



Government Gazette Staatskoerant

REPUBLIC OF SOUTH AFRICA
REPUBLIEK VAN SUID AFRIKA

Vol. 696

9

June
Junie

2023

No. 48758

PART 1 OF 2

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

ISSN 1682-5845



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

IMPORTANT NOTICE:

THE GOVERNMENT PRINTING WORKS WILL NOT BE HELD RESPONSIBLE FOR ANY ERRORS THAT MIGHT OCCUR DUE TO THE SUBMISSION OF INCOMPLETE / INCORRECT / ILLEGIBLE COPY.

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

Contents

<i>No.</i>		<i>Gazette No.</i>	<i>Page No.</i>
GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS			
Agriculture, Land Reform and Rural Development, Department of / Landbou, Grondhervorming en Landelike Ontwikkeling, Departement van			
3509	Restitution of Land Rights Act (22/1994), as amended: Holfontein 399 IS	48758	14
Health, Department of / Gesondheid, Departement van			
2966	Health Professions Act (56/1974): Regulations defining the scope of the processions of Clinical Technology.....	48758	16
Office of the Public Service Commission / Kantoor van die Staatsdienskommissie			
3511	Public Service Commission Act, 1997: Publication of the Public Service Commission (PSC) Bill, 2023	48758	20
Public Works and Infrastructure, Department of / Openbare Werke en Infrastruktuur, Departement van			
3512	Agrément South Africa: Approval of Innovative Construction Products and Systems: ASLA Concrete Framed Building System	48758	66
3513	Agrément South Africa: Approval of Innovative Construction Products and Systems: Amalooloo Urine Diversion Toilet System	48758	68
3514	Agrément South Africa: Approval of Innovative Construction Products and Systems: Eco Wallchem All Paint	48758	70
3515	Agrément South Africa: Approval of Innovative Construction Products and Systems: Promac Strongcoat Wall Coating System	48758	72
3516	Agrément South Africa: Approval of Innovative Construction Products and Systems: SAF Panel Building System	48758	74
3517	Agrément South Africa: Approval of Innovative Construction Products and Systems: SAMAC Thermal Storage Tank	48758	76
3518	Agrément South Africa: Approval of Innovative Construction Products and Systems: Living Home MgO SIP Building System	48758	78
3519	Agrément South Africa: Approval of Innovative Construction Products and Systems: CITRA Building System	48758	80
3520	Agrément South Africa: Approval of Innovative Construction Products and Systems: Eldocrete Eldoloo Top & Pit Structures	48758	82
3521	Agrément South Africa: Approval of Innovative Construction Products and Systems: Eldoloo VIP Top & Pit Structure System	48758	84
3522	Agrément South Africa: Approval of Innovative Construction Products and Systems: NMC Precast Concrete Channel	48758	87
3523	Agrément South Africa: Approval of Innovative Construction Products and Systems: Cancellation: Atlas Plastics Water and Liquid Storage Tanks	48758	89
3524	Agrément South Africa: Approval of Innovative Construction Products and Systems: Suspended: Intastor Insulated Building System	48758	89
3525	Agrément South Africa: Approval of Innovative Construction Products and Systems: Suspended: Frame-Tech Building System	48758	90
3526	Agrément South Africa: Approval of Innovative Construction Products and Systems: Suspended: IES Virtual Environment Software (Version VE 2016)	48758	90
3527	Agrément South Africa: Approval of Innovative Construction Products and Systems: Reinstatement: Modular Reinforced Fibre Concrete Building System	48758	91
3528	Agrément South Africa: Approval of Innovative Construction Products and Systems: ASLA Suspended: Eco-Build Sandbag Building System	48758	92
Trade, Industry and Competition, Department of / Handel, Nywerheid en Kompetisie, Departement van			
3529	Competition Act (89/1998), as amended ("the Act"): South African Petroleum Industry Association granted conditional exemption	48758	93

GENERAL NOTICES • ALGEMENE KENNISGEWINGS

Sports, Arts and Culture, Department of / Sport, Kuns en Kultuur, Departement van

1856	Draft Policy on Women in Sport: Public notice for making submissions in relation to the Gazette "Draft Policy on Women and Sport"	48758	98
------	---	-------	----

Statistics South Africa / Statistieke Suid-Afrika

1857	Statistics South Africa: Consumer Price Index: April 2023	48758	164
------	---	-------	-----

Trade, Industry and Competition, Department of / Handel, Nywerheid en Kompetisie, Departement van

1858	Competition Act (89/1998), as amended: Competition Tribunal: Notification of Complaint Referral: Complaint referrals listed below	48758	165
------	---	-------	-----

BOARD NOTICES • RAADSKENNISGEWINGS

447	Allied Health Professions Act (63/1982): Annual fees, deregistration, new registration and restoration of AHPCSA Practitioners/Therapists	48758	166
448	Audit Professions Act (26/2005), as amended: Fees on Assurance Engagements payable to the IRBA with effect from 1 June 2023	48758	176



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:*

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

IMPORTANT NOTICE:

THE GOVERNMENT PRINTING WORKS WILL NOT BE HELD RESPONSIBLE FOR ANY ERRORS THAT MIGHT OCCUR DUE TO THE SUBMISSION OF INCOMPLETE / INCORRECT / ILLEGIBLE COPY.

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

GOVERNMENT PRINTING WORKS - BUSINESS RULES

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

CLOSING TIMES FOR ACCEPTANCE OF NOTICES

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

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.gpwnonline.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

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

GOVERNMENT PRINTING WORKS CONTACT INFORMATION

Physical Address:

Government Printing Works

149 Bosman Street

Pretoria

Postal Address:

Private Bag X85

Pretoria

0001

GPW Banking Details:

Bank: ABSA Bosman Street

Account No.: 405 7114 016

Branch Code: 632-005

For Gazette and Notice submissions: Gazette Submissions:

For queries and quotations, contact: Gazette Contact Centre:

E-mail: submit.egazette@gpw.gov.za

E-mail: info.egazette@gpw.gov.za

Tel: 012-748 6200

Contact person for subscribers: Mrs M. Toka:

E-mail: subscriptions@gpw.gov.za

Tel: 012-748-6066 / 6060 / 6058

Fax: 012-323-9574

GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NO. 3509

9 June 2023

AMENDING GOVERNMENT NOTICE NO. 708 OF 2019 IN THE GOVERNMENT GAZETTE NO: 42474 DATED 24 MAY 2019

Notice is hereby given in terms of **Section 11A [4] of the Restitution of the Land Rights Act 1994 [Act 22 of 1994]** as amended, that the **Commissioner for Restitution of Land Rights** is amending the said Gazette Notice to reflect correct affected properties and total affected extent. It was realized after inspection in loco that the correct affected properties are the Remaining Extent of Portion 4 of the farm Holfontein 399 IS, Portion 6 of the farm Vlaklaagte 396 IS and Portion 14 of the farm Vlaklaagte 396 IS. The affected extent is 0.5382 Hectares. Therefore, this amendment seeks to rectify that.

HOLFONTEIN 399 IS

Description of property	Owner of Property	Title Deed Number	Extent of Property	Bonds	Bond Holder	Other Endorsements
Remaining Extent of Portion 4	Bowker Anthony Charles [7501135139087]	T12888/2011	112.2315 ha	B805/2023	Standard Bank of South Africa Ltd	None

VLAKLAAGTE 396 IS


Description of property	Owner of Property	Title Deed Number	Extent of Property	Bonds	Bond Holder	Other Endorsements
Portion 6	Rodney Miles Bowker [4509135002083]	T4199/2012	256.9595 ha	None	None	K342/2014S [in favour of Bowker Patrick Michael] K4458/1999RM [in favour of Anglo Operations Pty Ltd]
Portion 14	Vuuren Pieter Jansen Van [8510275020089]	T14104/2022	171.4215 ha	B7216/2022	Standard Bank of South Africa Ltd	K4458/1999RM [in favour of Anglo Operations Pty Ltd]
			The Holmdene Community claim affects 0.5382 ha (39 Families)			

AMENDING GOVERNMENT NOTICE NO. 708 OF 2019 IN THE GOVERNMENT GAZETTE NO: 42474 DATED 24 MAY 2019

Notice is hereby given in terms of Section 11A [4] of the Restitution of the Land Rights Act 1994 [Act 22 of 1994] as amended, that the Commissioner for Restitution of Land Rights is amending the said Gazette Notice to reflect correct affected properties and total affected extent. It was realized after inspection in loco that the correct affected properties are the Remaining Extent of Portion 4 of the farm Holfontein 399 IS, Portion 6 of the farm Vlaklaagte 396 IS and Portion 14 of the farm Vlaklaagte 396 IS. The affected extent is 0.5382 Hectares. Therefore, this amendment seeks to rectify that.

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

Commissioner for Restitution of Land Rights**Private Bag X11330****Nelspruit****1200****Or 30 Samora Machel Drive****Nelspruit****1200****Tel No: 013 756 6000****Fax No: 013 752 3859**


MR L H MAPHUTHA
THE REGIONAL LAND CLAIMS COMMISSIONER
MPUMALANGA PROVINCE
DATE: 2023-05-23

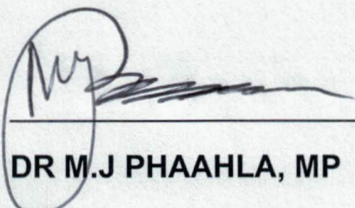
DEPARTMENT OF HEALTH

NO. 3510

9 June 2023

HEALTH PROFESSIONS ACT, 1974 (ACT NO.56 OF 1974)**REGULATIONS DEFINING THE SCOPE OF THE PROFESSION OF CLINICAL TECHNOLOGY**

The Minister of Health has, in terms of section 33(1) of the Health Professions Act, 1974 (Act No. 56 of 1974), and on the recommendation of the Health Professions Council of South Africa and the Professional Board for Radiography and Clinical Technology, made the regulations in the Schedule.


_____**DR M.J PHAAHLA, MP****MINISTER OF HEALTH**

DATE: 03/05/2023

SCHEDULE

DEFINITIONS

1. In these Regulations, any word or expression to which has been assigned in the Act shall have that meaning and, unless the context indicates: -

“Act” means the Health Professions Act, 1974 (Act No. 56 of 1974).

Acts pertaining to the profession of clinical technology

2. The following are hereby specified as acts which shall for the purposes of the Act be deemed to be acts pertaining to the profession of clinical technology: -
 - (a) The performance, in collaboration with a medical practitioner, of clinical investigative procedures with the aid of appropriate apparatus and techniques.
 - (b) The performance of corrective, therapeutic, and life support procedures in collaboration with a medical practitioner.
 - (c) Operating clinical technology apparatus including but not limited to diagnostic testing, therapeutic procedures, and organ support.
 - (d) Renting and supplying clinical technology apparatus directly to the public.

Acts relating to clinical technology categories

3. The following are hereby specified as acts which shall for the purposes of the Act be deemed to be acts pertaining to the profession of clinical technology in relation of the following categories: -

- (a) Cardiology: The performance of non-invasive special procedures and the provision of assistance to a medical practitioner in the handling of electronic apparatus used during invasive procedures for the purpose of obtaining data in order to support or confirm the diagnosis or treatment of or to identify a specific cardiac disease.
- (b) Cardiovascular perfusion: The usage of extra-corporeal apparatus to support or take over the patients' circulatory and respiratory function temporarily; collaboration with medical practitioners in the use of medical apparatus for blood management and patient monitoring.
- (c) Critical care: The support of the medical practitioner in the handling of life-support equipment in critical care situations; collaboration with medical practitioners in the use of medical apparatus for blood management and patient monitoring.
- (d) Nephrology: The performance of extra-corporeal procedures in the field of nephrology, as well as apheresis with the appropriate apparatus; collaboration with medical practitioners in the use of medical apparatus for blood management and patient monitoring.
- (e) Neurophysiology: The performance of electrophysiological procedures, as well as tests on the brain, nervous system, and muscular systems of the patient.
- (f) Pulmonology: The performance of lung function examinations with the aid of electronic and computerised equipment in order to support and confirm the diagnosis of respiratory disease.
- (g) Reproductivity biology: The evaluating and determining of the extent, nature, and degree of infertility in couples with a view to a diagnosis by a medical

practitioner, and the performance of procedures to attain a successful pregnancy.

Repeal of laws

4. The Regulations Defining the Scope of the Profession of Clinical Technology published under Government Notice R721 in *Government Gazette* 13137 of 5 April 1991 are hereby repealed.

Short title

5. These Regulations are Regulations Defining the Scope of the Profession of Clinical Technology, 2023.

OFFICE OF THE PUBLIC SERVICE COMMISSION**NO. 3511****9 June 2023**

**PUBLIC SERVICE COMMISSION
PUBLIC SERVICE COMMISSION BILL 2023
INVITATION FOR PUBLIC COMMENT**

1. Notice is hereby given that the draft Public Service Commission Bill 2023 and explanatory memorandum are available for public comments on the website of the Public Service Commission at [http:// www.psc.gov.za](http://www.psc.gov.za) under the heading of legislation.
2. The draft Public Service Commission Bill of 2023 seeks to regulate the Public Service Commission in accordance with the provisions of section 196 of the Constitution in relation to the functioning of the Public Service Commission:
 - 2.1. To repeal the Public Service Commission Act, 1997.
 - 2.2. The promulgation of a new Public Service Commission Bill 2023 into an Act.
 - 2.3. To enable the Public Service Commission to operate as an independent and impartial constitutional body with its own Secretariat with employees to support the PSC mandate administratively and technically.
 - 2.4. To improve the efficiency and impact of the PSC within the public service and public administration, as part of building a capable, ethical and developmental state.
 - 2.5. The extension / implementation of the application of the Public Service Commission mandate to Municipalities and Public Entities and to provide for matters connected therewith.
3. The PSC Bill 2023 was adopted and approved for publication for public comments by the Cabinet Cluster on 16 May 2023.
4. All interested parties and organisations are invited to submit written comments on the draft Bill by no later than 30 days from date of publication by:
 - (a) email to: shukratm@opsc.gov.za and NontobekoN@opsc.gov.za
 - (b) hand delivery to: Block B, Office Complex – Public Service Commission, 536 Francis Baard Street Arcadia, Pretoria. Room No: W509 or drop at the reception on the ground floor.
 - (c) post to: The Director-General: Public Service Commission Private Bag X 121 Pretoria, 0001.
5. Kindly provide the name, address, telephone and fax number and email address of the person or organisation submitting the comments.
6. For further information, please do not hesitate to contact Advocate Shukrat Makinde on 0722446453 / 012 -3521188, alternatively Ms Nontobeko Ngubane on 012 -3521032.

REPUBLIC OF SOUTH AFRICA

PUBLIC SERVICE COMMISSION BILL

(As published for public comments and to be introduced in the National Assembly (as a proposed section 76); explanatory summary of Bill published in Government Gazette Notice No. 3511 of 2023)

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

(MINISTER FOR THE PUBLIC SERVICE AND PUBLIC ADMINISTRATION)

((B- 2023)

BILL

To regulate the Public Service Commission in accordance with the provisions of section 196 of the Constitution; to regulate the process for the appointment of commissioners of the Commission; to provide for the establishment of the Secretariat of the Commission; to provide for the Commission to fulfil its constitutional mandate in respect of public entities and local government; to repeal the Public Service Commission Act, 1997; and to provide for matters connected therewith

PREAMBLE

WHEREAS section 196 of the Constitution, read with item 24(2) of Schedule 6 to, the Constitution of the Republic of South Africa, 1996, provides for the continued existence of the Public Service Commission as a single, independent and impartial Commission.

AND WHEREAS section 196 of the Constitution—

- provides for a mechanism for the appointment, including the renewal of appointment, and removal of commissioners;
- determines that the Commission, and the procedure for the appointment of commissioners, must further be regulated by national legislation.

AND WHEREAS section 196(4) of the Constitution provides that the powers and functions of the Commission are—

- to promote the values and principles set out in section 195 of the Constitution;

- to investigate, monitor and evaluate the organisation and administration, and the personnel practices, of the public service;
- to propose measures to ensure effective and efficient performance within the public service;
- to give directions aimed at ensuring that personnel procedures relating to recruitment, transfers, promotions and dismissals comply with the aforesaid values and principles;
- to report in respect of its activities and the performance of its functions including any finding it may make and directions and advice it may give, and to provide an evaluation of the extent to which the values and principles set out in section 195 are complied with;
- on own accord or receipt of a complaint—
 - to investigate and evaluate the application of personnel and public administration practices and to report to the relevant executive authority and legislature;
 - to investigate grievances of employees in the public service, and to recommend appropriate remedies;
 - to monitor and investigate adherence to applicable procedures in the public service; and
 - to advise national and provincial organs of state regarding personnel practices in the public service; and
- to exercise or perform the additional powers or functions prescribed by an Act of Parliament;

AND WHEREAS section 196 of the Constitution determines that the Commission has

such additional powers and functions as may be prescribed by national legislation;

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

ARRANGEMENT OF SECTIONS

PART I

DEFINITIONS AND APPLICATION OF ACT

Section

1. Definitions
2. Application of this Act

PART II

THE PUBLIC SERVICE COMMISSION

3. Constitution of Commission
4. Appointment of commissioners
5. Disqualification from appointment as commissioner
6. Limitation on other work by commissioners, renewal of term of office of commissioners and vacation of office by commissioners
7. Chairperson and Deputy Chairperson of Commission
8. Remuneration and other conditions of appointment of commissioners
9. Inspections by Commission
10. Investigations by Commission
11. Inquiries by Commission
12. Access to reports of Commission
13. Implementation of decisions of Commission

- 14. Independence and impartiality
- 15. Obstruction of Commission

PART III

SECRETARIAT OF COMMISSION

- 16. Secretariat of Commission
- 17. Delegation of Commission's powers or functions

PART IV

FINANCES AND ACCOUNTABILITY

- 18. Finances and accountability

PART V

GENERAL

- 19. Legal proceedings by or against Commission
- 20. Rules
- 21. Repeal and amendment of laws
- 22. Transitional provisions
- 23. Short title and commencement

SCHEDULE
LAWS REPEALED OR AMENDED

PART I
DEFINITIONS AND APPLICATION OF ACT (SECTIONS 1 AND 2)

Definitions

1. (1) In this Act, unless the context indicates otherwise:

"Chairperson" means the Chairperson of the Commission designated in terms of section 7;

"Chief Executive Officer" means the Chief Executive Officer appointed in terms of section 16(2)(a);

"Commission" means the Public Service Commission referred to in section 196(1) of the Constitution;

"Commissioner" means a commissioner appointed in accordance with section 196(7) of the Constitution;

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

"employee" means any employee appointed in terms of section 16(2)(b), or seconded to the Commission under section 16(6);

"executive authority" means—

(a) in relation to a department as defined in section 1 of the Public Service Act, the executive authority as defined in that Act;

(b) in relation to a public entity, its Chairperson of the board or other controlling

body;

(c) in relation to a municipality, the relevant Municipal Council and the Mayor;

"Independent Commission" means the Independent Commission for the Remuneration of Public Office Bearers established by section 2 of the Independent Commission for the Remuneration of Public Office-bearers Act, 1997 (Act No. 92 of 1997);

"local government" means the local sphere of government referred to in section 151 of the Constitution;

"municipality" means a municipality contemplated in section 155 of the Constitution;

"prescribed" means prescribed by rule;

"public entity" means a national public entity or a provincial public entity as defined in section 1 of the Public Finance Management Act and listed in schedule 2, and 3A to 3D of the Public Finance Management Act and established in line with section 238 and 239 of the Constitution,

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

"public service" means the public service as defined in section 1 of the Public Service Act, and includes a person employed in a post on the establishment of any municipality or any public entity and any person additional to any such establishment;

"Public Service Act" means the Public Service Act, 1994 (Proclamation No. 103 of 1994);

"rule" means a rule made under section 20;

"Secretariat" means the Secretariat of the Commission established by section 16;

"this Act" includes a rule;

Application of this Act

2. (1) The provisions of this Act apply in relation to the administration of the public service.

(2) The Commission may, after consultation with the relevant municipality or public entity, by notice in the *Gazette*, include any such municipality or public entity, as the case may be, in the implementation of this act, and may from time to time likewise withdraw a notice in relation to one or more municipalities or public entities specified in any notice.

PART II**THE PUBLIC SERVICE COMMISSION****Constitution of Commission**

3. The Commission consists of 14 commissioners as prescribed by the Constitution, which commissioners must, subject to the provisions of this Act and the Constitution, be appointed by the President.

Appointment of commissioners

4. (1) Whenever necessary in terms of this Act—
(a) in the case of a commissioner envisaged in section 196(7)(a) of the Constitution, the committee contemplated in section 196(8)(a)(i) of the Constitution must, as soon as possible, but not later than 30 days as from the

date of receipt of the notice of a vacancy referred to in subsection (1), be appointed in accordance with the rules and orders of the National Assembly;

- (b) in the case of a commissioner envisaged in section 196(7)(b) of the Constitution, a committee contemplated in section 196(8)(b)(i) of the Constitution must as soon as possible, but, not later than 30 days as from the date of receipt of the request referred to in subsection (4), be appointed in accordance with the rules and orders of the provincial legislature concerned.

(2) Whenever a vacancy occurs in the Commission, a committee contemplated in section 196(8)(a)(i) or section 196(8)(b)(i) of the Constitution, as the case may be, must, within 30 days as from the date on which such vacancy occurred, by public notice in media circulating nationally, invite fit and proper persons to submit applications for appointment as commissioner, within a period determined in the notice, but not later than 30 days as from the date of that notice.

(3) Whenever the President is required to appoint to a vacancy of a commissioner as provided in terms of section 196(8)(a)(i) of the Constitution, the President must address a request in writing to the Speaker of the National Assembly that a fit and proper person contemplated in section 196(10) of the Constitution be approved of as soon as may be practicable by the National Assembly in accordance with section 196(8)(a)(ii) of the Constitution.

(4) Whenever the President is required to appoint a commissioner who has been recommended as provided in section 196(8)(b)(i) of the Constitution, the President must address a request in writing to the Premier of that province that a fit and proper person contemplated in section 196(10) of the Constitution be approved by the legislature as soon as may be practicable in accordance with section 196(8)(b)(ii) of the Constitution.

(5) In considering whether a person complies with the provisions of section 196(10) of the Constitution, the following considerations must serve as a recommendation:

(a) In relation to his or her qualifications, he or she has a South African Qualification Authority recognised bachelor's degree or equivalent qualification in at least one of the following fields:

- (i) Public administration;
- (ii) business administration;
- (iii) human resource management;
- (iv) human behavioural sciences; or
- (vi) the law; and

(b) in relation to his or her experience, he or she—

- (i) held office as a head of a department mentioned in Schedules 1 or 2 to the Public Service Act or held office as a Municipal Manager;
- (ii) has worked at a senior management level in the public administration for at least five years;
- (iii) has, for a cumulative period of at least five years, been a member of Parliament, a provincial legislature, a municipal council or the board or other controlling body of a public entity;
- (iv) has specialised knowledge of, or for a cumulative period of at least five years, experience in, administration, business administration, human resource management, human behavioural sciences, management or the provisioning of public services, and law;
- (v) has, for a cumulative period of at least five years lectured public administration or management at a recognised institution of higher

learning; or

(vi) has any combination of experience referred to in subparagraphs (i) to (v).

(6) A commissioner must before assuming his or her term of office make and subscribe an oath or solemn affirmation before a Judge President of the relevant division of the High Court or any other judge of the High Court designated by that Judge President in the terms set out in Schedule 1.

Disqualification from appointment as commissioner

5. Notwithstanding the provisions of section 3, a person is not a fit and proper person, if he or she—

- (a) is not a South African citizen;
- (b) is an unrehabilitated insolvent;
- (c) has been declared to be of unsound mind by a court in the Republic;
- (d) has at any time been removed from a position of trust by reason of improper conduct involving a breach of such trust; or
- (e) is a person who was at any time convicted of theft, fraud, forgery and uttering a forged document, perjury, any offence under the Prevention of Corruption Act, 1958 (Act No 6 of 1958), the Corruption Act, 1992 (Act No 94 of 1992), or Part 1 to 4, or section 17, 20 or 21 (in so far as it relates to the aforementioned offences), of Chapter 2 of the Prevention and Combating of Corrupt Activities Act, 2004 (Act No 12 of 2004) or any other offence involving dishonesty.

Limitation on other work by commissioners, renewal of terms of office of commissioners and vacation of offices by commissioners

6. (1) A commissioner may not—

- (a) hold office in any political party or political organisation; or
- (b) without the written consent of the President perform or engage himself or herself to perform any remunerative work outside the duties of his or her office.

(2) The President may, as contemplated in section 196(10) of the Constitution and within 90 days before the expiry of the first term of office of a commissioner, renew the term of that commissioner for one additional term only—

- (a) in the case of a commissioner who had been approved by the National Assembly, on the recommendation of the National Assembly; and
- (b) in the case of a commissioner who was nominated by the Premier of a province, on the recommendation of the provincial legislature concerned.

(3) The renewal of term of a commissioner must be based on the commissioner—

- (a) remaining a fit and proper person as required by section 196(10) of the Constitution; and
- (b) having maintained a satisfactory level of performance in relation to his or her duties.

(4) The President may allow a commissioner to vacate his or her office—

- (a) on account of continued ill-health; or
- (b) at his or her request: Provided that such request must be addressed to the

President, as the case may be, at least three calendar months prior to the date on which he or she wishes to vacate such office, unless the President allows a shorter period in a specific case.

(5) If the President allows a commissioner to vacate office in terms of subsection (4), the President must give notice to the National Assembly or, in the case of a commissioner referred to in section 196(7)(b) of the Constitution, the relevant provincial legislature.

(6) The Commission may, at any time, approach the committee referred to in section 4(1) with regard to any matter pertaining to the office of a commissioner.

Chairperson and Deputy Chairperson of Commission

7. (1) The President must designate one commissioner as chairperson and another as deputy chairperson of the Commission.

(2) If the Chairperson is absent or for any reason unable to act as chairperson, the Deputy Chairperson must act as chairperson of the Commission.

(3) If both the Chairperson and the Deputy Chairperson are absent, or for any reason unable to act as chairperson, the President must designate one commissioner to act as the chairperson of the Commission for a period not exceeding 30 days.

Remuneration and other conditions of appointment of commissioners

8. (1) A commissioner is entitled to such remuneration and other conditions of appointment—

- (a) as determined by the President, from time to time, by Proclamation, after taking into consideration the recommendations of the Independent Commission; and
- (b) approved by the National Assembly in terms of subsection (2).

(2) (a) A notice issued under subsection (1)(a) must be submitted to the National Assembly for approval before publication thereof.

(b) The National Assembly must, by resolution—

- (i) approve the notice, whether in whole or in part; or
- (ii) disapprove the notice.

(3) A notice in terms of subsection (2)(a) or any provision thereof may commence with effect from a date specified in the notice, which date may not be more than one year before the date of publication of that notice.

(4) The Independent Commission must, when investigating or considering the remuneration and other conditions of appointment, consult with the Cabinet member responsible for finance.

(5) Different remunerations and other conditions of appointments may be determined in respect of the Chairperson, the Deputy Chairperson and other commissioners of the Commission.

(6) A commissioner's remuneration may not be reduced, and his or her other conditions of appointment may not be adversely altered during his or her term of office, including any renewal thereof.

Inspections by Commission

9. The Commission may inspect departments and other organisational components in the public service and has access to such official documents or may obtain such information from heads of those departments, organisational components or from other officers in the service of those departments, organisational components as may be necessary for the exercise of its powers or the performance of its functions under the Constitution, the Public Service Act or any other law relating to local government or any public entity.

Investigations by Commission

10. The Commission may investigate departments and other organisational components in the public service and has access to such official documents or may obtain such information from heads of those departments, organisational components or from other officers in the service of those departments, organisational components as may be necessary for the exercise of its powers or the performance of its functions under the Constitution, the Public Service Act or any other law relating to local government or any public entity.

Inquiries by Commission

11. (1) The Commission may conduct an inquiry into any matter in respect of which it is authorised by the Constitution, this Act, the Public Service Act or

any law relating to any local government and any public entity to exercise any of its power or to perform any of its functions.

(2) For purposes of any such inquiry, the Commission may—

- (a) call upon or, should the Commission for any reason determine otherwise, summons any person who may be able to give information of material importance concerning the subject of the inquiry or who has in his or her possession or custody or under his or her control any book, document or object which may have a bearing on the subject of the inquiry, to appear before the Commission;
- (b) call upon and administer an oath to, or accept an affirmation from, any person present at the inquiry who has or might have been called upon or summonsed in terms of paragraph (a); and
- (c) examine or require any person who has been called upon in terms of paragraph (a) to produce any book, document or object in his or her possession or custody or under his or her control which may have a bearing on the subject of the inquiry.

(3) A summons for a person to appear before the Commission must be—

- (a) in the prescribed form;
- (b) signed by the Chairperson or any other person designated by the Chairperson; and
- (c) served in the prescribed manner.

(4) Any person who—

- (a) has been duly summonsed under this section and who fails, without sufficient cause—

- (i) to attend at the time and place specified in the summons; or
 - (ii) to remain in attendance until excused by the Commission from further attendance;
- (b) has been called upon in terms of subsection (2) (b) and who refuses to be sworn or to affirm as a witness; or
- (c) fails, without sufficient cause—
 - (i) to answer fully and satisfactorily any question lawfully put to him or her in terms of subsection (2)(c); or
 - (ii) to produce any book, document or object in his or her possession or custody or under his or her control which he or she was required to produce in terms of subsection (2)(c),

is guilty of an offence and liable on conviction to a fine or to imprisonment for a period not exceeding 12 months or to both such fine and such imprisonment.

(5) In connection with the examination of any person by, or the production of any book, document or object before, the Commission in terms of this section, the law relating to privilege, as applicable to a witness summonsed to give evidence or to produce any book, document or object before a court of law, applies.

Access to reports of Commission

12. (1) Subject to the provisions of subsection (2), no person is entitled to have access to any report prepared by the Commission consequent upon any of its powers and functions in terms of section 196(4) of the Constitution until such time as such report has been submitted to the relevant executive authority or any other person.

(2) The provisions of subsection (1) do not apply in respect of a report

dealing with matters in which any other person or persons have an interest unless—

- (a) the person referred to in subsection (1) obtained the permission of such other person or persons, as the case may be; or
- (b) the part of the report in which the person or persons referred to in subsection (1) has an interest can be severed from the part or parts relating to any such other person or persons.

