her, in which event it must be entered as his/her plea;
 - (m) All oral evidence must be taken on oath or affirmation by the chairperson of the inquiry body;
 - (n) The witnesses concerned may be questioned by the respondent and members of the inquiry body. The members of the enquiry body are not restricted to questions for purposes of clarification only.

- (o) Evidence on affidavit may be admissible: Provided that the opposing party may object to such evidence if he/she is not given the opportunity of cross-examining the witness.
- (2) Upon the conclusion of a case the inquiry body must deliberate thereon *in camera*.
- (3) If the respondent is found not guilty of the charge against him/her, he/she must be advised accordingly.
- (4) The inquiry body may make a finding of not guilty even if the respondent has pleaded guilty.
- (5) If the inquiry body has, regarding any charge, determined that sufficient facts have been proved to its satisfaction to support the charge, it must decide whether the charge so supported constitutes unprofessional, improper or disgraceful conduct and it must announce its finding.
- (6) If the respondent is found guilty the pro forma complainant must furnish details to the inquiry body of previous convictions of the respondent under the Act, if any and may address the inquiry body and lead evidence regarding a suitable penalty to be imposed.
- (7) The respondent may thereafter address the inquiry body and adduce evidence in mitigation of the penalty to be imposed and the witnesses concerned may be questioned by the pro forma complainant and members of the inquiry body.
- (8) Thereupon the inquiry body must deliberate *in camera* upon the penalty to be imposed, and the chairperson must then inform the respondent of the inquiry body's decision regarding the penalty.

6. Accessibility to Inquiry into professional conduct

- (1) The proceedings at an inquiry into professional conduct is open to the public, provided that:
 - (a) Any decision of the inquiry body in respect of any point arising in connection with or in the course of an inquiry must be arrived at *in camera*;
 - (b) Any evidence adduced during an inquiry into professional conduct may, on good cause shown, in the discretion of the inquiry body, be heard *in camera*;
 - (c) The inquiry body may, on good cause shown, in its discretion, order that no person may at any time in any way publish any information, which would probably reveal the identity of any particular person other than the respondent, and
 - (d) The inquiry body may order any person who creates a disturbance or obstructs the process at the inquiry, to leave immediately.

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT**NOTICE 1491 OF 2022****VETERINARY AND PARA-VETERINARY PROFESSIONS ACT,
ACT No. 19 OF 1982, AS AMENDED****RULES RELATING TO THE VETERINARY
PROFESSIONS**

It is hereby made known for general information that:

- (a) The South African Veterinary Council has under section 30(1) of the Veterinary and Para-Veterinary Professions Act, 1982 (Act No.19 of 1982), resolved to repeal rules 33 to 42 of the rules pertaining to the veterinary professions, as published in Government Gazette notice number 1082, Government Gazette number 39380, on 9 November 2015;
- (b) The Minister of Agriculture, Land Reform & Rural Development, has under section 30(3) of the said Act approved the repeal of the said rules; and
- (c) The repeal of rules 33 to 43 pertaining to the veterinary profession shall come into operation on the date of publication.

MR MA MENYE

Registrar: South African Veterinary Council

Schedule

1. Rules 33 to 43 of the rules pertaining to the veterinary profession are hereby repealed.

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NOTICE 1492 OF 2022

REGULATIONS RELATING TO THE REGISTRATION OF VETERINARY FACILITIES

I, Angela Thokozile Didiza, Minister of Agriculture, Land Reform and Rural Development, have, in terms of section 43(1)(i) of the Veterinary and Para-Veterinary Professions Act, 1982 (Act No. 19 of 1982), and after consultation with the South African Veterinary Council, amended the regulations relating to the registration of veterinary facilities, published in the Government Gazette number 29792, No.R.318 on 20 April 2007 and in the Government Gazette Number 35415, No.R.434 on 8 June 2010, to the extent set out in the schedule below.

MS AT DIDIZA (MP)

MINISTER OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

SCHEDULE***Amendment of Regulation 1***

Regulation 1 is hereby amended by the deletion of the definition of “veterinary shop”.

Amendment of Regulation 2

2(1) Regulation 2(1) is hereby amended by the deletion of the words “**and veterinary shops**” after the words “All veterinary facilities” and the deletion of the last two words or the sentence “**or veterinary shops**”; and

2(2) Regulation 2(2) is amended by the deletion of the words “**or a veterinary shop**” after the words “An application that applies to the registration of a veterinary facility” and the deletion of the words “**or veterinary shop**” after the words “... certifying that a veterinary facility”.

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT**NOTICE 1493 OF 2022****VETERINARY AND PARA-VETERINARY PROFESSIONS ACT,
ACT No. 19 OF 1982, AS AMENDED****REPEAL OF AND SUBSTITUTION OF THE RULES RELATING TO THE PRACTISING OF PARA-
VETERINARY PROFESSION OF ANIMAL HEALTH TECHNICIAN**

as amended by

Notice	Government Gazette	Date
R867	32298	12 June 2009

It is hereby made known for general information that:

- (a) The South African Veterinary Council has under section 30(1) of the Veterinary and Para-Veterinary Professions Act, 1982 (Act No.19 of 1982) resolved to repeal the rules relating to the practising of para-veterinary profession of animal health technician, as published in Government Gazette number 30184, GNR.770, on 24 August 2007 (as amended);
- (b) The Minister of Agriculture, Land Reform & Rural Development, has under section 30(3) of the said Act approved the repeal of the said rules;
- (c) The South African Veterinary Council has under section 30(1) of the Veterinary and Para-Veterinary Professions Act, 1982 (Act No.19 of 1982), made the rules in the Schedule to substitute the rules relating to the practising of the para-veterinary profession of animal health technician referred to in (a) above;
- (d) The Minister of Agriculture, Land Reform & Rural Development, has under section 30(3) of the said Act approved the said substitution of the rules and the said rules themselves; and
- (e) The said substitution shall come into operation on the date of publication.

SCHEDULE**1. Definitions**

Unless the context otherwise indicates, words and phrases in these Rules shall have the meaning assigned thereto in the Act, and:

“Act” means the Veterinary and Para-Veterinary Professions Act, 1982, Act No.19 of 1982 as amended, and the regulations made there under;

“animal” means any living organism, except humans, having sensation and the power of voluntary movement and requiring oxygen and organic nutrients for its existence;

“animal transport vehicle” means a vehicle equipped to safely transport animals;

“authorised person” means a person authorised in terms of the Act, Section 23(1)(c);

“client” means a person who uses the professional services of a veterinarian or para-veterinary professional;

“complaint” means a complaint, charge or allegation of unprofessional, improper or disgraceful conduct against a respondent;

“consultancy” means an interaction between the animal health technician and an owner, farmer, client or group of clients where animals may be examined away from a registered physical facility, treatment protocols drawn up, stock remedies recommended and/or provided, and professional advice given regarding primary animal health care, production and veterinary extension;

“consultation” means an interaction between an animal health technician and an owner in accordance with the ‘animal health technician-client-patient relationship’ concerning an animal patient, where the patient is examined or assessed for a fee;

“impairment” means such a level of physical or mental impairment, which includes substance abuse or addiction, that may affect the practise of the animal health technician to such an extent that the welfare of the patients, the interest of a client and/or the image of the profession may be compromised;

“Medicines Act” means the Medicines and Related Substances Act, 1965, Act No.101 of 1965;

“medicines” in these rules means scheduled medicine scheduled as schedule 1 and above as defined by the Medicines Act;

“mobile, or field animal service” means a primary animal health care facility, which is registered with the Council in the name of the principal of the base primary animal health care facility from which it operates;

“owner” means any person over the legal age having the possession, charge, custody or control of an animal for which para-veterinary services are rendered, or the owner’s representative;

“PAHC facility” means a primary animal health care facility registered with Council from where an animal health technician may render services in accordance with Rule 2(2) & (3) for own account and which complies with the minimum standards;

“patient” means an individual animal or group of animals as a unit examined and/or treated;

“primary animal health care” means the following services rendered by an animal health technician to an animal owner/handler:

- (i) detect signs of disease;
- (ii) appreciate the role of good animal husbandry;

- (iii) daily observation of an animal or animals;
- (iv) basic examination of an animal, not extending to a diagnosis;
- (v) manage and treat disease or disease conditions with the use of a stock remedy and/or any other product permitted to be used by an animal health technician;
- (vi) apply various preventative measures, such as parasite control and vaccination; and
- (vii) Refer a matter to a veterinarian where applicable.

“principal” means the para-veterinary professional in whose name the PAHC facility is registered and who takes responsibility for minimum standards of the facility, or his/her appointed agent who must be a registered para-veterinary professional;

“registered facility” means a para-veterinary facility which complies with the minimum standards, and is registered with Council;

“registered person” means a person registered in terms of the Act;

“sample” refers to a subset, for example collecting whole blood specimens from 10 animals from a group of 100 would constitute a sample;

“scope of practise” means the scope of work or certain aspects thereof which a veterinary or para-veterinary professional may perform by law, and which is stipulated in the rules of that profession and also thus defines the minimum standards of the PAHC facility that will be registered for that purpose;

“Stock Remedy Act” means the Fertilizers, Farm Feeds, Agricultural Remedies and Stock Remedies Act 1947, Act No. 36 of 1947, or any relevant Act it may be substituted with;

“stock remedy” means a stock remedy as defined in the Fertilizers, Farm Feeds, Agricultural Remedies and Stock Remedies Act 1947, Act No. 36 of 1947;

“supervision” means, unless otherwise indicated:

“direct supervision” means that the animal health technician receives instructions from a person registered to practice a veterinary profession, within his/her scope of practice and carries out the instructions in that person's presence provided that the person gives the animal health technician and the patient, his/her undivided attention; and

“indirect supervision” means that the animal health technician receives written or verbal instructions, within his/her scope of practice, from a person registered to practice a veterinary profession, and carries out the instructions while the registered veterinary professional need not be on the premises where professional services are being rendered, but must be readily available by telephone or some other form of communication and assume responsibility for the veterinary services given to the patient or services rendered by a person working under his/her direction;

“unprofessional conduct” means unprofessional, dishonourable or unworthy conduct as set out in Rule 4; and

"veterinary professional or veterinarian" means a person registered to practise the veterinary profession as a veterinarian or veterinary specialist.

2. SERVICES PERTAINING SPECIALLY TO THE ANIMAL HEALTH TECHNICIAN PROFESSION

General Services

- (1) For the purposes of the Act the following services shall be deemed to be services, which pertain specially to the para-veterinary profession of an animal health technician that may be rendered **in employment to the State or under the supervision of a veterinarian**:
- (a) Surveillance and inspection of all animals, and where relevant the reporting of all diseases listed by the World Organisation of Animal Health (OIE), where relevant;
 - (b) Formulation and implementation preventative measures, including biosecurity measures, in animals, in order to prevent, and/or control animal diseases;
 - (c) Formulation and implementation of parasite control programmes in animals;
 - (d) To carry out abattoir inspections, audits at abattoirs & processing plants and report to the relevant authorized veterinary professional/authorities in accordance with relevant legislation;
 - (e) Registration and renewal of abattoirs, promote upgrading of abattoirs, facilitate and encourage the establishment of new abattoirs in disadvantaged areas in accordance with relevant legislation;
 - (f) To carry out abattoir inspections and report in writing to the Veterinary Public Health Directorate/s of the National and Provincial Departments of Agriculture in respect of essential national standards, provided that the Animal Health Technician is trained to perform such a task;
 - (g) To carry out meat inspections and other duties under the relevant legislation, if authorized/delegated thereto by the Provincial executive officer and have undergone training on meat inspection;
 - (h) Perform delegated duties pertaining to regulated animal diseases, listed under the relevant animal disease control legislation, including the various eradication schemes, including but not limited to the:
 - (i) Brucellosis eradication scheme or any animal disease declared as a controlled or notifiable disease in the country;
 - (ii) Collecting of samples or specimens for testing of diseases for the diagnosis to be made by a veterinarian; and
 - (iii) Conducting of testing of animals for tuberculosis by means of an intradermal tuberculin test, including interpretation of the test, provided that the animal health technician passed an accredited course;
 - (i) Extension services (including training and education) to protect and promote the health and well-being of animals and humans;
 - (j) The collection, capturing and evaluation of data and the compiling of reports;
 - (k) The collection of specimens to assist in the investigation of reproductive and fertility related problems in animals on referral by a veterinarian, within the scope of practice of animal health technicians;
 - (l) The collection and preparations of specimens, including blood smears, brain smears, impression smears, skin scrapings, wool scrapings, faeces specimens

- and biopsy, except where anaesthesia is required, from animals on referral of or in consultation with a veterinarian;
- (m) Carry out basic post-mortem examination of specimens for the collection and submission of specimens for microbiological, toxicological, histopathological and serological investigation animals on referral of or in consultation with a veterinarian;
 - (n) An animal health technician may assist a veterinary professional within his/her (the animal health technician's) scope of practice;
 - (o) Issue a record of vaccination (excluding any veterinary certificates or certificates for purposes of export);
 - (p) Fluid therapy, where indicated; and
 - (q) The performing of euthanasia on highly suspect rabies by the use of medicines under the **direct** supervision/instruction of a State veterinarian or veterinarian (extension of registration as an AHT required).
- (2) For the purposes of the Act the following services shall be deemed to be services, which pertain to the para-veterinary profession of an animal health technician that may be **performed from a PAHC facility for the purpose of own account**:
- (a) conduct testing of animals for tuberculosis by means of an intradermal tuberculin test, including interpretation of the test, provided that the animal health technician passed an accredited course, and only in conjunction with either a private veterinarian or a State veterinarian, as the case may be;
 - (b) The collection, capturing and evaluation of data and the compiling of reports;
 - (c) Carry out basic post-mortem examinations for the collection and submission of samples for microbiological, toxicological, histopathological and serological investigation animals on referral of or in consultation with a veterinarian; and
 - (d) The administration of injections and medicines registered (excluding chemical immobilisation medicines) under the Medicines and Related Substances Act, Act 101 of 1965, only as prescribed by a veterinary professional for a particular patient and dispensed by a **pharmacy**; and
 - (e) The treatment of septic wounds, where indicated, in consultation with or under direction of a veterinarian.
- (3) An animal health technician may carry out the following procedures on animals without veterinary supervision:
- (a) Primary animal healthcare;
 - (b) Castrations of:
 - i. cattle with a Burdizzo;
 - ii. sheep and goats with a Burdizzo; and
 - iii. pigs up to 7 (seven) days.
 - (c) Dehorning of immature animals under 4 (four) months;
 - (d) Trimming of bloodless tip of horn;
 - (e) Tail docking of:
 - i. pigs up to 7 (seven) days; and
 - ii. sheep: open method or the open method in combination with a Burdizzo under 1 (one) month of age;
 - (f) Hoof/claw trimming;
 - (g) Animal recording, identification and traceability tasks in terms of the Animal Identification Act, Act no 6 of 2002, including branding and implantation of microchips;
 - (h) The administration of injections and stock remedies registered under the Stock Remedies Act, including vaccines;

- (i) Veterinary extension: (Creating awareness, education and training in Primary Animal Health Care);
- (j) The performing of euthanasia on highly suspect rabies animals without the use of medication. ;
- (k) Treatment of bloating;
- (l) Administration of electrolytes for the treatment of diarrhoea;
- (m) Parasite control- internal and external control of ticks;
- (n) Meat inspection provided that the animal health technician passed a relevant course accredited by the Department of Agriculture;
- (o) Artificial insemination, provided that the animal health technician is registered under the Animal Improvement Act, Act 62 of 1998 as a reproductive operator, in accordance with the conditions pertaining to the category of such registration and within the scope of practice of animal health technicians;
- (p) Vaccination with Act 36 registered stock remedies, except where a law indicates otherwise in respect of controlled and notifiable diseases; and
- (q) Issue a record of vaccination (excluding any veterinary certificates or certificates for purposes of export).

3. EXCEPTION IN RESPECT OF RULE 2

- (1) The provisions of Rule 2(3)(o) shall not be construed so as to prohibit the procedures allowed in terms of the Animal Improvement Act, Act 62 of 1998, provided that all requirements of the said Act are met and within the scope of practice of animal health technicians;
- (2) Rule 2 must not be construed in a manner so as to prohibit any other person registered to practise a veterinary or para-veterinary profession from performing procedures that pertain to their profession or a person who is authorised by Council to perform certain specified procedures in accordance with section 23(1)(c) of the Act.

4. CONDUCT OF PERSONS PRACTISING ANIMAL HEALTH TECHNICIAN PROFESSION

General principles

- (1) An animal health technician must base his/her personal and professional conduct thereon that he/she is a member of a learned and honourable profession and is required to act at all times in such a manner as will maintain and promote the prestige, honour, dignity and interests of the profession and of the persons by whom it is practised.
- (2) All persons practising the animal health technician veterinary para-profession are working towards the same common good cause, whether they are self-employed or in the service of an employer, and they must co-operate with each other and with the authorities concerned to promote that cause.
- (3) An animal health technician must have relevant training to do procedures.
- (4) An animal health technician must be registered with the Council.
- (5) As a para-veterinary professional an animal health technician is required to comply with the following fundamental principles:
 - (a) **Integrity:** To be honest and ethical.

- (b) **Professional Competence:**
- (i) To maintain the professional knowledge and skill required to ensure that a client receives competent professional services based on current developments in practice, legislation and techniques and act diligently and in accordance with applicable technical and professional standards benchmarked against what is expected of the reasonable animal health technician considering the circumstances and geographic and demographic realities at hand;
 - (ii) To comply with continuing professional development (CPD), which enables an animal health technician to develop and maintain the capabilities to perform competently within the professional environment; and/or
 - (iii) To keep record of CPD hours obtained to ensure CPD requirements are met to ensure that registration with Council is maintained.
- (c) **Confidentiality:** To respect the confidentiality of information acquired as a result of professional services and the relationships emanating there from, and, therefore, not disclose any such information to third parties without proper and specific authority, unless there is a legal or professional right or duty to disclose, nor use the information for the personal advantage of the animal health technician professional or third parties.
- (d) **Professional conduct includes but is not limited to:**
- (i) To be informed and comply with all the legal directives which are relevant to the practice of his /her profession and which include the Act, its regulations and rules, the current Code of Conduct and Practise, the Stock Remedies Act and its regulations, as well as all other relevant legislation;
 - (ii) To avoid any action that the animal health technician knows or ought to have known that may discredit the profession;
 - (iii) To be morally obliged to serve the public to the best of his/her ability and in the light of acceptable scientific knowledge;
 - (iv) To refrain from expressing unfounded criticism through which the reputation, status or practise of a colleague in the profession is or could be undermined;
 - (v) The place at or from which a person practises the animal health technician's para-veterinary profession for own account, must be registered with Council and must comply with the applicable general minimum standards for that PAHC facility;
 - (vi) The principal of a registered facility must inform the Council within thirty (30) days of any changes to the identity or address of the principal; if the principal should pass away, Council should immediately be informed.
 - (vii) An animal health technician must inform Council within thirty (30) days of change of address or entering into employment or partnership at another registered facility.
 - (viii) An animal health technician shall at all times adhere to animal welfare principles.

