

Government Gazette
Staatskoerant

REPUBLIC OF SOUTH AFRICA
REPUBLIEK VAN SUID AFRIKA

Vol. 664 23 October / Oktober 2020 No. 43834

PART 1 OF 5

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ISSN 1682-5843

9 771682 584003 43834



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

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594	Promotion of Access to Information Act, 2000: Description Submitted in terms of Section 15 (1)	43834	477
595	Promotion of Access to Information Act (2/2000): Description submitted in terms of section 15(1): Council for Medical Schemes	43834	482
596	Promotion of Access to Information Act (2/2000): Description Submitted in terms of Section 15 (1)	43834	484
597	Promotion of Access to Information Act (2/2000): Description submitted in terms of section 15 (1): Department of Small Business Development	43834	487
598	Promotion of Access to Information Act (2/2000): Description submitted in terms of Section 15 (1): Department of International Relations and Cooperation	43834	493
599	Promotion of Access to Information (Act No 2 of 2000): Description submitted in terms of section 15 (1): uMhlathuze Municipality	43834	496
599	Bevordering van Toegang tot Inligting (Wet 2 van 2000): Description submitted in terms of section 15 (1): uMhlathuze Municipality	43834	500
600	Promotion of Access to Information Act (2/2000): Description submitted in terms of section 15 (1): Swartland Municipality	43834	506
Parliament of the Republic of South Africa/ Parlement van die Republiek van Suid-Afrika			
601	Disaster Management Amendment Bill, 2020: Notice of intention to introduce a private member's bill into Parliament and Invitation for public comment thereon	43834	510
Trade, Industry and Competition, Department of/ Handel, Nywerheid en Kompetisie, Departement van			
602	International Trade Administration Commission: Customs Tariff Applications List 09/2020	43834	521
603	International Trade Administration Commission: Notice of initiation of a Sunset Review of the anti-dumping duties on fresh or chilled garlic originating in or imported from the People's Republic of China	43834	524
Transport, Department of/ Vervoer, Departement van			
604	National Railway Safety Regulator Act (16/2002): Regulations regarding infrastructure or activity affecting Safe Railway Operations, 2020	43834	531

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* 2020

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

- **24 December 2019,** Tuesday for the issue of Friday **03 January 2020**
- **03 January,** Friday for the issue of Friday **10 January 2020**
- **10 January,** Friday for the issue of Friday **17 January 2020**
- **17 January,** Friday for the issue of Friday **24 January 2020**
- **24 January,** Friday for the issue of Friday **31 January 2020**
- **31 February,** Friday for the issue of Friday **07 February 2020**
- **07 February,** Friday for the issue of Friday **14 February 2020**
- **14 February,** Friday for the issue of Friday **21 February 2020**
- **21 February,** Friday for the issue of Friday **28 February 2020**
- **28 February,** Friday for the issue of Friday **06 March 2020**
- **06 March,** Friday for the issue of Friday **13 March 2020**
- **13 March,** Thursday for the issue of Friday **20 March 2020**
- **20 March,** Friday for the issue of Friday **27 March 2020**
- **27 March,** Friday for the issue of Friday **03 April 2020**
- **02 April,** Thursday for the issue of Thursday **09 April 2020**
- **08 April,** Wednesday for the issue of Friday **17 April 2020**
- **17 April,** Friday for the issue of Friday **24 April 2020**
- **22 April,** Wednesday for the issue of Thursday **30 April 2020**
- **30 April,** Thursday for the issue of Friday **08 May 2020**
- **08 May,** Friday for the issue of Friday **15 May 2020**
- **15 May,** Friday for the issue of Friday **22 May 2020**
- **22 May,** Friday for the issue of Friday **29 May 2020**
- **29 May,** Friday for the issue of Friday **05 June 2020**
- **05 June,** Friday for the issue of Friday **12 June 2020**
- **11 June,** Thursday for the issue of Friday **19 June 2020**
- **19 June,** Friday for the issue of Friday **26 June 2020**
- **26 June,** Friday for the issue of Friday **03 July 2020**
- **03 July,** Friday for the issue of Friday **10 July 2020**
- **10 July,** Friday for the issue of Friday **17 July 2020**
- **17 July,** Friday for the issue of Friday **24 July 2020**
- **24 July,** Friday for the issue of Friday **31 July 2020**
- **31 July,** Thursday for the issue of Friday **07 August 2020**
- **06 August,** Thursday for the issue of Friday **14 August 2020**
- **14 August,** Friday for the issue of Friday **21 August 2020**
- **21 August,** Friday for the issue of Friday **28 August 2020**
- **28 August,** Friday for the issue of Friday **04 September 2020**
- **04 September,** Friday for the issue of Friday **11 September 2020**
- **11 September,** Friday for the issue of Friday **18 September 2020**
- **17 September,** Thursday for the issue of Friday **25 September 2020**
- **25 September,** Friday for the issue of Friday **02 October 2020**
- **02 October,** Friday for the issue of Friday **09 October 2020**
- **09 October,** Friday for the issue of Friday **16 October 2020**
- **16 October,** Friday for the issue of Friday **23 October 2020**
- **23 October,** Friday for the issue of Friday **30 October 2020**
- **30 October,** Friday for the issue of Friday **06 November 2020**
- **06 November,** Friday for the issue of Friday **13 November 2020**
- **13 November,** Friday for the issue of Friday **20 November 2020**
- **20 November,** Friday for the issue of Friday **27 November 2020**
- **27 November,** Friday for the issue of Friday **04 December 2020**
- **04 December,** Friday for the issue of Friday **11 December 2020**
- **10 December,** Thursday for the issue of Friday **18 December 2020**
- **17 December,** Thursday for the issue of Friday **24 December 2020**
- **23 December,** Wednesday for the issue of Friday **31 December 2020**

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 R**3026.32** per page.

GOVERNMENT PRINTING WORKS - BUSINESS RULES

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

CLOSING TIMES FOR ACCEPTANCE OF NOTICES

1. The *Government Gazette* and *Government Tender Bulletin* are weekly publications that are published on Fridays and the closing time for the acceptance of notices is strictly applied according to the scheduled time for each gazette.

2. Please refer to the Submission Notice Deadline schedule in the table below. This schedule is also published online on the Government Printing works website www.gpwonline.co.za

   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
Extraordinary Gazettes	As required	Any day of the week	*Before 10h00 on publication date*	*Before 10h00 on publication date*
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 Gazette Type	Publication Frequency	Publication Date	Submission Deadline	Cancellations Deadline
Gauteng Liquor License Gazette	Monthly	Wednesday before the First Friday of the month	Two weeks before publication	3 working days **after** submission deadline
Northern Cape Liquor License Gazette	Monthly	First Friday of the month	Two weeks before publication	3 working days **after** submission deadline
National Liquor License Gazette	Monthly	First Friday of the month	Two weeks before publication	3 working days **after** submission deadline
Mpumalanga Liquor License Gazette	Bi-Monthly	Second & Fourth Friday	One week before publication	3 working days prior to publication

EXTRAORDINARY GAZETTES

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

NOTICE SUBMISSION PROCESS

4. Download the latest *Adobe* form, for the relevant notice to be placed, from the **Government Printing Works** website www.gpwonline.co.za.

5. The *Adobe* form needs to be completed electronically using *Adobe Acrobat* / *Acrobat Reader*. Only electronically completed *Adobe* forms will be accepted. No printed, handwritten and/or scanned *Adobe* forms will be accepted.

6. The completed electronic *Adobe* form has to be submitted via email to submit.egazette@gpw.gov.za. The form needs to be submitted in its original electronic *Adobe* format to enable the system to extract the completed information from the form for placement in the publication.

7. Every notice submitted **must** be accompanied by an official **GPW** quotation. This must be obtained from the *eGazette* Contact Centre.

8. Each notice submission should be sent as a single email. The email **must** contain **all documentation relating to a particular notice submission**.

    8.1. Each of the following documents must be attached to the email as a separate attachment:

        8.1.1. An electronically completed *Adobe* form, specific to the type of notice that is to be placed.

            8.1.1.1. For National *Government Gazette* or *Provincial Gazette* notices, the notices must be accompanied by an electronic Z95 or Z95Prov *Adobe* form

            8.1.1.2. The notice content (body copy) **MUST** be a separate attachment.

        8.1.2. A copy of the official **Government Printing Works** quotation you received for your notice. *(Please see Quotation section below for further details)*

        8.1.3. A valid and legible Proof of Payment / Purchase Order: **Government Printing Works** account customer must include a copy of their Purchase Order**. Non-Government Printing Works** account customer needs to submit the proof of payment for the notice

        8.1.4. Where separate notice content is applicable (Z95, Z95 Prov and TForm 3, it should **also** be attached as a separate attachment. *(Please see the Copy Section below, for the specifications)*.

        8.1.5. Any additional notice information if applicable.

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.**

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 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.

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:	**Postal Address:**	**GPW Banking Details:**
Government Printing Works	Private Bag X85	**Bank:** ABSA Bosman Street
149 Bosman Street	Pretoria	**Account No.:** 405 7114 016
Pretoria	0001	**Branch Code:** 632-005

For Gazette and Notice submissions: Gazette Submissions:	**E-mail:** submit.egazette@gpw.gov.za
For queries and quotations, contact: Gazette Contact Centre:	**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

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NO. 1109 **23 OCTOBER 2020**

AMENDING NOTICE NO: 1049 OF 2018 IN THE GOVERNMENT GAZETTE NO: 41955 DATED 05 OCTOBER 2018

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

Notice is hereby given in terms of **Section 11A {4} of the Restitution of Land Rights Act 1994 [ACT 22 OF 1994] as amended**, that the **Commissioner for Restitution of Land Rights** is amending the said gazette, lodged by late **Paulina Thomo Ndlangamandla ID. NO. 600824 0223 088** on behalf of Ndlangamandla and Shabangu Families ,the said gazette is amended to remove Portion 9 o the farm Idalia 496 IT since wrong Portion was erroneously gazetted and further research was done , the gazette must reflect only Portion 15 of the farm Idalia 496 IT Situated in **Mkhondo Local Municipality, Gert Sibande District**: under **Mpumalanga Province: KRP No. 1719**

CURRENT PARTICULARS OF THE PROPERTY
IDALIA 496 IT

Description of property	Owner of Property	Title Deed Number	Extent of Property	Bonds	Bond Holder	Other Endorsements
Portion 15	SAPPI Manufacturing Pty Ltd {1951003180007}	T58466/1999	121.6275 ha **7.1816 ha (exact extent claimed)**	• B4950/2009 • B4949/2009	SAPPI Manufacturing Pty Ltd	K2666/1989
	LEREKO PROP CO Pty Ltd {2005038295O7}	T7193/2009				

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

Commissioner for Restitution of Land Rights
Private Bag X 11330
Nelspruit
1200
or 30 Samora Machel Drive
Restitution House
Nelspruit
1200
TEL NO: 013 756 6000
FAX NO: 013 752 3859

CHECKED BY: RENALL SINGH
RESTITUTION ADVISOR: LEGAL
DATE: 05/09/2020

MR. L.H. MAPHUTHA
REGIONAL LAND CLAIMS COMMISSIONER
MPUMALANGA PROVINCE
DATE: 2020/10/06

This gazette is also available free online at www.gpwonline.co.za

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NO. 1110 **23 OCTOBER 2020**

WITHDRAWAL OF GOVERNMENT NOTICE NO: 1285 OF 2018 IN THE GOVERNMENT GAZETTE NO: 42053 DATED 23 NOVEMBER 2018

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 withdrawing the said Gazette Notice.

TRICHARDSFONTEIN 140 IS

Description of property	**Owner of Property**	**Title Deed Number**	**Extent of Property**	**Bonds**	**Bond Holder**	**Other Endorsements**
Remaining Extent of Portion 16	Sasol Mining PTY LTD [1950038590071]	T5629/2018	80.8315 ha	None	None	K255/2018S
Portion 61	South African National Roads Agency Soc Ltd [1998009584061]	T14807/2013	2.9611 ha	None	None	None
			44.19 Affected hectares			

This gazette is also available free online at www.gpwonline.co.za

WITHDRAWAL OF GOVERNMENT NOTICE NO: 1285 OF 2018 IN THE GOVERNMENT GAZETTE NO: 42053 DATED 23 NOVEMBER 2018

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 withdrawing the said Gazette Notice.

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

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

CHECKED BY: MRS RENALL SINGH
RESTITUTION ADVISOR
DATE: 26/09/2020

MR L H MAPHUTHA
THE REGIONAL LAND CLAIMS COMMISSIONER
MPUMALANGA PROVINCE
DATE: 2020/10/06

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NO. 1111 **23 OCTOBER 2020**

PLANT BREEDERS' RIGHTS ACT, 1976
(ACT No. 15 of 1976)

In terms of the provisions of the Plant Breeders' Rights Act, 1976 (Act No. 15 of 1976), it is hereby made known that all aspects of plant breeders' rights, of which the particulars appear in the Sections herewith have been processed for the period April 2020 to June 2020.
Any objections must be submitted in writing to the Registrar of Plant Breeders' Rights within THREE months with reference to denominations, and within SIX months with reference to applications and grants from the date of publication of this issue, accompanied by the appropriate fees.

The bracketed numbers are reference to the addresses of the applicants and agents which can be found on the plant breeders' rights page, on the www.dalrrd.gov.za website or upon request from the Plant Breeders' Rights Office.

Ms Elna De Bruyn
Acting Registrar of Plant Breeders' Rights

SECTION 1

RECEIPTS OF APPLICATIONS FOR PLANT BREEDERS' RIGHTS

AGRICULTURAL CROPS

Kind of plant: Glycine max (L.) Merrill

Application number	*Proposed denomination*	*Applicant*	*Country*	*Agent*	*Date accepted*
PT 9115	SSS9446	Bioceres [1902]	AR	Sensako [24]	2020-06-24
PT 9116	SSS9458	Bioceres [1902]	AR	Sensako [24]	2020-06-24
PT 9117	SSS9655	Bioceres [1902]	AR	Sensako [24]	2020-06-24

Kind of plant: *Hordeum* L. [Barley]

Application number	*Proposed denomination*	*Applicant*	*Country*	*Agent*	*Date accepted*
PT 9118	KWS Amadora	KWS Lochow [1718]	DE	Sensako [24]	2020-06-24

Kind of plant: *Secale cereale* L. [Rye]

Application number	*Proposed denomination*	*Applicant*	*Country*	*Agent*	*Date accepted*
PT 9119	AgJoan	Agricol [1]	ZA	Agricol [1]	2020-06-24

Kind of plant: *Triticum* L. [Bread Wheat]

Application number	*Proposed denomination*	*Applicant*	*Country*	*Agent*	*Date accepted*
PT 9101	DM1815T	Asociados Don Mario [1281]	AR	GDM Seeds SA [1708]	2020-04-03
PT 9102	DM1817T	Asociados Don Mario [1281]	AR	GDM Seeds SA [1708]	2020-04-03
PT 9080	SST 0187	Sensako Pty Ltd [24]	ZA	Sensako Pty Ltd [24]	2020-05-18

VEGETABLE CROPS

Kind of plant: *Cucurbita* L. [Pumpkin]

Application number	*Proposed denomination*	*Applicant*	*Country*	*Agent*	*Date accepted*
PT 9114	Victory	Plennegy [1540]	ZA	Plennegy [1540]	2020-06-19

Kind of plant: *Pisum sativum* L. [Field pea]

Application number	*Proposed denomination*	*Applicant*	*Country*	*Agent*	*Date accepted*
PT 9081	PP-1804	FTE Genetics, Inc [2002]	US	Adams & Adams [65]	2020-04-29

ORNAMENTAL PLANTS

Kind of plant: *Chamelaucium* Desf. [Wax flower]

Application number	*Proposed denomination*	*Applicant*	*Country*	*Agent*	*Date accepted*
PT 9085	Blizzard	Helix Australia [1433]	AU	Arnelia Farms [1337]	2020-05-25
PT 9086	Free Spirit	Helix Australia [1433]	AU	Arnelia Farms [1337]	2020-05-25
PT 9087	Giselle	Botanic Gardens [1442]	AU	Arnelia Farms [1337]	2020-05-25
PT 9088	Grace	Helix Australia [1433]	AU	Arnelia Farms [1337]	2020-05-25
PT 9089	Purple Rain	Helix Australia [1433]	AU	Arnelia Farms [1337]	2020-05-25

Kind of plant: *Chrysanthemum* L. [Chrysanthemum]

Application number	*Proposed denomination*	*Applicant*	*Country*	*Agent*	*Date accepted*
PT 9103	Dochrycust	Dummen Group [1796]	NL	PC Knol-Korevaar [770]	2020-05-12
PT 9104	Dochryjamai	Dummen Group [1796]	NL	PC Knol-Korevaar [770]	2020-05-12
PT 9105	Dochrylamir	Dummen Group [1796]	NL	PC Knol-Korevaar [770]	2020-05-12
PT 9106	Dochrykay	Dummen Group [1796]	NL	PC Knol-Korevaar [770]	2020-05-12
PT 9107	Dochryyogh	Dummen Group [1796]	NL	PC Knol-Korevaar [770]	2020-05-12

Kind of plant: *Leucospermum* R. Br. [Pincusion]

Application number	*Proposed denomination*	*Applicant*	*Country*	*Agent*	*Date accepted*
PT 9109	FYNLSPYE03	Future Fynbos [1306]	ZA	Future Fynbos [1306]	2020-06-19
PT 9110	FYNLSPVHO1	Future Fynbos [1306]	ZA	Future Fynbos [1306]	2020-06-19

FRUIT CROPS

Kind of plant: *Fragaria x ananassa* Duchesne [Strawberry]

Application No.	*Proposed denomination*	*Applicant*	*Country*	*Agent*	*Date accepted*
PT 9082	DrisStrawSeventy Seven	Driscoll's, Inc. [981]	US	Adams & Adams [65]	2020-04-20

Kind of plant: *Malus* Mill. [Apple]

Application No.	Proposed denomination	Applicant	Country	Agent	Date accepted
PT 9100	G.890	Cornell University [1240] & The US of America [1112]	US	SAPO [59]	2020-06-03
PT 9099	G.969	Cornell University [1240] & The US of America [1112]	US	SAPO [59]	2020-06-03
PT 9112	SQ 133	Fresh Forward Holding [2001]	NL	SAPO [59]	2020-06-23
PT 9113	WUR37	Fresh Forward Holding [2001]	NL	SAPO [59]	2020-06-23

Kind of plant: *Prunus dulcis* (Mill.) D. Webb [Almond]

Application No.	Proposed denomination	Applicant	Country	Agent	Date accepted
PT 9098	Kester	Univ. of California [176]	US	SAPO [59]	2020-06-03

Kind of plant: *Prunus salicina* Lindl. [Japanese plum]

Application No.	Proposed denomination	Applicant	Country	Agent	Date accepted
PT 9111	Sweet Pekeetah	Universidad De Chile [1901]	CH	SAPO [59]	2020-06-23

Kind of plant: *Pyrus* L. [Pear]

Application No.	Proposed denomination	Applicant	Country	Agent	Date accepted
PT 9077	CH 201	Agroscope, Conthey [1899]	CH	Stargrow [731]	2020-05-25

Kind of plant: *Rubus* L. [Blackberry]

Application No.	Proposed denomination	Applicant	Country	Agent	Date accepted
PT 9084	Columbia Giant	The US of America [1112]	US	Spoor & Fisher [157]	2020-05-05
PT 9083	Midnight	Beekers Berries Breeding BV [2003]	NL	Adams & Adams [65]	2020-04-15

Kind of plant: *Vaccinium* L. [Blueberry]

Application No.	Proposed denomination	Applicant	Country	Agent	Date accepted
PT 9108	Mini Blues	The US of America [1112]	US	Spoor & Fisher [157]	2020-06-10
PT 9091	TH-917	Univ of Georgia [1866]	US	Topfruit [229]	2020-05-10
PT 9092	TH-921	Univ of Georgia [1866]	US	Topfruit [229]	2020-05-10
PT 9093	TH-948	Univ of Georgia [1866]	US	Topfruit [229]	2020-05-10
PT 9094	TH-1334	Univ of Georgia [1866]	US	Topfruit [229]	2020-05-10
PT 9095	TH-1321	Univ of Georgia [1866]	US	Topfruit [229]	2020-05-10
PT 9096	TH-1876	Univ of Georgia [1866]	US	Topfruit [229]	2020-05-10

SECTION 2

APPLICATIONS WITHDRAWN

Kind of plant: *Punica granatum* L. [Pomegranate]

Application No.	Applicant	Agent	Proposed denomination	Date of Withdrawal
PT 6100	ARO, Volcani Centre [327]	Biogold [964]	Kamel	2020-06-23

Kind of plant: *Spathiphyllum* Schott. [Spathe flower]

Application No.	Applicant	Agent	Proposed denomination	Date of Withdrawal
PT 6007	Knaap Licenties [1268]	PC Knol-Korevaar [770]	Sparanke	2020-06-04

SECTION 3

APPLICATIONS REJECTED

Kind of plant: *Vaccinium* L. [Blueberry]

Application No.	Applicant	Agent	Proposed denomination	Date of Refusal
--	Univ of Georgia [1866]	Topfruit [229]	TH-819	2020-05-10

DENOMINATIONS

IV.A Application for variety denominations
Vide I

SECTION 4

APPLICATIONS FOR APPROVAL OF ALTERATIONS OF DENOMINATIONS

Kind of plant: *Vitis* L. [Grape]

Application/Registration No.	Applicant	Agent	Previous denomination	Date alteration granted	New denomination
PT 7028	Lombardi Genetics [1663	Lombardi Genetics [1663	Lombardi 51	2020-05-27	Royal Bloom
PT 7029	Lombardi Genetics [1663	Lombardi Genetics [1663	Lombardi 54	2020-05-27	Carmine Crunch

Kind of plant: *Citrus* L. [Citrus]

Application/Registration No.	Applicant	Agent	Previous denomination	Date alteration granted	New denomination
PT 8961	GJH LLC [1876]	Citrogold [964]	WG C37	2020-06-18	C37
PT 8791	ARO [327]	Citrogold [964]	Dina	2020-06-18	Ma'ayana

SECTION 5

NOTIFICATIONS OF CHANGE OF AGENTS

Kind of plant: *Helianthus annuus* L. [Sunflower]

Application/Registration No.	Applicant	Variety Denomination	Previous Agent	New Agent
ZA 20176453	Syngenta, Basel [1577]	MN 12007 CL –PLUS	Klein Karoo [1421]	Syngenta SA [809]
ZA 20176454	Syngenta, Basel [1577]	Paraiso 1100 CL-PLUS	Klein Karoo [1421]	Syngenta SA [809]
ZA 20176455	Syngenta, Basel [1577]	Paraiso 1600 CL-PLUS	Klein Karoo [1421]	Syngenta SA [809]
ZA 20176781	Syngenta, Basel [1577]	PN20955 CL-PLUS	Klein Karoo [1421]	Syngenta SA [809]

SECTION 6

CHANGES IN THE PERSON OF THE HOLDER OF A PLANT BREEDERS' RIGHT

Kind of plant:

Registration No.	Date granted	Variety Denomination	Date of transfer	Portion transferred	Previous Holder	New Holder

SECTION 7

CHANGES IN THE PERSON OF THE APPLICANT OF A PLANT BREEDERS' RIGHT

Kind of plant: *Actinidia* L. [Kiwi fruit]

Application No.	*Application date*	*Variety Denomination*	*Date of change*	*Previous Applicant*	*New Applicant*
PT 8474	2018-03-06	KZ03	2020-05-25	Kiwifruit NZ Ltd [1696]	Skelton SA [1900]
PT 7464	2015-01-05	KZ 11	2020-05-25	Kiwifruit NZ Ltd [1696]	Skelton SA [1900]

SECTION 8

GRANT OF PLANT BREEDERS' RIGHTS

AGRICULTURAL CROPS/AKKERBOUGEWASSE

Kind of plant: *Solanum tuberosum* L. [Potato]

Application No.	*Variety Denomination*	*Grantee*	*Agent*	*Grant No.*	*Date of Grant*	*Expiry Date*
PT 7776	Antina	Europlant [1093]	New Potato Varieties [1057	ZA 20207060	2020-06-17	2040-06-17

Kind of plant: Triticum L. [Wheat]

Application No.	*Variety Denomination*	*Grantee*	*Agent*	*Grant No.*	*Date of Grant*	*Expiry Date*
PT 8785	LG Acorazado	Limagrain Europe [1862]	Link Seed [484]	ZA 20207048	2020-06-17	2040-06-17
PT 8786	LG Aficion	Limagrain Europe [1862]	Link Seed [484]	ZA 20207049	2020-06-17	2040-06-17
PT 8782	LG Fortaleza	Limagrain Brazil [1861]	Link Seed [484]	ZA20207050	2020-06-17	2040-06-17
PT 8783	LG Huracan	Limagrain Europe [1862]	Link Seed [484]	ZA20207051	2020-06-17	2040-06-17
PT 8784	Nudel	Limagrain Europe [1862]	Link Seed [484]	ZA20207052	2020-06-17	2040-06-17
PT 8778	PAN 3373	Pioneer Overseas [133]	Pioneer Hi-Bred [411]	ZA20207053	2020-06-17	2040-06-17
PT 8779	PAN 3474	Pioneer Overseas [133]	Pioneer Hi-Bred [411]	ZA20207054	2020-06-17	2040-06-17
PT 8780	PAN 3676	Pioneer Overseas [133]	Pioneer Hi-Bred [411]	ZA20207055	2020-06-17	2040-06-17
PT 8787	SST 3156	Sensako [24]	Sensako [24]	ZA20207056	2020-06-17	2040-06-17
PT 8788	SST 3176	Sensako [24]	Sensako [24]	ZA20207057	2020-06-17	2040-06-17
PT 8789	SST 3186	Sensako [24]	Sensako [24]	ZA20207058	2020-06-17	2040-06-17
PT 8790	SST 8175	Sensako [24]	Sensako [24]	ZA20207059	2020-06-17	2040-06-17

VEGETABLE CROPS/GROENTEGEWASSE

Kind of plant:

Application No.	*Variety Denomination*	*Grantee*	*Agent*	*Grant No.*	*Date of Grant*	*Expiry Date*

FRUIT CROPS/VRUGTEGEWASSE

Kind of plant: *Mangifera indica* L. [Mango]

Application No.	*Variety Denomination*	*Grantee*	*Agent*	*Grant No.*	*Date of Grant*	*Expiry Date*
PT 7434	RA/17	Kenneth Rayner [1689]	Citrogold [964]	ZA 20207046	2020-04-01	2045-04-01
PT 7435	R10/8	Kenneth Rayner [1689]	Citrogold [964]	ZA 20207047	2020-04-01	2045-04-01

Kind of plant: *Prunus persica* (L.) Batsch. [Peach]

Application No.	*Variety Denomination*	*Grantee*	*Agent*	*Grant No.*	*Date of Grant*	*Expiry Date*
PT 8528	Crispsun	Agro Selections Fruits [1320]	SAPO 59]	ZA 20207062	2020-06-08	2045-06-08
PT 8526	Crispdiva	Agro Selections Fruits [1320]	SAPO 59]	ZA 20207063	2020-06-08	2045-06-08

Kind of plant: *Prunus salicina* Lindl. [Japanese plum]

Application No.	*Variety Denomination*	*Grantee*	*Agent*	*Grant No.*	*Date of Grant*	*Expiry Date*
PT 7246	Blackred XXI	Bradford LG [1389]	Topfruit [229]	ZA 20207066	2020-06-15	2045-06-15
PT 8457	Ebony Rose	Zaiger US [129]	Zaiger SA [1272]	ZA 20207067	2020-06-15	2045-06-15
PT 8559	EFS	Theron J [1831]	Stargrow [731]	ZA 20207068	2020-06-15	2045-06-15
PT 8404	RR1	Duarte J & [1772]	Stargrow [731]	ZA 20207069	2020-06-15	2045-06-15
PT 8288	Scarlet Punch	Zaiger US [129]	Zaiger SA [1272]	ZA 20207070	2020-06-15	2045-06-15
PT 8385	SG-PR-B12-7	Stargrow [731]	Stargrow [731]	ZA 20207071	2020-06-15	2045-06-15
PT 8441	SG-PR-B14-20	Stargrow [731]	Stargrow [731]	ZA 20207072	2020-06-15	2045-06-15

Kind of plant: *Punica granataum* L. [Pomegranate]

Application No.	*Variety Denomination*	*Grantee*	*Agent*	*Grant No.*	*Date of Grant*	*Expiry Date*
PT 6102	Emek	ARO [327]	Citrogold [964]	ZA 20207064	2020-06-22	2045-06-22
PT 7839	Purple Queen	Viveros Caliplant [1752]	Source Citrus Genesis [1620]	ZA 20207065	2020-06-22	2045-06-22

Kind of plant: *Pyrus* L. [Pear]

Application No.	*Variety Denomination*	*Grantee*	*Agent*	*Grant No.*	*Date of Grant*	*Expiry Date*
PT 8410	Cape Blush	ARC [254]	ARC [254]	ZA 20207061	2020-06-10	2045-06-10

Kind of plant: *Vitis* L. [Grape]

Application No.	*Variety Denomination*	*Grantee*	*Agent*	*Grant No.*	*Date of Grant*	*Expiry Date*
PT 8281	IFG Four	IFG LLC [1399]	Heidi de Villiers [1603]	ZA 20207073	2020-06-11	2045-06-11
PT 7482	IFG Twentytwo	IFG LLC [1399]	Heidi de Villiers [1603]	ZA 20207074	2020-06-11	2045-06-11
PT 8636	IFG Twentythree	IFG LLC [1399]	Heidi de Villiers [1603]	ZA 20207075	2020-06-11	2045-06-11
PT 8637	IFG Twentyfour	IFG LLC [1399]	Heidi de Villiers [1603]	ZA 20207076	2020-06-11	2045-06-11
PT 8639	IFG Twentysix	IFG LLC [1399]	Heidi de Villiers [1603]	ZA 20207077	2020-06-11	2045-06-11
PT 8132	Itumone	Itum SL [1684]	SNFL [1506]	ZA 20207079	2020-06-11	2045-06-11
PT 8133	Itumtwo	Itum SL [1684]	SNFL [1506]	ZA 20207080	2020-06-11	2045-06-11
PT 8135	Itumfour	Itum SL [1684]	SNFL [1506]	ZA 20207081	2020-06-11	2045-06-11
PT 8137	Itumsix	Itum SL [1684]	SNFL [1506]	ZA 20207082	2020-06-11	2028-06-11
PT 7411	Itumeight	Itum SL [1684]	SNFL [1506]	ZA 20207083	2020-06-11	2045-06-11
PT 8139	Itumnine	Itum SL [1684]	SNFL [1506]	ZA 20207084	2020-06-11	2045-06-11

PT 8143	Itumthirteen	Itum SL [1684]	SNFL [1506]	ZA 20207085	2020-06-11	2045-06-11
PT 8144	Itumfourteen	Itum SL [1684]	SNFL [1506]	ZA 20207086	2020-06-11	2045-06-11
PT 6499	M13-01	CSIRO [1538]	SNFL [1506]	ZA 20207087	2020-06-11	2045-06-11
PT 8180	Sugrafortyeight	Sun World Int. [652]	Von Seidels [1308]	ZA 20207078	2020-06-11	2045-06-11

ORNAMENTAL PLANTS/SIERGEWASSE

Kind of plant:

Application No.	*Variety Denomination*	*Grantee*	*Agent*	*Grant No.*	*Date of Grant*	*Expiry Date*

SECTION 9

REFUSAL OF GRANTS FOR PLANT BREEDERS' RIGHTS

Kind of plant: *Prunus persica* (L.) Batsch. [Peach]

Application No.	*Applicant*	*Agent*	*Variety Denomination*	*Date of Rejection*
PT 6477	PLANASA [1081]	Stargrow [731]	Plawhite 10	2020-06-08

SECTION 10

PLANT BREEDERS' RIGHTS EXPIRED

Registration No.	*Genus & species*	*Common Name*	*Variety Denomination*	*Holder*	*Agent*	*Date Expired*

SECTION 11

PLANT BREEDERS' RIGHTS SURRENDERED

Registration No.	*Genus & species*	*Common Name*	*Variety Denomination*	*Holder*	*Agent*	*Date Surrendered*
ZA 20135373	*Malus* Mill.	Apple	Zonga	Better3Fruit [1463]	SAPO [59]	2020-06-03

SECTION 12

PLANT BREEDERS' RIGHTS TERMINATED

Registration No.	*Genus & species*	*Common Name*	*Variety Denomination*	*Holder*	*Agent*	*Date Terminated*

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NO. 1112 **23 OCTOBER 2020**

LAND REFORM (LABOUR TENANTS) ACT, 1996 (ACT NO. 3 OF 1996)

Notice is hereby given, in terms of Section 17 (2) (c) of the Land Reform (Labour Tenants) Act, 1996 (Act No 3 of 1996) ("the LTA"), that an Application for acquisition of land was lodged with the Director General of the Department of Land Affairs by the Applicants, and in respect of the Property set out in the Schedule.

Any party who may have an interest in the above-mentioned Application is hereby invited to make written representations to the Director General, within 30 days from the publication of this Notice. The representations must be forwarded to:

The Director General
c/o Deputy Director: Tenure Systems Reform
Department of Rural Development and Land Reform
Provincial Shared Service Centre: Mpumalanga
Directorate: Tenure Systems & Implementation
Private Bag X7261
Witbank
1035
Tel: 013 655 1000

SCHEDULE

Applicants:

No.	Name and Surname	Identity Number
1.	SAMUEL SEUN MASANGO	6409255494087,
2.	MATUTU BETTY MOTLALA	4710110505086,
3.	MOOLMAN EPHRAIM MTHIMUNYE	6307025231088,
4.	HLUPHA ROSE BUTA	5007200366086,
5.	MRUBONG JOHN MAHLANGU	3704105329084,
6.	RALEKUBU MARTHA MOKWANA	4611050402080,
7.	MASONSANA SIMON MAGAGULA	6306025523080,
8.	MAYAGABO EMMAH MOKWANA	5807080339081,
9.	BAFUNANI ROSE SKOSANA	4806050621081,
10.	EVELINAH TIBIE MAJOLA	7410250394081,
11.	NOLANGA LINAH MATSHIKO	4707136370086,
12.	SARAH N MATHIBELA	7212160536085,
13.	LUCY SALOM MASHEGO	6409250540082,

Property:

No.	Property Description	Locality (District)	Current Title Deed No	Current Owner	Bonds and Restrictive Conditions (Interdicts)
1	Portion 39 of the farm Doornkop 246 JS	Nkangala	T179921/2004	1. MNGUNI ENNY FAKAZILE 2. MNGUNI BONGANI PHILEMON	

For **DIRECTOR-GENERAL: DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM**
SIGNED BY: Ntsumi Nematandani
DEPUTY DIRECTOR: TENURE SYSTEMS REFORM, DULY AUTHORISED

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NO. 1113 **23 OCTOBER 2020**

LAND REFORM (LABOUR TENANTS) ACT, 1996 (ACT NO. 3 OF 1996)

Notice is hereby given, in terms of Section 17 (2) (c) of the Land Reform (Labour Tenants) Act, 1996 (Act No 3 of 1996) ("the LTA"), that an Application for acquisition of land was lodged with the Director General of the Department of Land Affairs by the Applicants, and in respect of the Property set out in the Schedule.

Any party who may have an interest in the above-mentioned Application is hereby invited to make written representations to the Director General, within 30 days from the publication of this Notice. The representations must be forwarded to:

The Director General
c/o Deputy Director: Tenure Systems Reform
Department of Rural Development and Land Reform
Provincial Shared Service Centre: Mpumalanga
Directorate: Tenure Systems & Implementation
Private Bag X7261
Witbank
1035
Tel: 013 655 1000

SCHEDULE

Applicants:

No.	Name and Surname	Identity Number
1.	SAMUEL SEUN MASANGO	6409255494087,
2.	MATUTU BETTY MOTLALA	4710110505086,
3.	MOOLMAN EPHRAIM MTHIMUNYE	6307025231088,
4.	HLUPHA ROSE BUTA	5007200366086,
5.	MRUBONG JOHN MAHLANGU	3704105329084,
6.	RALEKUBU MARTHA MOKWANA	4611050402080,
7.	MASONSANA SIMON MAGAGULA	6306025523080,
8.	MAYAGABO EMMAH MOKWANA	5807080339081,
9.	BAFUNANI ROSE SKOSANA	4806050621081,
10.	EVELINAH TIBIE MAJOLA	7410250394081,
11.	NOLANGA LINAH MATSHIKO	4707136370086,
12.	SARAH N MATHIBELA	7212160536085,
13.	LUCY SALOM MASHEGO	6409250540082,

Property:

No.	Property Description	Locality (District)	Current Title Deed No	Current Owner	Bonds and Restrictive Conditions (Interdicts)
1	Portion 39 of the farm Doornkop 246 JS	Nkangala	T179921/2004	1. MNGUNI ENNY FAKAZILE 2. MNGUNI BONGANI PHILEMON	

For **DIRECTOR-GENERAL: DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM**
SIGNED BY: Ikani Nematandani
DEPUTY DIRECTOR: TENURE SYSTEMS REFORM, DULY AUTHORISED

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NO. 1114 **23 OCTOBER 2020**

LAND REFORM (LABOUR TENANTS) ACT, 1996 (ACT NO. 3 OF 1996)

Notice is hereby given, in terms of Section 17 (2) (c) of the Land Reform (Labour Tenants) Act, 1996 (Act No 3 of 1996) ("the LTA"), that an Application for acquisition of land was lodged with the Director General of the Department of Land Affairs by the Applicants, and in respect of the Property set out in the Schedule.

Any party who may have an interest in the above-mentioned Application is hereby invited to make written representations to the Director General, within 30 days from the publication of this Notice. The representations must be forwarded to:

The Director General
c/o Deputy Director: Tenure Systems Reform
Department of Rural Development and Land Reform
Provincial Shared Service Centre: Mpumalanga
Directorate: Tenure Systems & Implementation
Private Bag X7261
Witbank
1035
Tel: 013 656 1000

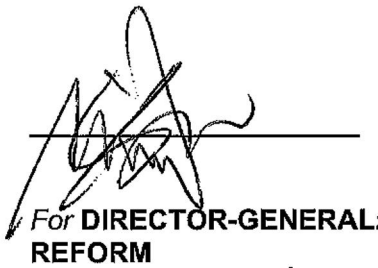
SCHEDULE

Applicants:

No.	Name and Surname	Identity Number
1.	MONIWA JOHN MSIZA	5107215632082
2.	PAULOS NKABINDE	4911045225087

Property:

No.	Property Description	Locality (District)	Current Title Deed No	Current Owner	Bonds and Restrictive Conditions (Interdicts)
1	R/E of Portion 1 of the Farm Hekpoort 207 IR	Nkangala	T9532/2019	1. KLAPROPS 203 PTY LTD Representatives	



For **DIRECTOR-GENERAL: DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM**

SIGNED BY: I Nemutandani

DEPUTY DIRECTOR: TENURE SYSTEMS REFORM, DULY AUTHORISED

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NO. 1115 **23 OCTOBER 2020**

LAND REFORM (LABOUR TENANTS) ACT, 1996 (ACT NO. 3 OF 1996)

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Any party who may have an interest in the above-mentioned Application is hereby invited to make written representations to the Director General, within 30 days from the publication of this Notice. The representations must be forwarded to:

The Director General
c/o Deputy Director: Tenure Systems Reform
Department of Rural Development and Land Reform
Nkangala District Shared Services Centre,
Private Bag X 7261
Witbank
1035,

SCHEDULE

Applicants:

No.	Name and Surname	Identity Number
1.	MATHIBELA M KLEEINBOOI	540822 5635 085,
2.	MABENA JOHN LIWANE	410625 5177 080,
3.	MAHLANGU JONAS DOZI	630216 5370 085,
4.	SKOSANA KOSABO KOOS	611006 5485 089,
5.	SIBANYONI GEELBOOI SLANG	420404 5539 082,
6.	MOKWENA PHILLIP NOBANDA	460404 5539 082,
7.	MAHLANGU WILLIAM JABULANI	580724 5795 086,
8.	MAHLANGU JOHANNES MKHELI	380417 5303 082,

Property:

No.	Property Description	Locality (District)	Current Title Deed No	Current Owner	Bonds and Restrictive Conditions (Interdicts)
1	R/E of Portion 21 of the farm Springboklaagte 416 JS.	Nkangala	T7441/2010	1. MAFUBE COAL MINING PTY LTD	

For **DIRECTOR-GENERAL: DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM**
SIGNED BY: Hlami Nemataudani
DEPUTY DIRECTOR: TENURE SYSTEMS REFORM, DULY AUTHORISED

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NO. 1116 **23 OCTOBER 2020**

LAND REFORM (LABOUR TENANTS) ACT, 1996 (ACT NO. 3 OF 1996)

Notice is hereby given, in terms of Section 17 (2) (c) of the Land Reform (Labour Tenants) Act, 1996 (Act No 3 of 1996) ("the LTA"), that an Application for acquisition of land was lodged with the Director General of the Department of Land Affairs by the Applicants, and in respect of the Property set out in the Schedule.

Any party who may have an interest in the above-mentioned Application is hereby invited to make written representations to the Director General, within 30 days from the publication of this Notice. The representations must be forwarded to:

The Director General
c/o Deputy Director: Tenure Systems Implementation
Department of Rural Development and Land Reform
Ehlanzeni District Shared Service Centre
4th Floor, Home Affairs Building, Corner Henshall & Brander Street, Private Bag X 11329
Nelspruit 1200. Tel (013) 752 2064/66/89, fax 013)752 2079
File Reference: ET6/5/L

SCHEDULE

Applicants:

No.	Name and Surname	Identity Number
1	BANGISWANE JOHANNE MTHIMUNYE	511101 0365 088

Property:

No.	Property Description	Locality (District)	Current Title Deed No	Current Owner	Bonds and Restrictive Conditions (Interdicts)
1	REMAINING EXTENT Of PORTION 3 MORGENZON 122 JT	THABA CHWEU	T3515/2006	VILJOEN PIET RETIEF	STANDARD BANK OF SOUTH AFRICA LTD

For DIRECTOR-GENERAL: DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM
SIGNED BY: Clement Maseko
DEPUTY DIRECTOR: TENURE SYSTEMS IMPLEMENTATION / LABOUR TENANTS
DULY AUTHORISED

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NO. 1117 **23 OCTOBER 2020**

LAND REFORM (LABOUR TENANTS) ACT, 1996 (ACT NO. 3 OF 1996)

Notice is hereby given, in terms of Section 17 (2) (c) of the Land Reform (Labour Tenants) Act, 1996 (Act No 3 of 1996) ("the LTA"), that an Application for acquisition of land was lodged with the Director General of the Department of Land Affairs by the Applicants, and in respect of the Property set out in the Schedule.

Any party who may have an interest in the above-mentioned Application is hereby invited to make written representations to the Director General, within 30 days from the publication of this Notice. The representations must be forwarded to:

The Director General
c/o Deputy Director: Tenure Systems Implementation
Department of Rural Development and Land Reform
23 corner Henshall & Brander street, Home affairs Building 4th Floor
Nelspruit 1200. Tel: 0137522064; Fax: 013752820
File Reference: ET6/5/L12572

SCHEDULE

Applicants:

No.	Name and Surname	Identity Number
1.	NTSHWENI SPRINKAAN TLOU	170316 5077 080
2.	MABUTI JACOB SITHOLE	330716 5188 083

Property:

No.	Property Description	Locality (District)	Current Title Deed No	Current Owner	Bonds and Restrictive Conditions
1.	PORTION 13 OF THE FARM WINNAARSPORT 350 JT. MPUMALANGA PROVINCE	EHLANZENI	T110978/1998	TEAL AND TROUT FARM PTY LTD	n/a

CH Mbanky

For **DIRECTOR-GENERAL: DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM**
SIGNED BY: Clement Maseko
DEPUTY DIRECTOR: LABOUR TENANTS
DULY AUTHORISE

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NO. 1118 **23 OCTOBER 2020**

LAND REFORM (LABOUR TENANTS) ACT, 1996 (ACT NO. 3 OF 1996)

Notice is hereby given, in terms of Section 17 (2) (c) of the Land Reform (Labour Tenants) Act, 1996 (Act No 3 of 1996) ("the LTA"), that an Application for acquisition of land was lodged with the Director General of the Department of Land Affairs by the Applicants, and in respect of the Property set out in the Schedule.

Any party who may have an interest in the above-mentioned Application is hereby invited to make written representations to the Director General, within 30 days from the publication of this Notice. The representations must be forwarded to:

The Director General
c/o Deputy Director: Tenure Systems Implementation
Department of Rural Development and Land Reform
Ehlanzeni District Shared Service Centre
4th Floor, Home Affairs Building, Corner Henshall & Brander Street, Private Bag X 11329
Nelspruit 1200. Tel (013) 752 2064/66/89, fax 013)752 2079
File Reference: ET6/5/L12591

SCHEDULE

Applicants:

No.	Name and Surname	Identity Number
1	SEPUTI JONAS MATSHIPA	341109 5125 080

Property:

No.	Property Description	Locality (District)	Current Title Deed No	Current Owner	Bonds and Restrictive Conditions (Interdicts)
1	REMAINING EXT PORTION 3 OF KLIPBANKSPRUIT 76 JT	THABA CHWEU	T39010/1992	PORTION 3 FARM KLIPBANKSPRUIT	

For DIRECTOR-GENERAL: DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM
SIGNED BY: _____
DEPUTY DIRECTOR: TENURE SYSTEMS IMPLEMENTATION / LABOUR TENANTS
DULY AUTHORISED

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NO. 1119 **23 OCTOBER 2020**

LAND REFORM (LABOUR TENANTS) ACT, 1996 (ACT NO. 3 OF 1996)

Notice is hereby given, in terms of Section 17 (2) (c) of the Land Reform (Labour Tenants) Act, 1996 (Act No 3 of 1996) ("the LTA"), that an Application for acquisition of land was lodged with the Director General of the Department of Land Affairs by the Applicants, and in respect of the Property set out in the Schedule.

Any party who may have an interest in the above-mentioned Application is hereby invited to make written representations to the Director General, within 30 days from the publication of this Notice. The representations must be forwarded to:

The Director General
c/o Deputy Director: Tenure Systems Reform
Department of Rural Development and Land Reform
Nkangala District Shared Services Centre,
Private Bag X 7261
Witbank
1035

SCHEDULE

Applicants:

No.	Name and Surname	Identity Number
1.	JACK SKHOSANA	270315 5317 081,
2.	ELIAS B MTSWENI	680107 5339 080,
3.	KAPU J MAHLANGU	441001 5232 085,
4.	BADONILE S MAHLANGU	410720 1059 089,
5.	HENDRIK D SKHOSANA	660909 5345 080,
6.	BENZI PIET TLOU	581028 5424 088,
7.	SIGAPHI P SKHOSANA	560416 5391 081,

Property:

No.	Property Description	Locality (District)	Current Title Deed No	Current Owner	Bonds and Restrictive Conditions (Interdicts)
1	Portion 16 of the farm Springboklaagte 416 JS	Nkangala	T11176/2017	1. MAFUBE COAL MINING PTY LTD	

For **DIRECTOR-GENERAL: DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM**
SIGNED BY: _____
DEPUTY DIRECTOR: TENURE SYSTEMS REFORM, DULY AUTHORISED

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NO. 1120 **23 OCTOBER 2020**

LAND REFORM (LABOUR TENANTS) ACT, 1996 (ACT NO. 3 OF 1996)

Notice is hereby given, in terms of Section 17 (2) (c) of the Land Reform (Labour Tenants) Act, 1996 (Act No 3 of 1996) ("the LTA"), that an Application for acquisition of land was lodged with the Director General of the Department of Land Affairs by the Applicants, and in respect of the Property set out in the Schedule.

Any party who may have an interest in the above-mentioned Application is hereby invited to make written representations to the Director General, within 30 days from the publication of this Notice. The representations must be forwarded to:

The Director General
c/o Deputy Director: Tenure Systems Reform
Department of Rural Development and Land Reform
Nkangala District Shared Services Centre,
Private Bag X 7261
Witbank
1035,

SCHEDULE

Applicants:

No.	Name and Surname	Identity Number
1.	Mabena Mnandi Johannes	4709025219082;
2.	Boy J. Mahlangu	4202015257080;
(Hereinafter referred to as "the Applicants")		

Property:

No.	Property Description	Locality (District)	Current Title Deed No	Current Owner	Bonds and Restrictive Conditions (Interdicts)
1	R/E of Portion 14 of the farm Nooitgedacht 417 JS	Nkangala	T13358/2017	1. MAFUBE COAL MINING PTY LTD	

For **DIRECTOR-GENERAL: DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM**
SIGNED BY: Itani Nemadzanzhi
DEPUTY DIRECTOR: TENURE SYSTEMS REFORM, DULY AUTHORISED

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NO. 1121 **23 OCTOBER 2020**

LAND REFORM (LABOUR TENANTS) ACT, 1996 (ACT NO. 3 OF 1996)

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Any party who may have an interest in the above-mentioned Application is hereby invited to make written representations to the Director General, within 30 days from the publication of this Notice. The representations must be forwarded to:

The Director General
c/o Deputy Director: Tenure Systems Reform
Department of Rural Development and Land Reform
Nkangala District Shared Services Centre,
Private Bag X 7261
Witbank
1035,

SCHEDULE

Applicants:

No.	Name and Surname	Identity Number
1.	THOMAS BOY SKHOSANA	6310095585086,
2.	VELAPHI SIMON BUTA	4106195218087,
3.	MOFU SWARTBOOI MAHLANGU	3609115172087,
4.	JARMAN MAHLANGU	6510145469088,
5.	MBANA EVELYN MOFOKENG	3610130128088,
6.	KLEINBOOI MKHONJWA SKHOSANA	5706035760088,
7.	SOSI SOPHIE MASANABO	3308120345081,
8.	SDALA ELIAS	5003015861080,
9.	PIET MBAKWA	7303135564087,
10.	MAPHIRI D. MTHIMUNYE	4906125519086,
11.	MOROKOSA JOSEPH MAHLANGU	4312175259089,
12.	TERRY SIBANYONI	3812225185086,
13.	KINKI JOHANNA MSIZA	4504160216080,
14.	MTHAKATHI WELLEM MASOMBUKA	5111235241080,
(Hereinafter referred to as "the Applicants")		

Property:

No.	Property Description	Locality (District)	Current Title Deed No	Current Owner	Bonds and Restrictive Conditions (Interdicts)
1	R/E of Portion 4 of the farm Nooitgedacht 417 JS	Nkangala	T13356/2017	1. MAFUBE COAL MINING PTY LTD	

For **DIRECTOR-GENERAL: DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM**
SIGNED BY: Henri Nemutandani
DEPUTY DIRECTOR: TENURE SYSTEMS REFORM, DULY AUTHORISED

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NO. 1122 **23 OCTOBER 2020**

LAND REFORM (LABOUR TENANTS) ACT, 1996 (ACT NO. 3 OF 1996)

Notice is hereby given, in terms of Section 17 (2) (c) of the Land Reform (Labour Tenants) Act, 1996 (Act No 3 of 1996) ("the LTA"), that an Application for acquisition of land was lodged with the Director General of the Department of Land Affairs by the Applicants, and in respect of the Property set out in the Schedule.

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The Director General
c/o Deputy Director: Tenure Systems Reform
Department of Rural Development and Land Reform
Nkangala District Shared Services Centre,
Private Bag X 7261
Witbank
1035

SCHEDULE

Applicants:

No.	Name and Surname	Identity Number
1.	MATSELA APRIL	470404 5622 084,
2.	MAHLANGU W BOTJONGWA	490709 5185 080,
3.	KABINI L MAKONDOTSHI	250101 7374 088,
4.	NHLOPO E KUPA	441005 5232 083,
5.	MABENA F BANGANE	510915 5621 083,
6.	SIBANYONI P BANGANE	490407 5637 081,

Property:

No.	Property Description	Locality (District)	Current Title Deed No	Current Owner	Bonds and Restrictive Conditions (Interdicts)
1	R/E of Portion 0 of the farm Springboklaagte 416 JS	Nkangala	T11176/2017	1. MAFUBE COAL MINING PTY LTD	

For **DIRECTOR-GENERAL: DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM**
SIGNED BY:
DEPUTY DIRECTOR: TENURE SYSTEMS REFORM, DULY AUTHORISED

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NO. 1123 **23 OCTOBER 2020**

LAND REFORM (LABOUR TENANTS) ACT, 1996 (ACT NO. 3 OF 1996)

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Any party who may have an interest in the above-mentioned Application is hereby invited to make written representations to the Director General, within 30 days from the publication of this Notice. The representations must be forwarded to:

The Director General: Department of Rural Development and Land Reform c/oDeputy Director: Tenure Systems Implementation Ehlanzeni District Office
4th Floor, Home Affairs Building 23 Corner Henshall & Brander Street Nelspruit 1200

File Reference:

SCHEDULE

Applicants:

No.	Name and Surname	Identity Number
1.	MASINA JIM	4 603 265 388 080
2.	MASINA MGOSHWA SIMON	5 707 305 233 087
3.	MASHEGO ABEDNOCK	5 206 145 339 089

Property:

No.	Property Description	Locality (District)	Current Title Deed No	Current Owner	Bonds and Restrictive Conditions (Interdicts)
1.	PORTION 2 (REMAINING EXTENT) OF SCHOONWATER FARM 374 JT REGISTRATION DIVISION J.T, MPUMALANGA PROVINCE, MPUMALANGA PROVINCE.	NKANGALA DISTRICT	T8522/2014	MAGEDVULA MANZIMHLOPHE COMMUNAL PROP ASSOC	N/A

For DIRECTOR-GENERAL: DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM
SIGNED BY: Clement Maseko
DEPUTY DIRECTOR: TENURE SYSTEMS IMPLEMENTATION / LABOUR TENANTS
DULY AUTHORISED

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NO. 1124 **23 OCTOBER 2020**

LAND REFORM (LABOUR TENANTS) ACT, 1996 (ACT NO. 3 OF 1996)

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Any party who may have an interest in the above-mentioned Application is hereby invited to make written representations to the Director General, within 30 days from the publication of this Notice. The representations must be forwarded to:

The Director General
c/o Deputy Director: Tenure Systems Implementation
Department of Rural Development and Land Reform
23 corner Henshall & Brander street, Home affairs Building 4th Floor
Nelspruit 1200. Tel: 0137522064; Fax: 013752820
File Reference: : ET 6/5/ET
ET 6/5/ET

SCHEDULE

Applicants:

No.	Name and Surname	Identity Number
1.	NTSHOANE SEGODI GEELBOOI	371031 5149 089
2.	NDIMANDE JOHANNES	500322 5727 082
3.	MOTAU SWARTLAND	670921 5241 084

Property:

No.	Property Description	Locality (District)	Current Title Deed No	Current Owner	Bonds and Restrictive Conditions
1.	PORTION 03 OF THE FARM LUNSKLIP 105 JT. MPUMALANGA PROVINCE	EHLANZENI	T5458/1997	HALF GEWONNEN ESTATES PTY LTD	n/a

For **DIRECTOR-GENERAL: DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM**
SIGNED BY: Clement Maseko
DEPUTY DIRECTOR: LABOUR TENANTS
DULY AUTHORISE

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NO. 1125 **23 OCTOBER 2020**

LAND REFORM (LABOUR TENANTS) ACT, 1996 (ACT NO. 3 OF 1996)

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Any party who may have an interest in the above-mentioned Application is hereby invited to make written representations to the Director General, within 30 days from the publication of this Notice. The representations must be forwarded to:

The Director General
c/o Deputy Director: Tenure Systems Implementation
Department of Rural Development and Land Reform
District Shared Services Centre: **Gert Sibande, Piet Retief**
Directorate: Tenure Reform and Implementation
Private Bag X5020, Piet Retief, 2380; Tel: 017 826 4363; Fax: 017 826 4186;
Web: www.drdlr.gov.za

SCHEDULE

Applicants:

No.	Name and Surname	Identity Number
1.	DHLAMINI KHWAMA AMON	300707 5204 083
2.	DUBA KHUZWAYO SALMON	331001 5142 086
3.	DLAMINI KENEZANI ALFRED	400524 5321 083

Property:

No.	Property Description	Locality (District)	Current Title Deed No	Current Owner	Bonds and Restrictive Conditions (Interdicts)
1	PTN 3 (R.E) OF THE FARM VROEGEVELD NO 509 IT	Mkhondo Local Municipality	T4612/2012	DIMOCODE PTY LTD	N/A

Signed and dated at Piet Retief.

MR S.H THOKA
DEPUTY DIRECTOR: TENURE REFORM & IMPLEMENTATION

DATE: 08/10/2020
For **DIRECTOR-GENERAL: DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM**

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NO. 1126 **23 OCTOBER 2020**

LAND REFORM (LABOUR TENANTS) ACT, 1996 (ACT NO. 3 OF 1996)

Notice is hereby given, in terms of Section 17 (2) (c) of the Land Reform (Labour Tenants) Act, 1996 (Act No 3 of 1996) ("the LTA"), that an Application for acquisition of land was lodged with the Director General of the Department of Land Affairs by the Applicants, and in respect of the Property set out in the Schedule.

Any party who may have an interest in the above-mentioned Application is hereby invited to make written representations to the Director General, within 30 days from the publication of this Notice. The representations must be forwarded to:

The Director General
c/o Deputy Director: Tenure Systems Implementation
Department of Rural Development and Land Reform
Ehlanzeni District Shared Service Centre
4th Floor, Home Affairs Building, Corner Henshall & Brander Street, Private Bag X 11329
Nelspruit 1200. Tel (013) 752 2064/66/89, fax 013)752 2079
File Reference: ET6/5/L12486

SCHEDULE

Applicants:

No.	Name and Surname	Identity Number
1	JAN TURU MTHOMBENI	300601 5517 083

Property:

No.	Property Description	Locality (District)	Current Title Deed No	Current Owner	Bonds and Restrictive Conditions (Interdicts)
1	REMAINING EXT PORTION 20 OF DRAAIKRAAL 48 JT	THABA CHWEU	T90943/2007	KRITZINGER PHILIPPUS RUDOLPH	

For **DIRECTOR-GENERAL: DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM**
SIGNED BY: Clement Maseko
DEPUTY DIRECTOR: TENURE SYSTEMS IMPLEMENTATION / LABOUR TENANTS
DULY AUTHORISED

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NO. 1127 **23 OCTOBER 2020**

DEPARTMENT AGRICULTURE, LAND REFORM & RURAL DEVELOPMENT (LABOUR TENANTS) ACT, 1996 (ACT NO. 3 OF 1996)

Notice is hereby given, in terms of Section 17 (2) (c) of the Land Reform (Labour Tenants) Act, 1996 (Act No 3 of 1996) ("the LTA"), that an Application for acquisition of land was lodged with the Director General of the Department of Land Affairs by the Applicants, and in respect of the Property set out in the Schedule.

Any party who may have an interest in the above-mentioned Application is hereby invited to make written representations to the Director General, within 30 days from the publication of this Notice. The representations must be forwarded to:

The Director General
c/o Deputy Director: Tenure Systems Implementation
Department of Agriculture, Land Reform & Rural Development
GERT SIBANDE REGINAL SHARED SERVICE CENTRE;
DIRECTORATE: TENURE REFORM IMPLEMENTATION; Private Bag X5020, Piet Retief, 2380; 91 Church Street, Piet Retief; Tel: 017 826 4363; Fax 017 826 4878; Web: www.drdlr.gov.za

File Reference: MPU/SH/22/17

SCHEDULE

Applicants:

No.	Name and Surname	Identity Number
1	Viti Abraham Sikonde	420430 5467 08 0

Property:

No.	Property Description	Locality (District)	Current Title Deed No	Current Owner	Bonds and Restrictive Conditions (Interdicts)
1	Portion 16 of the farm Klipplaatdrift no 43 HS	LEKWA LOCAL MUNICIPALITY	T92909/2000	Johannes & Susara Kleynhans	N/A

Sebitso Thope

For **DIRECTOR-GENERAL: DEPARTMENT AGRICULTURE, LAND REFORM & RURAL DEVELOPMENT**

SIGNED BY: _____

DEPUTY DIRECTOR: TENURE SYSTEMS IMPLEMENTATION / LABOUR TENANTS

DULY AUTHORISED

DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. 1128 **23 OCTOBER 2020**

NOTICE IN TERMS OF SECTION 62(7) OF THE LABOUR RELATIONS ACT 66 OF 1995 (AS AMENDED)

PLEASE TAKE NOTICE THAT:-

1. The Motor Industry Bargaining Council (MIBCO) (the applicant) has applied to the Commission for Conciliation, Mediation and Arbitration (CCMA) in terms of section 62(1) of the Labour Relations Act 66 of 1995 as amended (the LRA) for a demarcation order to the effect that the agricultural co-operatives namely GWK Limited, MGK Limited (Now Obaro Handel (Pty) Ltd), NTK Limpopo Agric Limited, NWK Limited, OVK Limited, Senwes Limited, Suidwes Limited and VKN Limited (the interested parties) conduct activities that fall within the registered scope of MIBCO and must register as an employer under the auspices of MIBCO.

2. It is their case that stand-alone establishments and service stations dispensing fuel at the co-operatives fall within the scope and definition of MIBCO. They argue that the factual position at the various co-operatives have evolved to such an extent that they are currently engaged in activities in retailing in the fuel industry / service stations which operate from the premises of the co-operatives, and does not only serve the farming and or local communities but also the general public. It is furthermore their case that it needs to be determined as to whether MIBCO, or the Bargaining Council for the Grain Industry, enjoys jurisdiction over the co-operatives (the interested parties) relating to their business activities with specific reference to motoring sales, motoring service and parts sales of and at the co-operatives.