Implementation of decisions of Commission

13. (1) If the Commission has taken any decision—

- (a) proposing measures as provided in section 196(4)(c) of the Constitution;
- (b) giving directions as provided in section 196(4)(d) of the Constitution;
- (c) on a report as provided in section 196(4)(e) and (f)(i) of the Constitution;
- (d) recommending as provided in section 196(4)(f)(ii) of the Constitution; and
- (e) giving advice as provided in section 196(4)(f)(iv) of the Constitution,

the relevant executive authority or other person to whom such decision was directed must, with a view to the provisions of section 196(3) of the Constitution, report, not later than 60 days as from the date on which such decision was so directed or such shorter or longer period as the Commission may determine or allow, as the circumstances may require, to the Commission on the manner in which any such decision was implemented or otherwise dealt with.

(2) In the event of a refusal or failure by the executive authority or person referred to in subsection (1) to report as provided in that subsection, the Commission may report such refusal or failure—

- (a) in the case an executive authority referred to in paragraph (a) or (b) of the

definition of "executive authority", to Parliament or in the case of a provincial public entity, to the provincial legislature concerned;

- (b) in the case of an executive authority referred to paragraph (c) of that definition, to the member of the executive council in the province concerned charged with local government; and
- (c) In the case of a decision directed to a person responsible to any executive authority referred to in paragraph (a) or (b), to the relevant executive authority, for such action as Parliament, the provincial legislature concerned, the member of the executive council in the province concerned or the relevant executive authority, as the case may be, may deem fit.

Independence and impartiality

14. A Commissioner as well as a member of staff contemplated in section 16—

- (a) must serve impartially and independently and exercise or perform his or her powers and functions in good faith and without fear, favour or prejudice and subject only to the Constitution and the law; and
- (b) may not act in any manner that compromises the credibility, impartiality, independence or integrity of the Commission.

Obstruction of Commission

15. Any person who hinders or obstructs the Commission in the exercise of its powers and the performance of its functions under the Constitution, this Act, the Public Service Act or any law relating to local government or any public entity, is guilty of an offence and liable on conviction to a fine or to imprisonment for a period not exceeding 12 months or to both such fine and such imprisonment.

PART III**SECRETARIAT OF COMMISSION****Secretariat of Commission**

16. (1) There is hereby established a secretariat to be known as the Secretariat of the Commission consisting of the persons appointed in terms of subsection (2).

(2) The Commission must, subject to its directions and control, in the exercise of its powers or the performance of its functions under the Constitution, this Act and any law relating to local government or any public entity, be assisted by—

(a) a suitably qualified and experienced person appointed as Chief Executive Officer for a renewable period not exceeding five years at a time, and any other person or persons appointed as Deputy Chief Executive Officer or Deputy Chief Executive Officers, under such designations as the Commission may deem fit, subject to terms and conditions of service under the laws governing the public

service; and

- (b) such employees appointed by the Chief Executive Officer, subject to the laws governing the public service, appoint employees, either full-time or part-time, to the Commission to assist the Chief Executive Officer to perform the functions or exercise the powers of the Commission, or both, as may be necessary.
- (c) the chairperson of the Commission as the Executive Authority of the Secretariat has all those powers and duties necessary for the internal organisation of the Secretariat concerned, including its organisational structure and establishment, the transfer of functions within that Secretariat, human resource planning, the creation and abolition of posts and the provision for the employment of persons additional to the fixed establishment.

(3) The Chief Executive Officer, and all or such employees as the Commission may determine, must enter into performance agreements with the Chairperson of the Commission / Commission on acceptance of appointment.

(4) In exercising its powers or performing its functions in terms of subsection (2), the Commission must consult with the Cabinet member responsible for finance and public service and administration.

(5) The Chief Executive Officer is responsible for—

- (a) the management of the affairs and operations of the Commission;
- (b) the formation and development of an efficient administration;
- (c) the organisation and management of, and administrative control over, all employees appointed in terms of subsection (2)(b) and all employees seconded to the Commission as envisaged in subsection (6);
- (d) the maintenance of discipline in respect of employees; and

(e) the carrying out of the decisions of the Commission, and is in respect thereof and for the purposes of paragraphs (a) to (d) accountable to the Commission and must report thereon to the Commission as often as may be required by the Commission.

(6) The Commission may, in the exercise of its powers or the performance of its functions, at its request, be assisted by employees in the public service, municipality or public entity seconded to the service of the Secretariat in terms of any law regulating such secondment.

(7) An employee employed in, or seconded to, the Secretariat must—

- (a) serve impartially and independently and perform his or her functions in good faith and without fear, favour, bias or prejudice;
- (b) serve in a full-time capacity to the exclusion of any other duty or obligation arising out of any other employment or occupation or the holding of any other office: Provided that the Commission may exempt such employee from the provisions of this paragraph.

(8) The Commission may in the exercise of its powers or the performance of its functions by or under the Constitution, this Act or any other law, for specific projects, enter into contracts for the services of persons having technical or specialised knowledge of any matter relating to the work of the Commission, and determine the remuneration, including reimbursement for travelling, subsistence and other expenses, of such persons subject to availability of resources.

Delegation of Commission's powers or functions

17. (1) The Commission may delegate to one or more commissioners, or

to any committee or committees any power conferred upon or function entrusted to the Commission by or under this Act, the Public Service Act or any law relating to local government or any public entity, excluding the power to delegate referred to in this subsection or a power referred to in section 18, on such conditions as the Commission may determine.

(2) Any delegation may at any time be amended or revoked by the Commission.

(3) The Commission must not be divested of any power or function delegated by it under subsection (1) and may amend or withdraw any decision made in the exercise of such delegated power or the performance such delegated function.

PART IV

FINANCES AND ACCOUNTABILITY

Finances and accountability

18. (1) The expenditure incidental to the exercise or performance of the powers and functions of the Commission must be defrayed from—

- (a) monies appropriated by Parliament for that purpose;
- (b) monies received, with the approval of the Parliament, granted in a particular case or generally, subject to such conditions as the Parliament may determine, as donations or grants;
- (c) management fees, as prescribed by regulation, for specific services rendered and in consultation with National Treasury.

(2) Subject to the Public Finance Management Act—

- (a) the Chief Executive Officer—
- (i) is charged with the responsibility of accounting for monies received or paid out for or on account of the Secretariat and the Commission; and
 - (ii) must cause the necessary accounting and other related records to be kept; and
- (b) may exercise such powers and perform such functions as the Commission may from time to time assign to him or her, and is in respect thereof accountable to the Commission.
- (3) The Commission must budget for the necessary resources or additional resources to enable it to exercise its powers and perform its functions effectively.
- (4) The Chairperson is, for purposes of the Public Finance Management Act, the executive authority of the Commission.
- (5) The records referred to in subsection (2)(a)(ii) must be audited by the Auditor General.

PART V

GENERAL

Legal proceedings by or against Commission

19. (1) The Commission is a juristic person.

(2) The State Liability Act, 1957 (Act No 20 of 1957), applies with the necessary changes, in respect of the Commission, and in any such application a reference in that Act to "*the executive authority of the department concerned*" must be

construed as a reference to the Chairperson.

(3) A commissioner or an employee of the Commission or the Secretariat is not liable for anything done in good faith in the exercise or performance or purported exercise or performance of any power or function, or in respect of anything reflected in any report, finding, point of view or recommendation made or expressed in good faith and submitted to the National Assembly or a provincial legislature or made known in terms of this Act.

Rules

20. The Commission may by notice in the *Gazette* make rules which are not inconsistent with this Act or the Constitution as to—

- (a) the manner in which and the circumstances under which—
 - (i) grievances by heads of departments, or employees, in the public service must be lodged with, or referred to, executive authorities or the Commission; and
 - (ii) any complaint by any person must be lodged with the Commission;
- (b) the procedure, including a process of mediation, to be followed by the Commission in investigating any grievances or complaints;
- (c) the form of summonses to be served on persons to appear at inquiries of the Commission as provided in section 11 and the manner in which such summonses must be served;
- (d) any matter referred to in section 16(2) ((a)(b) & (c), including, but not limited to the duties, remuneration and other terms and conditions of service of

employees;

- (e) any management fees payable in respect of specified services rendered by the Commission; and
- (f) any matter required or permitted to be prescribed by rule under this Act.

Repeal and amendment of laws

21. The laws mentioned in the first column of the Schedule are hereby repealed or amended to the extent set out in the third column thereof.

Transitional provisions

22. (1) Notwithstanding the repeal of any law by section 22—

- (a) the persons occupying the posts of Director-General or Deputy Directors-General, as the case may be, immediately prior to the commencement of section 16, must be deemed to have been appointed in terms of section 16(2)(a) as the Chief Executive Officer or Deputy Chief Executive Officers, as the case may be, of the Commission for the unexpired period, if any, of his or her term of service by virtue any performance agreement to which he or she is a party;
- (b) any person who was, immediately prior to such commencement, employed in the service of the Public Service Commission by virtue of the provisions of section 14(2)(b) of the Public Service Commission Act, 1997 (Act No 46 of 1997), or appointed in terms of the Public Service Act must, subject to the provisions of subsection (3), be deemed to have been appointed, without any

- interruption of service, by the Commission in terms of section 16(2)(b);
- (c) the remuneration and other conditions of service determined in terms of the Public Service Act applicable to the persons referred to in paragraphs (a) and (b), must be deemed to have been determined by the Commission under section 16(4), until amended by the Commission, provided that any such amendment may not be less favourable than the remuneration and other conditions of service such person was entitled to immediately prior to the commencement of section 16;
 - (d) any collective agreement relating to employees referred to in paragraphs (a) and (b) concerning their conditions of employment or matters of mutual interest which is still of force and effect immediately prior to the commencement of section 14 remains of force and effect as if it were concluded between the relevant trade union and the Commission;
 - (e) any performance agreement concluded, prior to the commencement of section 14, by the Director-General, the Deputy-Director General or any other employee, must be deemed to have been concluded in terms of section 16(3);
 - (f) any rules made by the Commission before the commencement of section 23, must be deemed to have been made by the Commission under section 23 until amended or repealed by the Commission; and
 - (g) any bank account in the name of the Office of the Public Service Commission or any cash in hand held or administered by that Office must, as from the commencement of section 16, be deemed to be a bank account or cash held or administered by the Secretariat.

(2) Any person referred to in subsection (1) (a) or (b) is entitled to the same remuneration and other conditions of service he or she was entitled to

immediately prior to the commencement of section 16.

(3) (a) A person referred to in subsection (1)(a) or (b) has the right to exercise in writing, within a period of 30 days as from the commencement of section 16 or such longer period as the Commission may allow, a choice indicating that he or she wishes not to be deemed to be an employee appointed in terms section 16(2)(b) and he or she must inform the Minister for Public Service and Administration accordingly.

(b) The Commission must, in the case of an employee referred to in paragraph (a), retain such employee in its employ on the same remuneration and other conditions of service he or she was entitled to immediately prior to the commencement of section 22 until such time he or she can be accommodated elsewhere in terms of the Public Service Act in a similar or higher post or he or she is in terms of the Public Service Act seconded to the Commission.

Short title and commencement

23. (1) This Act is called the Public Service Commission Act, 2022, and comes into operation on a date fixed by the President by proclamation in the Gazette.

(2) Different dates may in terms of subsection (1) be fixed in respect of different provisions or different parts of particular provisions of this Act.

(3) A reference in this Act to its commencement must be construed as a reference to the applicable date so determined.

SCHEDULE 1**OATH AND SOLEMN AFFIRMATION OF COMMISSIONER**

I, A.B., do hereby swear/solemnly affirm, as a commissioner of the Public Service Commission, to be faithful to the Republic of South Africa and to hold my office as commissioner with honour and dignity, to respect and uphold the Constitution and the law; to be a true and faithful commissioner, not to divulge directly or indirectly any matter entrusted to me under secrecy; and to perform the powers and functions of my office without fear, favour or prejudice in accordance with the Constitution and the law to the best of my ability.

SCHEDULE 2**LAWS REPEALED OR AMENDED**

No and year of law	Short title	Extent of amendment or repeal
Proclamation 103 of 1994	Public Service Act, 1994	The deletion in section 1 of paragraph (c) of the definition of "executive authority". The deletion of Office of the Public Service Commission from Schedule 1.
Act 46 of 1997	Public Service Commission Act, 1997	Repeal of the whole
Act 92 of 1997	Independent Commission for the Remuneration of Public Office-bearers Act, 1997	The substitution in section 1 for the definition of "constitutional institution" of the following definition: <i>"constitutional institution" means the Public Protector, the Auditor General and any commission established by Chapter 9 or 10 of the Constitution, including the Independent Communications Authority of South Africa contemplated in section 192 of</i>

No and year of law	Short title	Extent of amendment or repeal
		<i>the Constitution and the Financial and Fiscal Commission referred to in section 220 of the Constitution;"</i>
Act 1 of 1999	Finance Management Act, 1999	The amendment of Schedule 1 by the addition of the expression "Public Service Commission".
Act 32 of 2000	The Local Government Municipal Systems Act, 2000	<p>The insertion of the following section after section 68:</p> <p><u>"Investigation and directions of the Public Service Commission"</u></p> <p>68A. (1) <i>In this section "Commission" means the Public Service Commission referred to in section 196 (1) of the Constitution.</i></p>

MEMORANDUM ON THE OBJECT**SIXTH DRAFT OF THE PUBLIC SERVICE COMMISSION BILL, 2023****Table of Contents**

1. INTRODUCTION	2
2. OBJECT OF THE PSC BILL 2023	4
3. CONTENT OF THE BILL	6

1. INTRODUCTION

- 1.1. The Public Service Commission (PSC) is established in terms of Chapter 10 of the Constitution of the Republic of South Africa, 1996, as an independent and impartial institution. The PSC must exercise its powers and perform its function without fear, favour or prejudice in the interest and maintenance of an effective and efficient public administration and the promotion of a high standard of professional ethics in the public service.
- 1.2. The Constitution further provides that no organ of state may interfere with the functioning of the Public Service Commission (PSC).
- 1.3. The need for the new PSC Bill 2023 was based on a business case and a socio-economic assessment which support the view expressed in the National Development Plan (page 412) which indicates the following in respect of the Office of the Public Service Commission (OPSC):

“The Office of the Public Service Commission, which is the administrative arm of the PSC, is partially dependent on the executive for the appointment of its Director-General and the allocation of its budget. This provides some important benefits including the scope to participate in the Governance and Administration Cluster, but there is also the potential for these links to compromise the PSC’s independence. These are issues that may need to be reflected on going forward.”
- 1.4. The National Development Plan (NDP) also stated that there is potential for the OPSC’s status as a Public Service Department to compromise the PSC’s independence and employees of the PSC tend to have vested interest on issues that they should be having an oversight on.
- 1.5. Parliament took a Resolution on 15 November 2011, that the PSC must report on the implementation of section 195(1) of the Constitution by the administration of all spheres of government, organs of state and the public enterprises in South Africa, every year. The report of the PSC should be contained in the annual report of the entity that the PSC is reporting on every year. The PSC is hereby giving effect to the Parliamentary Resolution in the promulgation of this Bill into an Act.
- 1.6. The PSC Bill 2023 gives effect to section 196 of the Constitution in the establishment of the PSC Secretariat through a function shift of the OPSC from a National Department to the PSC Secretariat in terms of the PSC Bill 2023. This is to strengthen the independence of the PSC as a constitutional institution.

- 1.7. The mandate of the PSC will be expanded to go beyond the Public Service to address Public Administration inclusive of Local Government and Public Entities as there is a public service within local government and public entities.
- 1.8. The extension / implementation of the PSC mandate to local government and public entities will broadly promote the mandate of the PSC as an oversight body with respect to the proper implementation of people management practices within the Public Service and Public Administration and the professionalization of the public service to achieve a capable and ethical public service.
- 1.9. The PSC client and stakeholders will be better coordinated within a framework that removes possible perception of conflict of interest, possible compromise of the Commission and promotion of its service delivery offering with clear identification of clients and better stakeholder management.

Service Delivery Improvement Focus Areas

- 1.10. The mandate of the PSC will continue to focus on effective governance, promotion of ethical values within the public service and public administration.
- 1.11. The PSC will improve its services as it continues to deal with investigations with regard to human resource practices and implementation of the professionalization of the Public Service Framework at Senior Management Services level and across all levels of employees within the public service.
- 1.12. Improved management of employee grievances and complaints within public service and public administration. This will be achieved with the delivery of high quality research reports with regard to leadership and human resource management practices. Management of the grievances processes and procedures of public servants.
- 1.13. Conduct full scale monitoring and evaluation across the public service through institutional assessment and the implementation of the assessment instrument designed to assess the implementation of the Constitutional Values and Principles (CVPs).
- 1.14. The management of issues related to corruption and integrity. The PSC runs a dedicated National Anti-Corruption Hotline (NACH) and undertakes full-scale investigations and own initiated complaint management across the public service and public administration.

- 1.15. The benefit of the PSC Bill 2023 is that the Commission will be a PSC that is actually independent, has an agreed public administration mandate and is fully positioned as a Constitutional Institution reporting to Parliament.

2. OBJECT OF THE PSC BILL 2023

- 2.1. The Priority areas of the Bill are as follows:
- 2.1.1. The PSC Bill 2023 seeks to repeal the Public Service Commission Act, 1997, and promulgate a new Public Service Commission Act that will regulate the Public Service Commission in accordance with the provisions of section 196 of the Constitution;
- 2.1.2. to regulate the process for the appointment of commissioners of the Commission;
- 2.1.3. to provide for the establishment of the Secretariat of the Commission;
- 2.1.4. to provide for the commission to fulfil its constitutional mandate in respect of public entities and local government; and to provide for matters incidental thereto.
- 2.2. The sixth administration announced seven (7) government priority areas. Priority number one, relates to building an ethical, value driven capable, competent and developmental state. This Bill seek to achieve the government objective in building a capable and ethical public service and public administration with promotion of efficiency and certainty in the implementation of the powers and mandates of the PSC as stated in section 195 and 196 of the Constitution.
- 2.3. The PSC Bill 2023 will assist in giving effect to the PSC's mandate and oversight as an independent institution as guaranteed in the Constitution, determine the enforcement mechanisms for some of its powers and improve the PSC powers to make Rules, Guidelines, issue Summons, Recommendation, Advice and issues Direction.
- 2.4. The President also announced that service delivery would be focused and placed at the district level in the municipalities. The PSC, therefore, intends developing a monitoring and evaluation tool for the district service delivery model as part the response to the needs of government and environmental needs and to professionalise the public service.
- 2.5. The PSC budget is currently on a separate vote 12 appropriated through the Department of Public Service and Administration. The PSC need its budget baseline to be reviewed progressively upward to enable it to have the required resources to implement its extended mandate to local government and public entities. The PSC's budget will continue to be determined by National Treasury and approved by the National Assembly.

- 2.6. The Office of the Public Service Commission, which supports the Public Service Commission, is defined as a department in schedule 1 of the Public Service Act. The administrative support of the PSC will be established in terms of the Public Service Commission Bill of 2023 as a Secretariat led by a Chief Executive Officer that reports directly to the Public Service Commission.
3. The PSC as a fully independent chapter 10 Constitutional Institution will have the following benefits:
- 3.1. The clarity on tenure for Commissioners;
 - 3.2. structural and administrative separation from any government department;
 - 3.3. promote PSC's financial independence and or ability to gazette management fees on specific aspects of the PSC function as and when requested;
 - 3.4. promote PSC's ability to balance its priorities and independence with the need to be responsive to the developmental state;
 - 3.5. promote PSC's ability to exercise its independence in a confident and responsive manner;
 - 3.6. improved interaction with all relevant stakeholders;
 - 3.7. improved proactive and reactive investigations in public administration and better monitoring and evaluation of the state performance in service delivery and the social economic realization of the better life and poverty alleviation for the citizens in the provision of service delivery by government department and organs of state; and
 - 3.8. An activation of the Honourable President's directive to the PSC as stated in the State of the Nation Address of 2023, as follows:

"Government is implementing a number of interventions to address failures at local government level and improve basic service delivery.

These include enhancing the capacity of public representatives and officials, maintaining and upgrading local infrastructure, and invoking the powers of national government to intervene where municipalities fail to meet their responsibilities.

A professional public service, staffed by skilled, committed and ethical people, is critical to an effective state and ending corruption, patronage and wastage.

In response to the State Capture Commission and in line with the framework for the

professionalisation of the public service, integrity assessments will become a mandatory requirement for recruitment to the public service and entry exams will be introduced.

We are amending legislation and strengthening the role of the Public Service Commission to ensure that qualified people are appointed to senior management positions and to move towards creating a single, harmonised public service”.

- 3.9. The PSC Bill 2023 will ensure that the PSC is able to execute its mandate without fear, bias or interference, as the custodian of good governance and the promotion of ethical governance in line with government objectives.

4. CONTENT OF THE BILL

4.1. Preamble

The preamble reiterates the powers and functions of the Public Service Commission as defined in section 195 and 196 read with item 24(2) of Schedule 6 of the Constitution of 1996. The PSC may also perform such additional power and functions as may be prescribed by national legislation. The PSC must be regulated by national legislation as stated in the Constitution.

5. PART I

5.1. Definitions and Application of Act

Clause 1 – Definitions

The definition section seeks to provide clarity on the local government as defined in section 151 of the Constitution; Public Entity as defined in terms of the PFMA, Schedule 2 and 3A to 3D; Public Service as defined in terms of Public Service Act No, 103 of 1994; Secretariat of the Commission established in terms of Public Service Commission Bill of 2023; and other critical matters that require a definition.

5.2. Clause 2 - Application of the Act

This section deals with application of the Public Service Commission Bill 2023, and it states that the PSC may after consultation with the relevant municipality or public entity, by notice in the gazette, include any such municipality.

As part of PSC's response, it will develop a tool to monitor service delivery at the level of local

government.

Public entities may also be monitored through their mother department at both the National and Provincial level of government or directly.

PART II – The Public Service Commission

5.3. Clause 3 - Constitution of the Commission

This clause deals with the Constitution of the Commission which is made up of 14 Commissioners appointed by the President for the PSC.

5.4. Clause 4 – Appointment of Commissioners

This clause deals with appointment of Commissioners who must be a fit and proper person, aligned to the Constitutional provisions. There are Five (5) national level and one (1) commissioner for each province. The President appoints the PSC Commissioners based on the recommendation of Parliament or the provincial legislature and the Premier.

The PSC Bill 2023 seeks to assist with the synergizing of the process of appointment of PSC Commissioners by introducing recommended skills, qualification and experience of at least five years in the relevant fields. The Rule of Parliament or Relevant Legislature will consider this requirement in the appointment of commissioners and the selection process of the committee in Parliament or the Provincial Legislature. Parliament in the process, may have to indicate if this clause will assist it and they can build it into the parliamentary rules and processes when it comes to making recommendations on the appointment of commissioners.

An Oath of Office or solemn affirmation before a Judge President of the relevant division of the High Court or any other judge is introduced and is included in the schedule 1 of the PSC Bill 2023.

5.5. Clause 5 – Disqualification from appointment as commissioner

This clause deals with disqualification from appointment as Commissioners in line with the Constitutional provisions, resignation and vacation of Office of Commissioners.

5.6. Clause 6 - Limitation on other work by commissioners, renewal of terms of office of commissioners and vacation of offices by commissioners

The provision relating to renewal of the PSC Commissioners Term of Office and the designation of an acting chairperson or deputy chairperson is aligned to the PSC Amendment Act of 2019. It is intended that the renewal of the term of office of a commissioner can be considered 90 days

before the actual termination of the Term of Office. The Term of office is five year's renewable for a further five years. A PSC commissioner must remain a fit and proper person and having maintained a satisfactory level of performance in relation to his or her duties in other for the contract to be renewable for a second term of office of five years.

Clause 6 of the PSC Bill 2023 states:

“The President may, as contemplated in section 196(10) of the Constitution and within 90 days before the expiry of the first term of office of a commissioner, renew the term of that commissioner for one additional term only-

- (a) In the case of a commissioner who had been approved by the National Assembly; on the recommendation of the National Assembly and*
- (b) In the case of a commissioner who was nominated by the Premier of a province, on the recommendation of the provincial legislature concerned.*
- (c) The renewal of the term of a commissioner must be based on the commissioner-*
 - (i) Remaining a fit and proper person as required by section 196(10) of the Constitution; and*
 - (ii) Having maintained a satisfactory level of performance in relation to his or her duties”.*

5.7. **Clause 7 - Chairperson and Deputy Chairperson of Commission**

Clause 7(3)(b) deals with designation of an acting chairperson, should the chairperson and the deputy chairperson be out of the office and are unable to act.

This clause is in line with clause 7(3) of the PSC Amendment Act, 2019, which stated that, “if both the chairperson and the deputy chairperson are absent, or for any reason unable to act as chairperson, the President shall designate one commissioner to act as the chairperson of the Commission for a period not exceeding 30 days”.

This is to ensure that there is a designation of a commissioner when both the chairperson and deputy chairperson are out of the office, and to ensure that the process is monitored after every 30 days to determine an appropriate measure.

5.8. **Clause 8 – Remuneration and other conditions of appointment of Commissioners**

This clause provides that the remuneration of the PSC commissioners shall be determined by the President, from time to time, by notice in the Gazette, after taking into account the recommendations of the Independent Commission for Public Office Bearers. It is important to move away from aligning the salaries of commissioners to what a Director-General in the Public Service earns as this tend to confuse the PSC Commissioners to be officials.

The Independent Commission for Remuneration of the Public Office Bearers must, when

considering the remuneration of commissioners consult with the Cabinet member responsible for Finance.

A different salary level may be recommended for the Chairperson and the Deputy Chairperson. The proposed Bill states in clause 8(6) that the PSC Commissioners remuneration may not be reduced and the conditions of appointment may not be adversely altered during a Commissioner's term of office, including any renewal thereof.

5.9. Clause 9 - Inspection by Commission

The Commission may conduct inspection either by physical inspection in loco or inspection of documents; and may request to be provided with information which the departments and public institutions within public administration are obliged to submit.

5.10. Clause 10- Investigation by Commission

The Commission is empowered to conduct investigation within department, other organizational components in the public service. The Commission must have access to relevant documents that will assist the PSC in the performance of its functions, including at the local government and public entity.

5.11. Clause 11- Inquiries by Commission

The Commission may conduct an inquiry as part of its information gathering processes, issue summons and subpoena witnesses and ask for documents to be presented before it in relation to a department, public entity and local government; taking into account the applicable laws and in terms of the PSC rules for issuance of summons.

The Commission may administer an oath or affirmation to witness during its inquiry and may issue a subpoena/summons for any person to appear before it. Should anyone fail to cooperate with the Commission, such a person would commit an offence and on conviction, he or she will be liable to a fine or imprisonment not exceeding 12 months. The commission will have to activate this part with the support of the South African Police Service and the Magistrate Court for approving a scale of fines for operationalization of this section, once the PSC Bill is passed into law.

This section also deals with grievance of employees in the public entities and the local government and how employees can lodge their grievances and complaints with the PSC and seeks to align the section with the provision of section 5(8) of the Public Service Act and section 67 of the Local Government Municipal Systems Act of 2000.

5.12. Clause 12- Access to Reports of Commission

The report of the PSC investigation or grievance can be made available to affected parties once the report is finalized and submitted to the relevant executive authority.

This clause recognized that the PSC report will be provided to a complainant or a grievant only upon completion of the report and after it has been submitted to the Executive Authority.

The report may also be provided with the permission of such other person or persons as the case may be and certain information may be severed in line with Promotion of Access to Information Act and the Protection of Personal Information Act requirements. The report deals with matters in respect of which any other person has an interest, subject to permission obtained from the affected parties in the report or where the information requested by the interested party can be severed from part of the report or part relating to any other person.

5.13. Clause 13- Implementation of decisions of the Commission

A department, public entity or a municipality that receives a report of the PSC directing it to act in a particular way under a particular law, must respond by providing the PSC with the plan of action in implementing the advice, directions or recommendations of the PSC within 60 days or within such shorter period or longer as may be stated by the PSC in the relevant report.

Should the Executive Authority not be able to implement the decision, he or she must revert back to the PSC with reasons or take the report on review in court. This provision is applicable to the Mayor in the Executive Council at local government and Executive Authorities, or Chairpersons of the public entity.

5.14. Clause 14 - Independence and Impartiality

A commissioner as well as a member of staff contemplated in Clause 16 of the PSC Bill 2023 must act independently and without fair or favour in the implementation of the PSC's mandate.

5.15. Section 15 - Obstruction of the Commission

Any person found guilty of obstructing the PSC in the performance of its functions shall be guilty of an offence and liable on conviction to imprisonment of up to 12 months or option of a fine.

The PSC Bill 2023 may further propose that disciplinary hearing and misconduct charges be made in relation to an employee or official that fails to cooperate or assist the PSC in its investigations, grievance management or monitoring and evaluation.

PART III

5.16. Clause 16 - Secretariat of the Commission

This clause deals with the establishment of the Secretariat of the Commission to provide the administrative and technical support to the Public Service Commission. The employees of the PSC will be deemed to be appointed into the Secretariat. Their service conditions will be transferred to the PSC Secretariat through a function shift. The secretariat will be headed by the Chief Executive Officer who shall be appointed by the PSC. The Chief Executive Officer must report to the Chairperson of the PSC and to the PSC. The Chief Executive Officer is responsible for the management of the affairs of the Commission.

Employees in the Public Service may assist the Commission in the performance of its functions and can be transferred or seconded to the PSC. Salaries scale utilized in the public Service will be aligned to the employees in the PSC Secretariat. No employee will be given less favourable conditions of service as a result of the migration into the PSC Secretariat.

The employees will have a choice to choose to go into the Secretariat of the PSC or to explore other options of being transferred or seconded to other departments within the public service. Current employees will retain their condition of service under the Public Service Act of 1994.

All employees of the PSC are automatically deemed to be employed by the PSC Secretariat, once the Bill is signed into law and it has commenced. The PSC Business Case indicates that, the process of function shift will be administered by migration of the employees and resources from the Office of the Public Service Commission (OPSC) into the PSC Secretariat.

5.17. Clause 17 – Delegation of Commission’s powers or functions

The Public Service Commission may delegate its power to any committee or committees, one or more commissioners on such conditions and terms as the Commission may determine, in respect of functions entrusted to the Commission by or under this Bill or any other law relating to the Public Service Act and Regulations, PFMA and Treasury Regulations, local government or public entities, subject to such terms and conditions, as the Public Service Commission or its Chairperson may determine.

The Commission may not delegate its powers to make Rules by publication in the Gazette to anyone and the Commission may not delegate its power as Commissioners to an employee. The Commission is not divested of any power by virtue of any delegation.

PART IV - Finances and Accountability

5.18. Clause 18 - Finances and Accountability

The Chairperson is designated as the Executing Authority of the Public Service Commission.