- (ix) Apply for an extension of registration should procedures be performed outside the scope of practise of an animal health technician.
- (e) **“Unprofessional conduct”** is unprofessional, dishonourable or unworthy conduct on the part of an animal health technician, including, *inter alia*, the following acts and omissions:
 - (i) Failure to comply with the Act, the regulations and/or rules promulgated under the said Act, and/or the Code of Conduct and/or guidelines issued by Council from time to time;
 - (ii) Contravention of the provisions of the Stock Remedies Act, the Medicines Act and/or the regulations promulgated thereunder;
 - (iii) Failure to comply with any other relevant legislation;
 - (iv) Issuing any document which is not in compliance with the relevant rules;
 - (v) Without reasonable cause or excuse, failing to perform professional work, or work of a kind commonly performed by a registered animal health technician, with such a degree of skill, care or attention, or of such a quality or standard, as in the opinion of the Council may be expected of the reasonable animal health technician, as the case may be;
 - (vi) Performing professional services outside the scope of practice;
 - (vii) Neglecting to give proper attention to his/her clients and/or patients or in any way failing to attend or refer to patient welfare while under the animal health technician's care without valid reason;
 - (viii) Failing to adequately supervise his/her staff;
 - (ix) Treating a client in a disrespectful and/or discourteous manner, unless justifiable reasons exist;
 - (x) Over-servicing a patient;
 - (xi) Incompetence, gross negligence or any form of negligence in the practising of the animal health technician profession;
 - (xii) The inability to practise with reasonable skill and safety due to a physical and/or mental disability, including deterioration of mental capacity, loss of motor skills, or substance abuse to a sufficient degree to diminish the person's ability to render a competent service;
 - (xiii) Fraud or dishonesty in making any kind of application to Council or any reporting done in the course of duty, including the reporting of any test for disease in an animal or in charging for a test that was not performed or services not rendered;
 - (xiv) Falsifying and/or backdating any report in part or in full;
 - (xv) In any way directly or indirectly assisting, allowing or enabling an unqualified person and/or unregistered person to perform professional work which by law only a veterinary and/or para-veterinary professional is allowed to perform;
 - (xvi) Referring work, the performance of which is reserved by law to a veterinary and/or para-veterinary professional, to a person not registered with Council;
 - (xvii) Non-payment after demand of any fee, levy or other charge payable to the Council;
 - (xviii) Failure to comply with an order, requirement, request, sentence or sanction of the Council and/ or the Registrar or any official appointed

by the Council or the Registrar to perform any function in furtherance of the Council's objectives;

- (xix) Failure to submit to an inspection of a PAHC facility required by Council;
- (xx) Practising from a facility which is not registered or does not comply with the minimum standards set out in the rules;
- (xxi) Failure to advise Council of any change in his/her physical residential or employment address, and other contact details, within thirty (30) days of such change being effected;
- (xxii) Being convicted of being involved in any criminal or illegal activity, if it relates to the practising of the veterinary professions or is deemed to bring the profession into disrepute;
- (xxiii) To permit himself/herself to be exploited in a manner which may be detrimental to the patient, client, the public or the profession, or allow bias, conflict of interest or influence of others, to compromise professional judgment;
- (xxiv) Failing to cooperate, obstructing or delaying an investigation into unprofessional conduct by Council;
- (xxv) Contempt and/or disrespect of Council; and
- (xxvi) Any other conduct which in the opinion of Council constitutes unprofessional conduct.

5. Acceptance and payment of commission for services rendered in accordance with Rule 2(2) & (3)

- (1) Subject to Rule 5(2) an animal health technician may not:
 - (a) Accept any commission from any person as a consideration for referrals of any clients by such animal health technician to such person;
 - (b) Share with any person, fees charged for a service unless: -
 - (i) Such sharing is commensurate with the extent of such other person's participation in the rendering of the service concerned; or
 - (ii) He/she is an animal health technician or veterinary professional or para-veterinary professional associated with the animal health technician as a partner, shareholder or employee.
 - (c) Charge or accept any fee for the same procedure from both the referring veterinarian and the owner of the animal.
- (2) The provisions of Rule 5(1) shall not be so construed as to prohibit an animal health technician: -
 - (a) From introducing a loyalty scheme for a particular PAHC facility, provided that the loyalty scheme, including discount, does not include the payment of money;
 - (b) From paying to a debt collection agency any commission in respect of debts which are collected by such agency on his/her behalf; or
 - (c) From accepting any royalty or similar compensation in respect of an article or product to which he/she holds the patent rights.
 - (d) From entering into a franchise, license or similar agreement where the franchisor, licensor or the like is a person not registered with Council, subject to the following:
 - (i) Income (all income generated by that PAHC facility) had to accrue to a person registered with Council (para-veterinary professionals);

- (ii) Franchise fees or license fees will be deemed a legitimate business expense, even if those fees are linked to a percentage of the turnover in the PAHC facility, provided that no target for turnover to be achieved is set;
- (iii) The agreement must provide that there will be no interference in the running of the practice and/or veterinary physiotherapy decisions and/or or equipment must be purchased, i.e., standards for practice must be maintained, decision making had to be independent and no over-servicing should occur;
- (iv) The agreement must provide that the agreement is subject to the Act, the regulations promulgated under the Act, the rules for the para-veterinary profession of animal health technician and that any clause in the agreement that is contrary to the Veterinary and Para-Veterinary Act, its regulations and the rules pertaining to the veterinary profession will be invalid and unenforceable;
- (v) The agreement must be submitted to Council prior to its signature, to vet it against the Act, the regulations and the veterinary rules to ensure compliance with the Act, the regulations and the rules for the para-veterinary profession of animal health technician † (no other aspect of the agreement will be vetted, and the animal health technician must obtain legal advice of his/her own accord regarding all other aspects of the agreement); and
- (vi) A copy of the signed agreement/s must be submitted to Council;
- (vii) Any amendments to the agreement/s which may impact on the sharing of fees and/or the autonomy of the animal health technician must be submitted to Council for vetting; and
- (viii) A copy of the signed amendment must be submitted to Council.

6. Covering

- (1) An animal health technician may not enter into a partnership or allow any shareholding or interest in his/her practice with another person, unless that person is registered with Council as a veterinary professional or para-veterinary professional.
- (2) An animal health technician may:
 - (a) Offer an appointment in his/her practice to another veterinary professional or para-veterinary professional who are registered in terms of the Act to practice the profession concerned;
 - (b) Employ another person in a professional capacity at his/her facility; or
 - (c) Share his/her facility or premises with another person involved in practising a veterinary or para-veterinary profession.
- (3) Any appointment, employment or sharing anticipated in Rule 5(2) is subject to the condition that:
 - (a) Ethical work principles and confidentiality of client records are not compromised; and
 - (b) Sufficient bio-security measures, according to relevant health and safety legislation and including isolation facilities, are in place to ensure that the wellbeing of humans and animals are not at risk.

7. Issuing of para-veterinary documents

- (1) Record, reports or other documents, which are issued by an animal health technician in his/her professional capacity, must contain facts which are professionally verifiable, save for the historical information and identity supplied by the owner, which must be stipulated as such.
- (2) An animal health technician may only report those matters of which -
 - (a) He/she has personal knowledge;
 - (b) Can be ascertained by him/her personally; or
 - (c) Are the subject of a supporting report or record from a veterinary professional or another para-veterinary professional, who has personal knowledge of the matter in question and is authorised to provide such a supporting document.
- (3) The document referred to in Rule 7(1) must:
 - (a) Be prepared with care and accuracy;
 - (b) Be legible;
 - (c) Be unambiguous and easy to understand;
 - (d) Be produced on one sheet of paper or, where more than one page is required, these must be consequentially numbered and initialled;
 - (e) Contain dates that are clear and correct and cannot be misinterpreted; and
 - (f) Not attest to future events.
- (4) All documents thus issued must indicate all details relevant to the purpose of the document and can include—
 - (a) The name and residential address of the owner of the animal concerned;
 - (b) The address of the premises where the animal is kept, if different from the owner's;
 - (c) The breed, sex, colour and age of the animal;
 - (d) Name or identification of the animal as reported by the owner;
 - (e) Any positive identification of the animal such as tattoo numbers, body markings, microchip number and date of micro-chipping where possible;
 - (f) The purpose for which the report is submitted, (e.g., proof of vaccination, suspected notifiable disease, etc), where applicable; and
 - (g) The date of issue of the report, as well as the date of examination of the animal.
- (5) Any record or other document which is issued in a professional capacity by an animal health technician must be signed by such an animal health technician personally.
- (6) When issuing a record, an animal health technician must ensure that -
 - (a) The record contains his/her signature and in clear, legible lettering, his/her name, qualifications, registration number and the physical address of the registered facility;
 - (b) An exception to 5(6)(a) is allowed for pre-printed vaccination report documents where the printed space does not allow for all the information and only the required detail must be filled in;
 - (c) He/she completes any manuscript portions in ink;
 - (d) The documents contain no deletions, other than those, which are indicated on the face of the document to be permissible, and subject to such deletions being initialled by the animal health technician;
 - (e) No correction fluid to be used on a document; and

- (f) No blank spaces on any document exist that may be used by another person to alter the original.
- (7) All vaccination record cards must indicate –
 - (a) The name of the owner of the animal concerned;
 - (b) The specie, sex, colour and name of the animal;
 - (c) The identification number/mark of the animal;
 - (d) The name of the vaccine and batch number, or its self-sticking label; and
 - (e) The date of vaccination of the animal concerned.
- (8) Laboratory result reports communicated by the animal health technician to the veterinarian shall contain the minimum following information, as applicable:
 - (a) date specimen was collected, date received, date completed, and date of release of result;
 - (b) owner information;
 - (c) animal identification as submitted;
 - (d) tests performed and methods used;
 - (e) final test results;
 - (f) signature of person authorizing the release of the results and the date.

8. Records at primary animal health care facilities

- (1) The animal health technician must maintain records, which are legible, accurate and permit prompt retrieval of information.
- (2) Records must contain the following information:-
 - (a) The date of service rendered;
 - (b) Name of the animal health technician who treated the patient;
 - (c) The referral letter from the veterinarian;
 - (d) Client's identification;
 - (e) Patient name and identification number/mark;
 - (f) Relevant history and information;
 - (g) Vaccination record.
 - (h) Description of services rendered;
- (4) All records including laboratory results must be retained by the principal of the PAHC facility for a period of five (5) years from the patient's last visit.
- (6) Records referred to in Rule 8 relating to a complaint, charge or allegation lodged with Council in terms of section 31(1) of the Act must be presented to Council within seventy-two (72) hours of being requested to submit such records, or as otherwise arranged with Council.
- (7)
 - (a) The principal of a PAHC facility will be responsible for confirming the identity of the attending animal health technician to Council, where a complaint is lodged against his/her PAHC facility.
 - (b) Should the principal of a facility fail to comply with the provisions of Rule 8(7)(a) he/she will be held accountable for any unprofessional conduct arising from such a complaint.

9. Estimation of fees

- (1) An animal health technician must inform the client in charge of an animal in respect of which a service is to be rendered of the approximate fee which he/she intends to charge for such service:

- (2) Fees for standard procedures may be advertised in the reception area, in which event an estimation of fees need not be given to the client.
- (3) Any animal health technician claiming payment from a person in respect of any service rendered by him/her must furnish such person with an itemised account as soon as possible but not later than 30 days after the service was rendered.

10. Use of stock remedies

- (1) Whenever an animal health technician administers stock remedies to an animal or recommends the administering thereof, he/she must satisfy himself that the administering thereof is justified with due allowance for the benefits and risks which that remedy may hold for –
 - (a) The animal to which it is administered, including withdrawal times of residues where relevant in the animal and/or the effect on the environment;
 - (b) The person by whom it is administered; and
 - (c) The consumer of the products of that animal if residues of the stock remedy concerned should be present in those products.
- (2) An animal health technician must inform the owner of an animal to which a stock remedy is administered, fully with regard to –
 - (a) The application and effect of and precautionary measures in connection with that remedy; and
 - (b) The period, if any, during which the products of that animal are to be withheld from human consumption.

11. Intrusion

- (1) If an animal health technician has obtained any confidential information regarding the nature and extent of the business or facility of a veterinary professional or colleague in the animal health profession, such animal health technician may not use such information to promote his/her own business or facility.
- (2) If an animal health technician renders professional services to an employer, he/she may not use his/her association with or the intellectual property of such employer in any manner whatsoever to promote his/her own practice at the expense of those of his/her colleagues in the profession.
- (3) Contravention of Rules 11(1) & (2) for own gain is a serious offence which may lead to deregistration.

12. Advertising

- (1) An animal health technician may advertise his/her services, facilities, products and prices or permit another person to do so without limitation on the size, format, artistic or literary style: Provided that the advertisement complies with the provisions of these rules and may in no way compromise or impair any of the following, namely:-
 - (a) The client's freedom to consult an animal health technician of his/her choice; and
 - (b) The good reputation of the animal health technician profession.

- (2) All advertising by the animal health technician must be in good taste with regard to content, prominence and medium and may not be offensive to any cultural, religious or linguistic community or be contrary to the spirit of the Code of Conduct of the Advertising Standards Authority of South Africa and the Code of Conduct of Practise issued by the Council.
- (3) An advertisement describing a specific primary animal health care service direct to the public must contain the telephone number of the animal health technician concerned as well as information regarding emergency and out-of-hours service, if required.
- (4) Advertisements may not -
 - (a) Be misleading in any respect;
 - (b) Compare the quality of services, products, merchandise and/or foodstuffs provided, the standards of facilities and/or the knowledge or expertise of an animal health technician with that of another animal health technician or the animal health technician's profession generally, nor may it claim to be superior in any respect; or
 - (c) Criticise the quality of services, products, merchandise and/or foodstuffs provided by another animal health technician.

13. Identification of primary animal health care facilities where primary animal health care services are rendered

- (1) A PAHC facility must be identified by means of an identification board, if primary animal health care services are rendered from the facility.
- (2) The identification board must indicate clearly that no services will be rendered by a veterinarian and that no surgery will be performed.
- (3) An identification board referred to in Rule 13(1) must contain at least the following -
 - (a) The type of registered primary animal health care facility;
 - (b) The consulting hours; and
 - (c) A telephone number of the primary animal health care facility.

MINIMUM STANDARDS FOR PAHC FACILITIES

14. Compliance with Rules

All PAHC facilities must be registered with Council. Should a facility not meet the minimum standards set out in the rules, its registration may be suspended for such a period as Council deems fit.

15. General structural requirements for primary animal health care facilities

- (1) A PAHC facility at or from which a person practises as an animal health technician must -
 - (a) Be a permanent structure. (This is not intended to exclude buildings, which are factory produced and site assembled, e.g., a prefabricated building or a container as the word "permanent" relates to the materials used and not the building itself);

- (b) Have a source of good general lighting, which is also adequate to ensure the completion of a service in progress;
 - (c) Have adequate ventilation;
 - (d) Have a fire extinguishing apparatus in accordance with the requirements of the Occupational Health and Safety Act 1993, Act 85 of 1993, which meets the requirements of the relevant local authority;
 - (e) Be so constructed as to minimise the escape of an animal and to ensure the effective, safe and comfortable confinement of animals at all times; and
 - (f) Be registered with Council.
- (2) Subject to any requirements of a local or other authority, a PAHC facility must consist of -
- (a) A reception and office area;
 - (b) A waiting room for clients with access to toilet facilities; and
 - (c) One or more consultation rooms.
- (3) The internal walls and floor surfaces, shelves and tables of a PAHC facility must be of such a nature that they can be properly cleaned and disinfected so as to maintain optimum hygienic conditions.
- (4) The drainage and washing water of a PAHC facility must run into an adequate sewer and/or septic tank and must comply with the requirements of local authorities.
- (5) The PAHC facility must have a direct public entrance unless the facility is not intended to provide services to the public but to a specific organisation or other entity.
- (6) Provision must be made at a PAHC facility for a hygienic, insect and rodent free environment within the facility as well as where products and nutritional products are stored.
- (7) Adequate facilities must be available for the preparation of food and washing and cleaning of all equipment.

16. General requirements

- (6) Personnel must be trained in the basics of aseptic technique, animal handling and welfare and such training must be relevant to the scope of practise.
- (7) The telephone of a PAHC facility of which the number is used in all official communication (shown in the telephone directory, signboards, advertisements and correspondence), must be answered at all times during the consulting hours,
- (8) All stock remedies must be stored at the prescribed temperature;
- (9) No stock remedies may be stored on the floor;
- (10) Storage areas must be large enough to allow orderly arrangement of stock and proper stock rotation;
- (11) Refrigerator must be equipped with a suitable thermometer and capable of storing stock remedies at a temperature suitable for the contents of the refrigerator. The refrigerator must be cleaned, defrosted and checked regularly to ensure efficient running. This refrigerator must be used only for storing stock remedies;
- (12) Equipment suitable to read microchips; and
- (13) A suitable range of amenities to administer stock remedies.

17. Mobile primary animal services for an animal health technician practicing from a registered PAHC facility

- (1) If mobile PAHC services are rendered, it must:
 - (a) Function as an integral part of the registered physical PAHC facility to visit clients;
 - (b) Be operated by an animal health technician; and
 - (c) Comply with the requirements of adequate record keeping.
- (2) A service delivery vehicle must comply with the following structural and procedural requirements where applicable, the vehicle:
 - (a) Have a cold storage system that can maintain approximately 5°C for the transport and storing of all biological products;
 - (b) Have equipment for the disposal or collection of all waste including carcasses, if required;
 - (c) Carry an appropriate range of stock remedies, equipment and protective clothing, according to the type of service and species serviced, in a manner that is consistent with professional standards, while ensuring occupational safety and biosecurity; and
 - (d) Have access to a means of communication to contact the base facility, if required.
- (3) An animal transport vehicle must be constructed in such a way as to facilitate comfort, be easily sanitized, as well as minimize injury, stress and escape.

18. Exemption

The Council may, on written application, and at its own discretion, grant exemption from the provision of specific rules.

19. Reporting of impairment or of unprofessional conduct

- (1) An animal health technician must:
 - a) Report impairment or suspected impairment in another para-veterinary professional or veterinary professional to the Council if he/she is convinced that para-veterinary professional or veterinary professional is impaired;
 - b) Report his/her own impairment or suspected impairment to the Council if he/she is aware of his/her own impairment or has been publicly informed, or has been seriously advised by a colleague to act appropriately to obtain help in view of an alleged or established impairment;if such a level of physical or mental impairment has been identified that the welfare of the patients, the interests of the clients and/or the image of the profession will be compromised.
- (2) A student or para-veterinary professional is obliged to report any unprofessional, illegal or unethical conduct by another student or veterinary professional or para-veterinary professional, particularly where it involves the employment of unregistered professionals or where an animal's welfare may be compromised.

20. Repeal and transitional arrangements

- (1) The rules relating to the practising of the animal health technician profession published on 24 August 2007, as amended from time to time, are hereby repealed.

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT**NOTICE 1494 OF 2022****VETERINARY AND PARA-VETERINARY PROFESSIONS ACT, 1982****(ACT No. 19 OF 1982)****REGULATIONS RELATING TO VETERINARY AND
PARA-VETERINARY PROFESSIONS: AMENDMENT**

The Minister of Agriculture, Forestry and Fisheries has under section 43 of the Veterinary and Para-Veterinary Professions Act, 1982 (Act No. 19 of 1982), made the regulations in the Schedule.