3. The respondent, the National Bargaining Council for the Grain Industry (NBCGI), is opposing the demarcation application and will argue that the activities of GWK Limited, MGK Limited (Now Obaro Handel (Pty) Ltd), NTK Limpopo Agric Limited, NWK Limited, OVK Limited, Senwes Limited, Suidwes Limited and VKN Limited fall under its scope in terms of a demarcation agreement between MIBCO and NBCGI entered into in 2011 as well as its certificate of registration, and that these interested parties are therefore correctly registered with their Bargaining Council.

4. The CCMA believes that the question raised by this demarcation dispute is potentially of wider application in that there may be a number of other businesses operating in a similar manner to the interested parties, and those businesses may well be affected by the outcome of this application. Such entities should have the right to make representations to the CCMA. The CCMA therefore invites written representations in relation to the issue in dispute by any interested party.

5. Take notice that any interested party may, within 21 days of date of publication of this notice, make written representations envisaged by section 62(7) and (9) in relation to the

issues to be determined and that such written representations should be clearly marked with reference number **HO5113-19** and directed to:-

Contact: **Jimmy Loots**

Tel: **011 – 377 6991**

Email: **JimmyL@CCMA.org.za**

Hand delivery: 28 Harrison Street, 6th Floor
Johannesburg
2001

DEPARTMENT OF ENVIRONMENT, FORESTRY AND FISHERIES

NO. 1129 **23 OCTOBER 2020**

MARINE LIVING RESOURCES ACT, 1998
(ACT NO. 18 OF 1998)

INVITATION TO COMMENT ON THE PROPOSED RESOURCE SPLIT BETWEEN LOCAL COMMERCIAL AND SMALL-SCALE FISHING IN THE TRADITIONAL LINEFISH, SQUID AND ABALONE FISHING SECTORS

I, Barbara Dallas Creecy, Minister of Forestry, Fisheries and the Environment, hereby invite public comments on the proposed resource split between local commercial and small-scale fishing in the Traditional Linefish, Squid and Abalone fishing sectors, in terms of section 14(2) of the Marine Living Resources Act, 1998 (Act No. 18 of 1998) ("the Act") as set out below.

Section 14(2) of the Act empowers the Minister to determine the portions of the total allowable catch (TAC), the total applied effort (TAE), or a combination thereof, to be allocated in any year to small-scale, recreational, local commercial and foreign fishing, respectively. The Traditional Linefish, Squid and Abalone fishing sectors have been identified as eligible for small-scale fisheries and as a result, it is proposed that the resource split between local commercial and small-scale fishing occur as follows:

1. **Traditional Linefish fishing sector to be split between Local Commercial fishing, which shall receive 50% of the TAE apportionment, and Small-Scale fishing, which shall receive 50 % of the TAE apportionment.**

2. **Abalone fishing sector to be split between Local Commercial fishing, which shall receive 50% of the TAC apportionment, and Small-Scale fishing, which shall receive 50 % of the TAC apportionment.**

3. **Squid fishing sector to be split between Local Commercial and Small-Scale fishing on the following basis: Local Commercial shall receive 75% of the TAE apportionment and Small-Scale fishing shall receive 25% of the TAE apportionment, respectively.**

The principles and objectives in section 2 of the Act guide the interpretation, administration and implementation of the Small-Scale Fisheries Policy. The purpose of these principles and objectives is to ensure that decision-makers have due regard to the need to promote marginalised groups such as women, youth and persons living with disabilities. It also serves to highlight the importance of food security, socio-economic development, alleviation of poverty and the recognition of the allocation of a basket of species to small-scale fishers, as opposed to single species allocations. Other objectives in section 2 of the Act must be taken into account as they are important to the consistent and sound development of the fishing industry as a whole. This approach aligns with the development objectives of the national government including transformation of the economy.

The proposed TAC and TAE splits will transform the fishing industry in a substantial manner. The proposed split will positively impact on the lives of small-scale fishers, improve food security and advance vulnerable

groups such as women, youth and persons living with disabilities. The small-scale fishing communities will also be enabled to participate in the whole value chain and to benefit substantially from their equitable apportionments and allocations. This will create more economic possibilities for these communities.

In terms of section 14(2) of the MLRA, the TAC and/or the TAE for the 2019/2020 fishing season in the Traditional Linefish, Squid and Abalone fishing sectors is currently apportioned as follows:

(a) Traditional Linefish fishing sector is determined at 455 vessels and 3450 crew, in which 395 vessels and 3007 crew is apportioned to Local Commercial fishing, whilst 60 vessels and 443 crew is apportioned to Small-Scale fishing. The apportionment of the TAE in respect of vessels is currently split as follows: 86.8% - Local Commercial fishing and 13.2% - Small-Scale fishing and the TAE for the Traditional Linefish fishing sector in respect of crew is currently split as follows: 87.16% - Local Commercial fishing and 12.84% - Small-Scale fishing.

(b) Squid fishing sector is determined at 2443 crew (295 000 person days) in which 75% of the 295 000 person days (221 250 person days) is apportioned to Local Commercial fishing and 25% of 295 000 person days (73 750 person days) is apportioned to Small-Scale fishing.

(c) Abalone fishing sector is determined at 50.5 tons in which 100% of the TAC is apportioned to Local Commercial fishing, only.

The Commercial Rights Holders in the Traditional Linefish and Squid fishing sectors will be allowed to continue harvesting their allocations in these fishing sectors until their rights expire on 31 December 2020. The current Commercial Exemption Holders who hold exemptions in the Abalone fishing sector will be allowed to continue harvesting their allocations until the expiry of their exemptions. The **individual** Commercial Rights and/or Exemption Holders in the Traditional Linefish and Abalone fishing sectors may elect to operate in the Small-Scale Fisheries sector as declared members of the Small-Scale Fisheries Cooperatives as per the Small-Scale Fisheries Regulations as contained in Government Notice No. 229 published in *Government Gazette* No. 39790 dated 8 March 2016 ("**Small-Scale Fishing Regulations**"). Alternatively, the individual Commercial Rights and/or Exemption Holders may register a Small-Scale Fisheries Cooperative which may be declared by the Minister as a Small-Scale Fisheries Cooperative once the registration process commences in the near future as per the Small-Scale Fishing Regulations.

The proposed resource split between Local Commercial and Small-Scale fishing in the Traditional Linefish, Squid and Abalone fishing sectors is intended to take effect from 1 January 2021 unless otherwise notified.

The public is invited to submit written representations on the proposed resource split to the Department of Environment, Forestry and Fisheries within 30 calendar days from the date of publication of this notice in the *Government Gazette,* by mail, by hand, e-mail, or telefax transmission as stipulated below. Please note that written comments received after that date may not be considered.

Written comments that were submitted in response to Government Notice No. 660 published in *Government Gazette* No. 42457 of 13 May 2019 relating to the proposed resource split between Local Commercial and Small-Scale fishing in the Traditional Linefish and Squid fishing sectors will also be considered. Those who submitted comments in response to that notice may supplement their comments in response to this notice.

Written comments and supplementary comments on the proposed resource split between Local Commercial and Small-Scale fishing in the Traditional Linefish, Squid and Abalone fishing sectors should be directed to:		
By mail Department of Environment, Forestry and Fisheries Private Bag 2 VLAEBERG 8018 **Attention**: Mr Msimelelo Mdledle Deputy Director: Administration (FRAP).	**By Hand** Department of Environment, Forestry and Fisheries No 3 Martin Hammerschlag Way Foreshore CAPE TOWN **Attention**: Mr Msimelelo Mdledle Deputy Director: Administration (FRAP).	**By e-mail** FRAP2020resourcesplit@daff.gov.za **By Telefax** 021 421 5151 **Enquiries (telephone)** Mr Msimelelo Mdledle 021 402 3422/3727/3238 Cell Nr. 084 3040 170



BARBARA DALLAS CREECY
MINISTER OF FORESTRY, FISHERIES AND THE ENVIRONMENT

DEPARTMENT OF ENVIRONMENT, FORESTRY AND FISHERIES

NO. 1130 **23 OCTOBER 2020**

MARINE LIVING RESOURCES ACT, 1998
(ACT NO. 18 OF 1998)

INVITATION TO COMMENT ON THE PROPOSED RECLASSIFICATION OF THE WHITE MUSSEL, OYSTER AND HAKE HANDLINE FISHING SECTORS AS SMALL-SCALE FISHING SPECIES

I, Barbara Dallas Creecy, Minister of Forestry, Fisheries and the Environment, hereby invite the public to comment on the proposal to reclassify the White Mussel, Oyster and Hake Handline fishing sectors as Small-Scale fishing sector species, as contemplated in terms of section 14(2) of the Marine Living Resources Act, 1998 (Act No 18 of 1998), which empowers the Minister to determine the portions of the total allowable catch, the total applied effort, or a combination thereof, to be allocated in any year to small-scale, recreational, local commercial and foreign fishing, respectively.

The White Mussel, Oyster and Hake Handline fishing sectors have been identified as eligible for Small-Scale Fisheries and therefore the reclassification of the White Mussel, Oyster and Hake Handline fishing sectors as Small-Scale Fishing sectors is proposed. Therefore, no commercial fishing rights will be allocated in these three fishing sectors during the Fishing Rights Allocation Process proposed for 2020.

The current Commercial Rights Holders who hold rights in the White Mussel, Oyster and Hake Handline fishing sectors will be allowed to continue harvesting their allocations until expiry of their rights on 31 December 2020. These individual Commercial Rights Holders in the White Mussel, Oyster and Hake Handline fishing sectors may elect to operate in the Small-Scale Fisheries sector as declared members of the Small-Scale Fisheries Cooperatives as per the Regulations relating to Small-Scale Fishing, 2015 published in Government Notice No. 229 in *Government Gazette* No. 39790 of 8 March 2016 ("**Small-Scale Fishing Regulations**"). Alternatively, the current individual Commercial Rights Holders may register a Small-Scale Fisheries Cooperative, which shall be declared by the Minister as a Small-Scale Fisheries Cooperative once the registration process commences in the near future as per the Small-Scale Fishing Regulations.

The proposed classification of the White Mussel, Oyster and Hake Handline fishing sectors as small-scale fishing species is proposed to effect on 1 January 2021 unless affected stakeholders are informed otherwise.

The public may submit written representations on the proposed reclassification to the Department within 30 calendar days of the publication of this notice in the *Gazette* by mail, by hand, e-mail, or telefax transmission. Please note that written comments received after that date may not be considered.

Written comments that were submitted in response to Government Notice No. 660 published in *Government Gazette* No. 42457 of 13 May 2019 relating to the proposed reclassification of the White Mussel, Oyster and Hake Handline fishing sectors as small-scale fishing species, will also be considered. Those who submitted comments in response to that notice may supplement their comments in terms of this notice.

Written comments on the proposed reclassification of the White Mussel, Oyster and Hake Handline fishing sectors as small-scale fishing sectors should be directed to:		
By mail Department of Environment, Forestry and Fisheries Private Bag 2 VLAEBERG 8018 Attention: Mr Msimelelo Mdledle Deputy Director: Administration (FRAP)	**By Hand** Department of Environment, Forestry and Fisheries No 3 Martin Hammerschlag Way Customer Service Centre Ground Floor, Foretrust Building FORESHORE Attention: Mr Msimelelo Mdledle Deputy Director: Administration (FRAP)	**By e-mail** FRAP2020resourcesplit@daff.gov.za **By Telefax** 021 421 5151 **Enquiries (telephone)** Mr Msimelelo Mdledle 021 402 3422/3727/3238

BARBARA DALLAS CREECY
MINISTER OF FORESTRY, FISHERIES AND THE ENVIRONMENT

DEPARTMENT OF HIGHER EDUCATION AND TRAINING

NO. 1131 **23 OCTOBER 2020**

DEPARTMENT OF HIGHER EDUCATION AND TRAINING

SKILLS DEVELOPMENT ACT, 1998 (ACT No. 97 of 1998): RE-ESTABLISHMENT OF MINING QUALIFICATIONS AUTHORITY (MQA) FROM 1 APRIL 2022 TO 31 MARCH 2030, WITHIN THE NEW SETA LANDSCAPE

I, Bonginkosi Emmanuel Nzimande, Minister of Higher Education, Science and Innovation, under section 9(1) of the Skills Development Act, 97 of 1998, as amended, herewith re-establish the Mining Qualifications Authority (MQA) within the new Sector Education Training Authority Landscape as indicated in Schedule 1 from 1 April 2022 to 31 March 2030 with the jurisdictions as indicated in Schedule 2.

Dr BE Nzimande, MP
Minister of Higher Education, Science and Innovation
Date: 06/10/2020

SCHEDULE 1

SETA NUMBER	SETA NAME	CERTIFICATE NO.
16	Mining Qualifications Authority (MQA)	16/MQA/1/04/20

SCHEDULE 2

16 Mining Qualifications Authority (MQA)

SETA CODE	CHAMBER (SIC) CODE	MAIN ACTIVITY DESCRIPTION
16	21000	Mining of coal and lignite
16	22100	Extraction of crude petroleum and natural gas; services activities incidental to oil and gas extraction except surveying.
16	23000	Mining of gold and uranium ore.
16	23001	Thin tabular operations.
16	23002	Thick tabular operations.
16	23003	Massive mining operations.
16	24000	Mining of metal ores, except gold and uranium.
16	24100	Mining of iron ore.
16	24200	Mining of non-ferrous metal ores, except gold and uranium.
16	25000	Other mining and quarrying.
16	25101	Quarrying/dimension stone operations.
16	25102	Open cast/strip mining operations.
16	25103	Open pit operations.
16	25201	Marine mining operations.
16	25202	Coastal mining operations.
16	25320	Extraction and evaporation of salt.
16	25391	Mining of precious and semi-precious stones, except diamonds.
16	29000	Service activities incidental to mining of minerals.
16	34240	Manufacture of cement, lime and plaster.
16	37601	Manufacture of watches, clocks and related articles.
16	39210	Manufacture of jewellery and related articles.
16	39211	Jewellery and related articles composed of precious metals, precious and semi- precious stones and pearls.
16	39219	Other precious and semi-precious stone cutting and polishing.
16	85291	Supply of mining equipment.

DEPARTMENT OF HOME AFFAIRS

NO. 1132 **23 OCTOBER 2020**

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

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

1. Reneilwe Magalane Manala - 910502 0670 087 - Stand No 50041, Ga-Moloi, GLEN COWIE, 1061 - *Mahlaela*
2. Maphuti Nare Theuns Hlahla - 990722 5232 088 - Stand No 300, Moletjie, GA-HLAHLA, 0700 - *Moloto*
3. Metja Jerry Madubye - 800510 6002 083 - 20018 Mahlabatheng Village, SEBOKENG, 0611 - *Gwangwa*
4. Morwangoato Edward Matlakaneng - 000605 5557 083 - Mphanama Village, JANE FURSE, 1085 - *Makubung*
5. Mzwandile Blessing Mabaso - 020105 5245 082 - Ezinyosini Area, ESTCOURT, 3310 - *Buthelezi*
6. Mandisa Paula Nkuna - 010705 0145 088 - 520 Block A, SOSHANGUVE, 0152 - *Mazibuko*
7. Sduduzo Emmanuel Mantengu - 010215 5930 088 - P O Box 3114, MTUBATUBA, 3935 - *Ngwana*
8. Abongile Mlunguzi - 010715 0306 085 - 823 Dlamini Lane, Long Homes, KOKSTAD, 4700 - *Dlamini*
9. Wendy Tshepang Menong - 010601 0922 081 - 18058 J E Leshos Street, BLOEMANDA, 9301 - *Morweng*
10. Lucia Erika Opperman - 000621 0190 085 - 37 Hope Road, Orange Grove, JOHANNESBURG, 2001 - *Oosthuysen*
11. Reabetswe Neo Matlala - 011215 0091 083 - 9 Link Road, Corlett Gardens, EDENVALE, 2090 - *Rammutla*
12. Nomhle Precious Sibiya - 961005 0412 086 - 419 Mthembu Street, GLENCOE, 2930 - *Cebekhulu*
13. Jabulani Nhlanhla Maluleka - 910305 5559 085 - Kwapata Location, PIETERMARITZBURG, 3200 - *Mazibuko*
14. Sbusiso Emmanuel Duma - 880713 5867 083 - Edambuza Location, PIETERMARITZBURG, 3200 - *Masimula*
15. Lindokuhle Siphesihle Wiseman Gumede - 941102 5365 081 - Imbali Unit Bb, PIETERMARITZBURG, 3200 - *Radebe*
16. Sinenhlanhla Phumzile Masango - 990109 0249 087 - M 898 Section 7, MADADENI, 2951 - *Ngwenya*
17. Tshegofatso Thabo Makoopo - 930802 5353 085 - 4420 Pitsi Street, DUDUZA, 1496 - *Moeng*
18. Nomcebo Noxolo Mabaso - 970128 0944 087 - Private Bag X5090, NONGOMA, 3950 - *Masondo*
19. Sifiso Mhlonishwa Ndaba - 860907 5412 080 - Mamfemfetheni Area, BERGVILLE, 3350 - *Mvemve*
20. Boitshepo Cawe - 871117 0573 087 - 332 Rdp, MOROKWENG, 8614 - *Mooketsi*
21. Thunyezwa Olivia Paki - 810622 0145 087 - 38939 Ndima Street, Harare, KHAYELITSHA, 7784 - *Pupu*
22. Lungani Brian Gwala - 010117 5846 084 - E659 Khomba Road, GREYTOWN, 3250 - *Brown*
23. Kwazi Knowledge Mhlongo - 870208 5368 085 - Tugela Area, MANDENI, 4490 - *Nkosi*
24. Thabang Nelson Molefe - 920410 6008 088 - 926 Zone 20, GA-RANKUWA, 0208 - *Moerane*
25. Neo Tshimong - 950607 0547 085 - 13487 Magogwe Village, MAHIKENG, 2245 - *Nage*
26. Apelele Ntamehlo - 000908 5387 083 - 382 Lani Street, UMTATA, 5100 - *Gxala*
27. Oabile William Motsikoe - 860913 5591 089 - Makousaan Village, MAHIKENG, 2700 - *Molatudi*
28. Khuthadzo France Khunwana - 010112 5908 083 - House No 812, Maranikhwe, DZANANI, 0955 - *Nekuvule*
29. Siphamandla Innocent Mofokeng - 010121 5670 080 - 357 Kopie Alwyn Street, PERDEKKOP, 2465 - *Thanjekwayo*
30. Solomon Ronewa Sipenyane - 000911 5881 089 - House No B23, Ha-Mapila, DZANANI, 0955 - *Mukondeleli*
31. Lungani Lindokuhle Ngcobo - 010602 5098 083 - 662 / 7 Extension 1, VOLKSRUST, 2470 - *Shabangu*
32. Melusi Nkonyane - 000407 5098 089 - Kwangema Village, PIET RETIEF, 2380 - *Ngema*

33. Mandla Junnir Moleko - 010419 5627 088 - 9308 Moleleki, Extension 4, ALBERTON, 1450 - *Mngenela*
34. Lehakoe Bright Sopoli - 000603 5403 085 - P O Box 123, MALUTI, 4740 - *Mbadu*
35. Sithembiso Radebe - 920604 5365 081 - 15205 Nkowankowa Street, TSAKANE, 1550 - *Tshabalala*
36. Letlhogonolo Magongwa - 980114 5495 083 - 34 Malotle Street, TLHABANE, 0299 - *Mabunda*
37. Kyle Thibedi - 961202 5145 080 - 559 Erica Street, Reiger Park, BRAKPAN, 1540 - *Kruger*
38. Ntuthuzelo Asiphe Majobela - 880827 5836 086 - Cabazana Area, MOUNT AYLIFF, 4735 - *Sicwe*
39. Paulvia Tsakane Baloyi - 790408 0739 085 - 563 Church Street, ARCADIA, 0083 - *Tsoeleng*
40. Dominic Jude Kritzinger - 930919 5313 081 - 5677 Lakeside News Stand, VRYHEID, 3100 - *Wilson*
41. Moses Mavalane Kunene - 690719 5511 084 - 1638 Lister Farm, MADADENI, 2951 - *Motloung*
42. Mzokhona Sizo Peacemaker Manyathi - 951007 5653 088 - Bhobozane Area, NQUTU, 3135 - *Buthelezi*
43. Themba Lucky Malindisa - 791218 5312 088 - 5 Mowon Street, ERMELO, 2351 - *Dindar*
44. Trevor Themba Mnisi - 850826 5521 082 - P O Box 127, Shabalala Trust, HAZYVIEW, 1242 - *Sibuyi*
45. Xabiso Sandiso Sikhakhane - 010928 5613 088 - P O Box 397, MELMOTH, 3835 - *Mkhwanazi*
46. Macala Isaac Lupondo - 800109 5662 086 - No 341, PERDKOP, 2465 - *Tywala*
47. Thabang Roderick Sebopelo - 781010 6078 087 - A 149 Matlhogonolo Street, KURUMAN, 8460 - *Thobega*
48. Abongile Buqa - 960103 6006 084 - Xhama Area, MOUNT AYLIFF, 4735 - *Mambi*
49. Shibu Wonder Tebodi - 000701 5357 085 - P O Box 333, BOCHUM, 0790 - *Boloka*
50. Oupa Melthon Nyawuza - 800905 5718 087 - 2233 Extension 12, Lebohang, LESLIE, 2265 - *Mthombeni*
51. Mbongiseni Mishack Nyathi - 850405 5974 086 - Stand No 975, MALAENENG, 1030 - *Mnguni*
52. Stanton William Baatjes - 971004 5190 084 - 61 Goeiehoop Street, Heinz Park, MITCHELLS PLAIN, 7785 - *Conradie*
53. Nkgabodila Derrick Bakgweng - 780104 5801 085 - 8453 Kgotso Street, Unit F, TOKOZA, 1426 - *Mabelane*
54. Lenaka Patrick Mogudi - 890427 5346 083 - Stand No 128, Kgobokhane, DENNILTON, 1030 - *Nkadimeng*
55. Chorn Thlologelo Monageng - 950321 5381 082 - Plot J 5166, Maleoskop, GROBLERSDAL, 0470 - *Magampa*
56. Advocate Mathibela - 961120 5879 088 - Monsterlus Village, JANE FURSE, 1085 - *Mashegoana*
57. Bokang David Matima - 950321 6302 087 - 1057 Bakgatla Street, SOWETO, 1852 - *Motang*
58. Solly Mahlangu - 030228 5588 083 - Private Bag X333, GOMPIES, 0631 - *Aphane*
59. Lethabo Sebothoma - 000114 1036 085 - 854 Block 18, MOLOTO, 1022 - *Ramashia*
60. Mzwakhe Vincent Theko - 020907 5329 083 - 12361 Mndebele Street, Extension 4, KWA THEMA, 1575 - *Mdhluli*
61. Xolisile Nene - 021204 0297 088 - Bhomaneni Village, MOOI RIVER, 3300 - *Dlomo*
62. Nkateko Mathebula - 000831 0175 081 - 3810 Kwamakosi Street, Landeaville X4, TSAKANE, 1550 - *Valoyi*
63. Siphesihle Mtshali - 951029 5217 086 - House No 495, Lindela, VOLKSRUST, 2470 - *Mabuza*
64. Kabelo Kopano Mbongo - 001104 5399 083 - 71 Kwanele South, KATLEHONG, 1432 - *Moloi*
65. Khanyisani Msongelwa - 001004 5671 087 - House No 739, CHATSWORTH, 4092 - *Shozi*
66. Amogelang Mogale - 961122 0442 086 - 10171 Mmuputswane Section, MOTSWEDI, 2870 - *Gaotime*
67. Collence Tshepiso Lesonyane - 930418 5622 088 - 3341 Kagiso 2, LEDIG, 0301 - *Molewa*
68. Kgosi Goodwill Sibiya - 000608 5696 083 - 13890 – 64th Avenue, Sunrise View, RUSTENBURG, 3200 - *Maledu*
69. Lesedi Katlego Radise Menoe - 010213 5085 086 - House No 839, Lebolobolo Old Unit 2, MOGWASE, 0314 - *Radise*
70. Tshepo Kleinboy Manngo - 860730 5801 080 - 264 Isembatho Street, Extension 7, VOSLOORUS, 1475 - *Sebetseba*

71. Hgwako Albert Makhubela - 390212 5439 087 - Mokwakwaila Village, Bolobedu, MODJADJISKLOOF, 0805 - *Mokgola*
72. Minenhle Armstrong Ngema - 010303 6248 088 - Kwalatha Area, MSINGA, 3250 - *Ngubane*
73. Richard Tlaisego Mnisi - 0203026003 087 - P O Box 1719, BURGERSFORT, 1150 - *Ngwatle*
74. Hlalanathi Mlondi Theopholas Mbeje - 011203 5929 085 - Mehlomnyama Location, Ward 5, PORT SHEPSTONE, 4240 - *Msomi*
75. Adivhaho Tshiviela - 010807 1016 084 - P O Box 50, MAKONDO, 0984 - *Netswera*
76. Cody Shane Hempel - 970701 5227 086 - 112 Mavreen Circle, PORT ELIZABETH, 6210 - *Mackenzie-Hempel*
77. Sifiso Cristopher Mayisela - 940207 5413 087 - 1473 Kubu Street, Phomolong Section, KEMPTON PARK, 1632 - *Majola*
78. Ramokgele Vincent Setlogelo - 980102 5562 085 - 871 Palestina Section, SOUTPAN, 9358 - *Mabenyane*
79. German Clifford Mamogale - 951215 5631 083 - P O Box 1017, LYDENBURG, 1120 - *Tshoma*
80. Tebogo Mabilane - 960821 5877 086 - 58 Santeng, BURGERSFORT, 1150 - *Makofane*
81. Kgothatso Motale - 970707 5542 085 - 4432 Extension 4, SOSHANGUVE, 0152 - *Nkosi*
82. Sibusiso Ngema - 890220 5290 082 - 432 Extension One, ORANGE FARM, 2001 - *Zwane*
83. Bafana Mthimkulu - 960317 5226 085 - 2412 Mbila Street, Zone 2, JOHANNESBURG, 2001 - *Ndlovu*
84. Ednah Sonkie Selepe - 881023 0323 085 - P O Box 141, GANYESA, 8613 - *Otto*
85. Tabo Gcaza - 850505 5796 080 - Lubisi Area, COFIMVABA, 5380 - *Xashimba*
86. Khumo Rebaone Mogodiri - 010831 5407 081 - 1035 Motsatsi Street, Tlhabane, RUSTENBURG, 3200 - *Lekotloane*
87. Arinao Muvhango - 950815 6072 087 - Ha-Matsa , Liphakha Village, NZHELELE, 0993 - *Mariba*
88. Sthandiwe Doctrine Makhaza - 850227 0892 083 - 9 Thuthuka Drive, Wyebank, KLOOF, 3610 - *Nyuswa*
89. Thabang Jeremiah Sekoai - 961120 6301 082 - 561 Flamingo, LADYBRAND, 9741 - *Chalatse*
90. Molebogeng Tracy Sikalo - 010625 0816 084 - Jv 4534, PRETORIA, 0001 - *Bokaba*
91. Aphelele Mtshazi - 010524 5305 088 - Manzana Area, NGCOBO, 5100 - *Tunywa*
92. Thabiso Mohau Mothapo - 011016 5156 081 - 6 Cactus Crescent, Lotus Gardens, PRETORIA, 0008 - *Sephoti*
93. Luyanda Thwala - 010427 5589 083 - 1423 B Cele Street, KWA XUMA, 1868 - *Bembe*
94. Thabo Innocent Mhlongo - 910725 5967 089 - Stand No 532, MATSULU, 1203 - *Lubisi*
95. Kieran Reeve Raffle - 000929 6038 087 - 31 – 14 Th Avenue, EDENVALE, 1609 - *Parkin*
96. Pertunia Tshiamo Motsela - 980404 0155 083 - Stand No 823, PHAKE, 0432 - *Ngobeni*
97. Courtney Shannon Maasdorp - 010326 0059 086 - 3 Pm Louw Street, ATLANTIS, 7349 - *Cloete*
98. Thabo Mompati Montso - 010424 5114 087 - U 114 Mpokeng Street, MBEKWENI, 7651 - *Buti*
99. Simiso Buthelezi - 010121 5229 085 - Private Bag X6062, NONGOMA, 3955 - *Zulu*
100. Richard Khubana - 850709 5823 080 - Stand No 2127, NZHELELE, 0993 - *Mambona*
101. Isaac Emmanuel Mashapa - 981006 5113 089 - Laastehoop, GA-MOLOPO, 0734 - *Seabi*
102. Maite Yvette Mashapa - 920912 0703 085 - Laastehoop Village, GA-MOLOPO, 0734 - *Seabi*
103. Muzi Brian Magagula - 961223 6014 083 - Stand No 830, Msogwaba Trust, NELSPRUIT, 1200 - *Nkambule*
104. Thobeka Sibonelo Khumalo - 001229 5438 084 - Mahlabaneni Area, VRYHEID, 3100 - *Buthelezi*
105. Lindokuhle Calvin Ngubane - 010101 6557 080 - Esigodini Area, PIETERMARITZBURG, 3200 - *Ndlovu*
106. Minenhle Shude - 010512 0490 088 - Extension 3, Kwanzimakutu Ward 10, MUNSTER, 4278 - *Zakuza*
107. Njabulo Magwaza - 920103 5406 086 - 6 Camilla Street, WELKOM, 9459 - *Mathambo*
108. Moses Jason Mthimkulu - 810125 5262 089 - 28910 Thabong, WELKOM, 9300 - *Nomandla*

109. Letebele Isaac Botsane - 910309 5286 087 - No 2041 , BOTSHABELO, 9781 - *Kgware*
110. Itumeleng Lesane - 010407 5557 082 - 973 A Section, BOTSHABELO, 9781 - *Mafooa*
111. Sihle Sofika - 000620 5123 083 - 1147 Machaba Drive, Mofolo North, SOWETO, 1717 - *Zwane*
112. Dankie Goodwill Kgolane - 000325 5668 083 - Ngwanamatleng, JANE FURSE, 1038 - *Maphaka*
113. Kgotlelelo Mashabela - 010723 5502 088 - Vaalwater II, SEKGOSESE, 0814 - *Makudubela*
114. Njabulo Madlala - 990103 5463 082 - Mdangleni Area, TUGELA FERRY, 3010 - *Ximba*
115. Lesawana Charles Machuisa - 760224 5772 088 - 2242 Zone 2, ITSOSENG, 2774 - *Ntho*
116. Celeste Hamon - 801021 0058 088 - 12 The Village, Urania Street, BLOEMFONTEIN, 9300 - *Aboud*
117. Lulama Shezi - 990715 0836 085 - Oshikishini Area, KRANSKOP, 3268 - *Xulu*
118. Jabulani Makhathini - 621102 5758 084 - Isigisi Reserve, EMPANGENI, 3910 - *Hlongwane*
119. Siyanda Mavata - 001017 5318 087 - Ngqwarhu Area, COFIMVABA, 5350 - *Vumani*
120. Sidingokuhle Celenkosini Mkhwanazi - 011218 6368 083 - P O Box 5022, HLABISA, 3937 - *Msezane*
121. Thapelo Ditshego - 980609 6043 089 - 607 Mthambeka Section, TEMBISA, 1632 - *Ncapa*
122. Rotondwa Singo - 960907 5641 083 - Stand No 52, Dzamba, MUTALE, 0975 - *Ramabulana*
123. Lunga Moses Mhlanga - 940523 5423 086 - 919 Motloung Street, Sakhile, STANDERTON, 2430 - *Skosana*
124. Mpho Euvone Mlahleki - 820117 0753 087 - 1168 Nootse Street, Extension 14, VOSLOORUS, 1475 - *Motloung*
125. Claudine Helen Delo - 670630 0220 080 - 10 Leipoldt Street, DESPATCH, 6220 - *Wittenschinskey*
126. Lindsey Craig Jeftha - 670319 5432 086 - 1 Avignon Crescent, BERGZICHT, 7460 - *Smith*
127. Mxolisi Khetha Zwane - 010328 6201 084 - 593 Marrie Squaters, Nkome, BLOODRIVER, 3102 - *Ngcobo*
128. Nonhlanzeko Sithole - 000808 1347 083 - Embubeni Area, TUGELA FERRY, 3010 - *Sikhakhane*
129. Sandile Zondi - 990525 6437 089 - Mawozeni Area, MSINGA, 3010 - *Ngubane*
130. Sibonise Zwakala - 010605 6174 084 - Sithelo Street, Slovo Park, MTHATHA, 5000 - *Gqokonqana*
131. Cynthia Ammonia Howard - 850130 0247 086 - 2355 Tulou Plus, GELUKSDAL, 1550 - *Marongqo*
132. Mogau Molapo - 940418 5813 081 - 6 Segoapa Street, ATTERIDGEVILLE, 0008 - *Mahlakwane*
133. Ofentse Mabaso - 990622 5055 085 - Stand No 1391, Sunnyheights Section, Mmametlhake Village, SIYABUSWA, 0472 - *Kekana*
134. Thabiso Mabaso - 861209 5473 082 - Stand No 1391, Sunnyheights Section, Mmametlhake Village, SIYABUSWA, 0432 - *Kekana*
135. Phumezo Patrick Lukwe - 750312 5958 088 - 263 Pelo Street, Zone 1, GA-RANKUWA, 0201 - *Hugo*
136. Thandeka Welheminah Makakasi - 010206 0315 086 - Stand No 1138, MKOBOLA, 0458 - *Ntshikila*
137. Njabulo Mtshali - 900603 5228 087 - 195 Mhlambi Street , Emfihlweni Section, TEMBISA, 1632 - *Ndlela*
138. Mpho Cecil Ramokgopa - 941013 5434 084 - 513 Voyager Street, Tlamatlama Ext, TEMBISA, 1632 - *Mahlangu*
139. Tshudufhadzo Rambauli - 000628 5858 087 - 6733 Mosokwane Street, Phase 2, SOWETO, 1740 - *Themba*
140. Collins Mokolo - 970102 5384 086 - Stand No 804, Mmakgatle, TSIMANYANE, 0400 - *Tladi*
141. Thabang Given Phoku - 980716 5927 087 - 927 Mamphokgo, GROBLERSDAL, 0470 - *Nkadimeng*
142. Tapelo Benoventure Vilakazi - 931027 5399 081 - 37 Champa Road, Kempville, PIET RETIEF, 2380 - *Buthelezi*
143. Lokwe Louis Monama - 800830 5818 085 - Stand No 324, Bohopunga Section, TAFELKOP, 0474 - *Mathunyane*
144. Ofentse Dora Modise - 981126 0534 087 - 1178 Lekubung Section, PELLA, 2890 - *Motshwanedi*
145. Bheki Titus Nzimande - 781003 5697 080 - 10852 Phase 3, Illovu, AMANZIMTOTI, 4126 - *Mseleku*
146. Ngenzeni Cecilia Nzimande - 870222 0605 086 - 10852 Phase 3, Illovu, AMANZIMTOTI, 4126 - *Mseleku*

147. Lerato Queen Swartbooi - 950206 0377 088 - 3346 Kagiso I, LEDIG, 0316 - *Melato*
148. Thandeka Bongiwe Mthembu - 030525 1301 084 - P O Box 3238, INGWAVUMA, 3968 - *Sibiya*
149. Simon Motaung - 940729 5878 084 - 11086 Harry Gwala, SASOLBURG, 1949 - *Mokoena*
150. Raesibe Paulina Manama - 750227 0503 087 - 1034 Extension 20, MOKOPANE, 0600 - *Mothemane*
151. Jeniccar Nomonde Maleyana - 021031 1076 082 - P O Box 1313, THULAMAHASHE, 1365 - *Khosa*
152. Siyabonga Shezi - 940305 5944 083 - Kwapata Slavane Location, PIETERMARITZBURG, 3200 - *Ndebele*
153. Fisolakhe Sabelo Zondi - 950819 6090 081 - Mawozini Area, TUGELA FERRY, 3010 - *Ngubane*
154. Nkululeko Msongela William Mandlazi - 941216 6395 085 - P O Box 874, KWANGWANASE, 3973 - *Mashaba*
155. Nomsa Nqobile Motsoeneng - 991221 0438 088 - 9481 Somersports, ZAMDELA, 1949 - *Sekeleni*
156. Zanele Valentia Mabaso - 790319 0568 087 - 10480 Magudulela Street, TSAKANE, 1550 - *Maphike*
157. Thuto Mokgosi - 830106 5739 082 - 3115131 Mono Street, SOWETO, 1717 - *Monau*
158. Solomon Mbuti Motloung - 830901 5349 084 - No 71569 Boitumelo , SEBOKENG, 1983 - *Dlamini*
159. Promise Vusi Shingange - 010228 5775 080 - 187 Bellenden Street, ORLANDO EAST, 1804 - *Mathebula*
160. Tumelo Laudrey Mawela - 790519 5653 087 - 22 Sefoloshe Street, KWA THEMA, 1575 - *Msimango*
161. Amukelani Moloto - 970815 5266 082 - 1302 / 52 Nyanga Street, FREEDOM PARK, 1710 - *Nkwinika*
162. Nkgobagobe Rodney Phasha - 950207 5982 088 - Nakedi Street, GERMISTON, 1400 - *Maswikaneng*
163. Themba Minfred Dingiswayo - 770222 5587 082 - 231 / 74 Mabaso Drive, White City, JABAVU, 1700 - *Nkosi*
164. Karabo Nkosinathi Koni - 960513 5128 087 - 9905 A Maphiring Street, ORLANDO WEST, 1804 - *Moeketsi*
165. Mkosinathi Bonginkosi Mthimlchulu - 920203 5397 085 - 2657 Kopano Street, Zone 13, SEBOKENG, 1983 - *Mosia*
166. Mohau Mazibuko - 010916 5253 088 - 3938 Nkomo Street, VOSLOORUS, 1475 - *Mofokeng*
167. Zolly Simon Mosotho - 820522 5780 086 - 541 Vuyani Street, GA-MOGALE, 0500 - *Nameng*
168. Ntiyiso Wisdom Mabunda - 970101 5328 085 - 1238 Gabautloeloe Street, PROTEA NORTH, 1818 - *Nkuna*
169. Lulama Mendu - 020118 0179 081 - Sabelweni Location, Ward 2, HARDING, 4680 - *Shangase*
170. Thuso Mokgosi - 830106 5740 080 - Sebiloane Street, SOWETO, 1717 - *Monau*
171. Katlego Karabo Mokgothu - 961026 5223 088 - 102 Sesing Street, Galeshewe, KIMBERLEY, 8345 - *Semetjane*
172. Tebogo Edwin Rampa - 010821 5182 081 - 2156 A Relebone Street, Naledi, SOWETO, 1717 - *Magosinyana*
173. Sguqa Bhekithemba Ndelu - 830626 5395 080 - Danganya Area, UMKOMAAS, 4170 - *Khomo*
174. Sibongile Makhuvele - 890414 0570 081 - 8806 Extension 16, BARBERTON, 1300 - *Kobela*
175. Tshepo Frank Mametja - 800109 5467 080 - 321 Nhlapo Section, KATLEHONG, 1431 - *Mogoane*
176. Thabo Plesure Phakgadi - 901008 5518 082 - D 2 – 34 Siyahlala, ATTERIDGEVILLE, 0008 - *Nkuna*
177. Semakaleng Lydia Leshomo - 700515 0805 085 - 234989 Extension 21, JOUBERTON, 2574 - *Masawe*
178. Siyabonga Mlambo - 890928 5486 084 - 1797 Dingane Road, UMLAZI, 4001 - *Shandu*
179. Simangele Clothilda Madida - 740205 0868 083 - F 1787 Section 6, MADADENI, 2900 - *Masondo*
180. Muhammad Arshad Khan - 930727 5130 086 - 547 Ridge Road, DURBAN, 4001 - *Jooma*
181. Maureen Nonhlanhla Zimu - 650715 0314 084 - 350251 Songozima Location, ELANDSKOP, 3409 - *Dlamini*
182. Gabrielle Isulenkosi Ahliyah Thomas - 010818 0368 087 - 20 Les Van Wyk Drive, GLENWOOD, 3201 - *Mdladla*
183. Zodwa Kumalo - 010327 0531 082 - 1105 Oulaps Street, WILGEHEUWEL, 1736 - *Monypao*
184. Lesley Ramahanelo - 000210 5896 084 - 3870 Far Eastbank, ALEXANDRA, 2090 - *Mahlahla*

185. Nkadimeng Glen Mohale - 900706 5501 088 - 32223 Tshisebe, MAMELODI, 0122 - *Mashapa*

186. Pule Prince Dube - 900628 5319 081 - 307 Credi Section, KATLEHONG, 1431 - *Dethako*

187. Pontsho Sharon Nqola - 900606 0585 088 - 373 Ubangeni, SIYABUSWA, 0449 - *Rammuki*

188. Reginald Kgotso Masilo Rakoma - 900313 5840 085 - 4299 Erbium Lane, CLAYVILLE, 1666 - *Mojela*

189. Elizabeth Koketso Ramafoko - 960111 0213 085 - 138 Ramapuputla Street, ATTERIDGEVILLE, 0008 - *Maake*

190. Rumbidzai Dumisile Ntimane - 961125 0551 087 - 62 Frank Street, GERMISTON, 1401 - *Moya*

191. Sithembiso Mosia - 891028 5955 086 - Greenpoint Area, BERGVILLE, 3350 - *Mazibuko*

192. Mmotseng Lenah Tlou - 700404 2312 087 - 3347 Kagiso I, LEDIG, 0316 - *Oliphant*

193. Ngale William Mokoena - 750412 5967 087 - 07 Essex Street, KENSINGTON, 2094 - *Thobakgale*

194. Londokuhle Lungelo Mondli Ntuli - 940207 5433 085 - 20 Olifant, Amajuba Park, NEWCASTLE, 2940 - *Mavundla*

195. Mankomo Olive Masalesa - 830218 0341 085 - 143 Mary Thema, ALEXANDRA, 2090 - *Sithole*

196. Tamarin Dawn Maria Cook - 970912 0263 089 - 50 Watercombe Road, RANDBURG, 2125 - *Gräfin Praschma*

197. Nonkululeko Gloria Mhlanga - 860909 0928 086 - 71 Diamond Lane, BLOUBOSRAND, 2188 - *Dube*

198. Prutshes Kagiso Maunatlala - 980329 5735 086 - P O Box 2043, MARBLE HALL, 0450 - *Mapulana*

199. Mike Michael Mgiba - 781004 5838 088 - Ga-Makofane, DRIEKOP, 1129 - *Masete*

200. Christopher Tshepo Khoza - 990117 5711 084 - 335 Tweefontein , KWAMHLANGA, 1022 - *Mbonani*

201. Itumeleng Andrew Michael Legodi - 870731 5529 083 - Gazama 5, MAMELODI WEST, 0152 - *Tefu*

202. Jeandré De Vries - 980420 5251 081 - 18 Weyburn Road, GRASSY PARK, 7941 - *Awood*

203. Gustaf Modisaotsile Molebatsi - 620615 6144 088 - 1948 Block Ux, MABOPANE, 0190 - *Molebatsi-Sehume*

204. Boy Botha Mahlangu - 710117 5422 087 - 4317 Lesele Street, ZITHOBENI, 1020 - *Skosana*

205. Patrick Masoka - 010724 5442 085 - 2863 Phezulu Road, Unit 13, IMBALI, 3219 - *Ngubane*

206. Bongiwe Msomi - 960215 0228 082 - 1724 Gawe Street, JABULANI, 1868 - *Maseko*

207. Fortune Lehlohonolo Lekwadi - 920501 5194 083 - 33 On 1st On Kew Apartment, 11 – 1st Road, KEW, 2192 - *Wilson*

208. Andile Musa Chili - 011020 5362 087 - 1041-12th Street, CLERMONT, 3602 - *Dlamini*

209. Thole Paulus Qankase - 670428 5484 086 - 3217 Nelson Mandela Street, HOOPSTAD, 9479 - *Kgang*

210. Lebohang Kennedy Mosimanewakgomo - 000528 5355 086 - 7056 Constantia, KROONSTAD, 9499 - *Moremi*

211. Silas Thomas Dembula - 740311 5580 085 - 140 Hans Kekana View, TEMBISA, 0407 - *Hlongwane*

212. Lutendo Matodzi - 010617 5516 082 - Vuvha Village, NZHELELE, 2400 - *Mashovha*

213. Sithembiso Zwane - 951122 5108 080 - 1352 A Zizi Street, Zola North, SOWETO, 2100 - *Khumalo*

214. Kgaugelo Christopher Selepe - 850518 5480 084 - Mopye Village, BOLOBEDU, 0852 - *Sekopana*

215. Vhonani Mashaba - 970820 0662 087 - Shayandima Village, THOHOYANDOU, 0900 - *Mandoma*

216. Sebenzile Portia Nonhle Khanyile - 861212 0802 081 - 45 B Keyzerkraal Street, VREDENBURG, 7380 - *Cele*

217. Neo Molopyane - 901229 5338 087 - 12 Joe Halim Street, Extension 6, ELDORADO PARK, 1312 - *Tshepe*

218. Motale Joseph Moerane - 870525 5300 085 - 1639 Mofolo Street, SHARPEVILLE, 1928 - *Mokulubete*

219. Musa Chris Mohlala - 940319 5501 082 - 12345 Tshipi Noto Street, SPRINGS, 1560 - *Nkosi*

220. Gift Thabiso Ramoba - 991004 5699 080 - Sekgosese Village, MODJADJISKLOOF, 0835 - *Lekobola*

221. Thandiswa Jabulile Dube - 010106 0593 080 - H 2 – 1733, ESIKHAWINI, 3887 - *Zincume*

222. Annikie Mmakgabo Montshiwa - 990915 0638 081 - House No 30040, LEPHALALE, 0555 - *Mosima*

223. Lustien Abel Themba Mokoena - 800602 6572 080 - 10701 Marula Street, KWA THEMA, 1575 - *Dlamini*
224. Bramwell Phumlani Phaahla - 780604 5835 082 - 96 Montpelaan Avenue, NEWCASTLE, 2940 - *Marokoane*
225. Lufuno Mulaudzi - 921214 5830 081 - Stand No 868, Ravele, SINTHUMULE, 0921 - *Mulelu*
226. Xolani Mzimela - 910718 6210 088 - Ntshowini Area, STANGER, 4400 - *Zikhali*
227. Jabulani Mthobisi Thusi - 910513 6139 084 - Egazini Avenue, KWANGWANASE, 3973 - *Biyela*
228. Sifiso Bethwell Nkosi - 901015 5669 088 - Stand No 225, NELSPRUIT, 1200 - *Lekhuleni*
229. Nelisiwe Luthuli - 910922 0349 088 - 693 Dupla Road, Savannah Park, PINETOWN, 3604 - *Ngubo*
230. Abel Moodley Elizah - 920817 5022 086 - 81 Starling Street, Kelvin Estate, KEMPTON PARK, 1619 - *Moodley*
231. Marc Anthony De Swardt - 850730 5225 084 - 23 Lytton Street, Observatory, CAPE TOWN, 7925 - *Hewson-De Swardt*
232. Nthabiseng Gladys Alam - 820819 0531 088 - 32 Thutlo Street, Sendelinah, BLOEMANDA, 2700 - *Williams*
233. Gabriel Maponya Maponya - 791028 5745 082 - 59 Block Y, SOSHANGUVE, 0152 - *Malesa*
234. Tshepo Nkuna - 960920 6700 089 - 94 Nephin Road, JOHANNESBURG, 2001 - *Molala*
235. Nicholas Mandla Mngomezulu - 721026 5794 089 - 15857 Extension 16, Acornhoek Street, PROTEA GLEN, 1818 - *Zondi*
236. Tumelo Faith Mothoko - 940303 1633 081 - 77 Douglasgate Estate, DOUGLASDALE, 2021 - *Mothupi*
237. Judy Mpho Chauke - 940613 0492 085 - 74 Longfellow Street, Ridgeway, JOHANNESBURG, 2001 - *Bogatsu*
238. Sinenhlanhla Mnikathi - 940721 0721 088 - 613 Unit 13, IMBALI, 3201 - *Mathobela*
239. Nkululeko Luthuli - 951024 6128 085 - 32 – 34 Hermitage Street, DURBAN, 4001 - *Dladla*
240. Nkosinathi Nhlakanipho Nkosi - 951024 6022 080 - 1162 Blaaubosch, OSIZWENI, 2951 - *Thabethe*
241. Clifford Tsabadi - 970204 5811 082 - Ngwaritje Village, NEBO, 1051 - *Magaela*
242. Kgotso Lesufi - 880204 5606 085 - Stand No 544015, Zone 3, SEBOKENG, 1984 - *Phasha*
243. Nthabiseng Gloria Setata - 871005 0385 083 - 7474 Tsotetsi Street, THOKOZA, 1426 - *Mahlaba*
244. Nonhlanhla Levuno - 860103 1228 080 - 1569 Extension 1, Kokosi Location, FOCHVILLE, 2515 - *Manana*
245. Tsepo Mhyandu - 970909 5664 089 - Dlakuse Area, NONGOMA, 3950 - *Mbokazi*
246. Freedom Njabulo Khalitshwayo - 830918 5894 083 - 278 Serema Street, THOKOZA, 1426 - *Nzimande*
247. Rebaone Edmond Molatedi - 980804 5315 089 - 107 Maphoitsile, TAUNG, 8584 - *Chabagae*
248. Alfred Phale - 850404 5628 081 - 1335 Stand, Moloto, WINTERVELD, 0198 - *Skhosana*
249. Thabo Mohlala - 940505 5228 086 - 11348 Ndlovu Street, KWA THEMA, 1575 - *Ndaba*
250. Nomfundiso Joko - 880805 0813 086 - Camama Area, COFIMVABA, 5380 - *Mqayi*
251. Zwikhodo Baldwin Muthivhi - 920302 6044 082 - Meerkat Street, MAKHADO, 0920 - *Dzivhani*
252. Thobane Hendrik Moloantoa - 730425 5765 082 - 81 Mabaleng, Alma, VAALWATER, 0500 - *Maepa*
253. Mpho Mbuyiseni Dlamini - 940531 5178 089 - Q 05 Bryanston Heights, 169 Berea Road, DURBAN, 4001 - *Hadebe*
254. Nombulelo Trust Mkhize - 900515 0884 088 - 1185 Riverdene Drive, NEWLANDS WEST, 4037 - *Dlamini*
255. Mbulaheni Enos Monyepotong - 791213 5718 087 - Stand No 1217, MAKASKOP, 0900 - *Mbedzi*
256. Madi Elias Shambo - 720620 5564 087 - 7163 Sunrise, Extension 2, Zonkerwater, KATLEHONG, 1435 - *Mokoena*
257. Bheki Ndlovu - 940601 5946 080 - 18916 Phiri Street, Etwatwa, DAVEYTON, 1520 - *Shongwe*
258. Mdumiseni Innocent Mtshali - 810627 5525 084 - Msegeni Area, ESHOWE, 3815 - *Mpanza*
259. Sabelo Mgomezulu - 910713 5319 089 - 2081 Ponego Street, Likole Section, KATLEHONG, 1400 - *Nhlapo*
260. Buisile Letty Mgomezulu - 930709 0341 082 - 2081 Pomeho Street, Likole Section, KATLEHONG, 1717 - *Nhlapo*

261. Mpho Patrick Mpya - 750602 5445 080 - B 1218 Extension 1, Bheklanga Street, DIEPSLOOT, 2196 - *Makhura*

262. Koketso Elias Tseuoe - 980520 5691 085 - 830 Phase 6, ITSOSENG, 0100 - *Mabasa*

263. Mnyamezeli Sibusiso Dlamini - 990510 5444 088 - 20 Percival Street, Dawn Park, BOKSBURG, 1410 - *Mncube*

264. Nawwal Patel - 010418 0498 081 - 46 Drakens Avenue, Northcliff, Exrtension 25, RANDBURG, 2125 - *Jardine*

265. Shamima Stacy Chanthitoo - 010703 0290 087 - 91 New Cottage Crescent, DURBAN, 4001 - *Masango*

266. Theo Siphuma - 000722 5646 087 - Stand No 473, Tshikota, MAKHADO, 0920 - *Manganye*

267. Kiarra Ramouthar - 000715 0333 081 - 35 Cullinan Close, SANDTON, 2100 - *Shaikh*

268. Simamele Mlobeli - 010627 5402 084 - Pholile Location, MATATIELE, 4730 - *Sidlayi*

269. Jonathan Daniel Heynike - 860224 5023 085 - 505 The Paragon, Observatory, CAPE TOWN, 7925 - *Mc Laren*

270. Jarred Marshall Plug - 880928 5039 083 - 6 Cavalcade Road, Green Point, CAPE TOWN, 8000 - *Tyson*

271. Anela Tshikila - 000627 0422 089 - 31 Gadewoos Close, Montclair, MITCHELLS PLAIN, 7785 - *Thobi*

272. Wellington Bhekithemba Ncobeni - 680120 5530 087 - Nkobongo Township, SHAKASKRAAL, 4430 - *Ngema*

273. Vincent Lindokuhle Mabuza - 830427 6086 087 - Unit 92 Terrace Hill Phase 2, Rolbal Avenue, Weltevreden Park, RODEPOORT, 1709 - *Ndlovu*

274. Nikita Mashaba - 891129 6144 082 - Stand No 427 C , THULAMAHASHE, 1568 - *Nyalungu*

275. Siyabonga Mphikeleli Mlotja - 970824 5939 086 - 840 Cross Road, CAROLINA, 1185 - *Mkhonza*

276. Jackie Pillay - 010706 5117 080 - Unit 62 Park Royal, 84 Main Road, PARKLANDS, 7441 - *Chen*

277. Mamasegare Mabel Makgwane - 810323 0434 080 - P O Box 737, MPHAHLELE, 0736 - *Mphahlele -Makgwane*

278. Mpho Jacob Mosupye - 010311 5481 089 - 5697 Maboloka, Section 6, BRITS, 0264 - *Molemi*

279. Brian Ikageng Khunou - 891221 5716 083 - 1167 Marula Street, Noordgesig, Extension 1, SOWETO, 1804 - *Podile*

280. Sithembile Sanelisiwe Sikhakhane - 980515 0993 080 - No 16429, Siyahlala Squatter, NEWCASTLE, 2940 - *Thusi*

281. Karabo Tshepiso Dibakoane - 010305 1100 081 - Casteel Trust, BUSHBUCKRIDGE, 1280 - *Sethlabela*

282. Antony Matshie - 010806 6280 083 - Diphale Area, DRIEKOP, 1129 - *Madihlaba*

283. Asathi Mpetshwa - 991221 1111 080 - 39057 Citha Street, HARARE, 7784 - *Mciki*

284. Thabang Richard Banda - 930401 5541 086 - 1003 Tweefontein J, EMPUMALANGA, 1022 - *Mabena*

285. Bongani Tebokgo Mntombeni - 850904 5920 081 - Stand No 406, MZINTI, 1352 - *Mkhatshwa*

286. Juwas Phosi Mashiloane - 840412 5582 086 - 0161 Nkanini Section, Siyathemba, BALFOUR, 2410 - *Mbatha*

287. Tumelo Majolo - 981021 5859 086 - House No 10377, Modimola, MAHIKENG, 2745 - *Nanyane*

288. Caleb Richard Robert Eriss - 941018 5038 082 - 1106 Erica Court , Westbury, JOHANNESBURG, 2093 - *Jacobs*

289. Smangele Mabaso - 960825 0510 089 - 1651 Umthwalumi Street , Senaone, PO CHIAWELO, 1818 - *Nkutha*

290. Nhlakanipho Terry Mkhonto - 900117 5748 085 - P O Box 1104, Mkhuhlu , MASHONAMINI TRUST, 1246 - *Mpangana*

291. Thabiso Maoba - 910616 5667 086 - Dinokana Village, LEHURUTSHE, 2868 - *Letsholonyane*

292. Simanga Sunnyboy Mahlalela - 770406 5758 088 - Stand No 496, MZINTI, 1320 - *Luphoko*

293. Xolelwa Mnini - 880121 0873 082 - Mbodleni Area, MOUNT FRERE, 5090 - *Gubelana*

294. Isaac Jabulani Mabasa - 910820 5237 086 - 94 Motsugi Street, KWA – THEMA, 1575 - *Masango*

295. Sandile Ernest Ndebele - 891015 5550 082 - 2796 Lesotho Street, Tsutsumane, ALEXANDRA, 2090 - *Sikhakhane*

296. Letlhogonolo Vincent Motlhabane - 990517 5274 084 - B 134 Malthogonolo Street, KAGUNG, 8460 - *Mosenthal*

297. Alessandra Merritt - 980922 0274 083 - 27 B Brommgert Avenue, CONSTANTIA, 7806 - *Papanicolaou*

298. Kgotso Lazarus Pholokgolo - 950412 5484 081 - 1138 Mogono Section, LUKA, 0322 - *Rapoo*

299. Lemohang Nomakwezi Cratitude Radile - 960611 0397 085 - 333 Block 4, Kutlwanong, ODENDAALSRUS, 9483 - *Vulindlela*
300. Goitseone Deangelo Tlatsana - 991016 5350 084 - 84 Villa Nova, Yean Avenue, CENTURION, 0169 - *Mogale*
301. Abel Khauoe - 870722 5579 087 - 132 Thembalethu, Zamdela, SASOLBURG, 1949 - *Mosea*
302. Themba Mthobisi Mabena - 0109125434 083 - 557 Kwaguqa , Hlalanikahle, WITBANK, 1059 - *Mojele*
303. Lehlohonolo Turven Rankeng - 930705 5454 086 - 2265 Hliso Street, ORLANDO EAST, 1804 - *Buthelezi*
304. Tumelo Matthews Seroka - 910206 5347 085 - 20570 Masango Street, ETWATWA WEST, 1520 - *Molatudi*
305. Mogomotsi Seele - 941101 5388 085 - House No 159, Boitshoko Street, THABAZIMBI, 0380 - *Mosweu*
306. Thulani Landa Nyembedzi - 800808 6404 089 - 17 3rd Avenue, BEZ VALLEY, 2109 - *Xonti*
307. Itumeleng Nkoe - 981109 5315 082 - 6309 Extension 5, EVATON WEST, 1983 - *Mokhele*
308. Sandile Shezi - 010202 5396 080 - Mthembeni Area, NDWEDWE, 4400 - *Mthiya*
309. Bertha Nolwandle Mazibuko - 910106 0477 087 - Stand No 210 , Mgaduzweni Trust, WHITE RIVER, 1240 - *Khoza*
310. Vincent Badirile Maletswa - 891225 5693 085 - 20027 Stand Section, PITSEDISULEJANG, 2852 - *Letlole*
311. Eliah Kgomotso Paul - 781103 5558 082 - A 14 Kokwana, VRYBURG, 8600 - *Jood*
312. Moipone Eunice Sebitile - 970613 0663 084 - House No 51 G, DRYHARTS, 8588 - *Monamodi*
313. Khotso Lucas Moloi - 810703 5723 084 - 3089 Zone 3, ITSOSENG, 2744 - *Shadi*
314. Khayelitsha Mvuseni Sithole - 990910 5557 089 - Gxushaneni Area, POMEROY, 3020 - *Dladla*
315. Bongekile Nkuna - 790530 0805 085 - B 248 Ilovo, AMANZIMTOTI, 4126 - *Sibiya*
316. Ayanda Peacemaker Msweli - 910703 5746 084 - N 1524, UMLAZI, 4031 - *Shozi*
317. Nomzamo Sthombesihle Sithole - 970206 0777 085 - P O Box 183, TUGELA FERRY, 3010 - *Dladla*
318. Halalisile Lungelo Hlongwane - 980404 0916 088 - Emumbe Area, TUGELA FERRY, 3010 - *Bhengu*
319. Yenzeka Gamelilhle Thobeka Zuma - 001213 0482 081 - Bethlehem Area, BULWER, 3244 - *Khumalo*
320. Tsebiso Sebotsa Mashabela - 011215 5362 083 - Ga Masha Village, SEKHUKHUNE, 1124 - *Phasha*
321. Bongumusa Ephraim Zulu - 770407 5498 089 - Vuna Area, NONGOMA, 3950 - *Thango*
322. Phakamisani Gwala - 010320 5089 081 - Gcininhliziyo Area, ESHOWE, 3815 - *Ngema*
323. Celimpilo Sandile Sithole - 010228 5256 081 - Mabhuqwini Area, NQUTU, 3135 - *Mchunu*
324. Ogodiseng Sesinyi - 880811 5667 089 - 10113 Churchill Village, KURUMAN, 8460 - *Segami*
325. Ramodubu Ephraim Diale - 6207115931 086 - Stand No 9 A , Morningside Section, MMAMETLHAKE VILLAGE, 0432 - *Kgafela*
326. Oswald Lunde Lambrecht - 9201145218 082 - 64 Snaresbrook Way, ELSIES RIVER, 7490 - *Mbekushe*
327. Kgothatso Sithole - 970831 5862 085 - 232 Ubangeni, MBIBANE, 0449 - *Maluleka*
328. Thembuluwo Ndou - 010611 5847 084 - Ha – Rauphaswa, NZHELELE, 0993 - *Ugoda*
329. Kutloano Tiro - 990516 5348 088 - 604 Ngeneng Section, LEFARATLHA, 0309 - *Maiketswane*
330. Nghonghone Cornelius Manaka - 820210 6060 084 - 15962 Mandela South, DAVEYTON, 1519 - *Masina*
331. Nomsa Cynthia Theko - 940804 0400 083 - 12361 Mndebele Street, KWA THEMA, 1575 - *Mdhluli*
332. Nerissa Sayed - 810305 0241 086 - Unit 5 Crystal Springs, 71 Charles De Gualle Crescent , Highveld, CENTURION, 0157 - *Namdhari*
333. Mthobisi Norman Nyawo - 840308 5614 087 - Godiwayo Area, PONGOLA, 3170 - *Nxumalo*
334. Zandile Tshayivithi - 980521 0736 081 - Lugangeni Area, MOUNT FRERE, 5090 - *Mvambi*
335. Stemmer Dipaki Godfrey Makhobela - 800630 5366 089 - 2010/1block M, SOSHANGUVE, 0152 - *Phahlane*
336. Boitumelo Mmasekete Welhemina Selahli - 921218 0673 081 - 8824 Phase 5, Morulaview, MABOPANE , 0190 - *Mamphita*