The budget for the PSC is to be appropriated through the appropriation budget vote as a Constitutional Institution through a government department until such time when the Parliament is able to take on the role.

The Chief Executive Officer is the Accounting Officer for the PSC. This is to align the responsibility of the Chief Executive Officer in terms of section 38 of the PFMA of 1999.

Section 40 of the PFMA also provides that the Accounting Officer (Chief Executive Officer) is responsible for the submission of all reports, financial statements, notices and other information which he or she must compile and bring to the EA's attention for approval before submitting the report to National Treasury, Auditor-General, Parliament or any other external body or institution.

The PSC will operate its own bank account and its annual budget will comprise of monies appropriated by Parliament for its purpose and monies received as donations or grants, or management fees charges on an actual cost recovery basis on specific projects which may be conducted on the request of a state institution and fees that may be published and approved by National Treasury.

This is required as, the PSC will need to extend its mandate to the public entities listed in schedule 3A to 3D of the Public Finance Management Act of 1999 and local government on an incremental scale based on availability of resources. The Office of the Public Service Commission will be migrating into the Public Service Commission secretariat with its current budget and this provision will be utilized to establish the PSC Secretariat.

Additional budget on an incremental basis will be required for the implementation of the extended mandate to public entities and local government. The PSC may charge management fees that are gazetted and in consultation with National Treasury, for specific project.

PART V – General

5.19. Clause 19 – Legal Proceedings by or against Commission.

The PSC is a legal entity that can sue and be sued. The State Liability Act, No. 20 of 1957, applies to the PSC and reference in this act to the Executive Authority is construed as reference to the Chairperson of the PSC. The PSC Commissioners and employees are required to work in the best

interest of the Commission and must act in good faith to avoid liability in the exercise of their duties.

5.20. Clause 20 - Rules

The PSC is empowered to make rules by Notice in the Gazette in relation to Grievance Rules, Complaints Rules, Rules on the Issuance of Summons, Rules to gazette fees payable for services that the PSC may render, any other matter permitted to be regulated under a rule, such as the PSC Governance Rules.

5.21. Clause 21- Repeal and amendment of laws

The following law set out in first column of schedule 2 are repealed or amended or to the extent stated in column 3 of the schedule.

The commission notes that the different legislation will be amended to the extent stated in the schedule to align with this Act once the PSC Act is passed into law.

The PSC will need to be listed under schedule 1 of the Public Finance Management Act as a Constitutional Institution.

The Office of the Public Service Commission will be removed from Schedule 1 of the Public Service Act.

The Public Service Commission Act No. 46 of 1997 is repealed in its entirety.

5.22. Clause 22 - Transitional provisions

The PSC shall maintain a bank account in the name of the PSC Secretariat and all current bank account of the OPSC will be deemed to be a bank account or cash held by the PSC Secretariat.

Rules made by the PSC before the enactment of this Act are deemed to have been enacted under this Act until amended or repealed.

The conditions of employment are considered as matters of mutual interest and shall remain in force and effect, as it was promulgated in terms of this Act.

5.23. Clause 23 - Short Title and Commencement

The Act is called the Public Service Commission Act, 2023 and will come into effect on a date to be fixed by the President by Proclamation in the Gazette.

Different part of the Bill can come into operation at different dates.

The implementation of the PSC mandate to public entity and local government will happen on an incremental basis, depending on availability of resources.

5.24. Schedule 1 - Oath and Solemn Affirmation of Commissioner

The wordings of the Oath of Office to be administered by the relevant Judge President of the relevant division of the High Court or any other judge of the High Court designated by that Judge President in the terms set out in Schedule 1 is introduced. This oath must be taken by a commissioner upon an appointment. Each Commissioner must swear or solemnly affirm to be faithful to the Republic of South Africa and to hold his or her office with honour and dignity, to respect and uphold the Constitution and any other law of the Republic.

5.25. Schedule 2 – Laws Repealed or Amended

The following laws were repealed or amended to the extent shown on the third column of the table:

- Public Service Act, 1994;
- Public Service Commission Act, 1997;
- Independent Commission for the Remuneration of Public Office-bearers Act, 1997;
- Public Service Laws Amendment, 1998;
- The Local Government Municipal Systems Act, 2000.

6. DEPARTMENTS / BODIES/ PERSONS TO BE CONSULTED

National and provincial departments, local government, public entities and all stakeholders of the Public Service Commission and the public.

7. PARLIAMENTARY PROCESS

The Bill will be processed in terms of section 76 of the Constitution as the Bill affects the provinces.

END

DEPARTMENT OF PUBLIC WORKS AND INFRASTRUCTURE

NO. 3512

9 June 2023



DEPARTMENT OF PUBLIC WORKS

AGRÉMENT SOUTH AFRICA

(Approval of innovative construction products and systems)

Notice is hereby given that Agrément South Africa has, with effect from 30 September 2021, issued an Agrément certificate, details of which appear in the schedule hereto.

SCHEDULE

Agrément Certificate 2020/628

Subject: ASLA Concrete Framed Building System

Certificate holder: ASLA Construction (Pty) Ltd.

Description: ASLA Concrete Framed Building System comprises an in-situ constructed reinforced concrete frame in conjunction with in-fill walls between the framework elements. The concrete framed is designed according to SANS 10100 building requirements and the walling system must be rendered. ASLA Concrete Framed Building System consist of the following wall type:

Wall Type	Thickness
Wall type 1	90 mm
Wall type 2	125 mm
Wall type 3	140 mm

External walls comprise of 125 mm concrete frame and hollow cement brick in-fill.
Internal walls comprise of 90 mm concrete frame and hollow cement brick in-fill.
Diving walls comprise of 140 mm concrete frame and hollow cement brick in-fill.

innovative construction product assessments

Tel: +27 (12) 841 3708 **Web:** www.agrement.co.za **Email:** agrement@agrement.co.za
Address: Building 17B, 2nd Floor, Scientia Campus, Meiring Naudé Road, Brummeria, Pretoria

The foundation is shaped and reinforced to withstand relative movement without exceeding the available bearing capacity. The design and construction of the foundation is the responsibility of a competent person.

Window and door frames are installed into prepared openings. Services are surface mounted onto the walls or along the floor with appropriate conduit.

ASLA Concrete Framed Building System will utilize the roofing systems designed according to SANS standards and will follow the Agrément fit-for-purpose guidelines.

The Agrément certificate contains detailed information on the product and can be accessed at <http://www.agrement.co.za>

Copies are obtainable from: Chief Executive Officer (CEO)

Agrément South Africa, P O Box 72381, LYNNWOOD RIDGE, 0040

DEPARTMENT OF PUBLIC WORKS AND INFRASTRUCTURE

NO. 3513

9 June 2023



DEPARTMENT OF PUBLIC WORKS

AGRÉMENT SOUTH AFRICA

(Approval of innovative construction products and systems)

Notice is hereby given that Agrément South Africa has, with effect from 27 September 2022, issued an Agrément certificate, details of which appear in the schedule hereto.

SCHEDULE

Agrément Certificate 2022/634

Subject: Amalooloo Urine Diversion Toilet System

Certificate holder: Betram (Pty) Ltd

Description: The Amalooloo Urine Diversion Toilet System is a non-water-borne toilet system that comprises prefabricated construction panels and plumbing components. The Amalooloo Urine Diversion Toilet System includes a liquid separation function that allows for liquid to be dispersed through a dispersion field and for solid waste to be collected and dried in a pit.

The system is manufactured from reinforced precast concrete slabs consisting of the following components:

- Top structure with a base, roof, side panels and a door; and
- A sealed bottom structure.

Other components of the system include:

- A pedestal with complete Urine Diversion System (UDS) and Child Safety Seat and
- Hand wash technology which includes the reservoir, handwash basin and free flow cistern.

Optional components of the system can include:

- Rainwater collection gutters fitted to the roof slabs
- Freestanding rainwater collection tank
- External hand wash basin with a tap, fed from the rainwater collection tank.

The dimensions of the panels are described as follows:

- Side wall panels – 1150 mm length x 990 mm height x 30 mm thickness (2 identical panels each side)
- Back wall panels – 970 mm length x 990 mm height x 30 mm thickness (2 identical panels)
- Roof slab – 1250 mm length x 970 mm width x 40 mm thickness
- Floor slabs – 1250 mm length x 970 mm width x 40 mm thickness and

innovative construction product assessments

Tel: +27 (12) 841 3708 **Web:** www.agrement.co.za **Email:** agrement@agrement.co.za
Address: Building 17B, 2nd Floor, Scientia Campus, Meiring Naudé Road, Brummeria, Pretoria

- Bottom structure – 2500 mm length x 1250 mm width x 1000 mm depth.

This system is not dependent on water to function, but water can be used sparingly for washing of hands under running water with soap (as suggested by the World Health Organisation).

The Agrément certificate contains detailed information on the system and can be accessed at <http://www.agrement.co.za>

Copies are obtainable from: Chief Executive Officer (CEO)

Agrément South Africa, P O Box 72381, LYNNWOOD RIDGE, 0040

DEPARTMENT OF PUBLIC WORKS AND INFRASTRUCTURE

NO. 3514

9 June 2023



DEPARTMENT OF PUBLIC WORKS

AGRÉMENT SOUTH AFRICA

(Approval of innovative construction products and systems)

Notice is hereby given that Agrément South Africa has, with effect from 21 September 2020, issued an Agrément certificate, details of which appear in the schedule hereto.

SCHEDULE

Agrément Certificate 2020/615

Subject: Eco Wallchem All Paint

Certificate holder: Greencoat cc

Description: Eco Wallchem All Paint is a functional cementitious coating system that allows water vapour to evaporate from the substrate without allowing any water to penetrate the substrate from the exterior environment. It is a two-coat interior and exterior paint for use in all regions of South Africa including coastal areas for all types of occupancy classifications (**SANS 10400: Table 1 of Regulations A (20) (1)**), on sound, suitably prepared, internal and external substrates as set out below:

- galvanised/mild steel sheet and tinplate steel;
- sand-cement plaster;
- sand-cement bagged finishes;
- cast *in-situ* concrete/precast concrete;
- the above surfaces previously painted with PVA paint; and
- prepared gypsum and fibre cement boards.

innovative construction product assessments

Tel: +27 (12) 841 3708 **Web:** www.agrement.co.za **Email:** agrement@agrement.co.za
Address: Building 17B, 2nd Floor, Scientia Campus, Meiring Naudé Road, Brummeria, Pretoria

Eco Wallchem All Paint is available in powder form and in standard colours packaged in 2.5 kg and 10 kg plastic bags. It is mixed with water and thoroughly stirred on site using a plank before applying two coats to a suitably primed stable substrate that is clean, sound and dry by using a paint brush or roller according to the manufacturer's specifications.

The Agrément certificate contains detailed information on the system and can be accessed at <http://www.agrement.co.za>

Copies are obtainable from: Chief Executive Officer (CEO)
Agrément South Africa, P O Box 72381, LYNNWOOD RIDGE, 0040

DEPARTMENT OF PUBLIC WORKS AND INFRASTRUCTURE

NO. 3515

9 June 2023



DEPARTMENT OF PUBLIC WORKS

AGRÉMENT SOUTH AFRICA

(Approval of innovative construction products and systems)

Notice is hereby given that Agrément South Africa has, with effect from 04 December 2020, issued an Agrément certificate, details of which appear in the schedule hereto.

SCHEDULE

Agrément Certificate 2020/618

Subject: Promac Strongcoat Wall Coating System

Certificate holder: Promac Paints (Pty) Ltd.

Description: The Strongcoat Wall Coating System is a water based acrylic emulsion wall paint system comprising of primer, undercoat, reinforcing polyester membrane (optional) and topcoat. This application can be used in all regions of South Africa for all types of occupancy classifications (**SANS 10400: Table 1 of Regulations A (20 (1))**), on sound, suitably prepared, external and internal non-combustible substrates as follows:

- sand-cement plaster
- sand-cement bagged finishes
- cast *in-situ* concrete/precast concrete
- the above surfaces previously painted with PVA paint and
- prepared gypsum and fibre cement boards.

The product may also be used for waterproofing of plastered exterior parapets and capping's in conjunction with a reinforcing polyester membrane (Bidim).

innovative construction product assessments

Tel: +27 (12) 841 3708 **Web:** www.agrement.co.za **Email:** agrement@agrement.co.za
Address: Building 17B, 2nd Floor, Scientia Campus, Meiring Naudé Road, Brummeria, Pretoria

The Strongcoat Wall Coating System is a sealer, primer, and topcoat, water based acrylic emulsion wall paint. It is available in eleven standard earthly, natural colours. The paint is packaged in 5 litre and 20 litre plastic containers. It is thoroughly stirred on site before application. It is applied using a paintbrush and good quality rollers in accordance with the manufacturer's instructions.

This certificate and Agrément South Africa's assessment apply only to Strongcoat Wall Coating System manufactured by the certificate holder and applied by trained applicators to suitably prepared surfaces as described in this certificate, and where terms and conditions of certification are adhered to.

The Agrément certificate contains detailed information on the product and can be accessed at <http://www.agrement.co.za>

Copies are obtainable from: Chief Executive Officer (CEO)

Agrément South Africa, P O Box 72381, LYNNWOOD RIDGE, 0040

DEPARTMENT OF PUBLIC WORKS AND INFRASTRUCTURE

NO. 3516

9 June 2023



DEPARTMENT OF PUBLIC WORKS

AGRÉMENT SOUTH AFRICA

(Approval of innovative construction products and systems)

Notice is hereby given that Agrément South Africa has, with effect from 19 March 2021, issued an Agrément certificate, details of which appear in the schedule hereto.

SCHEDULE

Agrément Certificate 2020/620

Subject: SAF Panel Building System

Certificate holder: SAF Panels Africa (Pty) Ltd.

Description: The SAF Building System is a light-weight composite panel, consisting of Expanded Polystyrene (EPS) beaded concrete core and clad with fibre cement board on both sides. The SAF panel units have a tongue and groove to allow for connection between panels.

Foundation and surface bed designs are the responsibility of a professional competent engineer.

In all ground conditions, foundations are designed by a professional engineer in accordance with the requirements of **SANS 10161** and constructed accordingly.

A damp-proof membrane shall be laid on a compacted fill under the surface beds in accordance with **SANS 952** or one covered by a valid Agrément Certificate. Concrete used must be in accordance with the relevant provisions of **SANS 10100-1** and **SANS 10100-2** (reinforced concrete).

innovative construction product assessments

Tel: +27 (12) 841 3708 **Web:** www.agrement.co.za **Email:** agrement@agrement.co.za
Address: Building 17B, 2nd Floor, Scientia Campus, Meiring Naudé Road, Brummeria, Pretoria

Any item can be hung up to 100 kg per mechanical fixing. SAF Panels can be cut and channeled/chased easily to install any electrical conduits or plumbing.

SAF Panels are not load-bearing, however they are self-supporting and can support a typical roof

Doors and windows are easily built into the panel wall or can be cut into the wall after panel erection. A horizontally fixed SAF Panel provides the lintel support for these opening, so the secondary support or cast lintel is not required, and all types of doors and windows can be fixed into panels.

Electrical and/or conduits can be surface mounted or incorporated into panel during the manufacturing stage.

The Agrément certificate contains detailed information on the product and can be accessed at <http://www.agrement.co.za>

Copies are obtainable from: Chief Executive Officer (CEO)

Agrément South Africa, P O Box 72381, LYNNWOOD RIDGE, 0040

DEPARTMENT OF PUBLIC WORKS AND INFRASTRUCTURE

NO. 3517

9 June 2023



DEPARTMENT OF PUBLIC WORKS

AGRÉMENT SOUTH AFRICA

(Approval of innovative construction products and systems)

Notice is hereby given that Agrément South Africa has, with effect from 21 September 2020, issued an Agrément certificate, details of which appear in the schedule hereto.

SCHEDULE

Agrément Certificate 2020/617

Subject: SAMAC Thermal Storage Tank

Certificate holder: SAMAC Engineering Solutions

Description: The Agrément South Africa certificate covers the use of Samac Thermal Storage Tank in all areas of South Africa for systems that require thermal energy such as Air Condition or HVAC systems.

The Samac Thermal Storage Tank has a thermal storage gel that can absorb and release thermal energy through the heat exchange process using coils and radiators. The storage tank was evaluated as a product that is capable to store, absorb and release thermal energy.

The Samac Thermal Storage Tank is constructed by utilizing the stainless steel 3cr12 material. The 3cr12 is a chromium containing corrosion resisting ferritic steel developed as an alternative material of construction where the mechanical properties, corrosion resistance and fabrication requirements of other materials such as mild steel, galvanised or aluminised steel, aluminium or pre-painted steels are unsuited. The Samac Thermal Storage Tank has the diameter of 1.6 meters and

innovative construction product assessments

Tel: +27 (12) 841 3708 **Web:** www.agrement.co.za **Email:** agrement@agrement.co.za
Address: Building 17B, 2nd Floor, Scientia Campus, Meiring Naudé Road, Brummeria, Pretoria

with a height of 1.8 meters. The gasket of the tank is the standard rubber silicone. The tank is tied with bolts, with sizes ranging from M16 to M20. The tank has an approximate gross weight of 5500 kilograms and dry weight of 950 kilograms.

The Agrément certificate contains detailed information on the product and can be accessed at <http://www.agrement.co.za>

Copies are obtainable from: Chief Executive Officer (CEO)

Agrément South Africa, P O Box 72381, LYNNWOOD RIDGE, 0040

DEPARTMENT OF PUBLIC WORKS AND INFRASTRUCTURE

NO. 3518

9 June 2023



DEPARTMENT OF PUBLIC WORKS

AGRÉMENT SOUTH AFRICA

(Approval of innovative construction products and systems)

Notice is hereby given that Agrément South Africa has, with effect from 24 March 2022, issued an Agrément certificate, details of which appear in the schedule hereto.

SCHEDULE

Agrément Certificate 2020/632

Subject: Living Home MgO SIP Building System

Certificate holder: Square Foot Developments CC

Description: The Living Home MgO SIP Building System utilises Structural Insulated Panels (SIP) as a building system for external and internal walls. The Structural Insulated Panels are factory produced and consist of 132 mm thick polystyrene middle layer sandwiched between two sheets of 9 mm thick Magnesium Oxide (MgO) board. This combination creates a 150 mm thick panel.

The structural wall panels are maximum 2.7 m in height, 1.2 m wide and 150 mm thick for external walls. For internal walls the panels are 100 mm thick. The primary studs are used as joint connectors between panels. The panels are transported to, erected on sites, and mechanically fastened to each other and to foundations metal rails. The foundation to panel rail joints are sealed with bitumen and/or silicone based sealants.

innovative construction product assessments

Tel: +27 (12) 841 3708 **Web:** www.agrement.co.za **Email:** agrement@agrement.co.za
Address: Building 17B, 2nd Floor, Scientia Campus, Meiring Naudé Road, Brummeria, Pretoria

Concrete foundations will be selected for specific soil conditions and should conform to the local standard codes and installed under the supervision of an engineer. The design of the foundation is the responsibility of a competent person.

The 200 mm roof panel consists of a 150 mm thick core of expanded polystyrene board sandwiched between an inner Magnesium Oxide fibre cement board and an outer IBR profile.

Window and door openings are cut into the SIP panels and the panels edges are sealed with metal flashing closures. SIP edges to frames will be sealed with silicone sealant. The building system will utilise the conventional and other Agrément approved windows and doors.

Light to medium weight fittings can be fixed on walls. The building system passed the heavy-weight fitting test and was able to carry a mass load of 132 kg.

Internal primary studs which are used as connection as connection pieces between panels, are manufactured with a minimum 70 mm spacing that allows for 50 mm wide ducting for electrical and other services.

The Agrément certificate contains detailed information on the product and can be accessed at <http://www.agrement.co.za>

Copies are obtainable from: Chief Executive Officer (CEO)

Agrément South Africa, P O Box 72381, LYNNWOOD RIDGE, 0040

DEPARTMENT OF PUBLIC WORKS AND INFRASTRUCTURE

NO. 3519

9 June 2023



DEPARTMENT OF PUBLIC WORKS

AGRÉMENT SOUTH AFRICA

(Approval of innovative construction products and systems)

Notice is hereby given that Agrément South Africa has, with effect from 03 July 2019, issued an Agrément certificate, details of which appear in the schedule hereto.

SCHEDULE

Agrément Certificate 2019/600

Subject: CITRA Building System

Certificate holder: CITRA Construction (Pty) Ltd

Description: The CITRA Building System utilises prefabricated panels that are assembled to form the building envelope of the structure. The exterior panels are used for the wall and roof as an integrated shell type structure i.e. the wall and roof form part of a continuous building envelope.

The CITRA panel consists of factory produced interlocking expanded polystyrene (EPS), minimum thickness 80 mm, with a minimum density of 15kg/m³, sandwiched between two layers of 30 mm structural plaster (14 MPa). The two plaster layers are reinforced by an alkali resistant glass fibre mesh (<250g/m²).

The EPS panels interlock vertically to form the building envelope. A non-flammable polyurethane glue is applied at the interlocking joints. Adjacent EPS panels are separated by 9.0 mm Magnesium Oxide (MgO) board fins, which they are bonded to using the non-flammable polyurethane glue. The MgO panels also interlock in the vertical direction like the EPS. Panels at the corner and T-junctions are connected with the non-flammable polyurethane glue at the interface of two EPS panels. The overall thickness of the smallest exterior CITRA panel is 140 mm. With 80 mm thick EPS between 20 mm plaster skins, the overall thickness of the interior panel is 120 mm.

innovative construction product assessments

Tel: +27 (12) 841 3708 **Web:** www.agrement.co.za **Email:** agrement@agrement.co.za
Address: Building 17B, 2nd Floor, Scientia Campus, Meiring Naudé Road, Brummeria, Pretoria

The foundations are designed and approved by an approved competent person. The panels are fixed to a concrete foundation using a galvanised steel U-channel (whose size varies depending on the EPS thickness) that is anchored to the foundation using expansion anchor bolts, steel grade 4.8.

For services, the EPS core is cut out to create openings for conventional services that go through the wall like water piping. This is done prior to plastering. The EPS is chased using a heat source or a pointed instrument for services that run in the wall like electrical services.

The Agrément certificate contains detailed information on the system and can be accessed at <http://www.agrement.co.za>

Copies are obtainable from: Chief Executive Officer (CEO)

Agrément South Africa, P O Box 72381, LYNNWOOD RIDGE, 0040

DEPARTMENT OF PUBLIC WORKS AND INFRASTRUCTURE

NO. 3520

9 June 2023



DEPARTMENT OF PUBLIC WORKS

AGRÉMENT SOUTH AFRICA

(Approval of innovative construction products and systems)

Notice is hereby given that Agrément South Africa has, with effect from 19 September 2022, issued an Agrément certificate, details of which appear in the schedule hereto.

SCHEDULE

Agrément Certificate 2020/636

Subject: Eldocrete Eldoloo Top & Pit Structures

Certificate holder: Eldocrete (Pty) Ltd.

Description: Eldocrete Eldoloo Top and Pit Structures comprises a top and bottom structure consisting of a floor slab, side and back wall panels, and a roof constructed from steel reinforced conventional concrete. The Precast Concrete Pit Structures can either be lined, or unlined and can be used for the filtration of the liquid fraction in a VIP structure. The structure may be used in conjunction with the following Agrément certified products:

- ventilated improved pit (VIP) pedestals,
- urine diversion (UD) pedestals, and
- pour flush pedestals and waterborne pedestals (cistern).

The sanitation components must be installed in a top structure/closet with a floor, walls, and roof of material adequate for its purpose and the closet should be provided with a door to ensure privacy of occupants in accordance with the National Building Regulations, **SANS 10400-Part Q**.

innovative construction product assessments

Tel: +27 (12) 841 3708 **Web:** www.agrement.co.za **Email:** agrement@agrement.co.za
Address: Building 17B, 2nd Floor, Scientia Campus, Meiring Naudé Road, Brummeria, Pretoria

This certificate and Agrément South Africa's assessment apply only to Eldocrete Eldoloo Top and Pit Structures components manufactured by Eldocrete (Pty) Ltd. The toilet structure components must be installed in accordance with the certificate holder's installation brochure and as described and illustrated in this certificate, and where the terms and conditions of certification are complied with.

NB: Eldocrete Eldoloo Top and Pit Structures must be designed and approved by a competent person.

The Agrément certificate contains detailed information on the product and can be accessed at <http://www.agrement.co.za>

Copies are obtainable from: Chief Executive Officer (CEO)

Agrément South Africa, P O Box 72381, LYNNWOOD RIDGE, 0040

DEPARTMENT OF PUBLIC WORKS AND INFRASTRUCTURE

NO. 3521

9 June 2023



DEPARTMENT OF PUBLIC WORKS

AGRÉMENT SOUTH AFRICA

(Approval of innovative construction products and systems)

Notice is hereby given that Agrément South Africa has, with effect from 14 December 2021, issued an Agrément certificate, details of which appear in the schedule hereto.

SCHEDULE

Agrément Certificate 2021/631

Subject: Eldoloo VIP Top & Pit Structure System

Certificate holder: EldoFox (Pty) Ltd

Description: Eldoloo VIP Top & Pit Structure feature a toilet top structure and pit lining system. The system may be used in conjunction with either Ventilated Improved Pit (VIP) Pedestals, Urine Diversion (UD) Pedestals, Pour Flush Pedestals or Waterborne Pedestals (Cistern). The sanitation components should be installed in a top structure/closet with a floor, walls and roof of material adequate for its purpose and the closet should be provided with a door to ensure privacy of occupants in accordance with the National Building Regulations, **SANS 10400-Part Q**.

The system components are described below as follows:

Top Structure

The Top structure consists of a reinforced floor slab, reinforced side and back wall panels, a reinforced concrete roof and galvanized steel door. The top structure has 3 optional wall configurations; the V-section (standard) panels; C – section panels; and U – section panels. All top structures use the same base and roof slabs.

Reinforced floor slabs

innovative construction product assessments

Tel: +27 (12) 841 3708 **Web:** www.agrement.co.za **Email:** agrement@agrement.co.za
Address: Building 17B, 2nd Floor, Scientia Campus, Meiring Naudé Road, Brummeria, Pretoria

The panels are 55 mm thick with minimum concrete strength of 40 MPa. Base slabs consist of a main slab of dimensions 1 500 mm x 640 mm with a tapered hole and recesses for the pedestal, a front cover slab of dimensions 1 500 mm x 660 mm with recesses for the remaining side panels, a back cover slab of dimensions 1 500 mm x 300 mm with a tapered hole for a ventilation pipe. The main (middle) slabs may have two tapered holes if required for a double pit toilet configuration.

Roof

A roof slab of dimensions 1 360 mm x 1 040 mm with a lip overhang at the front.

V section (Standard) wall panels

The panels are all 35 mm thick with minimum concrete strength of 40 MPa. The design incorporates six (6) vertical panels (two back panels of 1 950 mm x 425 mm with 3 ventilation holes 150 mm diameter from the top, two rear side panels of 1 950 mm x 640 mm, and two front side panels of dimensions 1 950 mm x 640 mm with lips for attaching the door) fixed together with 5 mm mild steel (M5) threaded rods. Each wall panel is fixed with two (2) rods. The wall panels are anchored to the floor slab with four (4) x 6 mm U bolts. The roof is secured to the walls with two 5 mm long tie rods.

C- section wall panels

The panels are all 40 mm thick with minimum concrete strength of 40 MPa. The design incorporates eight (8) complete C sections of dimensions 920 mm (back) x 1 280 mm (side) x 245 mm high. The sections are laid with mortar placed between each panel. The roof is secured to the walls with mortar.

U section wall panels

The panels are all 35 mm thick with minimum concrete strength of 40 MPa. The design incorporates three (3) horizontally placed back wall panels of dimensions 850 mm x 650 mm with the upper panel having ventilation holes, and three (3) side panels on each side of dimensions 1 280 mm x 650 mm with a lip for attaching the door. The side wall panels are fixed together with 8 mm U bolts two (2) per panel. The back wall panels are connected to the side panels with tie rods, with two (2) tie rods per panel. The wall panels are anchored to the floor slab with four 6 mm U bolts. In the U-section design the roof is secured to the walls via four (4) 6 mm roof clamps.

Doors

The door is 0.5 mm full hardened galvanized steel. The doors have vertical ridges with three (3) horizontal lip channels attached across the doors. There is an additional door strip attached to the non-hinge frame into which the door latch is slotted. A toilet roll holder is attached to the inside of the door. The hinges and other fittings are attached to the door with rivets.

The three options for a door (galvanised mild steel 1 750 mm x 810 mm):

- light duty door with two (2) spring loaded hinges
- heavy duty door with three (3) spring loaded hinges and
- swivel door with reinforced swivel dowel holding attachments.

Alternatively, a SABS or Agrément South Africa approved door may be used.

Pit Lining Structure

The pit lining systems comprises either a 1.75 m³ pit structure (for urine diversion, pour flush or double pit VIP systems); or alternatively a 2.5 m³ structure (for standard single pit VIP systems). A double pit lining configuration is also an option.

Lintel shaped beams are placed at the bottom of the pit to correctly position the wall panels and to ensure stability and rigidity. Similar lintel shaped beams are placed on the top of the pit lining panels to provide a level and uniform base for the cover slabs. Two lengths of beam are used 1 500 mm and 1 360 mm. The beams are lintel shaped but cast with a deeper square groove to accommodate the wall panels which are slotted into the recesses.

Side panels comprise horizontal panels (either six (6) panels for a 2.5 m³ pit or four (4) panels for a 1.75 m³ pit). End panels comprise two (2) vertically placed panels on each end either 815 mm high (1.75 m³) pit or 1 220 mm high (2.5 m³) pit. The side and end panels are joined together with 6 mm coach screws 60 mm long that pass through cast holes in the side panels are screwed into the nylon inserts in the end panels.

The Agrément certificate contains detailed information on the system and can be accessed at <http://www.agrement.co.za>

Copies are obtainable from: Chief Executive Officer (CEO)

Agrément South Africa, P O Box 72381, LYNNWOOD RIDGE, 0040

DEPARTMENT OF PUBLIC WORKS AND INFRASTRUCTURE

NO. 3522

9 June 2023



DEPARTMENT OF PUBLIC WORKS

AGRÉMENT SOUTH AFRICA

(Approval of innovative construction products and systems)

Notice is hereby given that Agrément South Africa has, with effect from 04 December 2020, issued an Agrément certificate, details of which appear in the schedule hereto.