SCHEDULE

In this schedule “the Regulations” means the regulations published by Government Notice No. R.2085 of October 1982, as amended by the regulations published by Government Notice Numbers R.1994 of 11 September 1987 (as corrected by GNR.2199 of 2 October 1987), GNR.397 of 4 March 1988, R.1067 of 17 May 1991, GNR.11 of 3 January 1992, GNR.976 of 27 March 1992, GNR.1477 of 23 September 1994, GNR.47 of 20 January 1995, GNR.701 of 12 May 1995, GNR.1401 of 15 September 1995, GNR.561 of 1 April 1996, GNR.256 of 14 February 1997, GNR.257 of 14 February 1997, GNR.96 of 16 January 1998, GNR.501 of 1 April 1998, GNR.751 of 5 June 1998, GNR.374 of 26 March 1999, GNR.422 of 1 April 1999, GNR.618 of 23 June 2000, GNR.734 of 17 August 2001, GNR.324 of 22 March 2002, GNR.1571 of 20 December 2002, GNR.562 of 2 May 2003, GNR.275 of 5 March 2004, GNR.568 of 7 May 2004, R.679 of 4 June 2004, GNR.343 of 15 April 2005, GNR.249 of 24 March 2006, GNR.160 of 2 March 2007, GNR.319 of 20 April 2007, GNR.322 of 20 April 2007, GNR.487 of 30 April 2008, GNR.660 of 30 July 2010, GNR.659 of 30 July 2010, GNR.692 of 13 August 2010, GNR.434 of 8 June 2012, GNR.810 of 12 October 2012, GNR.638 of 30 August 2013, GNR.305 of 2014, No. R388 of 15 May 2015 and No. 824 of 2 December 2016.

The following Table is hereby substituted for Table 4 of the Regulations.

Table 4

Qualifications for registration to practise a para-veterinary profession

<i>Degree, diploma or certificate</i>	<i>Granted by</i>	<i>Para- Veterinary profession</i>	<i>Designations reserved</i>
1	2	3	4
Diploma in the Curing of Animals [Dip. Cur. Anim.]	University of Pretoria	Veterinary nurse	Veterinary nurse, Animal nurse
Diploma in Veterinary Nursing [Dip. Vet. Nur.]	University of Pretoria	Veterinary nurse	Veterinary nurse, Animal nurse
National Diploma in Veterinary Technology	Technikon Pretoria/ Tshwane University of Technology	Veterinary technologist	Veterinary technologist
National Diploma in Laboratory Animal Technology	University of South Africa	Laboratory animal technologist	Laboratory animal technologist
Bachelor of Science [B.Sc. Agric (Animal Health)]	University of North West/North- West University	Animal health technician	Animal health technician
Diploma in Animal Health	University of North West/North- West University	Animal health technician	Animal health technician
National Diploma in Animal Health	Technikon South Africa/ University of South Africa	Animal health technician	Animal health technician
Diploma in Animal Health	Tsolo Agricultural and Rural Development Institute	Animal health technician	Animal health technician
Bachelor of Science in Veterinary Physiotherapy [B.Sc. (Veterinary Physiotherapy)]	Equine Librium College (Pty) Ltd	Veterinary Physiotherapist	Veterinary Physiotherapist

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NOTICE 1495 OF 2022

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

Notice is hereby given in terms of Section 11 (1) of the Restitution of Land Rights Act, 1994 (Act No. 22 of 1994) that a claim for the restitution of land rights on the following properties have been lodged with the Regional Land Claims Commissioner: KwaZulu-Natal and that the Commission on Restitution of Land Rights will further investigate the claim in terms of provisions of the Act in due course:

Property	:	Portion 0 (Remaining Extent) of the farm Inhlazatje No. 17387
Extent of property	:	1360, 4713 hectares
Magisterial District	:	Vryheid
Administrative District:	:	KwaZulu-Natal
Current Title Deed No.	:	T586/2010
Current Owner	:	Nhlazatshe Communal Property Association
Bonds & Restrictive Conditions (Interdicts)	:	I-6859/2000LG
Claimant	:	Velengazi Elliot Madela
Date claim lodged	:	31 December 1998
Reference number	:	KRN6/2/2/E/50/0/0/198

Any party/parties who have an interest in the above-mentioned properties is hereby invited to submit, within **30 days** from the date of publication of this notice, any representations and/ or information which shall assist the Commissioner in proving or disproving this claim.

Should no information and/ or representations from the affected party/ parties be forthcoming within the stipulated period, the affected party/parties shall be *ipso facto* barred from further doing so and the Commission shall continue with the subsequent processes towards completion of the investigation.

Any comments and information should be submitted to:

The Regional Land Claims Commissioner: KwaZulu-Natal
Private Bag X9120
Pietermaritzburg 3200

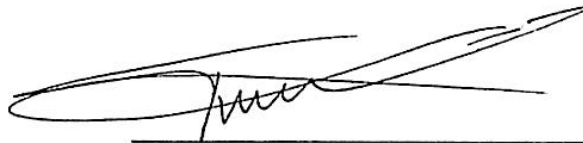
Tel: (033) 355 - 8400
Fax: (033) 342 - 3409

Submissions may also be delivered to Second Floor, African Life Building, 200 Church Street, Pietermaritzburg.

LEBJANE MAPHUTHA
REGIONAL LAND CLAIMS COMMISSIONER: KWAZULU NATAL
DATE:

DEPARTMENT OF EMPLOYMENT AND LABOUR**NOTICE 1496 OF 2022****LABOUR RELATIONS ACT, 1995****MOTOR FERRY INDUSTRY BARGAINING COUNCIL OF SOUTH AFRICA:
EXTENSION TO NON-PARTIES OF THE MAIN COLLECTIVE AGREEMENT**

I, THEMBELANI WALTERMADE NXESI, Minister of Employment and Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the Collective Agreement which appears in the Schedule hereto, which was concluded in the Motor Ferry Industry Bargaining Council of South Africa, and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Agreement, shall be binding on the other employers and employees in that Industry with effect from the Second Monday after publication of this Notice and shall remain in force until as amended from time to time.



MR TW NXESI, MP
MINISTER OF EMPLOYMENT AND LABOUR
DATE: 23/11/2022

UMNYANGO WEZEMISEBENZI NEZABASEBENZI

R.

USUKU:

UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995

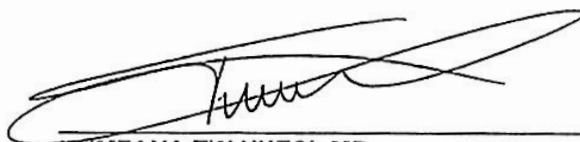
MOTOR FERRY INDUSTRY BARGAINING COUNCIL OF SOUTH AFRICA:

UKWELULELWA KWESIVUMELWANO PHAKATHI KWABAQASHI

NABASEBENZI ESIYINGQIKITHI SELULELWA KULABO ABANGYONA

INGXENYE YESIVUMELWANO

Mina, THEMBELANI WALTERMADE NXESI, onguNgqongqoshe Wezemisebenzi neZabasebenzi, ngokwesigaba 32(2) soMthetho Wobudlelwano Kwezabasebenzi ka-1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa kwiMotor Ferry Industry Bargaining Council of South Africa, ngokwesigaba 31 soMthetho Wobudlelwano Kwezabasebenzi, ka 1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyoMboni, kusukela ngomSombuluko wesibili emuva kokushicilelwa kwalesisaziso siyohlala sisebenza kufikela sichibiyelwa ngezinkathi ezahlukene.



NUMZANA TW NXESI, MP
UNGQONGQOSHE WEZEMISEBENZI NEZABASEBENZI
USUKU: 23/11/2022

SCHEDULE
MOTOR FERRY INDUSTRY BARGAINING COUNCIL OF SOUTH AFRICA
MAIN COLLECTIVE AGREEMENT

In accordance with the provisions of the Labour Relations Act, 1995, as amended,
made and entered into by and between the

SOUTH AFRICAN MOTOR FERRY ASSOCIATION (SAMFA)

Registration number: LR2/6/3/204

(hereinafter referred to as the "Employers" or the "Employers' Association"), of the
one part,

and the

ASSOCIATION OF MINING AND CONSTRUCTION UNION (AMCU)

Registration number: LR2/6/2/974

and the

SOUTH AFRICAN TRANSPORT AND ALLIED WORKERS' UNION (SATAWU)

Registration number: LR2/6/2/914

and the

FREE AT LAST WORKERS UNION OF SOUTH AFRICA (FALWUSA)

Registration number LR2/6/2/2848

(hereinafter referred to as the "employees" or the "trade unions"), of the other part,

being the parties to the Motor Ferry Industry Bargaining Council of South Africa

1. SCOPE OF APPLICATION

- 1.1 The terms of this agreement shall be observed in the Motor Ferry Industry
as defined hereunder in the Republic of South Africa:



"Motor Ferry Industry" means an industry concerned with the transportation of motor vehicles by road, whether by vehicle carrier or own wheels to and from vehicle manufacturers, harbours, rail, storage depots, dealers and third parties.

- 1.2 Notwithstanding the provisions of sub-clause 1.1, the terms of this Agreement shall apply to all employees for whom wages are prescribed in this agreement and to employers of such employees.
- 1.3 Notwithstanding the provisions of clause 1.1, the provisions of this Agreement shall not apply to the owner of only one vehicle who is the permanent driver of his/her own vehicle and the employees employed by such owner, except that an owner-driver who is an employer shall observe the same hours of work and limitations as are specified for an employee.

2 PERIOD OF OPERATION OF AGREEMENT

- 2.1 This Agreement shall come into operation on 1 January 2022 for parties and shall remain in force until as amended from time to time.
- 2.2 This Agreement shall come into operation for non-parties on such date as may be decided upon by the Minister of Employment and Labour in terms of section 32 of the Labour Relations Act, 1995 and shall remain in force as amended from time to time.

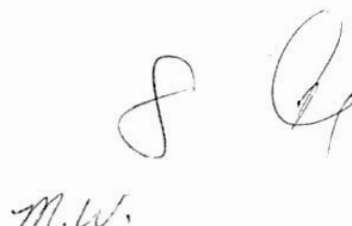
3 DEFINITIONS

- 3.1 Unless the contrary intention appears, any expressions used in this Agreement which are defined in the Labour Relations Act, 1995, shall have the same meaning as in that Act, and any reference to an Act shall include any amendment to such Act; any reference to the singular shall include the plural and vice versa; any reference to any gender shall include the other gender, and further unless inconsistent with the context.

"Act" means the Labour Relations Act, 1995 (Act No. 66 of 1995), as amended;

"annual leave cycle" means the period of 12 months' employment with the same employer immediately following

- (i) an employee's commencement of employment; or



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- (ii) the completion of that employee's prior leave cycle, whichever is applicable;

"Artisan Assistant" means an employee who, although still under supervision of an artisan, works independently on jobs, but is not held fully responsible for final checking, and who does more complex repairs, uses fault-finding equipment, chooses alternative ways of carrying out tasks, operates electric and mechanical equipment and may be required to do jobs such as basic welding – is not fully qualified as an artisan, but could over a period of time complete a portfolio of evidence as part of a recognition of prior learning process in order to access a trade test and become qualified;

"bargaining unit" means permanent employees in Grades 1 to 6 as per annexure 1 of this agreement;

"basic wage" excludes all allowances specified in the agreement, 13th cheque, provident fund contributions and overtime;

"Branch Claims Administrator" means a person who receives information regarding damage to or loss from a vehicle belonging to an employer or client. He/She then conducts investigations, compiles reports and makes recommendations to the branch and coordinates the activities around either repairing the damage or replacing the missing parts or selling off the damaged car;

"Carrier Driver" means a driver that is engaged in driving a car carrier whether rigid or articulated. He/She receives documentation regarding a consignment of vehicles and inspects the Carrier and vehicles to be loaded, loads and lashes down the vehicles onto the carrier. He/She unloads the vehicles at the destination points, be they a depot harbour dealership or any other establishment and obtains the customer's signoff of the documentation;

"chassis" means a vehicle without a body or windscreen which must occasionally be driven by a driver;

"Checker" means a person who does detailed checks of client vehicles for damage and/or missing parts or equipment. It includes the checking and completion of relevant documentation and driving of vehicles for which a code 8 license is required;

"Cleaner" means a person who cleans vehicles, offices and yards and sometimes makes beverages;

"Clerk Filing" means a person who enumerates on and inserts/ retrieves documents into or from relevant files;



M.W

"Council" means the Motor Ferry Industry Bargaining Council of South Africa;

"Data Capture Clerk" means a person who captures relevant information/data in written and/or electronic format;

"Debriefer" means a person who briefs or debriefs a Carrier Driver who is departing from or returning to the Depot; He/She provides or obtains full information, documentation and monies to or from the Carrier Driver, as the case may be, and also checks and verifies the information, documentation and inputs and distributes it to the relevant employees or clients;

"Driver Code 8" means an employee who drives vehicles requiring a code 8 driver's license. For the purposes of this definition, the expression 'drives vehicles' includes all periods during which he/she is obliged to remain at his/her post in readiness to drive and any time spent by a driver connected with the vehicle;

"employer" means any person whosoever in the Motor Ferry Industry who employs or provides work for any person and remunerates or expressly or tacitly undertakes to remunerate him/her or who permits any person whosoever in any manner to assist him/her in the carrying on or conducting of his/her business or undertaking; and 'employ' and 'employment' have corresponding meanings;

"establishment" means any premises in or in connection with which one or more employees are employed in the Motor Ferry Industry;

"full-time employee" means a permanent employee who works full-time for at least 8 hours per day and at least 5 days per week for 4.333 weeks per month every month;

"hourly rate" means the weekly wage divided by 45;

"hours of work" includes all periods of driving and any time spent by a driver, security officer or any other employee on other work connected with the vehicle or the load and all periods during which he is obliged to remain at his/her post in readiness to work when required to do so, but does not include any meal interval or any period in respect of which a subsistence allowance is payable to an employee in terms of clause 6, if during such interval or period the employee does not work other than remaining in charge of the vehicle and its load, if any, or guarding the vehicle and the load, if any;

"industry" means the Motor Ferry Industry;

"Large Truck Driver" means a driver, other than a Driver Code 8 or a Carrier driver, who drives large trucks (requiring a code 10 or code 14 drivers license), to dealerships or depots or fitment centres



M.W.

"law" includes the common law;

"**limited term employee**" means a temporary employee who is employed for a limited period to cover for another employee who is away on extended leave e.g. maternity leave or for a specific project that is required to be done or to cover for an extraordinary workload;

"**new business**" means an enterprise in its first year of operation regardless of the format of the business;

"**night shift**" means a shift where 5,5 or more of the ordinary working hours (overtime excluded) of the shift fall within the period 18:00 to 06:00 the next day and excludes any employees who qualify for and receive a **subsistence** allowance;

"**Operations Clerk**" means a person who receives instructions and vehicle pre-delivery plans and documentation and who issues this to drivers (Code8, Large trucks requiring a code 10 or 14 driving license and Carrier drivers) for delivery. He/she collects and checks post-delivery documentation to ensure it has been correctly completed;

"**Operations Coordinator or Team Leader**" means a person who coordinates and gives instructions to a team of Code 8 Drivers to carry out inspections and to move vehicles into line for loading or to storage or to a dealer. He/She also ensures that relevant documentation is correctly signed off and returned to the office. He/she sometimes drives a small passenger bus to collect drivers who have delivered vehicles to various destinations;

"**ordinary hours of work**" means the ordinary hours of work prescribed in clause 8 or, if by agreement between an employer and the employee, the latter works a lesser number of ordinary hours, such lesser hours;

"**overtime**" means the time that an employee works during a day or a week in excess of the ordinary hours of work;

"**owner driver**" means an employer who is the owner or part-owner or leaseholder or renter of and who himself/herself drives a motor vehicle in transporting motor vehicles for hire or reward;

"**part-time employee**" means an employee not working full-time but who is employed on a permanent basis, and who is only required to work a fixed and limited number of hours per day, per week or per month;

"**parties**" means the parties to this Agreement;



"permanent employee" means an employee employed by an employer on a permanent indefinite term;

"Pilot Driver" means a driver of a small passenger carrying vehicle (such as a Siyayaya bus) who picks up drivers who have delivered cars on behalf of customers;

"Pump Attendant" means a person who pumps fuel into vehicles, takes tanks readings and records and reconciliates fuel usage;

"Receptionist" means a person who operates a telephone switchboard, greets and welcomes and directs visitors. He/She also assists with general administrative duties;

"relief employee" means an employee, other than the employee of a temporary employment service or a limited term employee, who is employed by the same employer on not more than 14 days per month and not more than 120 days in a 12 month period. Any reference to a casual employee in this Agreement shall be deemed to be a reference to a "relief employee";

"remuneration" for the purposes of severance pay, means any payment in money or in kind, or both in money and in kind, made or owing to any person in return for that person working for any other person;

"Sangoma" means a person who has been trained and qualified as a Sangoma and who is properly recognised in the community as such;

"severance pay" means payments to which employees are entitled in terms of clause 24 of this agreement if they are dismissed due to operational requirements;

"shift" this means any consecutive period of work, in the course of a working day that has been set by the employer for the execution of all work activities delegated to an employee, but shall not be deemed to include any period of overtime. Provided that each public holiday, each Sunday on which an employee is required to work, each Saturday on which an employee works at least nine hours, or each working day of absence on leave or sick leave, family responsibility leave, study leave, or on the instruction of the employer, as specified in the Agreement, shall be computed as one shift per day;

"Stock Controller" means a person who extracts, inputs, reconstructs, and distributes electronic stock data and reports regarding vehicles to employees, dealerships and clients. This includes physical stock taking activities and compiling and completing of reconciliation reports;



"**substantive issues**" means all issues involving cost and affecting the wage packet of employees;

"**temporary employment service**" means any person who, for reward, procures for or provides to a client other person(s)-

- (i) who render services to, or perform work for, the client; and
- (ii) who are remunerated by the temporary employment service;

"**union member**" means a paid-up member as defined in a union's Constitution;

"**Vehicle Controller**" means a person who extracts and inputs electronic and manual data regarding the whereabouts and other information regarding a Car Carrier or any other vehicle involved in deliveries for a client. It includes:

- (i) communicating and liaising with drivers of such vehicles and relevant branch staff to ensure that the dispatch plan is correctly implemented and the coordination, receipt of information and the giving of instructions incidental to the achievement of the plan; and
- (ii) the visual monitoring of vehicles by satellite or other means;

"**Vehicle Inspector**" means a person who checks interior and exterior of vehicles for damage or losses;

"**wage**" means the amount of money payable to an employee as a basic wage in respect of his/her ordinary hours of work as specified in clause 5: Provided that, if an employer regularly pays an employee in respect of such ordinary hours of work an amount higher than that prescribed in clause 5 it means such higher amount;

"**wage register**" means the record required to be kept by employers in terms of clause 33;

"**working day**" means any period of ordinary hours of work, overtime, meal intervals and rest intervals falling within a single 24-hour cycle and shall be deemed to commence from the time at which an employee starts his/her tour of duty;

"**Workshop Assistant**" means an employee who checks and changes tyres, carries out minor repairs, on basic equipment under supervision, using limited tools and manual equipment and also assists in cleaning the work area and workshop;

"**Yard Supervisor**" means a person who coordinates daily operations and activities of drivers and yard staff in the depots. This includes the parking and documentation of incoming vehicles in parking bays, yard housekeeping,

managing yard space, participating in SARs and customs inspections, as well as carrying out mothballing procedures for vehicles in long term storage;

"year", in respect of an employee, means any period of employment in the Industry extending over a period of 252 completed shifts;

3.2 The Council shall be the body responsible for the administration of this Agreement and may, for the guidance of employers and employees, issue interpretations and rulings not inconsistent with the provisions thereof or of the Act.