337. Codret Sibiya - 760418 5628 080 - 8167 Jumba Street, Daveyton, BENONI, 1520 - *Sikhosana*

338. Rosina Mmatlou Sesane - 931008 0346 087 - 225 Extension 3 B, SOSHANGUVE, 0152 - *Mahlangu*

339. Xolani Innocent Gumede - 990704 5143 085 - D 705 Isiphepho Way, NTUZUMA, 4359 - *Ndlovu*

340. Iviwe Mbedu - 000425 0538 081 - 11473 Hammonds Farm, VERULUM, 4330 - *Pinyana*

341. Vubane Hanswell Masongane - 740915 5523 083 - 23 3rd Avenue, HONGTON ESTATE, 2193 - *Lebese*

342. Gift Nhlanhla Mkhonza - 000116 5535 087 - 2890 Extension 9, BARBERTON, 1300 - *Ndlovu*

343. Ntombifikile Mtolo - 001014 0640 086 - 51 Ibazelo Section, TEMBISA, 1632 - *Mhlongo*

344. Salman Hamid Hamid - 970401 5123 084 - 10656 Citroen Circle, Extension 13, LENASIA, 1827 - *Khan*

345. Bokang Makobe - 980627 5473 081 - Mogaladi Village, NEBO, 1051 - *Ngaka*

346. Tshepo Matthews Mthembu - 830222 5740 085 - 4699 Meagong Street, Kagiso Ll, KRUGERSDORP, 1754 - *Lodewyk*

347. Lesego Abraham Moalusi - 981103 5156 083 - 1580 Forbes Road, Zone 9, MEADOWLANDS, 1852 - *Modikoane*

348. Mutondi Mudau - 980113 0757 083 - Malingani Village, THOHOYANDOU, 0950 - *Masiagwala*

349. Werner Heinrich Daries - 800425 5027 082 - 14 Vaking Sinel, Protea Park, MOSSEL BAY, 6500 - *Plato*

350. Petrus Cornelius Jacobus Benadé - 990609 5301 080 - No 87 Hawthorn Street, KOKSTAD, 4700 - *Van Schalkwyk*

351. Precious Gugulethu Masalesa - 811116 0306 087 - 143 Mary Thema Street, Far East Bank, ALEXANDRA, 2090 - *Sithole*

352. Xolani Nofemele - 960119 5205 089 - 123 Adamnoma , Kola Street, Vergenoeg, KIMBERLEY, 8300 - *Ngongela*

353. Njabulo Harris Bali - 950506 5746 082 - 27 Gara Street, WESTAFONTEIN, 2001 - *Yende*

354. Thabo Ndabandaba - 880715 5580 087 - Ring Catle Place, NEWLAND WEST, 4037 - *Mkhize*

355. Lungi Gumede - 920607 0477 082 - 31 Nubian Avenue, CATO MANOR, 4091 - *Mbatha*

356. Imanuel Thuso Gaanathebe - 991020 5519 086 - 33 A Mothupi Street, Ikhutseng, WARRENTON, 8530 - *Mashute*

357. Engelina Magdalena Dorothea De Nysschen - 720520 0043 089 - 84 Meintjies Street, MOKOPANE, 0500 - *De Bruyn*

358. Ramatsobane Maria Mojapelo - 530202 1013 086 - 111 Winniemandela, Zone 6, TEMBISA, 1620 - *Molema*

359. Themba Lucky Mlangeni - 950316 5163 084 - 35 Philander Street, NAZARETH, 1035 - *De Lange*

360. Elsje Scholtz - 010524 0034 089 - 1409 Brever Avenue, WAVERLEY, 0186 - *Blom*

361. Boitumelo Molletof Mohapi - 871230 5287 080 - 2134 Moshoeshoe Road, Rocklands, BLOEMFONTEIN, 9323 - *Ralikhomo*

362. Thulaganyo Menyatswe - 000918 0816 085 - Lobatla Village, LEHURUTSHE, 2870 - *Mogapi*

363. Tshegofatso Seroka - 000101 1908 082 - 2496 Paledi, MANKWENG, 0727 - *Magoro*

364. Moshoeshoe Meshack Sepeng - 741012 5973 085 - Stand No B46, PHAKE, 0432 - *Magoro*

365. Eulanda Thokozile Ngoetjana - 740218 0356 082 - 15601 Phatudi Street , Mamelodi East, MAMELODI, 0122 - *Kunene*

366. Mogomotsi Abbey Mpete - 991101 6067 083 - Majakaneng Village, BRITS, 0250 - *Ncube*

367. Azile Qhuba - 990530 0575 082 - Qokama Area, NGQELENI, 5140 - *Masilingane*

368. Zukisani Jim - 761028 5491 089 - K1 Number 205, Langa N2, GATEWAY, 7455 - *Wulana*

369. Kgotso Precious Matjane - 990718 5204 085 - 185 Marumo Street, Klipspruit, SOWETO, 1809 - *Twala*

370. Tseke Howard Leboela - 731009 5589 087 - 41 Gavailon, Arundo Estate 66 Reitspruit Road, THE REEDS, 0157 - *Masemola*

371. Mhandeni Moses Mtshangase - 681225 6127 087 - Mkhwakhweni Village, PONGOLA, 7170 - *Dhlamini*

372. Sello Manailane - 980609 5772 084 - P O Box 62, MAFEFE, 0738 - *Ratheko*

373. Kgotso Lesley Moloto - 931003 5283 088 - 72306 Lonsdale, Moletjie, GA – RANKHOWE, 0710 - *Shika*

374. Junior Raserole Marogoa - 940804 5332 083 - 3250 Zone 2, SESHEGO, 0742 - *Kgomo*

375. Olivia Sibisi - 941129 5578 082 - 561 Malata Street, EMAPHUPHENI, 1520 - *Zitha*

376. Freddy Sekhwama - 750331 5363 081 - 2609 Extension 1, MAMELODI EAST, 0122 - *Sadiki*

377. Bulelani Mongezi Novungwana - 830208 5716 084 - 1404 Zenzo Street, Siluma View, Extension 2, KATLEHONG, 1432 - *Maraqana*

378. Dimpa Lehlogonolo Matseletsele - 970923 5692 081 - 149 Seroto Cresent, VOSLOORUS, 1475 - *Masipa*

379. Karabo Phuti Mokete - 980619 5750 089 - 2940 Ivory Park, Extension 2, Hector Peterson Street, MIDRAND, 2094 - *Digangwane*

380. Thulani Tshabalala - 980514 5621 085 - 43 Kgaletsane Street, KWA – THEMA, 1575 - *Maduma*

381. Mpho Molwantoa Mashilo - 920324 6041 082 - 075 Hlalanekahle, MONSTERLUS, 1059 - *Tjabadi*

382. Nduduzo Mfanafuthi Marhwa - 961223 5754 085 - Ngonyameni Area, Loskop, ESTCOURT, 3310 - *Zulu*

383. Lindani Njoko - 990811 5027 083 - Emabhacowini Area, ESTCOURT, 3310 - *Sibiya*

384. Simamkele Somlata - 990901 5341 087 - G 2 Ulanini Hostel, Ulanini Hostel, MFULENI HOSTEL, 7100 - *Sopeta*

385. Ngaletsang James Modishana - 910312 5752 082 - Stand No 241, MADIGA – GADIKGALE, 0722 - *Malebatja*

386. Unathi Gxalaba - 000628 0845 089 - Mandileni Area, MOUNT FRERE, 5090 - *Lunyawana*

387. Tshepo Ntando Nkabinde - 981127 5148 089 - 25 More Street, Kwa – Thema, SPRINGS, 1575 - *Boee*

388. Samuel Motlokwa Radebe - 801012 5026 089 - 3083 Petsana, REITZ, 9820 - *Tsotetsi*

389. Teboho Thebe - 880913 5485 080 - 702 Mabuya Street, Namahadi Location, FRANKFORT, 9830 - *Mazibuko*

390. Bonga Gqibelisa - 980308 5647 087 - 1363 Block G , UMLAZI, 4066 - *Magadla*

391. Bongani Kevin Mathebe - 010527 5391 081 - 6391 Extension 6, Emzinoni, BETHAL, 2310 - *Buthelezi*

392. Buhle Thando Tshabalala - 000916 0678 083 - 7939 Mahomane Street, Sakhile, STANDERTON, 2430 - *Vilakazi*

393. Lebohang Mofokeng - 840221 5622 085 - 46/21760 Nombhela Drive, VOSLOORUS, 1475 - *Mashiloane*

394. Given Ayanda Chilongo - 900524 5539 085 - 4877 Boke Zakuo Street, DIEPSLOOT, 2184 - *Nsele*

395. Simon Manailane - 810402 5425 085 - Phophedi High School, MAFOFO, 0738 - *Ratheko*

396. Sphiwe Michael Xhoseni - 920723 5122 084 - 47 Wt Vale Street, PHILLIP NEL PARK, 0185 - *Mpinga*

397. Nkosinathi Osman Majola - 860119 5338 089 - P O Box 522, HLUHLUWE, 3960 - *Mkhabela*

398. Sekwanele Thembelihle Dlamuka - 001202 0957 085 - Ndlovana Area, MAHLABATHINI, 3865 - *Majola*

399. Charlotte Mantsheleng Ralepelle - 891224 0818 086 - P O Box 1470, GA-MOTHIBA, 0726 - *Makgaba*

400. Madimetja Joseph Phasha - 960827 5409 085 - 6510 Oyster Street, Extension 29, POLOKWANE, 0700 - *Madiba*

401. Sarazen Mothapo - 840822 6147 087 - 14 Thunder Hills, Kyalami Hills, MIDRAND, 2100 - *Raphiri*

402. Kamogelo Brendon Motsoeneng - 991107 5188 085 - 1452 Flamingo Road, SOWETO, 1800 - *Mokhutswane*

403. Maropeng Sylvester Moitsi - 801201 5358 085 - 1056 Zone 5, SESHEGO, 0900 - *Seima*

404. Elviricia Mary-Ann Schoeman - 850822 0168 086 - 6 Blarney Street, Kylemore, STELLENBOSCH, 7600 - *September*

405. Sankie Marota - 901127 5906 087 - Ga-Mmela Village, SEKHUKHUNE, 1124 - *Bahula*

406. Ismail Abbas Tagari - 980331 5333 086 - 29 Rashview Heights, 73 Firdoze Street, VEREENIGING, 1930 - *Lufeji*

407. Tshifhiwa Merilyn Makhale - 780813 0463 085 - P O Box 2357, SIBASA, 0970 - *Mudau*

408. Kamohelo Xolani Msiza - 000812 5108 087 - 2043 Nhlapho Section, KATLEHONG, 1401 - *Makgupya*

409. Sethabile Fanele Gumede - 000809 1199 086 - P O Box 6812, NZUMO, 3996 - *Ntimbane*

410. Mneliseni Mvelase - 970910 6148 080 - 10402 Iqaqa Street, DAVEYTON, 1520 - *Maphumulo*

411. Matilda Jeannett Mtshweni - 910421 0421 088 - 82 Apium Street, DOORNPOORT, 0118 - *Makgobathe*

412. Siphiwosethu Ngubane - 980512 5321 086 - Mellville Area, STANGER, 1400 - *Khumalo*

413. Mpilo Kenny Ntshapa - 951106 5364 082 - 3529 Booth Road, Extension 3, CHESTERVILLE, 4091 - *Jukuda*

414. Theodore Masego Mashigo - 991017 5113 084 - 13 Stegman Street, EAST LYNNE, 0100 - *Lipholo*

415. Thabo Cedric Makunyane - 871006 5782 084 - P O Box 349, NEBO, 1059 - *Lekala*

416. Keanu Caleb Reid - 950328 5342 089 - 16 Heatherland Street, Extension 4, ELDORADO, 1803 - *Bessit*

417. Vongekile Maluleke - 860725 0643 081 - 1509 Emjindini Trust, BARBERTON, 1300 - *Sibande*

418. Meriam Mpho Radebe - 950830 0625 087 - P O Box 4643, POLOKWANE, 0700 - *Shadung*

419. Nosipho Ntsibande - 930221 0809 084 - 3596 Ndabo Street, Zone 10, MEADOWLANDS, 1700 - *Titisi*

420. Japie Maans - 810805 5184 082 - Moselle Boerdery, DE DOORNS, 6875 - *De Klerk*

421. Motheo Monni Maleka - 010224 5596 089 - Stand No 833, Leokama Village, POLOKWANE, 0700 - *Malebana*

422. Jean-Pierre Bezuidenhout - 010124 5061 086 - 295 Pofadder Avenue, KAMEELDRIFT, 0035 - *Coetzee*

423. Koketso Buda - 010717 5570 087 - 324 Dipopye, HAMMANSKRAAL, 0100 - *Nkosi*

424. Phathutshedzo Arnold Raphulu - 980816 5407 088 - 1620 / 25 Rovers Street , Block XX, SOSHANGUVE, 0152 - *Mafhiri*

425. Lindokuhle Cyril Maphumulo - 900629 5525 081 - A 2458 Soka Road, NZUMA, 4020 - *Mkize*

426. Busisiwe Estee Mxongo - 010904 0386 087 - 67 Block Hh, SOSHANGUVE, 0152 - *Sigasa*

427. Joseph Tsele - 760823 5846 089 - 4206 Zone 3, DIEPKLOOF, 0110 - *Mochaki*

428. Bongumusa Sikhakhane - 000819 5178 085 - Kwadabeka Area, KWADABEKA, 3610 - *Zungu*

429. Nhlakanipho Bhengu - 010807 5481 086 - 040719 Twins Road, HILLCREST, 3650 - *Mathenjwa*

430. Bulelwa Vuyiswa Ndesi - 861016 0789 085 - 459 Nyakale Street, NALEDI, 1717 - *Zwane*

431. Cherid Ramushu - 950310 0886 088 - Maroge Village, LEBOWAKGOMO, 0737 - *Maphutha*

432. Vincent Motshubane Maimela - 000102 5782 085 - P O Box 6161, DRIEKOP, 1129 - *Mokoena*

433. Nono Ben Lekgwathi - 990502 5573 081 - Ga-Molapo Village, ZEBEDIELA, 0628 - *Mahlaela*

434. Prince Thomas Mahlangu - 910921 5819 087 - Stand No 535, BOEKENHOUTHOEK, 0458 - *Ntuli*

435. Nhlanhla Dombo - 821027 5716 089 - 3567 Manqgokhwe Street, Zone 3, PIMVILLE, 1809 - *Radebe*

436. Tshepo Wissel Dlamini - 980308 5696 084 - 52 Geelhout Crescent, STANDERTON, 2430 - *Sebiloane*

437. Mahlogonolo Judith Musingadi - 970109 0191 085 - 1455 Bokamoso Street, Extension 4, DIEPSLOOT, 2189 - *Leseke*

438. Alfred Tumelo Stuurman - 891022 5382 086 - 2275 Nomzamo Park, BRANDFORT, 9400 - *Mohapi*

439. Mduduzi Glad Mabena - 971004 5608 085 - Stand No 366, KWAGGAFONTEIN, 0458 - *Ntuli*

440. Siyabonga Bontsi - 850909 5691 087 - 16 Matuntuta Street, Duncan Village, EAST LONDON, 5100 - *Raxoti*

441. Fonkie Ernest Mogoshane - 750128 5472 080 - 93 Dinizulu Street, Dube Village, JOHANNESBURG, 2001 - *Baloyi*

442. Sisonke Ntshinka - 990514 0682 080 - 320 Jantor Thabong, WELKOM, 9300 - *Qonono*

443. Matlhodi Tau - 010213 0369 089 - 63 Kgobokwana, SIYABUSWA, 4020 - *Lekala*

444. Pearl Ndzalama Mashaba - 970724 0989 088 - Stand No 21, Malabane Trust, MKHUHLU, 1200 - *Matsane*

445. Zama Sylvia Dludla - 891012 0707 080 - Makhasaneni Area, MELMOTH, 3835 - *Mdlalose*

446. Lindelaniokuhle Ndlovu - 930110 5114 089 - 335 Zone 5, MEADOWLANDS, 1852 - *Chauke*

447. Evana Shalana De Klerk - 000403 0145 082 - 756 Klapperbos Street, Reiger Park, BOKSBURG, 1459 - *Rhodes*

448. Leon Thandolwethu Mahijana - 000827 5638 081 - 31883 Cha Street Court, DELFT, 8301 - *Boso*

449. Aphiwe Dlambulo - 010925 5682 089 - 1025 Skwenene Street, PHILLIP, 7745 - *Sompali*

450. Junior Motsoeneng - 011218 0160 080 - 11886 Tabriz Street, Extension 13, LENASIA, 1421 - *Bokaba*

451. Lindokuhle Sicelo Gumede - 000409 5320 083 - P O Box 18, MTUBATUBA, 3937 - *Mgwambi*

452. Cheslyn Wesley Leibrandt - 010923 5042 081 - 27 – 7th Avenue, KRAAFONTEIN, 7570 - *April*

453. Ntombizodwa Franthia Ndlebe - 010707 0465 086 - F1758 Extension 1, DIEPSLOOT, 2189 - *Mamabolo*

454. Ndivhuwo Tskdamodele - 010821 5645 087 - Ha-Muraga Village, THOHOYANDOU, 0950 - *Ravhutsi*

455. Cebolenkosi Mbuso Mazibuko - 001019 5789 085 - G3157 Ntuzumo Township, NTUZUMA, 4359 - *Mthethwa*

456. Smiso Shezi - 010315 5811 088 - Tulwane Area, NKANDLA, 3355 - *Khanyile*

457. Dipuo Anna Mokoena - 860107 0824 088 - 1742 Bophelong Street, EVATON, 1983 - *Motloung*

458. Nkwenkwezi William Tshezi - 750204 6029 086 - Blusky Area, BUTTERWORTH, 4900 - *Ntshinga*

459. Mpitso Benjamin Mxakwe - 701008 5439 083 - No 13442, HATFIELD, 0028 - *Moremi*

460. Mokhele Isaac Khanya - 920514 5447 088 - 2554 Hamilton Road, EVATON, 1984 - *Nkhabu*

461. Mbuso Aubrey Magagula - 770610 5800 085 - P O Box 935, MALELANE, 1240 - *Themba*

462. Portia Nelisiwe Mdhluli - 871231 0557 089 - Stand No 4, MKHULU, 1200 - *Matukane*

463. Thabo Frans Lefakgomo - 900102 5705 087 - P O Box 381, LADANNA, 0704 - *Tshabalala*

464. Rorisang Mochedi Matlalepoo - 971128 5065 085 - 4080 Mamahale Tribal Office, POLOKWANE, 0700 - *Sebati*

465. Leavy Thakgamolapo Sello - 880101 5608 089 - P O Box 2741, KOLOTI, 0701 - *Machabaphala*

466. Laduma Dabula - 920826 5927 087 - P O Box 99, MOUNT FRERE, 5090 - *Soldaat*

467. Jacky Kgantshi Letsoalo - 980823 5297 089 - 665 Moletje Ga Chokwe, POLOKWANE, 0700 - *Legodi*

468. Sipho Sellwen Skosana - 910617 5354 089 - 106 Cross Street, KROONSTAD, 9499 - *Nhlapo*

469. Lungile Selomeletso - 880309 5336 086 - 1396 Nkosi Crescent, SPRUITVIEW, 1425 - *Mpela*

470. Gino Hartogh - 840114 5206 084 - Unit 34, Village 2, PARKLANDS, 7441 - *Kleinsmith*

471. Sibusiso Blessing Hardson Mhlophe - 820910 5483 084 - Eskom No 82, Annville Farm, DANNHAUSER, 3080 - *Kunene*

472. Thembelani Seluleko Zamisa - 990131 5723 080 - Ntunda-Village, Grange, ESTCOURT, 3310 - *Sithole*

473. Thabo Adalbero Phungula - 861016 5414 085 - Ward 17, Mfazazane Location, UMTHWALUME, 4186 - *Mokoena*

474. Wanda Siphika - 810601 6144 088 - Mkapusi Area, LADY FRERE, 5410 - *Klaas*

475. Nthabiseng Raesetse Mokgalaka - 981030 0542 084 - Mashung Village, GA-NKWANA, 0740 - *Kupa*

476. Skhofa Jacob Ngomane - 721221 5365 085 - 4156 Extension 2, MHLUZI, 1053 - *Diago*

477. Rekima Bibi Sayed - 730110 0170 088 - 8 Stanford Brooke, 77 Gertrude Street, Fountainbleau, RANDBURG, 2194 - *Namdharie*

478. Tshwaro Tumelo Mogorosi - 011227 5064 080 - 3757 Leqware Street, Galeshewe, KIMBERLEY, 8345 - *Mojanaga*

479. Malesela Webster Maunatlala - 860308 5701 087 - P O Box 488, BOCHUM, 0790 - *Mohloding*

480. Dillan Baatjes - 940322 5497 087 - 61 Goeie Hoop Street, HEINZ PARK, 7785 - *Conradie*

481. Poloko Eunice Motlhacwi - 940408 0502 086 - 11 B Mangope Avenue, PAMPIERSTAD, 8566 - *Mokgosi*

482. Matome Edward Ramahuma - 860102 5802 080 - P O Box 268, INDERMARK, 0790 - *Seemola*

483. Piet Tshokolo Monyamane - 911024 5554 082 - 1533 Mandela Park, EDENVILLE, 9535 - *Jinika*

484. Nokwanda Princess Mbedu - 010420 0397 081 - 2094 Kwapata Mtaliyane, PIETERMARITZBURG, 3200 - *Mchunu*

485. Madimetja Michael Kekae - 900330 5922 085 - No 248, Sepaorane Village, MAPELA, 5610 - *Maeba*

486. Qhawe Phakamisa Ngqandu - 920507 5652 087 - Unit 1004, Lugelweni Location, MOUNT AYLIFF, 4735 - *Mani*

487. Ashleigh Francis Van Den Berg - 980703 0107 089 - 15 Plasket Street, GRAAFF-REINET, 6280 - *Kingwill*

488. Makhosandile Eric Mnqokoyi - 780125 5728 085 - Mvenyane Area, MATATIELE, 4730 - *Maqhashalala*

489. Hymereal Olivier - 961028 5168 081 - 35 Dennisig Farm, Greenhaven, GROOT BRAK RIVER, 6525 - *Smit*

490. Moleboheng Portia Leeto - 890703 1006 081 - 32 Kruger Street, ZEERUST, 2563 - *Matlhare*

491. Latani Portia Madou - 840921 0272 089 - Muswodi Village, MUSINA, 0900 - *Thiba*

492. Tshifhiwa Mutondwa - 911014 5805 089 - Maniini Village, THOHOYANDOU, 0950 - *Ramabea*

493. Mvuyelelo Benedict Duma - 960930 5762 089 - Fountain Area, UMZIMKULU, 3297 - *Ngubo*

494. Lesego Mahloele - 981031 5306 087 - Pv 7125, Vergenoeg, SAULSVILLE, 0100 - *Musiameli*

495. Bongani Khosa - 011124 5448 084 - 739 B Benfarm, PHALABORWA, 0100 - *Mabaso*

496. Jason Willies Shabangu - 981106 5987 084 - Phokoane Village, NEBO, 1059 - *Zulu*

497. Anele Mnyibashe - 001201 6013 083 - 2397 Matiyantiya, TAKKASTAD, 5370 - *Ntantiso*

498. Shaheeb Hamid - 841101 5235 089 - 344 Summerfield Road, Bayview , CHATSWORTH, 4092 - *Musitafu*

499. Sydney John Olifant - 821031 5193 083 - 12 Imbuya Street, White City, UTRECHT, 2980 - *Howard*

500. Ronelle Glodine Van Staden - 810815 0109 083 - 27 Populier Street, DE AAR, 7000 - *Matela*

501. Sipho Siyanda Mdlalose - 000109 5528 087 - P O Box 446, ESHOWE, 3815 - *Sibiya*

502. Israel Wolfe Mlahleki - 990921 5764 088 - 31 Hlakubela Street, SAULSVILLE, 0125 - *Mashile*

503. Thandi Etheldred Ngoveni - 810523 0432 089 - C 55 Makause, GERISTON, 1401 - *Mambalu*

504. Thulane Goodenough Mthembu - 880901 5418 086 - 14523 Mduduze, KWA THEMA, 1575 - *Tsotetsi*

505. James Leboya Sewelo - 800620 5419 087 - 1059 Nogasports Trust, THABA NCHU, 9780 - *Mpakanyane*

506. Kgaogelo Michael Masola - 980606 5599 087 - Zone B, LEBOWAKGOMO, 0737 - *Sebothoma*

507. Julliet Koena Hlahla - 910406 0822 088 - Stand No 300, Moletjie, GA-HLAHLA, 0700 - *Moloto*

508. Tsheole Zacharia Ditsi - 800424 5769 082 - 2104 Mawasha Street, DOBSONVILLE, 1863 - *Modibedi*

509. Thandolwethu Patrick Ramncwana - 840104 5350 081 - C5130 – 1st Street, KAYAMANDI, 7600 - *Tokwe*

510. Lesiba Ivan Mankgela - 950428 5300 085 - Bolahlongwa Village, LYDENBURG, 0032 - *Gololo*

511. Evan Maphuthi Mpyana - 010112 5357 083 - Dithabaneng Village, MPHAHLELE, 0735 - *Mphahlele*

512. Luyanda Mazibuko - 010801 5554 083 - Enkomokazini Area, LOSKOP, 3330 - *Manyoni*

513. Vatiswa Ntombovuyo Sono - 630928 0796 086 - 192 Konjwa Street, Zondi 2, JOHANNESBURG, 2001 - *Simelane*

514. Siphiwe Michael Mathobela - 690822 5512 084 - 23 Lootsberg Street , Rondebult, GERMISTON, 1434 - *Sithole*

515. Mbonisi Maxwell Nsundwane - 871205 5558 086 - Ngodini Loskop, ESTCOURT, 3310 - *Mvelase*

516. Thapelo Dean Mophethe - 000829 5591 088 - 4441 Pitsi Street, DUDUZA, 1496 - *Mamitwa*

517. Modise Nkhuna - 000331 5477 087 - Selosicha Village, JERICHO, 2546 - *Mothapo*

518. Monde Ennock - 001210 5591 080 - Marikana Area, HERMANUS, 7200 - *Valelo*

519. Thomas Pholoma - 010824 5660 080 - Stand No 585, Ramajowe, BOTLOKWA, 0812 - *Kgwale*

520. Lucky Kobo - 010801 5828 081 - 319 B Luckau, Extension D, MOGAUNG, 0470 - *Thubana*

521. Bayanda Shaun Nene - 011003 5171 088 - 29 Samsunder Road, ISIPINGO RAIL, 4100 - *Buthelezi*

522. Phumulo Ntlai - 010924 0576 081 - 1458 Block F, ALIWAL NORTH, 9750 - *Kojana*

523. Nduduzo Sangweni - 001118 5521 082 - Matimatolo Area, GREYTOWN, 3250 - *Vuma*

524. Sibusiso Nkosi - 010830 5626 088 - 260 Nzola Section, KATLEHONG, 1431 - *Nxumalo*

525. Sonqoba Mbashe - 011122 5110 084 - 13 Binty Dixon Road, ESCOMBE, 4094 - *Nkosi*

526. Tumelo Keith Seroka - 020119 5348 085 - P O Box 1280, MARBLE HALL, 0450 - *Boshielo*

527. Kemishi Nkgoweng - 760605 5845 082 - Private Bag X3035, MPHAHLELE, 0236 - *Mahlagaume*
528. Ncamsile Precious Duma - 881105 0674 086 - A 1067 Duma Road, LINDELANI, 4300 - *Ntuli*
529. Fisokuhle Sandile Zondo - 970405 5862 088 - 2866 Matla Street, Thokoza, ALBERTON, 1426 - *Dlamini*
530. Cecilia Nthabiseng Khanye - 800528 0368 086 - 715 Damonsville, BRITS, 5250 - *Ditshego*
531. Nokwazi Nyezi - 780616 0705 086 - 120711 Itlwelenye Area, INANDA, 4309 - *Mtshali*
532. Sbongiseni Ayanda Msomi - 850907 5275 083 - H 1 Mndweza Road, INANDA, 3887 - *Shembe*
533. Muzi Innocent Ngcobo - 010927 5725 082 - 796 Area 2, Danise Road, INANDA, 4309 - *Masondo*
534. Njabulo Ngwenya - 010502 5757 086 - St Katherimo School, 43 Escombe Avenue, JOHANNESBURG, 2001 - *Ngubane*
535. Thabo Linda Khumalo - 010930 5397 084 - 7056 Exrtension 2, ORANGE FARM, 2100 - *Sikhosana*
536. Tirelo Moropane - 991026 5561 085 - D 1297 Extension 10, ZITHOBENI, 1024 - *Masemola*
537. Sekgala Pricilla Makhura - 940506 0682 087 - P O Box 403, BOCHUM, 0710 - *Rampa*
538. Nobuhle Mamusi Mabuza - 971216 0232 089 - 828 Bina Street, Zithobeni, BRONKHORSTSPRUIT, 1024 - *Malinda*
539. Themba Buthelezi - 781014 5251 083 - 1605 Zihlangu Street, THOKOZA, 1426 - *Radebe*
540. Ongama Loyiso Cabangokuhle Sigudla - 980228 5044 087 - 611 Ngwanitsi Street, KWA-GUQA, 1030 - *Magobeni*
541. Silelimpilo Siphesihle Zondo - 981205 5348 089 - 196 Emafusini Location, DANNHAUSER, 3080 - *Magwaza*
542. Lisanda Ntokozo Muziwoxolo Sigudla - 900823 5637 083 - 611 Ngwaritsi , Extension 2`, KWA-GUQA, 1039 - *Magobeni*
543. Nthabiseng Mpanza - 950304 0571 089 - 7413 Tsotetsi Street, THOKOZA, 1426 - *Motloung*
544. Lucky Sikhumbuzo Mthethwa - 811220 5303 089 - Ndakeni Area, RICHMOND, 3700 - *Nkabinde*
545. Itumeleng Bolivia Phalane - 910810 0577 081 - 85 Woburn Avenue, 47 Golan Heights, BENONI, 1500 - *Morema*
546. Motebang Meshack Lebeko - 950419 5928 082 - M661 Thusanong Location, LADYBRAND, 9745 - *Tlabaki*
547. Lucky Paul Thembu - 810809 5708 080 - Ralerata, RANDFONTEIN, 1750 - *Themba*
548. Lefi Nkgadima - 941203 5486 081 - 82 Section 9, REFILWE, 1000 - *Makunyane*
549. Nkozinathi Nhlanhla Matabane - 891117 5275 080 - 9811 A Nkwanca Street, ORLANDO WEST, 1804 - *Nkosi*
550. Sindephi Daniel Moqomo - 870525 5012 086 - 11298 Bhontu Street, SOEKMEKAAR, 1985 - *Mapeyi*
551. Thabang Pietros Mxhunya - 850410 5363 082 - 4205 Extension 4, Kokosi, FOCHVILLE, 2915 - *Mokwena*
552. Gugulethu Israel Khuzwayo - 921215 5176 086 - 1284 Capella Street, Devland, FREEDOM PARK, 2100 - *April*
553. Gladys Modiba - 970211 0543 081 - P O Box 2445, MOGALADI, 0786 - *Makgobjane*
554. Phuti Albert Radipere - 870130 5743 085 - P O Box 1792, POLOKWANE, 0700 - *Kubyana*
555. David Kedibone Modiba - 940810 5594 085 - P O Box 2445, MOGALADI, 0786 - *Makgobjane*
556. Mosebjadi Venetia Ralepelle - 980217 0217 087 - P O Box 1470, GA-MOTHIBA, 0726 - *Makgaba*
557. Yanga Manyathela - 990313 5497 085 - 539 Umbrella Street, Greenfields, ALBERTON, 1658 - *Fass*
558. Khumbulani Brian Nyawo - 810824 5876 084 - Godlwayo Area, PONGOLA, 3170 - *Nxumalo*
559. Pule Godfrey Kumalo - 970424 5367 089 - 37172 Thabong, WELKOM, 9463 - *Futhumeza*
560. Portia Sandisiwe Phekula - 931025 0428 087 - 11 Lamani Street, MOSSELBAY, 6500 - *Qola*
561. Weza Selana - 830515 5742 088 - 6412 Willow More Street, Asla Park, MOSSELBAY, 6506 - *Linganiso*
562. Jabulani Bongani Mbambo - 891220 5421 082 - Qoloqolo Location, UMTHWALUME, 4561 - *Mvubu*
563. Johannes Bafana Tongo - 880518 5655 085 - 16454 Extension 12, SOSHANGUVE, 0152 - *Mehlape*
564. Mmathapelo Magabe - 930314 0680 082 - Plot 538, Harry Broany Village, BOSPLAAS, 0400 - *Kubayi*

565. Moses Velephi Tholo - 770124 5635 087 - 2987 Slovo Village, WINTERVELDT, 0198 - *Mabuza*

566. Collen Mokoni - 850725 5658 086 - 46 Phola Park, KWAMHLANGA, 1022 - *Madisa*

567. Lucky Alec Zwane - 900210 5324 088 - 3774 Twatwa East, DAVEYTON, 1920 - *Nyamane*

568. Pamela Mbali Msibi - 880420 0313 085 - 6369 Nicholas Street, ORLANDO EAST, 1804 - *Nhlapo*

569. Mduduzi Vusi Patrick Mabena - 840718 5477 089 - 292 Pink Joy Street, Karino Estate, NELSPRUIT, 1200 - *Lekoloane*

570. Zithulele Lindokuhle Zinhle Sigudla - 881211 5299 083 - 611 Ngwasitsi Street, KWAGUQA, 1030 - *Magobeni*

571. Tshepang Mcdonald Motshabi - 911007 5883 080 - House No 847, Cassel, KURUMAN, 8400 - *Tanke*

572. Johannes Vusi Mbombi - 800819 5665 083 - 3616 Block B, MABOPANE, 0190 - *Mabe*

573. Fisokuhle Sesikhona Hlatshwayo - 900417 5582 082 - Mkhumbane Area, LADYSMITH, 3370 - *Mbatha*

574. Avuzwa Vuyokazi Twetwa - 960527 0642 082 - 8071 Fani Street, THOKOZA, 1426 - *Gusha*

575. Hope Dimakatso Mokgako - 011022 0225 087 - 25173 Mncube Street, KWA THEMA, 1578 - *Mhlungu*

576. Thabang Shaddy Modike - 971205 5572 086 - Kgapane Hospital, Motsinoni Village, MODJADISKLOOF, 0836 - *Rangwato*

577. Thabile Felicia Nxele - 981117 0681 085 - 1760 Glebe, INANDA, 4300 - *Siyaya*

578. Mongezi Jali - 880102 5408 082 - P O Box 4526, DURBAN, 4001 - *Msizazwe*

579. Aaron David Mondlane - 581023 5803 084 - 3852 Zone 12, LETLHABILE, 0264 - *Mtetwa*

580. Xolani Thokozisa Xulu - 920707 5030 082 - Nkomakazini Area, LOSKOP, 3330 - *Mazibuko*

581. Stanley Thokozani Sibanyoni - 811217 5643 084 - 2702 – 16th Street, Mzinoni Township, BETHAL, 2310 - *Mthimunye*

582. Bongani Eunice Baba - 921218 0394 084 - 31 Jimmy Kennedy , Heidedal, BLOEMFONTEIN, 9300 - *Mere*

583. Nkululeko Mlungisi Soko - 830726 5350 083 - 1875 – 7th Street, Mzinoni Township, BETHAL, 2310 - *Tugwana*

584. David Mbuyiseni Kumalo - 771009 5443 088 - 6342 Extension 9, Alexandra Township, ALEXANDRA, 2010 - *Mpanza*

585. Nomaswazi Khanya Marago - 990608 0351 082 - 2132 Tsolo Street, RATANDA, 1441 - *Xulu*

586. Nomagugu Kegorapetse Sibuli - 960416 0524 088 - 3451 Nancy Street, Green Village, RANDBURG, 2125 - *Makgopela*

587. David Kgaugelo Mashaba - 860508 5490 082 - 310 Extension 12, Protea Glen, SOWETO, 1819 - *Moganedi*

588. Maxwell Sipho Radebe - 750410 6284 080 - B 1938 Fox Nkanyanga Road, UMLAZI, 4031 - *Cele*

589. Monamodi Masilo - 940602 5345 083 - 6269 Harry Gwala Street, Extension 7, RATANDA, 5712 - *Malatji*

590. Daphney Tsakane Malahlela - 861226 0987 080 - 1585 Bilankulu , WINTERVELDT, 0198 - *Makhubela*

591. Noluthando Nompilo Gwamanda - 010916 0177 084 - 1803 Unit 14, Imbali, PIETERMARITZBURG, 3200 - *Bhengu*

592. Sinethemba Nqobile Ndlovu - 010801 0218 080 - Unit EE, PIETERMARITZBURG, 3200 - *Nkabini*

593. Vukani Khanyisani Mbatha - 000429 5574 083 - 6142 Mndozo Farm, OSIZWENI, 2952 - *Zulu*

594. Koena Moremi - 000815 0954 082 - A 0023 Bavaria, Ga-Mathapo, MOKOPANE, 0600 - *Mphela*

595. Makgoadi Annitjie Phaladi - 970407 0168 081 - 26 Missouri Street, POLOKWANE, 0699 - *Maloba*

596. Donald Mabule Mokadi - 950402 5414 089 - P O Box 5163, CHUENESPOORT, 0745 - *Moleke*

597. Tshidiso Kenneth Thulare - 920327 5562 081 - 7256 Extension 6, BELA BELA, 0480 - *Manganye*

598. Kagiso Lenaka Madisa - 950815 5431 086 - Stand No 117, DENNILTON, 1031 - *Magana*

599. Moris Lesofe Mashifane - 791028 5283 084 - 158 Flora Haase Road, Amorosa, GROBLERSDAL, 1724 - *Lefika*

600. Bonginkosi Yolwa - 790202 6567 081 - P O Box 100, TSOLO, 5170 - *Sikwatsha*

601. Sello Vuyisile Handsome Mtolo - 890524 5423 084 - 40 Bridington Road, DURBAN, 4001 - *Mazibuko*

602. Bongi Ndlovu - 910719 0443 089 - 1237 Mathe Place, LAMONTVILLE, 4020 - *Sibiya*

603. Katlego Nhlapho - 960927 5589 082 - 8088 Skiruk, BELA-BELA, 0480 - *Nkomo*
604. Elias Modisaotsile Peloeole - 860512 5579 084 - 1614 Mosing Street, PAMPIERSTAD, 8566 - *Moheta*
605. Rodney Morwankolo Maapola - 780810 5916 083 - Mogogo Location, ZEBEDIELA, 0300 - *Bapela*
606. Reatlegile Gideon Malekanyo - 960108 6134 083 - House No 85 H, Maphoitsile, PAMPIERSTAD, 8566 - *Mareko*
607. Kabelo Sebapu - 000625 5832 088 - 10072 Strydkraal, APEL, 0700 - *Thobejane*
608. Daniel Itumeleng Moremedi - 790405 5264 085 - Phakedi Section, Mokgola Village, ZEERUST, 2880 - *Mogapi*
609. Sipho Nhlanhla Nyawo - 890507 5543 084 - C23534 Nzima Street, EZAKHENI, 3370 - *Mlaba*
610. Siyanda Theophelus Ngcobo - 970524 5415 083 - 50 Hambanathi Road, Hambanathi Township, TONGAAT, 4399 - *Tiyane*
611. Norman Ntozakhe Mbatha - 690312 5732 080 - P O Box 1943, ULUNDI, 3838 - *Khanyile*
612. Lebamang Shadrack Moeletsi - 720802 5953 086 - 811 Ratanang Street, SIMUNYE, 1779 - *Tsupane*
613. Temoso Mothusi Gasekoma - 970611 5265 087 - House No 195, Unit 1, PUDIMOE, 8581 - *Mtabane*
614. Lehlohonolo Morotolo - 990612 5127 083 - 3412 Khumalo Street, WATTVILLE, 1541 - *Nkali*
615. Riaan Van Wyk - 010902 5064 089 - 3 Red Bishop, VAN RIEBEECK PARK, 1619 - *Du Preez*
616. Siseko Dlungwana - 000916 5824 088 - Bazini Location, CREIGHTON, 5282 - *Magoso*
617. Welcome Khethukuthula Mabuza - 940923 5824 087 - Stand No 419, Jeppies Reef, MALALANE, 1331 - *Magagula*
618. Likhaya Wolfkop - 000128 5913 081 - Cenyu Village, STUTTERHEIM, 4980 - *Rala*
619. Nqobile Promise Khumalo - 000812 0725 083 - 6139 Extension 6, WESSELTON, 2331 - *Dladla*
620. Mangaliso Blom - 990514 5693 082 - 26 Wabeni Street, DUNOON, 7441 - *Nondlwana*
621. Sandile Austin Ndlala - 930814 5779 085 - Stand No 5, BOSCHFONTEIN, 1331 - *Mashaba*
622. Simiso Qinisani Dlodlo - 990804 5679 086 - Esigangeni Area, LOUWSBURG, 3150 - *Mtshali*
623. Sifundo Mkhize - 950528 5810 080 - 2539 Mbozamo Road, INANDA, 4310 - *Gcwensa*
624. Lindiwe Cyvia Ndlovu - 891010 0913 088 - Faye Location, DALTON, 3136 - *Buthelezi*
625. Kopano Edison Difero - 920805 5499 081 - 793 Moloi Street, MOLETSANE, 1868 - *Khumalo*
626. Bongani Mabena - 820620 5933 083 - 11395 Mathebula Street, TSAKANE, 1550 - *Nhlapo*
627. Brodness Ndumo Dube - 960306 5752 083 - P O Box 194, ALLDAYS, 0909 - *Machethe*
628. Kgopotso Hellen Marokane - 910220 0429 087 - 115 Zone 1, SESHEGO, 0742 - *Mojela*
629. Busisiwe Charlotte Mhlanga - 980209 0383 084 - P O Box 133, TZANEEN, 0850 - *Ntimana*
630. Lungelo Bless Ngubo - 940609 5938 080 - Slanaspruit Location, PIETERMARITZBURG, 3200 - *Zondi*
631. Vusumuzi Wiseman Nkosi - 730910 5646 085 - 6930 Section 4, MADADENI, 2951 - *Mkhize*
632. Thakadu Abel Rens Bogale - 680516 5847 084 - 441 I Marokolong, HAMMANSKRAAL, 0010 - *Mokoena*
633. Lindokuhle Mhlonipheni Mtshali - 980530 5485 081 - Kwesamathongo Area, HLUHLUWE, 3960 - *Buthelezi*
634. Andile Ndiyata - 850307 5730 080 - Ward 05, Kwa Machi Location, HARDING, 4682 - *Ngidi*
635. Thembelani Benedict Ngcobo - 940723 5748 082 - Elandskop Location, PIETERMARITZBURG, 3200 - *Gumbi*
636. Mahlomola Aubrey Lekalakala - 891012 5194 086 - 13 Anchorstone, Stone Ridge, CENTURION, 1632 - *Ramabi*
637. Phumlani Aubrey Mthembu - 790312 5091 080 - 9543 Phahla Street, DURBAN, 4001 - *Mdleko*
638. Sthembiso Charles Luthuli - 970102 5867 080 - B 160 Egugwini Road, NTUZUMA, 4354 - *Sibiya*
639. Sithembiso Dlamini - 000731 5823 083 - No 7 Oak Avenue, KLOOF, 3610 - *Zungu*
640. Mandisa Michelle Zaca - 000127 0585 084 - 797 Riverdene, NEWLANDS WEST, 4637 - *Mbatha*

641. Norally Mpho Maluleka - 010611 0149 080 - 2193 Extension 1, SOSHANGUVE, 0152 - *Sithole*

642. Sanele Manze - 870120 5752 087 - 814 Cobra Street, Phase 3, Diepkloof, SOWETO, 1864 - *Kapa*

643. Oupa Dedrick Khotego - 950921 5735 086 - 052 Rdp, ONERWACHT, 1000 - *Ngobeni*

644. Thapelo Moses Molamu - 980719 5479 083 - 3519 Zone 10, WARRENTON, 8530 - *Kgwele*

645. Mzimkhulu Mafa - 941129 5830 087 - 6922 Phase 4, BLOEMFONTEIN, 9323 - *Mhlonyane*

646. Mxolisi Samukelo Njomo - 990629 5546 088 - Z 3 B 37, TAFELKOP, 0100 - *Malau*

647. Vuyani Siphiwe Mapumulo - 920317 5856 088 - Porldumford Area, ESKHAWINI, 3887 - *Luvuno*

648. Vusi Ndzalama Makhubele - 001204 5646 085 - 23 – 3rd Avenue, Extension 7, PRETORIA, 0001 - *Mkhabele*

649. Dingane Donald Matla - 831216 5811 085 - 1401 Bolata, WITSIESHOEK, 9870 - *Moloi*

650. Boitumelo Mathapelo Portia Bontes - 910812 0425 089 - 88 Mofokeng Street, HOOPSTAD, 9479 - *Mabilo*

651. Reabetswe Rachel Ratladi - 990125 0874 088 - 6560 Sikhonde Street, MAMELODI WEST, 0122 - *Selwane*

652. Njabulo Happy Sikakane - 970425 5169 086 - 10 – 98 Roosvelt Street, ALEXANDRA, 2000 - *Malinga*

653. Tshepo Britley Chiwala - 850921 5637 085 - 7777 Kuze Street, MOHLAKENG, 1759 - *Khalapa*

654. Ayanda Hlulekani Makhuvele - 010818 0133 085 - P O Box 3540, GIYANI, 0826 - *Khosa*

655. Owen Mothoa - 980115 5569 082 - P O Box 91, GOMPIES, 0631 - *Kekana*

656. Khulakahle Luyanda Kobeli - 970125 5328 084 - 147 Avoca Hills Drive, DURBAN, 4001 - *Gumede*

657. Bright Tumisho Maimela - 980802 5738 086 - P O Box 6161, DRIEKOP, 1129 - *Mokoena*

658. Kwena Elvies Morwane - 890710 5985 087 - 3398 Mahogany Street, Olievenhoutbosch, CENTURION, 0167 - *Morukhuladi*

659. Mapula Linky Maphosa - 910911 0470 085 - 6492 Extension 5, BELA-BELA, 0480 - *Masenya*

660. Sindisiwe Thandeka Mthembu - 920204 0547 088 - Sergeant Street, GREYTOWN, 3250 - *Mbambo*

661. Cameron Jordan Oakes - 010224 0079 081 - Cliffview Street , Unit 1, WELGELEGEN PARK, 1709 - *Jasmin*

662. Ndomelele Sotshononda - 801110 5673 080 - 28 Venice, CENTURION, 0165 - *Mdoyi*

663. Nonhlanhla Ngubo - 960704 5776 088 - Mn Cweba Location, UMZIMKULU, 3297 - *Nomlala*

664. Frans Hochani Rathoko - 000908 5346 089 - House No 7741, Extension 8 B, ORANGE FARM, 1841 - *Matsinhe*

665. Tshepo Mc Genius Ntshili - 990211 5492 082 - 3 Nyala Street, Doorn, WELKOM, 9439 - *Tsoeute*

666. Lebohang Gift Thoeleng - 000307 5670 087 - M 2995, LADYBRAND, 9745 - *Bothman*

667. Hlalele Ivan Pheto - 010327 5800 086 - 44 Mmule Street, POTCHEFSTROOM, 2520 - *Maliele*

668. Vuyani Sidwell Modise - 010426 5940 080 - 3781 Monyakeng, WESSELTON, 9642 - *Mhlafu*

669. Msibi James Motsili - 680809 5552 089 - 1269 Masodi Village, MOKOPANE`, 0600 - *Msibi*

670. Mahlareni Wilson Mojela - 931021 5651 088 - 50166 New Stand, BAKENBERG, 2611 - *Rebombo*

671. Nqobile Trevor Koalane - 931215 5454 085 - Smpilo Location, PIETERMARITZBURG, 3200 - *Khumalo*

672. Mfan'zile Derrick Mashele - 810128 5855 084 - 4181 Extension 6, HENDRINA, 1098 - *Mzinyane*

673. Lifa Manqoba Sipho Nhlabathi - 920131 5331 087 - P O Box 307, ELUKWATINI, 1192 - *Mndebele*

674. Tshepang Kenneth Rakabinyane - 000224 5567 082 - 18020 Extension 8 C, SOSHANGUVE, 0152 - *Monyebodi*

675. Mareka Amos Tshabalala - 660901 5559 083 - 3 Park Cresent, GERMISTON, 1401 - *Mmako*

676. Bathandwa Eureka Makuluma - 970808 0934 085 - 754 Nashu Street, Nu 7, Motherwell, PORT ELIZABETH, 6001 - *Nqabeni*

677. Lungile Mboto - 710726 5090 080 - Kalinyanga Area, NGCOBO, 5050 - *Qaziyana*

678. Sithembiso Charles Mbatha - 781228 5902 087 - H 2653 Mhlalankosi, ESIKHAWINI, 3900 - *Mthethwa*

679. Bhekuyise Thobias Sosibo - 781201 5417 083 - Masimini Location, IXOPO, 3276 - *Gumede*

680. Zamani Phillip Shabane - 740406 5571 082 - 621 Ubuntu Close, SPRINGFIELD, 4091 - *Mkhize*

681. Oratile Etabogile - 970925 5044 080 - House No 35, TAUNG, 8584 - *Sima*

682. Minenhle Lungelo Mchunu - 950920 5324 081 - 921 Liberty Grande, 37 Townsend Road, GOODWOOD, 7460 - *Duma*

683. Senzo Nowalaza - 940827 5472 088 - Mbukeni Ward 03, MOUNT AYLIFF, 4735 - *Ngcobo*

684. Siphiwe Roncah Mbhele - 810119 5306 087 - Ezimketheni Location, PIETERMARITZBURG, 3200 - *Mkhize*

685. Thembinkosi Dlamini - 910925 5760 084 - 1233 Manage Road, Imbali Unit 1, PIETERMARITZBURG, 3200 - *Mchunu*

686. Cletus Thokozani Dlamini - 770915 5974 081 - Empophomeni Location, PIETERMARITZBURG, 3200 - *Buthelezi*

687. Sandiswa Lusanda Khuzwayo - 990708 0147 082 - 34 Valley View Road, Beacon Hill Country Estate, BISHOPSTOWE, 3201 - *Shezi*

688. Bandile Mangaliso Gubese - 010926 5095 082 - 404 Unit 15, Imbali, PIETERMARITZBURG, 3200 - *Kunene*

689. Asanda Cynthia Mqhele - 831030 0438 087 - 3412 Bishop Street, Langaburg, MBEKWENI, 7626 - *Jacobs*

690. Siyasanga Patuleni - 840328 5550 081 - 19 Willemhell Close, Parklands, CAPE TOWN, 7441 - *Thomas*

691. Luwezile Mbashe - 740101 8682 081 - 05 Adelaide Tambo Street, BREDASDORP, 7280 - *Jam Jam*

692. Katleho Mahoa - 910719 5389 089 - 61 Mlahatsi, KATLEHONG, 1431 - *Mokone*

693. Miza Gloria Halati - 970924 0128 089 - 1 Akasi Street, ODENDAALSRUS, 9480 - *Tyanase*

694. Sabelo Clive Cecil Phiri - 890820 5326 081 - 1/9605 Autumn Ridge, Nomndeni Park, Extension 18, ERMELO, 2551 - *Haraba*

695. Percy Ngcobo - 730904 5949 086 - 818 Vincent Road, SOWETO, 1852 - *Teffo*

696. Npho Sakhele Gift Mongala - 870619 5305 085 - 3075 Motaung Street, Duduza, NIGEL, 1496 - *Mntambo*

697. Fanyana Joseph Ncebesha - 820517 5372 082 - 9487 Vanderbilj Park, MBIBANE, 1900 - *Mahlangu*

698. Bongumusa Khumbulani Mbatha - 851115 5371 089 - Dlabane Area, CELA, 3866 - *Mthembu*

699. Shaun James Sifiso Khuzwayo - 970829 5934 086 - 2156 Section G, MAMELODI WEST, 0152 - *Mnisi*

700. Bryan Armando Scelo Sibiya - 970615 5469 086 - 132 Risegate Drive, SOUTHGATE, 4668 - *Ngcobo*

701. Bonga Innocent Mbongwa - 920820 5310 089 - 290260 Elandskop, PIETERMARITZBURG, 3200 - *Vezi*

702. Zekhethelo Akhona Ntaka - 000822 1372 082 - Lindokuhle Location, HARDING, 4680 - *Xolo*

703. Ngoako Makwetja - 991117 0739 089 - B 2 No 288 Siyahlala, Atteridgeville, PRETORIA, 0001 - *Rasedile*

704. Kgothatso Lebogang Letsatsi - 960809 0835 084 - 504 Aquaville Bourke Street, Sunnyside, PRETORIA, 0001 - *Mankga*

705. Nokuthula Luleko Mnculwane - 011220 1408 088 - Eqeleni Area, BERGVILLE, 3350 - *Zimba*

706. Badeline Thandolwethu Mahlangu - 961125 0990 087 - 35047 Moketa Street, Extension 6, MAMELODI EAST, 0122 - *Mamba*

707. Tumisho Malehodu Anibueze - 970414 0684 083 - 1731 Joe Slovo, MARBLE HALL, 0450 - *Thobejane*

708. Mmantsogana Stephina Mphaho - 900526 0620 083 - Stand No 10028, Senoela Village, LEPHALALE, 0555 - *Malete*

709. Khensani Nocry Mathebula - 911219 1087 083 - 48 Wanderers And Leds Street, JOHANNESBURG, 2001 - *Ubisi*

710. Dimakatso Nkonwana - 950820 0371 089 - Luvhola Street, Zone 2, DIEPKLOOF, 1862 - *Makgapheetja*

711. Gladys Kenalemang Mosime - 680125 0708 083 - 1777 Ethembeni Street, KOFFIEFONTEIN, 9986 - *Tlokwe*

712. Mfundo Prince Ndlovu - 000219 5261 082 - Ntabamakhaba Location, BULWER, 3244 - *Mncwabe*

713. Lusindiso Khwili - 940913 6122 086 - 6471 Zonkizizwe, KATLEHONG, 0100 - *Netshifhefhe*

714. Orapetswe Herman Modisane - 010319 5210 085 - House No 10093, Lekutung Section, LESETLHENG, 0374 - *Boikanyo*

715. Mbongeni Emmanuel Maseko - 010912 5051 085 - Stand No 1501, VERENA C, 0451 - *Mashilwane*

716. Lebohang Innocent Makhalotsa - 960612 5563 085 - 18645 Extension 19, JOUBERTON, 1619 - *Madite*

717. Mpilwenhle Luyanda Shabalala - 011007 5436 086 - Kwasobabili, ESTCOURT, 3310 - *Mazibuko*

718. S'phamandla Shadrack Mzelemu - 830613 5834 086 - Mahwaqa Location, Ward 11, UMTHWALUME, 4186 - *Majola*

719. Nokulunga Madalang - 000408 0620 083 - 2483 Gugushe Street, KWA THEMA, 1575 - *Mahlaba*

720. Nathaniel Thabang Maoto - 001013 5313 087 - 32847 Sakkie Street, TSAKANE, 1540 - *Mabuza*

721. Mbali Peace Mavuso - 930912 5584 082 - 6220 / 7 Mvundla Street, Zola 1, SOWETO, 1804 - *Lushozi*

722. Nthabiseng Notia Mgangana - 950129 0129 087 - 9861 Niger Street, Extension 6, COSMO CITY, 0100 - *Pitso*

723. Axolile Mtimde - 940518 5746 080 - Mjika Area, NTABANKULU, 5130 - *Magobodi*

724. Tumelo Innocent Mokoena - 900601 5401 084 - 70 Antbeer Street, Extension 31, GERMISTON, 1400 - *Tsaagane*

725. Sifiso James Phiri - 891105 5736 086 - Stand No 328, Daantjie Trust, NELSPRUIT, 1200 - *Masina*

726. Felix Bannana Falaza - 921126 5468 086 - 418 Phago Street, EMAHLABENI, 1035 - *Makofane*

727. Busisiwe Precious Thema - 781006 0506 081 - 1255 Macisse Street, ROCKVILLE, 1815 - *Mbatha*

728. Lebogang Duncan Setuki - 870509 5630 089 - 20340 Barolong Section, GANYESA, 8613 - *Moeng*

729. Mokgokoloshi Malebo Phasha - 981124 5077 087 - 6510 Oyster Street, POLOKWANE, 0700 - *Madiba*

730. Patrick Mabaso - 890624 5817 085 - 3098 Sphamandla , KATLEHONG, 1432 - *Gwambe*

731. Richard Tumelo Mawai - 890205 5577 083 - Bh 312, Beverly Hills, HEBRON, 0710 - *Maloka*

732. Pepetla Mpho Maleka - 880719 5776 083 - 3140 Zone B, LEBOWAKGOMO, 0737 - *Tema*

733. Phillimon Mziwakhe Mogale - 870713 5572 081 - 7919 Extension 1, Khutsong, CARLETONVILLE, 2499 - *Skhosana*

734. Ratsubane Morgan Peleha - 890621 5478 082 - 4095 K 4 Kutlwanong, ODENDAALSRUS, 9483 - *Mphono*

735. Obakeng Masego Matlakale - 950827 5393 083 - 397 Mmamitlwa, LEFARAGFILHA, 0335 - *Mooketsi*

736. Orineya Evence Nelwamondo - 990605 5400 088 - Tshikuwi Village, MAKHADO, 0955 - *Ramalamula*

737. Thabelo Nepfumembe - 991113 5584 083 - Tshandama Village, MUTALE, 0956 - *Begwa*

738. Sikhumbuzo Frederick Nkosi - 831210 5334 081 - Stand No 1991, SIDLAMAFA, 1332 - *Maphosa*

739. Siboniso Sanele Kunene - 001124 5765 083 - B 3688 Ezakheni, LADYSMITH, 3381 - *Lushaba*

740. Elijah Baloyi - 900319 6050 087 - P O Box 5532, GIYANI, 0826 - *Tshinetise*

741. Bonolo Sexelo Sebaka - 010127 5045 082 - P O Box 1619, CHUENESPOORT, 0745 - *Ledwaba*

742. Samson Jacob Msweli - 800608 5478 088 - Ngozini Location, KWANGWANASE, 3973 - *Mabuza*

743. Mahlatsi Brain Maphoso - 930904 5974 082 - 1190 Zone 10, TEMBISA, 1632 - *Moepya*

744. Sifundo Siyathemba Nyembe - 991011 5514 086 - P O Box 5519, NQUTU, 3135 - *Mtshali*

745. Maphuti Klennie Manyathela - 960229 0457 088 - 2097 Block R, SOSHANGUVE, 0152 - *Kgare*

746. Lisa Dilnot - 001030 0032 082 - 11 Timbavati Street, Christopher Road, ST ANDREWS, 2007 - *Garner*

747. Sifiso Thomas Ndou - 920528 5514 085 - 216 Walter Sisulu Street, PRETORIA, 0001 - *Mokoma*

748. Kwena Japhta Manyathela - 891101 5812 084 - 2097 Block R, SOSHANGUVE, 0152 - *Kgare*

749. George Xolani Nduli - 890627 5511 087 - 2899 Karabo Street, Extension 4, NELLMAPIUS, 0122 - *Tjiana*

750. Siphiwe William Moloi - 790402 5366 085 - 302 Mashemong Section, TEMBISA, 1628 - *Skosana*

751. Simphiwe Gift Andile Lietsela - 810222 5282 082 - 6437 Morailane Street, ORLANDO EAST, 1804 - *Molefe*

752. Barend Bahrie Riet - 930502 5335 088 - 622 Modiakgotla Street, Galeshewe, KIMBERLEY, 8345 - *Selebogo*

753. Tumelo Gabriel Jone - 990208 5115 085 - 6154 Katlehong, FICKSBURG, 9730 - *Poopa*

754. Brian Dhlamini - 011217 5241 085 - 6 Stegman Crescent, KLERKSDORP, 2570 - *Hugo*

755. Raymond Chilies Mohatli - 931019 5060 086 - P O Box 2890, GIYANI, 0826 - *Malatsi*

756. Bongani Kelvin Mokumo - 940215 5684 086 - P O Box 548, Ndindani Section, GIYANI, 0826 - *Nkuna*

757. Thando Hector Radebe - 010303 5748 088 - Unit 89, Edradour Complex, Drakenberg Road, SOWETO, 1759 - *Lushozi*

758. Siyabonga Lockington Siluma - 890325 5215 086 - 498 Siluma Street, Wesselton, ERMELO, 2380 - *Mabizela*

759. Thobelihle Makhanya - 000923 5384 089 - Othulwini Lwezulu Area, GREYTOWN, 3250 - *Ximba*

760. Khuselwa Ndzoyiya - 010908 0348 088 - New City Area, UMZIMKHULU, 3297 - *Nyuswa*

761. Lukas Sipho Fortune - 970412 5286 086 - 43 Luner Avenue, 21337 Wineborg, CAPE TOWN, 8100 - *Sydow*

762. Lawrence Sonwabile Vimbi - 791112 5896 085 - Lusizi Focality , Cebe Area, CENTANE, 4980 - *Maseti*

763. Morinki Ashley Malemone - 960215 0453 086 - Gabrive Area, GA-MOLOI, 1061 - *Mohlala*

764. Moruti Aubrey Magabotje - 750205 5810 087 - Makotse Village, LEBOWAKGOMO, 0737 - *Kgoete*

765. Koketso Petros Mosole - 960402 6102 087 - 1986 Mandela Village, KWAMHLANGA, 1022 - *Mahlangu*

766. Ntokozo Princess Methula - 000509 0826 081 - 1459 Extension 2, KWAZAMOKUHLE, 1098 - *Miya*

767. Pretty Peter Koago - 690617 5679 085 - 22 Ngwakwe Street, KWA THEMA, 1575 - *Msiza*

768. Bankie Percy Makua - 900916 6091 084 - Vleisonburg Village, NEBO, 1059 - *Mokwena*

769. Bhekumuzi Mayise - 001213 5579 089 - Manyamane Area, EMPANGENI, 3080 - *Maphumulo*

770. Muzi Moses Msimango - 890514 5391 084 - 72 Biddulph Street, HARRISMITH, 9880 - *Mathenjwa*

771. Kingsley Tshika Ramalepe - 920503 5777 081 - House No 969, Ga-Makgato, BOTLOKWA, 0812 - *Mathole*

772. Nhlanhla Victor Kutamo - 830717 5749 085 - 299 Thokadu Street, Extension 3, VOSLOORUS, 1475 - *Buthelezi*

773. Minenhle Penelope Cele - 851027 0574 080 - Nomakhazane Location, Ward 15, HIBBERDENE, 4220 - *Mbambo*

774. Precious Nontlantla Nombulelo Nomtyala - 831028 0318 085 - 64 Honeycrest, HONEYDEW, 2070 - *Nduneni*

775. Thando Gladwin Nene - 990409 5196 089 - 471 Gladiator Street, SOWETO, 1717 - *Chauke*

776. Ramakhunou Mokhele - 850625 5464 081 - 4796 Zone 4, DIEPKLOOF, 1862 - *Nyakale*

777. Olwethu Mdutyana - 010916 0372 081 - Betshwana Area, MT AYLIFF, 4235 - *Tentu*

778. Koena Phetus Mokobodi - 920427 5615 085 - Phase 1, Khabo Park, MOLETJIE, 0744 - *Mabotja*

779. Donald Phuti Mokobodi - 890226 5683 085 - Phase 1, Khabo Park, MOLETJIE, 0744 - *Mabotja*

780. Zama Hlengiwe Radebe - 851105 0728 086 - Madundube Area, KWADUKUZA, 4480 - *Magubane*

781. Tshepo James Modise - 971120 5423 083 - 16820 Abrams Street, Extension 16, SOWETO, 1818 - *Sethaba*

782. Thabo Baloyi - 951128 5283 088 - 1731 Mmotla, TEMBA, 1800 - *Hlongwane*

783. Siphiwe Mncube - 931206 5870 081 - Limehill Location, WASBANK, 2920 - *Mvelase*

784. Masixole Mackie - 850628 5366 082 - 9 Hlabati, Swartkops Valley, MOTHERWELL, 6211 - *Doyi*

785. Martha Zanelle Mahlangu - 970512 0450 080 - 823 Block , Mokone, STINKWATER, 0400 - *Motha*

786. Nkosinathi Sibusiso Mthembu - 950808 5683 087 - Vulamehlo Area, NQUTU, 3135 - *Jiyana*

787. Refile Nemakhavhani - 000826 5358 088 - Dzimauli Village, MUTALE, 0975 - *Luvhengo*

788. Keitumetse Valery Xhongi Modiri - 931213 0630 080 - 43 – 11th Avenue, ALEXANDRA, 2090 - *Mosete*

789. Shane Ceejay Stewe - 000830 5351 085 - 29 Scadoxus Crescent, EERSTE RIVER, 7100 - *Smith*

790. Kelebogile Kole Phake - 960910 5606 080 - 7398 Dipela, ROODEKOP, 1401 - *Maleka*

791. Hlomphang Mpanza - 970903 5598 082 - 7413 Tsotetsi Street, THOKOZA, 1426 - *Motloung*

DEPARTMENT OF HOME AFFAIRS

NO. 1133 **23 OCTOBER 2020**

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

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

1. Rossnold Silvester Siyabonga Dlamini - 860513 5712 089 - 1 Protea Costa Smeralda, Marine Drive , MARGATE, 4275 - *Siyabonga Rossnold*
2. Phumzile Mzila - 981031 0605 087 - Hermannsburg Area, HERMANNSBURG, 3258 - *Lisakhanya Thule*
3. Zamahlubi Pectunia Mfeka - 910331 6140 089 - 83 Albert Street, ESTCOURT, 3310 - *Lunga Quinton*
4. Makeba Sime Simon Mosiane - 840623 5421 089 - 1061 Zone 3, ITSOSENG, 2744 - *Makaelo Simeon*
5. Nokwanda Promise Shange - 911214 0292 081 - B 1408 Sambone Road, Ntuzuma Township , KWAMASHU, 4359 - *Nokwanda*
6. Sekwedi Jackson Makgato - 840727 5390 085 - P O Box 527, BOCHUM, 5790 - *Ngoako*
7. Mmapula Adwinah Mabutla - 991230 0690 085 - Koekoek Village, BOCHUM, 0790 - *Mmapula Pretty*
8. Sibanle Innocent Mungwe - 870704 5319 086 - 975 Nxele Crescent, SAVANNAH PARK, 3609 - *Sbahle*
9. Sepeke Jim Phakoe - 000101 6084 087 - 3743 Zone 6, FICKSBURG, 9730 - *Sibheke Jim*
10. Mpho Champe - 931127 0251 087 - 3465 Section G, Palm , SPRINGS, 1984 - *Busisiwe Elisa Mpho*
11. Katiso Malebeni - 000225 5345 080 - 528 Tloome Street, Rammulotsi , VILTJOENSKROON, 9520 - *Wanda*
12. Sibusiso Motau - 980805 5655 085 - Stand No 263, BOEKENHOUTHOEK, 0458 - *Trosi Sbusiso*
13. Nthabileng Kotelo - 880305 0811 081 - 3599 Joe Gqabi Location, ALIWAL NORTH, 9750 - *Nthabeleng*
14. Almina Vilanculos - 990326 0399 080 - 18862 Extension 19, Embalenhle , EVANDER, 2280 - *Almina Snethemba*
15. Nonkululelo Mnintyane - 961220 0385 089 - 39036 Freedom Square, Mangaung , BLOEMFONTEIN, 9300 - *Nonkululeko*
16. Granny Naveed - 840120 0520 080 - 11196 Makgale Street , Majemantsho Village, MMABATHO, 2735 - *Nada Granny*
17. Danie Indja Masseka - 950824 5331 080 - 6605 Extension 39, MMABATHO, 2745 - *Daniel*
18. Judith Hluphi Masangu - 701226 1045 080 - 561 Verena A, VERENA, 1058 - *Priscilla Nobuhle*
19. Austia Navenia Basson - 980807 0422 081 - 50 Johndrons Field, New Woodlands , MITCHELLS PLAIN, 7789 - *Zaida*
20. Nqobile Nkosiyane - 000422 0134 086 - 36 Paul Kruger Street, Monument , KRUGERSDORP, 1739 - *Nqobile Melissa Ntokozo*
21. Nonhlanhla Eunice Mhlungu - 780908 0405 084 - 2692 Taloubonh Street, ORLANDO EAST, 1804 - *Nonhlanhla Nokubonga*
22. Molokeng Gladness Mashile - 890320 0784 087 - Stand No 20026, GRAIGIEBURN, 1360 - *Lethabo Gladness*
23. Thebeitsile Kgosiejang - 891209 5771 083 - B 109 Itsoseng Street, GANYESA, 8613 - *Thebeitsile Gorden*
24. Kholofelo Fordriccah Mahlake - 810123 0537 084 - Glen Cowie, NEBO, 1061 - *Kholofelo Favoured*
25. Bongiwe Lungi Nkuna - 790530 0733 089 - B 248 Illovo Winklespruit, AMANZIMTOTI, 4126 - *Lunga Bongiwe*
26. Sindile Dinge - 980227 5155 083 - 15 Eland Place, EAST LONDON, 5241 - *Nqaba*