SCHEDULE

Agrément Certificate 2020/616

Subject: NMC Precast Concrete Channel

Certificate holder: Contru Solutions (Pty) Ltd

Description:

The NMC Precast Concrete Channels are precast fibre reinforced concrete C-section or Channel, precast in 500mm modules and in all brick and block scale. The NMC Precast Concrete Channels come with 2x20 mm serrated hoop irons cast-in on both sides to be built vertically in order to achieve continuity. The NMC Precast Concrete Channels are also fitted with cast-in binding wires for fixing piping or services. Furthermore, these channels are cast with a rough finish to achieve a good bonding with existing brickwork and mortar.

The NMC Precast Concrete Channels product range cover all needs for installing services in walls with brickwork and blocks, eliminating the chasing of walls. The NMC Precast Concrete Channels will used on walls that require the following:

- Electrical conduits, light switches, plug boxes and DB Boards, horizontally and vertically

innovative construction product assessments

Tel: +27 (12) 841 3708 **Web:** www.agrement.co.za **Email:** agrement@agrement.co.za
Address: Building 17B, 2nd Floor, Scientia Campus, Meiring Naudé Road, Brummeria, Pretoria

- For plumbing services, all water supply and waste pipes (40mm and 50mm) as well as 110mm sewer pipes
- The NMC range can also accommodate shower and bath mixers that need to be installed in walls
- Services can be combined in one channel, such as the wastewater and water supply.

Different channels will be used for different service applications. Small channels will be for single pipes and bigger channels for multiple services.

The cavity of the channel will be filled with a river sand and cement mix prior to plastering.

The Agrément certificate contains detailed information on the product and can be accessed at <http://www.agrement.co.za>

Copies are obtainable from: Chief Executive Officer (CEO)

Agrément South Africa, P O Box 72381, LYNNWOOD RIDGE, 0040

DEPARTMENT OF PUBLIC WORKS AND INFRASTRUCTURE

NO. 3523

9 June 2023

AGRÉMENT SOUTH AFRICA
(Approval of innovative construction products and systems)

Notice is hereby given that Agrément South Africa has **cancelled** an Agrément certificate 2017/539, details of which appear in the schedule hereto.

SCHEDULE

Certificate holder: Atlas Plastics (Pty) Ltd

Subject: Atlas Plastics Water and Liquid Storage Tanks

Agrément certificate 2017/539, notice of the granting of which was given under Notice 1497 of 2017 dated 29 December 2017, has been cancelled.

DEPARTMENT OF PUBLIC WORKS AND INFRASTRUCTURE

NO. 3524

9 June 2023

AGRÉMENT SOUTH AFRICA
(Approval of innovative construction products and systems)

Notice is hereby given that Agrément South Africa has **suspended** Agrément certificate 2018/573: Intastor Insulated Building System, details of which appear in the schedule hereto.

SCHEDULE

Subject: Intastor Insulated Building System

Certificate holder: ISOPAN (Pty) Ltd

Agrément certificate 2018/573, notice of the granting of which was given under Gazette 42240 Notice R202 dated 22 February 2019, is that the certificate has been suspended.

DEPARTMENT OF PUBLIC WORKS AND INFRASTRUCTURE

NO. 3525

9 June 2023

AGRÉMENT SOUTH AFRICA
(Approval of innovative construction products and systems)

Notice is hereby given that Agrément South Africa has **suspended** an Agrément certificate 2009/356: Frame-Tech Building System, details of which appear in the schedule hereto.

SCHEDULE

Subject: Frame-Tech Building System

Certificate holder: Circle Capital Development (Pty) Ltd

Agrément certificate 2009/356, notice of the granting of which was given under Gazette 34412 Notice R440 dated 15 May 2009, is that the certificate has been suspended.

DEPARTMENT OF PUBLIC WORKS AND INFRASTRUCTURE

NO. 3526

9 June 2023

AGRÉMENT SOUTH AFRICA
(Approval of innovative construction products and systems)

Notice is hereby given that Agrément South Africa has **suspended** Agrément certificate 2013/444: (Amended December 2016) IES Virtual Environment Software, details of which appear in the schedule hereto.

SCHEDULE

Subject: IES Virtual Environment Software (Version VE 2016)

Certificate holder: Integrated Environmental Solutions (IES) Ltd

Agrément certificate 2013/444 (Amended December 2016), notice of the granting of which was given under Gazette 41224 Notice R1166 dated 3 November 2017, is that the certificate has been suspended.

DEPARTMENT OF PUBLIC WORKS AND INFRASTRUCTURE

NO. 3527

9 June 2023

AGRÉMENT SOUTH AFRICA
(Approval of innovative construction products and systems)

Notice is hereby given that Agrément South Africa has, with effect from 29 April 2021, issue a **reinstatement** of Agrément certificate, details of which appear in the schedule hereto.

SCHEDULE

Agrément certificate 2015/478 (Re-instated March 2021)

Certificate holder:	Malopo Construction (Pty) Ltd
Subject:	Modular Reinforced Fibre Concrete Building System
Description	<p>Modular Fibre Reinforced Concrete Building System is a fibre reinforced concrete structure, with a density of 900 kg/m³ to 2410 kg/m³.</p> <p>The walls are constructed by erecting pre-oiled temporary shutters taking into account the wall width (100, 150, 180, 220 or 250 mm) and height (2400, 2700 or 3000 mm). The internal face of the walls are further clad with a 40 mm thick EPS insulation sheet and a 6 mm thick fibre cement board.</p> <p>The light-weight steel re-usable shutters are pre-designed according to architectural design of the structure. The shutters are manufactured to include corner, window and door details.</p> <p>Foundation and floor slabs are conventional concrete. The floor slab has starter bars (vertical steel reinforcements) at 300 centres, 100 mm deep and 300 mm high for anchoring the wall to the footing. The floor slab must be at least 150 mm above the normal ground level at any point around the building. All steel reinforcement bars (size and spacing) are always the responsibility of a registered competent professional engineer.</p> <p>The roof is constructed of conventional standard light-weight steel or timber trusses, and clad with metal sheeting, concrete roof tiles or Agrément approved cladding.</p>

The Agrément certificate contains detailed information on the product and can be accessed at <http://www.agrement.co.za>.

Copies are obtainable from: Chief Executive Officer (CEO)
Agrément South Africa, P O Box 72381, LYNNWOOD RIDGE, 0040

DEPARTMENT OF PUBLIC WORKS AND INFRASTRUCTURE

NO. 3528

9 June 2023

AGRÉMENT SOUTH AFRICA
(Approval of innovative construction products and systems)

Notice is hereby given that Agrément South Africa has **suspended** Agrément certificate 2012/417: Eco-Build Sandbag Building System, details of which appear in the schedule hereto.

SCHEDULE

Subject: Eco-Build Sandbag Building System

Certificate holder: Green Perspective cc

Agrément certificate 2012/417, notice of the granting of which was given under Gazette 36326 Notice R324 dated 15 July 2012, is that the certificate has been suspended.

DEPARTMENT OF TRADE, INDUSTRY AND COMPETITION

NO. 3529

9 June 2023

COMPETITION COMMISSION

NOTICE IN TERMS OF SECTION 10(7) OF THE COMPETITION ACT 89 OF 1998 (AS AMENDED): SOUTH AFRICAN PETROLEUM INDUSTRY ASSOCIATION GRANTED CONDITIONAL EXEMPTION

On 22 December 2015, the South African Petroleum Industry Association ("SAPIA") and its members applied to the Competition Commission of South Africa ("Commission") in terms of section 10(1)(b) of the Competition Act 89 of 1998, as amended ("the Act") to be exempted from certain provisions of section 4 of the Act ("2015 Exemption"). The exemption was sought for a period of 5 (five) years from 1 January 2016 ending on 31 December 2020.¹

Notice is hereby given in terms of section 10(7) of the Act that the Commission has extended the 2015 Exemption for a period of **four (04) months from 01 May 2023 up to and including 31 August 2023** and on the same terms and conditions as published in Government Gazette No.34651 of 7 October 2011.

The exemption granted by the Commission covers a wide range of agreements and practices which, according to SAPIA, are required to ensure the continuity and stability of liquid fuels supply to various sectors and geographic locations of the South African economy. In particular, the exemption covers agreements and practices in the petroleum and refinery industry which are considered by the Commission to be in contravention of sections 4(1)(a) and (b) of the Act. SAPIA based its application on the premise that the aforesaid agreements and practices are required to obtain the objective set out under section 10(3)(b)(iv) of the Act.

The Commission has previously, in response to the afore-mentioned application, granted SAPIA a conditional exemption in terms of section 10(2)(a) of the Act for a period of 6 (six) months starting from 01 January 2016 and ending on 30 June 2016. Following the expiry of the afore-mentioned short-term conditional exemption, the Commission extended such exemption several times with the previous extension ending on 31 April 2023.

¹ See Commission Case Number 2015Dec0741

On 21 April 2023, the Minister of Trade, Industry and Competition has recently granted the petroleum industry designation status for a further **four (04) months from 01 May 2023 up to and including 31 August 2023**.² Accordingly, the Commission has also granted SAPIA a conditional exemption in respect of its 2015 Exemption in terms of section 10(3) of the Act for a further **four (04) months from 01 May 2023 up to and including 31 August 2023** in line with the new designation period highlighted above.

SAPIA or any other person with substantial financial interest affected by this decision may appeal it to the Competition Tribunal in the prescribed manner in terms of section 10(8) of the Act.

Further queries should be directed to Mr. Marlon Dasarath at MarlonD@compcom.co.za.

In correspondence, kindly refer to the following case number: 2015Dec0741

² See Government Gazette Vol. 694 No. 48466 dated 25 April 2023



T: +27(0) 12 394 3200 / 3320
F: +27(0) 12 394 0166
E: ccsa@compcom.co.za
W: www.compcom.co.za
DTI Campus, Mulayo (Block C)
77 Meintjies Street, Sunnyside, Pretoria
Private Bag X23, Lynnwood Ridge
0040, South Africa

Enquiries: Marlon Dasarath / Nonkululeko Moeketsi

Reference Case Number: 2015DEC0741

Date: 11 May 2023

Mr. Neil Mackenzie
Fasken Martineau
150 West Street
Sandton
2196

By E-mail: nmackenzie@fasken.com / sstrachan@fasken.com

Dear Neil

**EXEMPTION APPLICATION BY SOUTH AFRICAN PETROLEUM INDUSTRY
ASSOCIATION - CASE NUMBER: 2015DEC0741**

1. We refer to the exemption application filed by the South African Petroleum Industry Association ("SAPIA") with the Competition Commission ("Commission") on 22 December 2015 ("2015 Exemption")¹, the exemption application filed by SAPIA with the Commission on 28 October 2020 ("the 2020 Exemption")² and the most recent petroleum industry designation granted by the Minister of Trade, Industry and Competition ("the Minister")³.
2. The Commission has previously granted several short-term conditional exemptions to

¹ Filed under case number 2017DEC0741.

² Reference case number 2020OCT0044

³ See Government Gazette Vol. 694 No. 48466 dated 25 April 2023

Competition regulation for a growing and inclusive economy.

SAPIA on the basis of corresponding short-term petroleum industry designations granted by the Minister. Further, the Commission notes that the Minister has recently granted designated status to the petroleum industry for a period of **four (04) months from 01 May 2023 up to and including 31 August 2023**.

3. In this regard, the Commission hereby also extends SAPIA's 2015 conditional Exemption for a further period of **four (04) months from 01 May 2023 up to and including 31 August 2023**, whilst it also considers SAPIA's 2020 Exemption. The applicable conditions are the same to those given by the Commission in granting the SAPIA 2015 Exemption ending on 31 April 2023 and are attached hereto.
4. In the circumstances, please find attached hereto a Form CC 10(1), which is the Exemption Certificate in terms of Rule 20 of the Rules for the Conduct of Proceedings of the Competition Commission. A Notice of the outcomes of the Commission's investigation in this matter will be published in due course as required in terms of section 10(7) of the Act.
5. Should you have any queries on the contents of this letter, feel free to contact Mr. Marlon Dasarath on email at MarlonD@compcom.co.za.

Yours faithfully

Mapato Ramokgopa
Manager: Market Conduct Division
The Competition Commission of SA
Email: MapatoR@compcom.co.za



competition commission south africa

Notice CC 10 (1)

About this Notice

- This notice is issued in terms of section 10 of the Competition Act.
- You, or any other person with a substantial material interest affected by this decision, may appeal this decision to the Competition Tribunal within 20 business days after it has been published in the Gazette.
- You must use form CT7 to lodge an appeal. Please refer to Competition Tribunal Rule 38.

Contacting the Commission

The Competition Commission
Private Bag X23
Lynnwood Ridge
Pretoria 0040
Republic of South Africa
Tel: +27 (12) 394 3200
Fax: +27 012 394 0166
e-mail: ccsa@compcom.co.za

Exemption Certificate (Chapter 2)

Date: 11 MAY 2023

To:

The South African Petroleum Industry Association
Ref Case Number - 2015Dec0741

You applied to the Competition Commission on **22 December 2015** for an exemption from Chapter 2 of the Competition Act.

Because the subject practice or agreement contributes to the objective set out in section 10(3)(b)(iv) of the Act, the Competition Commission grants an exemption in terms of section 10(3) of the Act for a period of 04 months from 01 May 2023 up to and including 31 August 2023 for:

- | | |
|---|--|
| <input type="checkbox"/> a single agreement | <input checked="" type="checkbox"/> a category of agreements |
| <input type="checkbox"/> a single practice | <input checked="" type="checkbox"/> a category of practice |

As described in your application. This exemption is subject to:

- ☐ no conditions.
☒ the conditions listed on attached sheet.

The Competition Commission has the authority in terms of section 10 (5) of the Competition Act to revoke this exemption if -

- (a) the exemption was granted on the basis of false or incorrect information;
(b) a condition for the exemption is not fulfilled; or
(c) the reason for granting the exemption no longer exists.

Name and Title of person authorised to sign on behalf of the Competition Commission:

Mapato Ramokgopa (Manager: Market Conduct Division)

This form is prescribed by the Minister of Trade and Industry in terms of section 21 (4) of the Competition Act 1998 (Act No. 89 of 1998)

GENERAL NOTICES • ALGEMENE KENNISGEWINGS

DEPARTMENT OF SPORTS, ARTS AND CULTURE

GENERAL NOTICE 1856 OF 2023

PUBLIC NOTICE :DRAFT POLICY ON WOMEN IN SPORT

I, Ncediso Goodenough Kodwa, Minister of Sport, Arts and Culture, hereby invites Sport Arts and Culture stakeholders and the general public to make submissions in relation to the gazetted "Draft Policy on Women in Sport". Interested and affected stakeholders may submit written submissions and comment by hand and email to the Department on or before **30th June 2023**. The draft policy will be available on all the Department's Social Media platforms.

Please note that submissions and comments received after **30th June 2023** may be disregarded.

Draft Policy on Women in Sport submissions should be directed as follows:

<p>By Hand</p> <p>Department of Sport, Arts and Culture Corners of Mandela and Paul Kruger Streets 202 Sechaba Building Pretoria 0001</p> <p>By Mail</p> <p>Department of Sport, Arts and Culture Corners of Mandela and Paul Kruger Streets 202 Sechaba Building Pretoria 0001</p> <p>Enquiries/Further information: Director – Research and Policy Dr Ruth Mojalefa</p>	<p>By E-mail</p> <p>ruthm@dsac.gov.za or sumayyak@dsac.gov.za</p>
---	---

SIGNED

MINISTER NG KODWA, MP

DEPARTMENT OF SPORT ARTS AND CULTURE

DATE: 24/05/2023



sport, arts & culture

Department:
Sport, Arts and Culture
REPUBLIC OF SOUTH AFRICA

ANNEXURE A

DRAFT POLICY: WOMEN IN SPORT

Women united in advancing development and prosperity for all

Table of Contents

FOREWORD BY MINISTER OF SPORT, ARTS AND CULTURE	4
EXECUTIVE SUMMARY	6
ACRONYMS	7
1. INTRODUCTION AND BACKGROUND	8
1.1 Policy issue identification	8
1.2 Background	10
1.3 Policy context and environment, links to other policies	11
1.3.1 Legislative Context	11
1.3.1 International Context.....	12
1.4 Brief overview of the policy process followed	12
2. PROBLEM STATEMENT	13
2.1 Underlying policy statement.....	13
2.2 Nature, history, and scope of the problem (including trend identification and assessment-use of evidence).....	14
3. POLICY VISION AND OBJECTIVES	15
3.1 Vision.....	15
3.2 The rationale for a policy intervention and policy options	15
3.3 Strategic linkages	15
3.4 Theory of change, Policy objectives and expected outcomes.....	17
3.4.1 Theory of Change (See Annexure)	17
3.4.2 Policy objectives and expected outcomes.....	17
4. BARRIERS TO PARTICIPATION	18
4.1 Gender inequality and discrimination	19
4.2 Biological and socio-cultural factors and poverty	19
4.3 Lack of funding, sponsorship and remuneration.....	21
4.4 Lack of women in leadership positions	22
4.5 Transgender, Intersex athletes, Sex-verification and Testosterone levels.....	22
4.6 Gender-Based Violence (GBV) in sport.....	22
4.7 Lack of role models and gender stereotypes	24
4.8 Lack of media representation and exposure	24
4.9 Lack of access to grassroots level sport.....	25
4.10 Lack of access to high-performance sport	25
4.11 Inadequate infrastructure as a means of access and lack of childcare facilities.....	26
4.12 Lack of Equipment and Attire	26
4.13 Safety issues.....	27
4.14 Lack of skills and capacity development	27
4.15 Lack of parental support.....	28

5. ACTIONS/INTERVENTIONS	28
5.1 Gender equality and discrimination against women and girls in sport	28
5.2 Socio-cultural, biological factors and poverty	29
5.3 Funding and sponsorship	29
5.4 Leadership positions	29
5.5 Testosterone, Intersex, gender verification and sex testing	30
5.6 Gender-based violence in sport	30
5.7 Role models, gender stereotypes and media representation and advertisement	31
5.8 Scholl and Community Sport (at grass roots levels)	32
5.9 Sport facilities, equipment, attire and transport	34
5.10 Human resources	35
5.11 Skills, capacity and economic development	35
5.12 Women's desk and government structures	37
5.13 Government structures and stakeholder collaboration	37
5.14 Research and development	37
5.15 Family, community, and other Support	37
5.16 Sport psychiatry and mental health support	37
5.17 Language barrier	37
5.18 Racism in sport	37
6. IMPLEMENTATION	38
6.1 Policy focus areas per problem statement	38
6.2 Target beneficiaries and stakeholders	38
6.3 Resource Allocation-Human, financial, equipment, system, etc	38
6.4 Roles and responsibilities	38
6.5 Communication	45
7. THE EVIDENCE	45
8. GOVERNANCE	48
8.1 Performance, Reporting and Accountability	48
8.2 Transparency and information dissemination	48
8.3 Risk assessment and mitigation strategy	49
9. POLICY MONITORING, EVALUATION AND REVIEW	50
9.1 Programme performance measurement indicators	50
9.2 Monitoring progress	50
9.3 Evaluation of the policy	50
9.4 Policy review schedule	50
10. CONCLUSION	50
REFERENCES	51
THEORY OF CHANGE	56

FOREWORD BY MINISTER OF SPORT, ARTS AND CULTURE

Sport is a cultural activity, which, if practiced fairly and equitably, enriches society and friendship between nations. Sport is an activity which offers individuals with whatever background, race, religion, sexual orientation the opportunity of multiple benefits for themselves, their communities and country. Although women and girls account for more than half of the world's population and despite the growing participation of women in sport and physical activity at all levels, there is still an uneven landscape for women in decision making and leadership roles. Women are significantly under-represented in management, administration, coaching and officiating, particularly at the higher levels. Women face multiple issues around safeguarding, including gender-based violence. Many factors, external to sport, affect women's levels of participation and other types of involvement in sport. In this regard, the situation at home, the role of physical education, their legal status in society and the media are key influences.

The National Development Plan indicates that the transformation for sports by 2030 is that participation in each sporting code begins to approximate the demographics of the country and that South Africa's sporting results are as expected of a middle-income country with historical excellence in a number of sporting codes.

The Department of Sports, Arts and Culture (DSAC) will continue to transform the delivery of sport and recreation by ensuring equitable access, development and excellence at all levels of participation, thereby improving social cohesion, nation building and the quality of life of all South Africans. Such a role of sport is enshrined in the Declaration of the 2030 Agenda for Sustainable Development Goals (SDGs). SDG 5 that focuses on achieving gender equality and empowerment of all women is cutting across all 17 SDGs, particularly where sport is utilised as vehicle for development. It states:

"Sport is also an important enabler of sustainable development. We recognize the growing contribution of sport to the realization of development and peace in its promotion of tolerance and respect and the contributions it makes to the empowerment of women and of young people, individuals and communities as well as to health, education and social inclusion objectives."

(<http://sdgs.un.org/goals/goal5>)

South Africa is also guided by other policy directives to which the country has been a signatory to ensure: (i) fair and equitable representation of men and women in all events and activities; (ii) capacity building of women in leadership (coaching, administration and

officiating); (iii) collaborative training, advocacy and awareness programs to educate the media on gender sensitive reporting; and (iv) develop and implement rewards and recognition initiatives that promote women empowerment and visibility including women and girls with disabilities.

DSAC has ensured that its programmes are largely mainstreamed, and the reports are indicative of the efforts. Our efforts to mainstream our activities across many programmes, such as Schools Sport, Youth Camps, Indigenous Games, Big Walk, National Recreation Day indicates that women and girls are given the opportunity to participate in sport and in some cases their representation exceeds those of boys and men. We took cognisance of the 'case for sport' being developed and of international declarations guiding the policy.

Minister's picture to be inserted

EXECUTIVE SUMMARY

The full participation of women and girls in all aspects of life, forms the corner stone of development and prosperity in South Africa. Gender inclusion that fosters gender equity is a core value of human justice in any society and by recognising that their marginalisation in many aspects of their lives, and in all sport-related sectors undermines the realisation of taking up their rightful place in society and in sport. This policy is therefore developed to redress existing inequalities for girls and women in the South African sport ecosystem – particularly in participation, competition, coaching, officiating and leadership.

In alignment with global policy frameworks, trends and national development priorities, this policy addresses multiple challenges women and girls face in sport associated with race, disability, age, religion, culture, geographical location, and sexual orientation inclusive of those belonging to the LGBTQI+ population, transwomen, and women differences of sex development (DSD). The policy refers to women and girls' athletes, coaches, administrators, those who aspire to be or are already in leadership positions and those who influence practices for the inclusion and promotion of women to ensure they are on an equal footing as their male counterparts. This policy aims to promote gender equity and gender mainstreaming in alignment with global trends, as commitment to signed declarations and national priorities of the South African Government. It also features issues of safeguarding to protect girls and women from all forms of abuse and discrimination in sport settings.

South African women and girls, with and without disabilities in sport and recreation face multiple barriers that negatively affect their participation, promotion and access to decision-making power and transformation in sport. Barriers extend to include socio-cultural values stemming from entrenched patriarchal ideology (including gender-role expectations), biased and lack of media coverage and advertising, gender-based violence, the lack of role models and gender stereotyping. At all levels, the lack of access to resources include funding and sponsorships or equitable remuneration; opportunities for participation in different sports at schools and in communities, inclusive of the priority scheduling of male participation and inadequate programmes for talent identification and development, as well as opportunities for professional participation; inadequate facilities and equipment; and the under-representation of females in leadership positions reflect the realities of women and girls in South African sport. The COVID-19 pandemic affected all sport but widened the gender gap and exposed women to increased levels of gender-based violence. The roles and responsibilities of key policy actors and stakeholders feature in the implementation plan, guided by indicators to direct monitoring and evaluation as to track and ensure a transformed South African sport dispensation. A log frame and theory of change will guide

planning, implementation and strategic decision-making from the input to impact levels across priority areas.

ACRONYMS

APP	Annual Performance Plan
AU	African Union
AUSC Region 5	African Union Sport Council Region 5
CGF	Commonwealth Games Federation
DBE	Department of Basic Education
DG	Director-General
DWYPD	Department of Women, Youth and Persons with Disabilities
DSAC	Department of Sports, Arts and Culture
FIFA	Fédération Internationale de Football Association
IAAF	International Association of Athletics Federations (from October 2019 known as World Athletics)
IOC	International Olympic Committee
IWA	International Women's Association
IWG	International Working Group on Women and Sport
LGBTQI	Lesbian, gay, bisexual, transgender, queer and intersexed communities
NACFWAS	National Council for Women and Sport
NDP	National Development Plan
NGO	Non-government Organisation
NSF	National Sport Federation
NSRP	National Sport and Recreation Plan
UNESCO	United Nations, Educational, Scientific and Cultural Organisation
SDG	Sustainable Development Goal
SAWSAR	South African Women Sport and Recreation
SASCOC	South African Sports Confederation and Olympic Committee (in 2022 renamed to Sport South Africa)
SDP	Sport for Development and Peace
SfD	Sport for Development
UN	United Nations
UNESCO	United National Educational, Scientific and Cultural Organization
UNICEF	United National International Children's Emergency Fund

WASSA	Women and Sport South Africa
WHO	World Health Organisation
WSI	Women Sport International

1. INTRODUCTION AND BACKGROUND

The introduction and background cover the following sub sections, namely, Policy issue identification; Background; Policy context and environment, links to other policies; and Brief overview of the policy process followed.

1.1 Policy issue identification

Gender equality implies that men and women¹ enjoy the same access to opportunities, resources, and have the same rights, obligations, and outcomes in all spheres of society. A just and democratic society protects and promotes gender equity and the empowerment of women as a human right. The latter is enshrined in the Universal Declarations of Human Rights (UDHR) of 1948 as stipulated in Article 27, stating that women have the right to fully participate in the cultural life of a community and share equally in societal benefits. It is also captured in Article 17(2) of the African Charter on Human and People's Rights (ACRWC) adopted in 1981 and as a fundamental principle of the Commonwealth (Wadesango, Malatji & Chabaya, 2020). DSAC's integrated approach for setting national agendas and for transformative actions is in alignment with the United Nations 2030 Sustainable Development Goals (particularly SDG 5) and with the African Union Agenda of 2063.

Since 1994, the South African government has outlawed gender inequality and put multiple measures in place to address all forms of discrimination against women in broader society. Under the guidance of Beijing Declaration and Platform for Action, the International Working Group on Women & Sport established in 1994 as the most influential 'women in sport movement', held seven international conferences to further the cause of gender equity in sport. As signatory, South Africa implemented various initiatives and report on social transformation, including on gender persistent inequalities and mainstreaming (Engh & Potgieter, 2018).

In 2014 a baseline study on gender, participation, and leadership in southern Africa, found a relatively high level of female sport participation (46%) but low levels of females in leadership and coaching (Fasting, Huffman & Sand, 2014). Matters have not improved for women in different sports in the AUSC Region 5 member countries. The 2021 (follow-up) study (Burnett, 2021a) show a decrease in women's participation across five countries

¹ The term 'women' refers to girls and women with and without disabilities.

(Lesotho, Malawi, South Africa, Zambia, and Zimbabwe) and across five sports (athletics, basketball, boxing, judo and football) by 9.8% to measure 8.2% in 2020. The outlier is netball with an average female participation rate of 98.1% pushing up the overall female participation across all sports (previous five and netball) to be 70%. A similar situation prevails at grassroots level among the lower quintile schools (Quintile one, two and three) where physical education is not implemented and 43.8% of these schools offer one sport, or at best three sports such as football for boys, netball for girls and athletics for a short period at the beginning of the year (Burnett, 2018 & 2020).

Many influences contributed to this situation as communicated by stakeholder representatives during multiple consultative road shows/sessions for informing this policy development. The lack of participation and development pathways for athletes, coaches and referees in many sports, the lack of suitable equipment, facilities (including facility management that prioritises male participation), the lack of professional leagues for women-only teams, disparity between men's and women's remuneration and rewards, cultural perceptions that contribute to negative stereotyping, and lack of support in creating an enabling environment, contribute to the under-representation of women as leaders and their full participation at all levels of South African sport. South Africa is still to follow the global trend set at the Tokyo 2020 Olympic Games of having 49% women competing. Team South Africa that competed at the Tokyo Olympic Games, 66% were male, whilst 56.9% men competed for South Africa at the Tokyo Paralympic Games.

At the global and national leadership levels, women are yet to gain ground. In the IOC, female representation shows the discrepancy between participation and leadership (*The Conversation*, 2021) as women hold about a third (37.5%) executive board membership at that level. Although in South Africa, gender transformation has accelerated across multiple sport and management structures since the 2004 report on the status women in sport, participation and leadership inequalities are still prevalent (SRSA, 2017). Women continue to trail behind men in sport leadership, despite Sport South Africa and the government sector that spearheaded gender transformation. Sport South Africa has 58% women at the executive level and 53.9% at sub-committee level (Burnett, 2021a). Female leadership among NOCs are only 24.1% with men also dominating sub-committees with a representation rate of 62.2% as measured across the five countries in AUSA Region 5 (Burnett, 2021a).

Globally and locally, remaining barriers relate to cultural influences, lack of multiple resources, hegemonic male structures, and practices from playground domination by boys to leadership positions occupied by men (Murray, Lord & Lorimer, 2020; Ogunniyi, 2015). This policy speaks to national and local realities, whilst showing an alignment with global and

national policies. This policy aims to guide meaningful social transformation within and through sport whilst informing strategic decision-making and an equitable dispensation for women inclusive of the most vulnerable where race, class and disability add layers contributing to their level of disadvantage.

1.2 Background

Sport is still a male-dominated sphere where women face exclusion and discrimination, particularly in traditionally male sports like rugby, football/soccer and boxing (Ray, 2016; Ogunniyi, 2015). South African society is largely patriarchal where the domestic role of a woman (as mother and wife) is a prevailing cultural belief voiced during the provincial consultations. Such culture also exists in sport and in sport organisations that negatively affect women's inclusion, engagement and participation.

Although women's participation in sport continues to rise, the *European Institute for Gender Equality* (2017) found that men are still dominating, which is particularly the case in the coaching environment (Carson, McCormack, & Walsh, 2018; European Institute for Gender Equality, 2017). A similar trend exists in southern Africa where only 22% of women coaching competitive sport and only 18% acting as head coach which is only up 2% from a baseline reported in 2014 (Burnett, 2021a).

The Women in Sport Movement globally and in Africa has been growing over the last two decades, spearheaded by the Women in Sport Association (AWISA) and International Working Group on Women and Sport (IWG). However, the lack of functional sport structures limits collaboration and perpetuates discriminatory processes that impact negatively on women and sport in South Africa (Report on Africa session at the IWG World Conference on Women and Sport, Helsinki, Finland. 2014; <https://cge.org.za/>).