4 REGISTRATION OF AND PARTICULARS TO BE FURNISHED BY EMPLOYERS

4.1 Every employer or owner-driver who has not already done so in pursuance of a previous agreement of the Council, and every employer or owner-driver who enters the Industry, shall within one month of the date of coming into operation of this Agreement or within one month of entering the Industry, as the case may be, furnish the Council with a statement in the form of Annexure 2 specified for this purpose by the Council, indicating—

4.1.1 the full names of any directors, members, partners or the proprietor and the name under which the business is carried on, together with his/her physical business address and post office box number, if any; and

4.1.2 the names, identification numbers and addresses of all persons covered by this Agreement, as well as the date or year of birth wherever possible.

4.2 On receipt of the particulars referred to in clause 4.1 the Council shall issue to the employer a certificate of registration.

4.3 Every registered employer shall notify the Council within 30 days, in writing, of any changes in the particulars furnished by him on registration.

4.4 Whenever an employer engages or dismisses an employee or whenever an employee leaves the service of an employer, such employer shall notify the Council accordingly, in writing, in the form of Annexure 4, not later than the 15th day of the next succeeding month.

4.5 An employer shall, upon termination of the contract of employment of any of his/her employees, furnish such employee with a certificate of service in the form of Annexure 3. A copy of this certificate shall be forwarded by the



employer to the Council not later than the 15th day of the month succeeding the termination of the employee's contract of employment.

5 WAGES

- 5.1 Minimum Wage – No full-time employee shall, be paid a basic weekly wage, in respect of ordinary working hours, at a rate less than that set out below for a person of that grade. The existing minimum rate of all employees in the bargaining unit(s) shall be increased with R2 000.00 (two thousand rand) per month over the three-year period of this agreement as follows:
- 5.1.1 Year 1 (until 31 December 2022) – R720 per month;
- 5.1.2 Year 2 (until 31 December 2023) – R680 per month; and
- 5.1.3 Year 3 (until 31 December 2024) – R600 per month.
- 5.2 The specific increases for each job grade in the bargaining unit(s) are reflected in Annexure 1 to this agreement.
- 5.3 Current full-time employees in the bargaining unit(s) as at 31 December 2021 who are on higher rates than the minimums as at 31 December 2021, shall receive increases on their actual basic pay of R720 per month from date of signature of the Agreement for parties, R680 per month from 1 January 2023 and R600 per month on 1 January 2024. The specific increases for each job grade in the bargaining unit (Grade 1 – 6 are reflected in Annexure 1 to this agreement. All employees who are not full-time employees shall be paid *pro rata* by calculating the hourly or daily rate of payment, as applicable, and multiplying this rate by the number of hours or days worked, as applicable such amount shall not be less than the National Minimum Wage as amended from time to time.
- 5.4 Wages shall not be negotiated before the lapse of the current wages, and Conditions of Employment shall not be negotiated by parties when the need arise, thereafter unless agreed otherwise.

6 ALLOWANCES

- 6.1 **Long Service Allowance** – all permanent employees shall receive a service allowance equal to one percent (1%) of their basic wage multiplied by the number of years of uninterrupted completed service with the employer up to



a maximum of ten (10) years' service.¹ The allowance shall be paid on either a weekly or monthly basis.

- 6.2 **Long Service Awards** – In addition to the Long Service Allowance referred in clause 6.1 above, employees in the bargaining unit(s) will be entitled to the following Long Service Awards:
- 6.2.1 Ten (10) years' service – A certificate;
- 6.2.2 Fifteen (15) years' service – A certificate and payment of R5 000; and
- 6.2.3 Twenty (20) years' service – A certificate and payment of R7 500.
- 6.3 **Subsistence and Travelling (S&T) Allowance** – An employee who is required to be out of town between 23:00 and 04:00 shall be paid an S&T allowance as set out below:
- 6.3.1 Year 1 (until 31 December 2022) – R185;
- 6.3.2 Year 2 (until 31 December 2023) – R192; and
- 6.3.3 Year 3 (until 31 December 2024) – R199.
- 6.4 **Cross-border subsistence & travel allowance** – An employee who is required to cross the border in the execution of his duties shall be paid S&T, comprising of a sleeping out allowance and a meal allowance (breakfast lunch and supper) as set out below:
- 6.4.1 Year 1 (until 31 December 2022) – R242;
- 6.4.2 Year 2 (until 31 December 2023) – R254; and
- 6.4.3 Year 3 (until 31 December 2024) – R266.
- 6.5 **Chassis Allowance** – Where an employee is required to drive a chassis the employee shall be paid (in addition to any wage or overtime to which the employee may be entitled) an allowance of nineteen (19) cents per kilometre.
- 6.6 **Acting Allowance** – Whenever an employee acts in a job that is normally paid at a rate higher than that at which the employee is normally paid, the employee shall be entitled to receive the higher rate of pay for the period in which the employee acts in such position.
- 6.7 **Loading and Lashing Allowance** – The employers will pay carrier drivers a loading and lashing allowance as set out below. The allowance will not be

¹ For example, an employee who has 5 years' uninterrupted completed service with the employer shall receive an allowance of 5% on his / her weekly or monthly basic wage. With each additional year of completed service the service allowance will go up by 1% until the maximum of 10% is reached. Thereafter, the service allowance remains at 10%.

paid in respect of any period or periods that the driver is not at work due to absence on annual leave, or sick leave in excess of one week:

6.7.1 Year 1 (until 31 December 2022) – R360;

6.7.2 Year 2 (until 31 December 2023) – R380; and

6.7.3 Year 3 (until 31 December 2024) – R400.

6.8 **Night Allowance** – Employees required to work a shift system will be paid a night allowance, calculated at 11,5% of the basic wage rate. This allowance will be applicable to any hours worked between 18:00 and 06:00 each day. Where there is another agreement with an employer concerning night allowance that is superior to this clause then the superior agreement of that employer will apply to that employer's employees.

6.9 **Housing Allowance** – The payslip of an employee will reflect an amount of R1 500 of his basic salary as a separate line item "Housing Allowance". An employee wishing to utilise this mechanism for the purposes of buying or renting a property, shall complete the necessary form to be designed, agreed upon and included in this agreement.

6.10 **Malaria Medication** – Malaria medication will be supplied at no cost to drivers when engaged in cross border trips.

7 PAYMENT OF REMUNERATION

7.1 Employees other than relief employees: Wages, payments for overtime, allowances and all other payments due to an employee shall be paid in cash weekly by the employer during the ordinary hours of work of the employee on the usual pay day of the establishment, or, with the written consent of the employee, monthly in cash or by cheque during the ordinary hours of work of the employee or by direct deposit into an account designated by the employee on the usual pay day of the establishment, or on termination of employment if this takes place before the usual pay day.

7.2 All such payments shall be accompanied by a statement showing-

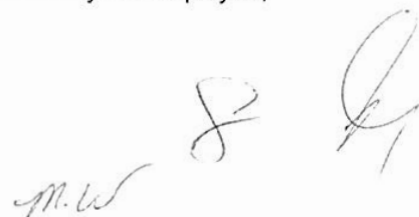
7.2.1 the employer's name and address;

7.2.2 the employee's name or his/her number on the payroll and his/her category;

7.2.3 the number of ordinary hours of work worked by the employee;

7.2.4 the number of overtime hours worked by the employee;


7.2.5 the employee's wage;



- 7.2.6 details of any other payments arising out of the employee's employment;
 - 7.2.7 details of any deductions made;
 - 7.2.8 the actual amount paid to the employee; and
 - 7.2.9 the period in respect of which payment is made, and the envelope or the statement on which such particulars are shown, shall become the property of the employee.
- 7.3 All deductions shall be in accordance with and in terms of the provisions of the Basic Conditions of Employment Act 75 of 1997, as amended.

8 HOURS OF WORK

- 8.1 The ordinary hours of work of an employee shall not exceed forty-five (45) hours in any week. Regular daily shift commencement times shall be regulated by individual employers.
- 8.2 **Meal intervals:** An employer shall not require or permit an employee to work for longer than five hours continuously without a meal interval of not less than one hour, during which interval the employee shall not be required or permitted to perform any work and such interval shall not form part of the ordinary hours of work or overtime: Provided that the period of five hours may be extended to not more than seven hours for the purpose of loading or unloading a vehicle: Provided further that -
- 8.2.1 such interval may be reduced to not less than half an hour by written agreement between an employer and his/her employee;
 - 8.2.2 periods of work interrupted by intervals of less than one hour, except when proviso 9.2.1 or 9.2.5 applies, shall be deemed to be continuous;
 - 8.2.3 if such interval is longer than one (1) hour, any period in excess of one and quarter hours shall be deemed to be time worked;
 - 8.2.4 only one such interval during the ordinary hours of work of an employee on any day shall not form part of the ordinary hours of work; and
 - 8.2.5 when on any day, by reason of overtime worked, an employer is required to give an employee a second meal interval, such interval may be reduced to not less than fifteen (15) minutes.

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- 8.3 **Rest intervals:** An employer shall not require or permit an employee to work so that he/she has less than nine consecutive hours for rest in any period of twenty-four (24) hours, calculated from the time the employee commences work on any day.
- 8.4 An owner-driver who is an employer shall observe the same hours of work and limitations as are prescribed herein for an employee.
- 8.5 **Compressed working week:** Employers may by agreement schedule and require employees to work up to twelve (12) hours a day, inclusive of meal intervals, without overtime pay.
- 8.6 **Averaging of hours of work:** Ordinary hours of work and overtime may be averaged over a period of up to four months by collective agreement.

9 REST DAYS FOR LONGHAUL CARRIER DRIVERS

- 9.1 Long-distance carrier drivers currently working a duty of fourteen (14) days are entitled to a rest period of sixty (60) hours. Long-distance carrier drivers are entitled to a rest period of 60 hours after a tour of duty of fourteen days. If a long-distance driver, during the fourteen-day duty period, return to his home depot (from where he / she is ordinarily deployed) and go to his/her place of residence the fourteen day period will be interrupted. If however the driver returns to his/ her home depot for the purpose of picking up a new load of vehicles and without a break going to his / her place of residence, the fourteen day duty period will not be interrupted.
- 9.2 Should a duty of fourteen (14) days end after 12:00 on a Wednesday, the rest period of sixty (60) hours commences when the tour ends and will run until 24:00 on Friday night. Any part of the rest period of sixty (60) hours which has not expired by 24:00 on Friday night shall be the unexpired part of the rest period.
- 9.3 In the circumstances mentioned in clause 9.2 above, any unexpired part of the rest period which is to run between 24:00 on Friday night and 24:00 on Sunday night will not be calculated as forming part of the rest period of sixty (60) hours. This means that from 24:00 on Sunday night the unexpired part of the rest period of sixty (60) hours, if any, will continue to run until it is completed.

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- 9.4 When the total period including the rest period of sixty (60) hours plus the Saturday and Sunday ends, the long-distance carrier driver will be required to report for duty for the purpose of commencing his/her next tour of duty of fourteen (14) days.
- 9.5 Long-distance carrier drivers will, as at present, not be paid for the rest period on Saturday and Sunday. They will only be paid for time off taken during the week, being from 24:00 on Sunday night until 24:00 on a Friday.
- 9.6 The above arrangements are voluntary and long-distance carrier drivers may opt to report for duty after the rest period of sixty (60) hours.
- 9.7 If a long-distance carrier driver wishes to take the extra time off over a weekend (between 24:00 on a Friday night and 24:00 on a Sunday night) as contemplated above, he/she shall give at least 5 (five) working days' notice before the end of the tour of duty of fourteen (14) days to a designated person of the employer. If the driver is unable to contact the designated person in due time for example because he/she is out of cell phone range or has insufficient airtime but he/she nevertheless wishes to take the extra rest days, the employer will make reasonable efforts to accommodate such requests. In all other circumstances it will be assumed that the driver does not want to take the extra days off. A written record of those employees taking such time off will be kept.
- 9.8 Employers shall be entitled to schedule drivers' tours of duty so that the operational requirements of the employer are not disrupted to the extent that there are insufficient drivers to carry out planned trips.

10 FURTHER SPECIFIC PROVISIONS FOR LONG-DISTANCE CARRIER DRIVERS

- 10.1 **PAYMENT FOR REST PERIOD:** Where the rest period of sixty (60) hours or any part thereof, falls on a weekday (Monday to Friday) the Long-distance carrier driver will receive a proportional payment based on 22.5 (twenty-two and a half) ordinary hours. Where the rest period or any part thereof falls on a Saturday or Sunday the long-distance carrier driver will not receive any payment in respect of that period.
- 10.2 **PAYMENT FOR OVERTIME:** Long-distance carrier drivers will be paid one and one-half times their normal hourly rate for each hour of overtime worked.



- 10.3 PAYMENT FOR SATURDAY WORK: Long-distance carrier drivers will be paid one and one-half times their normal hourly rate for every hour worked on a Saturday.
- 10.4 PAYMENT FOR SUNDAY WORK AND PUBLIC HOLIDAYS: Long-distance carrier drivers will be paid double their normal hourly rate for every hour worked on a Sunday or a Public Holiday.
- 10.5 GENERAL:
- 10.5.1 There will be one driver per carrier operating for 9 ordinary hours per day and, in order to meet the operational requirements of manufacturers, overtime work will be necessary each day.
- 10.5.2 An employer shall not require or permit an employee to work more than 90 hours in any week, inclusive of ordinary hours of work, overtime hours and hours worked on a Sunday or paid holiday.
- 10.5.3 Single long-distance carrier drivers will have to stop for sleeping purposes during the hours of 23:00 and 05:00 unless otherwise agreed. During this period S&T will be payable.
- 10.5.4 Long-distance carrier drivers will be paid per hour and payment will be made weekly or monthly (to be decided by each long-distance carrier driver and advised to management).

11 SHORT TIME

- 11.1 When an employer is facing a temporary slump in activity and contemplates short time, the employer must consult any registered trade union whose members might be affected by the contemplated short time or, if there is no such trade union, the employees likely to be affected by same, or their nominated representatives.
- 11.2 The employer and the other consulting parties must, in the consultation envisaged by above clauses, engage in a meaningful joint consensus-seeking process and attempt to reach consensus on appropriate measures:
- 11.2.1 To avoid the short time;
- 11.2.2 To minimise the impact of the short time;
- 11.2.3 To change the timing of the short time; and
- 11.2.4 To mitigate the adverse effects of the short time, by:



- 11.2.4.1 As a first option, temporary placement of employees at other operations of the employer in order to guarantee remuneration;
- 11.2.4.2 As a second option, only when the first option has been exhausted, rotation of employees in a shift system, so that all affected employees work at least thirty-six (36) hours of their normal working hours per week; and
- 11.2.4.3 As a last option, only when the first and second options have been exhausted, granting paid time off by way of annual leave during the period of short time, or part thereof, subject to the provisions of clauses 12.10.4 and 12.10.6 below; and
- 11.2.5 The method for selecting the employees to be affected by the short time, as well as the method for selecting employees to participate in the mitigating strategies contemplated in clause 12.2.4 above.
- 11.3 The employer must issue a written notice, inviting the other consulting party to consult with it within seventy-two (72) hours, disclosing in writing all relevant information, including, but not limited to:
 - 11.3.1 The reasons for the proposed short time;
 - 11.3.2 The alternatives that the employer considered before proposing the short time, and the reasons for rejecting each of those alternatives;
 - 11.3.3 The number of employees likely to be affected and the job categories in which they are employed;
 - 11.3.4 The proposed method for selecting affected employees;
 - 11.3.5 The time when, or the period during which, the short time is likely to take effect;
 - 11.3.6 Any assistance that the employer proposes to offer to the employees on short time; and
 - 11.3.7 The possibility of the short time being called off before the anticipated end time.
- 11.4 The provisions of section 16 of the Labour Relations Act apply, read with the changes required by the context, to the disclosure of information in terms of the previous clause.



- 11.5 In any dispute in which an arbitrator or the Labour Court is required to decide whether or not any information is relevant, the onus is on the employer to prove that any information that it has refused to disclose is not relevant for the purposes for which it is sought.
- 11.6 The employer must allow the other consulting party an opportunity during consultation to make representations about any matter dealt with in the clauses above, as well as any other matter relating to the proposed short time.
- 11.7 The employer must consider and respond to the representations made by the other consulting party and, if the employer does not agree with them, the employer must state the reasons for disagreeing.
- 11.8 If any representation is made in writing, the employer must respond in writing.
- 11.9 The employer must select the employees to be placed on short time according to selection criteria:
- 11.9.1 That have been agreed to by the consulting parties; or
 - 11.9.2 If no criteria have been agreed, criteria that are fair and objective.
- 11.10 Notwithstanding the above:
- 11.10.1 During any period of short time, there shall be no overtime work; and
 - 11.10.2 During any period of short time, the employer shall not utilise the services of a temporary employment service in the positions of the employees who are on short time.
- 11.11 Before implementing any short time, the employer shall place employees potentially affected by the implementation of short time in positions where that work is being performed by temporary employment services, provided such employees are able to perform that work.
- 11.12 The consultation period after receiving the notice contemplated in clause 3 above, shall not be less than seventy-two (72) hours, unless the parties reach agreement at an earlier stage during the consultation;
- 11.13 No employer shall institute short time for less than two (2) working days or more than five (5) working days at a single instance, with the understanding that the first two (2) days of short time shall be normal

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working days with employees earning the same remuneration for those two (2) days;

11.14 No employer shall institute short time for more than one (1) instance within a period of twenty-one (21) days;

11.15 In extreme cases and by agreement between parties, the short time can be extended upon the return to normal time after the five (5) days of short time, on condition that:

11.15.1 The extension shall start with two (2) days of normal time and end after a maximum of five (5) days of short time;

11.15.2 For and during the extended short time, the employer shall be bound by the same mitigating efforts outlined in clause 12.2.4 above; and

11.15.3 Fifty percent (50%) of the paid time off for the extended short time shall be borne by the employer as company leave, and fifty percent (50%) from the affected employee's annual leave endowment.