27. Boipelo Betty Mnizi - 000124 0483 089 - 25540 Mabhida Street, Extension 7 , MAMELODI EAST, 0122 - *Boipelo Reatlegile*

28. Mickyla Mitchell - 990607 0153 084 - 52 Bamboo Lentegeur, MITCHELLS PLAIN, 7785 - *Mickayla*

29. Johannes Maphepa - 010213 5833 089 - 1605 Zone 1, SESHEGO, 0742 - *Johannes Mabusha*

30. Ethel Sonono Khoza - 701219 0549 087 - 443 Camelcresent, Diepsloot Extension, Phase 2, SOWETO, 1864 - *Gobisa Ethel*

31. Florian Mosebo Mokhachane - 941004 6031 086 - 2154 Obed Nkosi, Ratanda , HEIDELBERG, 1441 - *Florian Mosebo Mpho*

32. Ziphesihle Zenith Sithole - 891010 0592 080 - 5625 Vlakfontein, PROTEA, 1829 - *Ziphesihle Frieda Zenith*

33. Mogammad Tashreeq Davids - 991217 5022 083 - 99 Kimberley Street, Goodwood , CAPE TOWN, 8000-*Tashreeq*

34. Tumelo Happy Manganye - 991003 5152 082 - 2274 Extension 4, ,MOKGOPHONG, 0560 - *Tumelo Simon*

35. Tshepang Qwanya - 941010 5216 081 - 993 Extension 4, WHITTLESEA, 5360 - *Thembani*

36. Tony Mampuru - 580628 5953 084 - 7340 Moeketsi Street, MAMELODI WEST, 0122 - *Morwasfing Tony*

37. Nokuzola Jane Cata - 800803 0741 081 - No 0707 York House, Coner Kerk K Rissik Street , JOHANNESBURG, 2000 - *Nokuzola Zolani – Mampondomise*

38. Wiseman Songeza Nogaxa - 890413 5522 089 - 25 Vincent Road, TURFFONTEIN, 2190 - *Busobengwe Songezo*

39. Lydia Masifuro Shiko - 960908 0130 080 - 20157 Steve Biko, LEPHALALE, 0555 - *Lydia Masifuro Kgothatso*

40. Ntombentsha Siwayi - 910320 0738 089 - Mzantsi Location, KING WILLIAMS TOWN, 5600 - *Nolubabalo*

41. Mpho Moloto - 960816 5838 088 - Ga – Phahla, DRIEKOP, 1129 - *Kabishi Mpho*

42. Kebogile Julia Thobedi - 860526 0317 084 - 7889 Mauritius Street , Extension 6 , COSMO CITY, 2188 - *Kelebogile Julia*

43. Daphney Owame Mphagele - 851006 0403 086 - 0374 Phiring Section, Mfidikwe , RUSTENBURG, 0311 - *Daphne Owame*

44. Radimpone John Matshe - 800216 5898 089 - 157 Zone 3, ITSOSENG, 2744 - *Sentle Radimpone John*

45. Butini Makhubela - 011030 6176 089 - 116 Biko, LULEKANI, 1392 - *Butini Tshepo*

46. Nomalwande Ngaleka - 990510 1521 087 - Tr – 1416, Nonkqubela Street, Site B, KHAYELETSHA, 7784 - *Nomalwande Asive*

47. Pretty Bongeka Notshokovu - 880921 0206 088 - 19220 Ellias Street, Moptaledi , MANDELA PARK, 7784 - *Pretty*

48. Roger Manuel - 910420 5117 089 - 19 C Johnvlei Walk, HANOVER PARK, 7780 - *Ayaan*

49. Afrika Jakuja - 980323 0920 082 - Lunge Lweni Aa, MOUNT AYLIFF, 4735 - *Lisakhanya*

50. Thulani Lovelock Kumalo - 841006 5655 089 - 5623 Tshabalala Street, ORLANDO EAST, 1804 - *Thulani*

51. Nkosinomusa Mfanubaba Mbuyazi - 990910 6021 085 - Po Box 445, MTUBATUBA, 3935 - *Nkosinomusa Sanele*

52. Glovanni Curtis Hardy - 890528 5168 086 - 18 Osprey Street, Rosedale , UITENGAGE, 6229 - *Giovanni Curtis*

53. Nokulunga Khanyisile Pearly – Grace Ngcobo - 891002 0582 088 - 1388 A Meadlands , Zone 9 , SOWETO, 1852 - *Nokulunga Khanyisile*

54. Sivagami Thorp - 701207 0121 080 - 20 Argosy Street, Impala Park , BOKSBURG, 1459 - *Sivagami Pearl*

55. Anna Christina Venter - 700527 0117 080 - 41 Barend Wessels, N P Van Wyk Low Street, Langehoen Park, BLOEMFONTEIN, 9330 - *Anina Christia*

56. Patricia Abdulatief - 550103 0012 084 - 47 Jason Crescent, Woodlands , MITCHELLS PLAIN, 7789 - *Shahieda*

57. Percy Anthony Singh - 540817 5057 082 - 40 Flamingo Drive, DUNDEE, 3000 - *Ahmed*

58. Liesbet Jokwana - 540222 0194 081 - 624 James Street, MOSSEL BAY, 6530 - *Elizabeth*

59. Gert Witbooi - 880722 5196 088 - 490 Brooibok Street, GROOTDRINK, 8822 - *Gert Bill Trompie*

60. Maryka Van Der Westhuizen - 840823 0067 081 - 578 Jacqueline Drive, GARSFONTEIN, 0081 - *Grace Amelia Maryka Adam's*

61. Johanna Wilhelmina Prinsloo - 850513 0046 089 - Eensgesind, Koekenaap , VREDENDAL, 8160 - *Kiarah*

62. Natasha Van Rooyen - 860620 0179 089 - 669 Cypress Road, Ruimsig , ROODEPOORT, 1723 - *Natlee Moonflower*

63. Garth Donovan Lawrence - 860107 5135 084 - 38 Arundel Drive, BELHAR, 7493 - *Yasir*

64. Anél Korkie - 870528 0013 083 - 507 Ipanema Beach, 2 Lagoon Drive , DURBAN, 4319 - *Andy*

65. Jenny – Lee Angeline Suleman - 860825 0243 088 - 64 Amlock Drive, Parlock , DURBAN, 4023 – *Yasmeen*

66. Cheronay Arendse - 871130 0196 080 - 39 Crete Street, Portlands , MITCHELLS PLAIN, 7785 - *Zakkiyah*

67. Kim – Lee Pieters - 870910 0068 087 - 39 Gleneagle Westridge, MITCHELLS PLAIN, 7798 - *Kulthum*

68. Moegamat Zaid Brown - 810814 5259 084 - 34 Victoria Road, RETREAT, 7945 - *Zaid*

69. Alice Louise Bock - 880302 0103 080 - 44 Lingerette Avenue, SUNNINGHILL, 2191 - *Alice Louise Foxon*

70. Jermey Sidney Theunissen - 811118 5150 080 - 17 – A Eike Laan Rocks Park, WORCESTER, 6849 - *Jeremy Sidney*

71. Phyllis Johanna Doreen Brown - 830123 0094 082 - 41 B Dorp Road, Florentia , ALBERTON, 1410 - *Jana*

72. Kabelo Jeremia Shadung - 840401 5514 082 - Stand No 450, Ga – Moeti , MOLETJIE, 0709 - *Lesiba Jeremiah*

73. Raphaahle Tshela Mphahlele - 940325 0595 086 - 30097 Tjiane , GA – MPHAHLELE, 0745 - *Raphaahle Shela*

74. Ntumiseng Manoko Lekgane - 900110 0767 085 - 182 Unit C Mankweng, POLOKWANE, 0700 - *Ntumiseng Kgaugelo*

75. Mamotolo Malie - 991222 0323 080 - 3448 Khotsong, BLOEMFONTEIN, 9300 - *Mpho Mando*

76. Mamonare Celia Lebea - 861028 0583 087 - Railway Street, Ladanna , POLOKWANE, 0700 - *Mamonare Itumeleng*

77. Vujangata Lucky Mafumo - 801217 5368 080 - P O Box 323, GRAVELOTTE, 0895 - *Vuchangata Lucky*

78. Rivash Sewpersad - 950226 5101 085 - 3 Deepdale Avenue, EFFINGHAM, 4051 - *Rivashh*

79. Karabo Setlai - 990611 5795 089 - 1002 Ratau Location, THABA NCHU, 9780 - *Lefu Hustle*

80. Talulani Given Makongodza - 980112 5870 081 - 58 Spinnel Street, EMERDALE, 1829 - *Given*

81. Gabriel Ndweni - 920401 5832 081 - 290 Somerspoet, ZAMDELA, 1949 - *Kgosi Gabriel*

82. Neilene Koedooder - 920331 0034 088 - 1222 Mountain Avenue, AKASIA, 0182 - *Naylene*

83. Tebogo Ephodia Sape - 800707 0820 086 - 603 Isivuno Crescent, MALIBONGWE RIDGE, 2087 - *Mashai Ephodia*

84. Tlotlego Molomo - 000625 5558 089 - 4184 Kekana Gardens, Block M 1 , HAMMANSKRAAL, 0400 - *Tlotlego Katlego*

85. Nomawande Ncoko - 000211 0479 082 - 3980 Joe Gqabi Street, SAMORA, 7785 - *Mawande Wendy*

86. Koketso Daniel Mataniki Sehlapela - 920814 5171 088 - 10 Modutlari Crescent, COUTUS GARDEN, 0008 - *Koketso Daniel Mataniki Miyagi*

87. Mmaphotla Emily Peggy Monaheng - 780906 0401 087 - 647 Gymoum Street, ELARDUS PARK, 0181 - *Maphotla Emma*

88. Setlakala Erica Ramatsoma - 950302 0505 081 - Nkowankowa, LIMPOPO, 0850 - *Erica*

89. Tebogo Maureen Sonyane - 931010 0078 082 - 3513 Block L , SOSHANGUVE, 0152 - *Tebogo Gontse Maureen*

90. Pieter Hendrik Henning – 830921 5296 085 - 27 Moorlands Street, Kings Wood Golf , GEORGE, 6530 - *Pieter Keystone*

91. Ashley Elvin Solomons - 830402 5060 086 - 7 Amur Road, Eindhoven , DELFT, 7100 - *Abu – Bakr*

92. Leonid Blankenberg - 821116 5086 088 - 107 Camdeboo Crescent, Leiden , DELFT, 7100 - *Laeeq*

93. Anastasia Springbok - 820731 0217 081 - 4758 Seochoareng Street, Mankurwane , KIMBERLEY , 8345 - *Anastasia Malebo*

94. Elsé Albertus - 870414 0178 087 - 18 St Alexander Circle, LAVENDER HILL, 7945 - *Ilze*

95. Denushe Finch - 841220 0118 080 - 1 Geneva Place, HANOVER PLACE, 7800 - *Neshaad*

96. Volené Veronika Bartman - 850731 0295 080 - 15 Mason Road, Clayville , OLIFANTFONTEIN, 1666 - *Volenté Veronika*

97. Aqueelah Kay - 860811 0098 086 - 23 El News Lingfield Road, OTTERY, 7800 - *Alexis*

98. Charlynn Dreyer - 870730 0190 081 - 63 Kudu Street, Kewtown , ATHLONE, 7764 - *Kauthar*

99. Fabian Ashley Benn - 870924 5156 086 - 25 Murton Road, GATESVILLE, 7764 - *Fadil*

100. Ni – Shaat Herandien - 880327 0097 081 - 12 Zendo Place, 45 Sophia Street, Fairlands, JOHANNESBURG, 2000 - *Reign Ni – Shaat*

101. Mmarena Marlieze Rankotsane Phohu - 920902 1049 083 - P O Box 3910, MPHAHLELE, 0236 - *Mmarena Marlieze*

102. Héinrich Clint Ambrose - 930508 5081 085 - 45 4th Avenue, RAVENSMEAD, 7498 - *Hayley Zia*

103. Nantjies Dora Letebele - 970222 0427 084 - 2177 Phase 10, BLOEMFONTEIN, 9301 - *Lerato Dora*

104. Linelwa Priscilla Matoai - 990908 0448 080 - 1387 Masike Street, Phelindaba , BLOEMFONTEIN, 9300 - *Lindelwa Priscilla*

105. Laurewzo Melvin Job - 971219 5170 080 - 62 Iris Street, Asherville , GRAAFF – REINET, 6280 - *Laurenzo Melvin*

106. Maditaba Maria Morobane - 691224 1243 088 - 25752 Phase 10, ,BLOEMFONTEIN, 9300 - *Mamello Maria*

107. Nokunathi Rozani - 990422 0711 083 - Rainy Location, LIBODE, 5160 - *Unathi*

108. Tinielle Micayla Pedro - 981202 0144 084 - 20 Nemishia, SILVERTOWN, 7764 - *Zahrah*

109. Mary Malefu Ramokhoase - 820618 0716 081 - 14 Steenbok Street, Tuinhof , KROONSTAD, 9499 - *Mary Malefa*

110. Tshepo Dikotla - 940930 5581 088 - Po Box 806, Chuenespoort, LEBOWAKGOMO, 0737 - *Tshepo Matseleng*

111. Xichavo Winnie Khosa - 940423 0766 086 - Mhinga, MALAMULELE, 0982 - *Xichavo*

112. Teagan Petersen - 910307 0730 083 - 85 4th Avenue, St Montague , HILLVIEW, 7945 - *Tashreeqah*

113. Nomthamdazo Alinah Weni - 990814 0232 088 - 11009 Extension 18, VANDERBIJLPARK, 1900 - *Nomthandazo Alinah*

114. Farana Raphiel - 550701 0060 084 - 10 A Castlehill Drive, NEWLANDS WEST, 4004 - *Anna*

115. Lucy Rachmaan - 620918 0256 084 - 26 Boeschoten Road, Gleemoor , ATHLONE, 7764 - *Lameez*

116. Edward Sunder - 610928 5216 084 - 820 Clare Road, Clare Estate , DURBAN, 4051 - *Theron*

117. Gebrota Mpela - 650816 0221 087 - Ny 6 No 70, GUGULETHU, 7750 - *Phindile*

118. Sarah Suleman Chetty - 640921 0156 086 - 17 Greef Street, Edenvale , EDENVALE, 1609 - *Sarah*

119. Karen Erna Poolman - 601126 0247 086 - 138 Ranger Road, FISH HOEK, 7975 - *Karen Theresa*

120. Lydia Magrieta Frances Beukes - 660804 0227 088 - 7 Chapel Court, LAVENDER HILL, 7945 - *Lydia*

121. Beverley Williams - 660915 0145 086 - 6 Richard Crescent, VALHALLA PARK, 7490 - *Yumnah*

122. Dena Naidoo - 670817 5491 085 - 21 Murton Road, Rylands Estate , WYNBERG, 7824 - *Nizaamudeen*

123. Pathmanathan Govender - 770307 5182 081 - 69 Avalen Crescent, PHOENIX, 4068 - *Judah*

124. Karien Amos - 761208 0137 081 - 11 Aintree Street, OAKDALE, 7530 - *Inshaaf*

125. Jacqualine Margaret E'silva - 760722 0065 085 - 16 Palisade 10 Pruinoda Street, Glenvista , JOHANNESBURG, 2058 - *Jacqueline Margrett*

126. Shane Cupido - 790707 5213 081 - 63 Athry Walk, HANOVER PARK, 7780 - *Nizaam*

127. Gereline Seldene Davids - 780403 0226 086 - 28 Heatherdale Street, Hornlee , KNYSNA, 6570 - *Gerhaleen Seldene*

128. Eloise Keshia Fortuin - 860821 0096 089 - 8 Oosterlands Street, AVONDALE, 7340 - *Kazima*

129. Faith Cathrine Matong - 860523 0225 086 - E 36 Nkompela Street, PRIESKA, 8940 - *Nolitha Faith*

130. Natasha Rajap - 850814 0156 088 - 19 Recife Court, HANOVER PARK, 7794 - *Naielah*

131. Beatrice Masesi Khoza - 810106 0796 081 - 1013 / 46 C, NAMAKGALE, 1391 - *Beatrice Tebogo*

132. Lungella Lusaseni - 840628 0464 083 - B 774 Ludwe Street, KHAYELITSHA, 7784 - *Lungelwa*

133. Denis Samenthe Adams - 931202 0186 086 - 3 Samuel Street, EERSTERIVIER, 7100 - *Denise Samenthe*

134. Arcilia Kenalemang Droms - 921209 0185 085 - 4536 Kgotsong , BOTHAVILLE, 9660 - *Kenalemang Lerato Arcilia*

135. Saimon Ngavu - 780527 5637 085 - Lwandle Hostel Block B, Room 37 , STRAND, 7140 - *Simon Mbongeni*

136. Potsa Martin Mafagane - 751225 6670 081 - Mehlareng Village, ZEBEDIEKA, 0631 - *Mpho Martin*

137. Johanna Khoza - 710724 0542 080 - 2713 Malinda Street, ZITHOBENI, 1022 - *Johanna Ngaledzane Masindi*

138. Lehlaga Charles Maredi - 740201 5509 087 - Seleteng Village, MPHAHLELE, 0736 - *Samson*

139. Karnagaren Govender - 720824 5077 088 - 24 Kirstenbosch, MIDRAND, 1686 - *Kumaren Karwagaren*

140. Patricia Vanessa Rajah - 730706 0135 086 - 12 Jacaranda Road, KIMBERLEY, 8300 - *Nazeema*

141. Lynette Viljoen - 730818 0307 084 - 124 Blyde Avenue, Sinoville , PRETORIA, 0183 - *Kiet Lynette*

142. Claire – Maria Balog - 740117 0237 088 - 32 Sonland Park, BRACKENDOWNS, 1448 - *Marija*

143. Tshokolo Zachariah Letseke - 910210 5271 089 - 1146 Arora Street, WELKOM, 9473 - *Malcolm Zachariah*

144. Justine Junior Minaar - 980809 5212 087 - 27 Samson Crescent, BELHAR, 7493 - *Justin Junior*

145. Patricia Azola Jelwana - 930311 0231 080 - 14 Luxor Park , Park Road , WYNBERG, 7800 - *Azola Zamagcina*

146. Katrina Vercuil - 770101 0466 080 - 55 Matshonia Laan, MALMESBURY, 7300 - *Katri - Ann*

147. Yondela Wilfred Zotana - 751015 5847 081 - Mxalanga Location, KING WILLIAMS TOWN, 5600 - *Yondela*

148. Mark Martins - 911222 5094 089 - 6 Muscovy Street, ZEEKOEVLEI, 7441 - *Mark Brandon*

149. Chesrye Michael Galant - 940708 5102 083 - 11 Terblanche Street, BONTEHEUWEL, 7764 - *Qiyaam*

150. Carmen Thomas - 770504 0167 089 - 89 Harnester Way, MITCHELLS PLAIN, 7789 - *Kulthum*

151. Noncedo Xoliswa Ndebele - 000401 1394 089 - 15 Grey Street, DUNDEE, 3000 - *Noncebo Xoliswa*

152. Ramatsimela Mevis Mpafudi - 940611 0513 082 - Po Box 60, MPHAHLELE, 0736 - *Raphaahle Mevis*

153. Donald Earl Johannes - 910829 5389 086 - 67 Main Road, Lanqueboc Groot , DRAKENSTEIN, 7646 - *Earl Donald*

154. Mangwane Precilla Manci - 780331 0601 083 - Taweni Area, FLAGSTAFF, 4810 - *Neliswa Precilla*

155. Harold Mahlomola Nake - 830302 5922 089 - Qunollo Trust, BUSHBUCKRIDGE, 1280 - *Harold Mahlogonolo*

156. Mbhekiseni Isaac Bheki Mpungose - 660101 6895 087 - 377 Sparrow Raod, WATERLOO, 4319 - *Isaac Bheki*

157. Martha Williamson - 720325 0179 085 - 11 Saunders Street, KIMBERLEY, 8308 - *Margaret Martha*

158. Parvathie Paul - 720820 0077 081 - 50 Tweedefern Place, Unit 10 , PHOENIX, 4068 - *Maureen*

159. Magreps Princess Khowa - 880608 0488 085 - 557 Diepsloot, Extension 2, Uthukela Street, RANDBURG, 2125 - *Princess Zibuyile*

160. Lufuno Charles Junior Netshivhera - 020111 5102 083 - 1111 Monetary Turn, WILGEHEUWEL, 1724 - *Caleb*

161. Neo Paulus Moeti - 901011 5670 085 - 2349 Extension 4, Khutsong , CARLETONVILLE, 2499 - *Neo*

162. Mathakani Felicia Mguqulwa - 880517 0311 082 - 3 Roffie Street, WELLS ESTATE, 6211 - *Mathakani*

163. Nadine Lee – Anne Abrahams - 830310 0139 088 - 12 Alcinda Feirerra, DELAREY, 2092 - *Sandeano Dean*

164. Magrietha Susanna Kemp - 880721 0205 084 - 41 5th Street, Parkhurst , RANDBURG, 2125 - *Grethe Anna*

165. Colleen Roman - 880304 0338 088 - 12 Bereaville Court, Leonsdale Road , ELSIES RIVER, 7490 - *Ameerah*

166. Marmian Hendricks - 870919 5174 089 - 31 St Agatha Crescent, Montague Village, Lavender Hill, RETREATS, 7945 - *Munier*

167. Louise April - 870402 0340 088 - 24 Manenberg Avenue, MANENBERG, 7764 – *Lameez*

168. Oscer Leon Van Nel - 860626 5011 086 - 17 Dikkop Street, Pescodia , KIMBERLEY, 8309 - *Oscar Leon Barry*

169. Elvina Moreen Samuels - 850610 0198 082 - 34 Vanessa Crescent, MANTROSEPARK, 7785 - *Ayesna*

170. Odirite Andries Phuthego - 830220 5341 086 - Kgale Section, Phokeng Village , RUSTENBURG, 0300 - *Odirile Andries*

171. Mosala Sannah Dintwe - 780130 0242 082 - Midedleton B, ATAMELANG, 3732 - *Mosa Sannah*

172. Ducksity Mthombeni - 860807 5539 082 - 3506 Angola Street, Tswelopele, Extension 6, TEMBISA, 1632 - *Darky*

173. Renesha Saib - 980211 0911 088 - 34 Road 741, Risecliff , CHATSWORTH, 4092 - *Aaliyah*

174. Zamikhaya Groovy Mpiyonke - 760606 7122 082 - 263 Sugarbush Street, Kibler Park , UMTATA, 5099 - *Zamikhaya*

175. Nelisiwe Gili - 951013 0734 089 - 8285 Joy Thwelimfene Street, PHILLIPI, 7785 - *Anelisiwe*

176. Rekhutsisitsoe Mohapi - 921231 0775 087 - Sosarona, Kakamas , UPINGTON, 8870 - *Rekhutsisitsoe Mphonyana*

177. Athini Sobayi - 010127 0218 080 - Betshwana, MOUNT AYLIFF, 4735 - *Athini Ezana*

178. Zilandile Margaret Linda - 820624 0360 086 - Oh 1235 Overcome Heights, CAPRICORN, 7945 - *Zandile*

179. Ohron Prins - 850406 5271 085 - Margy Keagon Close 10, EAGLE PARK, 7941 - *Uhmar*

180. Johanna Coetzee - 870528 0375 086 - 6302 Moerane Street, Vergenoeg , KIMBERLEY, 8300 - *Nthabiseng Johanna*

181. René Gertse - 900712 0359 084 - 128 Galway Street, Connaught Estate , ELSIES RIVER, 7490 - *Raania*

182. Sharnen Julies - 871118 5197 088 - 181 Camoeboom Street, Delft , LEIDEN, 7100 – *Siraaj*

183. Sophy Chamano Molefe - 911026 0259 088 - 5666 Zone 4, GA RANKUWA, 0208 - *Immortal*

184. Liezl Bassoon - 900223 0018 084 - Klein Welgevenoen Drive, STELLENBOSCH, 7600 - *Liz*

185. Lazija Susanna Botha - 940318 6284 086 - Koedoe Weg 30, Moloto Road , ROODEPLAAT, 0084 - *Lourens Sebastian*

186. Fistos Ntsima Monnana - 591010 6168 086 - No 3 Bokkraal, Seshibitswe , RUSTENBURG, 0300 - *George Fistos Ntsima*

187. Omphile Mhlanga - 000704 5132 086 - 1707 Montshiwa Road, Galeshewe , KIMBERLEY, 8345 - *Omphile Triston*

188. Hendrik Salimani - 830209 5220 085 - Cj 165 Concordia, KNYSWA, 6570 - *C – Jay Hendrik*

189. Makhutsiye Sehlabela - 850619 5597 081 - 1932 Block H, Ekangala Section , BRONKHORSTSPRUIT, 8820 - *John Phumlani*

190. Palesa Prudence Kan - 880226 0358 081 - 34 A 6th La Rochelle , ,ROSETENVILLE, 2190 - *Rashida Palesa*

191. Sabatini Dawn Jardine - 920826 0545 082 - 1583 John Malen Street, WESTBURRY, 2095 - *Na – Zeerah Dawn*

192. Jostinah Ouma Nkosi - 790121 0379 089 - 307 Flower Street, Capital Park , PRETORIA, 0084 - *Jostinah Ntombikayise*

193. Obedinah Mokgongwane - 971210 0107 086 - 11403 Phase 2, Braamfisher , ROODEPOORT, 1724 - *Amogelang Obedinah*

194. Christopher Ngwevu - 761001 5740 086 - Room D2 Kopanong Hostel, WESTONARIA, 1729 - *Nkululeko Christopher*

195. Prudence Ledimo - 750908 0520 086 - 1736 B Ntuthuko Street, Molapo Extension , PO MOROKA, 1860 - *Prudence Nobenguni*

196. Thabiso Golotile - 000206 5776 086 - Daza Area, NQAMAKWE, 4990 - *Athabile*

197. Wilson Christopher Moganetsi - 000410 5726 089 - House No 60323, Leema Section , MABESKRAAL, 0313 - *Tshepiso Wilson Christopher*

198. Boniface Themba Bonga - 851003 5337 088 - 21 Five April Street, KIMBERLEY, 8300 - *Tshepo Boniface*

199. Margaret Betty Mhlanga - 870714 0665 086 - No 85 Main Reef & Du Preez, Road Knight , GERMISTON, 1400 - *Rhulani Musa*

200. Sifiso Mbuyisa - 990714 5119 084 - 24 Croton Road, PRIMROSE, 1401 - *Sifiso Nhlakanipho*

201. Musandiwa Mudologi - 820512 0488 082 - 492 Hlahatsi Section, KATLEHONG, 1431 - *Musandiwa Prudence*

202. Portia Nhlapo - 870315 0410 083 - 2 Von Wielligh Street, VENDERBIJLPARK, 1911 - *Portia Thandi*

203. Nkgeleng William Moremi - 790212 6031 087 - Extension 6, MASHISHING, 1123 - *Jack Mashilo*

204. Mosa Bertha Makgati - 951012 0528 087 - Seleseng, GA MPHAHLELE, 0736 - *Mosa Moremadi*

205. Patience Mahlatsi Koma - 841005 0581 084 - 17 Sandolien, 250 Sullivan Street, Die Hoewes, CENTURION, 0157 - *Mahlatsi*

206. Dimakatso Kekana - 960208 5843 088 - Moletlane, ZEBEDIELA, 0628 - *Dimakatso Nkhanakhana Steven*

207. Thete Katano Letlabola - 990801 5633 089 - Po Box 345, GA NKOANA, 0741 - *Naphtally Katano*

208. Mosetsanagape Swartland - 800119 0454 082 - Botha Street 2, KURUMAN, 8460 - *Mosetsanagape Mabel*

209. Tiloa Alfred Tsuinyane - 801130 5244 088 - 10201 Extension 6a, ORANGE FARM, 1821 - *Mohato Alfred*

210. Nsimbi Xaba - 851125 5783 084 - 2065 P Tshabalala Avenue, CLERMONT, 3610 - *Nsimbi Edward*

211. Sdundla Ndwandwe - 910418 0801 087 - 2848 A Apru Street, Zone 2 , PIMVILLE, 1809 - *Thembekile*

212. Tefo Shadrack Mopai - 830912 5906 088 - 3772 Mohlatsane Street, Thabong , WELKOM, 9463 - *Tefo Medupi*

213. Wavela Gumbi - 010301 5514 088 - 47 Norwich Crescent, WOODLANDS, 4004 - *Avela*

214. Siboleke Sithebe - 020327 0500 085 - 2376 7de Laan, GRAAFF – REINET, 6280 - *Siboleke Nontle*

215. Mmathapelo Mmowa - 010107 0448 085 - Khureng, ZEBEDIELA, 0624 - *Mmathapelo Ramaesela*

216. Ntshabele Solva Ramaano - 010217 0579 084 - Makhwibidung Village, TZANEEN, 0850 - *Pontsho Salvation*

217. Mponeng Johnson Matsipa - 801217 5744 082 - 199 D Section, BOTSHABELO, 9781 - *Matsipa Johnson*

218. Olebogeng Ben Ndala - 891218 5837 083 - 1566 Block X, MABOPANE, 0190 - *Olebogeng*

219. Matlaweng Lytton Mogola - 990127 5343 085 - 5417 Ivory Park, Extension 7 , EDENVALEJ, 1610 - *Klembooi Lytton*

220. Seapei Maria Mothibi - 891228 1022 085 - 1057 Moroka, THABANCHU, 9786 - *Sheila Seapei Maria*

221. Zandile Dlamini - 830720 0621 085 - Ndaleni Area, RICHMOND, 3780 - *Zandile Smangele*

222. Thabo Samuel Miya - 930720 5485 089 - 2504 Motsweding, MUNSIVILLE, 1739 - *Mpho*

223. Matseko Smith - 930303 0165 087 - 17 Fair Way, Kelvin , SANDTON, 2090 - *Matseko Shirley*

224. Lebohang Mavumengwana - 890421 0403 080 - Malibu Unit 26, 2 Dover Road , BRYANSTON, 2196 - *Lebohang Molefe*

225. Mazizi Mdlokodla - 930123 5572 081 - New Rest, LUSIKISIKI, 4820 - *Mazizi Anele*

226. Rosina Rmathabatha Sikhasimbe - 880320 0763 083 - Groothoek Hospital, Bolahlakgomo , ZEBEDIELA, 0628 - *Refilwe*

227. Lorato Balisa - 971127 0709 085 - 515 Ngoyi Street, Kwazakhele , PORT ELIZABETH, 6205 - *Lerato*

228. Simamkele Bolo - 990120 5793 086 - 170410 Kiwane Location, Challumna , EAST LONDON, 5201 - *Simamkele Ethan*

229. Zinhle Bethina Zwane - 900707 1031 088 - House No 105, 3rd Avenue , EDENVALE, 1610 - *Zinhle Bethina*

230. Shanay Davids - 940503 1075 080 - 12 Taaibos, CAPE TOWN, 7764 - *Shaakierah*

231. Mathatha Innosencia Seemela - 830823 0505 082 - 18 Matshelapata, SELWANE, 1394 - *Makoma Innosentia*

232. Christian Dain Manuel - 891012 5050 080 - 25 Kersboom Street, ,BONTEHEUWEL, 7764 - *Niyaaz*

233. Lloyd Jacque Solomons - 931210 5106 082 - 52 Janet Street, FLORIDA, 2196 - *Banks Jacque*

234. Nokuthula Zungu - 850930 0490 085 - Mashokweni Area, ESHOWE, 3815 - *Nokuthula Princess*

235. Asisipo Kungawo Mzaza - 000813 0529 087 - Ndakeni Area, NTABANKULU, 5130 - *Kungawo Asisipo*

236. Tsholofelo Sunday - 920812 0475 082 - 321 Zone 6, MEADOWLANDS, 1852 - *Tsholofelo Isioma Percy*

237. Khadijah Omar Obaray - 891129 0143 080 - 68 Kreupel Hout Street, LENTEGEUR, 7785 - *Tianna*

238. Mashishi John Pitjo - 910504 5807 086 - House No 2332, SEGOPIE VILLAGE, 0744 - *Morwantaote John*

239. Makwarela Themeli - 930321 0829 080 - Tshidzivhe, THOHOYANDOU, 0950 - *Makwarela Muofheni*

240. Moegamat Shahiem Rogers - 940305 5174 087 - 13 Quick Road, LANSDOWN, 7780 - *Shahiem*

241. Langu Beruis Maluleke - 920508 0605 088 - 63 Centenary Road, Whiteridge , RANDBURG, 1709 - *Langu Hlulani*

242. Muadeen Ras - 961231 0213 080 - 67 Beethoven Street, RETREAT, 7945 - *Munisa*

243. Nomkhitha Ncapayi - 931109 0776 081 - Kwa Gcina Village, STERKSPRUIT, 9762 - *Nkosazana Nokwehla*

244. Tsoupe Jacob Matheatau - 890317 5870 085 - 6998 Zone 2, THABA NCHU, 9780 - *Kabelo Tsoupe Jacob*

245. Noma – Afrika Mtsikili - 940518 0838 080 - Mangqamzeni Area, MOUNT FRERE, 5090 - *Noma – Afrika Lilo*

246. Resego Sharman Mogole - 951122 0386 087 - House No 67 B, Moswana Village , GANYESA, 8613 - *Resego Kearabetswe*

247. Phumlani Mthokozisi Mafuleka - 750103 6678 084 - 19807 Extension 13, KANANA, 2619 - *Phumlani*

248. Melikhaya Marongo - 950709 5677 089 - Swazini Location, PORT ST JOHNS, 5720 - *Melikhaya Yandisa*

249. Jamie – Lee Williams - 870417 0041 080 - 42 Downng Street, MONTANA, 7490 - *Laila*

250. Hilton Everet Abrahams - 870905 5143 083 - 33 Huguenot Street, RUYTERWACHT, 7460 - *Hafeez*

251. Stacey Carla Ruiters - 871112 0205 087 - 64 Heinkel Road, Rocklands , MITCHELLS PLAIN, 7785 - *Sarah*

252. Velenchia Melissa Van Wyk - 880216 0183 084 - 8 New South Villa, NATURENA, 2094 - *Valencia Melissa*

253. Kevin Leonard Morse - 880523 5161 084 - 107 Alice Street, GOODWOOD, 7460 - *Khalid*

254. Melicia Byneveldt - 881013 0123 080 - 3 Loods Plein, KENSINGTON, 6001 - *Mishkah*

255. Kabelo Maphutha - 010724 5486 082 - 39 A Rabe Street, POLOKWANE, 0699 - *Kabelo Nkgape*

256. Mpelegeng Konoki Makola - 000314 0746 086 - Dihlabaneng Village, JANE FURSE, 1085 - *Mpelegeng Yolenda*

257. Schalk Willem Lessing - 760325 5279 089 - 9 Dee Street, Northmead, Extension 2, BENONI, 1501 - *Jason Wade*

258. Modisaotsile Phillip Phetlhu - 670104 5744 080 - 22596 Mofuba Street, Batho Location , BLOEMFONTEIN, 9323 - *Shala Modisaotsile Phillip*

259. Nontsizi Minah Maseko - 590618 0724 083 - 289 Tau Street, Protea City , SOWETO, 1818 - *Nontsizi Minkie Minah*

260. Tebatso Forgetter Mmotla - 950411 0392 083 - B 128 Laborie Village, AUCKLAND PARK, 2006 - *Rebatso Pearl*

261. Phomolo Matlala - 001130 0437 081 - 95 Itsoseng Section, SEABE, 0417 - *Phomolo Lindry*

262. Sarah Moshibudi Ngoepe - 991126 0352 082 - Stand No 29, Liberty , MOTETI, 0477 - *Moshibudi Palesa Sarah*

263. Lusindiso Mbam - 920524 5822 081 - Bankies Village, LADYFRERE, 5410 - *Lusindiso Lucio*

264. Khayelihle Patrick Nene - 010921 5192 088 - Entweka Location, Emkhambothini , PIETERMARITZBURG, 3201 - *Khayelihle*

265. Johana Makgae - 010509 0150 084 - House No 3281 , Marapong, Extension 4, LEPHALALE, 0555 - *Dineo Johana*

266. Xolisile Mthembu - 010922 0536 089 - Nkwesile Location, BULWER, 3244 - *Snelisiwe Lwandile*

267. Ayanda Enough Mlimo - 960312 0312 089 - Stand No 601, Makoko , PRETORIA, 0001 - *Kenneth Enough*

268. Rose Nontyatyambo Qelesile - Mokoena - 781110 0678 088 - 18 Byevanger Street, Stonehenge Location , NELSPRUIT, 5090 - *Nontyantyambo*

269. Hollo Gifty Masehla - 750116 5508 086 - Stand No 60063, Mokgopaneng Village , PHOKWANE, 1059 - *Makgale Gifty*

270. Edward Phaka Rantsetse Phale - 970327 5698 082 - Po Box 12364, ACONHOEK, 1360 - *Edward*

271. Keamogetswe Morake - 910214 0426 086 - 9339 Hlalefo Street, Zone 7 , SEBOKENG, 1983 - *Keamogetswe Valentia*

272. Kgotso Makofane - 000825 5566 088 - Paeng Location, DRIKOP, 1129 - *Kgotso Kgwadi*

273. Tsotetsi Abel Mabaso - 731208 5651 083 - Stand No 11000, DAANTJIE TRUST, 1216 - *Abel*

274. Philly Hlapane - 821011 0365 084 - 14032 Sunrise View, RUSTENBURG, 0300 - *Philly Mbalenhle*

275. Linda Phungula - 001106 0842 082 - 455 Maphanga Road, GREYTOWN, 3250 - *Linda Thobekile*

276. Ngaka Moses Mofokeng - 020718 5554 087 - 8412 Phase 7, BETHLEHEM, 9701 - *Tlhonolofatso Moses*

277. Sihle Mngomezulu - 970709 0543 084 - 11469 Nzima Street, TSAKANE, 1550 - *Fazeelah Zakiyyah*

278. Sashwin Smith - 911212 5370 084 - 5 Mauritius Way, Portlands , MITCHELLS PLAIN, 7785 - *Saeed*

279. Annah Lehlogonolo Madileng - 980102 0117 083 - 2210 Klarinet , Extension 4 , WITBANK, 1089 - *Annah Lehlogonolo Precious*

280. Lezelle Berinese Lall - 940924 0140 081 - 141 Jac Van Rhyn, BLOEMFONTEIN, 9301 - *Aabidah*

281. Bhekumuzi Brian Shozi - 920131 5612 080 - P O Box 172, IZINGOLWENI, 4260 - *Bandile Brian*

282. Nhlengi Ngcobo - 010627 5415 086 - Mkhukhune Area, NDWEDWE, 4342 - *Mhlengi*

283. Abie-Lee Nigel Meyer - 921022 5078 084 - 20 Adenium Street, PROTEA PARK, 7349 - *Amira*

284. Beuty Nondzondelelo Mtebhele - 960602 0708 082 - 1055 Royal Oak Street, Noord Gesig , SOWETO, 1717 - *Beauty Akhona*

285. Mamgaliso Dludla - 980122 5754 086 - 11769 Taung Street, DAVEYTON, 1520 - *Mangaliso*

286. Mpho Jacob Mahlangu - 970603 5428 088 - 197 A Sanders Road, Zone 3 , MEADOWLANDS, 1852 - *Mpho*

287. Shurrushka Sam-Rick Alenna Subramoney - 000703 0364 082 - 15 – 2nd Street, KINGSINGTON, 7405 - *Raadiyah*

288. Motlalentwa Meshack Motsoeneng - 000111 5806 083 - 5053 Phahameng Location, THEUNISSEN, 9410 - *Thabang Meshack*

289. Sibosiso Juwell Ndaba - 000226 5275 087 - 1266 Mopoeng Street, Mohlokeng , RANDFONTEIN, 1759 - *Sibusiso Joel*

290. Camelita Abe-Gail Brander - 890706 0263 082 - 68 Cloxinia , KALKFONTEIN, 7490 - *Layaan*

291. Dandrey Elvina Smith - 940904 0210 084 - 22 Johanna Court, MANENBERG, 7764 - *Dilshaad*

292. Charné Mel Brooks - 911003 0145 088 - 43 Evergreen Road, HANOVER PARK, 7780 - *Nafeesah*

293. Lynita Belinda Carollisen - 901028 0240 086 - 20 Falcon Way , Grassy Park , CAPE TOWN, 7941 - *Raadhiyyah*

294. Mitah Lindiwe Sibeko - 950122 0242 083 - 481 Ndimande Street, Overline , KWA THEMA, 1575 - *Lindiwe Mitah*

295. Khehla Petros Makunya - 970703 5544 080 - 1293/13 Zenzeleni Street, MHLUZI, 1030 - *Nhlakanipho Petros*

296. Bongokwakhe Nkosinathi Shezi - 830521 5400 081 - 31 Poppy Street, 1077 Lehae , LENASIA, 1827 - *Sbani Bongokwakhe Nkosinathi*

297. Athenkosi Ndiki - 010505 5650 086 - Ngcisininde Area, NQAMAKWE, 4970 - *Athenkosi Anikwa*

298. Jelous Jeffrey Nkuna - 000526 5405 083 - Stand No 3447, Tekaakho , KABOKWENI, 1245 - *Mpendulo Jeffrey*

299. Delisile Anelisiwe Chala - 001219 0794 086 - Kwamachi Location, Ward 5 , HARDING, 2680 - *Anelisiwe*

300. Tulisile Maxaba - 001124 1181 087 - Sikhobeni, MTATA, 6099 - *Tulisile Phanathi*

301. Mankgatleng Macdonald Leputu - 990922 6218 082 - Stand No 188, GA-MOLEPO, 0700 - *Sepedi Macdonald*

302. Katleho Simango - 010404 5188 083 - 116 Patridge Avenue, Allen Groove , KEMPTON PARK, 1619 - *Katleho David*

303. Althias Lehlage Diphofa - 890909 5888 081 - 456 Madiba Street, Extension 2 , LANGAVILLE, 1550 - *Althias Kunke*

304. Diyaksha Neha Bowla - 010102 0395 089 - 41 Romsdal Road, OSLO BEACH, 4240 - *Zahra*

305. Ntshengedzeni Netili - 800604 0534 082 - 76 Pietersburg Street, Annadale , POLOKWANE, 0699 - *Mukundi*

306. Barwe Boyce Matemotja - 720408 5918 085 - 8453 Section O, MAMELODI WEST, 0100 - *Morebane Boyce*

307. Johanna Mmathapelo Thupi - 930721 0378 089 - Stand No 114, Rathoke Village , MAMELODI, 0451 - *Dorcas Messiah*

308. Odimphile Nchabeleng - 940209 5328 083 - 5149 Selepe Street, MAMELODI, 0145 - *Kyza Nchabeleng Odimphile*

309. Motatang Sinky Matsemela - 910110 0922 084 - No 5371 , CULLINAN, 1060 - *Matshego Sinky*

310. Shainum Moodley - 760512 0188 080 - 7 Stercula Crescent, PIETERMARITZBURG, 3200 - *Shainum Soni*

311. Ephraim Puleng Matjila - 581107 5856 083 - 289 Peperboom Street, Extension 13 , ACASIA, 0110 - *Bongo Ephraim Puleng*

312. Asamkele Mbatha - 990916 0790 088 - Kingshaka Street, KWADUKUZA, 4480 - *Asamkele Nembeza*

313. Grettah Gorata Kethupilwe - 990819 0871 082 - 1818 Ramosadi Village, MAFIKENG, 2745 - *Grettah Gorataone*

314. Koepusto Kgoadi - 900203 6184 080 - 2948 Buthelezi Street, ROCKVILLE, 1860 - *Kgopotso*

315. Sharmishka Nandalall - 950103 0222 085 - 119 Richardson Street, POTCHEFSTROOM, 2531 - *Mia*

316. Motlatso Mathabathe Mahloele - 981020 0615 089 - Maserumule Park, NEBO, 1051 - *Mogatlogedi Motlatso*

317. Jennifer Africa - 530710 0169 089 - 29 Flora Court, MANENBURG, 7764 - *Jennifer Belinda*

318. Mthobisi Sibisi - 990522 6089 085 - 229 Ntendekko, NEWCASTLE, 2940 - *Mxolisi Mthobisi*

319. Jessica Gourley - 000219 0095 089 - 10 A Ocean Way, SUNSET BEACH, 7441 - *Anastasia Solstice*

320. Phumzile Goodgirl Mnyandu - 891017 0710 083 - 14 – 4th Avenue, ALEXANDRA, 2090 - *Phumzile*

321. Malthie Singh - 731016 0275 083 - 38 Barondale Road, Brairakile , NEWLANDS WEST, 4031 - *Cerise*

322. Rukeya Moolman - 720322 0088 085 - 18 Daffodil Street, Fairbridge Heights , UITENHAGE, 6230 - *Jacqueline Vanessa*

323. Wilhemina Magdalena Willemse - 711220 0215 081 - P O Box 9, CERES, 6835 - *Wilma*

324. Thandiwe Immaculate Mnisi - 010410 0743 087 - House No 164, Singobile A , DAGGASKRAAL, 2791 - *Thandile Immaculate Amahle*

325. Mandy Sehume - 630614 0684 080 - 3472 Moyimosana Street, DOBSONVILLE, 1725 - *Boitumelo Mandy*

326. Nkosinathi Edlex Mthombeni - 901224 5809 088 - 17 Benskloof, Glenhavie , WESTONARIA, 1779 - *Nathi*

327. Lebogang France Sengca - 850408 5508 086 - 460/31 Inxiweni Section, TEMBISA, 1632 - *Mnikelo*

328. Thulane Magadla - 890404 6098 088 - 758 Block Tt, SOSHANGUVE, 0152 - *Thulane Bongani*

329. Class Petrus Ratau - 950820 5395 083 - 2531 Extension 6, MASHISHING, 1123 - *Mpho Klaas*

330. Ditshopi Lucas Tebele - 740826 5417 087 - Maandagshoek, MASHISHING, 1120 - *Nkoto Lucas*

331. Mmating Dorothy Mabuse - 901115 0852 083 - 1168 Block Dd, SOSHANGUVE, 0152 - *Mmamoroke Mmating*

332. Nappy Julia Machika - 950610 0937 082 - 3097 Madibeng Hills, KLIPGAT, 0190 - *Mbalenhle*

333. Duma Eric Mbamba - 890213 5415 080 - 490 Ishangangube Street, Block XX , SOSHANGUVE, 0152 - *Tshaka Joseph*

334. Samwabo Ntuli - 930418 5765 085 - 656 Extension 1, RATANDA, 1441 - *Samwabo Nkululeko*

335. Kebareng Dimakatso Sebake - 930217 0571 088 - 1257 Block Dd, SOSHANGUVE, 0152 - *Diamond Dimakatso*

336. Pinini Mngcotana - 920613 0846 086 - 246 Gxoyiya Street, Bede Location , QUEENSTOWN, 5320 - *Aviwe Pinini*

337. Katlego Morereng Seimela - 980818 5431 084 - Mametlhake, MAMELODI WEST, 0122 - *Katlego Paul*

338. Siphiwe Pleasure Maphanga - 000519 0634 088 - 45 Frans , DRIEKOP, 1129 - *Siphiwe Pleasure Rethakgetse*

339. Sibongile Gwace Dlamini - 680612 0546 084 - 254 Boulevard Tsutsumani, ALEXANDRA, 2090 - *Sibongile Grace*

340. Zenzile Nkosikhona Noyila - 721018 5777 081 - G12 Gauteng Squater Camp, QUEENSTOWN, 5320 - *Zenzile Zwelinzima Nkosikhona Mike*

341. Megan Magdalin Combrink - 941228 0278 084 - 4 Naivash Road, SANDTON, 2191 - *Megan Magdalin Cawood*

342. Nhese Rolani - 740616 6103 087 - 131 Hlosi Street, MOTHERWELL, 6211 - *Vuyisile Patrick*

343. Welemtai Hlungwane - 990402 5167 085 - Stand No 251, Homu 14 C , GIYANI, 0826 - *Valentine Risuna*

344. Shoral Mathebule - 920620 0510 083 - N'wamitwa Nkambako, Maweni Village , TZANEEN, 0850 - *Sharon Shoral*

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349. Umzionakele Shadrack Domfula - 820526 5685 088 - 49 Fisher Street, DEALESVILLE, 9329 - *Mhlekude Mooivanfeer*

350. Thotolo Jan Mokoena - 981212 5325 083 - No 1249, BETHLEHEM, 9700 - *Jan*

351. Kedibone Tshumu Ntladi - 840626 0958 088 - Mokgomeng, POLOKWANE, 1059 - *Seipei Kedibone*

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353. Gauta Victor Maseko - 801223 5766 083 - 1382 Mashaeng Location, FOURIESBURG, 9725 - *Philip*

354. Matebang Nicholas Mofokeng - 741214 5712 089 - 6263 Faypt Section, BETHELEHEM, 9701 - *Tikoe Nicholas*

355. Suzan Sibankulu - 710505 0412 089 - 492 Petsana Location, REITZ, 9810 - *Thandi Suzan*

356. Jevani Theodore Van Schalkwyk - 940528 5181 089 - 50 Juniper Crescent, ENNERDALE, 7785 - *Junaid*

357. Fazlin Jacobs - 990908 0119 087 - 20 Ellis Park Crescent, BEACON VALLEY, 9785 - *Shay*

358. Apiwe Sodlaka - 891021 0316 081 - 8326 Oliver Tambo, SAMORA MACHEL, 7785 - *Aphiwe*

359. Ayanda Emmanuel Myeni - 901225 5892 081 - 74-3rd Avenue, ROODEPOORT, 2001 - *Nsikelelo Blessing*

360. Elias Moses Mochoari - 990626 5425 081 - 484 Extension 4, Khutsong ` , CARLETONVILLE, 2499 - *Itumeleng Elias Moses*

361. Phuti Jacqueline Kgoadi - 840705 0295 087 - Stand No 328, Ga-Makweya , POLOKWANE, 0700 – *Paul*

362. Sinenhlanhla Anele Darky Ngidi - 800711 0281 083 - 145 Hornbill Road, 16 Fontana Della Villa , DOUGLESDALE, 2021 - *Sinenhlanhla Anele*

363. Simon Mokhele - 790519 5463 081 - 2527 Extension 4, Khutsong , CARLETONVILLE, 2499 - *Thabang Simon*

364. Tshepo Jacob Booysen - 900508 5410 082 - 1457 Boloto Street, HAMMANSKRAAL, 0407 - *Tshepo Israel*

365. Sebongile Sarah Tau - 780313 0501 083 - 2712 Bodibe Village, MAHIKENG, 2745 - *Sbongile Sarah*

366. Michael Trevor Williams - 830723 5157 089 - Ormskirk Area, WOODSTOCK, 7925 - *Mikaeel*

367. Ranjeeth Deepika Rampersad - 861016 0096 085 - 13 Alfawood Place, Woodview , PHOENIX, 4068 - *Deepika Ranjeeth*

368. Faranaaz Africa - 840602 0168 085 - 94 Komlossy Street, RETREAT, 7945 - *Faranaaz Jade*

369. Nelly Fortunate Zwane - 940831 0394 081 - 34972 Mahwelere Street, MAMELODI EAST, 0122 - *Nelisiwe Fortunate*

370. Happiness Namhla Thupana - 900829 0694 086 - Ny 61 – 100, GUGULETHU, 7750 - *Namhla*

371. Francinah Mokgobeledi Masha - 880519 0755 086 - Patantshwane, NEBO, 1059 - *Francinah Pheladi*

372. Marumo Benjamin Moloko - 761115 5800 086 - , JANE FURSE, 1085 - *Marumo Benjamin Tagishi*

373. Tshepiso Setshedi Komani - 950628 0737 088 - Matlala Hospital, NEBO, 1059 - *Promise*

374. Edward Makgoba - 891024 5902 087 - 49 Orange Blossom Street, Park Crescent , AKASIA, 0118 - *Dimakatso Edward*

375. Monang Daisy Kekana - 860520 0136 081 - 855 Allemansdrift A, PRETORIA, 0001 - *Daisy Makie*

376. Athur Edgar Johnston - 950223 5050 081 - 1 Ursula Road, VALHALLA PARK, 7490 - *Arthur Edgar*

377. Brandon Richard Mcewan Tattam Tattam - 960223 5045 089 - 190 Lambert Road, Morningside , DURBAN, 4001 - *Brandon Richard Mcewan*

378. Bianca Caitlin Hayward - 991115 0087 087 - 53 Emerald Way, SUMMERGREEN, 7442 - *Elliotte Bianca*

379. Zanele Mwawa - 920818 5514 080 - 1208 Gillies Road, Tribunal Gardens , FORDSBURG, 2092 - *Tshelo Raphael Zanele*

380. Maishero Maria Mokou - 890930 0765 082 - 231 Church Street, ,ROSETTENVILLE, 2190 - *Maishero Pheladi*

381. Boitumelo Felicia Mampe - 880222 0558 085 - Ga-Morakile Section, MOROKWENG, 8614 - *Boitumelo Felicia Happy*

382. Samuel Bizzy Kekana - 731214 5515 088 - 18507 Tswai-Magwaza Street, MAMELODI EAST, 0122 - *Billy Samuel*

383. Rowena Lucinda Ludick - 830621 0217 082 - 12 Centre Close, GRASSY PARK, 7941 - *Raeesa*

384. Christopher Samuel - 820413 5019 081 - 5 Mimosa Heights, BOSKRUIN, 4092 - *Christopher Jeremy*

385. Gino Geduld - 920205 5282 084 - 36 Swordfish Street, Rocklands , MITCHELLS PLAIN, 7785 – *Ghakeem*

386. Yondiswa Jam-Jam - 991105 0527 083 - 1927 Roosevelt, Extension 3 , MARGATE, 4275 - *Yondiswa Mandilive*

387. Smangaliso Sunday - 010829 5545 082 - 1329 Barolong Street, BULTFONTEIN, 7670 - *Smangaliso Brave*

388. Alida Lincé De Klerk - 011226 0849 081 - 97 Kilkenny Road, PARKVIEW, 2193 - *Lincé*

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390. Jeniffer Maswanganyi - 910905 0775 089 - P O Box 492, GIYANI, 0826 - *Jeniffer Caroline*