In the history of South Africa, sportswomen played a major role in the resistance movement and struggle to liberate the country from apartheid. During the 1980s and early 1990's South African sportswomen used sport as a site of resistance against racism and sexism contributing to the emergence of the new democratic political dispensation (Hargreaves, 1997; Jones, 2001; Roberts, 1993). Unity talks in South African sport that took place between 1988 and 1994, led to the synchronisation of all South African sport codes across the racial divides and prioritised racial redress.

Since the birth of democracy in 1994, and guided by the South African Constitution of 1996, gender inequality in sport and recreation in South Africa has been legislated against by several constitutionally binding acts followed by structural reform. The Women and Sport South Africa (WASSA) structures and National Advisory Council for Women were established in 1996 and the government committed itself to support women's equality in sport and recreation. In 1997, workshops were held in every province, culminating in the then Minister of Sport and Recreation, the late Mr Steve Tshwete, launching the WASSA National Steering Council made up of representatives from every province, and representatives from the National Sports Council, National Olympic Committee and Disability Sport South Africa.

In 1999 in the new administration with changes in executive authorities and the establishment of the South African Sports Commission, the WASSA structure and its responsibilities were phased out. In order to continue the work of WASSA, the South African Sports Commission instituted a delivery mechanism to ensure the participation of women, people with disabilities and people from rural areas. This gave birth to a programme called South African Women, Sport and Recreation (SAWSAR) in 2003. The programme was a sub-component of Equity with the then provincial desks under the auspices of the Provincial Departments of Sport and Culture.

1.3 Policy context and environment, links to other policies

1.3.1 Legislative Context

- a) Constitution of the Republic of South Africa, Act 108 of 1996
- b) National Sport and Recreation Act, 1998 (Act 110 of 1998 as amended)
- c) White Paper on Sport and Recreation, 2012
- d) National Sport and Recreation Financial and Non-Financial Support Policy, revised approval 2017
- e) National Sport and Recreation Plan, 2012 and the Transformation Charter
- f) Promotion of Equality and Prevention of Unfair Discrimination Act (PEPUDA), Act No 4 of 2000
- g) The Integrated Strategy National Disability Strategy, White Paper, November 1997
- h) Employment Equity Act no 55 of 1998
- i) Commission on Gender Equality Act 1996
- j) Universal declaration of Human Rights (UDHR) in 1948 (United Nations Gender Assembly resolution 217 A)
- k) African Charter on Human and People's rights set up in 1987
- l) Solemn Declaration on Gender Equality in Africa adopted by AU Assembly in 2004
- m) National Policy Framework for Women's empowerment and Gender Equality, 2000

- n) The basic conditions of employment act, 1997 (act no. 75 of 1997 as amended by its 2018 amendment act (hereinafter referred to as "the BCEA"). *The BCEA regulates minimum conditions of employment for both men and women and does not differentiate between the two genders and promotes the equal rights of persons with disabilities*
- o) Promotion of equality and prevention of unfair discrimination act, 2000 (act no. 4 of 2000) (hereinafter referred to as "the PEPUDA") *PEPUDA has an equal bearing on both men and women and does not differentiate between the two genders aside from specific instances relative to women as indicated hereunder*
- p) Gender mainstreaming framework

1.3.1 International Context

Globally, the policy will endorse:

- a) The Convention of the Elimination of All Forms of Discrimination against Women (CEDAW)
- b) The United Nations Convention on the Rights of persons with Disabilities (2006)
- c) The United Nations Convention on the rights of the Child (1989)
- d) The international Covenant on Civil and Political rights (1966)
- e) The international Covenant on Economic, Social and Cultural rights (1966)
- f) The Beijing Declaration and Platform for Action (1995) and outcome documents associated with follow up meetings Beijing + 5 (2005), Beijing + 10 (2005), Beijing + 15 (2010), Beijing + 25 (2020).
- g) The United Nation Security Council Resolutions 1325 (2000) and 1820 (2008) on Women, Peace and Security (2000).
- h) International Women's Group (IWG).
- i) United Nations Sustainable Development Goals (UN SDGs).
- j) International Olympic Committee (IOC) Olympic Agenda 2020 and Olympic Agenda +5.
- k) The Brighton Declaration on Women and Sport signed in 1994 by 250 signatories, and other declarations emanating from the various World Conferences on Women and Sport between 1994 and 2018.

1.4 Brief overview of the policy process followed

There is no denying that the development of women in all aspects of life, is the corner stone of development and integrated in the core values of any society. However, women are still

unsupported and marginalised in many aspects of their lives including in sport, on, and off the field. This policy thus aims to redress issues raised by delegates at a Women's breakfast hosted by the former Minister of Sport and Recreation in August 2018 and many follow-up consultations in the form of road shows with key stakeholders within the sport sector such as the provincial road shows. The draft policy document was presented to the MINMEC meeting comprised of the Minister and the Provincial MECs for Sport and Recreation. Since the merger in 2019 of Sport and Recreation South Africa (SRSA) and the Department of Arts and Culture (DAC), the Department of Sport, Arts and Culture (DSAC) was established. It is under this banner that the Deputy Minister, Ms Mafu continued with consultations with the relevant stakeholders during roadshows for example in those provinces.

Stakeholders consulted in the provinces consisted of provincial MEC's, government officials such as HODs, other government officials within the provinces, sport federations, sports academies, recreation bodies, NGOs (e.g., Lovelife), media group and university sport representatives. Wider consultations included discussions with relevant departments such as the Departments of: Social Development, Women, Youth and People with Disabilities, Planning, Monitoring and Evaluation including the Presidency, National Department of Transport, Cooperative Governance and Traditional Affairs (CoGTA) and Basic Education. The last group that was consulted was representatives of national sport federations included SASCO. Due to COVID-19 restrictions, the consultation process was delayed and restricted and some of the consultations were done virtually.

2. PROBLEM STATEMENT

2.1 Underlying policy statement

There is gender inequality in the field of sport between women including women with disabilities and men (abled and non-abled bodied) manifests at all levels of participation and plays out in the coaching, technical officiating, and administrative areas. There is a ripple effect from lack to access, talent development and transitioning into different sport-related roles, as pathways do not exist, or multiple factors limits such progression. Women particularly face an uphill battle to excel in traditionally male sport and find similar opportunities to benefit from taking part in professional sports. In addition to existing barriers to participation, women do not receive equal pay, access to funding and sponsorship, media exposure and multiple other resources that make up an enabling environment. On the contrary, women must battle against male-dominated ideologies, cultural beliefs, male-biases, and hegemonic structures whilst overcoming various forms of discrimination, prejudices, stereotypical normative prescriptions and in some cases have to prove that they

are 'real women' or undergo hormonal treatment to fit the pre-scribed binary view of being either classified as a man or a woman. Women in sport and recreation also face gender-based violence.

2.2 Nature, history, and scope of the problem (including trend identification and assessment-use of evidence)

There is gender inequality which to a large extent emanates from cultural influences and patriarchal ideology in the field of sport which negatively affects women including women with disabilities and men (abled and non-abled bodied) manifests at all levels of participation and plays out in the coaching, technical officiating, and administrative areas. Sport is still a male-dominated sphere where women face exclusion and discrimination, particularly in traditionally male sports like rugby, football/soccer and boxing (Ray, 2016; Ogunniyi, 2015).

There is a ripple effect from lack to access, talent development and transitioning into different sport-related roles, as pathways do not exist, or multiple factors limits such progression. Women particularly face an uphill battle to excel in traditionally male sport and find similar opportunities to benefit from taking part in professional sports. In addition to existing barriers to participation, women do not receive equal pay, access to funding and sponsorship, media exposure and multiple other resources that make up an enabling environment. On the contrary, women must battle against male-dominated ideologies, cultural beliefs, male-biases and hegemonic structures whilst overcoming various forms of discrimination, prejudices, stereotypical normative prescriptions and in some cases have to prove that they are 'real women' or undergo hormonal treatment to fit the pre-scribed binary view of being either classified as a man or a woman. In terms of leadership, SASCO has 58% women at the executive level and 53.9% at sub-committee level (Burnett, 2021a).

In 2021 it was reported that less than one out of four leaders to be female other sectors and only 27.7% women lead in national sport federations across six sports in five southern African countries (Burnett, 2021a). Female leadership among NOCs are only 24.1% with men also dominating sub-committees with a representation rate of 62.2% as measured across the five countries in AUSC Region 5 (Burnett, 2021a). In Eminent People's Report of 2019/2020 women are under-represented as presidents of sport federations, CEOs, full-time appointees, coaches, technical officials and in under-age and senior high-performance teams.

3. POLICY VISION AND OBJECTIVES

3.1 Vision

The vision of the policy is to promote gender equality relevant to equal access to resources for men and women in the field of sport. This policy further aims to inform current national programmes and initiatives focusing on addressing gender equity as an outcome within and through sport.

The policy expresses the dedication to women in sport and the contribution in building a creative and inclusive nation.

DSAC recognises the meaningful work by people, institutions, and society in the promotion of gender equality and equity in and through sport. Through the implementation of this policy, it will identify and ensure opportunities for multiple stakeholders to place gender on the agenda for socio-political and economic transformation.

DSAC's vision for women in sport is to ensure equal opportunities for the optimal development and equal opportunity for all women to achieve full participation and development. It strives to provide equity as outcomes for women in sport that may lead to life-long involvement and a healthy lifestyle.

3.2 The rationale for a policy intervention and policy options

The rationale for policy intervention and policy options is to promote gender equality and fight the scourge of gender-based violence in the field of sport and recreation. Policy is aimed to address the issue of gender inequality and gender-based violence women in sport are faced with. Policy option 1 will be to implement alignment of all related policies speaking to human rights, gender (non)discrimination and the equitable inclusion of women. The limitation here is that the implementation of aligned policies may invite all relevant stakeholders national and internationally to collaborate services which may be a bit difficult due to insufficient resources Option 2 has to do with the mainstreaming gender and address women's equity across all structural arrangements and programmes linked to DSAC.

3.3 Strategic linkages

The proposed policy will contribute to following national priorities, as outlined in the Medium-Term Strategic Framework (2019-2024):

Building a capable and ethical and developmental state: Gender equality will promote women empowerment which in turn will contribute to the implementation of human rights as they will be educated about addressing GBV, financial management, leadership, active

living, and female role modelling. Sport organisations should adhere to good governance, gender diversity in management and good governance.

Economic transformation and job creation: The promotion of gender equality and equity will increase economic growth and unearth currently untapped human resources in the formal and informal economy. As such it will contribute to economic transformation (including the expansion of industries), job creation and an expanded female labour force with equal access to resources such as salary/wage, sponsorships/funding that will stimulate income-generation, independence, and employment within the sport sector.

Education, skills and health: Education, training, and optimising health-related practices in sport and through sport (e.g., active living) serve as cornerstone and engine for economic growth. Qualified individuals will attract more women into the national workforce and strengthen the South African sport system. Sport as 'medicine' saves public health costs, boost productivity and contribute to the quality of life. Women are key caregivers to promote health-optimising activities for their children, volunteering, and role modelling.

Consolidating the Social Wage through reliable and quality Basic Services: Providing resources to abled and disabled women (including access to social grants) will generate income at the community level. It may provide capacity for public work projects, public service provision and increase employability for youth by acquiring a skill set in sport transferable to other sectors. Engaging women in sport increase service provision to social institutions like schools, improve self-reliance and prevent deviant behaviours and teenage pregnancies

Spatial integration, home settlement and local government: Gender equality will necessitate the optimal use of local sport facilities for community-based sports. Sport facilities may have multi-purpose usage for providing community services (e.g., health clinics, delivering grants and school sport competitions). The placement and development of accessible and well-placed sport facilities will enable sustainable human settlements and special integration across different sectors of a community under the auspices and management of local government entities.

Social cohesion and safe communities: Playing sport at community level (at schools and clubs) promotes social cohesion, social integration, solidarity, and inclusion that contribute to the reduction of inequality and exclusion for women. It bridges the disparities and stratification of women further disadvantaged by labels of ethnicity, class, nationality, age,

disability, or any other distinctions that may cause divisions, competition and conflict. Promoting women's inclusion is underpinned by the Constitution of the Republic of South Africa, (1996), National Development Plan, (2011) and Sport and Recreation South Africa White Paper, (2012).

Sport participation and active living keep people occupied and away from destructive behaviours such as drug-taking and teenage pregnancies. In this way it contributes to community-safety and crime prevention. Sport participation teach pro-social values such as compassion and peaceful co-existence. It provides the glue that keeps communities together.

A better Africa and world: As signatory to multiple human right conventions and in adherence to the African Union's 2063 vision (the Africa we Want), facilitating sport participation and mobilising the sector to fully include women at all levels, will deliver on this vision. It is up to South Africa to ensure that 'nobody is left behind' – not as a UN prerequisite but a mandate for all sectors and stakeholders (SDG 17) to make this a reality.

3.4 Theory of change, Policy objectives and expected outcomes

3.4.1 Theory of Change (See Annexure)

3.4.2 Policy objectives and expected outcomes

The objectives of the policy are as follows:

- To promote active participation, to increase the number of women actively participating in sport and physical activity in order to reduce the gender gap at all levels. To implement pathway development for girls within different sports. To reduce the drop-out rate of women in sport at all levels.
- To increase the area of coaching, officiating and support. For example, to increase the base of qualified female coaches from grassroots to the highest competitive levels across all sports. To increase the number of women in technical officiating roles and support staff.
- To have 50/50 gender leadership: To implement a gender balance at all leadership levels of funded organisations. To provide a pathway and mentorship for women to become leaders at all levels. To implement good governance and gender parity (gender-balance structures). To provide equal opportunities for women to participate and occupy leadership positions in sport
- To increase visibility, framing and advocacy as follows: To increase the visibility of sport women and female role models. To promote fair representation of all women in

the public media. To engage in advocacy for women to participate, receive fair recognition and rewards in sport

- To implement safeguarding policies and mechanisms to protect women in sport
- To ensure safe spaces for participation, coaching, officiating and support
- To implement mechanisms to ensure pro-social behaviours and values in sport (e.g. anti-doping and violence-prevention).
- To implement sport as a tool for development for women at all levels.
- To promote peaceful co-existence and address gender-based violence in and through sport.
- To use sport to address health, education, and socio-economic development for women.
- To avail and mobilise appropriate resources in relation to identified needs to women
- To ensure a safe and enabling environments for all women to participate in sport
- To ensure gender-neutral communication and positive portrayals of women

Expected outcomes are as follows:

- Women in sport system strengthened and good governance to ensure the inclusion and empowerment of women at all levels. Adequate policies, strategies to safeguard and ensure equitable gender practices in sport and related sectors.
- Strategic alignment, service integration and stakeholder collaboration
- Equitable access to participation opportunities for women at all levels (e.g., community, club, and national levels)
- Equitable access for women in leadership at all levels (e.g. community, club and national levels) such as qualified coaches, technical officials and administrators
- Effective implementation of safeguarding measures to address issues of abuse for women
- Gender-neutral communication and portrayal of women in sport
- Equitable access to resources including physical (facilities and equipment), financial, information and human resources for women at all levels

4. BARRIERS TO PARTICIPATION

Issues contributing to gender inequality, include socio-cultural and biological factors, the lack of access or differential access to multiple resources, limited access to leadership positions, issues around gender-verification measures, GBV (especially during Covid-19 lockdowns) in and through sport, the lack of role models and gender stereotyping. Cultural influences and patriarchal ideology remain main undermining influences as it plays out in sport and society

in different ways (Burnett, 2021b). It extends to the lack and biased media representation and advertisement, poorly developed sport structures at school and grassroots levels, limited access to high performance sport, clothing issues, safety aspects in sport and related to transport and the lack of capacity. The next section will expand on the different factors and influences.

4.1 Gender inequality and discrimination

In South Africa, patriarchal ideology informs the dominance of men over women at household, institutional and community levels (Adom-Aboagye & Burnett, 2019; Burnett, 2018). Girls from a young age are socialised in a particular subservient gender role and due to an average superiority of male physicality, women are pigeonholed into feminine types of sport. This presents stereotypes that creates obstacles for many to enter sport regarded as a bastion of male domination evidenced in sports like football, rugby, cricket and boxing (Burnett, 2021a; Engh & Potgieter, 2015; Pelak, 2005 & 2010).

According to DSAC (SRSA, 2012) sport plays an important role to redress gender and race inequalities as well as discrimination against people with disabilities and marginalised populations. Accommodating diversity across gender, race and class and inclusive sport and recreation practices contribute to the building of social cohesion, community integration, active citizenships, and nation building (Burnett, 2021b).

Women with disabilities in sport face a level of exacerbating discrimination, stereotyping and stigma as society attach multiple meanings to 'disability'. Gendered inequalities thus intersect with different aspects of oppression resulting in identifiable labels or characteristics such as race, sexuality, ability, age, social class, marital status or position as a citizen with reference to an indigenous person or refugee as examples (CITOFIELD, 2022). Such levels of marginality or double (even triple) levels of discrimination associated have been mentioned during the consultation process.

4.2 Biological and socio-cultural factors and poverty

A major socio-cultural and economic barrier is the manifest idea that sport is masculine, exclusive and elitist. It is a widely shared perception transmitted by men and women through traditions, beliefs, and social practices. This entails that women are not meant to be competitive, they should be heterosexual in appearance (hair, clothing and demeanour) and their body should not be muscular - also stated by roadshow participants (Engh & Potgieter, 2018). This societal expectation is seen as the main socio-cultural barrier as women themselves prioritise women-hood and domestic responsibilities that leave them little time (time-poor) for sport participation and/or leadership. Sport is rife with homophobia, and boys

are also labelled as gay for playing ‘unmanly’ sports, just as girls are often labelled as lesbians if they play almost any sport (apart from a few which are seen as particularly ‘feminine’). Such beliefs contribute to dropout rates amongst teenage girls and discourage women from participating or excelling in sport (Burnett, 2018; Engh & Potgieter, 2018).

Despite recent progress, discrimination based on the real or perceived sexual orientation and gender identity of female athletes persists. Girls in sports may experience bullying, social isolation, negative performance evaluations, or the loss of their starting position. During socially fragile adolescence, the fear of being tagged “gay” is strong enough to push many girls out of the game (Engh & Potgieter, 2018).

Women is not a homogeneous population and ethnic minorities, girls from poor environments and in rural areas have different experiences and barriers to overcome. For example, rates of participation in sport amongst different ethnic minorities vary considerably and the gap between men and women’s participation in sport may be greater amongst some minority ethnic groups. Ethnic or racial stereotyping exist and is perpetuated through religious or cultural practices such as among some sectors of Asian women who are not allowed to wear revealing swimsuits. During the provincial road shows, it was also mentioned that there are certain codes whereby black people are always selected for a certain position within a sport team that represent racial stacking (playing in non-decision making or central positions) in team sports like netball and rugby.

Media framing of the perfect (lean and sexy) female body contribute to girls and women not being confident to participate in sport due to their poor body image associated with their physical appearance and the fear of being judged for that (Kubayi, 2015). Women and girls in sport are regarded as inferior and their physique are perceived as not strong or suitable can take part in sport (Ogunniyi, 2015). During the provincial roadshow focus group discussions, the topic was raised that women tend to believe that they are weak and have a physical strengths-inferiority complex.

Women and girls from impoverished settings often have a low self-esteem and poor sense of self-worth coupled with diminished self-efficacy and belief in their potential to achieve (Ahmed et al., 2017). A national handball representative mentioned the lack of self-esteem stemming from negative experiences. Many high performing athletes (including females) struggle with mental health issues associated on the one hand with a sedentary lifestyle, and on the other hand with the stress of high performance (Purcell et al., 2020). The Covid-19 pandemic brought additional strain on the mental health of elite athletes (Mehrsafar et al., 2020).

4.3 Lack of funding, sponsorship and remuneration

Sponsorships mostly flow to dominant male team sports such as rugby, cricket and football that have highly established professional leagues. The argument offered for the under-representation of women in the public media (broadcasting, televised and printed media) is argued from this point of view and the fact that such sports have a large fan base. In a recent study about the accessibility to funds for women in South African sport (CITOFIELD, 2022). The latter study refers to the adoption of the amendments of the Employment Equity Act that guides legal redress for equal pay for work of equal value to counter unfair discrimination in the respect of remuneration. However, this has not been applied in the field of sport where even at the global level were female athletes earn less compared to their male counterparts and about 99% of all sponsorship money is directed to men's sport (Cox, 2018).

The lack of funding dedicated to women in sport limits their chances to travel internationally for competitions as lucrative endorsement deals are often presented to male athletes and national teams represent the 'male version' of a sport. According to several participants at the road shows from different provinces, sponsors favour male sports and teams which also attracts a high level of media exposure.

The issue of remuneration received by the South African national women and men's football teams was raised in a parliamentary in 2019. It was reported that Banyana's players receive a match bonus of **R5 000** for a win in an official match, and **R4 000** for a win in a friendly match. 2019 it was reported that Bafana Bafana players earn as much as **R60 000** for a win, **R40 000** for a draw. Banyana players are paid a daily allowance of **R400** per day when training with the team while in the country which will be increased to **R500** per day to be in line with Bafana Bafana. The payment for tournaments is handled differently, and the payment structure is negotiated with the team depending on the tournament. The payment structure for Banyana Banyana is based on the available resources and funding from the relevant sponsors and supplemented by SAFA (South African Football Association). DSAC utilised various instruments including the Grant Framework Conditions and direct dedicated funding as well as conditional funding as instruments to promote the development of female sport," (Sport 24, January 2019). The Departments financial investment in the establishment of a professional football league over 3 years and the exposure on television has attracted them sponsorship.

4.4 Lack of women in leadership positions

The socio-cultural influences contribute to the ideology that defines women as inferior to men who led women to be assigned minor positions in both public and private spheres of life (National Policy for Women, 2017). Globally and locally, remaining barriers relate to cultural influences, lack of appropriate resources, hegemonic male structures, and practices from playground domination by boys to leadership positions occupied by men. In June 2020, the Eminent Persons Group on Transformation (SRSA, 2019) reported on the progress of 18 sporting codes on transformation as per Charter and Barometer (self-projected) targets.

According to the study conducted by African Union Sport Council (AUSC) Region 5, in 2014 the number of women occupying leadership positions in sport is very low within the region. Compared to the number of female athletes participating in sports, women were reported to be underrepresented in leadership positions in the school sport organizations and the sport associations. The follow-up study seven years later, show improvement across the government entities, but less than one out of four leaders to be female other sectors and only 27.7% women lead in national sport federations across six sports in five southern African countries (Burnett, 2021a).

4.5 Transgender, Intersex athletes, Sex-verification and Testosterone levels

Female athletes face many obstacles to compete internationally because of transgender and, intersex issues. They are banned from competing internationally due to their natural high production of testosterone. They are forced to take medication to lower the level that would make them qualify for the women's races. They are forced to undergo sex-verification which is against human rights.

Intersex is a person born with a combination of male and female biological traits. Transgender women athletes are athletes whose gender identity are different from the sex (male or female) they were assigned to at birth. Such athletes may experience gender dysphoria and may transition to the gender of choice. This process commonly includes hormone replacement therapy and sometimes sex reassignment surgery, which can bring relief and resolve feelings of gender dysphoria.

Current international decisions guide the current inclusion of male-to-female transgender athletes, whilst LGBTQ rights groups actively contest exclusionary measures and deem them 'discriminatory', 'harmful' and 'unscientific' it remains a contentious issue.

4.6 Gender-Based Violence (GBV) in sport

GBV is defined as the violence that is directed at a person based on his/her biological sex or gender identity. It includes physical, sexual, verbal, emotional and psychological abuse,

threats, coercion and economic or educational deprivation, whether occurring in public or private (DWYPD, 2020). Women are disproportionately harmed by gender-based violence. In the sport sector, it may occur in different forms.

Sexual harassment: Well document cases mostly entail male coaches and men in positions of power to be the perpetrators and women to be the victims, although it also happened to male athletes (European Institute for Gender Equality, 2017; European Commission, 2014). Prominent cases in US Gymnastics had the medical doctor successfully brought to justice and spurred a global debate (Kwiatkowski, 2021).

The findings from the focus groups which indicated that there were few policies and mechanisms that protect women from sexual abuse. Women representatives at various road shows said female athletes are often coerced in using banned performance enhancers under pressure from male coaches do not report such matters for fear of retaliation.

Sexual assault: Women and girls face the barriers in the form of physical and sexual harassment (European Institute for Gender Equality, 2017). According to the focus group discussions during the road shows, the bullying of athletes seems to be rife.

Victimisation: Gender-based discrimination contribute to women falling victim to acts of marginalised, isolated or exposed to violence. Women in sport encounter various forms of discrimination including sexual victimisation and that they were less likely to report that. The positive actions regarding gender equity and women empowerment are blocked by gender-based discrimination based on stereotypes of women's physical abilities and social roles (<https://www.womeninsport.org/>). During focus group discussions, issues mentioned include the role of religion (e.g., Muslim) and traditional culture relating to dress codes.

The silence of sexual abuse and multiple forms of violence needs to be addressed by creating safe spaces and mechanisms of reporting as such practices arise from a combination of factors such as weak organisational controls within sport clubs, dominating and controlling behaviour by coaches, and vulnerability, low self-esteem, and high ambition amongst athletes (Engh & Potgieter, 2018). COVID-19 has negatively impacted on women and girls especially in the field of sport on gender-based violence and would require special strategies to address emerging (The Policy Brief called "COVID-19, Women, Girls and Sport: Build Back Better, 2020). During a consultation session, Sailing South Africa proposed a culture of zero tolerance regarding sexist behaviour, whilst the representative from the South African Rugby Union proposed safeguarding measures for players, coaches, and staff. Several representatives suggest the implementation of a whistle blowing programme that will

have reporting mechanisms and protection of the identify of those who may report transgressions.

4.7 Lack of role models and gender stereotypes

History and socio-cultural associations between sport and masculinity contribute to the persisting male dominance in being considered as role models for athletes, coaches, and decision-makers in many parts of the world (Picariello & Waller, 2016). Patriarchal ideology perpetuates the culture of males being preferred leaders and role models as framed in the sport fraternity and public media. This was confirmed during road show discussions where it was stated that there is a dire need of female role models.

The domination of men in journalism and the sport medial space does not only reflect patterns of marginalisation but has an influence of promoting male role models and mediate the ideal characteristics of athletes and leaders to be admired and copied (Geertsema-Sligh, 2018). This situation is also evident in the lack of female sports anchors that does little to address issues around the objectification of the female body and celebrate heterosexual framing of women as mothers, wives and girlfriends.

Much activism and resistance against such stereotypical framing of female athletes and potential role models are emerging (Ogunniyi, 2015). The public debates awareness campaigns and activists are vocal and increasingly act in a quest for radical change in terms of acknowledging and accepting alternative ways of doing gender and promoting female role models (Engh & Potgieter, 2018).

4.8 Lack of media representation and exposure

South African media are biased towards publishing and broadcasting international and national male dominated and highly commercialised sports such as football, rugby and cricket that maintain and support masculine domination (Engh & Potgieter, 2018). Women from less commercial and professional sports receive relatively less media exposure and 'respectful covering' as they are often portrayed to project a feminine ideal and gender role confirmation (Cooky, Messner & Hextrum, 2013).

During the consultative process, several provincial stakeholder representatives said that this is also the case in the South African media and that women sport is not well marketed, portrayed as athletes or that women's sporting achievements were downplayed in favour of feminising and hetero-sexualising women in sport (Fink, 2015; Villalon & Weiler-Abels, 2018). Media representation of gender for women during the 2016 Olympic Games, were

very much about the heterosexual discourse of ‘brides to be’ or ‘supermoms’ (Dashper, 2018).

Elite athletes with disability receive less media visibility than their non-disabled counterparts and female athletes received less than male athletes, whilst the media also favour different types of disabilities (e.g., blade runners) and although the stories include a focus on athleticism, it was underpinned by a ‘supercrip’ narrative and medicalised description of disability (Rees, Robinson & Shields, 2019). The lack of media exposure was confirmed during provincial consultations.

The over-representation of male reporters and presenters, in addition to editorial preferences contribute to the under-representation, marginalisation and biased representation of female sports and athletes on radio and television broadcastings. The gender-bias is also present in social media portrayals and communication (Adá Lameiras & Rodríguez-Castro, 2020).

4.9 Lack of access to grassroots level sport

The most recent report from the Eminent Persons’ Group (2020) refers to a dysfunctional school sport system in South Africa and over-reliance on former Model C (or higher quintile schools) to produce sporting talent at the junior levels. One of the findings from the Report on the Implementation Evaluation of the National School Sport Championship (SRSA, 2016) was that there were no sport competitions within schools. The lack of school and community-based sporting infrastructure, lack of qualified coaches at the grassroots levels and regular competitions and leagues undermine long-term athlete development pathways in most sports (Burnett, 2020a & 2020b; Mkebe, 2015). There is also limited opportunities to take part in a variety of sports which limits the pool of talent for sporting codes and for the country.

According to DSAC (SRSA, 2012), grassroots sport focuses on the “poorest of the poor” in predominately disadvantaged and rural areas. If school and community sport are not taking place at grass roots level, the children’s potential cannot be realised at an early age. The current national mass participation programmes (school sport and community sport) do not produce high levels of activity needed to produce a functional sport system and combat disease patterns such as obesity associated with sedentary lifestyles (Draper et al., 2019).

4.10 Lack of access to high-performance sport

Women’s participation in sport has increased significantly as evidenced by the high level of competitions for females at the 2020 Tokyo Olympic Games where women made up 49% of

competing athletes. However, in Team South Africa only 62 (34.4%) were women compared to 118 (65.6%) men.

Less women take part in competitive sport, particularly as they do not have the same access to professional leagues and earnings in South Africa's main commercial sports like cricket, rugby, and football – sport that still must establish highly functional domestic leagues (Sikes & Adom-Aboagye, 2017). In this respect, South Africa trails countries such as England and Australia where there are professional leagues set for women for cricket, rugby, and football.

The White Paper on Sport and Recreation, promotes the inclusion of priority groups of which women are one of them, whilst the Transformation Charter of South African Sport identifies women as marginalised group and to avoid that there should be increased access, representation, and opportunities in sport. Equality between men and women have not been achieved.

4.11 Inadequate infrastructure as a means of access and lack of childcare facilities

According to the inputs from the provincial road shows, the standard of infrastructure in the provinces especially in rural areas due to lack of high performance is not conducive for sport activities in general. It further stated a need to upgrade facilities to be women-friendly and for facilities to be used by schools. For women with disabilities, current challenges relate to accessible and user-friendly infrastructure such as entrances, reception areas, changing rooms and sports facilities, lack of accessible transport and parking amongst other limiting factors. During roadshows, the lack of infrastructure in impoverished communities and schools were discussed as a main stumbling block for women to participate at community level.