12 LEAVE

12.1 All employers shall grant an employee 15 working days leave in respect of each annual leave cycle.

12.2 All full-time permanent employees will receive the following additional annual leave:

12.2.1 Employees who have 6 consecutive years of completed service with the employer, will accrue one additional day's leave during the 7th year of service;

12.2.2 Employees with 7 consecutive years of completed service with the employer will accrue an additional 2 working days' leave during the 8th year of service;

12.2.3 Employees with 8 consecutive years of completed service with the employer will accrue an additional 3 working days' leave during the 9th year of service;

12.2.4 Employees with 9 consecutive years of completed service with the employer will accrue an additional 4 working days' leave during the 10th year of service;



- 12.2.5 Employees with 10 consecutive years of completed service with the employer will accrue an additional 5 working days' leave during the 11th year of service; and
 - 12.2.6 All Employees with more than 10 consecutive years of completed service with the employer will consequently receive 5 extra working days leave during the 12th and subsequent years of service.
- 12.3 Where an employer closes down its operation completely or partially for the December / January holiday period employees who are not required to work shall take their leave during such period.

13 FAMILY RESPONSIBILITY LEAVE

- 13.1 Employees who have been employed by an employer for longer than four months and who work for at least four days a week for that employer are entitled to family responsibility leave as follows:
- 13.1.1 during each annual leave cycle, three days paid leave and two days unpaid leave when the employee's child is born or when the employee's child or spouse is sick; and
 - 13.1.2 three days paid leave and two days unpaid leave, per incident, in the event of the death of the employee's spouse or life partner; or the employee's parent, parent-in-law, adoptive parent, grandparent, child, adopted child, grandchild or sibling.
- 13.2 For a day's paid family responsibility leave, an employee will receive the wage the employee would ordinarily have received for work on that day and on the employee's usual payday. An employee may take family responsibility leave in respect of the whole or part of a day.
- 13.3 All new employees will submit a list of names of the agreed family members. Should this list change, employees must immediately inform their management in writing of the changes. Family Responsibility leave will not be granted for anyone except in relation to the names on this list.
- 13.4 Before an employee will receive any payment for family responsibility leave, the employee must provide reasonable proof of the event for which leave was required.
- 13.5 An employee's unused entitlement to leave in terms of this clause lapses at the end of the annual leave cycle in which it accrues.



14 SICK LEAVE

- 14.1 In this sub-clause "sick-leave cycle" means the period of 36 months of employment with the same employer immediately following –
- 14.1.1 employee's commencement of employment; or
 - 14.1.2 the completion of such employee's previous sick-leave cycle.
- 14.2 During every sick-leave cycle, an employee shall be entitled to an amount of paid sick leave equal to the number of days he/she would normally work during a period of six weeks.
- 14.3 Notwithstanding clause 15.2, during the first six months of employment, an employee shall be entitled to one day's paid sick leave for every 26 days worked.
- 14.4 During an employee's first sick-leave cycle, an employer may reduce the employee's entitlement to sick leave in terms of clause 15.2 by the number of days' sick leave taken in terms of clause 15.3.
- 14.5 Subject to clause 15.6, an employer shall pay an employee for a day's sick leave –
- 14.5.1 the wage the employee would ordinarily have received for work on that day; and
 - 14.5.2 on the employee's usual payday.
- 14.6 Proof of incapacity:
- 14.6.1 An employer shall not be required to pay an employee in terms of this clause 14 if such employee has been absent from work for more than two consecutive days or on more than two occasions during an eight-week period and, at the request of the employer, does not produce a medical certificate stating that he/she was unable to work for the duration of his/her absence on account of sickness or injury.
 - 14.6.2 The medical certificate shall be issued and signed by a medical practitioner or any person who is certified to diagnose and treat patients and who is registered with a professional council established by an Act of Parliament.

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15 SANGOMA LEAVE

- 15.1 Subject to clause 16.2 below employers shall recognize Sangomas (traditional healers) for the purposes of sick leave.² Sangoma leave will only be recognised where the employee gives the employer prior notice of his/her intention to consult a Sangoma.
- 15.2 In cases where a medical certificate would be required in the normal course of events and the employee has complied with clause 16.1 above then the employee is required to provide a satisfactory letter from the Sangoma he/she has consulted, that states that the employee is incapacitated due to illness, gives the nature of the illness and specifies the period of time for which the employee is booked off.
- 15.3 The number of days paid sick leave is as per clause 15 above.

16 MATERNITY LEAVE

- 16.1 During an employee's first year of service the employee shall be entitled to four (4) consecutive month's unpaid maternity leave.
- 16.2 After completion of one year's uninterrupted service with an employer, employees shall be entitled to up to six (6) months' maternity leave, of which three (3) months will be paid at one third the employee's basic wage and three (3) months unpaid.³

17 STUDY AND EXAMINATION LEAVE

- 17.1 All employees shall receive three (3) days study and exam leave per approved subject per annum.⁴ Approval is within the sole discretion of management but may not be unreasonably withheld.

18 VACANCIES AND PROMOTION

- 18.1 Employers shall advertise any vacancies at the relevant workplace, and employees applying to fill such vacancies will be considered on merit.

² This means that if employees decide to visit a Sangoma rather than a doctor and are booked off sick by the Sangoma, then this will be regarded by the employers in the same manner as a sick leave certificate.

³ Employers will assist pregnant employees with claiming UIF from the Department of Labour

⁴ Application must be made to the respective management



19 PROVIDENT FUND

- 19.1 All employees in the bargaining units must be a member of a retirement fund. The employer of such employees shall contribute to the retirement or provident fund an amount equivalent to at least 10% of the employee's basic pay in line with the approved Rules by FSCA. An employee shall contribute at least 8.5% of the employee's basic pay to the retirement or provident fund in line with the approved Rules by FSCA.
- 19.2 An employer shall be entitled to deduct from an employee who is a member of any of the aforementioned retirement funds the employee's contribution of 8.5% of the employee's basic pay. The employee's contribution, once deducted, together with the employer's contribution shall be paid over to the relevant fund by the employer by no later than the fifth day of each month or in terms of the Rules of the relevant fund as approved by FSCA.

20 MEDICAL AID

- 20.1 Employees may choose to become members of a medical aid scheme or medical insurance scheme from a number of service providers approved from time to time by Council.
- 20.1 The agreed medical scheme providers will be solely responsible for the running of the scheme, its administration and for the handling of any queries and/or complaints of members of the scheme employed by employers in the Industry. Employers' only role and responsibility in the scheme will be to pay over the premiums deducted from members' salaries or wages to the agreed Fund.
- 20.2 The decision to join the medical fund will be voluntary.
- 20.3 Employers will pay 50% of the monthly premiums for an employee, his or her spouse, if there is one, and the balance of the dependants, if there are any subject to a maximum of 3 children who are under the age of 21.
- 20.4 Any changes to the subscriptions (monthly premiums) and/or rules of the medical scheme which have a cost implication will need to be agreed by both parties to the Bargaining Council before they can be implemented.



- 20.5 Any additional costs, including any increases to the annual subscription value with existing or a new medical service provider must be expressly agreed to between the parties in writing.
- 20.6 A union member employed outside the bargaining unit who is paid on a cost to company basis, may join the medical plan and choose any option. This is subject to such members paying for the full contribution out of their salary package.
- 20.7 Any union member within the bargaining unit who wishes to exercise a different option from that currently provided for may do so on the basis that such employee pays for any additional costs him or herself.

21 THIRTEENTH CHEQUE

- 21.1 Employees who are in employment on 1 December of the particular year, and who have been employed for the previous twelve (12) months shall receive a thirteenth cheque equivalent to 4.333 weeks' pay over and above their December pay. Employees who have been employed for less than twelve (12) months will receive a pro rata thirteenth cheque.
- 21.2 The PAYE tax due in respect of thirteenth cheques will be deducted monthly in equal instalments from employees' salaries in the period prior to December. Employees will receive a separate pay slip in respect of their 13th cheque payment.

22 TERMINATION OF EMPLOYMENT

- 22.1 An employer or an employee, may terminate the contract of employment only on written notice of not less than –
 - 22.1.1 one week, if the employee has been employed for 6 months or less;
 - 22.1.2 two weeks, if the employee has been employed for more than 6 months but not more than one year;
 - 22.1.3 four weeks, if the employee has been employed for more than one year.
- 22.2 Nothing contained in clause 22.1 above shall affect:
 - 22.2.1 the right of an employer or an employee to terminate the contract of employment without notice for any cause recognised by law as sufficient; or

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22.2.2 any agreement between an employer and an employee that provides for a period of notice of equal duration on both sides of longer than one week, two weeks or four weeks, as the case may be: Provided that if an agreement has been entered into in terms hereof, the payment or forfeiture in lieu of notice shall be proportionate to the period of notice agreed upon.

23 PAYMENT INSTEAD OF NOTICE

- 23.1 Instead of giving an employee notice in terms of clause 22 above, an employer may pay the employee the remuneration the employee would have received, if the employee had worked during the notice period.
- 23.2 If an employee gives notice of termination of employment, and the employer waives any part of the notice, the employer must pay the remuneration referred to in clause 23.1 unless the employer and employee agree otherwise.

24 SEVERANCE PAY

- 24.1 All employees who are dismissed due to operational requirements and whom are entitled to severance pay will be paid Severance Pay of 1.5 weeks basic pay per year of continuous service, subject to permanent employees with more than 6 (six) months' continuous service whom will be paid Severance Pay of 1.4 weeks basic pay per year of continuous service with a pro-rata severance payment for any part years' service.
- 24.2 During a retrenchment process in a company a union recognised as a collective bargaining agent may enter into ad hoc negotiations with the respective employer at plant level to improve the severance payments of its members.

25 EXPENSES OF THE COUNCIL

- 25.1 The expenses of the Council shall be met in the following manner-
- 25.1.1 An amount equivalent to R30 per month shall be deducted by an employer from the wage of every employee in employment within the bargaining unit. To this amount so deducted the employer shall add R60 per month for each employee and pay the total amount,

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not later than the twentieth day of each month, following that to which it relates, into the General fund bank account.

- 25.1.2 An owner-driver shall contribute R15 per month in respect of himself/herself as driver and/or owner.
- 25.1.3 An employer shall, when remitting the amounts payable in terms of clause 25.1, also submit to the Secretary of the Council at the same address, by not later than the twentieth day of the following month, a monthly return with the particulars in the form specified by the Council for this purpose (including each employee's full names surname, date of birth and identification number).

26 EXEMPTIONS BY THE COUNCIL

- 26.1 Applications for exemption from any of the provisions of this Agreement shall comply with the following requirements-
 - 26.1.1 The applicant must negotiate with the respective unions (or employees in the absence of a recognised union) in an attempt to reach consensus regarding the application.
 - 26.1.2 If consensus is reached, an agreement signed by the Employer and Union or affected Employee/s (in the absence of a recognised Union) must be attached in support of the application.
 - 26.1.3 If no agreement is reached, the Union or affected Employee/s (in the absence of a recognised union) must be given the opportunity to sign the application indicating its/their lack of agreement whereafter the applicant shall be entitled to forward the application to the Council's exemption committee at the following address for consideration:
 - 26.1.3.1 Motor Ferry Industry Bargaining Council, Regus Business Centre, 2nd Floor, West Tower, Nelson Mandela Square, 2146, Tel (011) 881 5600, e-mail jayoung493@gmail.com
- 26.2 The application shall be considered by the relevant body at its regular meeting and will make a decision in writing, giving written reasons therefore. The application for exemption must be decided upon within a period of 30 days of receipt thereof.



- 26.3 If any party, including the applicant, the union or an Employers Association which is party to the Council is dissatisfied with the decision, then that party may appeal to the Independent Appeal Board.
- 26.4 The Applicant must notify the Council in writing of its intention to appeal within 14 days of its application for exemption having been refused. The Applicant must then lodge its appeal within 10 days of his Notice of Intention to Appeal. A party that wishes to oppose the appeal must file its opposition with the Council within 10 days of being notified of the appeal. The Council must then, within a period of 10 days, constitute the independent appeal body, which body must decide the appeal within a period of 10 days.
- 26.5 In considering the application, the Exemption Body and the Independent Appeal Body shall take into consideration all relevant factors, which may include, but shall not be limited to, the following criteria:
- 26.5.1 The applicant's past record (if applicable) of compliance with the provisions of Council's Collective Agreements and Exemption Certificates;
- 26.5.2 Any special circumstances that exist;
- 26.5.3 Any precedent that might be set;
- 26.5.4 The interests of the Industry as regards:
- 26.5.4.1 unfair competition;
- 26.5.4.2 collective bargaining;
- 26.5.4.3 potential for labour unrest; and
- 26.5.4.4 increased employment.
- 26.5.5 The interests of employees as regards:
- 26.5.5.1 exploitation;
- 26.5.5.2 job preservation;
- 26.5.5.3 sound conditions of employments;
- 26.5.5.4 possible financial benefits;
- 26.5.5.5 health and safety; and
- 26.5.5.6 infringement of basic rights.
- 26.5.6 The interests of the employers as regards:
- 26.5.6.1 financial stability;
- 26.5.6.2 impact of productivity;
- 26.5.6.3 future relationship with employees' trade union; and
- 26.5.6.4 operational requirements.



- 26.6 The Independent Appeal Board shall hear and decide and inform the applicant and the council as soon as possible and not later than 30 days after the appeal has been lodged against the decision of the exemptions body.
- 26.7 The Independent Body established by Council in terms of section 32 of the Labour Relations Act of 1995 shall consist of a panel of 2 independent experts appointed by the Council to consider appeals against the refusal by Council's Exemption Body to grant exemptions or the withdrawal of an exemption by the Council. The Independent experts shall be South African citizens with no less than 5 years' experience in dispute resolution. The independent experts must also be knowledgeable about the labour market, conditions of employment and exemption processes.

27 EXHIBITION OF AGREEMENT AND NOTICES

- 27.1 An employer shall keep available on the premises in which he/she operates or at the usual place for the payment of wages, readily accessible to his/her employee(s), a legible copy of this Agreement in toto, and in two official languages.
- 27.2 An employer shall affix and keep affixed in a like manner a notice specifying the day of the week and the time and place at which wages will ordinarily be paid weekly. If the wages are paid at more than one place, the notice shall specify the places.

28 AGENTS TO THE COUNCIL

- 28.1 One or more persons shall be appointed by Council as agent(s) to assist in enforcing the terms of Council's Collective Agreements.
- 28.2 The Council may, in terms of section 33 of the Act, request the Minister of Employment and Labour to appoint any person as a designated agent of the Council.
- 28.3 A designated agent shall have all the powers contained in the relevant sections of section 33(1A) (a) and schedule 10 of the Act.



29 STUDY GRANT SCHEME

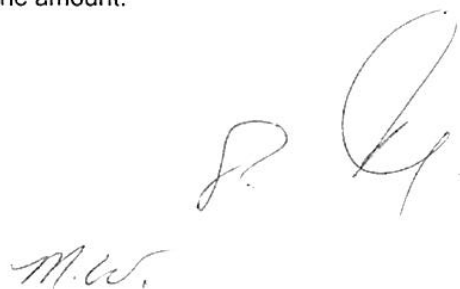
- 29.1 Employees wishing to study towards education higher than ABET level 4 (Grade 8/Std 6) will be eligible for the study grant scheme. On approval of an application for such a grant the employer concerned will pay up to 50% of the cost of the education fees for that particular year to the educational service provider.
- 29.2 The amount paid to the service provider will however be repayable to the respective employer by the employee if the employee is unsuccessful with the requirements for passing that year.
- 29.3 The same scheme will also be applicable for employees wishing to study towards a transport qualification through a Technikon or University or to a person with less than ABET 4 where that person wishes to study towards a relevant qualification such as a trade test as a diesel mechanic or trade school.

30 DISHONoured CHEQUES

- 30.1 Whenever an employer pays any sum of money that is due to the Council in terms of this Agreement in any manner other than in cash, and such payment is dishonoured for any reason whatever, then and in such event a penalty shall be payable by the employer to the Council in its sole discretion, which penalty shall be equal to 1.5 percent of the amount of the purported payment.
- 30.2 Any penalty due to the Council in terms of this clause shall be payable on demand.

31 ENFORCEMENT/LEGAL COSTS

- 31.1 Whenever it becomes necessary or expedient for the Council to institute proceedings in any competent forum for the recovery of any amount of money deducted by an employer from any monies due to an employee but not paid over to the Council, then and in such event the debtor shall be liable for all costs incurred by the Council in recovery of the amount due, including costs on attorney and client scale in the event of a legal practitioner having been instructed by the Council to collect the amount.



32 TIME AND WAGE REGISTERS

- 32.1 Every employer shall in respect of each place where he conducts business, keep available for inspection, an up-to-date record of the earnings paid to and the time worked by each of its employees to which this agreement applies. All entries shall be of a permanent nature and non-erasable.
- 32.2 Every employer shall retain the completed record referred to in clause 33.1 for a period of three years subsequent to the date of the last entry in it.
- 32.3 Every employer shall upon the commencement of employment of every employee, enter the following into the record referred to in clause 33.1-
- 32.3.1 the full first names, surname and identity number of the employee;
 - 32.3.2 the class of his/her employment; and
 - 32.3.3 the date of commencement of his/her employment.

33 INTEREST CLAUSE

- 33.1 Whenever any amount payable to the Council in terms of this Agreement is not paid on the due date, interest shall be payable on such amount or on any such lesser amount as may remain unpaid, calculated from the due date of payment at the rate applied by the Reserve bank at the time.

34 PROFESSIONAL DRIVING PERMIT

- 34.1 Drivers shall be responsible for completing all administrative formalities and ensuring that their Professional Driving Permits are timeously renewed.
- 34.2 Employers shall refund drivers the prescribed fees for renewal of a driver's Professional Driving Permit and the cost of a medical certificate and fingerprinting if officially required, on the driver's furnishing a receipt of proof of payment.
- 34.3 In the event of a driver leaving employment of his/her own accord within six months of the date of renewal of his/her Professional Driving Permit, the employer shall be entitled to recover a pro rata amount of the fee paid by means of a deduction from the employee's wage/leave pay.



35 PARTICIPATION IN TRANSPORT EDUCATION AND TRAINING AUTHORITY

- 35.1 Employers shall participate in the Transport, Education and Training Authority ('TETA'). The Chairperson of the Council shall be seconded to represent the Council on TETA.

36 CROSS BORDER EXPEDITING FEES

- 36.1 Employers shall be responsible for the direct payment of 'expediting' fees to agreed contracted agents upon approval by the employer to assist the driver in crossing borders.

37 LEVELS AND PROCEDURE FOR BARGAINING IN THE INDUSTRY

- 37.1 The industry negotiating committee shall be the sole forum for the purposes of negotiating conditions of employment in the Motor Ferry industry and any other matters, which seek to improve the remuneration of employees.
- 37.2 Apart from the normal annual wage demands made at industry level, no demands relating to Conditions of Employment and / or any other matters, which seek to improve the remuneration of employees, shall be submitted to an individual employer or employer's organisation during the currency of an agreement between an individual employer or employers' organisation and a union.
- 37.3 A union or its members shall not declare a dispute, initiate, instigate or take part in any industrial action, including a strike against an employer or employers organisation if the matter giving rise to such a dispute or industrial action involves a dispute (or alleged dispute) with an employer or employers' organisation relating to the issues contemplated in clause 39.