391. Banyanabotlhe Abigail Sebaeng - 790201 0458 081 - 42 – 32nd Avenue, Geelhout View , RUSTENBURG, 0299 - *Bontle Abigail Banyanabotlhe*

392. Kago Molatane - 001009 0175 083 - 971 Mosegedi Street, PAMPIERSTAD, 8566 - *Kago Basetsana Bridget*

393. Senzeni Langa - 901114 0492 081 - Wetane Mandeni, KWA DUKUZA, 4450 - *Nomkhosi Senzeni*

394. Nakedi Motlisi Matlala - 960726 5435 084 - 27 Rietbok Avenue, THERESA PARK, 0182 - *Tlholo*

395. Mokhele Willem Modisenyane - 871115 5844 081 - 8212 Constance Street, KROONSTAD, 9490 - *Kgotso Isaac*

396. Ramangadi Cippriel Nyaqela - 811120 5310 086 - 4342 Extension 13, JOUBERTON, 2574 - *Zolile Ramangadi*

397. Quintun Coetzee - 971203 5042 085 - 23 Rossouw Street, LOUGAY, 2725 - *Quintin*

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399. Yenzekile Lugayeni - 840903 0504 083 - Morning Side Location, IXOPO, 3297 - *Noto Yenzekile*

400. Naledi Mohale - 010108 0556 083 - 71 Babb Street, Highway Gardens , EAST LONDON, 5247 - *Naledi Bohlale*

401. Ashwall Michael Albertyn - 900421 5021 083 - 10 Zenita Street, Rocklands , MITCHELLS PLAIN, 7789 - *Aashiq*

402. Molatlhegi Pieter Mabe - 950724 5543 082 - 5329 New Stand, KIMBERLEY, 8300 - *Kagisho Peter*

403. Moratehi Nelson Dlamini - 920401 5565 087 - House No 396, Namahadi , WITSIESHOEK, 9870 - *Thembile Nelson*

404. Apeagirl Christina Mahlangu - 920712 1274 080 - 584 Mahamba Street, Victor Khanye Local Municipality , DELMAS, 2210 - *Abigail Queen*

405. Madimetja Alfred Nhlapo - 930813 5588 083 - 2906 Extension 5, BOPHELONG, 1911 - *Mveli Madimetja Alfred*

406. Lucky Arnie Sindane - 760619 5639 080 - 1611 Sefatsa Stand, Winterveldt , MABOPANE, 0198 - *Lucky Aaron*

407. Ntombizenselo Beatrice Nyandeni - 710228 0864 080 - Stand No 2277-2, KANYAMOZANE, 1214 - *Ntombizemvelo Beatrice*

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409. Sasha George - 891031 0812 088 - 3 Adrian Road, OTTERY, 7941 - *Tashniya*

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412. Edward James Solomons - 680531 5235 081 - 65 Hoopse Street, Pelican Park , NEW HORIZON, 7941 - *Ederees*

413. Kurt William Jaftha - 730923 5123 088 - 29 Cornflower Street, Bridgetown , ATHLONE, 7764 - *Mohamed Zain*

414. Charles Simons - 750712 5170 081 - 180 Ternado Singel, The Hagae , DELFT, 7100 - *Cassiem*

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417. Nareshkumar Gihwala - 570126 5129 088 - 31 Panker Avenue, Rylands Estate , WYNBERG, 7764 - *Nareshkumar Jackiesondas*

418. Filicity Klein - 541009 0194 081 - 42 Froetang Road, DELFT, 7100 - *Fadwa*

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420. Daniël Jacobus Kammies - 531012 5140 085 - 30 D Parker Street, Parksdam , WORCESTER, 6850 - *Daniël Lheinhah*

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427. Mbulaheni Odwel Madumi - 960415 5375 082 - 1692 Ntshabeleng, DIEPSLOOT, 2139 - *Thabo-Ondwela Odwel*

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429. Michael Shaun Woolley - 790302 5025 089 - 4 Amanzimtoti Street, PALISHOF, 2191 - *Michelle Sarah*

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461. Sello Samuel Mangwane - 821229 5973 088 - 5 Jupiter Street, PABALLELO, 8801 - *Themba*

462. Mape Julius Mathebe - 810616 5979 086 - 23 Block 4, Kingsley Hostel , MAMELODI WEST, 0100 - *Julius Shiang*

463. Refilwe Lesley Ngwenya - 820901 5856 080 - 11 Mohwelereng Street, THABANE, 0299 - *Sphiwe Lesley*

464. Theunis Louwrens Jelliman - 840420 5113 083 - 21 Sharne Mews, Farm Road, Die Wilgers, PRETORIA, 0184 - *Louwrens*

465. Novuyolwethu Gosa - 820305 0970 088 - 20272 Ntloyiya, LOWER CROSS ROAD, 7750 - *Nompazamo*

466. Esteé Strümper - 000824 0265 085 - 17 De Villiers Street, FRANSHOEK, 7690 - *Tayy Esteé Kèrstin*

467. Boy Sibongile Nomka - 940806 5809 085 - 4859 Khaya Rammolotse, VILJOENSKROON, 9520 - *Smanga Junior*

468. Charlton Riano Julies - 880914 5935 082 - 5 – 8th Avenue, HAZENDAL, 7764 - *Abdu-Shakoor*

469. Sithembile Patiance Ndhlovu - 891121 0370 086 - 16055 Mashinini Street, TSAKANE, 1550 - *Patience*

470. Nompumelelo Dhlamini - 960808 0173 082 - Unit 16, Churchill Village, 5 Church Street, FLORIDA, 1710 - *Mbali Nompumelelo*

471. Luntu Bumnandi Jonginamba - 900511 5899 080 - 6 Rarabe Drive, BISHO, 5605 - *Bumnandi Luntu*

472. Sifungo Thulasizwe Luthuli – 991228 5604 085 – T971 Kwa-dabeka, CLERMONT, 3610 – Sifundo Thulasizwe

473. Kehilwenyana Urshula Molehe – 751031 0405 080 – 5179 Wolff Street, Rocklands Location, BLOEMFONTEIN, 9300 – Kehilwenyana Ursula

474. Elphas Edon Mckenzie - 920717 5121 088 - 327 – 8th Avenue, KRAAIFONTEIN, 7570 - *Elle Eden*

475. Grant Walter Abrahams - 950621 5068 088 - 258 Thorton Road, ATHLONE, 7764 - *Ghalid*

476. Chadley Simons - 941213 5065 082 - 9 Lutheking Road, OTTERY, 7041 - *Mogamad Sedick*

477. Donovan Lester Maré - 940522 5269 085 - 25 Westfort Road, HOUTBAY, 7806 - *Sascha Natalino*

478. Jade Bruyns - 950908 5199 082 - 23 Crystal Road, STEENBERG, 7945 - *Imaad*

479. Ashwin Dyne Jacobs - 910625 5191 088 - 11 Cinderella Crescent, East Ridge , MITCHELLS PLAIN, 7785 - *Aashiq*

480. Bekeka Mjila - 960423 0950 081 - 3290 Zone 7, Thembalethu , GEORGE, 6530 - *Bekeka Pamella*

481. Cheslyn Kyle Jackson - 950915 5161 087 - 65 A Glokinia Street, KALKSTEENFONTEIN, 7490 - *Iekraam*

482. Zikhona Gloria Mela - 870825 0434 081 - 57599 Mqokolo Nompumelelo , Beacon Bay , EAST LONDON, 5201 - *Zikhona Zicky*

483. Philasande Zondo - 010517 5609 087 - Nkomokazini Area, ESTCOURT, 3310 - *Philasande Buyani*

484. Reabetse Mnguni - 011015 0427 083 - 9168 Xenon Street, TSHWANE, 0122 - *Reabetse Omotle*

485. Dumelo Mataga - 000701 5426 088 - 9560 Xenon Street, Extension 8 , NELNMAPHIUS, 0122 - *Tumelo*

486. Anele Amanda Mbotho - 010116 6466 082 - Greengate Area, OZWATHINI, 3242 - *Anele Thabiso*

487. Ofentse Sbusiso Stewart - 010114 5409 088 - 5450 Mmamasianoke Street, Windmill Park Estate , BOKSBURG, 1459 - *Ofentse William*

488. S'thembeso Memela - 010515 5844 083 - Kwadlangezwa, EMPANGENI, 3910 - *S'thembiso*

489. Katlego Maphutha - 010724 5485 084 - 39 A Rabe Street, Unit 55, African Spirit, POLOKWANE, 0700 - *Katlego Masetle*

490. Orefile Monchwe - 010628 0916 086 - Riemvas Maak, POSTMASBURG, 8420 - *Orefile Lucious*

491. Sikhanyiso Cira - 010903 5847 085 - Sisulu Area, UMZIMKHULU, 3297 - *Sikhanyiso Sinokuhle*

492. Unathi Ndlebe - 010821 1058 087 - Zimbane Valley, UMTATA, 5100 - *Unathi Queen*

493. Neziwe Yoliswa Nomajende - 960823 0821 085 - 19950 Simon , STRAND, 7140 - *Neziwe Yoliswa Patience*

494. Nhlanhla Phungwayo - 970318 0232 084 - 18232 Extension 8c, SOSHANGUVE, 0152 - *Rebekah Aquila*

495. Thapelo Duncan Chonco - 900326 6163 083 - 8890 Tshagane Street, Extension 11 , PROTEA GLEN, 1819 - *Vusi Thapelo Duncan*

496. Fernando Ntsaga Mokubaki - 900505 6270 085 - Extension 6, MAMELODI EAST, 0122 - *Jacob*

497. Permission Khumalo - 900602 0246 086 - 4547 Extension 8, Far Eastbank , ALEXANDRA, 2090 - *Mbali Permission*

498. Nomkhitha Gloria Ntsevu - 900826 1142 081 - , MOUNT AYLIFF, 4735 - *Nomkhitha*

499. Justice Walter Sivuyisile Bali - 640124 5786 086 - 1273 Zone 6, ZWELITHA, 5600 - *Justice Walter Vuyisile*

500. Ziyaad Hendricks - 890730 5406 082 - 12 Woodwind Circle, Steenberg , RETREAT, 7945 - *Faith*

501. Onkgomoditse Rantlhoatlhoa - 000922 6046 085 - 347 Dutch Street, Dipetleloane , BELA-BELA, 0480 - *Onkgomoditse Solly*

502. Mmatlou Japhta Linah Mpati - 830503 0581 081 - Ratanang, MATLALA, 0748 - *Matlou Japhtalinah*

503. Mahlogonolo Seopa - 000823 5472 084 - Hospital Street, POLOKWANE, 0742 - *Koena Alfred*

504. Kayla Trigo Du Toit - 980504 0140 082 - 17 Findhorn, RACEVIEW, 1449 - *Kayla De Araujo*

505. Anne-Marie Botes - 920916 0049 084 - 64 Currie Crescent, QUEENSBURGH, 4093 - *Shane Morné*

506. Chevoné Elizabeth Fester-Sayed - 930607 0208 089 - 4 Manenberg Avenue, MANENBERG, 7764 - *Sherezaan*

507. Siphokazi Gladys Mtsweni - 010127 0666 080 - 3585 / 28 Mattew Street, KRIEL, 2271 - *Siphokazi Cleopatra*

508. Callum Patrick Martin - 011018 5271 084 - 4 Harrier Place, CAPE TOWN, 7945 - *Alexandra*

509. Mabune Herbert Maroetla - 901003 6070 084 - Ga-Masomola, THABAMPSHE, 1060 - *Mashale Herbert*

510. Karabo Tjale - 010313 0457 080 - 94 – 13th Avenue, ALEXANDRA, 2090 - *Ngwanaseala Kerry Karabo*

511. Sandile Siphesihle Nicholus Makhubu - 010222 5885 080 - Watersmeer, LADYSMITH, 3370 - *Bandile Siphesihle Nicholus*

512. Bongani Baloyi - 960815 5722 086 - Kopano Residence, RONDEBOSCH, 7700 - *Thabang Bongani Junior*

513. Kanyisile Davids - 010121 1278 086 - 07 Lilian Ngoyi Street, BREDASDORP, 7280 - *Farren Kanyisile*

514. Daniël Christoffel Peenz - 750802 5006 086 - 189 Uys Street, RYNFIELD, 1514 - *Dee-Ann Christine*

515. Idah Amukelani Ngobeni - 840504 0782 081 - 303 Avonwood Barnato & York Street, BEREA, 2198 - *Amukelani*

516. Tsakaninyiko Mahlawule - 950207 0090 085 - 2512 Isiekehle Street, Extension 2 , PROTEA GLEN, 1818 - *Tsakani Nyiko*

517. Mapaseka Eunice Seshoeshoe - 970328 0474 081 - 7384 Kanana, KLERKSDORP, 2700 - *Mapaseka Keitumetse*

518. Meshack Kosimphile Mlaba - 840304 5273 081 - Tsietsi Mashinini, MACHADODORP, 1170 - *Meshack Nkosingphile*

519. Ntombikayise Simelane - 941212 0074 081 - 6 Gajra Tarrace , Nagina Phase One , MARIANNHILL, 3604 - *Unami Yanda*

520. Sebenzile Maureen Gwija - 780405 0518 081 - Kwajali Location, DURBAN, 4001 - *Sebenzile Zintombi*

521. Willene Maudré-Ann Andreas - 000308 0225 083 - Uitsig 56, FRASERBURG, 6960 - *Willene Annastasia*

522. Mpho Netshifhefhe - 791121 0542 081 - P O Box 280, SHAYANDIMA, 2945 - *Mpho Sweetness*

DEPARTMENT OF TRADE, INDUSTRY AND COMPETITION

NO. 1134 **23 OCTOBER 2020**

CO-OPERATIVES THAT HAVE BEEN REMOVED FROM THE REGISTER

1. ULWAZI LWETHU CO-OP LTD (2013/017857/24)
2. EMHLUBULWENI AGRICULTURAL CO-OP LTD (2011/004983/24)
3. EMHLANGENI AGRICULTURAL CO-OP LTD (2011/007008/24)
4. MANGQAKAZA AGRICULTURAL CO-OP LTD (2012/004533/24)
5 FISOKUHLE AGRICULTURAL CO-OP LTD (2011/007498/24)
6. MANDWALANE AGRICULTURAL CO-OP LTD (2013/006316/24)
7. BAMBINKUNZI AGRICULTURAL CO-OP LTD (2011/007142/24)
8. DABEDABE AGRICULTURAL CO-OP LTD (2011/007374/24)
9. DYNAMIC TRADE GROUP CO-OP LTD (2012/008944/24)
10. AMANULI 05 CO-OP LTD (2014/019146/24)
11. BOMBOLETI AGRICULTURAL CO-OP LTD (2013/000991/24)
12. KOLJANDER TUISNYWERHEID CO-OP LTD (1980/000004 /24)
13. EZIZIMELENI CO-OP LTD (2014/020732/24)
14. KWANGEQENI AGRICULTURAL CO-OP LTD (2012/005462/24)
15. KWABULAWAYO AGRICULTURAL CO-OP LTD (2011/008201/24)
16. OHWEBEDE AGRICULTURAL CO-OP LTD (2011/004986/24
17. MAKHWANINI AGRICULTURAL CO-OP LTD (2011/004998/24)
18. BETTERWAY 2016 WORKER CO-OP LTD (2016/011255/24)
19. ABOMTWANA CO-OP LTD (2017/007545/24)
20. REDEEMED WOMEN PROJECTS CO-OP LTD (2016/010192/24)
21 .EMHLANGENI AGRICULTURAL CO-OP LTD (2011/007008/24)
22. SIZUMPHAKATHI LETHUKUTHULA CO-OP LTD (2008/002277/24)
23. TURNKEY CO-OP LTD (2017/003342/24)
24. PALANE RIVERLAKE FARM CO-OP LTD (2019/008546/24)
24. GENEDENDAL AGRI PROVIDERS CO-OP LTD (2014/020036/24)
25. GENADENDAL GEMEENSKAP SAAIBOERE SECONDARY CO-OP LTD 2016/008222/24)
26. TLOU KWENA CO-OP LTD (2008/000517/24)
27. MASTOBIODLO MULTI-PURPOSE CO-OP LTD (2013/018101/24)
28. LAKITHI CO-OP LTD (2014/020444/24)

Notice is hereby given that the names of the abovementioned co-operatives will, after the expiration of thirty days from the date of this notice, be struck off the register in terms of the provisions of section 71A of the Co-operatives Act, No 6 of 2013.
Any objections to this procedure, which interested persons may wish to raise, must together with the reasons therefore, be lodged with this office before the expiration of the period of sixty days.

REGISTRAR OF CO-OPERATIVES
Office of the Registrar of Co-operatives
Dti Campus
77 Meintjies Street
Pretoria
0002

Private Bag X237
Pretoria
0001

GENERAL NOTICES • ALGEMENE KENNISGEWINGS

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NOTICE 582 OF 2020

LAND REFORM (LABOUR TENANTS) ACT, 1996 (ACT NO. 3 OF 1996)

Notice is hereby given, in terms of Section 17 (2) (c) of the Land Reform (Labour Tenants) Act, 1996 (Act No 3 of 1996) ("the LTA"), that an Application for acquisition of land was lodged with the Director General of the Department of Land Affairs by the Applicants, and in respect of the Property set out in the Schedule.

Any party who may have an interest in the above-mentioned Application is hereby invited to make written representations to the Director General, within 30 days from the publication of this Notice. The representations must be forwarded to:

The Director General
c/o Deputy Director: Tenure Systems Reform
Department of Rural Development and Land Reform
Provincial Shared Service Centre: Mpumalanga
Directorate: Tenure Systems & Implementation
Private Bag X7261
Witbank
1035
Tel: 013 656 1000

SCHEDULE

Applicants:

No.	Name and Surname	Identity Number
1.	LINDIWE MBONWAYINI MAHLANGU	700222 0833 080,
2.	MBUTELWA BOY SKOSANA	460708 5402 087,
3.	KABONGO CHRISTIAN MASOMBUKA	291011 5137 083,
4.	ABRAM MOSES THUBANE	710707 6043 088,
5.	MATI JOHANNES THUBANE	530702 5424 080,
6.	KLEINBOOI MAHLANGU	680402 5746 081,
7.	ZONDIWE PIET MATHIBELA	390609 5183 083,
8.	GONYELWA KOOS TUKWANA	210404 5228 085,
9.	MABUTI PETRUS MSIZA	490828 5207 080,
10.	JOHANNES ZONDANE MNGUNI	600731 5401 082,
11.	KLEINBOOI MNGUNI	270903 5139 082,
12.	JABULANI SWARTBOOI SKOSANA	480823 5238 088,
13.	BETTY SKOSANA	430812 0355 089,
14.	SANYANA LAZARUS JIYANA	620819 5487 080,

15.	MECHAKA KOOS MACHIKA	321130 5136 087,

Property:

No.	Property Description	Locality (District)	Current Title Deed No	Current Owner	Bonds and Restrictive Conditions (Interdicts)
1	R/E of Portion 01 and 03 0f The Farm Roodepoort 418 JS	Nkangala	T18748/2000	1. ATSEUN PTY LTD Representatives	

For **DIRECTOR-GENERAL: DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM**
SIGNED BY: _____
DEPUTY DIRECTOR: TENURE SYSTEMS REFORM, DULY AUTHORISED

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NOTICE 583 OF 2020

GENERAL NOTICE IN TERMS SECTION 11 (1) OF THE RESTITUTION OF LAND RIGHTS ACT, 1994 (ACT NO. 22 OF 1994)

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

Property	:	**see attached schedule**
Extent of property	:	**see attached schedule**
Magisterial District	:	**Umbumbulo**
Administrative District	:	**KwaZulu-Natal**
Current Title Deed No.	:	**see attached schedule**
Current Owner	:	**see attached schedule**
Bonds & Restrictive Conditions (Interdicts)	:	**see attached schedule**
Claimant	:	**Herman Thula Bhengu**
Date claim lodged	:	**29th December 1998**
Reference number	:	**KRN6/2/3/E/8/817/2722/83**

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

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

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Any comments and information should be submitted to:

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

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

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

LEBJANE MAPHUTHA
REGIONAL LAND CLAIMS COMMISSIONER: KWAZULU NATAL
DATE:

SCHEDULE

NO.	PROPERTY DESCRIPTION	EXTENT	CURRENT TITLE DEED NO.	CURRENT OWNER	BONDS & RESTRICTIVE CONDITIONS (INTERDICTS)
1	**KWAMAKHUTHA-A** comprising **3231 Sites** numbered 1, 6-80, 83-286, 289-403, 405, 406, 408 – 492, 495 – 532, 542 – 703, 706 – 1374, 1377 – 1403, 1405 – 1519, 1526 – 1680, 1682 – 2371, 2379 – 2381, 2383 – 2390, 2396 – 2399, 2403 – 2405, 2407 – 2411, 2413, 2416, 2418 – 2428, 2431, 2432, 2435, 2440, 2441, 2443, 2445-2464, 2466 – 2473, 2477, 2482 – 2484, 2505 – 2532, 2541, 2557 – 2578, 2580 – 2587, 2589, 2592 – 2638, 2641 – 2762, 2765, 2840, 2842 – 2866, 2868 – 2880, 2885, 2988 – 3039, 3043 – 3146, 3150 – 3164, 3175 – 3182, 3186 – 3225, 3237 – 3242, 3244 – 3263, 3266, 3273 – 3613, 3620 – 3626. **Plus 24 Public places** numbered 2477, 2478, 2498, 2513, 2532, 2580, 2881 – 2884, 3039, 3147 – 3149, 3165 – 3167, 3264, 3614 – 3619, 3627. (Situate on Erf 3628 Kwamakhutha A – S. G. No. 432/1995) Making up an extent of **308.2860 ha.**	**PLEASE NOTE THAT DETAILS OF THE PROPERTIES CLAIMED ARE AVAILABLE AT THE OFFICES OF THE REGIONAL LAND CLAIMS COMMISSIONER: KWAZULU-NATAL**			
2	**KWAMAKHUTHA – B** comprising **556 Erven** numbered 755 – 789, 811 – 869, 932 –961, 1073, 870 – 931,962 – 1072, 1576 – 1592, 1252 – 1300, 1593 – 1604, 1557 – 1570, 1699 – 1738, 1752 – 1765, 1823 – 1864, 1739 – 1751, 1766 – 1822. Amounting to an extent of **33.4117 ha.** These properties are situated on Erf 1866 Kwamakhutha – B, S.G. No. 433/1995.				

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NOTICE 584 OF 2020

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

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

Property	:	**see attached schedule**
Extent of property	:	**see attached schedule**
Magisterial District	:	**Bergville**
Administrative District	:	**KwaZulu-Natal**
Current Title Deed No.	:	**see attached schedule**
Current Owner	:	**see attached schedule**
Bonds & Restrictive Conditions (Interdicts)	:	**see attached schedule**
Claimant	:	**Bhekani Patrick Maphalala on behalf of the Maphalala Community**
Date claim lodged	:	**31 December 1998**
Reference number	:	**KRN6/2/2/E/3/0/0/31**

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

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

Any comments and information should be submitted to:

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

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

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

LEBJANE MAPHUTHA
REGIONAL LAND CLAIMS COMMISSIONER: KWAZULU NATAL
DATE:

SCHEDULE

NO.	PROPERTY DESCRIPTION	EXTENT	CURRENT TITLE DEED NO.	CURRENT OWNER	BONDS & RESTRICTIVE CONDITIONS (INTERDICTS)
1	Portion 0 (Remaining Extent) of the farm Deelspruit No. 2196	239, 8046 ha	T48853/2022	Barend Christoffel Bester	B17897/2014 VA3592/2014
2	Portion 1 (Remaining extent) of the farm Deelspruit No. 2196	135, 0166 ha	T48855/2022	Barend Christoffel Bester	B17897/2014
3	Portion 2 of the farm Deelspruit No. 2196	393, 6583 ha	T43956/1999	Barend Christoffel Bester	K492/1954S K54/1973S B17897/2014
4	Portion 3 of the farm Deelspruit No. 2196	121, 6106 ha	T18728/1990	Bencor Boerdery (Edms) Bpk	B17897/2014
5	Portion 4 of the farm Deelspruit No. 2196	121, 4058 ha	T18728/1990	Bencor Boerdery (Edms) Bpk	B17897/2014
6	Portion 5 of the farm Deelspruit No. 2196	25, 5550 ha	T18728/1990	Bencor Boerdery (Edms) Bpk	B17897/2014
7	Portion 6 of the farm Deelspruit No. 2196	104, 5680 ha	T48855/2002	Barend Christoffel Bester	B36140/2008 B17897/2014
8	Portion 7 of the farm Deelspruit No. 2196	40, 4686 ha	T48511/1999	Barend Christoffel Bester	B17897/2014
9	Portion 8 of the farm Deelspruit No. 2196	8, 4984 ha	T48511/1999	Barend Christoffel Bester	B17897/2014
10	Portion 0 (Remaining Extent) of the farm Kwaggashoek No. 15568	1680, 6038 ha	T16435/2000	Kwaggashoek Game Ranch (Pty) Ltd	None
11	Portion 1 of the farm Kwaggashoek No. 15568	1680, 6038 ha	T12101/2011	Lubefu Inv (Pty) Ltd Kwaggashoek Game Ranch (Pty) Ltd	K1925/2003S K920/1992S K5091/2004S B21593/2012
12	Portion 2 of the farm Kwaggashoek No. 15568	354, 3876 ha	T8796/2015	Thubelihle Communal Property Association	None
13	Portion 2 of the farm Molotto's Kraal No. 1194	127, 2333 ha	T48855/2002	Barend Christoffel Bester	B17897/2014
14	Portion 3 of the farm Molotto's Kraal No. 1194	28, 0422 ha	T10399/1990	Bekabantu Khumalo	None
15	Portion 4 of the farm Molotto's Kraal No. 1194	29, 7141 ha	T17234/1971 T3318/1926 T3318/1926 T3318/1926 T3318/1926	Jane Winnie Shabalala Nkosenye Jonas Mhlanzi Zamokhwakhe Mabizela Mabhoyi Jameson Mhlanzi Mgijim Wilbard Mhlanzi	I-502/1977LG
16	Portion 5 of the farm Molotto's Kraal No. 1194	11, 2977 ha	T3319/1926	Sigaqa Ndaba	I-502/1977LG
17	Portion 6 of the farm Molotto's Kraal No. 1194	36, 4110 ha	T10468/1993	Julius Hlongwane	None
18	Portion 7 (Remaining Extent) of the farm Molotto's Kraal No. 1194	9, 0528 ha	T7444/1951	Gilbert Mdakane	I-502/1977LG
19	Portion 8 of the farm Molotto's Kraal No. 1194	9, 2068 ha	T2842/1927	Church of the Province of South Africa	None
20	Portion 9 of the farm Molotto's Kraal No. 1194	18, 8280 ha	T834/1956	Ndabankulu Ronald Mazibuko	I-502/1977LG

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NO.	PROPERTY DESCRIPTION	EXTENT	CURRENT TITLE DEED NO.	CURRENT OWNER	BONDS & RESTRICTIVE CONDITIONS (INTERDICTS)
21	Portion 10 of the farm Molotto's Kraal No. 1194	25, 9479 ha	T11760/1980	Msizi Mathias Mokoena	I-502/1977LG
22	Portion 11 (Remaining Extent) of the farm Molotto's Kraal No. 1194	9, 7910 ha	Tt19560/1971 T19560/1971 T19560/1971 T19560/1971	Daniel Mazibuko Job Mazibuko Nelson Mazibuko Solomon Mazibuko	I-502/1977LG
23	Portion 12 (Remaining Extent) of the farm Molotto's Kraal No. 1194	5, 4404 ha	T6892/1951	Simon Muzikayise Ndaba	I-502/1977LG
24	Portion 13 (Remaining Extent) of the farm Molotto's Kraal No. 1194	3, 2228 ha	T6586/1956	Mtakati Job Mazibuko	I-502/1977LG
25	Portion 14 of the farm Molotto's Kraal No. 1194	16, 3213 ha	T28265/1998	Mandlenkosi Walter Sithole Bonakele Annastasia Sithole	None
26	Portion 15 of the farm Molotto's Kraal No. 1194	0, 8094 ha	T3016/4926	Leteka Maloyi	I-502/1977LG
27	Portion 16 of the farm Molotto's Kraal No. 1194	0, 2024 ha	T3016/1926	Leteka Maloyi	I-502/1977LG
28	Portion 17 of the farm Molotto's Kraal No. 1194	13, 7946 ha	T5574/1940	Church of the Holy Ghost Boy Sithole	I-502/1977LG
29	Portion 18 of the farm Molotto's Kraal No. 1194	3, 2469 ha	T9487/1968	Kwapuna Hlatshwayo	I-502/1977LG
30	Portion 19 of the farm Molotto's Kraal No. 1194	5, 4404 ha	T6891/1951	Vusumuzi Edward Nkala	I-502/1977LG
31	Portion 20 of the farm Molotto's Kraal No. 1194	3, 3548 ha	T4375/1957	Richard Radebe	I-502/1977LG
32	Portion 21 of the farm Molotto's Kraal No. 1194	4, 0469 ha	T12615/1966	Mlandu SIthole	I-502/1977LG
33	Portion 22 of the farm Molotto's Kraal No. 1194	8, 5496 ha	T6702/1951	Zwelonke Mazibuko	I-502/1977LG
34	Portion 23 of the farm Molotto's Kraal No. 1194	8, 2647 ha	T6703/1951	David Mdakane	I-502/1977LG
35	Portion 24 of the farm Molotto's Kraal No. 1194	12, 3392 ha	T10525/1948	Mvimbezeli Kumalo	I-502/1977LG
36	Portion 25 of the farm Molotto's Kraal No. 1194	8, 3483 ha	T5557/1948	Frank Dhladhla	I-502/1977LG
37	Portion 26 (Remaining Extent) of the farm Molotto's Kraal No. 1194	4, 1440 ha	T6588/1956	Daniel Mazibuko	I-502/1977LG
38	Portion 27 of the farm Molotto's Kraal No. 1194	4, 1545 ha	T4375/1957	Richard Radebe	I-502/1977LG
39	Portion 28 of the farm Molotto's Kraal No. 1194	2, 0571 ha	T6582/1956	Mzamo Nelson Mazibuko	I-502/1977LG
40	Portion 29 of the farm Molotto's Kraal No. 1194	2, 0483 ha	T6583/1956	Daniel Mazibuko	I-502/1977LG
41	Portion 30 of the farm Molotto's Kraal No. 1194	2, 0440 ha	T6584/1956	Bantu Mazibuko	I-502/1977LG
42	Portion 31 of the farm Molotto's Kraal No. 1194	2, 0458 ha	T6585/1956	Ndabankulu Mazibuko Zwelonke Mazibuko	I-502/1977LG
43	Portion 32 of the farm Molotto's Kraal No. 1194	4, 1440 ha	T6587/1956	Mtakati Job Mazibuko	I-502/1977LG
44	Portion 0 (Remaining Extent) of the farm Rustenburg No. 16083	782, 5464 ha	T21799/2013	The Zunckel Farms Trust-Trustees	B39081/992 B41035/1993 B29277/2001 B4666/2010 B20627S VA/2014

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NO.	PROPERTY DESCRIPTION	EXTENT	CURRENT TITLE DEED NO.	CURRENT OWNER	BONDS & RESTRICTIVE CONDITIONS (INTERDICTS)
45	Portion 1 of the farm Rustenburg No. 16083	336, 5684 ha	T63176/2007	Ojala Trust-Trustees	VA5/340/2007
46	Portion 0 (Remaining Extent) of the farm Vaal Bank No. 1266	176, 9498 ha	T34836/1998	Lothar Walter Frey	B26928/1998 VA2862/2011
47	Portion 1 (Remaining Extent) of the farm Vaal Bank No. 1266	269, 9863 ha	NOT REGISTERED		I-1510/1977LG
48	Portion 2 of the farm Vaal Bank No. 1266	165, 9364 ha	T5110/1994	Dankbaar Farm & Property Trust-Trustees	B28908/2001 B42048/1994 B6306/2004 B7560/1994 K487/1986s B1364/2009 B22329/2010
49	Portion 3 of the farm Vaal Bank No. 1266	800 dum	T1281/1898	Nicholas Johannes van der Merwe Diedlof Jacobus van der Merwe	I-1510/1977LG
50	Portion 4 of the farm Vaal Bank No. 1266	120, 1841 ha	T7077/1985	Reimar Herbert Tratschler	K495/1985S B3838/1999
51	Portion 5 of the farm Vaal Bank No. 1266	120, 1841 ha	T5043/1994	Kurt Siegfried Meyer	B26173/1998 B46189/2006 B17616/2013
52	A portion of the consolidated Portion 23 (Remaining Extent) of the farm Vaal Bank No. 1266, known before consolidation as Portion 6 (Remaining Extent) of the farm Vaal Bank No. 1266	72, 8453 ha	T5110/1994	Dankbaar Farm & Property Trust-Trustees	B22329/2010
53	Portion 7 (Remaining Extent) of the farm Vaal Bank No. 1266	22, 2082 ha	T3987/2003	Dowling Familie Trust-Trustees	B17382/2007 B35661/2008 B21014/2011
54	Portion 8 (Remaining Extent) of the farm Vaal Bank No. 1266	121, 4058 ha	T39559/1999	Reimar Tratschler Family Trust-Trustees	K733/1987S
55	Portion 9 of the farm Vaal Bank No. 1266	202, 3430 ha	T8971/1984	Reimar Herbert Tratschler	B3838/1999 K585/1986S
56	Portion 10 of the farm Vaal Bank No. 1266	202, 3430 ha	T34836/1998	Lothar Walter Frey	B26928/1998 K805/1986S VA2862/2011
57	Portion 11 of the farm Vaal Bank No. 1266	81, 8907 ha	T33035/2013	Lew Farming cc	B21725/2013
58	Portion 12 of the farm Vaal Bank No. 1266	81, 8907 ha	T33035/2013	Lew Farming cc	B21725/2013
59	A portion of the consolidated Portion 23 (Remaining Extent) of the farm Vaal Bank No. 1266, known before consolidation as Portion 13 of the farm Vaal Bank No. 1266	179, 9935 ha	T5110/1994	Dankbaar Farm & Property Trust-Trustees	I-1510/1977LG

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NO.	PROPERTY DESCRIPTION	EXTENT	CURRENT TITLE DEED NO.	CURRENT OWNER	BONDS & RESTRICTIVE CONDITIONS (INTERDICTS)
60	A portion of the consolidated Portion 23 (Remaining Extent) of the farm Vaal Bank No. 1266, known before consolidation as Portion 14 of the farm Vaal Bank No. 1266	179, 9935 ha	T5110/1994	Dankbaar Farm & Property Trust-Trustees	I-1510/1977LG
61	Portion 15 of the farm Vaal Bank No. 1266	706, 9611 ha	T10858/2003	Defacto Inv 255 (Pty) Ltd	K4273/2004S B19800/2015 VA3603/2015
62	Portion 16 of the farm Vaal Bank No. 1266	40, 4686 ha	T7077/1985	Reimar Herbert Tratschler	K495/1985S B3838/1999
63	Portion 17 of the farm Vaal Bank No. 1266	40, 4686 ha	T33251/14995	Wincote (Pty) Ltd	B20752/2001 B9006/2015
64	Portion 18 of the farm Vaal Bank No. 1266	NOT REGISTERED			
65	Portion 19 of the farm Vaal Bank No. 1266	NOT REGISTERED			
66	Portion 20 of the farm Vaal Bank No. 1266	83, 4729 ha	T7482/1979	Johannes Casparus Lemmer	None
67	A portion of the consolidated Portion 23 (Remaining Extent) of the farm Vaal Bank No. 1266, known before consolidation as Portion 21 of the farm Vaal Bank No. 1266	107, 1490 ha	T5110/1994	Dankbaar Farm & Property Trust-Trustees	I-1510/1977LG
68	Portion 22 of the farm Vaal Bank No. 1266	271, 4102 ha	T5113/1994	Dankbaar Farm & Property Trust-Trustees	None
69	Portion 23 (Remaining Extent) of the farm Vaal Bank No. 1266	268, 5673 ha	T5110/1194	Dankbaar Farm & Property Trust-Trustees	B22329/2010
70	Portion 24 of the farm Vaal Bank No. 1266	176, 8478 ha	T34836/1998	Lothar Walter Frey	B26928/1998 VA2862/2011
71	Portion 25 of the farm Vaal Bank No. 1266	176, 9497 ha	T34836/1998	Lothar Walter Frey	B26928/1998 VA2862/2011
72	Portion 26 of the farm Vaal Bank No. 1266	176, 9524 ha	T34836/1998	Lothar Walter Frey	B26928/1998 VA2862/2011
73	Portion 0 of the farm Oppermans Kraal No. 1257	830, 4359 ha	T204/1885	Andreas Wilhelmus Jacobus Pretorius	None
74	Portion 1 (Remaining Extent) of the farm Oppermans Kraal No. 1257	1267, 2156 ha	NOT REGISTERED		I-1510/1977LG
75	Portion 2 (Remaining Extent) of the farm Oppermans Kraal No. 1257	22, 2577 ha	T8647/2005	Daniel Stephanus Olivier	B19930/2009 B63161/2007 B75442/2006 K124/1999S
76	Portion 3 (Remaining Extent) of the farm Oppermans Kraal No. 1257	11, 4378 ha	T7708/1954	Hezekiah Bonagni Sabelo Mazibuko	I-1510/1977LG
77	Portion 4 of the farm Oppermans Kraal No. 1257	424, 3063 ha	T204/1885	Andreas Wilhelmus Jacobus Pretorius	I-1510/1977LG
78	Portion 5 of the farm Oppermans Kraal No. 1257	275, 9756 ha	T4247/2014	Trorow Properties (Pty) Ltd	B19317/2015 K101/1992S k34217/2001S

NO.	PROPERTY DESCRIPTION	EXTENT	CURRENT TITLE DEED NO.	CURRENT OWNER	BONDS & RESTRICTIVE CONDITIONS (INTERDICTS)
79	Portion 6 (Remaining Extent) of the farm Oppermans Kraal No. 1257	630, 3565 ha	T8823/1994	Gielie Jazobsz Trust-Trustees	K819/1982S
80	Portion 7 (Remaining Extent) of the farm Oppermans Kraal No. 1257	373, 3964 ha	T25008/1987	R Jacobsz Trust-Trustees	None
81	Portion 8 of the farm Oppermans Kraal No. 1257	633, 6320 ha	T35037/1998	Ojala Trust-Trustees	K1219/2002S K1363/2005S k1931/2000S K340/1992S K539/1994S K58/1991S K521/1982S
82	Portion 9 (Remaining Extent) of the farm Oppermans Kraal No. 1257	316, 7857 ha	T24258/2003	Ojala Trust-Trustees	K1964/1977S
83	Portion 10 (Remaining Extent) of the farm Oppermans Kraal No. 1257	11, 6155 ha	T2682/1949	Jacob Stephen Mndebele	I-1510/1977LG
84	Portion 11 (Remaining Extent) of the farm Oppermans Kraal No. 1257	800 dum	T7501/1951	Jacob Mdakane	I-1510/1977LG
85	Portion 12 (Remaining Extent) of the farm Oppermans Kraal No. 1257	21, 0947 ha	T15504/1965 T2684/1949	Sagadevan Esaiiah Mazibuko	I-1510/1977LG VA15504/1965
86	Portion 13 of the farm Oppermans Kraal No. 1257	32, 8243 ha	T9622/1952	Robinson Mndaweni	I-1510/1977LG
87	Portion 14 of the farm Oppermans Kraal No. 1257	12, 0350 ha	T5389/1958	Makanini Dubazana	I-1510/1977LG
88	Portion 15 of the farm Oppermans Kraal No. 1257	16, 5188 ha	T5872/2009	Vukile Emmanuel Nkosinathi Mdunge Vuka Bongani Godfrey Mdunge	None
89	Portion 16 of the farm Oppermans Kraal No. 1257	20, 8746 ha	T6662/1957	Zwelake Eric Hlatywayo	K1358/1990S K2022/2000S
90	Portion 17 of the farm Oppermans Kraal No. 1257	21, 8857 ha	T8882/1966	Wilson Dhladhla	I-1510/1977LG
91	Portion 18 of the farm Oppermans Kraal No. 1257	5, 4010 ha	T19211/1979	Michael Zikalala	I-1510/1977LG
92	Portion 19 (Remaining Extent) of the farm Oppermans Kraal No. 1257	25, 7715 ha	T8196/1951	Albert Cebekhulu	K837/1991S VA626/1991
93	Portion 20 (Remaining Extent) of the farm Oppermans Kraal No. 1257	22, 4216 ha	T2514/1953	Richard Madinane	I-1510/1977LG
94	Portion 21 of the farm Oppermans Kraal No. 1257	72, 7391 ha	T8248/1998	Sipho Bonginkosi Nyembezi	K258/1998S VA567/1998
95	Portion 22 of the farm Oppermans Kraal No. 1257	19, 2620 ha	T2594/1957	Nellie Mdakane	K1110/1990S
96	Portion 23 of the farm Oppermans Kraal No. 1257	15, 4181 ha	T9337/1955	Matilda Nonkabi Kubheka	I-1510/1977LG
97	Portion 24 of the farm Oppermans Kraal No. 1257	12, 6536 ha	T21259/1973	Lillian Hlongwane Zefika Kubheka Mary Ndebele Norah Radebe	I-1510/1977LG
98	Portion 25 of the farm Oppermans Kraal No. 1257	10, 9818 ha	T3258/1951	Mbeta Sithole	I-1510/1977LG
99	Portion 26 of the farm Oppermans Kraal No. 1257	8, 1949 ha	T2372/1954	Daniel Sitole	I-1510/1977LG

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NO.	PROPERTY DESCRIPTION	EXTENT	CURRENT TITLE DEED NO.	CURRENT OWNER	BONDS & RESTRICTIVE CONDITIONS (INTERDICTS)
100	Portion 27 (Remaining Extent) of the farm Oppermans Kraal No. 1257	7, 1715 ha	T2371/1954	Shedrack Mdakane	I-1510/1977LG
101	Portion 28 of the farm Oppermans Kraal No. 1257	12, 7048 ha	T77081954	Hezekiah Bongani Sabelo Mazibuko	I-1510/1977LG
102	Portion 29 of the farm Oppermans Kraal No. 1257	7, 0478 ha	T2700/1949	Sigamo Nkonde	I-1510/1977LG
103	Portion 30 of the farm Oppermans Kraal No. 1257	0, 6997 ha	T2701/1949	Samson Mdakane	I-1510/1977LG
104	Portion 31 of the farm Oppermans Kraal No. 1257	12, 6920 ha	T2702/1949	Andrew Ngcobo	I-1510/1977LG
105	Portion 32 of the farm Oppermans Kraal No. 1257	20, 1280 ha	T2703/1949	Andrew Ngcobo	I-1510/1977LG
106	Portion 33 of the farm Oppermans Kraal No. 1257				
107	Portion 34 of the farm Oppermans Kraal No. 1257	2, 3110 ha	T2681/1949	Syndicate Rooihoek	I-1510/1977LG
108	Portion 35 of the farm Oppermans Kraal No. 1257	256, 9602 ha	T33626/2015	Valencia Boerdery cc	B19877/2015 K2989/2005S
109	Portion 36 of the farm Oppermans Kraal No. 1257	316, 7857 ha	T24258/2003	Ojala Trust-Trustees	None
110	Portion 38 of the farm Oppermans Kraal No. 1257	3, 9476 ha	T1900/2001	Sithabiso Bernard Mdakane Simangele Rose Mdakane	None
111	Portion 39 of the farm Oppermans Kraal No. 1257	NOT REGISTERED			
112	Portion 40 of the farm Oppermans Kraal No. 1257	2, 4078 ha	T4921/1977	Jobele Petrus Radebe	I-1510/1977LG
113	Portion 41 of the farm Oppermans Kraal No. 1257	4, 5974 ha	T61312/2004	Muzikayise Simeon Zulu	I-1510/1977LG
114	Portion 42 of the farm Oppermans Kraal No. 1257	2, 4282 ha	T17813/1975	Wilson Mtutu Hlongwane	K1198/1990S

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DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NOTICE 585 OF 2020

NOTICE OF WITHDRAWAL IN TERMS OF SECTION 11A (3) OF THE RESTITUTION OF LAND RIGHTS ACT, 1994 (ACT NO. 22 OF 1994)

Notice is hereby given in terms of section 11A (3) of the Restitution of Land Rights Act, 1994 (Act No. 22 of 1994) as amended, that the notice of the claim lodged by Fanyana E Mthimkhulu, on behalf of the Kwabhukuda Toggkry Community, under reference number KRN6/2/2/E/27/0/0/26, in the District of King Cetshwayo, KwaZulu-Natal, which was published under Notice No. 129 of 2019 in *Government Gazette* No. 42286 dated 8 March 2019, has been **WITHDRAWN** by the Regional Land Claims Commissioner.

LEBJANE MAPHUTHA
REGIONAL LAND CLAIMS COMMISSIONER: KWAZULU NATAL
DATE:

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NOTICE 586 OF 2020

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

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

Property	:	**That portion of Durban commonly known as 65 Cabazini, Cato Manor**
Magisterial District	:	**Ethekwini**
Administrative District	:	**KwaZulu-Natal**
Claimant	:	**Maluesho Mohlakoana on behalf of the Mohlakoana Family**
Date claim lodged	:	**19 May 1998**
Reference number	:	**KRN6/2/3/E/8/817/2716/3181**

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

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

Any comments and information should be submitted to:

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

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

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

LEBJANE MAPHUTHA
REGIONAL LAND CLAIMS COMMISSIONER: KWAZULU NATAL
DATE:

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AMENDMENT NOTICE

GENERAL NOTICE IN TERMS OF SECTION 11 A (4) OF THE RESTITUTION OF LAND RIGHTS ACT, 1994 (ACT NO. 22 OF 1994)

Amending Notice No. 392 of 2016 published in Government Gazette No. 40125 dated 8 July 2016 in respect of the claim lodged by Asothee Padayachee, Vathelingum Padayachee, Kandasmy Sinivasan Padayachee and Krishnan Sinivasan Padayachee on behalf of the Padayachee Family, under reference number **KRN6/2/3/E/38/872/1857/602** to:

TO REPLACE

NO.	PROPERTY DESCRIPTION	EXTENT	CURRENT TITLE DEED NO.	CURRENT OWNER	BONDS & RESTRICTIVE CONDITIONS (INTERDICTS)
4	Erf 750 Albert Falls Township	0, 3262 ha	T3905/1988	Robert Edward Steiger	None

WITH

NO.	PROPERTY DESCRIPTION	EXTENT	CURRENT TITLE DEED NO.	CURRENT OWNER	BONDS & RESTRICTIVE CONDITIONS (INTERDICTS)
4	Erf 75 Albert Falls Township	0, 3262 ha	T3905/1988	Robert Edward Steiger	None

LEBJANE MAPHUTHA
REGIONAL LAND CLAIMS COMMISISONER: KWAZULU NATAL
DATE:

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NOTICE 588 OF 2020

AMENDMENT NOTICE

GENERAL NOTICE IN TERMS OF SECTION 11 A (4) OF THE RESTITUTION OF LAND RIGHTS ACT, 1994 (ACT NO. 22 OF 1994)

Amending Notice No. 362 of 2017 published in Government Gazette No. 40847 dated 19 May 2017 in respect of the claim lodged by Imtiaz Ahmed Shaik on behalf of the Shaik Family, to **CHANGE** the reference number from **KRN6/2/2/E/8/817/2722/292** to **KRN6/2/3/E/8/817/2722/292.**

LEBJANE MAPHUTHA
REGIONAL LAND CLAIMS COMMISISONER: KWAZULU NATAL
DATE:

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NOTICE 589 OF 2020

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

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

Property	:	**1. Remainder of Lot 667 Ladysmith Township** **2. Sub D of Lot 667 Ladysmith Township**
Extent of property	:	**1. 0, 1042 hectares** **2. 0, 0761 hectares**
Magisterial District	:	**Klip River**
Administrative District:	:	**KwaZulu-Natal**
Previous Title Deed No.	:	**T15170/1972**
Claimant	:	**Abdulla Cassim Asmal on behalf of the Asmal Family**
Date claim lodged	:	**21 December 1998**
Reference number	:	**KRN6/2/3/E/17/1/1/28**

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

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

Any comments and information should be submitted to:

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

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

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

LEBJANE MAPHUTHA
REGIONAL LAND CLAIMS COMMISSIONER: KWAZULU NATAL
DATE:

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NOTICE 590 OF 2020

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

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

Property	**:**	**Farm Onverwacht 322 GU**
Extent of property	**:**	**1305.0036HA**
Magisterial District	**:**	**Vryheid**
Administrative District:	**:**	**KwaZulu - Natal**
Current Title Deed No.	**:**	**T48386/2006**
Current Owner	**:**	**Hlonyane Property Trust**
Claimant	**:**	**Mlomizayonke Jim Jiyane**
Date claim lodged	**:**	**30th September 1995**
Reference number	**:**	**KRN6/2/2/E/50/0/0/74**

Any party who has an interest in the above-mentioned land is hereby invited to submit, within 60 days from the publication of this notice any comments/information to:

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

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

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

LEBJANE MAPHUTHA
REGIONAL LAND CLAIMS COMMISSIONER: KWAZULU NATAL
DATE:

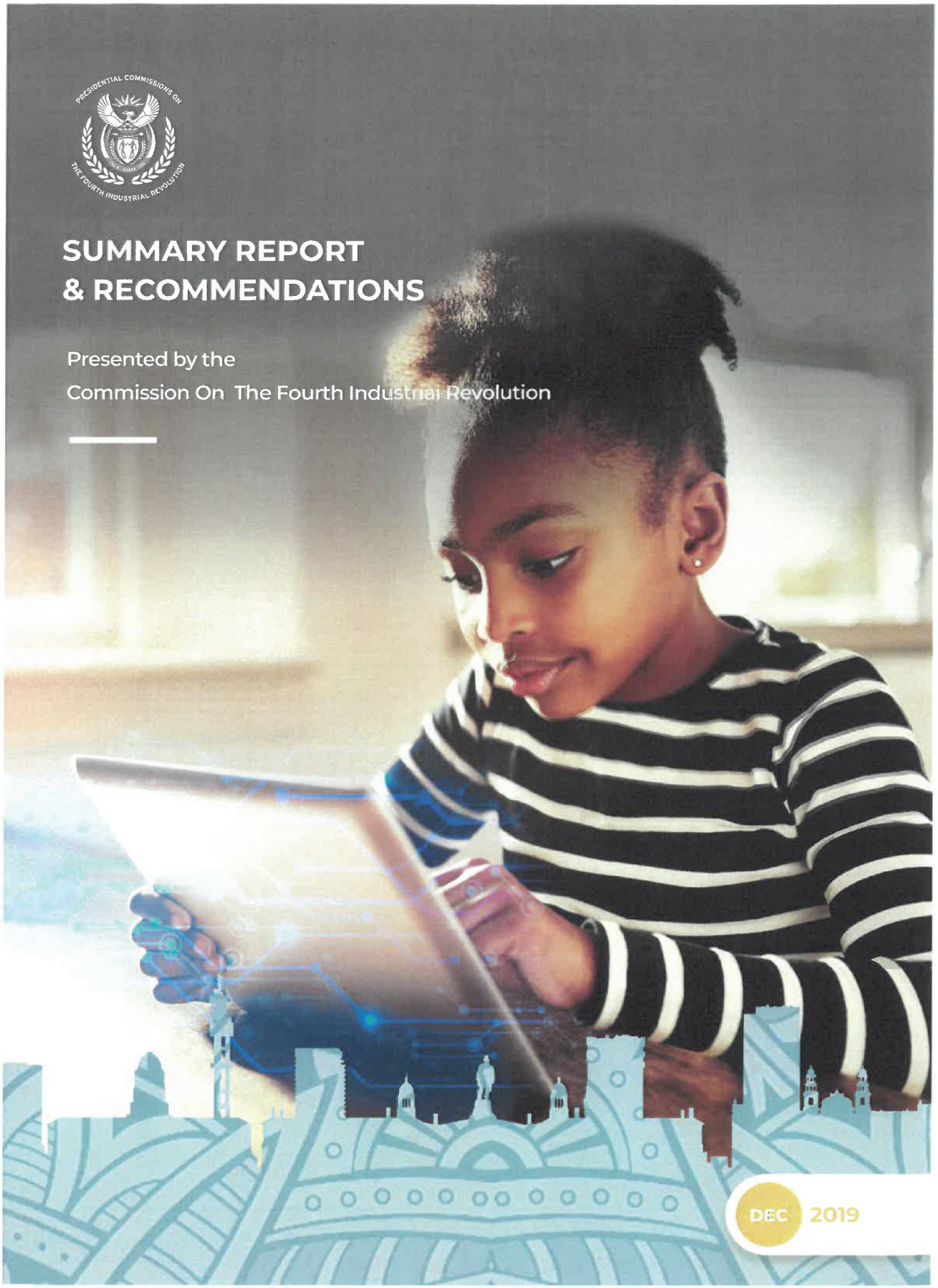
DEPARTMENT OF COMMUNICATIONS AND DIGITAL TECHNOLOGIES

NOTICE 591 OF 2020

I, Stella Ndabeni-Abrahams, Minister of Communications and Digital Technologies, hereby publish, in accordance with paragraph 3.5 of the Terms of Reference of the Presidential Commission on the 4th Industrial Revolution, published in Government Gazette No. 42388 on 9 April 2019, both long and short versions of the Report of the Presidential Commission on the 4th Industrial Revolution (PC4IR) for general information.



Ms Stella Ndabeni-Abrahams, MP
Minister of Communications and Digital Technologies
Date:

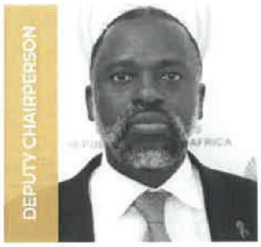

PRESIDENTIAL COMMISSION ON THE FOURTH INDUSTRIAL REVOLUTION
SUMMARY REPORT
& RECOMMENDATIONS
Presented by the
Commission On The Fourth Industrial Revolution
DEC 2019

Summary Report & Recommendations

Presented by the
Presidential Commission On The Fourth Industrial Revolution

January 2020

THE COMMISSIONERS



PROF. TSHILIDZI MARWALA



PROF. CHRIS ADENDORFF



MS. BETH ARENDSE



MR. MPHO DAGADA



MR. THULANI HUMPHREY DLAMINI



MR. ABDUL RAZAK ESAKJEE



DR. BERNARD LEWIS FANAROFF



DR. MICHAEL GASTROW



MR. XOLILE CHRISTOPHER GEORGE



MS. CHARMAINE HOUVET



DR. PRINCE SENYUKELO JACA



MR. TERVERN LIAAN JOHN JAFTHA



MR. MOHAMED SHAMEEL JOOSUB



MS. NOMSO KANA



MS. MARINDA KELLERMAN



MR. BAXOLILE MABINYA



THE COMMISSIONERS



MR. RENDANI MAMPHISWANA



MS. LINDIWE MATLALI



MS. BUSISIWE MBUYISA



MS. NOMVULA MKHONZA



MR. VUKANI MNGXATI



MR. JOSEPH NDABA



MR. ANDILE NGCABA



DR. NOMPUMELELO HAPPWORTH OBOKOH



MR. RENDANI PRAISE RAMABULANA



MR. LEON DESMOND ROLLS



MR. ROB SHUTER



DR. SIBONGISENI THOTSEJANE



MR. AUBREY TSHABALALA



MR. GERHARD VAN DEVENTER



MR. BEN VENTER



MS. S'ONQOBA VUBA



THE WORKSTREAM CHAIRS

PRESIDENTIAL COMMISSIONS ON THE FOURTH INDUSTRIAL REVOLUTION



PROF. CHRIS ADENDORFF

Capital Markets and Financing



MS. NOMVULA MKHONZA

Commercialisation and Industrialisation



MS. BETH ARENDSE

Human Capacity and Future World of Work



MR. ANDILE NGCABA

Infrastructure and Resources



MS. S'ONQOBA VUBA

Integration, Programme Management and Communications



MR. THULANI HUMPHREY DLAMINI

Science, Technology and Innovation



MR. ROB SHUTER

Social and Economic Impact



MS. CHARMAINE HOUVET

Policy and Legal



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Staatskoerant

REPUBLIC OF SOUTH AFRICA
REPUBLIEK VAN SUID AFRIKA

Vol. 664 23 October Oktober 2020 No. 43834

PART 2 OF 5

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 1682-5843

9 771682 584003 43834



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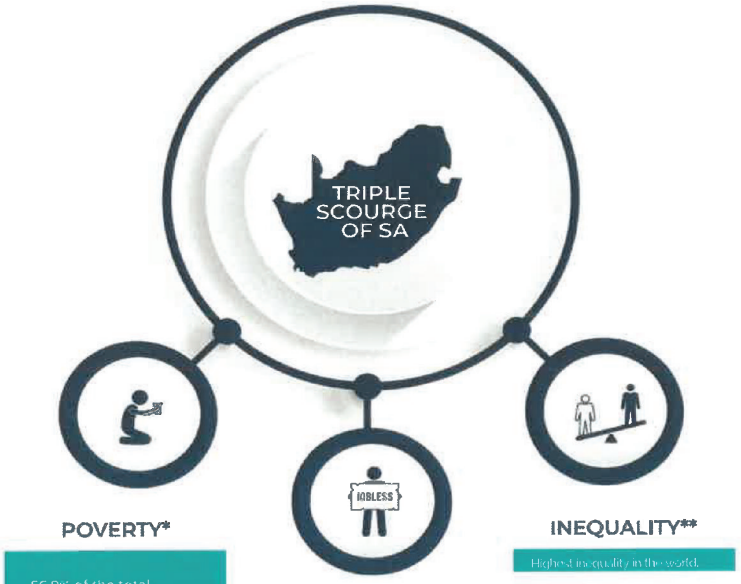
PREAMBLE

Throughout human history, the search for human wellbeing has been an enduring and foundational concern. In response to this fundamental human conundrum, in 2013, South Africans articulated a development vision, Vision 2030, encapsulated in the National Development Plan (NDP) as the latest iteration in the continuing quest to ensure security and welfare for all. Explicitly aimed at removing the triple scourge of poverty, inequality, and unemployment by 2030, this Vision 2030 recognised that the country's socio-economic transformation is central to entrenching a vibrant democracy in which all South Africans can meaningfully and actively participate.

It is understood that the NDP has not delivered against its promises, however this Commission accepts that it is the country's current and most comprehensive development plan. Therefore, the Commission has framed the objectives of its work to the country's desired development path. Explicitly, this document was premised on the understanding that the material security of South Africans coupled with their human development creates the conditions for a capable citizenry with the capacity and skills to contribute to shaping their lives and that of their fellow citizens in pursuit of the range of freedoms that they have reason to value. These freedoms, from hunger, want, as well as political and social exclusion are a fundamental human right as enshrined in the South African Constitution and various global compacts, including the Sustainable Development Goals (SDGs).

Against the backdrop of its expressed development vision, the country now has to reflect on the range of unprecedented technological changes that are taking place and the relationship between such change and the country's socio-economic transformation. Indeed, the unfolding of a new phase in the development trajectory of humanity that is characterised by the Fourth Industrial Revolution (4IR) provides both opportunities and risks for the desired development outcomes which South Africans aspire. Addressing how 4IR technological advancements can facilitate the realisation of an environmentally sustainable, human development-centred, and accelerated shared economic development path marks the current century's pressing challenge, locally and globally. To do this requires that we prioritise industries that will fast-track our country's stride towards our desired development outcomes. It is this task that is the urgent and creative effort around which the the Presidential Commission on 4IR has been established, to diagnose and provide a path forward in keeping with the vision of a better life for and by all South Africans.

South Africa's vision for development is premised on resolving the nation's historical scars, expressed as the 'triple scourge': Poverty, Unemployment and Inequality. The 4IR Commission is thus a lever, activated by the State, to provide leadership for all of society in understanding and navigating what will be a fundamentally altered future. Indeed, this presently evolving future requires the government to play a central role. The role of the 4IR Commission is thus to clearly articulate the role of the State as well as all institutional actors and citizens in their capacity as equal protagonists in the story of our future.



POVERTY*

56,8% of the total population lives in Poverty

Women are poorer: 58,6% of females live in poverty vs 54,9% of males

Only 12,1% of South Africans have a post-secondary qualification. 68,2% have a secondary education. 38,3% of the White population has a post-secondary education, compared with 21% for the Indian population; 9,1% for the Black population and 8,1% for the Coloured population.

UNEMPLOYMENT*

Unemployment Rate: 29,1%
Youth Unemployment Rate: 58,2%

On average, males enjoy employment rates that are 10%-20% higher than females, across education levels

However, females have higher participation rates (2%-5%) in education, across levels.

INEQUALITY**

Highest inequality in the world.