Lack of safe spaces and safety at sport facilities at the community level are detrimental to the number of girls participating in sport and structured physical activity and reflect in the relatively low levels of retention. According to the stakeholders during the roadshows, current management practices prioritise a more favourable scheduling of male sports and leagues at the community level. This is particularly relevant in traditionally male sports where established clubs and male-only teams are allocated the best fields for their games and the most favourable time slots.

4.12 Lack of Equipment and Attire

Clothing for women and girls in sport and recreation are expensive and outside the means of impoverished households, particularly in view of widely advertised and prestigious brands

(Kubayi, 2015). Some sports clothing is also quite revealing, which create problems for women and girls who have some problems dealing with a less than ideal body image, must adhere to a more conservative or prescribed dress code. The representative from SARU indicated that female players often must dress clothing that are too large and balls not of the appropriate size.

According to the group discussions that took place during the road shows, women with disabilities do not have equipment to suite their challenge/disability. This includes a variety of equipment – from wheelchairs suitable for sport and smaller items required for different sports.

4.13 Safety issues

The scheduling of matches during later afternoons or over weekends, unsafe facilities, and lack of public transport are being acknowledged as barriers for women's participation in sport in most communities. This issue was also raised at the roadshow group discussions where it was mentioned that school going girls must make use of pre-arranged public transport after school that prevents them to take part in school sport practices. Although the conditional grant makes such provision for transport, the budget allocated is too limited to answer in the need for such a service (Focus group inputs during the provincial road shows).

The lack of well-trained coaches in particularly traditionally male sports may cause harmful practices as women cannot be conditioned or trained the same as male players. Several representatives from sport federations advocated for implementing adapted sports to accommodate younger players and women.

4.14 Lack of skills and capacity development

The Sport and Recreation Transformation Charter (2012), acknowledges that there is lack of skills and capacity development which hampers transformation in sport. The document reports on human resource development; equitable resource allocation; eradication of all forms of inequality; increased access to participation opportunities; skills and capacity development at all levels and in all areas of activity; and empowerment of people.

According to feedback from the road shows, there is an inadequate number and types of educational programmes that would meaningfully equip women and girls to access and take advantage of existing opportunities in sport - from participation to coaching, officiating and leadership.

4.15 Lack of parental support

Various national studies into physical education and school sport of public schools in South Africa, teachers and learners indicated that the lack of parental support is a limiting factor for children's participation in sport (Burnett, 2020a & b). In some environments, parents may have unrealistic expectations of their children's sporting abilities as they want to 'bask in the glory' and feed off the status that sporting success can bring. In environments of poverty, parents may not have the means to support their children, do not see the benefits and require girls to share the heavy burden of domestic work leaving little free time for sport participation.

5. ACTIONS/INTERVENTIONS

5.1 Gender equality and discrimination against women and girls in sport

National Sport Federations and other relevant stakeholders should have safeguarding and gender equality policies and/or frameworks and strategies, as well as a monitoring system in place. Organisations should give women a full range of activity and programme choices that meet the needs, interests and experiences of women and girls. Women in sport should be empowered through the conscious and committed provision of equal opportunities for sustaining full participation, recognition, and development, irrespective of disability, race, class, sexual preference, religious beliefs, and cultures. All relevant stakeholders should ensure that there is a conducive organisational culture, an increase in the participation of women at all levels of sport to achieve gender equality, equity and mainstreaming within their organisation and reach transformation targets as a matter of reform and compliance. Sport federations should develop clear pathways, capacity building and an enabling environment for women in different roles at all levels.

Governmental and Non-Governmental Sports Organisations should provide equal opportunities to women to reach their sport performance potential by ensuring that all activities and programmes relating to performance improvement take account of the specific needs of female athletes and female role players.

All women, regardless of skills or experience should get the chance to be an active part of activities and teams. Where competition is a key component of an activity or sport, ensure women and girls have the chance to play at appropriate levels against teams or individuals of a similar standard.

Policy coherence is key. For instance, the IOC has also taken a prominent role in promoting gender equality to be 37% by the end of 2020 in decision-making and 50% for participation and medal events (The Policy Brief called "COVID-19, Women, Girls and Sport: Build Back

Better", 2020). All members of the Olympic Movement such as Sport South Africa and national sport federations of Olympic sports should align their gender transformation targets of the Transformation Policy and strive for a 50-50 gender parity across all levels of participation and leadership (Eminent People Group, 2019/2020). Strategic plans, activities and reporting should be in place to measure progress made on key gender equity and mainstreaming indicators.

5.2 Socio-cultural, biological factors and poverty

National Sport Federations should develop empowerment (including education, training, and mentorship) programmes to ensure that women are recognised, have equal opportunities as their men counterparts. Measures should be put in place to advocate for full participation and recognition and ensure that discriminatory socio-cultural and biological issues are addressed.

5.3 Funding and sponsorship

National Sport Federations should develop guidelines that encourage equal funding and sponsorship to both women and men. The latter refers to leagues, teams and athletes. Women and girls should get access to funding and sponsorships in the same way as their male counterparts (Provincial consultative road shows). Sport federations should adhere to the amendments of the Employment Equity Act that guides legal redress for equal pay for work of equal value to counter unfair discrimination in the respect of remuneration. There should be a concerted effort and plans to professionalise women's leagues within existing professional structures of cricket, rugby and football, including addressing remuneration packages (day fees, match fees and prize money) for women teams and athletes.

Stakeholder engagement within the sport and recreation sector and across other sectors such as partnerships with private sectors is essential to alleviate the financial burden on government.

5.4 Leadership positions

Sport federations/National Sport Federations should develop guidelines that encourage equal representation of women and men in decision-making structures. Strategies should be in place to ensure that at least 40% of executive boards will be comprised of female members – either elected or co-opted and females should head at least 50% of sub-committees within a sport governance structure. This will entail that such organisation should make changes to their constitutions to include actionable reforms to include women in leadership positions, based on timelines and indicators to be monitored and reported. DSAC needs to ensure that National Federations make these changes in line with the international bodies of each Federation.

CONTINUES ON PAGE 130 OF BOOK 2

Printed by and obtainable from the Government Printer, Bosman Street, Private Bag X85, Pretoria, 0001
Contact Centre Tel: 012-748 6200. eMail: info.egazette@gpw.gov.za
Publications: Tel: (012) 748 6053, 748 6061, 748 6065



Government Gazette Staatskoerant

REPUBLIC OF SOUTH AFRICA
REPUBLIEK VAN SUID AFRIKA

Vol. 696

9

June
Junie

2023

No. 48758

PART 2 OF 2

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

ISSN 1682-5845



4 8 7 5 8



9 771682 584003



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

Each National Sport Federation should ensure that it recruits, empowers and retains women in decision-making positions especially at national and international levels. Men should be co-opted to engage in gender reforms as it should not be considered a 'women's issue to be addressed by women alone'. Sport South Africa and National Sport Federations should develop capacity building programmes, training targeting women and placing them where those skills can be utilized – from the club to national levels.

National Sport Federations should recruit, appoint, train, mentor and assist women to campaign successfully for leadership positions. Set and trace targets to progress from 30% minimum female leadership in decision-making positions as starting point. Empower a gender commission and ensure inclusion, diversity and adequate resourcing of women athletes/teams and leagues.

5.5 Testosterone, Intersex, gender verification and sex testing

SASCOC and DSAC including other relevant structures should develop appropriate legislation to address the issue of gender verification and access on the grounds of human rights, whilst ensuring fair and equitable participation at all levels. Sport Federations should support a human rights agenda and acknowledge scientific evidence regarding transgender athletes and women with Hyperandrogenism.

5.6 Gender-based violence in sport

National Sport Federations and sport clubs should have a policy and/or constitutional reference to gender-based violence, specifically relating to sexual harassment in the sport sector. They should also have a safeguarding policy and measures to ensure clear procedural processes (including reporting mechanisms and punitive actions) in dealing with matters of GBV, sexual assault/harassment and sexism. Processes should be in place to follow cases from start (reporting) to the end and inform stakeholders of the potential repercussions of a guilty verdict.

National Sport Federations should develop a safeguarding policy, mechanisms for prevention and reporting, referrals, and support for victims. They should screen and ensure vetting of all staff before appointment. They should train safeguarding officers. Implement a code of conduct (ethical behaviour) and they should provide anti-doping education.

SASOC should have a system in place to monitor all legal procedures, whilst fostering of open discussion about issues of sexual harassment and abuse so that athletes, coaches, volunteers and administrators feel confident enough to speak out if they experience them. In alignment with Sport South Africa, National Sport Federation should have a structure in place as well as a process where cases of sexual harassment can be reported such as a hotline whilst the identity of all whistle blowers or victims should be protected. Organisations

should launch campaigns or spread awareness for safety and non-violence within their sporting code (IWG World Conference, Finland 2014-Sport without Fear, Plenary).

The focus should be on preventative measures such as:

- Creation of a platform to have more women coaches, mentors and officials in women related sporting codes to avoid harassment issues.
- Development of a process to safeguard women in sport.
- A code of conduct should be developed for all to ensure compliance and prevent harassment and violence against women.

The group discussions that took place during the roadshows, advocate for the development of educational tools that incorporate sport to fight against GBVF in broader society. In this regard, role models should speak out and act as examples, whilst public sporting events provide opportunities for advocacy.

The Presidential Gender Based-Violence Summit fights against the scourge of gender based-violence and femicide (GBVF). The Summit which encourages government and other relevant stakeholders to work together to eradicate GBVF. In Article 5, it has been stated that existing laws and policies applicable to GBVF should be reviewed to ensure that they are victim-centered and responsive.

5.7 Role models, gender stereotypes and media representation and advertisement

According to the findings from the provincial group discussions during the roadshows, National Sport Federations should develop educational programmes for women and men to address issues of gender stereotyping and discriminatory practices. National Sport Federations should develop guidelines to promote role modelling and gender-neutral and gender-sensitive media reporting and exposure to change patriarchal mind sets and practices.

Role models

According to Women's Sport Foundation Report (2019), girls easily identify with and view a female coach as a mentor and as a role model, which, in turn, can help counter stereotypes and boost girls' confidence, self-efficacy, and sense of belonging.

According to the provincial roadshows feedback, National Sport Federations should create database, profile, and market successful women athletes with a view to increase girls' eagerness to emulate them. Athletes who are successful, should serve as role models for

young people, act as ambassadors and promote fair play. For social institutions like schools and clubs, role models should include those relevant to female staff, coaches, organisers and managers. There should be a database of women entrepreneurs and capacity building among women to access business opportunities.

Media coverage

DSAC should find ways of highlighting women thus creating an influence in media to feature them. There should be more of women sports journalists and gender-training for all sport journalists. SASCOC and National Sport Federations should use press releases and good relations with the media (including editors, journalists, and commentators) to promote women's sports and female athletes' achievements. All stakeholders should encourage media houses to increase their covering of women's sport and female athletes in a gender-neutral way as to celebrate the athlete and his/her achievements.

The broadcasting regulations must make provision for dedicated broadcast of women's sport in prime time. National Sport Federations together with broadcasting should provide news packs and gender-sensitive/neutral stories to the media and train athletes/team for media exposure. They should pro-actively engage with the media to appropriately frame female athletes and teams. They should train athletes and staff to promote women through a gender lens on social media. They should invite media for information session and training to enhance female athletes and teams' visibility.

5.8 Scholl and Community Sport (at grass roots levels)

National Sport Federations, DSAC and DBE should develop programmes specific to young girls familiarizing them with sporting codes. They should draw friendly, fun and exciting formats which interlink with community sport. They should invest in mass participation programmes in different sports for women at all levels. DBE and DSAC should have a standardization of all priority codes ensuring that they are all available to learners, whilst programmes such as sports weeks for schoolboys should be emulated. Every school should have sport facility even at district level. According to Kubayi (2015), female sport programmes should be developed and promoted in rural schools.

DBE must clearly indicate how young girls will be catered for in the integrated physical education and school sport approach (PESS) for public schools in South Africa and regularly report on the implementation through the regular monitoring and evaluation system. CoGTA

and municipalities should develop sport within schools and within communities that are also used friendly for women and girls including women and girls with disabilities.

Physical Education and School Sport (PESS): Education and sensitization of the entire teaching staff about the importance of physical education and school sport is key to maximize girls' participation in sports activities and that can be achieved by:

- Establishing a clear sport policy for 100% of learner participation
- Seeking girls' opinion to develop tailored programmes and enlarge girls' choice of sports activities – including same and gender-mixed activities
- Creating a code of conduct for teachers and coaches to safeguard all against violence and discrimination.

Physical education in school curricula should be strengthened as a key means for positive introduction to young girls of the skills and other benefits they can acquire through taking part in sport (NSRP, 2012). Teacher training programmes should include courses aimed at improving the inclusiveness of physical education for all girls and boys. Teachers of physical education in the Life Skills and Life Orientation programmes should be adequately qualified to implement quality physical education classes and ensure the optimal and equitable and safe participation of girls and boys. The link between physical education and school sport should be clear and ensure a flow of participants (particularly girls) from the classroom to the sports field (SRSA, 2016). By creating a sport culture at school and community levels, parents should be informed about the benefits of sport participation for the girl child. National Sport Federations should recruit junior female participants, engage parents and offer training on attrition, talent development and age-appropriate coaching to ensure for throughout to senior levels.

The school sport system should be functional and special attention should be given to offer a variety of sports like rugby, cricket and swimming to disadvantage schools and communities in addition to ensuring that facilities will be well managed and optimally utilised as many facilities built with Lottery funding are currently white elephants.

National Sport Federations should recruit female coaches, technical officials and support staff from established sport institutions/schools. Offer accredited training and experience under mentorship. They should host local events /camps for training. Offer incentives and enabling environment.

Community sport especially in rural areas should also be emphasised.

High performance sport: National Sport Federations should ensure equitable participation in leagues and events (including international competitions) for female athletes; ensure that the profile of South African women in sport is raised and high-performance sport for women should be recognized.

All provinces should be the custodians of high-performance sport to ensure that elite women athletes have access to High Performance Centres (HPCs) with proper training facilities. The establishment of these HPCs should have qualified coaches and specialist services to build necessary programs for athletes in different sports. These HPCs should ensure that elite athletes remain in a province and a system is in place to provide pipeline access to emerging athletes.

Such specialised institutions should also pull resources by liaising with local municipalities and other relevant stakeholders, focusing on women programmes. Through this avenue, National Sport Federations should have a “Women focused talent identification programmes” utilizing specialized services in rural areas through multi-stakeholder engagement.

National Federations should have a “Women focused talent identification programmes” in rural areas utilizing Biokinetists and Physiotherapists.

5.9 Sport facilities, equipment, attire and transport

Every school should have sport facility. CoGTA/Municipalities should develop sport facilities that are safe and appropriate for women. The existing sport facilities should be upgraded to be women friendly and include ablution facilities with showers according to a basic standard requirement. The Municipal Infrastructure Grant (MIG) and Urban Settlement Development Grant (USDG) should be used for the development of sport facilities for all (including elderly women) at the community level and not redirect for other use. Universal access is essential and norms to accommodate people with disabilities should be developed in collaboration with the Department of Public Works and Infrastructure (DPWI).

The scheduling of sport trainings and events should be equitable across sports and genders. Sport facilities for women should also ensure safety measures. Adequate equipment, including equipment for women with disabilities to suit their challenges should be provided for which adequate and safe storage should be made available.

National Federations should develop guidelines to allow girls and women to put suitable dress code/attire. Coaches, instructors, and community centre staff could wear casual clothing during activities. The clothing requirements should accommodate all body types, including being suitable for women with disabilities. Sport teams should have their own kit and the practice of women dressing in male attire should not be standard practice.

National Federations should explore partnerships with transport providers and explore universally designed and inclusive transport. National Federations should provide information about public transport. They should develop a system so that participants can organise share-a-ride systems. They should promote physical activity, which doesn't require transport, such as walking and running, that is universally accessible.

5.10 Human resources

Screening

National Sport Federations should adopt rigorous screening procedures and establish codes of conduct for all staff and volunteers, whether they work with adults or children. Those adults who found not complying will not be allowed to work with children and their names will be put in the offence register. All staff and volunteers who work with children should be trained in child protection. Focus group participants said that all coaches should be screened before they are employed.

Sexism

National Sport Federations should use multiple forums to challenge sexist assumptions and behaviour inside sport organisations, among participants and anti-social behaviours of spectators at sport events. Amongst strategies to consider should be events, programmes, social activities, or guest speakers addressing issues of body image, active lifestyles and human rights.

Differentiate sport and exercise from other interests by promoting (not preaching) the additional benefits. Sport programmes should be designed, implemented, and monitored to ensure multiple benefits for participants.

5.11 Skills, capacity and economic development

National Sport Federations should develop guidelines that have capacity building programmes and educational courses to empower women and men and inform them about gender-related issues (including ideology, myths and stereotypes). Those responsible for the education, scientific training and development of coaches and other sport personnel should

ensure that educational programmes, address issues relating to gender equality, equity and the needs of female athletes. There should be men's dialogue to encourage women to participate in sport and recreation and to promote gender equality.

There is also a need to provide education about the importance of men and women working together. Educational programmes and activities should provide new knowledge and facilitate transformative leadership guided by norms and standards set by National Sport Federations for the promotion of gender equality.

National Sport Federations should create mechanisms such as the creation of platform to allow women to speak without fear that ensure that young women have a voice in the development of policies and programmes that affect them.

Skills development courses should be offered by National Federations, to improve the technical leadership and training capabilities. There should be courses to capacitate women as leaders and decision-makers and ensure that women play meaningful and visible roles in sport at all levels. DSAC and SASCO should monitor if the skills development courses offered by National Sport federations to empower women as leaders are accredited.

There should be accredited training courses on sport related matters conducted annually – from novice to elite level to close the gender gap. Women should be assisted to build their self-esteem and confidence by getting leadership courses and have access to support groups. National Sport Federations should promote the economic empowerment of women in and through sport.

National Sport Federations should ensure that their staff undergo regular gender-related (equality) trainings to keep them informed about ethical and inter-personal issues relating to the needs and experiences of women, sexual harassment, and abuse.

National Sport Federations should consult with the community, institution (e.g. club or school) to determine the needs and aspirations for sport to make a difference. They should determine the underlying reasons for gender-based violence, educational needs, and health issues to design and deliver impactful interventions. They should provide life-skill training, support and invite experts for sessions and referrals.

National Sport Federations including other relevant stakeholders should introduce economic development of women in sport and recreation. Women in sport and recreation should be trained to become entrepreneurs for major sporting events, school sport trainers, etc.

5.12 Women's desk and government structures

National Sport Federations should develop guidelines so that each sporting code should have women's desk, commission, or structure to address issues of gender.

5.13 Government structures and stakeholder collaboration

National Sport Federations should involve municipalities and local government in sport programmes. A Women's Committee or Commission should be established at all levels of governance structures - from municipal, regional, provincial as well as at national level. The latter structure and executive board should form meaningful partnerships and engage with different stakeholders to achieve their strategic objectives and outcomes.

5.14 Research and development

National Sport Federations should ensure that they facilitate and conduct research and development to establish the trends of women's participation and gender issues in their sports as to take informed strategic decisions and build on existing good practices.

5.15 Family, community, and other Support

Women taking part in sport and recreation should receive support from their parents, families, communities and support each other. Insights around such support should be disseminated through advocacy and targeted educational programmes. Marketing strategies should focus on such matters and ensure that audiences are convinced and mobilised for 'gender work' (Women's Sport Foundation Report (2019)).

5.16 Sport psychiatry and mental health support

Women taking part in sport and recreation should receive psychiatric and mental health support and other related medical support as and when needed.

5.17 Language barrier

All documents should be user-friendly and use simple and clear communication. During events or public speeches, sign language interpreters should be used.

5.18 Racism in sport

Racism in sport adds another layer of discrimination to gender for women in sport National Sport Federation should develop guidelines to ensure that women in sport do not experience racism.

6. IMPLEMENTATION

The Policy will be implemented in collaboration with relevant stakeholders such as SASCOC, sport federations, provincial departments of Sports, Arts and Culture including other key stakeholders. Integration and collaboration of services will be encouraged. The implementation process will be part of the DSAC's APP and the APPs of the above-mentioned stakeholders. The agreed upon indicators will be used to measure progress during implementation phase.

6.1 Policy focus areas per problem statement

This policy focused on redressing existing inequalities for 'women' (inclusive of women and girls of all ages, from different ethnic populations, socio-economic backgrounds, and abilities) as integral part of the South African sport ecosystem. It focuses on the competition, coaching, officiating, leadership, media portrayals, compensation, resourcing, visibility, safety, health, and well-being of all women.

In addressing the target areas, the DSAC in collaboration with SASCOC and sport federations should take actions in alignment with their principles, strategies, and envisaged outcomes for addressing gender in sport. To ensure policy implementation in planning, budgeting and gender auditing through a robust monitoring, evaluation, targeted research and a reporting system for evidence-based decision-making and action.

6.2 Target beneficiaries and stakeholders

The policy on women in sport will benefit women and girls including women and girls with disabilities participating in sport n recreation. DSAC, provincial departments of Sport, Arts and Culture, sport federations, SASCOC, sport and recreation entities, relevant NGOs (such as lovelife) and other relevant departments are the key stakeholders in as far as the development and implementation of the policy is concerned.

6.3 Resource Allocation-Human, financial, equipment, system, etc

The costing plan which will be developed after the policy has been approved, will have the resource allocation for example, budget, financial and other necessary resources for the implementation of the policy.

6.4 Roles and responsibilities

Roles and responsibilities of the key stakeholders who will be implementing the policy will be finalised before the policy is approved.

Table 1 provides an overview of the roles and responsibilities of the main stakeholders to deliver outputs through key activities according to a specific time frame.

Table 1: Draft: Roles and responsibilities of stakeholders to deliver outputs through key activities according to a time frame

Output	Key activities	Responsible person	Delivery partners	Time frame
Access to sport participation	Provide equal access and treatment of girls/women and boys/men in the field of sport	DSAC	SASCOC, NFs, DBE (schools), USSA, SSCN and NGOs	Ongoing
	Review legislations to allow sport for all and adequate infrastructures to permit easy and safe access at community, regional, provincial and national levels.	DSAC	SASCOC, NFs, COGTA, DBE	July 2026
	Provide the opportunities for women and girls to participate in whatever form of sport activity of their choice within the priority codes and in line with other policies	DBE, NFs	SASCOC, DSAC, NFs and USSA	Ongoing
	Provision of child care facilities at sport facilities so that adults can bring their toddlers to facilities that will enable them to continue to participate	DSAC	SASCOC, NFs, Municipalities	July 2026
Coaches, technical officials and administrators in different sports	Offer education, training and capacity building programmes to ensure quality coaching, officiating and administration in different sports as an essential	Sport SA	SASCOC, NFs, DBE or grassroots school level), NGOs and USSA	Ongoing

	human resource component.				
Leadership in sport	Including women in the leadership or decision-making positions	DSAC	Sport SA, NFs and USSA	Ongoing	
Gender-based violence	Prevention and elimination of all forms of violence against women in sport (safeguarding) as per Government wide policy and policy position of international and National Sports organisations	DSAC and Sport SA	NFs, DBE and USSA	Ongoing	
Position statement	Development of a position statement and guidelines to discourage transgender discrimination	DSAC	Sport SA, NFs', NGOs, Schools	November 2026	
Policy	Development of Safeguarding policy with guidelines to address GBV sexual harassment and all forms of potential harm to women	DSAC	SASCOC, NFs, DBE, NGOs and USSA	November 2025	
High performance Media	Support women's education, training and employment to promote women's equal access to different roles in the media	DSAC	SASCOC and Media	Ongoing	
High performance-Media	Review media policies in order to integrate gender perspective, promote full participation and exposure of women in the media	DSAC	SASCOC, Media	Ongoing	
High performance-	Media to report equally (exposure) on women's sports,	DSAC	Media	On going	

Media	teams and female athletics			
High performance-Media	Address stereotyping of women's sports, female teams and athletes in different types of media.	DSAC	SASCOC, Media	On going
High performance-Media	Encouraging more women's sport journalists	DSAC	SASCOC, Media	Ongoing
High performance-Media	Showcase women from different populations (including vulnerable or most unrepresented) as role models	Media	SASCOC Media	Ongoing
Wage legislation	Enact and enforce legislation to guarantee the rights of women and men to get equal pay for equal work	DSAC	SASCOC, NFs, Sponsors	Ongoing
Policy implementation	Make funds available to NFs, sport and recreation provincial departments, sport federations and other relevant stakeholders to implement the policy	DSAC	Provincial Departments of Sport, Arts and Culture, Sport Confederation, NFs, DBE (schools) and NGOs	Ongoing
	Advocacy and dissemination of information on the policy on Women and Sport	DSAC		
	Education and training on the policy	DSAC		
Policy evaluated	Evaluate the implementation of the policy	DSAC		Annually
	Prepare and deliver teams with an equal number of men and			Ongoing – to peak around

	women to participate/compete in single and multi-sport events?				international events
	Managing and controlling affiliation of organised sport at international level?			NFs	Ongoing
	Determining affiliation criteria and managing the membership to be gender inclusive.			NFs	Ongoing
Team delivered	Ensure the welfare and optimal performance of the athletes (including female athletes)	SASCOC, NFs		NFs and Provincial Sport Federations	Ongoing
	Develop sport at the sub-elite level as a developmental pathway to athlete development.	SASCOC, NFs		NFs and Provincial Sport Federations	Ongoing
	Host international, continental, regional, provincial and community level events to broaden the participation for athlete and sport development, as well as for economic benefits (e.g., tourism)	SASCOC		NSFs, Media and corporate sector, Provincial Departments of Sport, Arts and Culture, Sport Councils, USSA and Municipalities	Ongoing
Debate, advocacy and knowledge sharing	Continues to address the challenges of creating greater access and opportunities for women and girls to participate, experience and excel in different roles in sport through dialogue, advocacy, knowledge sharing and research	DSAC, SASCOC and NSFs		Universities, Media, SSCN and NGOs	Ongoing

6.5 Communication


The policy will be communicated to the various structures such as the Executive Management Team (EMT) and the portfolio committee. It will also be communicated to the key stakeholders such as SASCO, NFs, Lovelife, Sport for Social Change (SSCN), Sport, Arts and Culture provincial Departments and other relevant government Departments, and others. Awareness will be raised about the existence and implementation of the Policy.



It will be made available to the public via the DSAC website and hard copies will be available in the DSAC library.



7. THE EVIDENCE


As presented in the following table, there are different levels of evidence available that serve as a benchmark for the different target areas. During nationwide consultations, representatives of key stakeholders across the nine South African provinces provided feedback during focus group discussions and are captured in brief as narratives.

Table 2: Evidence

Target areas	Indicators	Baseline figures	Source of information/Year
 Active Participation	Reported mean of female: male junior athletes in male/female-only teams	4,595:74	DSAC, Baseline survey (2022)
	Reported mean of junior male: female athletes in mixed-gender teams	553:217	
	Reported mean of male: female senior athletes in male/female-only teams	14,648:777	
	Reported mean of male: female senior athletes in mixed-gender teams	745:353	
Baseline narrative report from consultations (Narratives)* <ul style="list-style-type: none">➤ The lack of participation and development pathways for athletes from junior to senior participation, including the lack of functional and professional leagues for women-only teams.➤ Poorly developed sport structures at school and grassroots levels, limited access to high performance sport.➤ Lack of accessible, affordable, safe, reliable, and timely public transport for women to attend practices and competitions.➤ Lack of access to a variety of sports, competitions, camps and tours for athlete/team preparation and development.➤ No gender equity ensuring that women have access to a full range of activity and			

<p>programme choices that meet their needs, interests, and experiences.</p> <ul style="list-style-type: none"> ➤ Gendered inequalities intersect with different aspects of oppression resulting in identifiable labels or characteristics such as race, sexuality, ability, age and social class. ➤ Exclusion of transgender athletes and women with hyperandrogenism. 				
Target areas	Indicators	Baseline figures	Source of information/year	
 Coaching, Officiating and Support	Ratio of male to female coaches in sport (all levels – club, provincial and national)	6:1	DSAC, Baseline survey (2022)	
	Ratio of male to female head coaches in sport (all levels)	5:1		
	Ratio of male to female coaches qualified in sport (level 1 to level 4)	5:1		
	Ratio of male to female coaches			
	Ratio of male to female technical officials in sport (all levels)	2:1		
	Ratio of male to female technical officials trained over three years in sport at all levels (2018-2020)	2:1		
Narratives: <ul style="list-style-type: none"> ➤ The lack of qualified coaches and referees in many sports and at all levels. ➤ Inadequate access to qualified human resources (e.g., qualified coaches, technical officials, sport psychologists, sport scientist and medical support in impoverished communities, sport clubs and lower quintile schools. ➤ Men coaching all-women teams but not vice-versa (including netball). ➤ The lack of (number and types) of educational programmes that would meaningfully equip women and girls to access and take advantage of existing opportunities in sport. ➤ Lack of access and funding to attend accredited education and training courses. 				
 Leadership and Governance (including resourcing)	Proportion of female CEOs/Presidents in National Governing Bodies (Sport Federations)	16.3%	DSAC, Baseline survey (2022) AUSC Region 5 (the 2021 study) SASCOC (2022); Vice-President of SASCOC's at Arise Africa Women – Conference in	
	Proportion of female serving as presidents at Provincial Confederations	0		
	Ratio of male to female leaders (executive level) in sport	2:1		

	Ratio of male to female sub-committees' members	2:1	Pretoria on 31 August 2022	
Narratives: <ul style="list-style-type: none"> ➤ The under-representation of women as leaders and their full participation at all levels of South African sport. ➤ Discriminatory institutional culture that excludes and promote masculine leadership styles. ➤ Female tokenism in leadership and 'pull you down syndrome' (women promoting men as preferred leaders and administrators with decision-making power. ➤ A disparity between the remuneration and reward system for men and women in sport. ➤ Sponsorships mostly flow to dominant male team sports associated with fan base and media interest. ➤ Lack of adequate and suitable equipment for women in different sports, especially for younger girls and women with disabilities. ➤ Discriminatory managerial practices of priority scheduling and providing access to male sport teams and athletes at public sport facilities. ➤ Lack of stakeholder collaboration within and across different sectors such as education, health, social services, security, transport, infrastructure development, the private sector, and media. ➤ Lack of policy coherence, implementation and follow-up through monitoring and evaluation. 				
 Visibility, Framing and Advocacy	Proportion of printed media coverage of female athletes and women's sport	4.3%	Goslin (2008) ^{xii}	
Narratives: <ul style="list-style-type: none"> ➤ Patriarchal ideology and stereotyping of women creating discriminatory practices, biased, stereotypical and under-reporting in the media. ➤ Much activism and awareness contributed to the emergence of female role models in sport but is still under-represented within most sports. ➤ Elite athletes with disability receive less media visibility than their non-disabled counterparts and female athletes received less than male athletes, whilst the media also favour different types of disabilities (e.g., blade runners) and technology. ➤ Visibility gap between male and female media exposure exist. 				
 Safeguarding and Integrity	% safeguarding/gender policies existing in National Sport Organisations	50%	DSAC, Baseline survey (2022)	
Narratives: <ul style="list-style-type: none"> ➤ The lack of appropriate, safe, and accessible sport infrastructure in impoverished communities and at lower quintile schools to ensure optimal access for women with disabilities, privacy (e.g., changerooms) and child-care. ➤ Under-reporting and lack of action to address and eradicate gender-based violence (including sexual harassment and victimization) in sport. 				