38 RESOLUTION OF DISPUTES

- 38.1 Disputes about the interpretation, application or enforcement of this Agreement shall be resolved in accordance with the provisions of Labour Relations Act 66 of 1995, as amended.
- 38.2 Any other disputes shall be dealt with as per the dispute resolving mechanisms in the Labour Relations Act No 66 of 1995, as amended.
- 38.3 Arbitration:

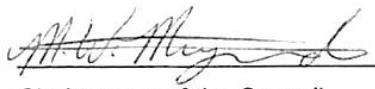
Handwritten signatures in black ink, including a signature that appears to be 'M. L.' and another that appears to be 'F. J.'.

38.3.1 If any dispute is or may be referred to arbitration in terms of the Labour Relations Act, the Basic Conditions of Employment Act or the Employment Equity Act, there shall be no industrial action in connection with any such issue.

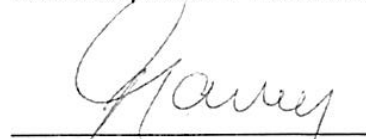
38.3.2 Any such arbitration envisaged in clause 39.3.1 above will be conducted in terms of the arbitration procedure (see Annexure 5).

Signed at Kempton Park for and on behalf of the parties to the Council,
this 3rd day of November 2022

Signed by:


Chairperson of the Council


Vice-Chairperson of the Council


Secretary of the Council

**ANNEXURE 1: INDUSTRY JOB GRADES IN BARGAINING UNIT FROM
THE DATE OF COMING INTO OPERATION OF THIS AGREEMENT****Grade 1**

- Cleaner

Grade 2

- Clerk filing
- Vehicle Inspector
- Driver Code 8
- Workshop Assistant
- Pilot Driver
- Pump Attendant

Grade 3

- Checker
- Data Capture Clerk
- Operations Clerk
- Operations Coordinator / Team Leader
- Large Truck Driver
- Receptionist

Grade 4

- Yard Supervisor
- Stock Controller

Grade 5

- Artisan Asst
- Vehicle Controller

Grade 6

- Branch claims Administrator
- De-briefer
- Carrier driver



ANNEXURE 2

CERTIFICATE OF REGISTRATION

ISSUED BY THE

MOTOR FERRY INDUSTRY BARGAINING COUNCIL OF SOUTH AFRICA

Reg.No LR/2/6/6/152

THIS IS TO CERTIFY

That the undermentioned person/firm is duly registered as an employer with the Motor Ferry Industry Bargaining Council of South Africa in the Magisterial District of.....

Trading in the Name
of.....

Name of Company/Close
Corporation/Firm.....

Full name(s) of proprietor, partners, directors or members:

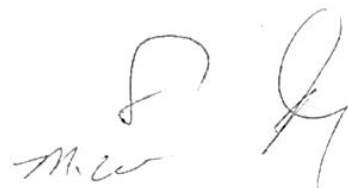
1..... 2.....

3.....

4.....

Date of commencement of
business.....

Business
address.....



.....
ISSUED under my hand at JOHANNESBURG this.....day of ...20....

.....SECRETARY

NOTE:

(This certificate merely confirms that the holder is registered with the Council as an employer and does not indicate any degree of competency or capability.)

Address of council

N.B. In the event of sequestration, winding up, abandonment of business, transfer, commencement of additional business or change in the type of business, address, ownership or management, the Council must be notified of such change within 30 days, in writing.

WHEN AN EMPLOYER CEASES TRANSPORT OPERATIONS, THIS CERTIFICATE MUST BE RETURNED TO THE COUNCIL:



ANNEXURE 3**MOTOR FERRY INDUSTRY BARGAINING COUNCIL OF SOUTH AFRICA**

Regus Business Centre
2nd Floor West Tower
Nelson Mandela Square
2109
Sandton

CERTIFICATE OF SERVICE -

Date

.....

Employer's Name

.....

Business Name

.....

Business Address

.....

.....

Telephone

No.

Driver's Name

.....

Driver's Address

.....

Identity No./Ref.No.

U.I.F.Serial No.

.....

Date Service Commenced

.....

Date Service Terminated

.....

Weekly Wage Paid.

.....

M.W. P H

Leave Pay paid on termination

.....

* Reasons for Termination of Service

.....

Previous Employer

.....

.....

Employer's Signature

* Insert numerals only of relevant heading, viz.
Other.

1. Resignation. 2. Reduction of staff. 3.

M-W S H

ANNEXURE 4

1. Referrals to arbitration will be as per the relevant provisions of the Labour Relations Act No 66 of 1995, as amended, or as per any existing binding collective agreement. Alternatively, the parties to a dispute may agree to private arbitration.
2. The referring party to arbitration must attempt to agree with the other party to the dispute :
 - * Issues in dispute.
 - * Issues not in dispute.
 - * Documents which both parties agree to as common cause.
2. A covering letter attaching the bundle of agreed documents, issues in, and not in, dispute must be sent to the arbitrator no later than 3 days before the arbitration.
3. The arbitrator may conduct the arbitration in accordance with any procedure he/she considers appropriate and may also make a cost awards against an applicant or respondent on the basis of a frivolous and/or vexatious cases. The relevant sections of the Labour Relations Act, Basic Conditions of Employment Act or Employment Equity Act (whichever applicable to this case) regarding reinstatement or compensation will be applicable.
5. Where relevant, legislation requires the matter to be dealt with by the Labour Court, then the matter may not be arbitrated upon unless both parties to the dispute agree.



Annexure 5

Minimum Wage Rates for current full-time employees in the Bargaining Unit as at 31 December 2022. (Those employees who are on higher rates than the minimums as at 31 December 2022 will receive increases on their actual basic pay of R720.00 per month with effect from the coming into operation of this agreement, R680 per month from 1 January 2023 and R600.00 per month on 1 January 2024.)

GRADE	2021	With effect from the coming into operation of this Agreement	1/1/2023	1/1/2024
GRADE 1	R8 118	R8 838	R9 518	R10 118
GRADE 2	R8 606	R9 326	R10 006	R10 606
GRADE 3	R9 087	R9 807	R10 487	R11 087
GRADE 4	R9 847	R10 567	R11 247	R11 847
GRADE 5	R10 391	R11 111	R11 791	R12 391
GRADE 6	R11 643	R12 363	R13 043	R13 643



DEPARTMENT OF EMPLOYMENT AND LABOUR

NOTICE 1497 OF 2022

Notice published by the Essential Services Committee ('the Committee') in terms of section 71, read with section 70(B)(1)(d) of the Labour Relations Act, 1995 (Act No 66 of 1995 as amended)

- A.** Notice is hereby given in terms of section 71, read with section 70(B)(1)(d) of the Labour Relations Act, 1995 (Act No 66 of 1995 as amended), that the Committee is in the process of conducting an investigation as to whether the following services are essential:
1. Public Electronic Communication, in accordance with the law [Section 70(B)(1)(d)];

- B.** Notice is hereby given in terms of Section 71(9) for an investigation on the possible variation of the following designation rendered by the Committee:

1. On 21 November 1997, under GN R1542 GG 18439, the ESC designated the following services provided or supported by the Central Computer Service of the Department of State Expenditure:
 - a) The Persal system;
 - b) the social pension system;
 - c) the hospital systems; and
 - d) the flood control system.

The variation is occasioned by the fact that the Department of State Expenditure no longer exists, and the Department is now called the National Treasury.

- C.** Notice is hereby given that the Committee will hear oral representations as follows:

- (i) Date: 30 January 2023
Venue: CCMA Offices, 28 Harrison Street, 10th floor, **Johannesburg**
CCMA Offices, 104 Hans Van Rensburg, **Polokwane**
Sector: Public Electronic Communication, in accordance with the law @10:00;
Services provided or supported by the Central Computer Service of the Department of State Expenditure @12:00
- (ii) Date: 02 February 2023
Venue: CCMA Offices, 275 Anton Lembede Street, Embassy House **Durban**
Sector: Public Electronic Communication, in accordance with the law @10:00;
Services provided or supported by the Central Computer Service of the Department of State Expenditure @12:00
- (iii) Date: 06 February 2023
Venue: CCMA Offices, Cnr Elizabeth & West Burger Streets, **Bloemfontein**
Sector: Public Electronic Communication, in accordance with the law @10:00;
Services provided or supported by the Central Computer Service of the Department of State Expenditure @12:00
- (iv) Date: 08 February 2023
Venue: CCMA Offices, 31 Church Street **East London**
Sector: Public Electronic Communication, in accordance with the law @10:00;
Services provided or supported by the Central Computer Service of the Department of State Expenditure @12:00
- (v) Date: 10 February 2023
Venue: CCMA Offices, 78 Darling Street **Cape Town**
Sector: Public Electronic Communication, in accordance with the law @10:00;
Services provided or supported by the Central Computer Service of the Department of State Expenditure @12:00

D. The hearings will be conducted physically at the above offices, and virtually for any interested party to access the hearings and participate from anywhere. Any interested party requiring an opportunity to participate in the hearings must submit written representations and indicate if it requires an opportunity to make oral representations on or before the 26th of January 2023. In the written submissions, the parties must:

1. Submit the above to either SibusisoL@CCMA.org.za or to fax: 086 660 6132);
2. Comply with ESC Regulation 2, i.e. state the nature of the interest in the investigation in their written representations; state whether it relies or intends to rely on any expert evidence, and if so, provide a brief summary of that expert evidence; etc and
3. Specify its address, telephone and telefax numbers and e-mail contact address.
4. In line with ESC Regulation 3(2) the ESC hereby (in this notice) also confirms the place and time for the different hearings to be held in this investigation.

NB: Kindly note that the ESC will convene an information sharing session regarding the above investigations on the 19th of January 2023 @ 10:00 at the CCMA National Office 28 Harrison Street and virtually. Kindly confirm your attendance to the briefing session no later than the 12th of January 2023 to SibusisoL@ccma.org.za.

For all Inquiries, please contact Sibusiso Lukhele on SibusisoL@CCMA.org.za



DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT**NOTICE 1498 OF 2022****PUBLICATION OF EXPLANATORY SUMMARY OF THE CONSTITUTION EIGHTEENTH AMENDMENT BILL, 2022**

1. Notice is hereby given in terms of Rule 276(1)(b) of the Rules of the National Assembly that the Minister of Justice and Correctional Services intends to introduce the Constitution Eighteenth Amendment Bill, 2022 (the Bill), in the National Assembly shortly.

2. The explanatory summary of the Bill is hereby published in accordance with Rule 276(1)(c) of the Rules of the National Assembly.

3.1 The purpose of the Bill is to amend section 6 of the Constitution of the Republic of South Africa, 1996 (the Constitution) in order to provide for the recognition of South African Sign Language as an official language of the Republic of South Africa.

3.2 Section 6(5) of the Constitution places a duty on the Pan South African Language Board, established in terms of section 2 of the Pan South African Language Board Act, 1995 (Act No. 59 of 1995), to promote and create conditions for the development and use of, among others, sign language.

3.3 The recognition of South African Sign Language as an official language of the Republic of South Africa will result in the cultural acceptance of sign language and the deaf culture. Moreover, it is a step towards realising the rights to equal enjoyment of rights and human dignity of persons who are Deaf or Hard of Hearing. It will promote inclusion, substantive equality and prevent or eliminate unfair discrimination on the ground of disability. Effect will also be given to the right to equality in terms of section 9 of the Constitution, which includes the full and equal enjoyment of all rights and freedoms.

3.4 The Bill seeks to:

- (a) amend section 6 of the Constitution in order to provide for the recognition of South African Sign Language as an official language of the Republic of South Africa;
- (b) realise the rights to equal enjoyment of freedoms and human dignity of persons who are Deaf or Hard of Hearing; and
- (c) promote inclusion, substantive equality and prevent or eliminate unfair discrimination on the ground of disability.

4. A copy of the Bill can be found on the websites of the Parliamentary Monitoring Group at <http://www.pmg.org.za> and the Department of Justice and Constitutional Development at www.justice.gov.za and, after introduction, may also be obtained from the Government Printers: Cape Town (Telephone number: (021) 465-7531).

NON-GOVERNMENTAL ORGANIZATION**NOTICE 1499 OF 2022****FOOD SAFETY AGENCY (PTY) LTD****AGRICULTURAL PRODUCT STANDARDS ACT, 1990 (ACT NO. 119 OF 1990)****INSPECTION FEES FOR 2022/2023 FOR INSPECTIONS AND SAMPLING ON POULTRY MEAT, PROCESSED MEAT PRODUCTS AND CERTAIN RAW PROCESSED MEAT PRODUCTS**

Food Safety Agency (Pty) Ltd, the designated assignee in terms of section 2(3)(a) of the Agricultural Product Standards Act, 1990 (Act No. 119 of 1990), hereby gazette the inspection and sampling fees in terms of sections 3(1)(a) and (b), 3(1A) (a) and (b), 3A (1), 4A (1), 7 and 8 of the said Act in respect of powers exercised and duties performed with regard to regulated above mentioned animal products.

The following fees will be applicable to *inspections* conducted on Poultry Meat, Processed Meat Products and Certain Raw Processed Meat Products as per Consolidated Document (R.946 of 27 March 1992, R.988 of 25 July 1997 and R.471 of 22 April 2016), Regulation R.1283 of 4 October 2019 and R.2410 of 26th August 2022. These fees will replace all previous fees published by the assignee.

**HOURLY AND KILOMETRE RATES:
INSPECTION FEE OF POULTRY MEAT, PROCESSED MEAT PRODUCTS AND CERTAIN RAW
PROCESSED MEAT PRODUCTS**

The following fees will be valid from **9 December 2022**.

Point of inspection	Description	Fee
Distribution centres, retailers, butcheries, food stores, cold storage facilities and any food outlet that present regulated animal products for sale within the RSA.	Normal Time (08:00 – 16:00)	R481.50 per hour
	Normal Overtime (Mon – Sat)	R535.00 per hour
	Sunday & Public Holidays	R642.00 per hour
	Kilometre Rate	R6.50 per kilometre

The above rates are applicable to inspection and/or sampling at any distribution centre, retailer, butchery, abattoir, food store/outlet and cold storage facility that sells, keeps and/or distributes locally produced and/or imported poultry meat, processed meat products and certain raw processed meat products in the Republic of South Africa.

- Where hourly rates are applicable, a minimum of one hour (R481.50) will be charged. Thereafter time will be charged in half hour segments of R240.75 per half hour or part thereof. The same principle will be applied to overtime and Sunday time.
- In all instances where it is found that the hourly and kilometre rates are insufficient to cover the costs of the inspections, Food Safety Agency (Pty) Ltd, at its own discretion, reserves the right to amend the rates.

**TESTING FEES – PROCESSED MEAT PRODUCTS AND
CERTAIN RAW PROCESSED MEAT PRODUCTS
(SAMPLING AND TESTING FOR COMPOSITIONAL ANALYSIS)**

Type of analysis	Fee
Protein Content (Meat Content)	R474.52 per sample/test
Fat Content	R779.81 per sample/test
Soya Content	R1 571.60 per sample/test
Starch Content	R1 389.46 per sample/test
Calcium Determination (MRM only)	R357.60 per sample/test
Meat Specie Identification (DNA)	R2 458.20 per sample/test

OTHER FEES

Special Claims Protocol Auditing - On a quotation basis

All fees exclude Value Added Tax (VAT)

DEPARTMENT OF SPORTS, ARTS AND CULTURE

NOTICE 1500 OF 2022

REVISED SCHEDULE OF FEES FOR APPLICATIONS MADE TO THE SOUTH AFRICAN HERITAGE RESOURCES AGENCY (SAHRA) FROM 1 JANUARY 2023

Following comments received on the proposed Revised Schedule of Fees for applications made to the South African Heritage Resources Agency (SAHRA), made in terms of Section 25(2)(l) of the National Heritage Resources Act No. 25 of 1999 (NHRA) and published in the Government Gazette of 22 July 2022, SAHRA hereby publishes the final Revised Schedule of Fees for Applications made to SAHRA, the Guideline and Schedule of which is contained hereunder.

Guideline to SAHRA Fees for Services

Applications for provision of services submitted to the South African Heritage Resources Authority (SAHRA), in terms of the National Heritage Resources Act, No. 25 of 1999 (NHRA) must be accompanied by a payment of the appropriate fee, taking effect from 1 January 2023 for the following applications:

1. PERMIT APPLICATIONS

All permit applications made to SAHRA shall be charged as follows:

COST PER APPLICATION (ZAR)	TYPE	SECTION(S) OF NHRA
	Application for a permit to:	48
500	<i>Conduct a pre-disturbance survey or search for a wreck</i>	35
800	<i>Destroy, damage, excavate, alter, deface, or otherwise disturb archaeological or palaeontological material or sites, objects, or meteorites for research purposes</i>	
	<i>Permanently export for destructive analysis any archaeological or palaeontological material, or any meteorite</i>	
	<i>Destroy, damage, excavate, alter, deface, or otherwise disturb archaeological or palaeontological material or sites, objects, meteorites, or structures¹ for the purposes of mitigation in respect of a proposed development</i>	
	<i>Construct, alter, demolish, remove, or change the use of a structure or place²</i>	34
2,000.00	<i>Disturb, destroy, damage, alter, remove, relocate, or exhume a grave or burial ground</i>	36

¹ Where such a structure or place is older than 60 years or protected in terms of Section 27 or Section 29

² Where such a structure or place is older than 60 years or protected in terms of Section 27 or Section 29

	<i>Carry out filming/capture photographs for a commercial production at an archaeological or palaeontological site</i>	35, 27
	<i>Reproduce for a commercial production any National Heritage Site</i>	
	<i>Permanently export heritage objects described in the Gazetted List of Types³</i>	32
800	<i>Temporarily export for research purposes, or in respect of a loan agreement with a recognised repository, any archaeological or palaeontological material, or any meteorite</i>	
	<i>Temporarily export any heritage object listed on the Gazetted List of Types for exhibition purposes</i>	
N/A	<i>Carry out work related to specifically declared heritage objects</i>	

2. DEVELOPMENT APPLICATIONS

All requests for input from SAHRA for development applications shall be charged as follows:

COST PER APPLICATION (ZAR)	TYPE	SECTION(S) OF NHRA
800.00	Submission of Notification of Intent to Develop (NID)	38(1)
2,000.00	Review of an impact assessment report related to an application for a proposed development	38(4)
2,000.00	Review of an impact assessment report related to an application for Environmental Authorisation made in terms of legislation other than NHRA	38(8)

3. OTHER SERVICES

All other services provided by SAHRA shall be charged as follows:

COST PER ACTIVITY (ZAR)	TYPE	SECTION(S) OF NHRA
1,500.00	<i>Lodgement of an appeal against a SAHRA decision to the SAHRA Council</i>	49
Up to 20,000.00 ⁴	<i>Site monitoring/inspection visit by SAHRA in respect of specific requests</i>	N/A

³ This includes pre-approval inspection/investigation, assessment, and identification of heritage objects by SAHRA (export or archaeological or palaeontological material in private collections is excluded)

⁴ Inclusive of R2,000.00 service fee and all related travel, accommodation, and subsistence expenses at cost

Exemptions:

Charges may be waived, at the discretion of SAHRA's CEO, for certain permit applications.

In addition to the levying of fees SAHRA may, in terms of section 48(1)(d) of the NHRA and Regulation 3(1) and (2) of Government Notice 21239 (2 June 2000), require that a financial deposit is lodged with it against the satisfactory completion of the action for which the permit is required.