Gini Co-efficient of 0,63.

Only 12% of learners from the poorest schools go to university. They only comprise 26% of the total university population.

Richest 10% hold 71,1% of the wealth. Poorest 60% hold 7% of the wealth.

10% of population earns more than 50% of the country's total national income.

Poorest households living on less than R100 000 per annum.

*Source: www.statssa.gov.za accessed on 15 November 2019

**Source: World Bank Group (2018): Systematic Country Diagnostic: An Incomplete Transition- Overcoming The Legacy Of Exclusion In South Africa

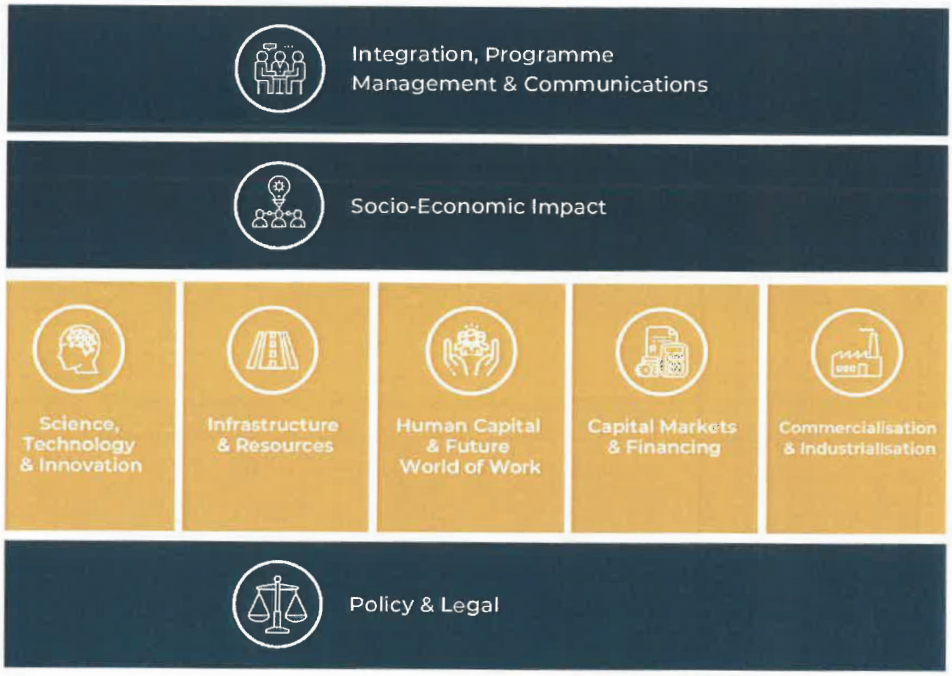


Introduction

The Presidential Commission on the Fourth Industrial Revolution (PC4IR), established and chaired by The President of South Africa, has been tasked with a comprehensive set of responsibilities under its Terms of Reference (TORs). These include proposing the country's overarching strategy for the Fourth Industrial Revolution as well as making recommendations regarding the institutional frameworks and roles of various sectors of society within the broad plan.

This work has been undertaken by the Commissioners, through a workstream approach, focusing their work efforts on critical themes. The Terms of Reference of the PC4IR are included in Annexure A.

PC4IR Workstreams



The possibilities and prioritisation of pathways presented by the 4IR are given material direction and purpose within the South African National Development Plan (NDP) towards 2030. The NDP, South Africa's long-term development strategy, contains critical targets for the eradication of poverty and the reduction of unemployment and extreme inequality. Thus, in evaluating the socio-economic impacts and opportunities of the 4IR, there is an opportunity to address the core concerns of the NDP and in so doing, provide a policy-embedded path towards our constitutional objectives in the context of a significantly improved and altered future.

PART 01 BACKGROUND



To understand the impact of the 4IR requires an appreciation of South Africa's current standing. Indeed, South Africa's grand challenges, poverty, inequality and unemployment, mediate all considerations of the kind of future we ought to plan for. Additionally, the 4IR also poses questions to our current conceptualisations of the path to dignified and meaningful work and life. For example, there are choices to be made about whether or not people ought to work, as the correlation between work and income will become less pronounced over time. This then raises questions about what forms of creative effort or production we may want to preserve for our people in the future. In other words, the 4IR is not only about changes in production methodologies but also a new concept of human life and identity.

THE SOCIO-ECONOMY IN HISTORICAL CONTEXT

Undoubtedly, the 4IR represents an opportunity to place South Africa in a leadership role, casting behind a history of exploitation and exclusion. To achieve this, we must develop a deep understanding of our past, recognising that it is not a failure of human capabilities but rather a clash in economic and social value systems that resulted in grossly unequal outcomes.

Indeed, scholarly accounts of the nature, origins, and impact of industrial change in Africa often begin with the emergence of British industrialisation in the latter part of the 18th century and into the 19th century[2]. In an attempt to explain more recent examples of rapid industrial development and socio-economic change, the focus has shifted from the European (and mainly British) cases to the East Asian examples[3]. Within this context, considerations of the economic profile of various parts of Africa (and other regions that were colonised) are eclipsed save only to highlight the extent of Europe's (or Asian Tigers') relative economic and industrial advancement during the same time period. Not only this, but the story of industrialisation or that of emergent economic organisation beyond sole reliance on agriculture tends also to pivot towards European intervention in African society and economy rather

1 de la Escosura, L.P. (2004). Exceptionalism and Industrialisation: Britain and its European Rivals, 1688 - 1815. Cambridge: Cambridge University Press; Harvie, C., Martin, G., and Scharf, A. Eds. (1970). Industrialisation and Culture, 1830 - 1914. London and Basingstoke: MacMillan and Co. LTD; Hopkins, E. (2009). Industrial Britain: A Social History, 1830 - 1951. London: Routledge.

2, 3 Evans. P. (1998). 'Transferable Lessons: Re-Examining the Institutional Prerequisites of East Asian Economic Policies'. The Journal of Development Studies Vol (34) 6. pp. 66 – 86; Gareth, A. (2010). 'The Developmental State and Labour-Intensive Industrialisation: 'Late Development' Reconsidered'. Economic History of Developing Regions Vol. 25) 1. pp. 51 – 74; Kay, C. 2002. 'Why East Asia overtook Latin America: Agrarian reform, industrialisation and development'. Third World Quarterly Vol(23) 6. pp. 1073 – 1102; Sugihara, K. (2007). 'Labour-Intensive Industrialisation in Global History'. Australian Economic History Review Vol. 47(2).

than endogenous developments developments.[4]
In recent years, studies on the Kingdom of Mapungubwe (c.1075–1220) have shifted away from the mainly archaeological, geological, and environmental to the construction of a narrative around the Kingdom's socio-cultural legacy in Southern Africa. Notably in South Africa, the discursive

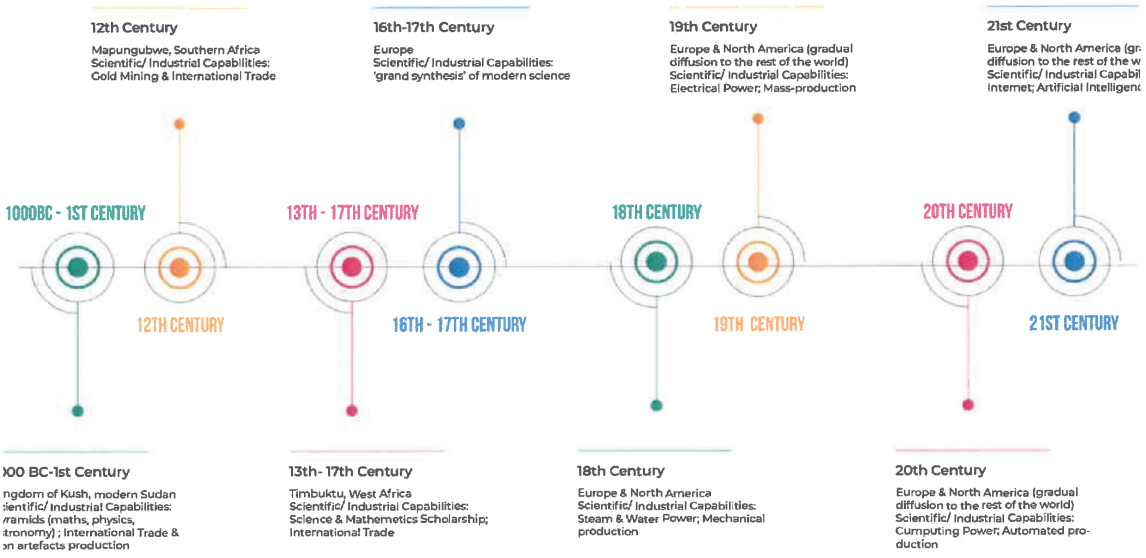
(re)construction of Mapunguwe [5] has come to serve a number of politically and culturally justifiable ends central to which the kingdom's technical capability in mineral extraction have been highlighted as well as Africa's self-directed insertion into global trade networks across the Indian (and Atlantic) Ocean world.[6]

Mapungubwe was a precolonial Southern-African state located at the regional confluence of present-day South Africa, Botswana, Zimbabwe, and Mozambique. At its height, the kingdom had a population of 5000 people and was organised around a class-based social order due, in part, to political-elites' access to and control over gold and ivory trade [7].

Although initially a trade good along the East coast of Africa, over time gold assumed important symbolic value within Mapungubwe society itself, replacing the centrality of cattle as the principal marker of wealth and status.[8]

Therefore, central to the evaluation of history is an appreciation of the distinction between industrialisation and industrial capabilities. What this section surfaces is the fact that science and the attendant industrial capabilities it produces were not limited to 16th century Europe. Indeed, at the intersection of modern-day Zimbabwe, Botswana and South Africa, existed an advanced civilisation, Mapungubwe, which contained within it industrial capabilities and international trade sophistication in as early a time as the 12th century.

The below timeline contextualises Africa's industrial capabilities starting 1000 BC:



4 Fine, B. and Rustomjee, Z. 1996. The Political Economy of South Africa: From Minerals and Energy Complex to Industrialisation. London: C. Hurst and Co.; Marks, S. and Rathbone, R. Eds. (1982). Industrialisation and Social Change in South Africa: African class formation, culture, and consciousness, 1870-1930. London and New York: Longman.

5 Carruthers, J. (2006). 'Mapungubwe: An Historical and Contemporary Analysis of a World Heritage Cultural Landscape'. African Protected Area Conservation and Science Vol 49(1). pp. 1-13; Chirikure, S. (2007). 'Minerals in Society: Iron Production and its Position in Iron-Age Communities of Southern Africa'. Journal of Social Archaeology Vol 7(1). pp. 72–100; Pikirayi, I. (2011) 'The Past Within the Present: The Contemporary Uses of Mapungubwe'. In Sian Tiley-Nel. Ed. Mapungubwe Remembered: Contributions to Mapungubwe by the University of Pretoria. Johannesburg: Chris Van Rensburg Publications.

6 Pwiti, Gilbert. 1991. Trade and Economies in Southern Africa: The Archaeological Evidence. Zambezia 18(2). pp.119-129; Reid, A. and Segobye, A. (2000). 'Politics, Society and Trade on the Eastern Margins of the Kalahari'. Goodwin Series: African Naissance - The Limpopo Valley 1000 Years Ago Vol 8. pp. 58 – 68; Wood, M. (2000). 'Making Connections: Relationships between International Trade and Glass Beads from the Shashe-Limpopo Area'. Goodwin Series: African Naissance - The Limpopo Valley 1000 Years Ago Vol 8, pp. 78-90.

7 Huffman, T. (2008) 'Mapungubwe and Great Zimbabwe: The Origin and Spread of Social Complexity in Southern Africa'. Journal of Anthropological Archaeology Vol(28) 1. pp. 37-54.

8 Woodborne, S., Pienaar, M., and Tiley-Neo, S. (2009). 'Dating the Mapungubwe Hill Gold'. Journal of African Archaeology Vol. (7) 1, pp. 99-105.

In Africa's development outlook in the 4IR, we seek to understand the kind of balance that must be struck between science and capital in order to produce economic competitiveness and societal wellbeing.

KEY FEATURES OF SOUTH AFRICA'S SOCIO-ECONOMY

01 South Africa is a relatively youthful country. Of the approximately 57 million South Africans, the median age is 26 years of age. Historically a relatively low median population age would be characterised as a demographic dividend with potential long-term benefits for the country's productivity and economic growth.

02 In terms of the country's gender profile, women constitute just over half (51%) the total population.

03 The country continues to experience significant internal migration, with nearly two-thirds of all South Africans living in urban areas. This trend is set to continue into the foreseeable future. The failure to plan for and adequately provide social and economic services linked to urbanisation poses a critical challenge for improving human wellbeing.

04 Although the income disparity between ethnicities has narrowed with the emergence of the Black middle class, income disparities among Black South Africans have increased requiring new policy and other structural instruments for addressing the widening gap.

05 Thus, despite improvements in South Africa's overall HDI since 1990, currently pegged at 0.699, disaggregating the overall HDI by its component indices (education, life expectancy, and Gross National Income (GNI) per capita), illustrates a trajectory that has been volatile in terms of life expectancy.

06 The Structure of SA's economy has changed dramatically over the past 2 decades with historical anchor sectors such as mining and energy, reducing in terms of their aggregate contribution to GDP as well as their average growth rate over time.

07 Regression in the Water and Energy sector is the single-biggest threat to South Africa- both in respect of human development and economic growth.

08 Domestic workers are the largest employment group in South Africa. To this end, the largest employment sectors in South Africa are Private Households and Community Services.

09 Whilst the National Development Plan (NDP) envisages aggregate growth of 5.5%, the highest growing sector between 2010 and 2018 has been Finance at 2,6%. This indicates that all sectors are under-performing relative to the growth targets necessary to respond to SA's development challenges.

10 In terms of the World Economic Forum Competitiveness Ranking, South Africa is 67th, out of 140 countries, 5 places down from its 2017 place.

Source: www.statssa.gov.za accessed 20 October 2019

Summary of Key Ideas

The Fourth Industrial Revolution has the potential to catalyse South Africa's path to attaining the goals of the National Development Plan. Therefore, the task of contemplating a 4IR strategy and related institutional arrangements is principally about contemplating solutions to South Africa's development challenges. The quest at the heart of this Commission is thus related to two key questions: South Africa's economic competitiveness and the wellbeing of her people.

Economic Competitiveness + Societal Wellbeing



*World Economic Forum (2019): Insight Report- The Global Competitiveness Report 2019

**Source: Human Development Report Office. 2018. Human Development Indices and Indicators: 2018 Statistical Update. New York: United Nations

In other words, this project roots firmly within the existing vision for South Africa as enshrined in the Constitution, that is, a South Africa that is cognisant of its past, committed to honouring the lives of those who have suffered as a consequence of it and dedicated to engendering social, economic and political belonging to all who live in it.

The central goal of this Summary Report is to generate a common understanding of the key features of the 4IR and their intersections with South Africa's current socio-economic standing and constraints. Given the requirement to achieve economic competitiveness in the 4IR, this report evaluates the 4IR strategies of countries at the forefront of planning, to

provide an understanding of the global context. Each theme, or workstream is then expanded upon to demonstrate the intricacies of the unfolding present and future. Cutting across all workstreams is the question of socio-economic impact, which seeks to focus thinking on the future implications of the choices that must be made in the present.

The key lessons emerging from the 4IR country review are thus:

01 The 4IR is a new epoch in social and economic life. It is driven by technological advancements that will deepen the connections between the biological, physical and digital worlds, therefore blurring or merging capabilities amongst these domains.

02 Success in the 4IR will depend on our ability to unleash the full scientific, industrial and creative capabilities of South African society. In other words, the fundamentals of this revolution are consistent with the aims of our developmental state: economic competitiveness and societal wellbeing.

03 However, failure to respond to the nature of these technological changes as well as their related infrastructural requirements, will pose a threat to South African industries; the relative wellbeing of South African people and their ability to participate in the world as equals.

04 Despite the fact that South Africa is the most industrialised country on the African continent, it has not reaped the full benefits of previous Industrial Revolutions owing to an interrupted history. This has had adverse consequences for our people, banishing most to poverty and socio-economic exclusion.

05 That we are capable is evidence by our history, which includes the ancient Kingdom of Mapungubwe, which was home to advanced scientific, artistic and industrial capabilities.

06 The challenge of our time is therefore not simply about developing human capabilities but the recognition of the competitive landscape and our comparative place amongst nations.

07 To this end, we have evaluated the 4IR strategies of various countries, all of which are pursuing different investments in technological; industrial and human capabilities, in a bid to secure their unique place in the global economy.

08 Cutting across country strategies is the centrality of the state: a focus on leveraging technology to address service delivery challenges; placing research, data management and science at the cross-cutting base of the state and public-private partnerships focused on scientific experimentation.

09 Whilst the South African state is currently fiscally constrained, it has a unique opportunity to use its buying power to ignite the creation of industries of the future. This will simultaneously respond to the delivery of public goods whilst creating a clear, initial market for new industrialists, representative of the broader transformation vision.

10 Government departments will have crucial roles to play in aligning scientific and training efforts to clear industrial development priorities. This will require focus and a possible reduction in programmes.



As a result of extensive research, public and government consultations held by the various Commission workstreams, a view has emerged of our desired 4IR future. Further consultations will be held to gain inputs and build consensus from more sections of society. The Commission is aware that there is a form of acceleration that, done without full consideration of inequality, can further the gap. To veer from our historical development path, the 4IR is an opportunity to more mindfully integrate the majority, who typically live in geographies that lack the appropriate infrastructure for participation.

Done correctly, we also have the opportunity to collaborate more meaningfully across the continent to ensure that we rise together. It is on this basis that the continuous work around the 4IR ought to consider the historical context in order to drive a more holistic development outcome.



The Commission has rallied together in producing a strategic focus for South Africa to effectively participate in the 4IR. The proposed dream for the country in the 4IR is:

South Africa will have a globally competitive, inclusive and shared economy with the technological capability and production capacity that is driven by people harnessing the 4IR to propel the country forward towards its social and economic goals, instead of falling behind.


166
EUROPE
AFRICA

The History of Industrial Revolutions



We are currently in the initial phase of the fourth industrial revolution. The world has witnessed three industrial revolutions over the past 250 years.

Before the three industrial revolutions, Mapungubwe (consisting of modern-day Zimbabwe, Botswana and South Africa) contained within it various industrial capabilities.

Industrial revolutions usher in major socio-economic shifts. The **first industrial revolution** started in the late eighteenth century with the use of steam to power different processes. Prior to this revolution human and animal power was used for production. One of the major inventions, which symbolises this revolution, is the steam engine. Steam power was also used for driving weaving mills etc. This led to increased and localised production in factories. Due to industrialisation, there was an effect on the social structure. People started moving from villages to the cities where industries were located. We were slowly moving away from an agriculture-based society to an industry-based society. The first industrial revolution emerged in England, spreading to different parts of the world over the course of a century.

The **second industrial revolution** took place approximately a century after the first. A key driver of this revolution was the invention of electricity.

During the second industrial revolution, steam power was replaced by electric power. Slowly, electricity began to replace steam in industrial production. Another major invention was that of electric motors, which led to assembly lines and mass production. The invention of electricity changed society in a significant way, most notably increasing economic productivity.

The **third industrial revolution** started in the second half of the twentieth century. Igniting this revolution was the advancement in the semiconductor industry. Transistors were invented in 1947 at the Bell labs in the United States of America (USA). The invention of transistors made it possible to digitise and therefore store information easily. This revolution, also called the digital revolution, also saw the advent of computers leading to the automation of industries, thus increasing production and efficiency. Another important invention of the third industrial revolution was the Internet, which resulted in worldwide virtual connection.

The figure below illustrates the four industrial revolutions.

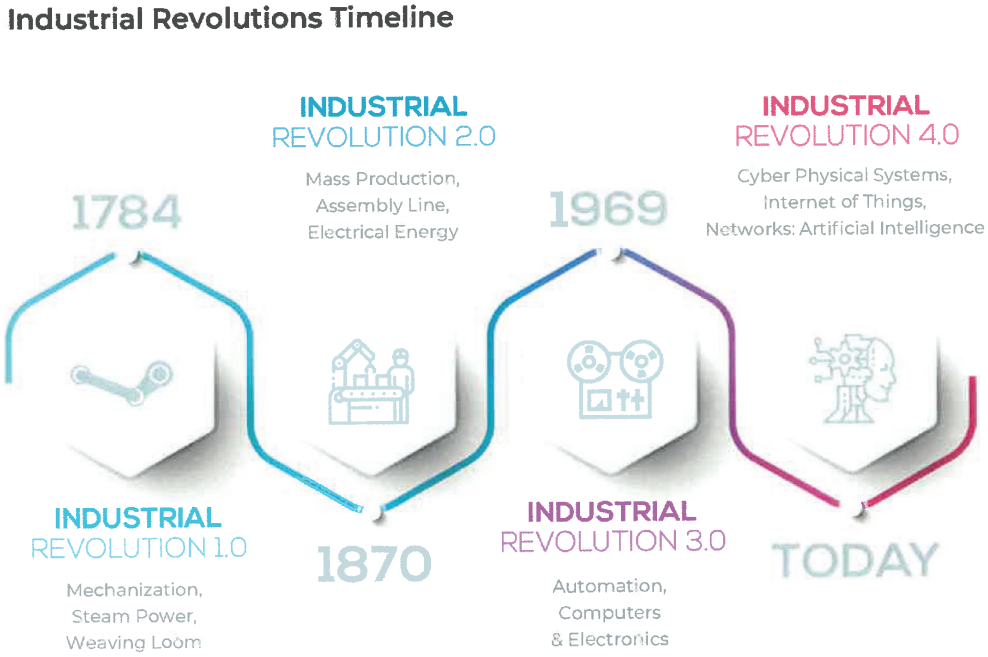


Figure 2: Industrial revolutions timeline[1]

fourth industrial revolution

4

2

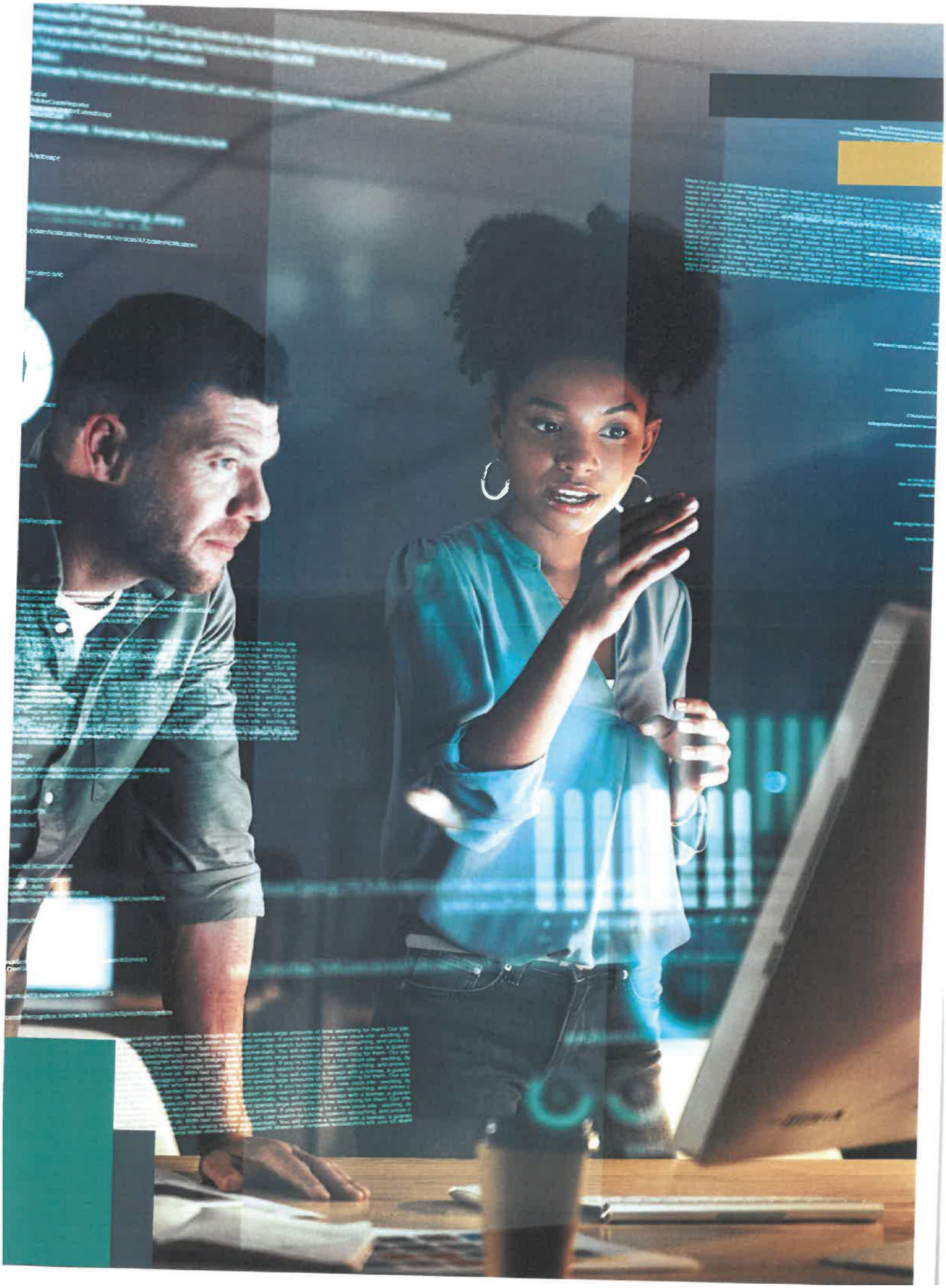
History has shown us that for a country to progress, it should be an active participant in the industrial revolutions

Some caution South Africa's ambitions of being an active participant in this revolution (because we did not fully participate in the last three revolutions;; however, the reduction of global boundaries, as well as the fast pace of this revolution, means that access to the opportunities of this revolution is more readily available and can more quickly be leveraged.

The Commission has adopted an amended definition of the 4IR that ensures a human-centric approach: ***The 4th Industrial Revolution is an era where people are using smart, connected and converged Cyber, Physical and Biological systems and smart business models to define and reshape the social, economic and political spheres.***

1 https://www.seekmomentum.com/blog/manufacturing/the-evolution-of-industry-from-1-to-4

2 https://www.weforum.org/about/the-fourth-industrial-revolution-by-klaus-schwab



PART 03: CROSS COUNTRY 4IR STRATEGY COMPARISON

CASTING OUR EYE BEYOND SOUTH AFRICA

This project concerns itself with the question of development as both an objective and relative outcome. In other words, we understand that in the context of a globalised society, competition and wellbeing are not only about our own standards, but also relative to the quality of economic and social life enjoyed in other nations.

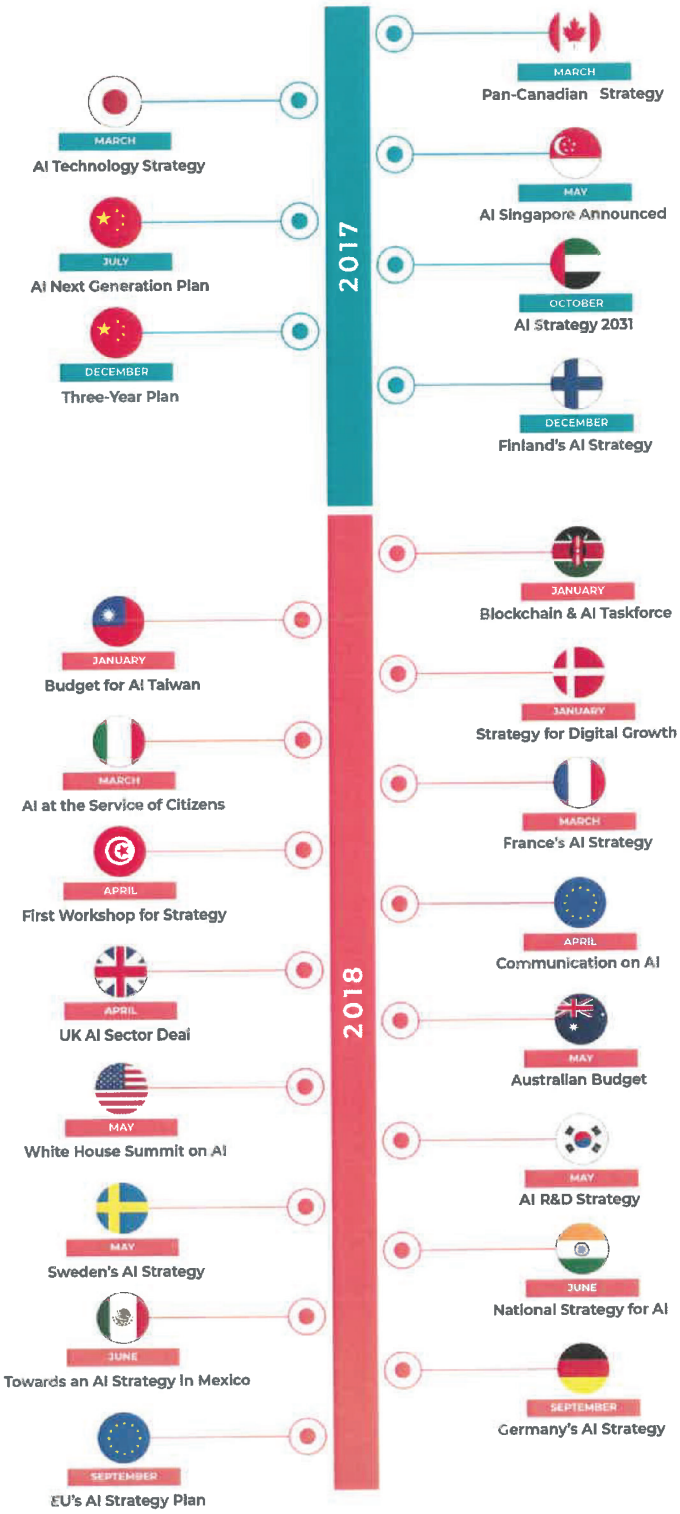
To this end, in determining the socio-economic impact of the 4IR path that South Africa embarks upon, we will also keep a firm eye on the strategies that other countries are undertaking to ascertain gaps and opportunities, both locally and internationally.

The concept of 4IR is new. Therefore, only a handful of countries have developed strategies in response to this unfolding current revolution in anticipation of a different future reality. The below image summarises the focus of the country case studies that have been evaluated by the commission.

This is not to imply that the below countries are the only ones that have begun thinking about the nature and implication of the 4IR for their societies. As the timeline diagram below demonstrates, since 2017, many countries have in fact prepared country concept documents and/or strategies, principally around Artificial Intelligence (AI). Given the focus on AI, this report highlights country cases that are focused on other aspects of the 4IR, mainly manufacturing (Germany and Malaysia) and broad digitisation with a special focus on government service delivery (Singapore). The cases of India and Japan have been included to emphasise 4IR strategies that have a social transformational thrust rather than a purely industrial developmental one.



Timeline of Country 4IR / AI Strategies



The image below highlights the various country strategies and their underlying differences.

Country	Strategy Name	Competitive Thrust	Human Capital	Industrialisation	Enablers
Germany 	Industrie 4.0 (I4.0)	Drive (decentralised) digital manufacturing	Technology (within broader High-Tech Strategy) to drive prosperity and maintain citizen's quality of life	Superior and efficient manufacturing	Private/Public partnerships in experimental research. Regulation, in particular financial services and data management.
India 	#AI4AL	Technology leadership for inclusive growth	Technology-led / -enabled socio-economic transformation	Social priorities drive technological advancement	Research leadership- the world's CERN for AI
Japan 	Society 5.0 (The 5th Science and Technology Basic Plan)	Resolution of social challenges through 4IR technologies	Improve wellbeing of citizens through deep integration of technology into the delivery of public and private goods.	Desired social outcomes determine technology priorities and deployment	Regulation of the trade of data and incorporation of such rules into the World Trade Organisation.
Malaysia 	Industry4WRD	Digital transformation of manufacturing	Manufacturing efficiency, productivity to drive economic growth	Economic and industrial priorities inform strategy	SMME Development
Singapore 	Smart Nation	Digitisation of all areas of life, especially government service delivery	Digitally-enhanced government service delivery	Service-delivery priorities drive technology strategy	Clear & centralised industrial policy planning & infrastructure deployment
United Kingdom 	Industrial Strategy	Asserting global business leadership through AI	Invest in re-training the workforce; establish world-leading technical education centres; attract best minds in AI	Transport; housing & digital infrastructure are the focus areas	Private-public sector deals; investment in venture capital for new enterprises; SMME productivity & growth
United Arab Emirates 	UAE's Fourth Industrial Strategy	Becoming the world's hub and lab for 4IR applications	Enhancing quality of life through e-government and smart consumer experience	E-government; Food & Water Security; Advanced defence manufacturing & smart cities.	Become the world's open lab for autonomous and sustainable mobility to lead the innovations in transportation

SOUTH AFRICA'S INDUSTRIAL DEVELOPMENT STRATEGY

South Africa's Industrial Policy Action Plan[3] views 4IR or digitisation as a component rather than a central feature of the future of economic production and social life. The key issues that the Industrial Plan seeks to address are legacy in nature, rooted in the country's history of unequal development, namely:

1. The concentration of economic ownership and control within the racial minority.
2. The lagging industrial capabilities of the country with respect to the third industrial revolution.
3. The increasingly blurred lines in economic sectors.
4. Poor policy coordination amongst state actors.
5. Aging economic infrastructure (electricity, roads, ports)
6. Corruption within the government sector which reduces the impact of efforts aimed at SMMEs and other types of new entrants through public procurement.

South Africa therefore articulates its strategy in terms of the traditional industrial sectors, namely:

1. Automotives
2. Clothing and Textiles
3. Metal fabrication
4. Agro-processing
5. Forestry and Timber
6. Plastics
7. Chemicals

The current approach to Industrial Planning in South Africa differs from 4IR strategies in 3 key ways:

1. Industry is not understood as a response to socio-economic challenges or the public goods agenda. Therefore, rather than incentivise for products and services it consumes (e.g. the UK is invested in industrial outcomes that advance public transportation through 4IR technology), the South African strategy is biased towards supporting industries that have minimal interface with the state. In this sense, there is no direct lever through which the State can support industrial outcomes in supported sectors.
2. Science and Technology are not expressly articulated as concerns of Industrial Development. In the future, the requirement for aggregated data and advanced technology will force the state to play a more central role in enabling technological capabilities throughout society and the economy.
3. The competitive direction of the South African state is not clear from the Industrial Policy Plan. This leads to investment in multiple arenas without clarity on a finite list of priorities. In contrast, 4IR strategies are built on the principle of comparative advantage- using technology to simultaneously resolve socio-economic challenges and establish the nation as a global leader in at least one key industry.

8 KEY LESSONS FOR SOUTH AFRICA



01 

4IR strategies are typically based on and respond to service delivery challenges as well a social and human development / wellbeing priorities. Particularly with respect to the government, there is a strong emphasis on e-government; using technology to improve mobility around cities and to enhance the quality and deployment of health services.

02 

The State is central to planning and coordination in the 4IR. A high-level inter-departmental multi-stakeholder governance and coordination structure is understood to be the institutional custodian of the 4IR strategy. For many countries, this has meant integrating Higher Education And Training with Science And Technology, making the emergent department a cross-cutting centre of research, data management and technological deployment.

03 

A focus on Regulation, Ethics, and Cultural aspects of the Internet is key, not only to create an enabling policy environment to support private and non-governmental organisations as well as the state but to ensure ethical and transparent use of these new technologies.

04 

Readiness is a recurring theme. To this end, governments are treating the novelty of technologies as opportunities for funded experimentation through private-public collaborations.

05 

4IR strategies place emphasis on leveraging and harnessing capabilities in the private sector to find scalable and profitable solutions that simultaneously uniock social and economic value.

06 

Most strategies, particularly those of emerging economies, make explicit reference to human capital development, both as it pertains to future labour force entrants and the requirement to reskill those transitioning into emerging jobs of the future.

07 

Technological commitment is also important in the context of 4IR strategies. This pertains specifically to the productive capabilities that countries seek to establish expertise and control. Technological choice also informs the human capital development approach.

08 

Strategies also reflect a clear commitment to differentiation and the establishment of a global comparative advantage. To this end, there is an emphasis on particular areas of specialisation through which various countries seek to emerge global as leaders.

3 Industrial Policy Action Plan 2018/19-2020/2021, the Department of Trade and Industry (2018)



The Commission's focus across workstreams responds to the three core concepts that underpin the strategies that are being undertaken by countries at the helm of 4IR planning:

1. **Industrialisation** as it pertains to the core technological choices and related implications for commercialisation and mainstreaming,
2. **Human Capacity Development** as it pertains to current and future participants in the economy as well as human beings in their capacity as citizens.
3. **Enablers,** which constitutes a broader contemplation of the physical infrastructure and institutional and regulatory arrangements that are needed to protect and support new modes of social and economic life.

This section unpacks the work undertaken in diagnosing the general meaning of the above themes in the 4IR and South Africa's current status in relation to what is required going forward.

INDUSTRIALISATION

TECHNOLOGY

The 4IR is about modes of production that entail developing new technologies as well as new business models. Amongst its numerous implications, in the fourth industrial revolution, there will be a greater drive towards using computers for sense-making. This will require the collection of vast amounts of data from multiple sources, powered by constantly evolving computational methods (algorithms) and processing capacity.

Constantly evolving, these technologies have both household and industrial applications and are increasingly interfacing with and, in fact, penetrating the human body, altering the physical and philosophical boundaries between the human and the non-human. The table below provides a concise summary of the technological clusters.



Specifically, in the industrial context, Digital Industrial Technologies can be understood in terms of 9 'clusters', with various applications. The table below outlines the technology clusters that will define industrial production.



Source: https://www.i-scoop.eu/industry-4-0/

Initial analysis of 4IR technologies demonstrates how 4IR technologies can be utilised to alleviate challenges experienced in key sectors for South Africa. These include:

Energy

Through the deployment of digital technologies, energy generation, storage, and transmission can become smarter, more efficient, and more transparent. Digital technologies and other 4IR technologies can enable:

- Smarter energy supply planning and demand management
- Smart energy storage
- The transition to virtually-controlled / managed power plants
- 3D printing of energy infrastructure components

Agriculture and Bio-Diversity Management

The combination of biotechnology with agro-informatics enabled by precision data has the power to improve seed and plant resilience particularly given climate variability. This can enhance food security and, in the case of bio-diversity management and protection, aid in the preservation of existing biodiversity for future generations.

- Experiments with smart and precision farming in South Africa are already underway in the wine industry with the use of drones for mapping and data-gathering
- Automated, energy-efficient water-monitoring sensors that support precise water-use for irrigation

Mining

Historically at the heart of the South Africa's industrial complex, in recent years, the GDP share of the extractive industry has been declining as new areas of the economy, notably in the services sector, advance. In addition, with more than a century of mining, much of the country's mineral wealth has already been expended and what reserves remain lie too deep for safe, human-facilitated extraction.

- Automation and the use of robots can be deployed for deeper-level mineral extraction;
- Digital rock-face mapping (through improved kinematic analysis and advanced 3D virtual isonet analysis) can assist with more precise determination of the mineral-content of rocks and their relative stability- or lack thereof – to justify precision drilling and extraction

Water and Sanitation

- Advancements in the form of smart water meters can provide real-time, detailed water use to drive responsible domestic and industrial water use
- Smart water, sanitation, and hygiene solutions can also become health and disease monitoring tools

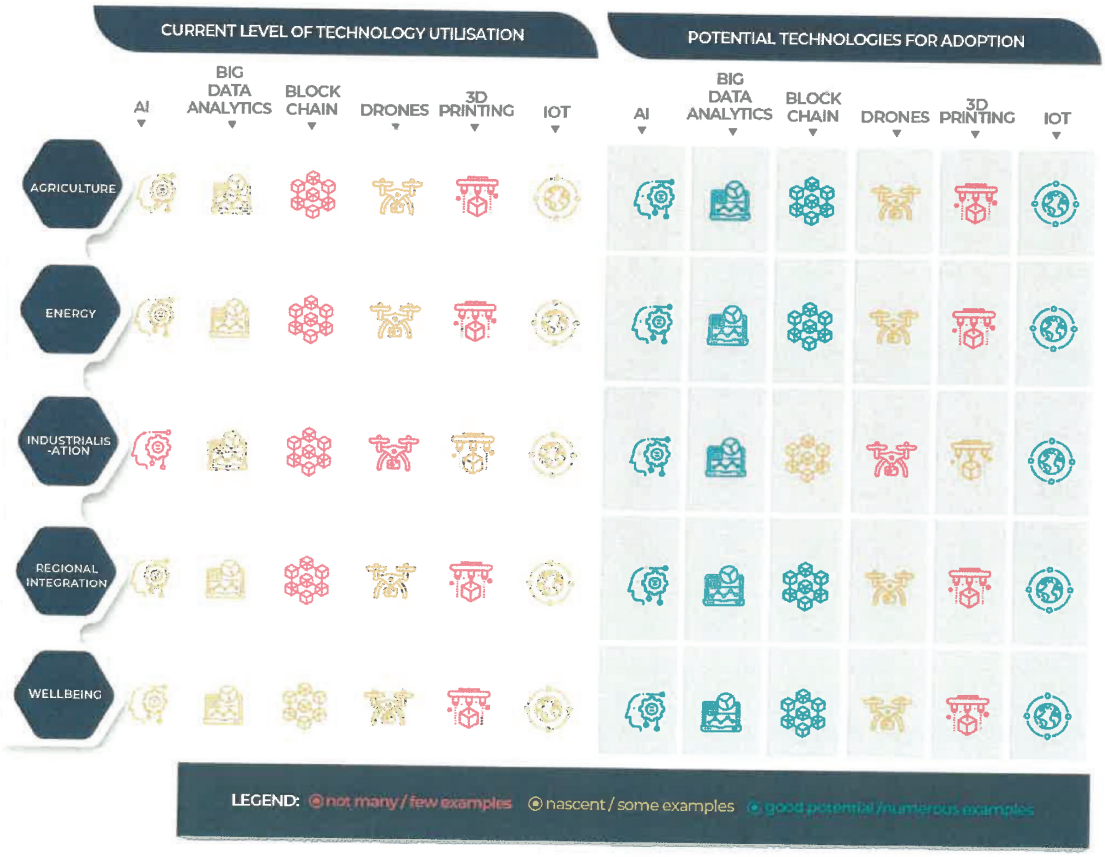
Health

- Telemedicine can bridge the gap in health access by connecting health practitioners with those in need of care
- Predictive health analytics, enabled by Big Data and digitised health information systems, can assist with mapping and predicting health services demand, empowering both private and public healthcare providers to plan accordingly
- Developments in precision medicine will, over time, improve the speed with which tailored treatment reaches the relevant patients at the point most likely to have optimal health impact

PRIORITISING TECHNOLOGICAL INVESTMENTS FOR SOCIO-ECONOMIC SECTORS IDENTIFIED

The *Unlocking the Potential of the Fourth Industrial Revolution in Africa* (2019) report prepared under the auspices of the African Development Bank (AfDB) has argued that there is already significant uptake of the Internet of Things (IoT) on the African continent. At the launch of the report in November 2019, the need for regionally-oriented governmental and industry policies and investment was highlighted. Thus, the report emphasizes, competitive markets that are scalable, particularly in telecommunications and digitisation.

The report is a comparative study that benchmarks the economic, industrial, and technological profile of South Africa, Nigeria, Cameroon, Morocco, and Uganda against South Korea and India. It is arguably the only source of information on 4IR technologies that have been adopted in select sectors of the country economies under review. In the case of the South African socio-economy, the evaluation of the state of 4IR technologies and their use has been undertaken with specific reference to agriculture, energy, manufacturing, and healthcare. It further identifies 4IR technologies with the potential for adoption/deployment, as well as those with a low possibility of uptake or application. The table below is an adaptation of the AfDB report findings on 4IR technological diffusion (and potential) in select sectors of the South African economy that correspond with the AfDB's five priority development and investment areas:



In essence, each of the colour codes above can be used to inform discussion on which technologies to prioritise: that is, which technologies should lie at the heart of the 4IR strategy and how the mix of 4IR technologies can be altered/enhanced over the medium- to long-term. It also gives a snapshot, granted only for these economic sectors rather than for the economy at large, of the technologies that are neither being adopted nor have a high probability of adoption in the foreseeable future. But there are further considerations to be explored and around which choices will have to be made regarding the pace and scope of 4IR technology adoption as well as the human capital requirements accelerating the diffusion of new and emerging technologies. Furthermore, the **regulatory** and **infrastructural requirements** to enable the adoption of new technologies, particularly for SMMEs, will also need to be deliberated.

An aspect of 4IR technologies that tends to be ignored relates to the manufacture and/or assembling of new technologies. For example, while 3D printing facilitates the on-site creation of components of (or whole) commodities, 3d printers themselves need to be manufactured or at least some of their parts manufactured and assembled. As such, determining which 4IR technologies to prioritise is as much about the application as it is about the physical artefacts that facilitates the technology.



DRIVING 4IR COMMERCIALISATION AND INDUSTRIALISATION

The task of this Commission, which is to propose a 4IR strategy for the country, is essentially about outlining and building the industrial capacity to effectively incorporate emerging technologies into existing (and unlocking new) production processes and value chains. South Africa therefore stands at the cusp of a historical opportunity to leverage and direct technology and unprecedented production capabilities for economic competitiveness. Not only this but these technologies can assist in addressing perennial human and social developmental challenges in the areas of health, education, human settlement, food security and nutrition. For South Africa, then, the opportunity is one in which to create economic value through a targeted industrial development strategy and to harness technology and scientific innovation towards the goal of societal wellbeing.

Currently, the government and broader society are grappling with South Africa's readiness for the 4IR and indeed, what 'readiness' looks like at the macro-industrial scale. It can reasonably be asserted that South Africa's position in terms of 4IR readiness is at a nascent phase – albeit at the most advanced position within the continent and arguably with the greatest possibility to transition to a high-potential position.

Technologies of the 4IR have been in existence for some time, thus opportunities are on enabling commercialisation, upgrading existing industries and creation of new industries are apparent.

Some of the work that needs to be done to take advantage of these opportunities include:

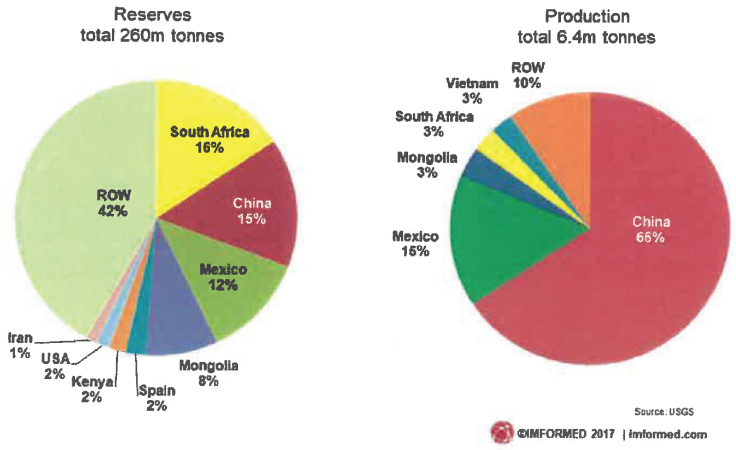
- Closing the innovation chasm, where homegrown innovation is lost (not commercialised or lost to other markets),
- Combine and leverage 4IR technologies to solve societal, economic and development issues,
- Upgrade existing sectors and industries while creating new ones,
- Drive economic growth and trade for GDP growth and South Africa's prosperity.

Looking at the initial stages of the 4IR value chain, there is one component that plays a critical role: Calcium Fluorite (CaF_2) also known as Fluorspar. It is key component in Lithium-ion (Li-ion) batteries. Li-ion batteries are found in electronics, mobile phones, laptops, tablets, Electric Cars, Robots and other machinery. South Africa has the largest reserves of this mineral.

South Africa has a critical role to play in the Fourth Industrial Revolution that is beyond just technology and that role is within primary basic needs of the 4IR which is raw materials in battery manufacturing.

SMMEs also have to be positioned for commercialisation of 4IR homegrown innovations and building these to global scale and relevance.

World fluorspar reserves & production



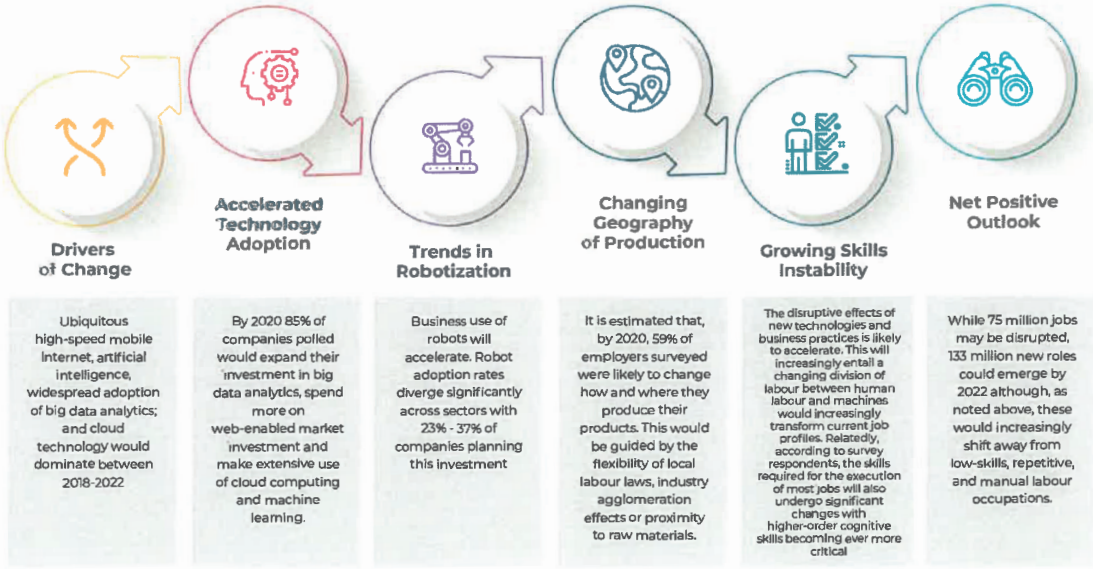
HUMAN CAPACITY AND THE FUTURE OF WORK

The changes that new technologies are beginning and will likely continue to introduce in business and industrial production practices will have a notable impact on the South African labour market. Currently, a key challenge in South Africa relates to two key labour market characteristics: unemployment and underemployment, both of which have been attributed, in part, to a seeming skills mismatch.

Especially evident among recent graduates, one of the factors associated with the country's youth unemployment crisis is the lack of skills and qualifications that are relevant to the sectors of the economy in which there are employment opportunities.[4] This is compounded by the numbers of young people who are classified as neither in employment nor in education (NEETS) [5] These features of a critical segment of the South African labour market not only represents a failure to leverage the potential economic benefits of a youthful population. Principally, it constrains the possibilities for and pace of migrating to a high-skills economy such as a digital or AI-powered one. As noted by Business Unity South Africa (BUSA) in its presentation to the International Labour Organisation (ILO)[6], business sustainability, economic competitiveness, and profitability depend on the availability of a skilled and capable workforce.

Human capacity is therefore an important feature of the economy; a key consideration in establishing an environment for private sector growth and investment.

In considering the future of work and, specifically, the types of jobs that will be available, the World Economic Forum (WEF)[7] has identified the following as some of the central considerations in this changing landscape:



Source: World Economic Forum (2018): The Future Of Jobs Report

4 Altman, Miriam . 2006. "Low Wage Work in South Africa." IZA/World Bank Conference on Employment & Development . Berlin.
Beukes. Rochelle, Tina Fransman. Simba Murozvi , and Derek Yu. 2016. "Underemployment in South Africa." ERSA Research Brief. Economic Research Southern Africa, February.

5 Rogan, Michael. 2019. "Introduction: The Post-School Education and Training Landscape in South Africa: 'Massification' Amidst Inequality." In Post-School Education and the Labour Market in South Africa, edited by Michael Rogan. Pretoria and Cape Town: HSRC Press.

6 Cohen, Tanya. 2019. "Business Unity South Africa (BUSA) Remarks at ILO and IOE International Women's Day Event." A Quantum Leap for Gender Equality: For a Better Future of Work for All. Geneva.
Reddy, Vijay, Haroun Bhorat , Marcus Powell, Mariette Visser, and Fabian Arends. 2016. Skills Supply and Demand in South Africa. Labour Market Intelligence Partnership , Pretoria: Department of Higher Education and Training

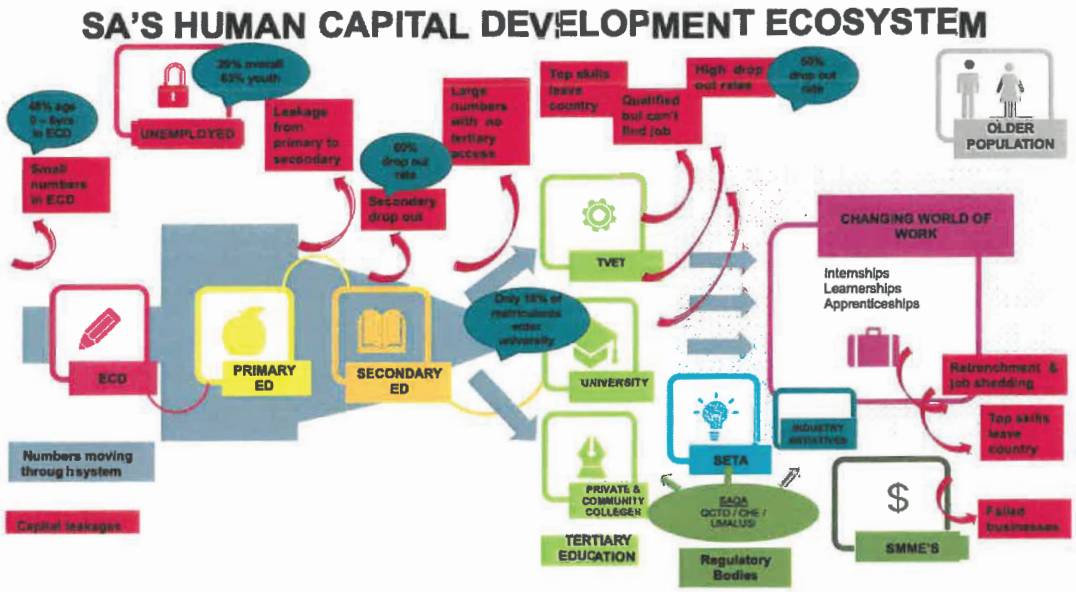
7 World Economic Forum . 2018. The Future of Jobs Report. Cologny/Geneva: Centre for the New Economy and Society

While the net outlook for jobs is predicted to be positive, the reality is that there will be an initial displacement of jobs and a transition period in which government, business and labour need to urgently prioritise re-skilling the current labour force for the future of work, consider relevant policy and social protection interventions and identify the levers which could provide opportunities to accelerate growth.

A South African strategy has to acknowledge that many of our sectors are still operating in the 3IR space. A human capacity strategy needs to focus on the future areas of work while strengthening current sectors for maximum job retention, job creation and a transition from the current to future-ready scenarios.

Investments must be made in current focus sectors such as advanced manufacturing, tourism and agriculture, while at the same time investing in economic areas which are emerging sectors in 4IR economies such as the digital economy, the green or circular economy, the social economy, the gig economy and the creative economy.

To adequately and sustainably address the need for a massification of skills and industry uptake of such i.e. creating onramps for large groups of youth and the unemployed to be skilled to participate in the economy, relevant digital and future skills need to be identified and AI-driven technology platforms designed to support skills pipeline development which is informed by industry.



In the current climate of slow economic growth and high unemployment levels, a social dialogue is critical and the consideration of social protection mechanisms to ensure a just transition for workers and employers must be investigated.

Coordination within and between labour and business for a response to 4IR which prioritises growth and leverages job creation potential is required. The Institutions of work require a renewed engagement for a social contract and the accompanying social protection systems in the context of 4IR and the changing world of work. Entirely new areas of labour and tax laws need to be engaged in regulating, for example, the gig economy and work done electronically across geographical borders.

The image below shows a possible adaptation of the framework developed by the Global Commission on the Future of Work[8], to make it more relevant to a South African context.



CREATING AN ENABLING ENVIRONMENT

CAPITAL MARKETS AND FINANCING

The 2008 global financial crisis has transformed the interaction between banking, capital markets, politics and economics. Global regulation has become tighter and effort has been made in developing capital markets that co-exist with a bank-based financial system. Central banks are generally playing a more pivotal role in the financial system. Technology is changing the face of finance globally.

Capital markets mobilise capital for productive long-term investment and are specifically important in emerging economies, to fund future growth and ensure the global competitiveness of the economy. Firms with high growth potential and the ability to scale receive funding from startup and early-stage finance and these are of importance in 4IR.

In South Africa, startup and early-stage finance is a large, but closing, gap compared to other countries. Startups have access to capital through an emerging Venture Capital (VC) and Private Equity (PE) sector, and a growing angel investor network, as well as growing interest from international investors. In addition, South Africa faces challenges in long-term finance, specifically in the infrastructure sector. With weak economic growth, it is challenging for public capital to address the infrastructure financing gap.

South Africa has the strongest financial market development in Africa.[9] As South Africa looks to mobilise capital for it's 4IR strategy, it needs to address policy and regulation challenges relating to policy uncertainty and governance; alignment of government efforts; exchange control and intellectual property laws that attract investment; tax inefficiencies and complexities; and competition regulation.

8 International Labour Office. 2019. *Work for a Brighter Future - Global Commission on the Future of Work*. Geneva: ILO. https://www.ilo.org/wcmsp5/groups/public/---dgreports/---cabinet/documents/publication/wcms_662410.pdf

9 Official Monetary and Financial Institutions Forum OMFIF produced the Absa Africa Financial Market Index

The country needs to develop a 4IR innovation pipeline (from ideation to commercialisation) and this requires innovative and sustainable funding happening through innovative Public-Private Partnerships that respond to the country's current fiscal position. We should seek to keep our innovators in this country while allowing our innovations to cross borders and allow capital flow into the country.

The ease of doing business needs to be improved alongside establishing South Africa as the financial centre for Africa to stimulate above-average economic growth through innovation centres that attract top firms, top talent and serious capital to the country.

The entrepreneurial ecosystem provides an innovation pipeline for funding opportunities and mandates. Business Development Support access should be widened, while developing skilled business support across business type, stage and potential to scale. SMMEs that are already, or have potential to build 4IR-aligned business models, products and services should be aggressively supported, funded and scaled for growth.

More early-stage risk capital should be made available to small and growing businesses to narrow the funding gap and new innovative funding models should be explored (e.g.: funding in stages allowing funders to invest in smaller amounts and reduce risk and providing the entrepreneurs with an opportunity to test the market).

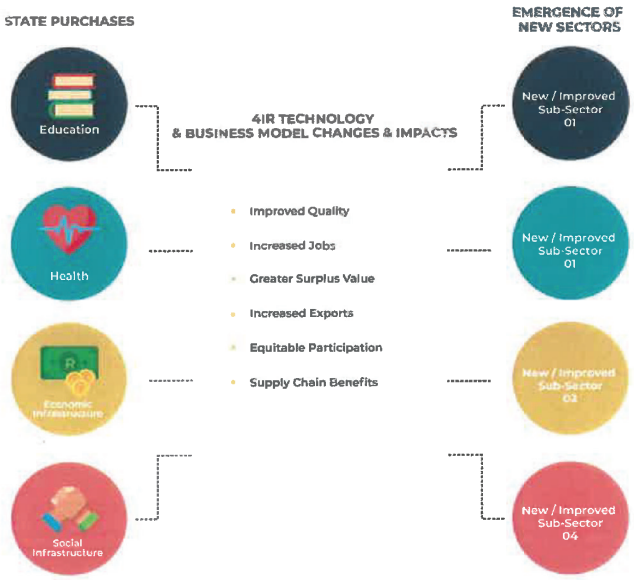
A 4IR-specific risk capital fund should be established as a public-private-partnership. The fund should focus on areas where current private-industry solutions are not meeting demand such as early-stage and series B and C funding stages.

Funding initiatives should be evaluated for their effectiveness and scaling up of those programmes/funds that are performing well should be actively explored to defragment the funding ecosystem.

THE GOVERNMENT AS DIRECTOR OF TECHNO-INDUSTRIAL OUTCOMES

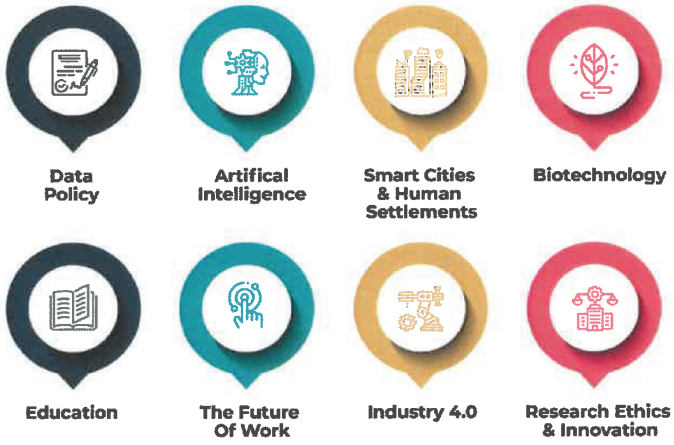
In its capacity as a direct role player in the 4IR, the state is characterised by its identity as the largest and most powerful purchaser in the country. To this end, the state's budget is predominantly spent on Education, Health, Social and Economic Infrastructure as well as Policing Services. This consumptive power is an opportunity for the state to determine the forms of 4IR production it is willing to reward/incentivise through procurement. In so doing, the state as procurer, can directly determine the emergence of 4IR industries that respond to its consumption appetite as well as the national economic development objectives.