➤ Doping, over-training and burn-out in sport negatively affects the integrity of a sport and has long-lasting poor health consequences for women and girls.			
 Sport for Development	Number of Non-governmental sport for development agencies in South Africa delivering programme inclusive of gender-related content	89	Sport for Social Change Network Africa (SSCNA)
Narratives: <ul style="list-style-type: none"> ➤ Competitive sport may render negative outcomes and the exclusion of women, whilst there is a need for life-skill development and social change relating to human rights, women's agency and addressing issues relating to poor health, poor education, and violence at the individual/team, institutional, community and societal level to advance a gender agenda. ➤ Youth unemployment and some social ills (e.g., drug abuse, violence at sport events, teenage motherhood, and criminality) exist in sport and society. 			

8. GOVERNANCE

Good governance

Governance relates to diversity in leadership and participation of women in various roles of governance. It includes succession planning, including the recruitment, development, and retention of women in governance (at the executive and other leadership levels), coaching (including head coaching positions and acquiring the high qualification levels and other technical roles in sport and associated sectors such as the media. This also entails formalising gender and transformation commitments that are made are implemented and monitored for compliance.

8.1 Performance, Reporting and Accountability

Indicators will be developed in consultation with the relevant stakeholders. Monitoring systems and reporting guidelines will be developed and used to measure the performance of the indicators.

8.2 Transparency and information dissemination

Awareness will be raised about the approved policy among all key stakeholders. This can be done by means of workshops, presentations to the executive management structures, etc.

8.3 Risk assessment and mitigation strategy

Risks will be assessed, identified and mitigation strategy will be developed and implemented and monitored.

Risk identified	Mitigation measures/strategies
The perception (Mindsets) and culture (status quo)	DSAC should raise awareness about the Policy and educational programmes should go to women and men to educate them to change their perception and allow more women to participate in sport. Women should no longer be regarded as inferior who belong to the kitchen only.
Media exposure and perpetuation of gender stereotypes	Media group should allow media coverage that will expose women in sport and more of women sports should be broadcasted more frequently same as their male counterparts. Media consultation on the policy discussion documents and consultative process with media
Competing priorities for government agencies in different organisation, particularly in the Covid-recovery period	SASCOC and sport federations should ensure that women are given opportunities to participate and compete locally and internationally. Communication and advocacy. There is a need to re-prioritise the budget.
Lack of collaboration and integrated service delivery by government departments (e.g., DSAC, Department of Basic Education, Department of Health, and Department of Social Services)	All key stakeholders e.g, DSAC, SASCOC, sport federations, relevant government departments and other NGOs should working together and integrate services. Review of existing MOUs. Collaboration on key projects
Lack of resources to deliver competitive sport in South Africa within the current male-biased system – adding more women and more sports to the current system would tax existing resources. The latter mainly include public infrastructure and suitable quality equipment, information about ‘gender equity’ and the implementation thereof, specialised human resources in leadership, coaching, officiating and management/administration, as well as financial resources available for the implementation at all levels.	Integration of Plans and services should take place. Re-prioritisation of Sport Policy to be finalised. There is already benchmarks with Commonwealth Games where more codes were added that gave more women in sport an opportunity to participate. Hence there were more women athletes and more women athletes than men won medals
Competing priorities and costs may limit policy revision and attention to gender at organisational and membership levels.	DSAC should work in collaboration with DWYPW especially when it comes to the issues of women, girls and people with disabilities.

Overcoming current cultural and gender discriminatory practices.	Addressing women's safety and needs (including women with children) by revamping or renovating existing facilities.
Compering priorities and lack of sport-related resources (including physical resource and qualified teacher-coaches) to implement the MOU of 2018.	MIG funding should be used to build and maintain sport facilities. DBE should introduce Physical Education in schools.
Possible resistance for gender-focused policy implementation and competition for the allocation of resources between traditional male and female sport across age-divisions.	There should be the indicator(s) that measures progress in as far as gender equality is concerned.

9. POLICY MONITORING, EVALUATION AND REVIEW

9.1 Programme performance measurement indicators

Indicators will be used to measure the performance of the policy.

9.2 Monitoring progress

There should be a progress report on gender transformation and equitable access to resources and earning as part of a score card. There should be a progress report on gender mainstreaming in and across sectors.

Sport federations should implement and monitor good governance for gender equality and equity as cross-cutting principle.

9.3 Evaluation of the policy

The proposed policy will be evaluated by DSAC including other relevant stakeholders. Types of evaluations will be conducted, and evaluation questions will be posed based on the type of evaluation to be conducted. For example, there will be an assessment of compliance of safeguarding mechanisms for preventing and eradicating gender-based violence at all levels of sport.

9.4 Policy review schedule

The evaluation findings will inform the review of the policy and the strategic/implementation plan.

10. CONCLUSION

The policy will be evaluated to assess for example if it is implemented as planned. In other word types of evaluation studies will be carried out.

This Policy promotes gender equality and a transformation in sport. Gender equality will never be complete and sustainable without changes in how people *think* and *act* about

masculinity and *femininity* and how people 'do gender'. Both men and women should be treated equally. DSAC alone cannot win this battle of fighting inequality and GBVs in the field of sport. It is for this reason that DSAC is working in collaboration with other key stakeholders. The Government in collaboration with key stakeholders would like to address the issue of gender inequality in order to support the National Development Plan-vision 2030.

The policy provides the direction and guide policy alignments, stakeholder collaboration, structural reform, and inclusive practices to unearth all the talent in South Africa for a vibrant and transformed sport ecosystem. It is through this Policy that DSAC will continue to transform the delivery of sport and recreation by ensuring equitable access, development, and excellence at all levels of participation, thereby improving social cohesion, nation building and the quality of life of all South Africans. It is through this Policy that barriers to women in sport participation will be addressed.

REFERENCES

Adá Lameiras, A., & Rodríguez-Castro, Y. (2020). The presence of female athletes and non-athletes on sports media Twitter. *Feminist Media Studies*, 1-18.
doi.org/10.1080/14680777.2020.1732439

Adom-Aboagye, N. & Burnett, C. (2019). Civic society and gender equity in sport: A South African case study analysis. *African Journal for Physical Activity and Health Sciences (AJPES)*, 25(2), 200-215. hdl.handle.net/10520/EJC-1907c59b3d

Ahmed, M. D., Ho, W. K. Y., Van Niekerk, R. L., Morris, T., Elayaraja, M., Lee, K. C., & Randles, E. (2017). The self-esteem, goal orientation, and health-related physical fitness of active and inactive adolescent students. *Cogent Psychology*, 4(1), 1331602. doi.org/10.1080/23311908.2017.1331602.

AU. (2021). AU Strategy for Gender Equality & Women Empowerment. 2018-2028. Available at: <https://au.int/en/articles/au-strategy-gender-equality-and-womens-empowerment> [Assessed 15 August 2021].

Burnett, C. (2018). National Research: State and status of physical education in public schools of South Africa. Pretoria: Department of Basic Education. Available online at: <https://www.education.gov.za/Portals/0/Documents/Reports/State%20of%20PE%20in%20SA.pdf?ver=2019-09-30-092059-613>

Burnett, C. (2020a). From policy to practice for school sport: Lessons from South Africa. *Journal of Physical Education and Sport*, 20(4), 1754-1761. doi:10.7752/jpes.2020.04238.

Burnett, C. (2020b). Key findings of a national study of on school sport and physical education (PESS) in South African Public schools. *South African Journal for Research in Sport, Physical Education and Recreation*, 42(3), 43-60. hdl.handle.net/10520/ejc-sport-v42-n3-a4.

Burnett, C. (2021a). Gender, participation and leadership in sport in southern Africa: The 2021 Study. NIF and AUSC Region 5. (in process of publication).

Burnett, C. (2021b). Framing a 21st century case for the social value of sport in South Africa. *Sport in Society*, 24(3), 340-355. doi.org/10.1080/17430437.2019.1672153.

Canadian Association for the Advancement of Women and Sport and Physical Activity (CAAWS). (2018). Creating opportunities for girls and women to participate and lead. Available at: https://womenandsport.ca/wp-content/uploads/2020/03/Canadian-Women-Sport_Strategic-Plan.pdf [Assessed 10 August 2021].

Carson, F., McCormack, C., & Walsh, J. (2018). Women in sport coaching: Challenges, stress and wellbeing. *ACTIVE: Journal of Physical Education, Sport, Health and Recreation*, 7(2), 63-67. doi.org/10.15294/active.v7i2.22100.

CITOFIELD (2022). An examination of the level of accessibility of funds to women and the impact of funds allocation to women in selected sporting codes. Research Report. Pretoria: CITOFIELD.

Cooky, C., Messner, M. A., & Hextrum, R. H. (2013). Women play sport, but not on TV: A longitudinal study of televised news media. *Communication & Sport*, 1(3), 203-230. doi.org/10.1177/2167479513476947.

Cox, R. (2018). Gender, work, non-work and the invisible migrant: au pairs in contemporary Britain. *Palgrave Communications*, 4(1), 1-4. doi: 10.1057/s41599-018-0174-9.

Dashper, K. (2018). Smiling assassins, brides-to-be and super mums: The importance of gender and celebrity in media framing of female athletes at the 2016 Olympic Games. *Sport in Society*, 21(11), 1739-1757. doi.org/10.1080/17430437.2017.1409729.

Draper, C.E., Tomaz, S.A., Cazett, C., Burnett, C., Christie, C.J., Cozett, C., de Milanda, M, Krog, S., Monyeki, A., Naidook N, Naidoo R., Pioreschi, A., Walter, C., Watson, E. & Lambert, E. (2019). Results from South Africa's 2018 Report Card on physical activity for children and youth. *Journal of Physical Activity and Health*, 13(3): 130-136. doi.org/10.1123/jpah.2018-0517.

Engh, M. H., & Potgieter, C. (2015). Social cohesion, sexuality, homophobia and women's sport in South Africa. *African Journal on Conflict Resolution*, 15(3), 37-60. hdl.handle.net/10520/EJC182464.

Engh, M.H. & Potgieter, C. (2018). Hetero-sexing the athlete: Public Popular discourses on sexuality and women's sport in South Africa. *Acta Academia*, 50(2), doi.org/10.18820/24150479/aa50i2.2.

European Institute for Gender Equality. (2017). *Gender in Sport*. Luxembourg: Publications Office of the European Union.

European Commission. (2014). Gender Equality in Sport: Proposal for Strategic Actions 2014-2020.

Fasting, K.; Huffman, D.; and Sand, T.S. (2014). Gender, participation and leadership in sport in Southern Africa: A baseline study. The Norwegian Olympic and Paralympic Committee and Confederation in Sport: Akilles.

Geertsema-Sligh, M. (2018). Gender Issues in News Coverage. Journal. Available at: <https://doi.org/10.1002/9781118841570.iejs0162> [Assessed 13 April 2021]

Kubayi, N.A. (2015). Female Sport Participation in South African Rural Schools: Analysis of Socio-Cultural Constraints. Available at: <http://creativecommons.org/licenses/by-nc-nd/30>. [Assessed 11 January 2021]

Kwiatkowski, M. (2021). Larry Nassar's abuse of gymnastics including Simone Biles went back decades. Why it still matters in Tokyo. US Today, 27 July 2021.

LaVoi, N. M., McGarry, J. E., & Fisher, L. A. (2019). Final thoughts on women in sport coaching: Fighting the war. *Women in Sport and Physical Activity Journal*, 27(2), 136-140. doi.org/10.1123/wspaj.2019-0030.

Mehrsafar, A. H., Gazerani, P., Zadeh, A. M., & Sánchez, J. C. J. (2020). Addressing potential impact of COVID-19 pandemic on physical and mental health of elite athletes. *Brain, Behavior, and Immunity*, 87, 147. doi: 10.1016/j.bbi.2020.05.011.

Mkebe, Y. (2015). Racket Sports Growing at Grass Roots Level. Available at: <http://www.sportstrader.co.za/pages/Issue%20articles/2015May/racketsportsgrowingatgrassrootslevel.php>. [Accessed 13 February 2021].

Ministry of Women's Affairs. (2019). Gender Analysis Framework. Auckland, New Zealand. Available at: www.gdrc.org [Assessed 21 January 2021]

Murray, P., Lord, R., & Lorimer, R. (2020). 'It's just a case of chipping away': A postfeminist analysis of female coaches' gendered experiences in grassroots sport. *Sport, Education and Society*, 1-14. doi.org/10.1080/13573322.2020.1867527.

National Policy for Women. (2017). Office on the Status of Women. South Africa's National Policy Framework for Women's Empowerment and Gender Equality. Available at: pib.nic.in/newsite/PrintRelease.aspx?relid=177238. [Assessed 8 July 2021]

Ogunniyi, C. (2015). The Effects of Sport Participation on Gender Relations: Comprehensive case studies of female footballers in Johannesburg and Cape Town, South Africa. *South African Review of Sociology. Special Edition 2015, Sociology of Sport*, 46(1): 25-46. doi.org/10.1080/21528586.2014.989783.

Pelak, C. F. (2005). Negotiating gender/race/class constraints in the new South Africa: A case study of women's soccer. *International Review for the Sociology of Sport*, 40(1), 53-70. doi.org/10.1177/1012690205052165.

Pelak, C. F. (2010). Women and gender in South African soccer: A brief history. *Soccer & Society*, 11(1-2), 63-78. doi.org/10.1080/14660970903331342.

Picariello, M., & Waller, S. N. (2016). The importance of role modeling in mentoring women: Lessons from Pat Summitt legacy. *Physical Culture and Sport. Studies and Research*, 71(1), 5-13. doi: 10.1515/pcssr-2016-0017.

Purcell, R., Rice, S., Butterworth, M., & Clements, M. (2020). Rates and correlates of mental health symptoms in currently competing elite athletes from the Australian National high-performance sports system. *Sports Medicine*, 50(9), 1683-1694. doi.org/10.1007/s40279-020-01266-z.

Ray, S. (2016). Challenges faced by female athletes in the world of sports. Available at: <https://yourstory.com/2016/09/challenges-female-athletes-face> [Assessed 11 February 2021].

Rees, L., Robinson, P., & Shields, N. (2019). Media portrayal of elite athletes with disability—a systematic review. *Disability and rehabilitation*, 41(4), 374-381.

Sikes, M. & Adom-Aboagye, N. (2017). South Africa needs to do more to promote Women in Sports. Available at: <https://www.news24.com/citypress/voices/south-africa-needs-to-do-more-to-promote-women-in-sports-20170308>. [Accessed 13 February 2021].

South African Sports Commission (2004). *The status of SA women in Sport and Recreation. 1994-2004*. Pretoria: South African Sports Commission.

SRSA. (2004). Report on the Status Women in Sport & Recreation Available at: www.srsa.gov.za [Assessed 11 February 2021]

SRSA. (2012). *White Paper on Sport and Recreation*. Pretoria: SRSA.

SRSA. (2016). Report on the Implementation of the National School Sport Championships. www.srsa.gov.za [Assessed 11 February 2021]

SRSA. (2017). Eminent Persons Group (EPG) Status Report 2015/16. Pretoria: SRSA.

SRSA. (2018). Eminent Persons Group Report. www.srsa.gov.za [Assessed 4 February 2021]

SRSA. (2019). Case for Sport. www.srsa.gov.za [Assessed 4 February 2021]

SRSA (2020). Eminent Persons Group (EPG) Status Report 2019/2020. Pretoria: DSAC.

Szto, C. (2015). Serving up change? Gender mainstreaming and the UNESCO–WTA partnership for global gender equality. *Sport in Society*, 18(8), 895-908. doi.org/10.1080/17430437.2014.997583.

SRSA (2004). *The status of South African women in Sport and Recreation, 1994-2004*. Pretoria: SRSA.

Villalon, C., & Weiller-Abels, K. (2018). NBC's televised media portrayal of female athletes in the 2016 Rio Summer Olympic Games: A critical feminist view. *Sport in Society*, 21(8), 1137-1157. doi.org/10.1080/17430437.2018.1442206.

Wadesango, N., Malatji, K. S., & Chabaya, O. (2020). Persistence in gender equity: It's time to tackle it. *Gender & Behaviour*, 18(3), 16010-16015.

Women's Sport Foundation Report. (2019). Coaching through a Gender Lens: Maximising Girl's Play and Potential. Available at: [www.WomenSport Foundation.org](http://www.WomenSportFoundation.org). [Assessed 8 August 2021]

Annexure Theory of change

THEORY OF CHANGE		
INPUTS	OUTPUTS	
	ACTIVITIES	PARTICIPANTS
RESOURCES & POLICY		
Human Resources	Recruit, educate/train and capacitate women guided by policy and strategy	National sport federations, sport clubs and sport/recreation organisations in the public sector; Leaders, coaches, technical officials, administrators and athletes
Financial Resources	Guidelines, resource mobilisation and fund allocation to address gender equity	National sport federations, sport and recreation clubs/organisations and events in public domain, coaches, administrators, technical officials and athletes
Physical Resources	Facilitate and develop equitable access to equipment, facilities and opportunities for all	Public facility and event managers at all levels; DSAC and stakeholders (DSAC); schools and sport recreation clubs and athletes
Information Resources	Relevant information, positive gender portrayals, advocacy and marketing of women in sport	DSAC and relevant government departments, national sport federations, schools, universities, the media and athletes
Resource sharing	Stakeholder collaborating	Formalised agreements and partnerships between stakeholders within and across sectors.
Policies	Develop guidelines and align policies (e.g. safeguarding)	Policy implementation, monitoring, evaluation, and learning by DSAC, SASCOC and national sport federations
OUTCOMES		
SHORT-TERM OUTCOME	MEDIUM-TERM OUTCOME	LONG-TERM OUTCOME
Gender diversity in leadership and participation	Achieve gender balance in leadership and participation	Gender parity and mainstreaming in leadership and participation
Good governance in place for financial redress	Close gender gap for equitable financial resource provision and allocation	Equitable financial allocations across sports and for all role players at all levels
To increase the number of accessible facilities, equipment and opportunities for women in all sports	Close gender gap for women participants and opportunities across all sports	Equitable access to physical resources and opportunities for women in mass participation and success of women in competitive sport
Increased positive gender portrayals, communication, marketing, and information	Open access of sound information and optimal marketing strategies for women in sport	Gender sensitive/neutral systems for information, communication, and marketing of women in sport
Coalitions and collective actions for women in sport	Integrated service delivery for women in sport	Women in sport system strengthened
Integrated service delivery for women in sport		
Organisations and partners aligned through policy and strategy	Women informed about their rights and MEL system in place	Adequate policies, strategies and practices to safeguard and ensure equitable gender practices in sport and related sectors

Annexure : Logframe

Table 3 Log frame for women in sport policy

GOALS	SUMMARY	INDICATORS	MEANS OF VERIFICATION	RISKS/ASSUMPTIONS
	<div>1. Fair and equitable access to quality resources for all</div> <div>2. Fair and equitable access to education, training, and capacity building for all</div> <div>3. Ensure safeguarding for women in sport pertaining to human rights and gender related issues</div> <div>4. Stakeholder collaboration for an integrated approach for policy implementation, monitoring and evaluation</div>	<div>1.1 50/50 gender split in access to the number and quality of physical, financial, human and information resources.</div> <div>1.2 50/50 gender split in access to opportunities for participation, development, leadership, and decision making in sport</div> <div>2.1 50/50 gender split in access to education, training, and capacity building for all</div> <div>3.1 Policy, guidelines, and mechanisms for safeguarding women in sport for all sport organisations funded by DSAC</div> <div>3.2 Relevant strategies, guidelines to be implemented, monitored, and evaluated</div> <div>4.1 DSAC to have MOAs with key government stakeholders (DBE, Health, Transport, Social Development with regards to the implementation of the Policy in an integrated and collaborative manner</div> <div>Other governments- Bilateral and multi-lateral agreements with other governments</div> <div>Development sector: Policy actors- e.g., WHO, UNICEF, UNESCO, Corporate sector- PPP, Public Private Partnerships</div>	<div>Equitable access to quality resources to both men and women in sport</div> <div>Equal access to opportunities for participation, development, leadership and decision making</div> <div>Women gain equal access to education and capacity building as their male counterparts</div> <div>Developed policy, guidelines on safeguarding</div> <div>Relevant strategies</div> <div>MOUs</div> <div>Bilateral and multilateral agreement</div>	<div>1) Lack of data</div> <div>2) Lack of reporting</div> <div>3) Evaluation- no human resources/expertise</div> <div>4) Budget and time</div> <div>5) Congested with events</div> <div>6) Status of sport- lack of professionalism</div> <div>7) Opposition, resistance, and reluctance to gender policy</div> <div>8) Scarcity of resources and resource allocation</div> <div>9) To transform status quo</div> <div>10) Other priority- race- gender is less prioritised</div> <div>11) Dynamics- organisational structure, culture of the sport</div> <div>12) Lack of implementation of policy and assigned accountability – no consequences</div> <div>13) Out of jurisdiction – media- does not fall within government domains</div> <div>14) Secrecy- sensitivity of</div>
57 Page				

		<p>Sport sector: Federations, SAIDS, Sport academies, sport-focused schools, university sport entities</p> <p>Civic society: E.g. Sport for social change network (SSCN)</p> <p>Media and other relevant stakeholders</p>	<p>Public Private Partnership</p> <p>Sport sector</p> <p>Civic society</p> <p>Media and other relevant stakeholders</p>	topics
OBJECTIVES	1.1 Resources: Physical resources <p>1.1.1 Equal access to all sport facilities</p> <p>1.1.2 Access to the same quality of sport facilities to meet the needs of all</p> <p>1.1.3 Management of sport facilities and events in a fair and equitable manner for all</p> <p>1.1.4 Access to the equal number of sport equipment suitable to the needs of all</p> <p>1.1.5 Access to the same quality of sport equipment to meet the needs of all</p>	<p>1.1.1 a) Constitution documents and/or code of conduct to shown alignment with this policy (regarding facilities)</p> <p>1.1.2 b) Practice is captured in quarterly reports then collated into an annual performance report for DSAC as per prescribed template (regarding facilities)</p> <p>1.1.3 a) Constitution documents and/or code of conduct to shown alignment with this policy (regarding equipment)</p> <p>1.1.4 b) Practice is captured in quarterly reports then collated into an annual performance report for DSAC as per prescribed template (regarding equipment)</p> <p>1.1.5 Practice is captured in quarterly reports then collated into an annual performance report for DSAC as per prescribed template (regarding equipment)</p>	<p>1.1.1 a) Submit documentation to show alignment (regarding facilities)</p> <p>1.1.2 b) Submit annual performance report and evaluation as per DSAC discretion (regarding facilities)</p> <p>1.1.3 a) Submit documentation to show alignment and evaluation as per DSAC discretion (regarding equipment)</p> <p>1.1.4 b) Submit annual performance report and evaluation as per DSAC discretion (regarding equipment)</p> <p>1.1.5 b) Submit annual performance report and evaluation as per DSAC discretion (regarding equipment)</p>	<p>Lack of alignment regarding facilities</p> <p>Non submission of annual performance report on facilities</p> <p>Lack of alignment regarding facilities</p> <p>Non submission of annual performance report on facilities</p> <p>Non submission of annual performance report on facilities</p>
1.2 Resources: Financial			<p>1.2.1 Evidence indicates that</p>	

	<p>resources</p> <p>1.2.1 Provide equitable financial resources to all</p> <p>1.2.2 Provide equitable financial benefits and rewards to all athletes, coaches, technical officials, administrators, promoters, and support staff regardless of gender</p> <p>1.3 Resources: Human resources</p> <p>1.3.1 Provide equitable access to qualified coaches, technical officials, administrators, and support staff</p> <p>1.3.2 Provide 50/50 gender balance in leadership and decision-making positions with the Consideration of demographics of each sport organisation</p> <p>1.3.3 Accountability of governance to address the needs of all women</p> <p>1.4 Resources: Information resources</p> <p>1.4.1 Equitable access to adequate, relevant, and reliable information</p> <p>1.4.2 Equitable and fair marketing across all genders</p> <p>1.4.3 Accessible data resources to report on issues of gender equality in sport</p>	<p>1.2.1 There must be evidence that funding from DSAC provided to all stakeholders addresses issues of gender equality</p> <p>1.3.1 There must be evidence in performance report to indicate gender split, level of qualifications for all HR and service providers</p> <p>1.3.2 There must be evidence in performance report to indicate 50/50 leadership, and decision-making positions as per election and/or appointment</p> <p>1.3.3 SASCOC to report on issues of governance of diversity, inclusion, and gender equality</p> <p>1.4.1 a) DSAC to disseminate the policy for women in sport</p> <p>1.4.2 b) SASCOC and all relevant stakeholders e.g.- federations, SAIDS, should take responsibility to develop, disseminate, deliver, monitor, and evaluate information for members and relevant stakeholders</p> <p>1.4.3 SASCOC and all other stakeholders should engage in a minimum of three</p>	<p>addresses issues of gender equality</p> <p>1.2.2 Evidence indicates equitable financial benefits and rewards for all role-players</p> <p>1.3.1 Submit annual performance report by 1st October and evaluation as per DSAC discretion (regarding gender split and level of qualifications)</p> <p>1.3.2 Submit annual performance report by 1st October and evaluation as per DSAC discretion (regarding leadership and decision-making positions recruitment, retention, and empowerment as a development pathway)</p> <p>1.3.3 SASCOC to submit annual performance report by 1st October and evaluation as per DSAC discretion (with reference to that of SASCOC and all affiliated federations)</p> <p>1.4.1 a) Report on the modes of dissemination of the policy of women in sport in the annual performance plan</p> <p>1.4.2 b) Submit annual performance report by 1st October and evaluation as per DSAC discretion (regarding information resources)</p> <p>1.4.3 Submit annual performance report by 1st October and</p>	<p>Lack of evidence indicators that address gender equality</p> <p>Lack of evidence that indicate financial benefits</p> <p>Non submission of annual performance report and the absence of evaluation on the Policy</p> <p>Non submission of the annual performance report by SASCOC</p> <p>Less communicating about the Policy</p> <p>Non submission of the</p>
--	---	---	--	--

		(3) campaigns or advocacy around gender related issues of prominence (e.g. transgender, gender based violence, LGBTQ community)	evaluation as per DSAC discretion (Engage in minimum of 3 campaigns per year)	annual performance report
1.5 Resources: Opportunities				
1.5.1 Equitable opportunities to participation in structured sport (leagues, events, tournaments, tours)		1.5.1 Should be equitable access for all to participate in different sports at all levels (Schools, clubs in the community, district, provincial, national, and international levels)	1.5.1 a) As per MOU between DSAC and DBE, DBE to report on intra and inter school sport competitions and leagues. b) DSAC and provincial structures to report on district, provincial and national sport competitions, and leagues.	Lack intra and inter school sport leagues
1.5.2 Equitable opportunities for talent identification and development in structured sport (leagues, events, tournaments, tours)		1.5.2 All federations and relevant stakeholders to implement talent identification and development at all levels across multiple sports	c) SASCOC to report on international participation in sport competitions and leagues (e.g., All Africa Games/Youth Games, World Championships, World Cups, single-sport world champs, Olympics, and Paralympics)	Lack of district and provincial participation
1.5.3 Equitable opportunities to leadership and decision making in sport (leagues, events, tournaments, tours)		1.5.3 50/50 gender split for access to equitable opportunities to leadership and decision making in sport in consideration of gender geographics of the specific sports	1.5.2 Submit annual performance report by 1 st October and evaluation as per DSAC discretion (Regarding LTAD)	Non reporting on international participation by SASCOC
1.5.4 Equitable opportunities for high-performance athletes and teams for all women (Disabled and trans athletes)		1.5.4 50/50 gender split in high-performance and elite levels of sport (e.g., Medal count)	1.5.3 Submit annual performance report by 1 st October and evaluation as per DSAC discretion (regarding leadership and decision-making positions within all relevant categories e.g., executive board, sub committees, coaches) 1.5.4 SASCOC and relevant stakeholders to report in annual performance report by 1 st October and evaluation as per DSAC discretion	Non submission of the annual performance report
2.1 Education, Training and				

<p>Capacity building</p> <p>2.1.1 Equitable access to education, training, and capacity building opportunities</p> <p>2.1.2 Equitable access to development and improvement of status (qualifications)</p> <p>2.1.3 Improved knowledge and efficacy regarding human rights and social issues (organisational culture, stereotyping, discrimination, portrayal) pertaining to women in sport</p>	<p>2.1.1 A minimum of three (3) opportunities for all to education, training, and capacity building opportunities that are also evaluated</p> <p>2.1.2 A minimum of one (1) skills training opportunity to enhance the development of different role players within a sport or organisation</p> <p>2.1.3 A minimum of one (1) training opportunity on human rights and social issues (SASCOC and/or federations to facilitate training)</p>	<p>2.1.1 Submit annual performance report by 1st October and evaluation as per DSAC discretion (Regarding education, training, and capacity building- inclusive of evaluation results)</p> <p>2.1.2 Submit annual performance report by 1st October and evaluation as per DSAC discretion (Regarding skill training and benefits)</p> <p>2.1.3 a) Submit annual performance report by 1st October and evaluation as per DSAC discretion (Regarding training opportunity and continuous reporting on cases)</p>	<p>Non submission of the annual performance report</p> <p>Non submission of the annual performance report</p> <p>Non submission of the annual performance report</p>
<p>3.1 Safeguarding for women in sport</p> <p>3.1.1 Ensure that all sport organisations have safeguarding policy/guidelines mechanisms in place regarding gender-based violence and relates issues (deviance, abuse, misconduct)</p>	<p>3.1.1 Constitution/ documents and guidelines to shown alignment with this policy (regarding safeguarding issues)</p>	<p>3.1.1 Submit documentation to show alignment (regarding safeguarding issues)</p>	<p>Lack of alignment on safeguarding issues</p>
<p>4.1 Stakeholders</p> <p>4.1.1 Formal agreements in place between strategic partners (DSAC, SASCOC, Sport federations, DBE, universities, and other government entities) to be implemented, monitored, and evaluated.</p>	<p>4.1.1 To develop formal agreements with key strategic stakeholders (formal contracts, MOUs/MOAs)</p> <p>4.1.2 To collaborate with different stakeholders for shared benefits</p> <p>4.1.3 At organisational level there should be a structure to integrate service</p>	<p>4.1.1 Report on contractual agreements and strategic partnerships in annual performance report</p> <p>4.1.2 Report on stakeholder collaboration and engagement at all levels by relevant stakeholders</p>	

	<p>4.1.2 Stakeholder collaboration around different thematic areas</p> <p>4.1.3 Collaboration for integrated service delivery for women in sport</p> <p>4.1.4 Address media related issues in terms of exposure in different types of media</p> <p>4.1.5 Address gender related issues in media portrayals, promotion and development of female journalists, broadcasters, producers, and promoters.</p> <p>4.1.6 Media to promote women in sport as role models</p> <p>4.1.7 Sport events under the jurisdiction of government should address women empowerment through the choice of service providers (female owned enterprises)</p>	<p>delivery for women in sport (e.g., A Women's Commission/Women's Desk)</p> <p>4.1.4 All stakeholders to release regular and newsworthy occurrences media release, press conferences and engagements on female achievements, participation and profiling to relevant media houses and platforms</p> <p>4.1.5 Internal communication systems within an organisation to address media related issues in terms of exposure in different types of media</p> <p>4.1.6 a) Advocacy by all relevant stakeholders to address gender related issues in media portrayals, promotion and development of female journalists, broadcasters, producers, and promoters</p> <p>1 b) SASCOC and all relevant stakeholders should promote and feature role models (athletes commission, anti-racism, anti-doping)</p> <p>4.1.7 To promote and contract service providers that feature gender equality in ownership.</p>	<p>4.1.3 Submit annual performance report by 1st October and evaluation as per DSAC discretion (Regarding women's representative organisational structure for women's issues and gender mainstreaming)</p> <p>4.1.4 Submit annual performance report by 1st October and evaluation as per DSAC discretion (Regarding media release and engagement)</p> <p>4.1.5 Submit annual performance report by 1st October and evaluation as per DSAC discretion (Regarding female exposure)</p> <p>4.1.6 Submit annual performance report by 1st October and evaluation as per DSAC discretion (Featuring athletes commission, female role models in sport and advocacy)</p> <p>4.1.7 Submit annual performance report by 1st October and evaluation as per DSAC discretion (As it relates to gender equitable service provision)</p>	<p>Non report on contractual agreements and partnerships</p> <p>Lack stakeholder collaboration</p> <p>Non submission of the annual performance report</p> <p>Non submission of the annual performance report</p> <p>Non submission of the annual performance report</p> <p>Non submission of the annual performance report</p>
--	---	--	--	--

ACTIVITIES	Awareness campaign about the Policy Dissemination of Women and Sport Policy Education and training Capacity building MOUs – strategic partnerships between government departments (horizontal alignment) at all levels (vertical alignment) Input of resources .	Number of awareness campaign conducted	Awareness campaign	No awareness campaigns conducted
				Absence of approved MoUs between government departments
				Lack of capacity workshops
OUTPUTS	Empowerment programmes conducted	Number of capacity building workshops	Capacity building workshops	

STATISTICS SOUTH AFRICA
GENERAL NOTICE 1857 OF 2023

THE HEAD: STATISTICS SOUTH AFRICA notifies for general information that the Consumer Price Index is as follows:

Consumer Price Index, Rate **(Base Dec 2021=100)**

Rate: **April 2023 – 6.8**

DEPARTMENT OF TRADE, INDUSTRY AND COMPETITION**GENERAL NOTICE 1858 OF 2023****COMPETITION TRIBUNAL****NOTIFICATION OF COMPLAINT REFERRAL**

The Competition Tribunal gives notice in terms of Section 51(3) & (4) of the Competition Act 89 of 1998 as amended, that it received the c
COVCR074Jul20omplaint referrals listed below. The complaint(s) alleges that the respondent(s) engaged in a prohibited practice in
contravention of the Competition Act 89 of 1998.