PAYMENT may be made by depositing the relevant amount into the SAHRA bank account and producing the proof of payment (stamped deposit slip, internet banking confirmation, etc.).

PLEASE TAKE NOTE THAT APPLICATIONS NOT ACCOMPANIED BY PROOF OF PAYMENT MAY NOT BE PROCESSED UNLESS ACCOMPANIED BY A WAIVER FROM THE CEO.

SAHRA banking details:

Account holder name	SOUTH AFRICAN HERITAGE RESOURCES AGENCY
Account name	CURRENT ACCOUNT
Absa account number	3-6068-0606
Branch	ABS PBLCS W/C
Branch code	632005

Should you have any queries please contact the appropriate unit via:

Tel: +2721 462-4502

Email: info@sahra.org.za

DEPARTMENT OF TRADE, INDUSTRY AND COMPETITION**NOTICE 1501 OF 2022****COMPETITION TRIBUNAL
NOTIFICATION OF DECISION TO APPROVE MERGER**

The Competition Tribunal gives notice in terms of rules 34(b)(ii) and 35(5)(b)(ii) of the "Rules for the conduct of proceedings in the Competition Tribunal" as published in Government Gazette No. 22025 of 01 February 2001 that it approved the following mergers:

Case No.	Acquiring Firm	Target Firm	Date of Order	Decision
LM105Sep22	Retail Logistics Fund (Pty) Ltd	Shoprite Checkers	02/11/2022	Approved
LM115Sep22	Masingita Property Investment Holdings (Pty) Ltd	Italite Investments (Pty) Ltd	02/11/2022	Approved
LM118Sep22	SPE Mid-Market Fund	K2022654763 (South Africa) (Pty) Ltd	02/11/2022	Approved
LM129Oct22	Redefine Properties Ltd	VDMV Brackengate 2 (Pty) Ltd	02/11/2022	Approved
LM112Sep22	Vukile Property Fund Ltd	PAN Africa Shopping Centre	09/11/2022	Approved
LM156Dec21	Impala Platinum Holdings Ltd	Royal Bafokeng Platinum Ltd	16/11/2022	Approved Subject to Conditions
LM059Jun22	Karan Beef Feedlot and Karan Beef (Pty) Ltd	SK Caine Farming, Caine Farming (Pty) Ltd and Triple a meat (Pty) Ltd	18/11/2022	Approved Subject to Conditions
LM128Oct22	Infinity Renewable Energy B.V	Actis Sky B.V and Lekela Power B.V	18/11/2022	Approved
LM089Aug22	Foodcorp (Pty) Ltd	Sunshine Bakery Holdings	22/11/2022	Approved Subject to Conditions
LM127Oct22	OLD Mutual Insure Ltd	Genric Insurance Company	24/11/2022	Approved

**The Chairperson
Competition Tribunal**

BOARD NOTICES • RAADSKENNISGEWINGS

BOARD NOTICE 374 OF 2022**DENTAL TECHNICIANS ACT, 1979 (ACT 19 OF 1979) AS AMENDED**

Publication in terms Regulation 15(12) of the Regulations Relating to the Institution of Inquiries held in terms of Section 35 of the Act (Government Notice No. R.1016 dated 28 May 1982 issued in terms of section 50 (k) of the Dental Technicians Act No. 19 of 1979), of the finding and penalty imposed by the Council in a disciplinary inquiry held virtually in terms of Section 35 of Act No. 19 of 1979 ("the Act") read with clause 6 and the proviso in clause 11(2)(a) of the Regulations Relating to the Institution of Inquiries on 11 October 2022 arising from the charge of improper conduct by a registered person.

Name of the registered person: **SHIRAZ CASSIM JASSAT**

Registration Number: **LA1433/TE2560**

NATURE OF OFFENCE:

Guilty of contravention of sections 29(1), (4), (5), (6), 30 (1), (3), (4) read with section 47(3)(a) of the Dental Technicians Act 19 of 1979, and clause 2 of the Regulations Relating to the Supervision of Registered Dental Laboratories published in Government Notice No R.710: Government Gazette No. 37986 dated 9 September 2014.

PENALTY:

A fine in terms of section 36(1)(e) of the Act in the amount of R50 000, the payment of half of which is suspended in terms of section 37(1)(b) of the Act for a period of five years on condition that Mr. Jassat does not commit the same or similar improper conduct during a period of 5 years. The fine in the amount of R25,000.00 is payable within fourteen days after publication hereof in the Government Gazette.

BOARD NOTICE 375 OF 2022

**South African Council for Social Service Professions****Social Service Professions Act 110 of 1978****PROFESSIONAL CONDUCT NOTICE OF FINDINGS IN TERMS OF SECTION 22(2)(c) OF THE
SOCIAL SERVICE PROFESSIONS ACT 110 OF 1978: JULY 2018 TO JUNE 2022**

Publication in terms of section 22(2)(c) of the Social Service Professions Act 110 of 1978 (the Act) and in terms regulation 22(10)(b) of the *Regulations regarding the conducting of inquiries into alleged unprofessional conduct* (Government Notice R 917 in Government Gazette Number 25109 of 27 June 2003) ("the Regulations") of the findings and sanctions imposed by the South African Council for Social Service Professions (SACSSP) for unprofessional or improper conduct of a person registered with the SACSSP.

The particulars of the persons, the charges, findings and penalties are herewith published in Schedule A to this Board Notice as contemplated in regulation 22(10)(b) of the *Regulations*, after being found guilty of unprofessional and/or improper conduct by the SACSSP after an inquiry into alleged unprofessional or improper conduct that was instituted in terms of section 21 of the Social Service Professions Act 110 of 1978.

The respondents whose names appear in the Schedule A were duly informed of the findings and penalties as contemplated in regulation 22(10)(a) of the *Regulations*, and the Registrar has updated the register for all professions registered with Council as required in terms of section 22(2)(a) and (b) of the Act, as applicable, with the details in relation to the charges, findings and the penalties imposed.

**LANGI MALAMBA (MS)***Registrar***South African Council of Social Services Professions**

37 Annie Botha Avenue, Riviera, Pretoria 0001, South Africa

Office: +27 12 356 8300 Email: registrar@sacssp.co.za

South African Council for Social Service Professions

SCHEDULE A

Publication in terms of section 22(2)(c) of the Social Service Professions Act 110 of 1978 (the Act) and in terms regulation 22(10)(b) of the Regulations regarding the conducting of inquiries into alleged unprofessional conduct (Government Notice R 917 in Government Gazette Number 25109 of 27 June 2003) of the findings and sanctions imposed by the South African Council for Social Service Professions (SACSSP) for unprofessional or improper conduct of a person registered with the SACSSP.

The *Rules relating to acts or omissions of a social worker, a social auxiliary worker or a student social worker which shall constitute unprofessional or improper conduct* are available on the SACSSP's website (www.sacssp.co.za)

-
1. **NAME OF PERSON:** Nomkhosi Amanda MBATHA
REGISTRATION NUMBER: 10-24289
PROFESSION: Social worker
PROVINCE: KwaZulu-Natal
SECTOR: Private practice
DATE OF FINDING: 10 July 2018

FINDING AND NATURE OF THE UNPROFESSIONAL AND/OR IMPROPER CONDUCT:

Guilty of contravention of the following rule(s) of the of *Rules relating to acts or omissions of a social worker, a social auxiliary worker or a student social worker which shall constitute unprofessional or improper conduct*:

- (a) rule 3(2): *The execution of his or her professional duties in a manner which does not comply with general accepted standards of practicing the profession;*
- (b) rule 3(3): *Behaviour which, with due regard to the prestige, status and dignity of the profession, is detrimental to his or her position as a social worker or to the profession as such; and*
- (c) rule 3(4): *Being guilty of or participating in or associating with dishonesty in the execution of his or her professional duties.*

PENALTY:

Cancellation of registration in terms of section 22(1)(c) of the Social Service Professions Act 110 of 1978.

2. **NAME OF PERSON:** Merissa Lee WITTER
REGISTRATION NUMBER: 10-31302
PROFESSION: Social worker
PROVINCE: Western Cape
SECTOR: NPO
DATE OF FINDING: 04 September 2018

FINDING AND NATURE OF THE UNPROFESSIONAL AND/OR IMPROPER CONDUCT:

Guilty of contravention of the following rule(s) of the of *Rules relating to acts or omissions of a social worker, a social auxiliary worker or a student social worker which shall constitute unprofessional or improper conduct*:

- (a) rule 3(1): *The negligent performance of his or her professional duties;*
- (b) rule 3(2): *The execution of his or her professional duties in a manner which does not comply with general accepted standards of practicing the profession; and*
- (c) rule 3(3): *Behaviour which, with due regard to the prestige, status and dignity of the profession, is detrimental to his or her position as a social worker or to the profession as such.*

PENALTY:

Six (6) months suspension in terms of section 22(1)(b) of the Social Service Professions Act 110 of 1978. **Condition:** Must receive professional supervision for a period of two (2) years, upon re-entry to the profession and provide evidence of such supervision to the South African Council for Social Service Professions.

3. **NAME OF PERSON:** Esmerelda Lynette RAMKLASS
REGISTRATION NUMBER: 10-22151
PROFESSION: Social worker
PROVINCE: Western Cape
SECTOR: NPO
DATE OF FINDING: 04 September 2018

FINDING AND NATURE OF THE UNPROFESSIONAL AND/OR IMPROPER CONDUCT:

Guilty of contravention of the following rule(s) of the of *Rules relating to acts or omissions of a social worker, a social auxiliary worker or a student social worker which shall constitute unprofessional or improper conduct*:

- (a) rule 3(1): *The negligent performance of his or her professional duties;*
- (b) rule 3(2): *The execution of his or her professional duties in a manner which does not comply with general accepted standards of practicing the profession; and*
- (c) rule 3(3): *Behaviour which, with due regard to the prestige, status and dignity of the profession, is detrimental to his or her position as a social worker or to the profession as such.*

PENALTY:

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Six (6) months suspension in terms of section 22(1)(b) of the Social Service Professions Act 110 of 1978. **Condition:** That upon re-entry into the profession she is not allowed to provide supervision to any social worker, social auxiliary worker or a student social worker, until she completes, at her own cost, an accredited short course in supervision for social work and provide evidence thereof to her employer, as well as to the South African Council for Social Service Professions.

4. **NAME OF PERSON:** Nozibusiso Qamukile MLAMBO
REGISTRATION NUMBER: 10-28709
PROFESSION: Social worker
PROVINCE: KwaZulu-Natal
SECTOR: Government
DATE OF FINDING: 26 September 2018

FINDING AND NATURE OF THE UNPROFESSIONAL AND/OR IMPROPER CONDUCT:

Guilty of contravention of the following rule(s) of the of *Rules relating to acts or omissions of a social worker, a social auxiliary worker or a student social worker which shall constitute unprofessional or improper conduct:*

- (a) rule 3(1): *The negligent performance of his or her professional duties;*
- (b) rule 3(2): *The execution of his or her professional duties in a manner which does not comply with general accepted standards of practicing the profession;*
- (c) rule 3(6): *The receiving of, or agreeing to receive, direct or indirect compensation or any other form of incentive for the purpose referred to in sub-rule (5);*
- (d) rule 3(8): *Refusing without sufficient cause, to render professional services which he or she took on or for which he or she was employed;*
- (e) rule 3(10): *Failure to refer a client to a colleague, or another person or body with specialised knowledge in a field, should the matter fall so far outside his or her field of training or experience that such referral could in the circumstances be reasonably considered necessary; and*
- (f) rule 4(6): *The preventing of a client from procuring advice or assistance from another person who is authorised by law to advise or treat persons concerning their social welfare.*

PENALTY:

Twelve (12) months suspension in terms of section 22(1)(b) of the Social Service Professions Act 110 of 1978. **Conditions:** (1) Must attend child protection and case management courses at own costs prior to re-entry to the profession. (2) Must receive professional supervision for a period of two (2) years upon re-entry and provide evidence of such supervision to the South African Council for Social Service Professions.

5. **NAME OF PERSON:** Loyd Molatelo RAMOKGOPA
REGISTRATION NUMBER: 10-30128
PROFESSION: Social worker
PROVINCE: Limpopo
SECTOR: Government
DATE OF FINDING: 17 October 2018

FINDING AND NATURE OF THE UNPROFESSIONAL AND/OR IMPROPER CONDUCT:

Guilty of contravention of the following rule(s) of the of *Rules relating to acts or omissions of a social worker, a social auxiliary worker or a student social worker which shall constitute unprofessional or improper conduct:*

- (a) Charge 1: rule 3(3): *Behaviour which, with due regard to the prestige, status and dignity of the profession, is detrimental to his or her position as a social worker or to the profession as such; and*
- (b) Charge 2: rule 7(1): *The breach of his or her contract of service, or behaviour that would justify his or her summary dismissal at common law.*

PENALTY:

Three (3) months suspension in terms of section 22(1)(b) of the Social Service Professions Act 110 of 1978. **Note:** Respondent has lodged an appeal against the penalty imposed by Council. The appeal was referred to the Minister of Social Development for consideration. The Appeal Committee established in terms of section 25 of the Act confirmed the three(3) suspension months imposed by Council.

6. **NAME OF PERSON:** Alida Hermina SMIT
REGISTRATION NUMBER: 10-07625
PROFESSION: Social worker
PROVINCE: Gauteng
SECTOR: Private practice
DATE OF FINDING: 23 October 2018

FINDING AND NATURE OF THE UNPROFESSIONAL AND/OR IMPROPER CONDUCT:

Guilty of contravention of the following rule(s) of the of *Rules relating to acts or omissions of a social worker, a social auxiliary worker or a student social worker which shall constitute unprofessional or improper conduct:*

- (a) rule 3(1): *The negligent performance of his or her professional duties;*
- (b) rule 3(2): *The execution of his or her professional duties in a manner which does not comply with general accepted standards of practicing the profession; and*

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- (c) rule 3(3): *Behaviour which, with due regard to the prestige, status and dignity of the profession, is detrimental to his or her position as a social worker or to the profession as such.*

PENALTY:

Fine of R5,000 (five thousand rand) in terms of section 22(1)(d) of the Social Service Professions Act 110 of 1978.

7. **NAME OF PERSON:** Kagiso MOTLHANKANA
REGISTRATION NUMBER: 50-07276
PROFESSION: Social auxiliary worker
PROVINCE: North West
SECTOR: Government
DATE OF FINDING: 07 February 2019

FINDING AND NATURE OF THE UNPROFESSIONAL AND/OR IMPROPER CONDUCT:

Guilty of contravention of the following rule(s) of the of *Rules relating to acts or omissions of a social worker, a social auxiliary worker or a student social worker which shall constitute unprofessional or improper conduct:*

- (a) rule 3(2): *The execution of his or her professional duties in a manner which does not comply with general accepted standards of practicing the profession;*
(b) rule 3(3): *Behaviour which, with due regard to the prestige, status and dignity of the profession, is detrimental to his or her position as a social auxiliary worker or to the profession as such; and*
(c) rule 3(4): *Being guilty of or participating in or associating with dishonesty in the execution of his or her professional duties.*

PENALTY:

Cancellation of registration in terms of section 22(1)(c) of the Social Service Professions Act 110 of 1978.

8. **NAME OF PERSON:** Ngoako Merriam MATHEDIMOSA
REGISTRATION NUMBER: 10-34055
PROFESSION: Social worker
PROVINCE: Limpopo
SECTOR: Government
DATE OF FINDING: 21 February 2019

FINDING AND NATURE OF THE UNPROFESSIONAL AND/OR IMPROPER CONDUCT:

Guilty of contravention of the following rule(s) of the of *Rules relating to acts or omissions of a social worker, a social auxiliary worker or a student social worker which shall constitute unprofessional or improper conduct:*

- (a) Charge 1: rule 3(3): *Behaviour which, with due regard to the prestige, status and dignity of the profession, is detrimental to his or her position as a social worker or to the profession as such; and*
(b) Charge 2: rule 6(2): *The casting of reflections directly or indirectly upon the probity, professional reputation, skill, competence, knowledge or qualification of a colleague or of such other professional person.*

PENALTY:

Three (3) months suspension in terms of section 22(1)(b) of the Social Service Professions Act 110 of 1978. **Condition:** Respondent must apologize to Ms [REDACTED] for her unprofessional or improper conduct.

9. **NAME OF PERSON:** Anneke MYBURGH
REGISTRATION NUMBER: 10-23026
PROFESSION: Social worker
PROVINCE: Gauteng
SECTOR: NPO
DATE OF FINDING: 21 April 2019

FINDING AND NATURE OF THE UNPROFESSIONAL AND/OR IMPROPER CONDUCT:

Guilty of contravention of the following rule(s) of the of *Rules relating to acts or omissions of a social worker, a social auxiliary worker or a student social worker which shall constitute unprofessional or improper conduct:*

- (a) rule 3(1): *The negligent performance of his or her professional duties;*
(b) rule 3(2): *The execution of his or her professional duties in a manner which does not comply with general accepted standards of practicing the profession;*
(c) rule 3(3): *Behaviour which, with due regard to the prestige, status and dignity of the profession, is detrimental to his or her position as a social worker or to the profession as such; and*
(d) rule 3(4): *Being guilty of or participating in or associating with dishonesty in the execution of his or her professional duties.*

PENALTY:

Fine of R5,000 (five thousand rand) in terms of section 22(1)(d) of the Social Service Professions Act 110 of 1978.

10. **NAME OF PERSON:** Nosipho Patience MKHIZE
REGISTRATION NUMBER: 10-34245
PROFESSION: Social worker
PROVINCE: KwaZulu-Natal
SECTOR: Government

South African Council for Social Service Professions

DATE OF FINDING: 21 May 2019

FINDING AND NATURE OF THE UNPROFESSIONAL AND/OR IMPROPER CONDUCT:

Guilty of contravention of the following rule(s) of the of *Rules relating to acts or omissions of a social worker, a social auxiliary worker or a student social worker which shall constitute unprofessional or improper conduct*:

(a) **Charge 1:**

- (i) rule 3(2): *The execution of his or her professional duties in a manner which does not comply with general accepted standards of practicing the profession;*
- (ii) rule 3(3): *Behaviour which, with due regard to the prestige, status and dignity of the profession, is detrimental to his or her position as a social worker or to the profession as such; and*
- (iii) rule 4(6): *The preventing of a client from procuring advice or assistance from another person who is authorised by law to advise or treat persons concerning their social welfare.*

(b) **Charge 2:**

- (i) rule 3(2): *The execution of his or her professional duties in a manner which does not comply with general accepted standards of practicing the profession;*
- (ii) rule 3(3): *Behaviour which, with due regard to the prestige, status and dignity of the profession, is detrimental to his or her position as a social worker or to the profession as such;*
- (iii) rule 3(8): *Refusing without sufficient cause, to render professional services which he or she took on or for which he or she was employed;*
- (iv) rule 3(10): *Failure to refer a client to a colleague, or another person or body with specialised knowledge in a field, should the matter fall so far outside his or her field of training or experience that such referral could in the circumstances be reasonably considered necessary; and*
- (v) rule 4(6): *The preventing of a client from procuring advice or assistance from another person who is authorised by law to advise or treat persons concerning their social welfare.*

PENALTY:

Twenty-four (24) months suspension of registration in terms of section 22(1)(b) of the Social Service Professions Act 110 of 1978. The penalty is postponed for a period of twelve months in terms of section 22(1A)(a)(ii) of the Social Service Professions Act 110 of 1978 on the following **conditions**: (1) The respondent works under supervision with immediate effect for a period of twelve (12) months. (2) The respondent must submit quarterly supervision reports, co-signed by her supervisor to the attention of the Registrar. (3) The respondent undertakes continuous professional development (CPD) in the following areas: (a) counselling process in social work practice; (b) substance abuse; (c) intervention methodologies including behaviour modification and working with families within an eco-systematic epistemology; (d) professional record keeping; (e) ethical practice (Code of Ethics); (f) self-awareness and (g) emotional intelligence. (4) The respondent submits a continuous professional development plan on the areas in condition (3) above within thirty (30) days of this penalty.