It is envisaged that through this lever, the state can trigger industries as conceptualised in the image below:



THE GOVERNMENT AS REGULATOR OF TECHNO-INDUSTRIAL OUTCOMES AND SOCIO-ECONOMIC IMPACTS

It is clear that government's regulatory role will have to address the following areas of life in the 4IR:



The Process For Policy Development

Globally, efforts are under way to adopt policy and regulatory regimes to harness the 4IR to achieve national and international goals. The USA, the EU, China, and Russia, amongst many others, are accelerating policy and legislative reforms to harness technological change to meet national objectives. In South Africa, the process is under way, and the PC4IR plays a critical role: providing recommendations to guide the actions of both legislators and policy makers within government to implement a coherent national response.

Within the Commission, debate and stakeholder consultations have led to an emerging set of principles that will guide the development of policy and legal recommendations. The 4IR must be steered to create an inclusive, innovative and resilient society. An integrated data policy is required – all initiatives by various departments must be reviewed and aligned.

01 **Policy must be inclusive in its process:** so that all members of society can participate in the policy formation. This is imperative for inclusivity in the outcomes.

02 **Integrated infrastructure framework:** Duplication and fragmentation of infrastructure development must be avoided.

03 **Financial incentives:** Policies and laws must be drafted with South African entrepreneurs in mind. For example, firms (both local and foreign) who invest in rural, underserved and marginalised communities' small businesses, entrepreneurs, youth, women and people with disability should be incentivised through policy instruments.



Adaptiveness: SA requires an agile, flexible approach to determining policy and regulation in a 4IR. The core of any national response to the 4IR must be an increased capacity to be responsive to technological change - to sense changes in the global and local technological environments, to interpret these changes in terms of their relevance to economies, society, institutions, and policy. This intelligence must be systematically used to inform a coherent and dynamic policy cycle. It is imperative to remain flexible, since by the time the policy cycle has turned, it is likely that new technological dynamics will be at play. While contemporary policy must indeed seek to leverage specific technologies such as artificial intelligence, additive manufacturing (3D printing), or the industrial internet of things, it must also develop the overall adaptive capabilities of systems to harness and steer technological change towards meeting developmental agendas – for example by strengthening the capabilities of universities and firms to interact and exchange information about future skills demand and supply, or by developing intelligence about frontier technologies in order to inform future-oriented policy.



Social Economic Impact Assessment System (SEIAS): SEIAS consultation is vital as is extensive stakeholder consultation and review of existing policies and new policies or regulation being proposed. SEAIS is mandated to review policies and regulation. Cabinet decided on the need for a consistent assessment of the socio-economic impact of policy initiatives, legislation and regulations in February 2007 and in 2015. This decision was ratified by Parliament. Policies and Regulations that are internally signed by Ministers should be subjected to SEIAS. SEAIS aims to minimise unintended consequences from policy initiatives, regulations and legislation, including unnecessary costs from implementation and compliance as well as from unanticipated outcomes, and to anticipate implementation risks and encourage measures to mitigate them.

INFRASTRUCTURE

A distinction between Industry 4.0 and 4IR is essential for framing this report. Industry 4.0 (i4.0) - is the digitisation of manufacturing utilising new technologies of IoT, robotics, cloud computing and data management. This is the model that Germany and many other countries have used to frame their technological innovations.

There is also the concept of the Second Machine Age by Erik Brynjolfsson and Andrew McAfee involving the automation of cognitive tasks that make software-driven machines perform human tasks so much better that they end up being substitutes and taking the place of humans.[9]

In his book, The Third wave - Steve Case presents a picture of a world that is on the cusp of what he calls the third "Internet revolution". This wave was preceded by the 1st wave to get people online and the second wave to build solutions on the internet. In the third wave, Case contends the Internet is integrated into our every day life in every aspect.[10]

The 4IR builds on the ongoing digital revolution as a result of the growing access to and use of the Internet and digital technology and enhances it with smart and autonomous systems fueled by data and machine learning.[11]

Alta van der Merwe and Aurona Gerber describe a conceptual framework of 4IR: "These aspects include technologies, technology fusion (in the middle because they drive change), surrounded by the specific profession (or domain), digital disruption and digital transformation."[12]

The Fourth Industrial Revolution (4IR) promises substantial economic and social value for our country and its people. Digitisation is seen as an opportunity for low-income developing countries to leapfrog into the 21st century given the required infrastructure, human capital and a supportive regulatory environment.[13]

The Commission assessed Digital infrastructures, as infrastructure that can collect, store, and make digital data available across a number of systems and devices. We also reviewed how traditional infrastructure will be impacted by digital technologies resulting in the new models of digitally enabled infrastructure.

According to the World Bank Group[14]:

"In 2016, the global digital economy was worth some $11.5 trillion – equivalent to 15.5 percent of the world's overall GDP.

9 https://medium.com/of-all-things-tech-progress/summary-of-the-second-machine-age-28f5ad99c7bb

10 https://paulminors.com/blog/third-wave-steve-case-book-summary-pdf/

11 https://www.foreignaffairs.com/articles/2015-12-12/fourth-industrial-revolution

12 https://www.itweb.co.za/content/6GxRKqY8p1JMb3Wj

13 https://www.brookings.edu/wp-content/uploads/2018/01/foresight-2018_chapter-5_web_final1.pdf

14 Draft World Bank Group report: Digital economy for Africa dated June 2019, page 6

It is expected to reach 25 percent in less than a decade, quickly outpacing the growth of the overall economy. However, countries like South Africa are still currently only capturing a fraction of this growth and need to strategically invest in the foundational elements of their digital economy to keep pace."

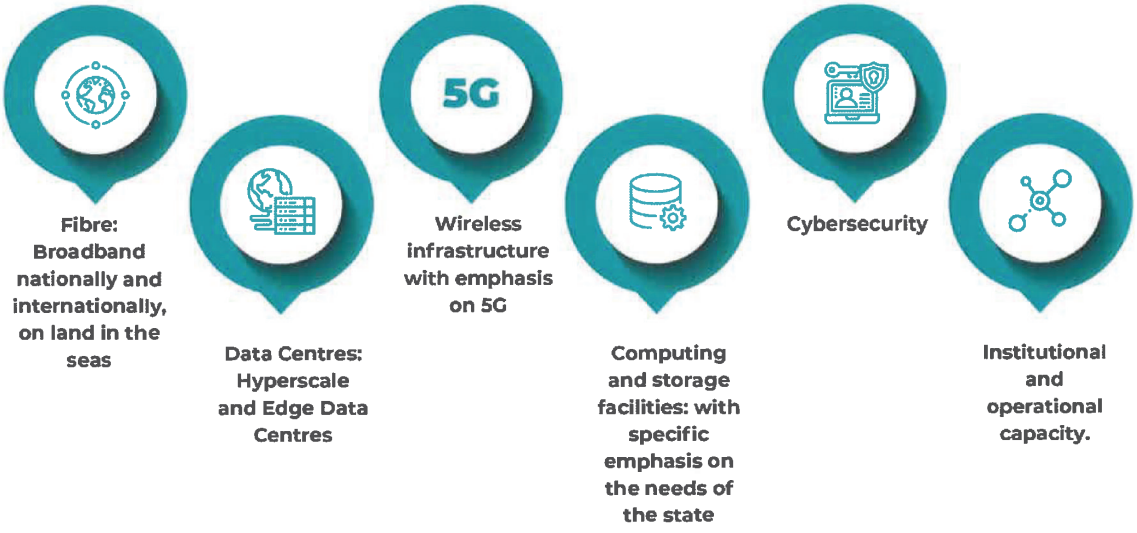
The drive to connect people and businesses to the Internet with digital infrastructure is urgent and imperative, if South Africa is to prepare for 4IR adequately. Sociologist Robert Merton coined the term "Matthew Effect" in 1968 describing a phenomenon where early advantage increases over time. Today the advancing impact of technology is unquestionable and we see that early adopters (innovators) have gained the lead and will continue to advance even further and further ahead of the rest. We, therefore, cannot afford to allow the digital divide to deteriorate further into a digital chasm by continuing to lag behind technological progress.

According to the new UN report, "countries in Africa are trailing 'considerably behind' developed markets in their share of the digital economy, a trajectory that is likely to continue, fueling a growing global digital divide."[15] According to McKinsey, African countries on average spend about 1.1% of GDP on investment in 'going digital' (including Internet infrastructure and networks), while developed countries spend 3.2% of GDP.[16] The latest International Telecommunications Union (ITU) data reveal that some 52% or 3.7 billion of the world's population currently remain unconnected (ITU, 2018). The ITU also estimates that connecting the next 1.5 billion people will cost USD 450 billion.[17]

This section proposes actions that need to be taken to be part of the 4IR race starting in the context of infrastructure development.

Infrastructure is indeed the cornerstone of modern society consisting of a grid-like network of roads and rail, water supply, electrical grids, the built environment and digital networks. In the past, we talked of analogue infrastructure but today we speak of digital infrastructure. Future infrastructure is software-based, data-enabled and has cloud access. Digital infrastructure is set to improve access to information and thereby promote transparency of government processes and activities and in turn, build interconnected empowered communities.

Key infrastructure components and related resources covered in this report include:

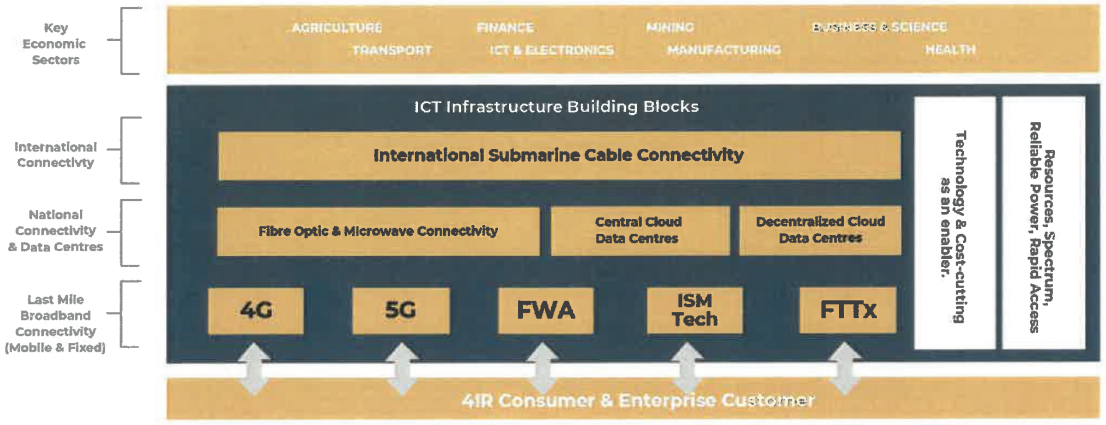


15 https://unctad.org/en/PublicationsLibrary/der2019_en.pdf

16 https://www.mckinsey.com/~/media/mckinsey/industries/high%20tech/our%20insights/lions%20go%20digital%20the%20internets%20transformative%20potential%20in%20africa/mgi_lions_go_digital_full_report_nov2013.ashx

17 https://www.itu.int/dms_pub/itu-s/opb/pol/S-POL-BROADBAND.19-2018-PDF-E.pdf

The figure below provides a high-level view of the relevant ICT infrastructure and resources. Furthermore, the relevant 4IR technologies to optimally manage infrastructure supporting the key economic sectors are reflected.



It will be crucial that we build institutional and operational capacity to participate in the full scope of global 4IR innovation through a restructuring of current state resources (physical and institutional) and investing in new resources, with optimal participation of local, international, public and private partnerships.

Findings thus far highlight the importance of *global integration and best practice* as a lens through which we look to design and implement the roll-out of the 4IR infrastructure.

A second issue identified by the Commission is the need to *innovate*, as we cannot continue implementing past approaches into the future. We need a fundamental mind shift. There is a new industrial organisation developing as digital platforms reconfigure new value-creating ecosystems. Connectivity is moving from human-to-human connectivity to human-machine-machine interconnection. We cannot approach today in the same way we have always done.

A World Bank Group draft report[18] states: *"The Digital Moonshot target of 100% of population covered by mobile broadband networks is almost reached."* However, it goes on to state[19] that *"...rural areas are being left behind. As extending mobile broadband coverage is becoming a less important issue, the divide is explained more by affordability and characterised by quality of access."*

It then expands on the **digital divide**[20]: *"But since 2010, the regulatory, policy and business environment has been less conducive to private investment. Regarding digital infrastructure specifically, notable constraints to private investment in digital infrastructure include delays in allocating high demand spectrum and policy uncertainty around the Wireless Open Access Network (WOAN). Moreover, based on the findings, in specific areas such as broadband roll-out or government service digitalisation, the government appears to rely excessively on its resources and capacities, at times leading to inefficient, expensive and incomplete project implementation. Overall, there is room to consider leveraging more private investment and expertise in key areas such as infrastructure deployment, skills development and the roll-out of e-government platforms. This is especially pertinent in the context of the South African Government's commitment to fiscal consolidation."*

Hence going forward issues requiring change include (but may not be limited to):

I. *Radical innovation* to deliver the required speed in enacting legislation which enables extraction of maximum economic and societal value from our

18 Draft World Bank Group report: Digital economy for Africa dated June 2019, page 13
19 Draft World Bank Group report: Digital economy for Africa dated June 2019, page 14
20 Draft World Bank Group report: Digital economy for Africa dated June 2019, page 19

resources such as spectrum and established infrastructure, e.g. established wayleaves, roads, etc.

II. A *restructuring of resources* to eliminate the duplication of infrastructure and resources, e.g. the networks in state-owned enterprises (SOEs) such as Broadband Infraco, Sentech, etc., and

III. A restructuring of ICT governance bodies to better align with the trends in technology which e.g. reduces differences between broadcasting and Internet services.

Broadband internet and data are foundational to the digital economy. Four areas of Fibre deployment need to be considered: In-building Fibre, Capillary (Metro) Fibre access, Inter-city Fibre, and Ocean fibre (Submarine cables).

Data Protection is paramount in the 4IR era and it usually sits in Hyper-Scale Data Centres. South Africa should look to attract submarine cables to its coastlines" thus attracting HSDC for computing power.

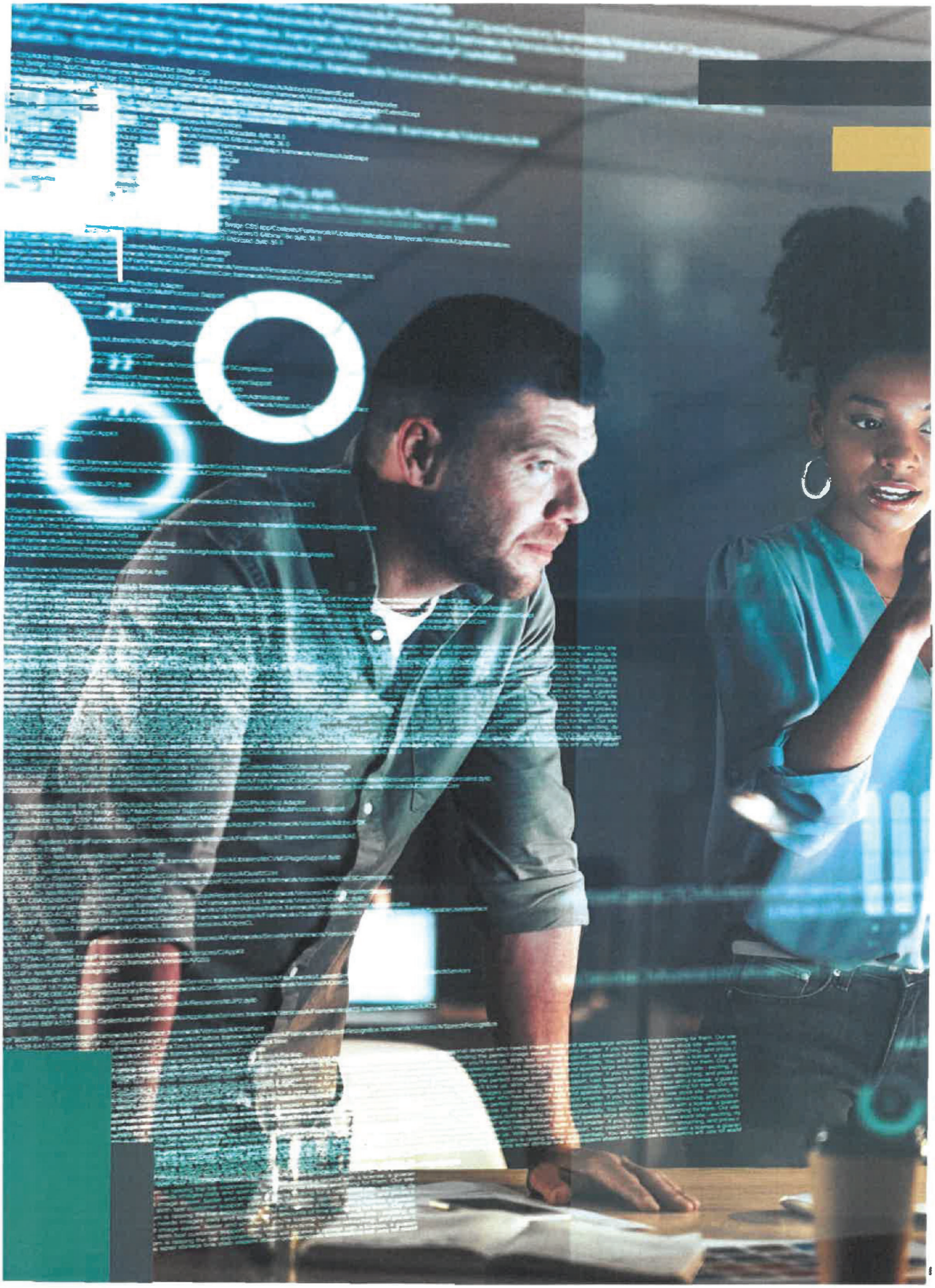
South Africa should not delay the 5G process because the country is playing catch-up in 4G. South Africa must implement the 5G licensing process through a 5G Express Policy.

The Centre for High-Performance Computing (CHPC) infrastructure serves as a foundation upon which to build a government on-premise super cloud unit with a national grid of High-Performance Computing capacity.

Alongside this, South Africa needs to strengthen its cybersecurity policies and capabilities.

As South Africa plans for how we manage the growth of the digital economy, we need to think about how we generate and consume electricity. Exploring power consumption in the digital economy and 4IR and looking at how South African can find innovative ways to serve the growing electricity demand, is necessary.







South Africa finds itself at a decision-moment. The first phase of the Commission's work concerned itself with the current and historical position. Going forward, the work of the Commission should be integrated into existing and future institutions to achieve sustained change.

It is important to keep in mind the following key features of the path forward:

PART 05
WAY FORWARD

4IR TECHNOLOGY IS NASCENT

The majority of 4IR technologies are still nascent. This means that our current task is not necessarily to deploy them but rather to participate in their development. This also allows the country to prepare itself for the deepening effects of the 4IR. This pertains specifically to the development of human capital; infrastructure, technologies and the entrepreneurial capacity to localise 4IR industries.

THE STATE IS REQUIRED TO BE FISCALLY CREATIVE

The country's fiscal position is currently weak, with the future growth outlook projected well below the NDP target of 6%. This limits the state's capacity to directly invest in and take ownership of the industries it may choose to support. This however, is a creative challenge – requiring the state to rethink its leverage and build in long-term negotiating options.

CLIMATE CHANGE MITIGATION & ADAPTATION MUST BE INTEGRATED INTO ALL PLANNING

A central constraint in the future we are contemplating is Climate Change.

Global calls for greater environmental-sustainability have placed climate mitigation at the centre of this century's economic and industrial development regime. The Sustainable Development Goals have heightened the urgency of industrial transitions that are climate-sensitive, placing human and environmental wellbeing at the heart of global development activities. Within this context, South Africa's climate performance is worrying:

- Coal remains the country's leading source of energy, accounting for 85% of the electricity production in 2016 (DPME, 2019). It is therefore not surprising that the country's carbon dioxide emissions remain above recommended thresholds.
- Furthermore, the country's Green-House Gas (GHG) emissions have been on an upward trajectory
- The costs of air pollution on human health and economic growth in South Africa have yet to be determined. That said, fine particulate matter (PM) is one of the most lethal poilutants, higher concentrations of which are known to increase human and animal mortality, not to mention adverse effects on the biosphere.
- Areas with increased industrial growth, such as Richard's Bay in Kwazulu-Natal and the platinum belt stretching between the North West, across Limpopo, and into parts of north-west Mpumalanga are at particular emergent risk of poor air quality.
- Government priorities in terms of improving air quality, have prioritised the following actions:
  - » Continued implementation of the Air Quality Act and its National Framework
  - » Managing listed emissions activities
  - » Launching a Health Study in the Highveld Priority Area
  - » Undertaking Cost-Benefit Analyses in air quality management

As we consider the future of South Africa, the work is to analysis of the **choices** that confront the country.

It is essential to embrace the language of choice as it also references a crucial difference in the way in which we will participate in the future, as free and fully informed protagonists in our future.

Indeed, there are dilemmas to be resolved: who ought to be prioritised; what sacrifices should be made; what innovations are needed to leapfrog beyond our current constraints; who leads and who follows? These are not simple **dilemmas**. They are compounded by the urgency imposed upon us by our grand challenges.

MAKING CHOICES: DEVELOPMENT DILEMMAS AND SA'S 4IR FUTURE

This report has emphasised a choice framework, recognising that there are dilemmas to be resolved regarding who ought to be prioritised; what sacrifices should be made and by which segments of society; what innovations are needed to leapfrog beyond our current constraints and with what social and economic consequences; who leads and who follows? The urgency to resolve our grand challenges against the backdrop of the uncertainties and unknown risks of new and emerging technologies compounds the above dilemmas.

The Commission seeks to emphasise the requirement for difficult decisions to be made as this will ensure realism in our planning and execution. Rather than frame the 4IR as a wholesale government delivery programme, it ought to be positioned as a set of initiatives led and regulated by the state to unlock the potential and power of citizens. This, therefore, means that thinking through the lens of foundational principles is more instructive for understanding what is required. An example of this is in the education system. Rather than deploy a suite of technological artefacts to schools, the Commission sees greater potential in insisting on a curriculum that teaches computational thinking, as this cognitive skill better prepares learners to develop mastery over technology.

It matters that we embed technology research and development capabilities within the state and institutions of learning. Similarly, in prioritising state implementation, the use of technology to enhance service delivery should rank above other aims. Difficult choices must be made, however with finite choices will come clarity, for all sections of society.

PRIORITISING ECONOMIC SECTORS AND SOCIAL INDICATORS

The recently-released *Economic Transformation, Inclusive Growth, and Competitiveness: Towards an Economic Strategy for South Africa* (ETIGC) by National Treasury highlights what is required to improve South Africa's socio-economy. It is, in effect, the blueprint for the South African government over the next few years to resuscitate ailing segments of the economy, including industrial sectors (i.e. energy) and open new areas of economic activity through the development of Small, Micro and Medium Enterprises. The document notes the unsustainability of the prevailing situation given the combination of low economic growth and rising unemployment. The ETIGC has opted for a scenarios approach along with a time series.

Rather than mapping three or four alternative or competing futures, Treasury has identified short-, medium-, and long-term actions to set the country on a human-centred, high-growth and globally-competitive path. Seeing the Baseline scenario as the impetus for government action and intervention, what have been identified by the Commissioners' expert session as three alternatives can logically be plotted as sequential steps towards the ultimate goal of a regionally-connected and a responsive economy that harnesses innovative solutions and technologies to supply to the rest of the continent. This time-series(ed) approach hinges on sequential and incremental change, with monitoring and feedback loops to consolidate learning through pilot implementation.

01

Labour-Intensive Investment in Tourism, Agriculture, Telecomms

(Year 2 - 4)

02

Regulatory Reform and Rationalisation (including bilateral agreements, industrial policy, and removing barriers to entry)

(Year 4 - 6)

03

Modernised network industries and harnesing Regional Growth Opportunities (electricity, telecomms, transport, and water) Agriculture, Regional Trade and Bilateral Agreements

(Year 6 - 10)

4IR IMPLICATION OF LONG TERM ACTIONS

Light Up and Power Africa (Energy);

Nourish Africa (Agriculture);

Industrialise Africa (Industry and Services)

Wellbeing for Africa (Health, Education, Smart Cities and Governments)

Indeed, there has been a recognition that much of the post-apartheid growth trajectory, although not necessarily one that has centred around technological advancement as a lever for the economy, has nonetheless been characterised by joblessness.

Thus, among the challenges that the ETIGC and the DTI's Industrial Policy Action Plan (IPAP) have identified, foremost "are a lack of policy coherence and programme alignment; the concentration of ownership and control; high private sector input costs (electricity, water supply and availability, transport and logistics) and a skills deficit/mismatch as the main constraining features to the country's industrial development."

The five broad thematic priorities and reform programmes of the ETIGC have been identified as follows:



Complementarily, the DTI's IPAP had identified programmes within its sphere of influence, that can spur economic growth through industrialisation. Chief among these are:

1. Public procurement and local content

1.1 SA government (Treasury) should create a data repository on government procurement spending to allow evidence-based government-led product selection.

1.2 Align and enforce local content procurement processes at all levels of government.

1.3 Capacitate the South African Bureau of Standards (SABS) to conduct local content verifications.

2. Industrial Financing

3. Developmental (and flexible) trade policy

4. Science and Technology Innovation (STI), especially:

4.1 investtment and knowledge generation

4.2 Technology absorption and diffusion

4.3 Harmonisation of innovation support initiatives

4.4 Establishment of a Sovereign Innovation Fund (SIF) that can administer Technology Development Grants (TDGs) (R1billion has already been committed by treasury 2019/2020 to support SMME innovation)

4.5 Technology Localisation through Firm-level Technology Assistance Packages (FTAPs) and Sector-Wide Technology Assistance Package (SWTAP)

4.6 Experiential Training Programmes

The ETIGC and the IPAP are the government's key economic policy and industrial policy instruments which furnish a foundation (their limitations notwithstanding) for the development of a coherent 4IR strategy with the best chance of implementation by the state, the private sector, and society at large. We must bear in mind and take seriously the President's emphasis that the country's 4IR strategy must be people-centred, harnessing the talents of all South Africans, especially women and the youth. According to the ILO's Future of Work report (2019), a people-centred future enabled by the development and deployment of new and emerging technologies prioritises:



Investment in people's capabilities, which includes educational, nutritional, and overall health improvements;

Investment in the institutions of work with a view to engendering an ethic of technology for decent work;

Investment in decent and sustainable work.

Thus, while we may take our cue from the ETIGC and the IPAP in terms of the industrial and economic future that the government envisages, our task is to elaborate the technological and linked human developmental, institutional, and regulatory programmes that will realise this vision.

RECOMMENDATIONS

In keeping with the ethos of the South African Constitution, the 4IR must become a citizens' initiative, rooted in communication amongst sectors of society, to ensure awareness, inclusive participation and collaborative construction of the desired path forward. There is also a need for youth participation in this revolution and the mandate of the NYDA should be expanded to drive this.

More broadly, the Commission's recommendations align with the fundamental ideas emerging out of critical international and local research efforts.

These include but are not limited to the International Labour Organisation's 'Work For a Brighter Future'; NEDLAC's 'Futures of Work'; the government gazetted 'Policy On High Demand Spectrum and Policy Direction on The Licensing Of a Wireless Open Access Network' as well as the Department of Trade and Industry's work commissioned to Trade and Industrial Policy Strategies (TIPS) dealing with the country's industrial readiness for the 4IR. The recommendations also have to be executed with consideration for environmental sustainability, climate change and the circular economy.



Collectively, these reports reflect the key recommendationsof the Commission, namely:



INVEST IN HUMAN CAPITAL.

South Africa's greatest opportunity and greatest resource is her people. The 4th IR gives us a rallying point of urgency and an opportunity to redesign, streamline and align the education system through a coordinated, robust, multi-stakeholder process. The purpose of the next version of our skills ecosystem will be to leapfrog our youth into productive work and reskill current workers for job retention and ongoing productive work in the economy. The skills demands of the 4IR era require stackable competencies which are micro-credentialled, industry aligned and allow people to enter and exit the system at multiple points as part of a lifelong learning process. The redesign of the ecosystem should be facilitated at the Human Resources Development Council as a priority project for 2020 i.e. have a timeframe associated to the deliverable, assisted by the 4IR Commission and driven by the Digital & Future Skills Forum. Linked to this, there is a need to invest in strategic projects for mass skills development which can be scaled for exponential skills pipeline development and labour market absorption. The manufacturing, agricultural and tourism sectors and the creative industries provide immediate opportunities for such programmes. In sum, all sections of society need to be prepared to not only reskill but to approach skilling is a continuous process. Refining problem-solving skills, deepening computational abilities, thinking systematically and most importantly, mastering the social world are critical to succeeding in the 4IR.



ESTABLISH AN AI INSTITUTE.

Artificial intelligence (involving the theory and development of computer systems to perform tasks usually requiring human intelligence), is a bedrock technology in the 4IR, underpinning the growing connections in cyber-physical and biological systems. Research and Development, as well as implementation capabilities in AI are thus critical and must be embedded within the state. This will enable the generation of new knowledge and creative technology applications in sectors such as health, agriculture, education, energy, manufacturing, tourism & ICT, amongst others. The institute's mandate should also include training, to be delivered across various sections of society, as well as ensuring positive social impact.



ESTABLISH A PLATFORM FOR ADVANCED MANUFACTURING AND NEW MATERIALS.

The revival of South Africa's manufacturing sector is a core concern of the Industrial Policy Action Plan given the centrality of the sector to job creation and global competitiveness. To be successful in the context of the 4IR, it is imperative that the manufacturing sector be supported by a state-led research initiative focused on advanced manufacturing and new materials. This should incorporate the Science and Technology Department's existing Advanced Manufacturing Technology Strategy, with a view to provide tangible support to its aims. This structure will guide South Africa in growing the manufacturing sector, develop and apply new materials through the technologies of the 4IR in areas such as agriculture, construction, housing, health, energy storage, environmental sustainability and electric vehicles, to name a few.



SECURE AND AVAIL DATA TO ENABLE INNOVATION.

The principal opportunity in the 4IR is the storage of large sums of data. Reliable, accurate, standardised, integrated and easily accessible citizen data is critical for building e-government services across sectors such as health, transport and justice. However, this opportunity must be safeguarded by securely organising public data through the bolstering of cybersecurity capacity and capabilities. It must be recognised that data also presents an opportunity for productive exchange, through which the state can make available anonymised open datasets to collaborate with different stakeholders in society to solve service delivery challenges and enable innovation. Standardising data is crucial for effective processing. The state's existing cybersecurity company, Comsec, is thus to be strengthened to execute its mandate in a manner that is relevant for the requirements of the 4IR. The appointment of a Chief Data Officer within the state should also be explored.



INCENTIVISE FUTURE INDUSTRIES, PLATFORMS AND APPLICATIONS OF 4IR TECHNOLOGIES.

For the industries of the future to emerge, new forms of incentives are required, incorporating subsidies and tax breaks, to support the acquisition and application of advanced technologies in the manufacturing of goods and delivery of services. The DTI acknowledges the country's position as a laggard in digital or smart industries and will require support to develop SMMEs into globally competitive industrial players, as well as enable existing 4IR enabled SMMEs to experience an enabling environment for growth. It is envisaged that the emerging SMMEs, working in technology fields such as blockchain, 3D printing, Internet of Things and operating competitive platform businesses will develop solutions that address South Africa's development challenges. It is therefore critical that the ease of doing business is improved, including such tasks as registering a patent, reducing the cost of 4IR businesses (customs, taxes) and enabling ease of global competitiveness and expansion. The state, as the largest and most powerful purchaser in the country, has a significant role to play in the adoption of 4IR technologies across priority sectors. In line with this, the state also needs to ensure that appropriate regulation (and taxation) of foreign platform and other businesses is achieved.



BUILD 4IR INFRASTRUCTURE.

It is important to incorporate 4IR infrastructure into the overall planning for infrastructure development and deployment. Biotechnology, 3D printing and the digital economy all require an infrastructure base. However, 4IR infrastructure does not stand alone. It ought to integrate with existing economic and social infrastructure. Just as a road is required to access a cell phone tower, cell phone signal is required to call emergency services. Therefore, the generation and delivery of energy; the extension and improvement of water infrastructure; health and educational infrastructure are required for a coherent and comprehensive infrastructure network. Building and accelerating 4IR infrastructure rollout is imperative and should cover mobile, physical, computational and digital infrastructure.

07

REVIEW AND AMEND (OR CREATE) POLICY & LEGISLATION.

To achieve the above changes, the regulatory environment must be adapted to enable the desired progress. The generation of intellectual property rights stands out in this context as the principle of a creative economy implies the rapid production of new technologies, artefacts and processes for commercialisation and scale. This exercise requires the legislature and the state executives to be trained to become 4IR and science literate in order to implement changes that are holistic, integrating the specific logics of technologies, the industries they impact, the people who will both consume and produce them and the policy and legislative agility required to compete on a global stage. Platform businesses also require a regulation and taxation regime that fosters fair competition. Acts such as the Space Affairs Act of No. 84 of 1993; South African National Space Agency Act, No 38 of 2008; Sentech Act No 63 of 1996; Disaster Management Act of 2002 and the South African Weather Service Act No 8 of 2001 are but some of the pieces of legislation that must be reviewed for possible amendment, with a consideration for the co-ownership of closed data.

08

ESTABLISH 4IR STRATEGY IMPLEMENTATION COORDINATION COUNCIL IN THE PRESIDENCY.

It is envisaged that the Coordination Council will interface with government departments that will be responsible for the implementation coordination, resource unlocking, accountability and policy coherence of 4IR programmes. Importantly, the council will coordinate initiatives across the public and private sectors, labour, academia and SMMEs to ensure synergy and drive efficiency through minimising duplication and enabling collaboration. There is also a requirement to ensure that existing institutions of state are revived and reenergised, where needed, to deliver on the 4IR strategy. This will require a combination of training efforts to ensure 4IR understanding and skills, and the possible consolidation of teams and budgets to reduce duplication and optimise delivery. This is a critical step to ensure that work on the 4IR can be successfully monitored and evaluated.



CONCLUSION

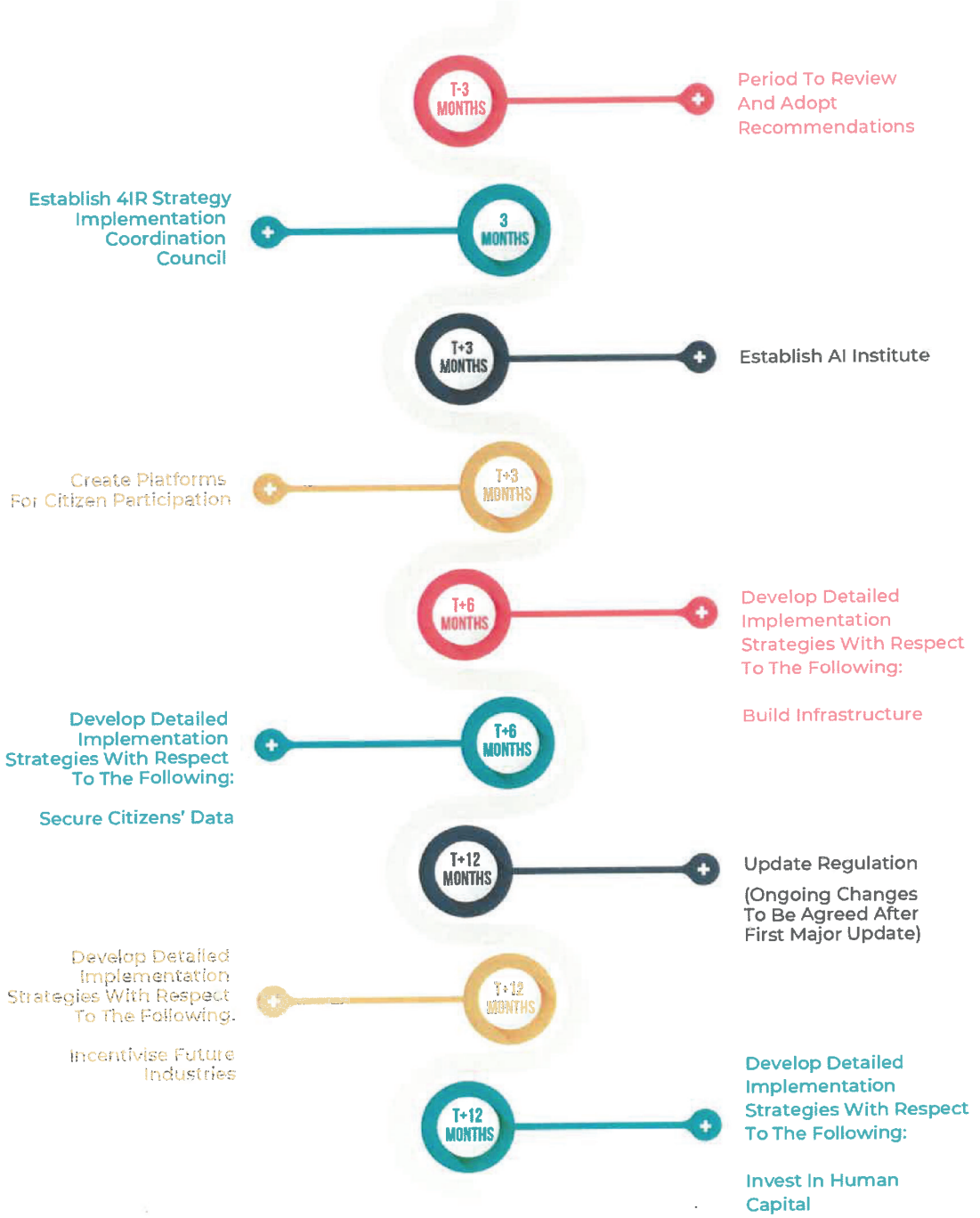
In analysing global best practice, a framework emerged comprised of 8 pillars of 4IR strategy, which include amongst others, a focus on service delivery and establishing the country as a global leader in a targeted area. The commission recommends that all entities charged with programmatic implementation refer to this framework, articulated in detail in this paper.

A key consideration for the Commission is urgency and accountability. The 4IR is not in the future, it is the present. It is therefore imperative that the country reorganises itself to ensure that citizens are positioned to benefit from the opportunities it presents. To achieve this, there must be clear accountability for implementing the recommendations within a timeframe that can be monitored by all stakeholders in society. To this end, a proposed implementation roadmap is proposed.

In all, the Commission's analysis has led to the conclusion that the 4IR is an opportunity for South Africa to integrate itself into the broader African market as envisaged in the long-term economic recovery plan. We recognise this moment as containing within it, the potential to use technology to address the most challenging development problems faced by South Africa and the rest of the continent. By supporting SMMEs to develop technology that will optimise the delivery of services in sectors such as health, education and transport, we can simultaneously enhance the wellbeing of our citizens and become globally competitive.

Socio-economic integration, specifically within the African continent, is thus the 4IR implication of South Africa's current development trajectory. By doing this, we can catalyse dramatic socio-economic improvements in South Africa, a tide that must be intentionally directed to lift our compatriots across the continent of Africa. That means not only resolving the triple challenge through technology but using technology as an instrument through which to achieve a much bolder development vision in which South Africa is not emerging but rather accomplished, amongst nations. The 4IR is an opportunity to achieve South Africa's Vision 2030 and beyond. **Let us Build!**




T-3 MONTHS
Period To Review And Adopt Recommendations
Establish 4IR Strategy Implementation Coordination Council
3 MONTHS
T+3 MONTHS
Establish AI Institute
Create Platforms For Citizen Participation
T+3 MONTHS
T+6 MONTHS
Develop Detailed Implementation Strategies With Respect To The Following:
Build Infrastructure
Develop Detailed Implementation Strategies With Respect To The Following:
Secure Citizens' Data
T+6 MONTHS
T+12 MONTHS
Update Regulation
(Ongoing Changes To Be Agreed After First Major Update)
Develop Detailed Implementation Strategies With Respect To The Following:
Incentivise Future Industries
T+12 MONTHS
T+12 MONTHS
Develop Detailed Implementation Strategies With Respect To The Following:
Invest In Human Capital



ANNEXURE A: TERMS OF REFERENCE

The Presidential Commission's terms of reference are[29]

- Develop an integrated country strategy and plan to respond to 4IR including detailed interventions to be carried out achieving global competitiveness of the key economic sectors (agriculture, finance, mining, manufacturing, ICT, and STI);
- Advise on a technology research and development program to advance 4IR;
- Advise on strategies for skills development and future of work;
- Make recommendation on enabling relevant infrastructure for SA to participate in the digital economy;
- Make recommendations on an institutional framework and mechanism to coordinate 4IR programs;
- Make recommendations on approaches to address inclusivity and digital divide;
- Make recommendations on interventions to enable innovation and entrepreneurship, and for SMMEs to take advantage of the 4IR;
- Advise on strategies to mobilise resources to support the 4IR interventions; and
- Make recommendations on mechanisms to measure the impact of interventions on 4IR.

The Commission's method of work is:

- The Commission must endeavour to align their activities to ensure alignment with the NDP.
- The Commission may establish its own Working Groups as it deems necessary and exercise discretion to invite experts and other stakeholders to participate in its meetings.
- The Commission should review and make recommendations on its terms of reference on a regular basis.

21 https://www.gov.za/documents/presidential-commission-fourth-industrial-revolution-members-and-terms-reference-9-apr


PRESIDENTIAL COMMISSIONS ON
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THE FOURTH INDUSTRIAL REVOLUTION

THE PRESIDENCY
REPUBLIC OF SOUTH AFRICA

DIAGNOSTIC REPORT OF THE

PRESIDENTIAL COMMISSION ON THE FOURTH INDUSTRIAL REVOLUTION



MARCH 2020

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GLOSSARY

1IR	First Industrial Revolution
2IR	Second Industrial Revolution
3-D	Three Dimensional
3GPP	3rd Generation Partnership Project
3IR	Third Industrial Revolution
4IR	Fourth Industrial Revolution
5G	Fifth Generation
5GPP	5th Generation Partnership Project
AET	Adult Education and Training
AI	Artificial Intelligence
AIDS	Acquired Immunodeficiency syndrome
APAC	Asian Pacific
API	Application programming interface
AR	Augmented Reality
ARV	Antiretroviral
ASEAN	Association of Southeast Asian Nations
AWS	Amazon Web Server
BERD	Business Expenditure on Research and Development
BRICS	Brazil, Russia, India, China and South Africa
BUSA	Business Unity South Africa
CAICT	China Academy of Information and Communications Technology
CAPS	Curriculum Assessment Policy Statements
CCMA	Commission for Conciliation, Mediation and Arbitration
CCUS	Carbon Capture Utilisation and Storage
CDE	Centre for Development and Enterprise
CEDAW	Convention on the Elimination of all Forms of Discrimination Against Women
CEO	Chief Executive Officer

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CETC	Community Education and Training Centers
CIPC	Companies and Intellectual Property Commission
CIT	Coporate Income Tax
CLS	Cable Landing Station
COGTA	Cooperative Governance and Traditional Affairs
CSIR	Council for Scientific and Industrial Research
CTP	Converging Technologies Platform
DBE	Department of Basic Education
DBSA	Development Bank of Southern Africa
DHET	Department of Higher Education and Technology
DoC	Department of Communications
DoEd	Department of Education
DPME	Department of Planning, Monitoring and Evaluation
DPSA	Department of Public Service and Administration
DST	Department of Science and Technology
DTPS	Department of Telecommunications and Postal Services
ECD	Early childhood development
ESSA	Electromagnetic Spectrum South Africa
ETSI	European Telecommunications Standards Institute
EU	European Union
FET	Further Education and Training
GBV	Gender Based Violence
GCI	Global Connectivity Index
GDP	Gross Domestic Product
GER	Gross Enrolment Rate
GHG	Green-House Gas
GII	Gender Inequality Index

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GIS	Geographic Information System
GNP	Gross national product
GPI	Gender Parity Index
GSMA	Global System for Mobile Association
HCI	Human Capital Index
HIV	Human Immunodeficiency Virus
HLEG	High-Level Expert Group
HPC-AI-HPDA	High-performance Computing-Artificial Intelligence-Data analytics
HSDC	Hyper-Scale Data Centres
ICANN	Internet Corporation for Assigned Names and Numbers
ICASA	Independent Communications Authority of South Africa
ICT	Information and Communications Technology
IDC	Industrial Development Corporation
IDP	Inclusive Development Platform
IETF	Internet Engineering Task Force
IIoT	Industrial Internet of Things
ILO	International Labour Organisation
IoT	Internet of Things
IPR	intellectual property right
IQ	Intelligence quotient
IT	Information Technology
ITU	International Telecommunication Union
Li-ion	Lithium Ion
LiPF6	Lithium Hexafluorophosphate
M2M	Machine to Machine
ML	Machine Learning
MTSF	Medium-term Strategic Framework

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NACI	National Advisory Council on Innovation
NaTIS	National Administration Traffic Information System
NDP	National Development Plan
NECSA	Nuclear Energy Corporation of South Africa
NEET	neither in employment nor in education
NFV	Network Function Virtualisation
NGO	Non-Govermental Organisation
NHI	National Health Insurance
NRDS	National Research and Development Strategy
NSA	National Skills Authority
NSF	National Skills Fund
NSI	National System of Innovation
OECD	Organisation for Economic Co-operation and Development
ONF	Open Network Foundation
OSSA	Open Source South Africa
P2P	Peer-to-Peer
PanSALB	Pan South African Language Board
PGM	platinum group metals
PIRLS	Progress in International Reading Literacy Study
PIT -	Personal Income Tax
PM	Particulate Matter
PMU	Power Management Unit
POP	Point-of-Presence
POPI	Protection of Personal Information
PPA	Power Purchase Agreements
PPP	Purchasing Power Parity
PRASA	Passenger Rail Agency of South Africa

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PSET	Post School Education and Training
PtL	Power-to-Liquids
R&D	Research and Development
RDI	Research, Development, and Innovation
RDP	Reconstruction and Development Programme
RFID	Radio-Frequency Identification
RSA	Republic of South Africa
SA	South Africa
SADC	Southern African Development Community
SAFE	South Africa Far East
SALGA	South African Local Government Association
SANRAL	South African National Roads Agency
SAP	Structural Adjustment Programs
SDG	Sustainable Development Goals
SDN	Software Defined Networking
SEIAS	Social Economic Impact Assessment System
SETA	Sector Education and Training Authorities
SITA	State Information Technology Agency
SII	South Africa Innovation Index
SME	Small and Medium Enterprises
SMME	Small, Micro and Medium Enterprises
SOE	State Owned Enterprise
StatsSA	Statistics South Africa
STEAM	Science, Technology, Engineering, Art and Mathematics
STEAMIE	Science, Technology, Engineering, Art, Mathematics, Innovation and Entrepreneurship
STEM	Science, technology, engineering, and mathematics
STI	Science, Technology, and Innovation

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TB	Tuberculosis
TVET	Technical and Vocational Education and Training
TYIP	Ten-year Innovation Plan
UAS	Unmanned Aerial Systems
UAV	Unmanned Aerial Vehicle
UK	United Kingdom
UN	United Nations
UN-HDI	Human Development Index
USD	United States Dollar
VAT	Value Added Tax
VPN	Virtual Private Network
VPP	Virtual Power Plants
VR	Virtual Reality
W3C	World Wide Web Consortium
WEF	World Economic Forum
Wi-Fi	Wireless Fidelity
ZADNA	za Domain Name Authority
ZAR	South African Rand

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FOREWORD

We are extremely proud of the tremendous strides South Africa has made over the past twenty-five years in the post-apartheid era. We have overcome many challenges through the enduring and innovative South African spirit. Now, we are facing the global phenomenon known as the Fourth Industrial Revolution, which brings about an immense set of challenges. But this revolution also offers boundless and exciting opportunity for the country. The establishment of the Presidential Commission on the Fourth Industrial Revolution is an affirmation of Government's commitment to addressing the aforementioned challenges while simultaneously seizing the opportunity to improve the lives of South Africans. This document sets out a vision for chartering the way forward for South Africa in the Fourth Industrial Revolution. Our vision is:

South Africa will have a globally competitive, inclusive and shared economy with the technological capability and production capacity that is driven by people harnessing the Fourth Industrial Revolution to propel the country forward towards its social and economic goals.

The Fourth Industrial Revolution offers prospects for South Africa to its revolutionise energy, water, mining, manufacturing, agriculture, financial services, public administrations sectors, amongst others, in a way that will benefit all South Africans. This document formulates and critiques these prospects, and it is expected that 4IR strategic policies and programmes emerging from this document will create an inclusive economy to stimulate growth within the country.

Lastly, let us work together in creating a South African legacy within the realm of the Fourth Industrial Revolution. Let us create a legacy that is characterized by the enduring and innovative South African spirit.

March 2020

Prof. Tshilidzi Marwala (Vice-Chancellor, University of Johannesburg)

Deputy Chairperson: Presidential Commission on the Fourth Industrial Revolution

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PC4IR Commissioners: Prof Chris Adendorff, Ms Beth Arendse, Mr Mpho Dagada, Dr Thulani Humphrey Dlamini, Mr Abdul Razak Esakjee, Dr Bernard Lewis Fanaroff, Mr Michael Gastrow, Mr Xolile Christopher George, Ms Charmaine Houvet, Dr Prince Senyukelo Jaca, Mr Tervern Liaan John Jaftha, Mr Mohamed Shameel Joosub, Ms Nomso Kana, Ms Marinda Kellerman, Mr Baxolile Mabinya, Mr Rendani Mamphiswana, Ms Lindiwe Matlali, Ms Nomvula Mkhonza, Mr Vukani Mngxati, Mr Joseph Ndaba, Mr Andile Ngcaba, Dr Nompumelelo Happworth Obokoh, Mr Rendani Praise Ramabulana, Mr Leon Desmond Rolls, Mr Rob Shuter, Dr Sibongiseni Tunzelana Thotsejane, Mr Aubrey Tshabalala, Mr Gerhard Van Deventer, Mr Ben Venter, Ms S'onqoba Vuba (resigned), Mr. Calvo Mawela.

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PREFACE BY CHAIRPERSON OF THE PC4IR

AUGUST 2020

When I addressed the African Union Assembly in February 2020 on the occasion of the assumption by South Africa of the position of AU Chair, I said:

"The Fourth Industrial Revolution presents our continent with great opportunities. The uptake of digital technologies will lead to improved competitiveness and provides fresh opportunities for inclusive growth."

In line with this sentiment and to ensure we take advantage of the opportunities presented by this digital era, South Africa established the Presidential Commission on the Fourth Industrial Revolution in 2019.

Comprised of 33 eminent individuals from various sectors, the Commission was formed to advise government and society on both the opportunities and risks presented by the Fourth Industrial Revolution.

The Commission is divided into eight workstreams, each with their own strategic focus. Over the past few months, each workstream has been consulting relevant stakeholders across society on how South Africa can make best use of the opportunities of rapid technological change. The workstreams have also reviewed global best practice by studying the experiences of other countries.

This era calls for enhanced state capacity to seize the opportunities of the digital economy. South Africa must remain abreast of the exponential growth in technological change and ensure that no citizen or community is left behind.

The Commission's report recommends interventions to ensure that we extract the greatest benefits from these revolutionary technological advances. For South Africa to achieve inclusive growth and social development in the digital era, the country must find ways of integrating scientific and technological innovations into the economy.

The recommendations in the Commission's report will help South Africa reinvigorate its industrialisation aspirations and significantly improve its global and continental economic competitiveness.

I am therefore pleased to receive this report and express my sincere gratitude to the Commissioners.



President Cyril Matamela Ramaphosa Chairperson PC4IR President of Republic of South Africa



President Cyril Matamela Ramaphosa
Chairperson PC4IR
President of Republic of South Africa

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REMARKS BY MINSTER

The Government of the Republic of South Africa, under the leadership of His Excellency President Cyril Ramaphosa, has taken a bold and decisive step in seeking to transform the South African economy by emphasising digital communication and technologies as the foundation for building an inclusive, economically vibrant society. This approach is contained in the mandate of the Fourth Industrial Revolution (4IR).

To achieve this milestone, the President announced in his 2018 State of the Nation Address (SONA) that the then Department of Telecommunications and Postal Services (DTPS) would establish a Presidential Commission on the 4th Industrial Revolution (PC4IR). In summary, the mandate of the PC4IR, which was to be chaired by the President, was to provide the Government with a Report on how the envisaged digital revolution of the local economy can be achieved. The President thereafter directed the Office of the Minister: Department of Telecommunications and Postal Services to oversee and lead the work of the PC4IR, and to later finalise an implementation plan for the achievement of the anticipated findings under the Report.

In December 2018, DTPS established the Terms of References (TORs) for the work of the PC4IR, which was published in the Government Gazette together with requests for applications by qualifying candidates to undertake the work of the PC4IR. Approximately 700 applications were received by the Department, which were duly considered, thereby culminated in the appointment of 33 Commissioners.

With the Terms of Reference established, and the Commissioners duly appointed, the PC4IR was ready to commence its work. It was at that juncture that the President delegated his role as the Chairperson of the PC4IR to my office while at the same time directing me to provide the resources necessary for this crucial project, including but not limited to the assembling of the Secretarial Services to support the work of the PC4IR. Working with the Commissioners, we were able to table an initial diagnostic Report on 4IR to the President on 07 November 2019. Thereafter, PC4IR guided the Government during the January 2019 Cabinet Lekgotla on various elements of the 4IR, as contained in the diagnostic Report.

I am therefore pleased to announce that the PC4IR has now finalised its Report, and that the Report has been approved by the President. The Report recommends eight (8) principle work-streams for the achievement of the ideals under the 4IR, with profound findings on how the opportunities presented by the 41R can be exploited in the building of an inclusive, economically vibrant digital society.

I am further pleased to announce that the Department has also commenced with the momentous task of developing a comprehensive implementation plan for the achievement of the findings under the Report, including setting out milestones for the implementation work and timelines for achieving those milestones.

I would like to extend my sincere appreciation to the esteemed Commissioners for their praiseworthy effort in the undertaking of their duties to the Nation and completing the Report in a timely manner. I would also like to thank the officials in my Department that provided the necessary support for the work of the PC4IR over and above their daily work activities.



Ms Stella Tembisa Ndabeni-Abrams
Minister of Communications and Digital Technologies

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The journey towards making South Africa digitally competitive on a global scale while at the same time preparing an inclusive economy through the digital communication and technologies has now begun in earnest. The PC4IR Report is the founding document for this work, while being at the centre of guiding the work of Government for many years to come.



Ms Stella Tembisa Ndabeni-Abrams
Minister of Communications and Digital Technologies

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FOREWORD BY THE DEPUTY CHAIRPERSON

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March 2020

Prof. Tshilidzi Marwala (Vice-Chancellor, University of Johannesburg)

Deputy Chairperson: Presidential Commission on the Fourth Industrial Revolution



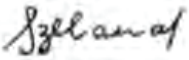
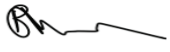
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on the Fourth
Industrial Revolution**

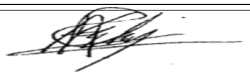
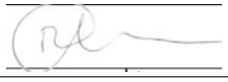
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WORKSTREAMS REPORT SIGN-OFF

PC4IR COMMISSIONERS	COMMISSIONERS SIGNATURES
1. Prof. Tshilidzi Marwala	
2. Dr. Andile Ngcaba	
3. Mr. Shameel Joosub	
4. Ms. Nomso Kana	
5. Mr. Xolile George	
6. Dr. Bernard Fanaroff	
7. Dr. Thulani Dlamini	
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9. Mr. Rendani Ramabulana	
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11. Dr. Nompumelelo Happworth Obokoh	
12. Dr. Busisiwe Mbuyisa	
13. Dr. Sibongiseni Tunzelana Thotsejane	
14. Mr. Leon Rolls	
15. Prof. Chris Adendorff	
16. Mr. Calvo Mawela	
17. Ms. Beth Arendse	

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18. Dr. Senyukelo Jaca	
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22. Mr. Abdul Razak Esakjee	
23. Ms. Nomvula Lindiwe Mkhonza	
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27. Ms. Charmaine Houvet	
28. Mr. Gerhard van Deventer	
29. Dr. Michael Gastrow	
30. Mr. Rob Shutter	
31. Mr. Aubrey Tshabalala	
32. Mr. Mpho Dagada	

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ACKNOWLEDGEMENTS

In producing this diagnostic report, the Presidential Commission on the Fourth Industrial Revolution, has been facilitating consultation sessions and holding meetings to engage on the areas of focus required. Organisations, departments and individuals that we have and continue to consult with are listed below. They however form just the starting point as we continue consultations on the road to the development of a South African Fourth Industrial Revolution strategy.

1	Absa	2	Abundance Dusty Velvet
3	Acacia Economics	4	Adv Jean Pierre Syndiers (Private)
5	African Leadership Academy	6	Agricultural Business Chamber (ABC)
7	Allan Gray Orbis Foundation	8	Alliance 4 African Intelligence (A 4ai)
9	Altron / Nexus	10	Amazon Web Services (AWS)
11	Ambledown Financial Services	12	American Chamber of Commerce in SA
13	Angel Hub	14	Anglo American South Africa
15	Animation SA	16	Armaments Corporation of South Africa SOC Ltd (ARMSCOR)
17	Banking Association of South Africa (BASA)	18	BBBEE ICT Sector Council
19	BitbyByte	20	Black Business Council
21	BMIT	22	Bon Com Group
23	Bowline Security Pty	24	Broadband Infraco SOC Ltd
25	Broadxcess	26	BT
27	BUA Microtronix	28	Bunang Holdings
29	Cape Innovation and Technology Initiative (CiTi)	30	Cathseta
31	Cell C	32	Centre for Development of Information Technology Policy (CDITP).
33	CISCO	34	City of Tshwane, Office of the Mayor
35	City Power	36	Cloanywhere

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37	Cosatu, Naledi	38	CPITP
39	CRC	40	Create Your Creativity
41	CSIR	42	Dark Fibre Africa (Pty) Ltd
43	Data Infosys	44	Data Intensive Research Initiative of South Africa (DIRISA)
45	DCDT	46	Decision Intelleqt
47	Deloitte	48	Department for Basic Education
49	Department of Agriculture Forestry and Fisheries	50	Department of Basic Education
51	Department of Basic Education, KZN Province	52	Department of Economic Development
53	Department of Economic Development, Gauteng – Creative Industries	54	Department of Higher Education and Training, 4IR Ministerial Task Team
55	Department of Higher Education and Training, TVET Colleges	56	Department of Justice and Constitutional Development
57	Department of Mineral Resources, Small-Scale Mining	58	Department of Planning, Monitoring and Evaluation
59	Department of Public Service and Administration	60	Department of Rural Development & Land Reform

We would like to thank the following organisations that assisted the Presidential Commission with resourcing needs leading up to the publication of this Diagnostic Report:

- MTN Group,
- University of Johannesburg,
- University of Pretoria,
- Vodacom South Africa

Thanks also goes to the members of our Secretariat in the Department of Telecommunications and Postal Services, led previously by Ms Jeanette Morwane and currently led by Mr Alfred Mashishi.

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CHAPTER ONE: Executive Summary

We are currently in the initial phase of the fourth industrial revolution. The world has witnessed three industrial revolutions over the past two hundred and fifty years. Any industrial revolution brings in a significant shift and affects the society immensely in various ways.

The Fourth Industrial Revolution is a result of the meeting of multiple technologies, as well as multiple broad domains coming together which were relatively independent before. It is often said to be the convergence of the technologies bringing the digital/ cyber, physical and biological worlds together. It is also about developing new technologies and business models. History has shown us that for a country to progress, it should be an active participant in the industrial revolutions to reap the benefits of it early. South Africa was not an active participant in the first three industrial revolutions due to various reasons. This hindered the growth of South Africa.

President Cyril Ramaphosa has formed the Presidential Commission on the Fourth Industrial Revolution (PC4IR) and also, has named individuals from the Commission with the undertaking to help the government in making the most of the open doors exhibited by the current modern upheaval. The errand of the Commission, which is being led by the President, is to distinguish relevant policies, systems and action plans that will position South Africa as a focused worldwide player. The President set the tone of the country towards the Fourth Industrial Revolution by stating - "Unless we adapt, unless we understand the nature of the profound change that is reshaping our world, and unless we readily embrace the opportunities it presents, the promise of our nation's birth will forever remain unfulfilled". The thirty-member Presidential Commission on the Fourth Industrial Revolution comprises eminent persons from different sectors of society and reflects diversity in youth, gender, business and labour, including digital start-ups founders and digital entrepreneurs.

"Unless we adapt, unless we understand the nature of the profound change that is reshaping our world, and unless we readily embrace the opportunities it presents, the promise of our nation's birth will forever remain unfulfilled."

President Cyril Ramaphosa

Many countries around the world have already begun to develop strategies, policies, resources, and legislation to exploit the benefits of the Fourth Industrial Revolution – which is reviewed in this report. Technologies of the Fourth Industrial Revolution are already impacting different economies globally. South Africa is not immune to this trend. There are vast opportunities available for South Africa to exploit if resources are effectively allocated and utilised through a well-defined strategy.

There is a necessity to look at all these contributing sectors with a 4IR lens, to understand the likely growth and relevance of these sectors in the global 4IR context. In addition, South Africa would need to assess strengths and opportunities it possesses to position itself for growth in key industries and growth in its local and international contribution to 4IR focus sectors.