Case No.	Complainant	Respondent	Date received	Sections of the Act
COVCR019May23	Competition Commission	Red Roses Africa (Pty) Ltd (Previously Mainstreet 699 (Pty) Ltd)	17/05/2023	8(1)(a)
CRP020May23	Body Action Gym (Pty) Ltd t/a Body Action Gym	Virgin Active SA; The Planet Fitness Group; Discovery Vitality (Pty) Ltd; Sanlam Ltd; Momentum Multiply (Pty) Ltd	23/05/2023	8(1)(d)(i), 8(1)(c)

**The Chairperson
Competition Tribunal**

BOARD NOTICES • RAADSKENNISGEWINGS

BOARD NOTICE 447 OF 2023



**ALLIED HEALTH PROFESSIONS COUNCIL OF SOUTH AFRICA
6 CASTELLI, IL VILLAGGIO, 5 DE HAVILLAND CRESCENT SOUTH,
PEREQUOR TECHNOPARK, PRETORIA, 0184**

Telephone: (012) 349 2331 Facsimile: (012) 349 2327

Email: registrar@ahpcsa.co.za

Website: www.ahpcsa.co.za

DEFINITION

1. In this notice, "the regulations" means the Regulations pertaining to the Allied Health Professions Act (63/1982), as amended and published in terms of Government Notice No R 127 of 12 February 2001.

2023 ANNUAL FEES

2. The amounts of the fees referred to in 37(1) and (2), 38, 39, 40, 41 and 42 (1) and (2) of the regulations have been determined by Council as shown in the table below.
3. These amounts apply to annual fees in respect of the calendar year 1 January 2023 to 31 December 2023, which are due on 1 January 2023, and which must be received by the Council by 31 March 2023 (final date for payment); note fee increase thereafter as per the table below in the respective categories.

FEES TABLE

DESCRIPTION	FEE PAYABLE (RANDS)
Application fee for registration in whichever practitioner or therapist category	2600
Registration fee for temporary registration	2400 per annum or pro-rata
Any AHPCSA examination fee	5000
Application and registration fees for first-year students	645
Annual student registration fee for years subsequent to the first year	645
Fee for late registration as a student	4500
Student restoration fee	1200
The amount the Council may advance to the registrar in cash	2000

Annual registration fee in respect of one profession where fees are paid on or after 1 January and before 1 April	2580
Annual registration fee in respect of one profession where fees are paid after 31 March, annual registration fee plus administration fee per invoice issued by the AHPCSA accountants	2580, plus applicable interest, plus 250 per invoice issued
Annual registration fee in respect of two professions where fees paid on or after 1 January and before 1 April	5160
Annual registration fee in respect of two professions where fees are paid after 31 March, annual registration fee plus administration fee per invoice issued by the AHPCSA accountants	5160, plus applicable interest, plus 250 per invoice issued
Annual registration fee in respect of three or more professions where fees are paid on or after 1 January and before 1 April	7740
Annual registration fee in respect of three professions where fees are paid after 31 March, annual registration fee plus administration fee per invoice issued by the AHPCSA accountants	7740, plus applicable interest, plus 250 per invoice issued
Senior citizen fee (70 to 74 years) per profession	-50%
Senior citizen fee (+75 years) per profession	320
Fee for the issuance of any certificate or letter of good standing	1000
Restoration fee in the case prior deregistration at own request fees by the practitioner or student	Payment of all outstanding fees, if any, plus applicable interest; no restoration fee
Restoration fee in the case of non-payment of fees by the practitioner or student	Payment of all outstanding fees, if any, plus applicable interest, plus 1500
Restoration fee in the case of disciplinary action by the Council against the practitioner or student.	Payment of all outstanding fees, if any, plus applicable interest, plus 5000
Fee payable to the Council an intern for each year of registration as an intern beyond the first year.	1175
<p>Allowances (honoraria) payable by the Council in respect of:</p> <p>(a) the attendance of meetings of the Council, the executive committee of the Council and professional boards by members of the Council and professional boards are as follows–</p> <p>(i) to the chairperson and vice-chairperson of the Council, members of the executive committee of the Council and chairpersons of the professional boards</p> <p>(ii) to other Council and professional board members</p>	<p>R2800 per meeting</p> <p>R2340 per meeting</p>

(b) the attendance of other meetings such as that of the Finance Committee or the Education Committees of the Council	R2340 per meeting
Allowance payable where a member of the Council or professional board is required to use his or her own transport so as to attend meetings out of Pretoria or to attend other council business at places not more than 750 kilometres distant from his or her ordinary residence	In accordance with the current travel allowances published by the South African Revenue Services on its website but not exceeding the amount of the economy class airfare that would have been payable had the member travelled by air to the meeting
Extract from the register	N/A
Fee for conducting a review of an external educational institution	Actual costs plus 25%
Honorarium payable by the Council in respect of visits by external institutional reviewers to external education institutions for review purposes <u>or</u> for examiners/moderators conducting examinations	4000
Fee for an application for the opening of a new register	130 000
<p>Accreditation fees payable to the Council for continuing professional development activities -</p> <p>Level 1: Activities encompassing non-measurable outcomes- <u>Large groups(100 delegates or more):</u></p> <p>(i) Conferences or seminars; (ii) Congresses; (iii) Symposia; (iv) Web-based seminars; (v) International conferences</p> <p><u>Small groups (less than 100 delegates):</u></p> <p>(i) Formally organised meetings by professional societies; (ii) Structured small group discussions with a minimum of three practitioners involved; (iii) Case study discussions with a minimum number of three practitioners involved; (iv) Formally organised special purpose lectures; (v) Formally organised special purpose lectures that are not part of a business meeting; (vi) Interest groups meeting less than six times per year</p> <p><u>Other:</u> (i) membership of an association/society; (ii) serving on professional bodies</p> <p>Level 2: Activities encompassing measurable outcomes – (These activities include those that have a clearly measurable outcome or formal evaluation process after the activity)</p> <p>(i) involving less than 10 persons</p> <p>(ii) involving 10 to 20 persons</p> <p>(iii) involving 20 to 30 persons</p> <p>(iv) involving more than 30 persons</p> <p>Level 3: Activities associated with formally structured learning programmes (This is structured learning, namely a formal programme presented by an Education and Training Quality Assurance body-accredited, National Department of Higher</p>	<p>3000</p> <p>750</p> <p>1200</p> <p>2100</p> <p>2600</p> <p>4000</p> <p>No Charge</p>

Education registered- and Allied Health Professions Council– approved training or educational institution with a measurable outcome) Other matters not covered by the above considered by any CPD committee	Ahpcsa Discretion
---	----------------------

ALLIED HEALTH PROFESSIONS COUNCIL OF SOUTH AFRICA:
DEREGISTRATION, NEW REGISTRATION AND RESTORATION
OF PRACTITIONERS / THERAPISTS: JANUARY 2020 – MAY 2022

In terms of section 22 of the Allied Health Professions Act, Act 63 of 1982 ("the Act"), the following names have been removed or added or restored to or from the relevant registers after consultation with the relevant professional boards in terms of Section 21(5) of the Act.

AHPCSA RESTORATIONS 1 FEB 2022 - 31 JAN 2023				
NO	LASTNAME	FIRST NAME	PROFESSION	DATE
A11987	Allers	Eloise	Therapeutic Massage Therapy	28/11/2022
A00068	Anderson	Alison	Chiropractic	25/5/2022
A12291	Bolobolo	Matokoloho	Homeopathy	25/7/2022
A10716	Heslop	Sarah	Chiropractic	11/4/2022
A06264	Kenney	Micheline	Therapeutic Reflexology	13/7/2022
A06264	Kenney	Micheline	Therapeutic Aromatherapy	13/7/2022
A12173	Matlapeng	Reabetswe	Therapeutic Reflexology	15/11/2022
A11906	Matthews	Kelly-Anne	Therapeutic Reflexology	23/3/2022
A09605	Montgomerie	Kylee	Homeopathy	25/4/2022
A12221	Murtagh	Kerry	Chiropractic	21/2/2022
A11358	Visser	Janine	Chiropractic	25/5/2022

AHPCSA DEREGISTRATIONS 1 FEB 2022 - 31 JAN 2023					
NO	LASTNAME	FIRST NAME	PROFESSION	DATE	REASON
A12387	Ballim	Adeeb	Unani-Tibb	8/2/2022	Conditional Registration Expired
A00775	Bekker-Smith	Carla	Chiropractic	28/2/2022	Own Request
A00421	Bhana	Mahendra	Naturopathy	3/2/2022	Own Request
A11959	Burton	Michelle	Therapeutic Reflexology	8/3/2022	Own Request
A07589	Coetzee	Liezle	Therapeutic Reflexology	25/5/2022	NPF
A00850	Cole	Caron	Homeopathy	28/3/2022	Own Request

A11709	Couto	Sonia	Phytotherapy	25/5/2022	NPF
A10241	Da Costa	Nicolette	Therapeutic Reflexology	27/7/2022	NPF
A11539	Diekmann	Melanie	Therapeutic Reflexology	26/5/2022	Own Request
A12332	Du Plessis	Marthinus	Chiropractic	14/3/2022	Own Request
A02095	Felbert	Hilary	Therapeutic Aromatherapy	23/3/2022	Own Request
A02112	Ferguson	Carol	Therapeutic Aromatherapy	20/12/2022	Own Request
A02433	Garratt	Sandra	Chiropractic	15/3/2022	Deceased
A10377	Gess	Dale	Therapeutic Massage Therapy	2/3/2022	Own Request
A11620	Gukelberger	Tessa	Chiropractic	23/2/2022	Own Request
A02988	Heindl	Peter	Therapeutic Reflexology	15/11/2022	Own Request
A01437	Jones	Peter	Therapeutic Massage Therapy	14/3/2022	Own Request
A03644	Joubert	Jacobus	Acupuncture	4/7/2022	NPF
A10094	Kasim	Mohammad	Chinese Medicine And Acupuncture	14/3/2022	Own Request
A04588	Lam	Fung Kuen	Chinese Medicine And Acupuncture	16/5/2022	Own Request
A04412	Liddell	Peter	Homeopathy	4/10/2022	Deceased
A04450	Lilley	David	Osteopathy	18/7/2022	Own Request
A11851	Manga	Salma	Therapeutic Reflexology	1/12/2022	Own Request
A04869	Mariano	Kurt	Chiropractic	30/5/2022	NPF
A11670	Parker	Percy	Chiropractic	8/3/2022	Own Request
A11661	Sacks	Ruth	Therapeutic Reflexology	31/5/2022	NPF
A11833	Potgieter	Abigail	Homeopathy	10/3/2022	Own Request
A12014	Richardson	Michelle	Chiropractic	1/12/2022	Own Request
A10083	Ruso	Melody	Therapeutic Reflexology	21/4/2022	Own Request
A11625	Schauer Van Der Walt	Brigitte	Therapeutic Reflexology	8/3/2022	Own Request
A11890	Schreuder	Lianca	Therapeutic Reflexology	24/5/2022	Own Request
A11890	Schreuder	Lianca	Therapeutic Massage Therapy	24/5/2022	Own Request
A12504	Seale	Talia	Chiropractic	15/11/2022	Own Request
A12369	Vawda	Aaisha	Homeopathy	1/12/2022	Own Request
A08652	Viranyi	Shelly	Therapeutic Reflexology	15/3/2022	Own Request
2023					

A00093	Auerbach	Christina	Therapeutic Aromatherapy	19/1/2023	Own Request
A12292	Blewett	Roxanne	Therapeutic Reflexology	5/1/2023	Own Request
A10639	De Jager	Daphne	Therapeutic Reflexology	16/1/2023	Own Request
A11568	Ferreira	Gert	Chiropractic	13/1/2023	Overseas
A11874	Hardie	Fiona	Therapeutic Reflexology	5/1/2023	Own Request
A10061	Kazazis	Stella	Therapeutic Reflexology	10/1/2023	Own Request
A10411	Kingwill	Louise	Therapeutic Reflexology	9/1/2023	Own Request
A10833	Meintjes	Chantelle	Therapeutic Reflexology	26/1/2023	Own Request
A10833	Meintjes	Chantelle	Therapeutic Massage Therapy	26/1/2023	Own Request
A11750	Peli	Anneckke	Therapeutic Massage Therapy	9/1/2023	Own Request
A11960	Ravenscroft	Jennifer	Therapeutic Reflexology	13/1/2023	NPF
A07373	Sabath	Leanne	Homeopathy	26/1/2023	NPF
A10629	Scholtz	Andrea	Therapeutic Massage Therapy	13/1/2023	NPF
A01501	Smith	Carolyn	Therapeutic Reflexology	11/1/2023	Own Request
A07518	Staak	Wendy	Phytotherapy	9/1/2023	Own Request
A12103	Van Rooyen	Elna	Therapeutic Reflexology	11/1/2023	Own Request
A12476	Wurzel	Amy	Chiropractic	15/3/2023	Own Request

AHPCSA NEW REGISTRATIONS 2022 1 FEB 2022 - 31 JAN 2023				
NO	LASTNAME	FIRST NAME	PROFESSION	DATE
A12517	Ammon	Shalini	Therapeutic Reflexology	20/6/2022
A12565	Anderson	Robyn	Homeopathy	14/11/2022
A12578	Aphane	Tumisang	Homeopathy	15/12/2022
A12449	Atcha	Renita	Therapeutic Reflexology	8/2/2022
A12571	Beyers	Charles	Homeopathy	6/12/2022
A12466	Bhikha	Reyna	Homeopathy	28/2/2022
A12496	Blom	Annemie	Therapeutic Reflexology	5/5/2022
A12533	Bonongo	Samkelo	Homeopathy	13/7/2022
A12535	Boosi	Keiron-Ashleigh	Chiropractic	20/7/2022
A12462	Brüssow	Dominique	Chiropractic	23/2/2022
A12499	Caluza	Bongeka	Chiropractic	9/5/2022

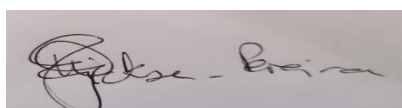
A12518	Carle	Tracy-Leah	Therapeutic Reflexology	20/6/2022
A12480	Cheng Wang	Chia-Ju	Therapeutic Reflexology	4/4/2022
A12486	Cilliers	Odette	Therapeutic Reflexology	11/4/2022
A12471	Clement	Robyn	Therapeutic Reflexology	28/3/2022
A12473	Coetsee	Liepetra	Therapeutic Reflexology	28/3/2022
A12553	Coetzee	Courtney	Chiropractic	20/9/2022
A12450	Cohen	Yuval	Therapeutic Reflexology	10/2/2022
A12575	Coppings	Emma	Chiropractic	13/12/2022
A12456	Davis	Lauren	Chiropractic	21/2/2022
A12457	Dawkins	Jenna	Chiropractic	21/2/2022
A12446	De Bruin	Twainette	Therapeutic Reflexology	2/2/2022
A12495	Dhlamini	Wabo	Chiropractic	3/5/2022
A12493	Dlangalala	Daphney	Therapeutic Reflexology	28/4/2022
A12501	Dowelani	David	Therapeutic Reflexology	19/5/2022
A12549	Dyer	Annemé	Chiropractic	9/9/2022
A12463	Eggers	Monika	Therapeutic Reflexology	24/2/2022
A12519	Foley	Kendall	Homeopathy	20/6/2022
A12472	Garnie	Azraa	Therapeutic Reflexology	28/3/2022
A12489	Gluch	Kerri	Therapeutic Reflexology	19/4/2022
A12550	Graca	Andre	Chiropractic	15/9/2022
A12562	Gumbi	Sandile	Homeopathy	20/10/2022
A12551	Hajee	Nabeela	Chiropractic	15/9/2022
A12458	Handley	Ashleigh	Chiropractic	21/2/2022
A12522	Hani	Phindile	Therapeutic Reflexology	22/6/2022
A12483	Hattingh	Susanna	Therapeutic Reflexology	7/4/2022
A12559	Hefer	Reid	Chiropractic	27/9/2022
A12459	Henwood	Jessica	Therapeutic Reflexology	21/2/2022
A12363	Herbst	Jesse-Lee	Therapeutic Massage Therapy	6/6/2022
A12570	Hoenselaar	Nicole	Chiropractic	1/12/2022
A12540	Hougaard	Esmarie	Chiropractic	1/8/2022
A12566	Hutchison	Jordan	Chiropractic	21/11/2022
A12515	Ismail	Ammaarah	Homeopathy	10/6/2022
A12494	Ismail	Inaayatul-Lah	Chiropractic	28/4/2022
A12453	Jacobs	Izanne	Chiropractic	11/2/2022

A12516	Jardine	Latiefa	Therapeutic Reflexology	20/6/2022
A12509	Julius	Tiah	Naturopathy	2/6/2022
A12479	Kennet	Nicole	Chiropractic	4/4/2022
A12474	Khan	Nazeera	Therapeutic Reflexology	28/3/2022
A12485	Khan	Razia	Therapeutic Reflexology	11/4/2022
A12448	Khobane	Tshidi	Therapeutic Reflexology	4/2/2022
A12513	Khumalo	Nondumiso	Chiropractic	7/6/2022
A12554	Koekemoer	Tristan	Chiropractic	20/9/2022
A12526	Kolweni	Ovayo	Homeopathy	28/6/2022
A12542	Kruger	Danielle	Chiropractic	15/8/2022
A12523	Lamprecht	Brogan	Homeopathy	23/6/2022
A12514	Lin	Hsin-Tzu	Homeopathy	7/6/2022
A12477	Lindeque	Elaine	Therapeutic Reflexology	28/3/2022
A12403	Lukie	Yusra	Unani-Tibb (Full Registration)	27/7/2022
A12502	Mabitsela	Makgabo	Therapeutic Reflexology	19/5/2022
A12465	Mack	Viola	Homeopathy	28/2/2022
A12469	Mahlangu	Kagiso	Therapeutic Reflexology	23/3/2022
A12527	Makhubo	Sindisile	Homeopathy	29/6/2022
A12532	Makuwa	Karabo	Homeopathy	7/7/2022
A12524	Manuel	Tahiera	Unani-Tibb	27/6/2022
A12475	Marais	Elandri	Chiropractic	28/3/2022
A12455	Martinho	Gabriela	Chiropractic	21/2/2022
A12506	Mashele	Nompumelelo	Naturopathy	31/5/2022
A12488	Millar	Merina	Therapeutic Reflexology	19/4/2022
A12460	Modibane	Caroline	Therapeutic Reflexology	23/2/2022
A12531	Mokone	Sinegugu	Therapeutic Reflexology	4/7/2022
A12537	Monareng	Karabo	Homeopathy	21/7/2022
A12544	Moodley	Megan	Chiropractic	19/8/2022
A12577	Moosajee	Nazreen	Chiropractic	13/12/2022
A12492	Mthembu	Nompumelelo	Therapeutic Reflexology	28/4/2022
A12498	Müller	Deveraux	Chiropractic	5/5/2022
A12574	Naidoo	Merissa	Homeopathy	8/12/2022
A12454	Nair	Caleb	Chiropractic	14/2/2022
A12482	Nana	Sadiyah	Chiropractic	5/4/2022
A12511	Ndhlovu	Duduza	Therapeutic Reflexology	6/6/2022
A12512	Ngema	Ziphozonke	Naturopathy	7/6/2022

A12447	Ngwenya	Phunyuka	Therapeutic Reflexology	2/2/2022
A12530	Nortjé	Hanriët	Therapeutic Reflexology	4/7/2022
A12552	Padayachee	Sashlyn	Chiropractic	20/9/2022
A12576	Petersen	Keshia	Chiropractic	13/12/2022
A12558	Pieterse	Bevone	Therapeutic Massage Therapy	26/9/2022
A12510	Pieterse	Kirsten	Chiropractic	6/6/2022
A12505	Pillay	Suvanya	Homeopathy	31/5/2022
A12539	Prinsloo	Ime	Chiropractic	29/7/2022
A12464	Raidoo	Keevara	Chiropractic	24/2/2022
A12563	Rancati	Heleen	Homeopathy	1/11/2022
A12500	Rasool	Tasfiah	Homeopathy	16/5/2022
A12451	Riley	George	Homeopathy	11/2/2022
A12543	Saayman	Cheree	Chiropractic	18/8/2022
A12569	Sagan	Alexander	Chiropractic	1/12/2022
A12534	Sangwa	Machosi	Naturopathy	13/7/2022
A12529	Schonken	Storm	Chiropractic	4/7/2022
A12504	Seale	Talia	Chiropractic	25/5/2022
A12572	Seals	Erin	Chiropractic	6/12/2022
A12390	Shelembe	Kwazi	Phytotherapy	29/6/2022
A12528	Sikhahlane	S'phelelisiwe	Chiropractic	4/7/2022
A12497	Slabber	Elmé	Therapeutic Reflexology	5/5/2022
A12541	Snyman	Jane	Naturopathy	3/8/2022
A11924	Strauss	Tylah	Homeopathy	18/10/2022
A12548	Tagari	Muhammed	Chiropractic	29/8/2022
A12568	Thompson	Vaughan	Chiropractic	29/11/2022
A12547	Valkenburg	Katherine	Chiropractic	25/8/2022
A12538	Van Eck	Rochelle	Chiropractic	21/7/2022
A12452	Van Niekerk	Chloe	Chiropractic	11/2/2022
A12484	Vienings	Elois	Therapeutic Reflexology	7/4/2022
A12468	Viljoen	Genevieve	Chiropractic	3/3/2022
A12525	Viljoen	Nicola	Therapeutic Massage Therapy	27/6/2022
A12470	Visser	Marthina	Therapeutic Reflexology	23/3/2022
A12520	Vorster	Adrian	Chiropractic	21/6/2022
A12560	Wagner	Tayla	Chiropractic	10/10/2022
A12467	Walters	Jani	Therapeutic Reflexology	1/3/2022
A12487	Williams	Gareth	Chiropractic	19/4/2022
A12536	Williamson	Rosanne	Chiropractic	20/7/2022
A12476	Wurzel	Amy	Chiropractic	28/3/2022
A12564	Zardad	Zhakieyyah	Homeopathy	10/11/2022
2023				

A12587	Antony	Reenu	Chiropractic	24/1/2023
A12579	Bonsma	Robyn	Chiropractic	9/1/2023
A12583	Bradford	Benjamin	Chiropractic	17/1/2023
A11829	Delpaul	Michelle	Acupuncture	11/1/2023
A12580	Devnarain	Akshoy	Chiropractic	9/1/2023
A11808	Goodwin	Caitlin	Acupuncture	9/1/2023
A11178	Gunter	Roxanna	Acupuncture	9/1/2023
A12582	Makada	Faheema	Chiropractic	10/1/2023
A12233	Macintosh	Graeme	Acupuncture	10/1/2023
A12589	Matthee	Simune	Acupuncture	24/1/2023
A12581	Mitrovich	Megan	Therapeutic Reflexology	9/1/2023
A12590	Nevinia	Narainsamy	Chiropractic	27/1/2023
A12588	Nieuwenhuis	Hardus	Chiropractic	24/1/2023
A11302	Norton	Hannah	Acupuncture	9/1/2023
A12584	Petzer	Matthew	Chiropractic	17/1/2023
A12586	Pirthiraj	Ashalya	Chiropractic	19/1/2023
A12585	Ravidutt	Michaela	Chiropractic	17/1/2023
A07476	Squara	Sandra	Acupuncture	9/1/2023

AHPCSA MISCONDUCT INQUIRIES [SECTION 24(2) OF THE ACT] 2022-2023				
NO	NAME	PROFESSION	NATURE OF COMPLAINT	PENALTY
A11522	Emmerentia Margaretha Van Niekerk	Chiropractic	Unprofessional Conduct Related To: Advertising And; Practising In An Open-Plan Consultancy Setup	Section 24(1)(B): Suspension; Section 25(1)(B)
A11771	Thornton Frank Vivier	Chiropractic	Unprofessional Conduct Related To: Advertising And; Practising In An Open-Plan Consultancy Setup	Section 24(1)(B): Suspension; Section 25(1)(B)
A11724	Nicholas Alexander Bunger	Chiropractic	Unprofessional Conduct Related To: Advertising And; Practising In An Open-Plan Consultancy Setup	Section 24(1)(B): Suspension; Section 25(1)(B)
A10114	Gregory David Venning	Chiropractic	Unprofessional Conduct Related To: Advertising And; Practising In An Open-Plan Consultancy Setup	Section 24(1)(B): Suspension; Section 25(1)(B)



DR WENDY ERICKSEN-PEREIRA
CHAIRPERSON OF THE ALLIED HEALTH PROFESSIONS COUNCIL OF SOUTH AFRICA

BOARD NOTICE 448 OF 2023



BOARD NOTICE

**FEE PERCENTAGES AND CATEGORIES PAYABLE TO THE IRBA WITH
EFFECT FROM 1 JUNE 2023**

Registered Auditors should kindly take note that the Independent Regulatory Board for Auditors has prescribed – in accordance with the provisions of Section 8(2)(b), to the extent necessary, of the Auditing Profession Act 26 of 2005, as amended, read together with subsection (c) – the following assurance fees payable to the regulator from 1 June 2023 to 31 May 2024.

FEE PERCENTAGES AND CATEGORIES APPLICABLE FOR 2023/2024	
Total Assurance Fee (R) Declared	Percentage of Fee Payable
> 702 250 000	0.393%
> 140 450 000	0.594%
> 126 405 000	0.606%
> 112 360 000	0.618%
> 98 315 000	0.630%
> 84 270 000	0.677%
> 70 225 000	0.701%
> 56 180 000	0.773%
> 42 135 000	0.891%
> 28 090 000	1.010%
> 60 400	1.146%
<= 60 400	0.000%

All firms will be billed twice a year, as follows:

- 1st invoice in the first week of June, payable by 31 July; and
- 2nd invoice in the first week of December, payable by 31 January of the following year.

These fees are based on a percentage of the total audit and other assurance work invoiced and declared every calendar year by the firm for each registered auditor.

I Nagy
Chief Executive Officer

Physical Building 2, Greenstone Hill Office Park, Emerald Boulevard, Modderfontein Postal PO Box 8237 Greenstone 1616 Johannesburg South Africa

Tel 010 496 0600 Fax 086 482 3250 E-mail board@irba.co.za

Printed by and obtainable from the Government Printer, Bosman Street, Private Bag X85, Pretoria, 0001
Contact Centre Tel: 012-748 6200. eMail: info.egazette@gpw.gov.za
Publications: Tel: (012) 748 6053, 748 6061, 748 6065