11. **NAME OF PERSON:** Thandeka NKOMO
REGISTRATION NUMBER: 10-29309
PROFESSION: Social worker
PROVINCE: Gauteng
SECTOR: NPO
DATE OF FINDING: 20 November 2019

FINDING AND NATURE OF THE UNPROFESSIONAL AND/OR IMPROPER CONDUCT:

Guilty of contravention of the following rule(s) of the of *Rules relating to acts or omissions of a social worker, a social auxiliary worker or a student social worker which shall constitute unprofessional or improper conduct*:

- (a) rule 3(2): *The execution of his or her professional duties in a manner which does not comply with general accepted standards of practicing the profession;*
- (b) rule 3(3): *Behaviour which, with due regard to the prestige, status and dignity of the profession, is detrimental to his or her position as a social worker or to the profession as such;*
- (c) rule 3(4): *Being guilty of or participating in or associating with dishonesty in the execution of his or her professional duties;*
- (d) rule 3(11): *Failure to keep a record of acts performed, money managed, and fees charged in all matters dealt with by him or her in his or her capacity as a social worker; and*
- (e) rule 4(2): *The administration of a client's money in an inefficient, irresponsible or negligent manner.*

PENALTY:

Fine of R5,000 (five thousand rand) in terms of section 22(1)(d) of the Social Service Professions Act 110 of 1978.

12. **NAME OF PERSON:** Immaculate Ntombenhle XULU
REGISTRATION NUMBER: 10-27857
PROFESSION: Social worker
PROVINCE: KwaZulu-Natal
SECTOR: Private practice
DATE OF FINDING: 23 January 2020

FINDING AND NATURE OF THE UNPROFESSIONAL AND/OR IMPROPER CONDUCT:

Guilty of contravention of the following rule(s) of the of *Rules relating to acts or omissions of a social worker, a social auxiliary worker or a student social worker which shall constitute unprofessional or improper conduct*:

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- (a) rule 3(2): *The execution of his or her professional duties in a manner which does not comply with general accepted standards of practicing the profession;*
- (b) rule 3(3): *Behaviour which, with due regard to the prestige, status and dignity of the profession, is detrimental to his or her position as a social worker or to the profession as such; and*
- (c) rule 3(4): *Being guilty of or participating in or associating with dishonesty in the execution of his or her professional duties.*

PENALTY:

Cancellation of registration in terms of section 22(1)(c) of the Social Service Professions Act 110 of 1978.

13. **NAME OF PERSON:** Choki John MORATA
REGISTRATION NUMBER: 10-28227
PROFESSION: Social worker
PROVINCE: Western Cape
SECTOR: NPO
DATE OF FINDING: 05 March 2020

FINDING AND NATURE OF THE UNPROFESSIONAL AND/OR IMPROPER CONDUCT:

Guilty of contravention of the following rule(s) of the of *Rules relating to acts or omissions of a social worker, a social auxiliary worker or a student social worker which shall constitute unprofessional or improper conduct:*

- (a) Charge 1, count 1: rule 3(2): *The execution of his or her professional duties in a manner which does not comply with general accepted standards of practicing the profession;*
- (b) Charge 1, count 2: rule 3(3): *Behaviour which, with due regard to the prestige, status and dignity of the profession, is detrimental to his or her position as a social worker or to the profession as such; and*
- (c) Charge 1, count 3: rule 3(4): *Being guilty of or participating in or associating with dishonesty in the execution of his or her professional duties.*
- (d) Charge 2: rule 7(1): *The breach of his or her contract of service, or behaviour that would justify his or her summary dismissal at common law.*

PENALTY:

Cancellation of registration in terms of section 22(1)(c) of the Social Service Professions Act 110 of 1978.

14. **NAME OF PERSON:** Adriana CHRISTIE
REGISTRATION NUMBER: 10-19039
PROFESSION: Social worker
PROVINCE: North West
SECTOR: Private practice
DATE OF FINDING: 31 May 2021

FINDING AND NATURE OF THE UNPROFESSIONAL AND/OR IMPROPER CONDUCT:

Guilty of contravention of the following rule(s) of the of *Rules relating to acts or omissions of a social worker, a social auxiliary worker or a student social worker which shall constitute unprofessional or improper conduct:*

- (a) Charge 1, count 1(a): rule 3(1): *The negligent performance of his professional duties;*
- (b) Charge 1, count 2(a):
- (i) rule 3(2): *The execution of his or her professional duties in a manner which does not comply with general accepted standards of practicing the profession;*
 - (ii) rule 3(3): *Behaviour which, with due regard to the prestige, status and dignity of the profession, is detrimental to his or her position as a social worker or to the profession as such; and*
- (c) Charge 1, count 3(a): rule 3(3): *Behaviour which, with due regard to the prestige, status and dignity of the profession, is detrimental to his or her position as a social worker or to the profession as such.*
- (d) Charge 2: rule 4(1): *The divulgence of information, which came to his or her attention in the course of the execution of his or her professional duties, concerning a client, or a deceased person who during his or her life was a client.*

PENALTY:

Charge 1: Fine of R5,000 (five thousand rand) in terms of section 22(1)(d) of the Social Service Professions Act 110 of 1978.

Charge 2: Fine of R5,000 (five thousand rand) in terms of section 22(1)(d) of the Social Service Professions Act 110 of 1978.

Note: Respondent has lodged an appeal against the penalty imposed by Council. The appeal was referred to the Minister of Social Development for consideration. The Appeal Committee established in terms of section 25 of the Act confirmed the fine imposed by Council.

15. **NAME OF PERSON:** Sunelle NEL
REGISTRATION NUMBER: 10-10923
PROFESSION: Social worker
PROVINCE: Eastern Cape
SECTOR: Private practice
DATE OF FINDING: 26 October 2020

FINDING AND NATURE OF THE UNPROFESSIONAL AND/OR IMPROPER CONDUCT:

Guilty of contravention of the following rule(s) of the of *Rules relating to acts or omissions of a social worker, a social auxiliary worker or a student social worker which shall constitute unprofessional or improper conduct:*

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- (a) Charge 1, count 1 (all sub-counts): rule 3(1): *The negligent performance of his professional duties;*
- (b) Charge 1, count 2 (all sub-counts): rule 3(2): *The execution of his or her professional duties in a manner which does not comply with general accepted standards of practicing the profession;*
- (c) Charge 1, count 3 (all sub-counts): rule 3(3): *Behaviour which, with due regard to the prestige, status and dignity of the profession, is detrimental to his or her position as a social worker or to the profession as such;*
- (d) Charge 1, count 4: rule 3(4): *Being guilty of or participating in or associating with dishonesty in the execution of his or her professional duties;*
- (e) Charge 1, count 5:
 - (i) rule 3(10): *Failure to refer a client to a colleague, or another person or body with specialised knowledge in a field, should the matter fall so far outside his or her field of training or experience that such referral could in the circumstances be reasonably considered necessary; and*
 - (ii) rule 4(5): *The performance of an act belonging to a professional field other than social work, including the performing of psychometric tests for purposes of diagnosis and therapy, unless he or she is properly qualified therefor or legally authorised thereto.*

PENALTY:

Six (6) months suspension of registration in terms of section 22(1)(b) of the Social Service Professions Act 110 of 1978.

16. **NAME OF PERSON:** Methews Sethlare MOTSEPE
REGISTRATION NUMBER: 10-24052
PROFESSION: Social worker
PROVINCE: Gauteng
SECTOR: Government
DATE OF FINDING: 25 October 2021

FINDING AND NATURE OF THE UNPROFESSIONAL AND/OR IMPROPER CONDUCT:

Guilty of contravention of the following rule(s) of the of *Rules relating to acts or omissions of a social worker, a social auxiliary worker or a student social worker which shall constitute unprofessional or improper conduct*:

- (a) Charge 1, counts 1 and 2:
 - (i) rule 3(2): *The execution of his or her professional duties in a manner which does not comply with general accepted standards of practicing the profession;*
 - (ii) rule 3(3): *Behaviour which, with due regard to the prestige, status and dignity of the profession, is detrimental to his or her position as a social worker or to the profession as such;*
- (b) Charge 1, count 3: rule 3(4): *Being guilty of or participating in or associating with dishonesty in the execution of his or her professional duties;*
- (c) Charge 1, count 4: rule 4(1)(a): *The divulgence of information, which came to his or her attention in the course of the execution of his or her professional duties, concerning a client, or a deceased person who during his or her life was a client except- (a) to the extent that the divulgence is in the client's interest, or is necessary for the proper management of the case of the client concerned or of other cases; and*
- (d) Charge 1, count 5: rule 4(1)(b): *The divulgence of information, which came to his or her attention in the course of the execution of his or her professional duties, concerning a client, or a deceased person who during his or her life was a client except- (b) if the social worker is ordered to do so by a competent court or is otherwise legally bound to do so: Provided that if disclosure of such information is not part of a recognised statutory function of the social worker in question, that the information may be divulged only under protest.*

PENALTY:

Charge 1, counts 1, 2 and 3: Twelve (12) months suspension, suspended for a period of eighteen months in terms of section 22(1A)(a)(ii) of the Social Service Professions Act, 110 of 1978.

Charge 1 counts 4 and 5: Fine of R5000 (five thousand five hundred rand) in terms of section 22(1)(d) of the Social Service Professions Act 110 of 1978. **Note:** Respondent has lodged an appeal against the penalty imposed by Council. The appeal was referred to the Minister of Social Development for consideration. The Appeal Committee established in terms of section 25 of the Act reversed the twelve (12) months suspension imposed by Council and imposed a twelve (12) months suspended suspension for a period of eighteen months. The Appeal Committee confirmed the fine imposed by Council.

17. **NAME OF PERSON:** Dikeledi Josephine TINDLENI
REGISTRATION NUMBER: 10-39982
PROFESSION: Social worker
PROVINCE: Gauteng
SECTOR: Government
DATE OF FINDING: 30 November 2021

FINDING AND NATURE OF THE UNPROFESSIONAL AND/OR IMPROPER CONDUCT:

Guilty of contravention of the following rule(s) of the of *Rules relating to acts or omissions of a social worker, a social auxiliary worker or a student social worker which shall constitute unprofessional or improper conduct*:

- (a) Charge 1:
 - (i) rule 3(1): *The negligent performance of his professional duties; and*
 - (ii) rule 3(2): *The execution of his or her professional duties in a manner which does not comply with general accepted standards of practicing the profession.*

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- (b) Charge 2: rule 3(2): *The execution of his or her professional duties in a manner which does not comply with general accepted standards of practicing the profession.*
- (c) Charge 3: rule 3(2): *The execution of his or her professional duties in a manner which does not comply with general accepted standards of practicing the profession.*
- (d) Charge 4:
- (i) rule 3(1): *The negligent performance of his professional duties; and*
 - (ii) rule 3(2): *The execution of his or her professional duties in a manner which does not comply with general accepted standards of practicing the profession.*

PENALTY:

Fine of R2,500 (two thousand five hundred rand) in terms of section 22(1)(d) of the Social Service Professions Act 110 of 1978.

18. NAME OF PERSON: Nombeko Patience MASHILANE**REGISTRATION NUMBER:** 10-20205**PROFESSION:** Social worker**PROVINCE:** Gauteng**SECTOR:** Private Practice**DATE OF FINDING:** 27 October 2021**FINDING AND NATURE OF THE UNPROFESSIONAL AND/OR IMPROPER CONDUCT:**

Guilty of contravention of the following rule(s) of the of *Rules relating to acts or omissions of a social worker, a social auxiliary worker or a student social worker which shall constitute unprofessional or improper conduct:*

- (a) rule 3(2): *The execution of his or her professional duties in a manner which does not comply with general accepted standards of practicing the profession.*

Penalty:

Twenty-four (24) months suspension of registration in terms of section 22(1)(b) of the Social Service Professions Act 110 of 1978. The penalty is suspended for a period of twenty-four (24) months in terms of section 22(1A)(a)(ii) of the Social Service Professions Act 110 of 1978

19. NAME OF PERSON: Jefries Zwelithini KHOSA**REGISTRATION NUMBER:** 10-38554**PROFESSION:** Social worker**PROVINCE:** Gauteng**SECTOR:** Government**DATE OF FINDING:** 18 January 2022**FINDING AND NATURE OF THE UNPROFESSIONAL AND/OR IMPROPER CONDUCT:**

Guilty of contravention of the following rule(s) of the of *Rules relating to acts or omissions of a social worker, a social auxiliary worker or a student social worker which shall constitute unprofessional or improper conduct:*

- (a) Charges 1, 2, 3, 4, 5, 6, 7, 8, 9 and 11:

- (i) rule 3(1): *The negligent performance of his professional duties;*
- (ii) rule 3(2): *The execution of his or her professional duties in a manner which does not comply with general accepted standards of practicing the profession; and*
- (iii) rule 3(3): *Behaviour which, with due regard to the prestige, status and dignity of the profession, is detrimental to his or her position as a social worker or to the profession as such.*

- (b) Charge 10:

- (i) rule 3(3): *Behaviour which, with due regard to the prestige, status and dignity of the profession, is detrimental to his or her position as a social worker or to the profession as such; and*
- (ii) rule 3(4): *Being guilty of or participating in or associating with dishonesty in the execution of his or her professional duties.*

PENALTY:

Charges 1, 2, 3, 10 and 11: Three years suspension of registration in terms of section 22(1)(b) of the Social Service Professions Act 110 of 1978. The penalty is suspended for a period of twelve (12) months in terms of section 22(1A)(a)(ii) of the Social Service Professions Act 110 of 1978.

Charges 4, 6, 8 and 10: Fine of R5,000 (five thousand rand) in terms of section 22(1)(d) of the Social Service Professions Act 110 of 1978.

Charges 7 and 9: Fine of R4,500 (four thousand five hundred rand) in terms of section 22(1)(d) of the Social Service Professions Act 110 of 1978.

20. NAME OF PERSON: Nazeem ABRAHAMS**REGISTRATION NUMBER:** 50-02350**PROFESSION:** Social worker**PROVINCE:** Gauteng**SECTOR:** NPO**DATE OF FINDING:** 29 March 2022**FINDING AND NATURE OF THE UNPROFESSIONAL AND/OR IMPROPER CONDUCT:**

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Guilty of contravention of the following rule(s) of the of *Rules relating to acts or omissions of a social worker, a social auxiliary worker or a student social worker which shall constitute unprofessional or improper conduct*:

(a) Charge 1:

- (i) rule 3(2): *The execution of his or her professional duties in a manner which does not comply with general accepted standards of practicing the profession;*
 - (ii) rule 3(3): *Behaviour which, with due regard to the prestige, status and dignity of the profession, is detrimental to his or her position as a social worker or to the profession as such;*
 - (iii) rule 3(4): *Being guilty of or participating in or associating with dishonesty in the execution of his or her professional duties; and*
 - (iv) rule 3(5): *The offering of direct or indirect compensation or any other form of incentive whatsoever for the referral of clients.*
- (b) Charge 2: rule 3(5): *The offering of direct or indirect compensation or any other form of incentive whatsoever for the referral of clients.*

PENALTY:

Cancellation of registration in terms of section 22(1)(c) of the Social Service Professions Act 110 of 1978.

21. **NAME OF PERSON:** Zeenith DOMINGO

REGISTRATION NUMBER: 10-06663

PROFESSION: Social worker

PROVINCE: Gauteng

SECTOR: NPO

DATE OF FINDING: 19 April 2022

FINDING AND NATURE OF THE UNPROFESSIONAL AND/OR IMPROPER CONDUCT:

Guilty of contravention of the following rule(s) of the of *Rules relating to acts or omissions of a social worker, a social auxiliary worker or a student social worker which shall constitute unprofessional or improper conduct*:

- (a) Charge 1: rule 3(1): *The negligent performance of his professional duties.*
- (b) Charge 2, counts 1 and 2: rule 3(2): *The execution of his or her professional duties in a manner which does not comply with general accepted standards of practicing the profession.*
- (c) Charge 3, count 1: rule 3(3): *Behaviour which, with due regard to the prestige, status and dignity of the profession, is detrimental to his or her position as a social worker or to the profession as such.*
- (d) Charge 4, count 1: rule 3(4): *Being guilty of or participating in or associating with dishonesty in the execution of his or her professional duties.*
- (e) Charge 4, count 2: rule 3(3): *Behaviour which, with due regard to the prestige, status and dignity of the profession, is detrimental to his or her position as a social worker or to the profession as such.*

PENALTY:

Eighteen (18) months suspension of registration in terms of section 22(1)(b) of the Social Service Professions Act 110 of 1978. The suspension is with effect from 27 May 2022.

22. **NAME OF PERSON:** Sinah Nombuso NGWENYAMA

REGISTRATION NUMBER: 10-31105

PROFESSION: Social worker

PROVINCE: Mpumalanga

SECTOR: NPO

DATE OF FINDING: 05 May 2022

FINDING AND NATURE OF THE UNPROFESSIONAL AND/OR IMPROPER CONDUCT:

Guilty of contravention of the following rule(s) of the of *Rules relating to acts or omissions of a social worker, a social auxiliary worker or a student social worker which shall constitute unprofessional or improper conduct*:

- (a) Charge 4: rule 3(3): *Behaviour which, with due regard to the prestige, status and dignity of the profession, is detrimental to his or her position as a social worker or to the profession as such.*

PENALTY:

Fine of R4,000 (four thousand rand) in terms of section 22(1)(d) of the Social Service Professions Act 110 of 1978.

23. **NAME OF PERSON:** Tiny Mashangu MATHONSI

REGISTRATION NUMBER: 10-14592

PROFESSION: Social worker

PROVINCE: Limpopo

SECTOR: Private Practice

DATE OF FINDING: 09 June 2022

FINDING AND NATURE OF THE UNPROFESSIONAL AND/OR IMPROPER CONDUCT:

Guilty of contravention of the following rule(s) of the of *Rules relating to acts or omissions of a social worker, a social auxiliary worker or a student social worker which shall constitute unprofessional or improper conduct*:

- (a) rule 3(4): *Being guilty of or participating in or associating with dishonesty in the execution of his or her professional duties.*

South African Council for Social Service Professions

PENALTY:

Cancellation of registration in terms of section 22(1)(c) of the Social Service Professions Act 110 of 1978

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