A key strategy for South Africa is to ensure the preparation of the younger generation for jobs of the future that may not exist at this moment in time. Through the process of upskilling youth about the Fourth Industrial Revolution it will ensure South Africa will have the necessary skills for the future. Furthermore, the youth could use these skills gained to follow an entrepreneurial path that would allow them to be job providers and not job seekers. This will add an advantage to the South African economy.

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In 2013, South Africans articulated a development vision, Vision 2030, encapsulated in the National Development Plan (NDP) as the latest iteration in the continuing quest to ensure security and welfare for all. Explicitly aimed at removing the triple scourge of poverty, inequality, and unemployment by 2030, Vision 2030 recognised that the country's socio-economic transformation is central to entrenching a vibrant democracy in which all South Africans can meaningfully and actively participate. Since 1994, the state has actively engaged in the design of policies aimed at addressing South Africa's historical legacy of an excluded and under-served majority. It has also sought to have an over-arching policy framework that gives direction to all facets of the state and attendant programmes. Given a constantly evolving local and global context, these policies have been adapted over time to emphasise themes requiring critical attention. In the Fourth Industrial Revolution, this adaptability is now more critical than ever before.

The Presidential Commission on the Fourth Industrial Revolution encourages South Africa to adopt an adapted definition of the Revolution that ensures a human-centric approach defined as:

> *The 4th Industrial Revolution is an era where people are using smart, connected and converged Cyber, Physical and Biological systems and smart business models to define and reshape the social, economic and political spheres.*

In light of the defining characteristics of the Fourth Industrial Revolution and the South African need to place the human at the centre, as a country, we also need to ensure that the Revolution is used as a means to an end towards our economic and social needs and goals, as unpacked in this document. A focus on this Revolution or Technology purely for the sake of it would be a lost opportunity in moving the country forward and in improving our global competitiveness while driving inclusive growth and addressing our poverty, inequality and unemployment challenges.

The Commission has rallied its efforts and work to produce a strategic plan that is centred on a dream that assists us in focusing our efforts. The proposed dream of South Africa in a Fourth Industrial Revolution world is:

> *South Africa will have a globally competitive, inclusive and shared economy with the technological capability and production capacity that is driven by people harnessing the 4IR to propel the country forward towards its social and economic goals, instead of falling behind.*

Given the Fourth Industrial Revolution and the opportunity it presents, if harnessed by South Africa to make progress towards the country's economic and social goals, this report clearly identifies the main drivers of a South African 4IR Strategy and plan. These drivers would result in key scenarios for the country being developed, which can be tested and projected to understand their likely impact on the country, assessed for likelihood, and for the development of implementation plans.

Given the assessment of South Africa's reality and preparedness for the 4IR, as discussed in this document, five key pillars are focused on that relate to developing a South African 4IR strategy. These five pillars map closely to the NDP Approach To Change, which speaks to a focus that looks at Conditions, Opportunities, Capabilities working in a virtuous cycle with Employment, Growth, Poverty Reduction, and Rising Living Standards. The key pillars are Technology, Invention and Innovation; People and Skills; Infrastructure, Resources, and Natural Environment; Economic Growth and Inclusivity; Stakeholder Relations and Governance.

After extensive research, analysis, consultations, and stakeholder engagements – as detailed in this document – a number of recommendations arise. The Presidential Commission on the Fourth Industrial Revolution has categorised these recommendations as major and minor, in relation to their priority levels. The major recommendations include: Establishment of a National Institute for Artificial Intelligence; Establishment of a National Data Centre; Review, amendment and/or updating of all legislations in line with the developments in Fourth Industrial Revolution; Ensuring competitive connectivity; Incentivising of the applications of Fourth Industrial Revolution technologies; Preparation of South Africa for the future of work; Establishment of a

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National Cybersecurity Institute; Adoption of a major theme around policy of data by the National Research Foundation. The details of several minor recommendations – relating to these major recommendations – are also included in this document.

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CHAPTER TWO: Terms of Reference

2.1 INTRODUCTION

We are currently in the initial phase of the fourth industrial revolution. The world has witnessed three industrial revolutions over the past two hundred and fifty years. Before the three industrial revolutions Mapungubwe, consisting of modern-day Zimbabwe, Botswana, and South Africa contained within it, various industrial capabilities. The figure below (Figure 1) provides insight into these industrial capabilities from as early as the 1st century.

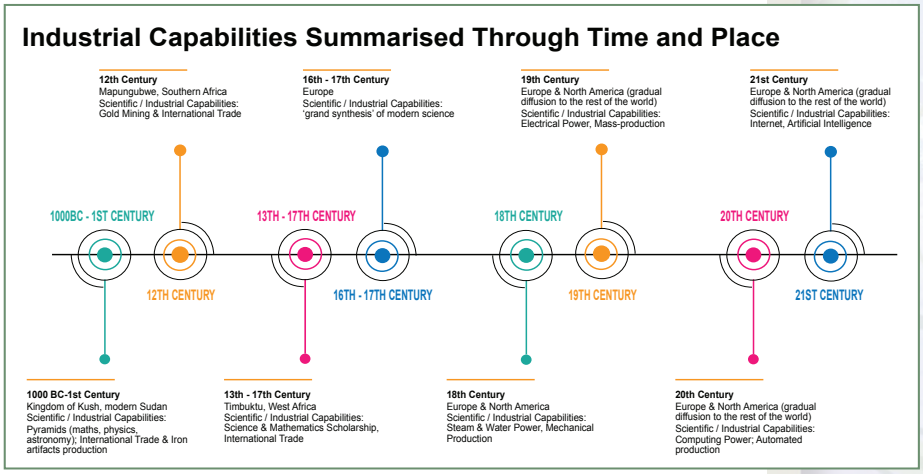


Figure 1: Africa Industrial capabilities summarised through time and place

Any industrial revolution brings in a significant shift and affects the society immensely in various ways. The First Industrial Revolution started in the late eighteenth century with the use of steam to power different processes. Before this revolution, human and animal power was used for production. One of the significant inventions, which symbolizes this revolution, is the steam engine. Steam power was also used for driving weaving mills. This led to increased and localised production in factories. Due to industrialisation, there was an effect on the social structure; people started moving from villages to the cities where industries were located. We began slowly moving away from an agriculture-based society to an industry-based society. The First Industrial Revolution took place in England and it took about a century for different parts of the world to benefit from this revolution.

The Second Industrial Revolution took place about a century after the First Industrial Revolution. One of the significant inventions that was a driving force for the Second Industrial Revolution was the invention of electricity. During this revolution, steam power was replaced by electric power. Slowly industries started to be driven by power generated by electricity. During this revolution, another major invention was that of electric motors, which led to assembly lines and the mass production of goods and services. The invention of electricity changed society in a significant way. Due to electric lights, it was now possible to have social activities even after sunset. It became easier for industries to be operational at night thus increasing the production capacity and outputs of the industries.

The Third Industrial Revolution started in the second half of the twentieth century approximately a century after the Second Industrial Revolution. One of the major driving forces behind this revolution was the advancement in the semiconductor industry. Transistors were invented in 1947 at the bell labs in USA. The invention of transistors brought in a significant change as information could now be digitised and stored easily. The Third

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Industrial Revolution also saw the advent of computers leading to the automation of industries, thus increasing production and efficiency. Another important invention of this revolution was the internet. The invention of the internet allowed the world to connect virtually. The figure below (Figure 2) illustrates the four industrial revolutions.

The Fourth Industrial Revolution (4IR) is not an extension of the third industrial revolution, with an increase in computing power and better connectivity. The Fourth Industrial Revolution is a result of the meeting of multiple technologies, as well as multiple broad domains coming together which were relatively independent before. It is often said to be the convergence of the technologies bringing the digital/cyber, physical and biological worlds together[1]. It is also about developing new technologies and business models. In the Fourth Industrial Revolution more meaningful information is being extracted from available data using different algorithms and high computational capacity and capability. Some of the technologies driving this revolution are blockchain, artificial intelligence (AI), biotechnology, nanotechnology, cloud computing, internet of things, 3D printing and autonomous vehicles. Huge progress has been made in the area of Artificial Intelligence over the past decade. This is mainly due to the increased computational power that has become available at a lower cost and the availability of massive amounts of data. The data of the world is growing at a swift rate. It is forecasted that by 2025 the world will have about 163 trillion gigabytes of data[2]. Thus, as more technology is being used to process and make sense of data, the more popular it will become in the near future.

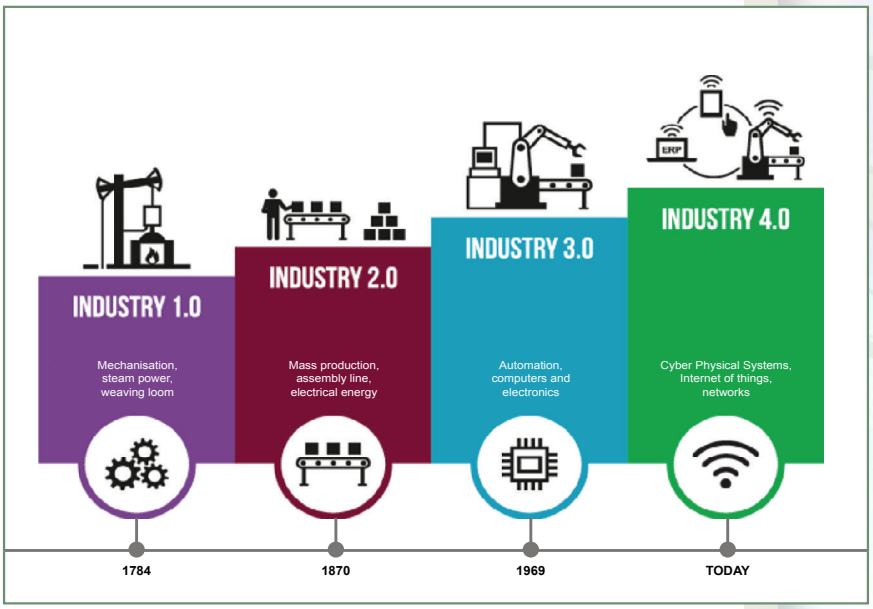


Figure 2: Industrial revolutions timeline[3]

History has shown us that for a country to progress, it should be an active participant in the industrial revolutions to reap the benefits of it early. South Africa was not an active participant in the first three industrial revolutions due to various reasons. This hindered the growth of South Africa. For example, the first steam engine came to South Africa sixty years after it was invented in Britain[4]. Similarly, the first commercial flight in South Africa flew sixty years after it did in the United States of America (USA). It took about seven years for the internet to come to South Africa. We cannot afford to lose on benefiting from the current industrial revolution. To do that, South

1 https://www.weforum.org/about/the-fourth-industrial-revolution-by-klaus-schwab
2 https://assets.ey.com/content/dam/ey-sites/ey com/en_gl/topics/workforce/Seagate-WP-DataAge2025-March-2017.pdf
3 https://www.seekmomentum.com/blog/manufacturing/the-evolution-of-industry-from-1-to-4
4 https://www.sahistory.org.za/dated-event/first-railway-line-south-africa-between-durban-and-point-officially-opened

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Africa needs to be an active participant of the Fourth Industrial Revolution and to have a national strategy in this regard on how to steer the country to actively participate and reap the benefits of the current industrial revolution.

Some caution South Africa's ambitions of being an active participant in this revolution, however, the reduction of global boundaries, as well as the fast pace of this revolution, means that access to the opportunities of this revolution is more readily available and can more quickly be leveraged.

2.2 THE PRESIDENTIAL COMMISSION ON THE FOURTH INDUSTRIAL REVOLUTION OVERVIEW

President Cyril Ramaphosa has formed the Presidential Commission on the Fourth Industrial Revolution (PC4IR) and also, has named individuals from the Commission with the undertaking to help the government in making the most of the open doors exhibited by the current modern upheaval. The errand of the Commission, which is being led by the President, is to distinguish relevant policies, systems and action plans that will position South Africa as a focused worldwide player. The President set the tone of the country towards the Fourth Industrial Revolution by stating - "Unless we adapt, unless we understand the nature of the profound change that is reshaping our world, and unless we readily embrace the opportunities it presents, the promise of our nation's birth will forever remain unfulfilled"[5]. The thirty-member Presidential Commission on the Fourth Industrial Revolution comprises eminent persons from different sectors of society and reflects diversity in youth, gender, business and labour, including digital start-ups founders and digital entrepreneurs.

The possibilities and prioritisation of pathways presented by the 4IR are given material direction and purpose within the South African National Development Plan (NDP) towards 2030. The NDP, South Africa's long-term development strategy, contains critical targets for the eradication of poverty and the reduction of unemployment and extreme inequality. Thus, in evaluating the socio-economic impacts and opportunities of the 4IR, there is an opportunity to address the core concerns of the NDP and in so doing, provide a policy-embedded path towards our constitutional objectives in the context of a significantly improved and altered future.

The Presidential Commission was appointed in April 2019 with the following terms of reference:[5]

- Develop an integrated country strategy and plan to respond to 4IR including detailed interventions to be carried out in achieving global competitiveness of the key economic sectors (agriculture, finance, mining, manufacturing, ICT, and Science, Technology, and Innovation);
- Advise on strategies for skills development and future of work;
- Advise on a technology research and development program to advance 4IR;
- Recommendation an institutional framework and mechanism to coordinate 4IR programs;
- Recommend enabling relevant infrastructure for SA to participate in the digital economy;
- Make recommendations on approaches to address inclusivity and the digital divide;
- Advise on strategies to mobilise resources to support the 4IR interventions;
- Recommend mechanisms to quantify the impact of interventions on 4IR; and
- Recommend on interventions to enable innovation and entrepreneurship, and for SMMEs to take advantage of the 4IR;

5 https://www.dtps.gov.za/index.php?option=com_content&view=article&id=811:president-cyril-ramaphosa-appoints-commission-on-fourth-industrial-revolution&catid=13&Itemid=138

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The Commission's method of work includes the following:

- The Commission must seek to adjust their exercises accordingly to guarantee alignment to the NDP.
- The Commission may set up its very own Working Groups as it considers essential and exercises restraint to welcome specialists and different stakeholders to take part in its gatherings.
- The Commission should audit and make suggestions on its terms of reference regularly.

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CHAPTER THREE: Global Perspective

3.1 INTRODUCTION

The Fourth Industrial Revolution, also commonly known as Industry 4.0, has arrived. The term Industry 4.0 was first introduced in 2011 at the Hannover Messe Trade Fair in Germany by Henning Kagermann (an SAP founder), Wolfgang Wahlster (a professor of AI), and Wolf-Dieter Lukas (a German Federal Ministry of Education and Research Official) (reference A). Over time, several definitions and descriptions for this revolution have come about.

According to the WEF, "The Fourth Industrial Revolution is about more than just technology-driven change; it is an opportunity to help everyone, including leaders, policy-makers, and people from all income groups and nations, to harness converging technologies in order to create an inclusive, human-centred future".[6]

WEF also describes the Fourth Industrial Revolution as being "characterized by a range of new technologies that are fusing the physical, digital and biological worlds, impacting all disciplines, economies and industries, and even challenging ideas about what it means to be human."[7]

Simply put, the Fourth Industrial Revolution is based on a convergence of multiple technologies. A driver of the fourth industrial revolution is the tremendous increase in the data processing capabilities of computers, while World data is projected to grow at 40% rate per year. Additionally, the emergence of data lakes and cloud computing has played a role in reducing the cost of data processing due to the use of shared infrastructure and on-demand provisions. Some of the rapidly growing technologies of the Fourth Industrial Revolution are artificial intelligence (AI), big data analytics. machine learning (ML), robotics, quantum computing, biotechnology, additive or 3D printing, nanotechnology, internet of things (IoT), cyber-physical systems (CPS), blockchain, driverless vehicles, Machine to Machine (M2M) communication, and other new technologies. Moreover, as these individual technologies are evolving at an exponential rate, they are also playing a role in the development of other new technologies. These technologies are already disrupting companies, industries, small and big businesses, and governments around the world. Most sectors, among other things healthcare, financial services, transport, trade, energy are being affected in the Fourth Industrial Revolution. The effects and impacts of the disruptions brought about by the revolution are both broad and deep.

A major common thread through many of the different technological pillars of the Fourth Industrial Revolution is data. For example, cloud computing deals with the processing of data by servers which may be located at remote locations; IoT deals with collection of data using different types of sensors and processing them locally or in the cloud to get meaningful information; cybersecurity mainly deals with ways of storing and transferring of data in a secure mode.

Data is the new gold in the age of the Fourth Industrial Revolution. It is the true invisible hand behind 4IR, a critical feedstock of macro-economic development, and requires acceleration to drive a rapid rate of knowledge generation (Gleason, 2018).

Studies have forecasted that by 2025, the global datasphere will grow to 163 zettabytes (trillion gigabytes) (Figure 3). These data sources consist of social media, like Twitter and Facebook, emails, webpages, online searches etc. In general, any activity in the digital world creates data. Various sectors such as health, utilities, mining, manufacturing, transport and many more, tend to generate massive amounts of data. Globally, these data are one of the critical drivers of the Fourth Industrial Revolution. The internet also provides a considerable amount of data that can be useful to various organisations, governments, businesses, and researchers, etc. Companies and governments around the world are now investing in Big Data infrastructure in order to mine insights from these data. For example, data analytics can be used to strategically inform government's resource planning and deployment.

6 https://www.weforum.org/focus/fourth-industrial-revolution
7 https://www.weforum.org/about/the-fourth-industrial-revolution-by-klaus-schwab

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Several countries around the world have recognised the importance of data resources and have thus already implemented data protection laws. Additionally, the data ecosystem also brings about the critical need for policy and legislation relating to the use of data, including ethics and security. Several countries have already put in place policies and legislation that extend beyond basic laws on the protection of personal data.

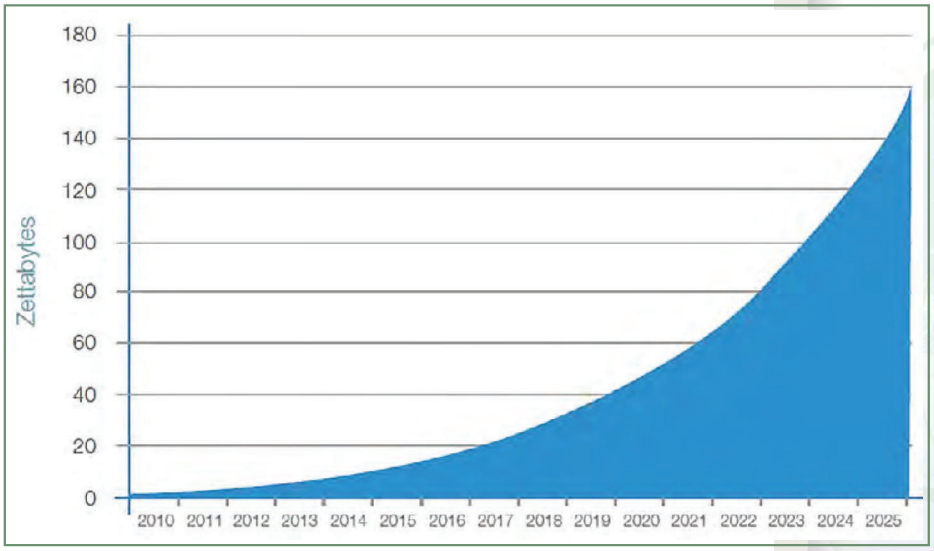


Figure 3 : Projected yearly increase in global data

Source: IDC's Data Age 2025 study, sponsored by Seagate, 2017 [UJ_4]

The key to this analysis is the understanding that data is undeniably the central, productive force of the 4IR. In other words, the economic value to be derived from this age is located in the ownership and management of data. Furthermore, as we contemplate the technological artefacts and capabilities of the 4IR, we are compelled to examine data as a separate force and the ultimate determinant of how social and economic value will be accessed and experienced in the coming age. Put differently, as we contemplate South Africa in the 4IR, we must keep at the centre of our understanding the following key concepts:

- The dominant logic of the emerging future is one in which science and capital are fused. In other words, the system of capitalism has produced the kind of technology future we are experiencing, in which personal data has been commodified and brought into the market.
- It is not scientific knowledge nor its technological artefacts that will determine the future, but rather the use of the 4IR's core capital, data, that will determine the extent to which advantages are created, protected, and reproduced.

This rationale is not beyond the state's governance. Instead, it compels the country to take a more central role in the collection, dissemination, and analysis of data, understanding that key economic advantages are contained within it, but perhaps more importantly, that fundamental human rights are now intertwined with the protection of data. On a commercial level, the questions we should therefore ask are not merely about the integration of technologies into production processes, but of the ownership of critical intellectual property and data rights that are intertwined with technology use. Appreciating that machines can indeed liberate humans from arduous manual labour, we must also understand that the realm of economic control for human beings is precisely in the human capabilities that will enable the design, deployment, and management of artificial intelligence, which will pervade human experience.

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3.2 GLOBAL 4IR STRATEGIES

Many countries around the world have already begun to develop strategies, policies, resources, and legislation to exploit the benefits of the Fourth Industrial Revolution. The following figure highlights the critical activities of some of these countries (Figure 4).

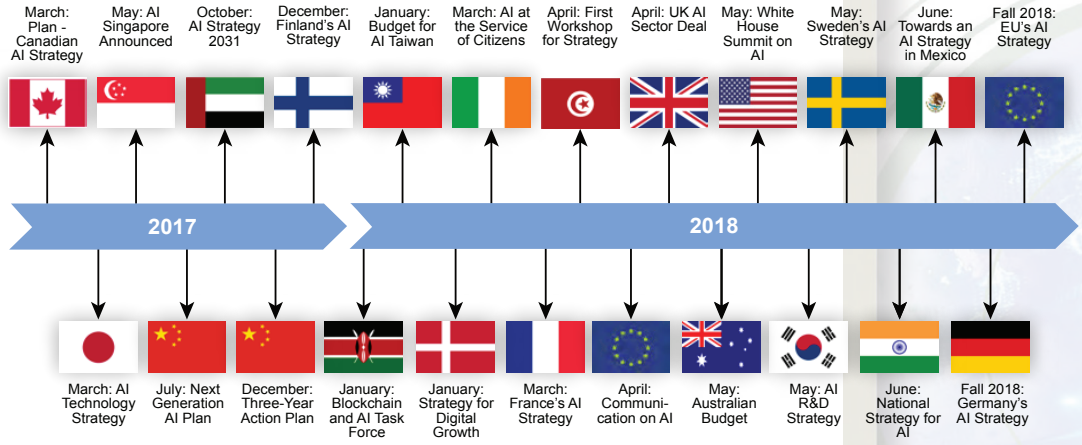


Figure 4: An Overview of National Strategies[8]

The discussion below will provide a more in-depth insight into the various countries' strategies with regard to the fourth industrial revolution with a specific focus on the following countries; India, United Kingdom, United States of America, China, Japan, and Singapore. After that the discussion will provide snippets of the following countries' strategies; Mexico, Malaysia, Kenya, Australia, Canada, Russia, and Tunisia.

3.2.1 India

India's National Program on AI, intended to pursue *Transformational AI*, was launched in 2018, the implementing custodian of which is the National Institute for Transforming India.[9] Essentially a government think-tank, the entity designs the long-term policies and programmes at central and State-level. It is a high-level structure whose Council is chaired by the Indian Prime-Minister with the Chief Ministers of each State serving as Council-members.

In its current phase, NITI-Aayog's AI focus involves three main activities, all of which have been selected based on desired and optimal social impact:

- Exploratory proof-of-concept AI projects
- Developing a national strategy to build an AI ecosystem
- Partnerships between the government and technology companies to implement AI projects in critical policy areas like agriculture and health

8 http://www.jaist.ac.jp/~bao/AI/OtherAIstrategies/An%20Overview%20of%20National%20AI%20Strategies%20%E2%80%93%20Politics%20+%20AI%20%E2%80%93%20Medium.pdf
9 India, 2018 http://niti.gov.in/writereaddata/files/document_publication/NationalStrategy-for-AI-Discussion-Paper.pdf

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In this regard, AI (and technology in general) is seen as the lever for social transformation, human development, and inclusive growth that, in the process, will democratise access to new technologies. To these ends, the principles informing India's #AIforAll strategy are:

- address the country's skills shortage;
- test-out and implement AI solutions (whether in the form of applications, research, development, technology, or responsible AI) that can be scaled for implementation in other emerging economies;
- harness collaborations and partnerships, domestically and internationally.

More concretely, the following social and human development emphases have been prioritised for the implementation of #AIforAll[10]:

- **Healthcare:** expanded access and moderateness of value human services.
- **Agriculture:** improved farmers' pay, expanded farm profitability, and decrease wastage.
- **Education:** improved access and nature of instruction.
- **Smart Cities and Infrastructure:** productive and availability for the expanding urban population.
- **Smart Mobility and Transportation:** more astute and more secure methods of transportation and better traffic and blockage issues.

Transformative AI (#AI4ALL) is principally a technology-led social transformation and human development strategy. As a social strategy that seeks to deploy technology to address the country's pressing challenges to human wellbeing and, in the case of farmers, livelihoods, #AI4ALL is an ambitious data-driven technological response that will need secure data-collection and -sharing not only between government departments and across all three levels of the state, but between the public and private sector.

The section on the demographic profile of Indian society noted, among a range of features, that less than a fifth of India's working population is classified as skilled. Of this, an even smaller proportion possesses the requisite IT skills to be able to participate in the country's AI transition. As such, one of the recommendations from #AI4All is a drive to upskill Indian workers. Given the size and urgency of the task, the strategy also recommends the recognition and standardisation of informal training institutions as a way of bolstering government capacity to provide training. This should be coupled with the creation of open platforms for learning, which can facilitate self-directed, online learning opportunities. Finally, the strategy identifies a need to create financial incentives for employers to invest in employee skills-upgrading.

In light of the Indian economy's shift away from agriculture to services, the strategy highlights the need for government incentives to encourage private sector investment to support the AI solution-development value chain. The idea is to generate jobs that include tasks like data annotation, image classification, or speech transcription services, which are both labour intensive and do not require a high level of IT skills capability.

Overall, the strategy identifies the totality of the Indian education, skills, and training ecosystem as the cornerstone for realising #AI4All. Within the formal schooling and higher education segments, the following are some of the recommendations from the AI strategy:

- Introducing AI / Machine Learning (ML) in schools
- The development of useful bridging courses, at post graduate level, for graduates in non-AI / IT fields to acquire the requisite proficiency;

10 India, 2018 http://niti.gov.in/writereaddata/files/document_publication/NationalStrategy-for-AI-Discussion-Paper.pdf

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- Creating incentives for post-graduate students to research in local institutions (as opposed to going overseas where some of the most talented students remain to pursue work or research-careers);
- Embedding cross-disciplinary education and research collaboration, including industry-academy partnerships.

In order to promote the 'AI+X' paradigm where AI researchers work in collaboration with researchers in other domains like healthcare, manufacturing, agriculture, etc., India has identified the strategy of co-locating inter-disciplinary teams consisting of university research departments, start-ups, social and policy-practitioners in working towards solutions-oriented research.

3.2.2 United Kingdom

The UK's industrial strategy builds on the public consultations that began in February 2017 on the Building our Industrial Strategy Green Paper. The final strategy document, Industrial Strategy: Building a Britain Fit for the Future was released in November 2017 and forms the blueprint for the UK government's intervention in the economy.[11]

Central to the UK's industrial strategy is making improvements in the following areas (i.e., five foundations of productivity; Figure 5):

- Ideas and Innovation;
- Worker skills, with an emphasis on young people and enhancing their access to jobs of the future;
- Infrastructure;
- Business environment in order to make the UK a destination of choice for starting new businesses;
- Shared prosperity across the UK.

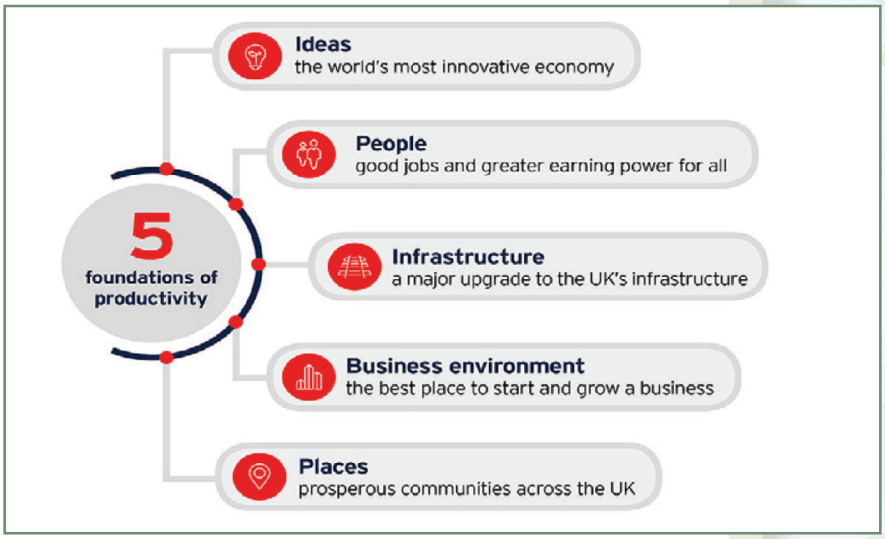


Figure 5: The five foundations of productivity [UJ _5]

11 United Kingdom 2017, https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/664563/industrial-strategy-white-paper-web-ready-version.pdf

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Four levers have been identified to drive the targeted improvements as depicted in the figure below in, namely: AI and the data economy, environmentally sustainable growth, transportation, and logistics, as well as addressing the challenges linked to an aging society (Figure 6).

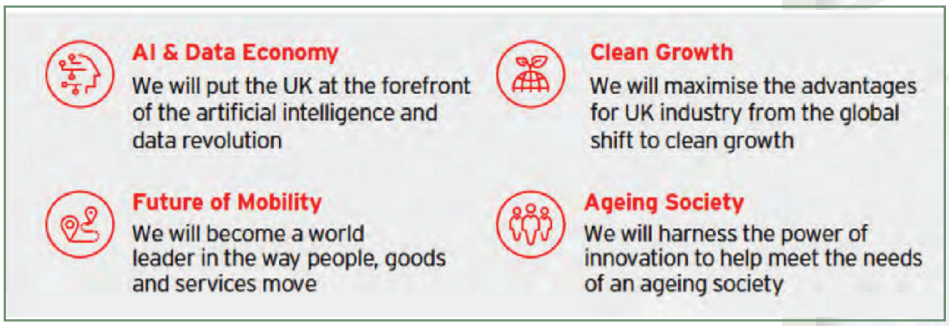


Figure 6: Levers to drive Targeted Improvements [UJ _6]

This overarching Industrial Strategy has been broken down into ten sector deals for the following sectors: Aerospace, Artificial Intelligence, Automotive, Construction, Creative industries, Life sciences, Nuclear, Offshore wind, Rail, Tourism. Each of these sector deals has its strategies and targets as part of the UK's industrial strategy.

Additionally, the British Innovation Principle has placed obligations on all public-sector bodies that the influence on innovation as a driver for jobs and growth is assessed alongside any potential risks from technological development (ConservativeHome, 2017). The United Kingdom was ranked first in 2017 in the Government Readiness Index developed by Oxford Insights. In its efforts to be the leader in Artificial Intelligence, the United Kingdom has placed emphasis on the productivity and earning power of its citizens through an industrial strategy.

3.2.3 United States of America

The United States of America published its first National Artificial Intelligence Research and Development Strategic Plan in 2016 as a result of the recognition of the vast potential of AI and the need to continue its advancement.[12] The plan itself served as a strategic framework for leveraging and further developing America's AI capabilities as well as ensuring that these capabilities are optimally employed in delivering prosperity, security, and improved quality of life for their citizens.

This plan set out several key areas of focus, including[37]:

- Continued long-term interests in AI;
- Practical strategies for human-AI joint effort;
- Understanding and tending to the moral, lawful, and cultural ramifications for AI;
- Ensuring the well-being and security of AI;
- Developing shared open datasets and situations for AI training and testing; estimating and assessing AI advancements through guidelines and benchmarks, and better understanding the Nation's AI R&D workforce needs.

12 United States of America 2019, https://www.whitehouse.gov/wp-content/uploads/2019/06/National-AI-Research-and-Development-Strategic-Plan-2019-Update-June-2019.pdf

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Recognising the rapid progress and global developments, and the need to keep up with technological advancements and evolving landscape, the American Administration initiated an update to the plan in 2019. The sole focus of the update was AI Research and Development. This updated National AI Research and Development Strategic Plan was released in June 2019 as a guide for federal investments in AI Research and Development. The update itself was not intended to recommend policy or regulatory frameworks, but rather to address the research and development priorities allied to advancement in AI technologies, which would then inform policy and regulation. The plan sets out eight key strategies[37]:

a) Make long-term financing available to look into AI;

b) Develop robust strategies for human-AI cooperation;

c) Understand and address the moral, lawful, and cultural ramifications of AI;

d) Ensure the well-being and security of AI frameworks; Strategy;

e) Develop shared open datasets and conditions for AI training and testing;

f) Measure and assess AI advancements through measures and benchmarks and Strategy

g) Better comprehend the national AI R&D workforce needs; and

h) Expand public-private organizations to quicken movements in AI.

The American AI initiative was launched in January 2019, and is guided by five principles[37]:

- Driving innovative achievements,
- Driving the improvement of proper specialized measures,
- Training labourers with the aptitudes to create and apply AI innovations,
- Protecting American qualities including universal freedoms and security and cultivating open trust and trust in AI advancements,
- Protecting US advantages in their advanced position in AI while advancing a worldwide domain that supports development.

Other notable developments in the United States of America include the holding of an AI summit for the American Industry, featuring of AI in the National Security and National Defence Strategies, and establishment of an AI caucus in Congress, introduction of AI-specific Acts pertaining to various implications including impacts on labour, economy, trade, rights, international cooperation etc., and presentation of AI-related bills at state and local levels.

3.2.4 China

In 2016, China initiated its first of two three-year strategic plans – the first being a Three-year Guidance for Internet and Artificial Intelligence plan for 2016-2018, and the second, the Three-Year Action Plan for Promoting Development of a New Generation Artificial Intelligence Industry for 2018-2020. In July 2017, China released a comprehensive plan to become the leading power in AI by 2030. Several specialised projects have since been deployed by the state, including intelligent manufacturing and intelligent next-generation internet. The latest plan of China – Three-Year Action Plan for Promoting Development of a New Generation Artificial Intelligence Industry – aims to seize their historical advantage in Artificial Intelligence capability, set the global development trend for AI globally, and ensure "economic and social development, support national security, and promote the overall competitiveness of the country and leapfrog development." [13]

13 https://flia.org/wp-content/uploads/2017/07/A-New-Generation-of-Artificial-Intelligence-Development-Plan-1.pdf

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The Chinese strategic approach is guided by the principles "of the 18th CPC National Congress, as well as the third, fourth, fifth, and sixth plenary sessions of the 18th CPC Central Committee." [14] The approach includes three basic principles:

1. Systematic Layouts: A targeted systematic development strategy characterized by basic research, technology development, industrial development, and industry application.
2. Market-oriented: Adherence to rules of the market and firm commitment towards developing a competitive advantage. Managing the role of government in the marketplace in terms of planning guidance, policy support, security, "regulation, environmental, construction, ethical regulations and, other aspects." [15]
3. Open Source: Promoting the concept of open source and sharing of the production, research, and innovation. Commitment to providing innovative resources on a global scale.

According to China's strategic plan, the goals are divided into three steps – according to timeframes 2020, 2025, 2030. The first goal seeks to keep up with the overall technology and application of AI, particularly as a growth point in industry. The second goal aims to achieve significant breakthroughs in AI basic theory, with world-leading applications thereof in industry thereby assisting with the Country's industrial upgrading and economic transformation. Finally, by 2030, China aims to be a leading innovation centre for AI, intelligent society and economy, and at the forefront of the world's economic powers.[16]

3.2.5 Japan

The anchor idea behind Japan's 4IR strategy, 'Society 5.0' is that the economy should become more people-centric[17]. Japan aims to leverage its success in the third industrial revolution, what they refer to as the 'manufacturing of things' in order to make machines work for people. Their economic outlook is centred around human benefit, identifying the following as the goals of transition:

- Improved healthcare
- Improved social connection
- Reduced impacts of geographic isolation
- Tailored consumption

The Japan strategy is the product of a collaboration between government, academia, and industry that determined that science and technology should be at the centre of the economy. To this end, investment in research & development has seen a considerable increase, making technology, chiefly, Artificial Intelligence (AI) central, rather than supportive of the national development strategy. Therefore, their vision for the place of people in economic production pertains to human beings as producers of cutting-edge technology, wholly removed from manual labour.

Japan also intends to invest in the following forms of infrastructure:

- Smart mobility (self-driving public transport)
- Smart/ e-government
- Financial technology (removing cash from society)
- Smart healthcare

14 https://flia.org/wp-content/uploads/2017/07/A-New-Generation-of-Artificial-Intelligence-Development-Plan-1.pdf
15 https://flia.org/wp-content/uploads/2017/07/A-New-Generation-of-Artificial-Intelligence-Development-Plan-1.pdf
16 https://flia.org/wp-content/uploads/2017/07/A-New-Generation-of-Artificial-Intelligence-Development-Plan-1.pdf
17 https://www.gov-online.go.jp/cam/ s5/eng/index.html

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Japan intends to place people at the centre of consumption. Their outlook is about optimising technology for the benefit of people. The jobs that are emphasised are jobs that are at the centre of controlling machines i.e., jobs that are founded on science, technology, engineering, and mathematics competencies. While recognising the need to work in STEM fields in the 4IR, Japan also sees it as an opportunity to de-emphasise the impact of its aging population by using technology to increase economic productivity.

3.2.6 Singapore

Launched by Prime Minister Lee Hsien Loong in November 2014, Singapore's Smart Nation initiative was among the first country strategies seeking to better harness and incorporate the development and deployment of digital and other smart technologies to improve the lives of citizens. Smart Nation can be understood as an attempt to harness information and communications technologies, networks, and big data to create tech-enabled solutions in all domains of society.[18]

Smart Nation is not just a sudden technological drive. Instead, it has to be understood historically as the culmination of at least four decades of technology-related and ICT-driven master-planning by the island nation. The diagram below provides an overview of the policy evolution since the early 1980s. Smart Nation comprises three pillars: Digital Economy, Digital Government, and Digital Society. In terms of the economy, the government of Singapore aims to digitise industries to improve business efficiency and drive job creation.

Digital Government refers to using data, connectivity, and computing to inform and transform the services provided to citizens and businesses. Also, the Digital Government is intended to unlock the productivity and efficiency of civil servants while automating some functions to "provide a personal touch in a way that enriches the citizen's experience." In moving towards Digital Government, the government of Singapore has prioritised making all government departments digitally-enabled workplaces and has invested in creating a digitally-competent workforce

For the latter, the government has set a target of training 20,000 government employees (approximately 14% of the total number of civil servants) in data science and data analytics while all civil servants will be required to have a basic level of digital literacy. By 2023, all government ministries and agencies will be necessary to have one Artificial Intelligence (AI) project underway for either service delivery or for policy development. The Digital Government Blueprint outlines a five-year roadmap for the Singapore government to harness digital technologies towards these service ends.

At the societal level, Digital Society articulates the government's mission to foster digital inclusion, ensuring all Singaporeans have access to technology that can enhance their everyday lives. In addition, through its emphasis on digital inclusion, the government has prioritised equipping its citizens with digital literacy and the capacity to use technology safely. At the heart of Digital Society is the desire to ensure that all Singaporeans[19]:

- can maximise the opportunities of a digital society;
- improve their lives;
- become and remain connected to the world; and
- have an equal chance to succeed.

The discussion will now provide snippets of the following courtier's strategies; Mexico, Malaysia, Kenya, Australia, Canada, Russia, and Tunisia.

18 https://www.nrf.gov.sg/programmes/artificial-intelligence-r-d-programme
19 https://www.nrf.gov.sg/programmes/artificial-intelligence-r-d-programme

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3.2.7 Mexico

Mexico published a white paper towards developing an AI strategy in 2018. A notable feature of Mexico's approach is the use of making a Google sheet of the report available online for public comment[20].

3.2.8 Malaysia

Malaysia has developed its Industry 4WRD strategic plan for the Digital transformation of manufacturing with the aim of improving manufacturing efficiency and productivity to drive economic growth.[21]

3.2.9 Kenya

The Kenyan government established a task force in 2018 to recommend to the government on harnessing Blockchain and AI technologies over the next five years. Some examples of the application areas of interest include public service delivery, cybersecurity, financial inclusion, and election processes.[22]

3.2.10 Australia

The Australian government has already committed close to $30 million in 2018-2019 towards enhancing the country's AI efforts, including the development of a national AI Ethics Framework, technology roadmap and set of standards. The Australian Government also released an innovation and science agenda that notably commits plans of the Government to lead by example through embracing innovation and technology. The agenda has set out several comprehensive initiatives ranging from attraction of talent to reformed funding arrangements for university research.[23]

3.2.11 Canada

The Canadian Government made an early roll-out of and investment in its AI strategy in 2017. A coordinated group of AI research and development institutes has been established.[24]

3.2.12 Russia

In January 2019, the Russian Government was instructed to develop a national AI strategy. However, several initiatives about AI development had already been effected in 2018.[25]

3.2.13 Tunisia

Tunisia is currently developing a national strategy on AI. A task force was established in 2018.

3.3 LESSONS FOR SOUTH AFRICA

Some critical learnings for South Africa from these country cases can be summarised as follows:

1. 4IR strategy based on and responds to service delivery challenges as well a social and human development / wellbeing priorities.
2. A high-level inter-departmental / inter-ministerial, multi-stakeholder governance, and coordination structure should be the custodian of the 4IR strategy.

20 https://docs.google.com/document/d/1Lq4o7_MXzRh6wBeloRSVdAAB867MwdZqTvm7MmMyz4s/edit#heading=h.gjdgxs
21 http://www.mpc.gov.my/industry4wrd/
22 https://futureoflife.org/ai-policy-kenya/
23 https://www.industry.gov.au/strategies-for-the-future/boosting-innovation-and-science
24 https://www.cifar.ca/ai/pan-canadian-artificial-intelligence-strategy
25 https://futureoflife.org/ai-policy-russia/

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3. A focus on Regulation, Ethics, and Cultural aspects of the internet is key not only to create an enabling policy environment to support firms and government but to ensure ethical and transparent use of these new technologies (for example, Japan's High-Level Expert Group on Artificial Intelligence (AI HLEG), "Draft Ethics Guidelines for Trustworthy AI").

4. Malaysia's Industry4WRD Readiness Assessment Guidelines (assess industry's state of readiness for 4IR) is a useful tool to determine the baseline of technological capabilities. Based on these assessments,

    a) Firms can develop a roadmap to transition to greater use of (and possibly development) of 4IR technologies. South Africa's Sector Education and Training Authorities (SETA's) can be one of the institutional mechanisms that support and collect (and collate) sectoral assessments.

    b) The government can formulate strategies and policy instruments (regulation, tax incentives, and infrastructure development) to support firms.

    c) A Government 4IR Readiness instrument should also be developed to help determine how government departments can incorporate technology to improve their overall service delivery.

5. The strategy must leverage and harness capabilities in the private sector to find scalable and profitable solutions that simultaneously unlock social and economic value. Society at large can also play a role in contributing to 4IR-driven social and human development (see, for example, Malaysia's citizens' contributions to the wellbeing of the aged).

6. All three countries have an emphasis on employee capacity development and reskilling to enhance their chances of transitioning into the jobs of the future.

    a) South Africa already has a skills landscape (the Sector Education and Training Authorities (SETAs) and the National Skills Levy that can be leveraged to drive 4IR-related skills development.

    b) While this is necessary for South Africa as well, the country's high unemployment requires a strategy that focuses on those who are neither in employment nor in education (NEETs) as well.

    c) Another key aspect of capacity development relates to educational and curriculum reform. Some innovative approaches to consider include Japan's shift away from "pass or fail in a grade" to subject-specific progression. This means that students can progress in some subjects while remaining "behind" in others in order to improve and get to the required level of subject proficiency.

    d) Removing subject and discipline boundaries in favour of inter-disciplinarity to encourage complex thinking.

Additionally, to the above, there are a number of digitization risks that could face South Africa, included amongst others are the following:

- The digitization of government strategies, while necessary and warranted, nonetheless poses cybersecurity risks and the threat of large privacy breaches by both the state as well as by other entities.
- Digitisation also increases the surveillance capacity of the government and firms in ever more areas of individuals' lives.

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CHAPTER FOUR: South Africa

4.1 INTRODUCTION

Technologies of the fourth industrial revolution are already impacting different economies globally. South Africa is not immune to this trend. There are vast opportunities available for South Africa to exploit if resources are effectively allocated and utilised through a well-defined strategy.

Governments spearheading 4IR strategic planning have typically restructured the state to place science, technology, and higher education at the centre of the state, along-side such central functions as fiscal management/national treasury.

The specific failures of Structural Adjustment Programs (SAPs), which regressed much of Sub-Saharan Africa's post-colonial socio-economic gains, make it clear that economics alone cannot be trusted to solve development problems. It also suggests that Development cannot be articulated and addressed through the lens of any discipline that offers a cure-all. Similarly, as the 4IR rises in stature as the conceptual lens through which to understand the future, it remains essential to understand its outputs, robotics, and artificial intelligence, as examples, not as panaceas but as optional pieces to a broader puzzle about South Africa's progress.

To this end it is prudent to provide an overview of the South African economy so as to position the various 4IR technologies in order to progress South Africa as a country globally.

4.2 SOUTH AFRICAN ECONOMY

The GDP of South Africa was worth 366.30 billion US dollars in 2018 per the World Economic Forum data. South Africa reached an all-time high of GPD in 2011 at 416.42 USD Billion. However, if a comparison of year on year is performed of GDP growth the South African economy has seen a steady decline in GDP growth with 2009 experiencing negative growth. The graph below (Figure 7) provides a graphical representation of the South African economy from 2007 to 2018.



Figure 7: GPD Growth (Annual %)

Source: World Economic Forum

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The post-apartheid period (1994 -1999) had seen an inflow Foreign Direct Investment (FDI) that had driven growth in South Africa. [2] This FDI investment facilitated construction and infrastructure development that lead to higher GDP Growth. During the period 2000 – 2008 there was strong demand for commodities lead by China that had facilitated higher GDP Growth.[2] In 2009, the Global financial crisis had an effect on South African GDP and thus the negative growth.[2] For the period 2010- 2018 fluctuations in commodity prices had added to South Africa's low GDP Growth.[2] The economy was not diversified sufficiently to counter the effect of commodity fluctuations and thus the GDP growth is has steadily declined.[2]

South Africa's economic growth for 2019 was revised to 1.5% from an estimated 1.7% in 2018. The weaker economic growth is due to slow improvement in the production and employment segments of the country. However, in the medium-term outlook for 2021, it is estimated to increase to 2.1% due to better confidence in public infrastructure spending and a better commodity price outlook [26] Furthermore, within the long-term it will be essential for South Africa to reduce unemployment and increase the GDP growth. Additionally, this would lead to raising the necessary revenues for social and economic developments. These developments will have a positive impact on the much-needed structural reforms within South Africa. These structural reforms could include the following but are not limited to [27],

- Increased access to advanced education;
- A more grounded and reasonable work showcase;
- Greater interest in provincial markets;
- A condition for business people and independent ventures to flourish.

These structural reforms will have an impact on the South African economy. The structural changes mentioned above will benefit from clear policies within government to boost economic growth and reduce the exclusion of many South Africans from economic participation. The policies that the government provides to aid these structural reforms will be the backbone for economic growth. It is at this point in time where the South African government needs to be cognisant of the Fourth Industrial Revolution and how this revolution, through policy creation and a clear coordinated strategy, can aid inclusive economic growth in South Africa.

Before this discussion provides insight into how policies, coupled with the Fourth Industrial revolution could add value to economic growth, it is essential that pertinent points of the South African economy, are understood. The figure below provides a summary of key points about the South African economy.

Furthermore, an understanding of the economy from both a positive and negative reference is required. The discussion below provides insight into the critical strengths and weaknesses of the South African economy. It is in this context that South Africa can identify how the Fourth Industrial Revolution can be incorporated to either build onto existing strengths or aid in correcting the weaknesses of the South African economy.

4.2.1 Strengths

a) South Africa is a wealthy country with regard to natural resources (gold, platinum, coal, chromium) (Figure 8). The extraction of these resources could stimulate economic growth in South Africa.[12]

b) Secondly, South Africa is a regional/continental economic and political powerhouse. This allows South Africa to provide policy and decision making on key strategic objectives in the region.[12]

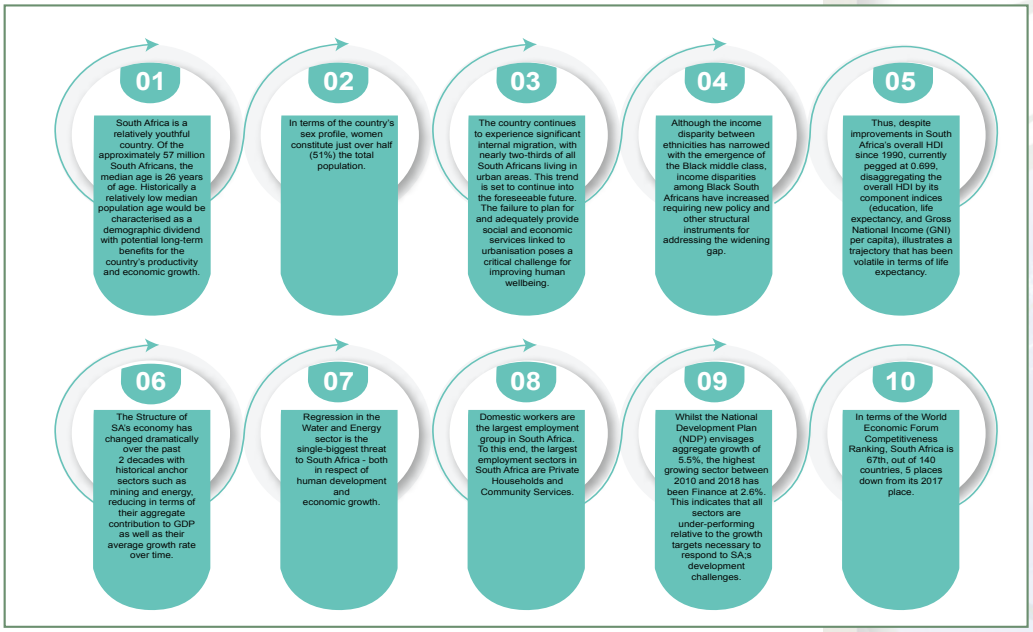
c) Thirdly, South Africa's financial services sector is a mature, developed sector of the economy. This sector is backed by a sound regulatory and legal framework. There are several local and foreign institutions that form part of this sector.[12]

26 http://www.treasury.gov.za/documents/national%20budget/2019/review/Chapter%202.pdf; https://data.worldbank.org/indicator/NY.GDP.MKTP.KD.ZG?locations=ZA

27 https://www.imf.org/en/News/Articles/2019/06/03/pr19191-south-africa-imf-staff-concludes-visit-to-south-africa

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Figure 8: Assessment of the South African Economy



4.2.2 Weaknesses

a) One of the critical weaknesses of the South African economy is the decline in its competitiveness globally. "A country's economic competitiveness measures its ability to efficiently produce and trade goods and services." [28] South Africa, compared to other African nations has slowly declined as shown in the diagram below (Figure 9). A higher ranking is an indication of poor performance. Kenya, for example, had implemented e-visa, and this has promoted tourism to assist their ranking.



Figure 9: Global Competitiveness Index

Source: World Economic Forum [UJ_1]

28 World Economic Forum, 2018, The Global Competitiveness Report 2018. Online available at http://www3.weforum.org/docs/GCR2018/05FullReport/TheGlobalCompetitivenessReport2018.pdf

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b) Another critical weakness that is evident in the South African economy is the ease of doing business in South Africa- identified as one of the critical elements to ensure economic growth for a country. The ease of doing business measures the ability among the cost, time, and procedures to start a business, dealing with construction permits, getting electricity, registering property, getting credit, paying taxes, ease of export and import, enforcing contracts, and resolving insolvency.[29]

c) A key driver for economic reform is electricity. South Africa has an aging infrastructure producing and providing this electricity to businesses and citizens. This aging infrastructure has an impact on economic growth. This is evident by a World Bank report that places South Africa lower than other African countries such as Namibia, Kenya, on the variable of "getting electricity." Furthermore, this variable has an impact on a social level for many South Africans[30].

d) The inequalities evident in the South African economy due to the legacy of apartheid has led to a high level of poverty in the country. South Africa has a dual economy: "on the one hand it is a small high-skilled, high-productivity economy and on the other hand, a large low-skilled, low-productivity one"[9]. This has an impact on the socio-economic problems that face South Africa.

e) The inequalities in the South African economy, coupled with the weakness in its economic "growth has resulted in high unemployment rates in the country." [31] These high unemployment rates have added to the strain on the economy.[32]

f) Coupled with the high unemployment, another weakness for economic growth is shortages in the skilled labour force that could aid economic reforms.[12]

From the discussion above, with regard to the weaknesses and strengths of the South African economy, the fourth industrial revolution can aid in the following instances. Firstly, the Fourth Industrial Revolution can assist the country in increasing its ability to efficiently produce and trade goods and services. This would increase the competitiveness of the country globally. Secondly, the Fourth Industrial Revolution can be used to enhance certain aspects of the ease of doing business in the country, such as getting electricity, registering property and starting a business. Thirdly, the Fourth Industrial Revolution can build onto a robust financial services sector to aid economic reform. Lastly, The Fourth Industrial Revolution can assist in the commercialisation sector of the country, through using tools that allow for faster innovation commercialisation.

The opportunities presented by the Fourth Industrial Revolution as shared above can assist in economic, social, industrial, and commercial reform in South Africa. Identifying international strategies with regard to the Fourth Industrial Revolution will also be a source of insight for South Africa.

The various major sectors of the South African economy will be discussed below with insight provided to the benefit that could be achieved through 4IR implantation.

4.2.3 Mining

The mining industry could benefit immensely from the digital migration that the Fourth Industrial Revolution will bring, which could have a positive impact on the country's ability to efficiently produce and trade goods. The mining industry contributes over 18%, directly and indirectly, to the GDP of South Africa. Mining will be an essential sector for the South African economy. The continuation of this industry will lie in its ability to self-sustain. The modernisation of mines will have an impact on processes, skill sets, social, and environmental aspects within the mining industry.

29 World Bank Group, 2019, Doing Business Report. Online available at https://www.doingbusiness.org/content/dam/doingBusiness/media/Annual-Reports/English/DB2019-report_web-version.pdf
30 World Bank Group,2019, Doing Business, Online available at https://www.doingbusiness.org/en/data/exploretopics/getting-electricity
31 Coface for tarde,2019, Online available at https://www.coface.com/Economic-Studies-and-Country-Risks/South-Africa
32 Coface for tarde,2019, Online available at https://www.coface.com/Economic-Studies-and-Country-Risks/South-Africa

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Some of the significant technologies that are used in the mining sector are provided in the diagram below (Figure 10). These technologies are used to increase efficiency in production and aid the social impacts of mining through worker safety, and the impact mining has on the environment.

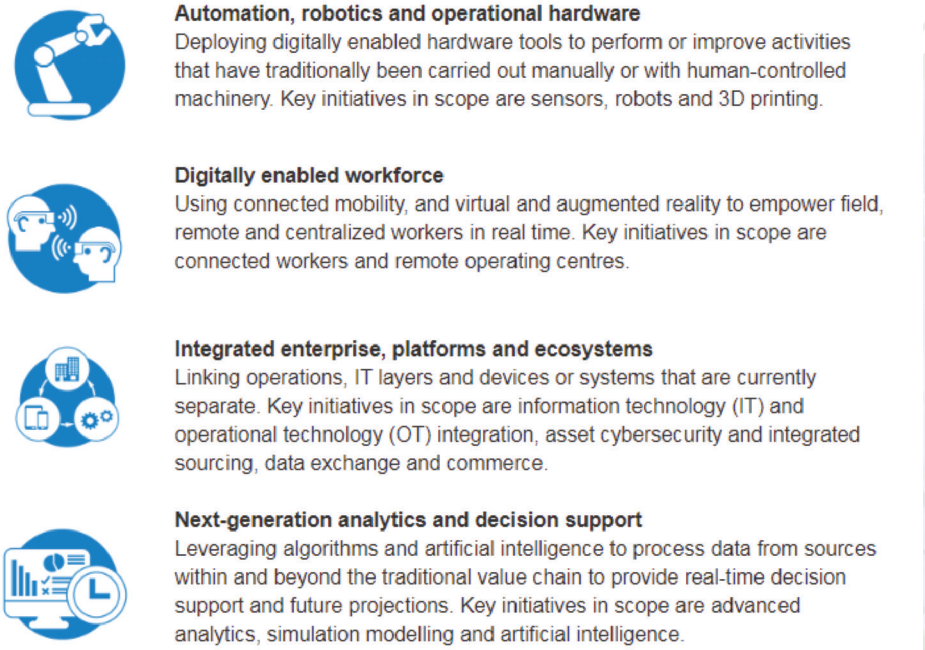


Figure 10: Significant Technologies for Mining

Source: World Economic Forum [UJ_ 2]

Previously, machines had limited autonomy and only carried out specific tasks with a human guiding the process.[33] However, with the use of 4IR technologies, today's machines can carry out tasks over extended periods of time with very little human intervention. These technologies include; robotic trucks, trains and diggers, autonomous stockpile management; automated exploration drones; autonomous robots for recovery of recycling material, and pit drones.[12] These technologies can learn new ways of performing tasks and gather information for miners in potentially dangerous situations. Additionally, creating a digitally enabled workforce in the mining industry will add tremendous value to efficiently produce goods[34]. Lastly, there is untapped data from mining companies that could add value to the economy. This comes in the form of structured and unstructured data. Advanced analytics with algorithms could assist mining companies in making better and faster decisions that are more accurate.[12] This data can also support the sector in better understanding and predicting the impact of their activities and approaches on the environment, enabling better decision making.

33 World Economic Forum ,2018 ,Shaping the Sustainability of Production Systems: Fourth Industrial Revolution technologies for competitiveness and sustainable growth Online available at: http://www3.weforum.org/docs/WEF_Shaping_the_Sustainability_Production_Systems.pdf

34 World economic Forum,2019, Mining and metals https://www.weforum.org/agenda/archive/mining-and-metals/

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4.2.4 Agriculture

The agriculture sector has four critical elements, as noted by the World Economic Forum that would need to be addressed to produce efficiency and at the same time promote trade. These four elements are as follows: "1) Inclusiveness, ensuring economic and social inclusion for all food systems actors, including smallholder farms, women and youth 2) Sustainable, minimising negative environmental impacts, conserving scarce natural resources, 3) Efficient producing adequate quantities of nutritious and healthy foods for global needs while minimizing loss and waste 4) Nutritious and healthy produce to aid in providing and promoting the consumption of diverse nutritious and safe foods for a healthy diet."[35]

A few of the technologies that could have an impact on these points that the government could consider in policy implementation include using mobile service delivery to small-farm holders or precision agriculture for input and water use optimisation. South Africa has a long history of Agriculture, and the 4IR presents opportunities to leverage this experience to increase yield and raise exports globally.

4.2.5 Manufacturing

According to the Indian government, manufacturing will be one of the largest sectors to be impacted by the fourth industrial revolution (Figure 11). One of the recommendations provided to the Indian government with regard to the manufacturing industry is to create specific industry guidelines with regard to privacy, security, and ethics due to the use of the Fourth Industrial Revolution technologies[36]. The World Economic Forum has observed that the following technologies will have an impact on the manufacturing industry-specific to automotive and electronics.[37]

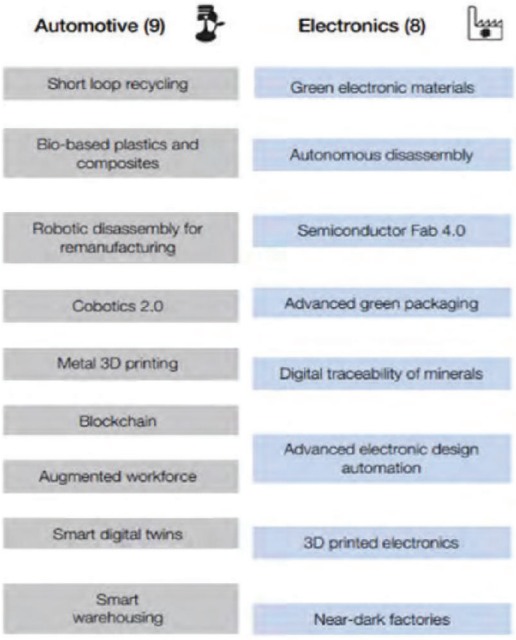


Figure 11: Significant Technologies for Manufacturing

Source: World Economic Forum[23]

The South African manufacturing sector has been shrinking due to global alternatives at lower costs. The use of 4IR technologies can aid in driving prices down in this sector to improve global competitiveness and/or the identification of niche manufacturing areas where South Africa can compete.

4.2.6 Financial Services Sector

The next sector that has an impact on the South African economy and will impact the pace of industrialisation is the financial services sector. Even though this sector is robust and one of the strengths of South Africa, the 4IR will and is already playing a role in this sector. The World Economic Forum has identified the following areas set to impact the Financial Services Sector (Figure 12).

35 World Economic Forum ,2018 ,Shaping the Sustainability of Production Systems: Fourth Industrial Revolution technologies for competitiveness and sustainable growth Online available at: http://www3.weforum.org/docs/WEF_Shaping_the_Sustainability_Production_Systems.pdf

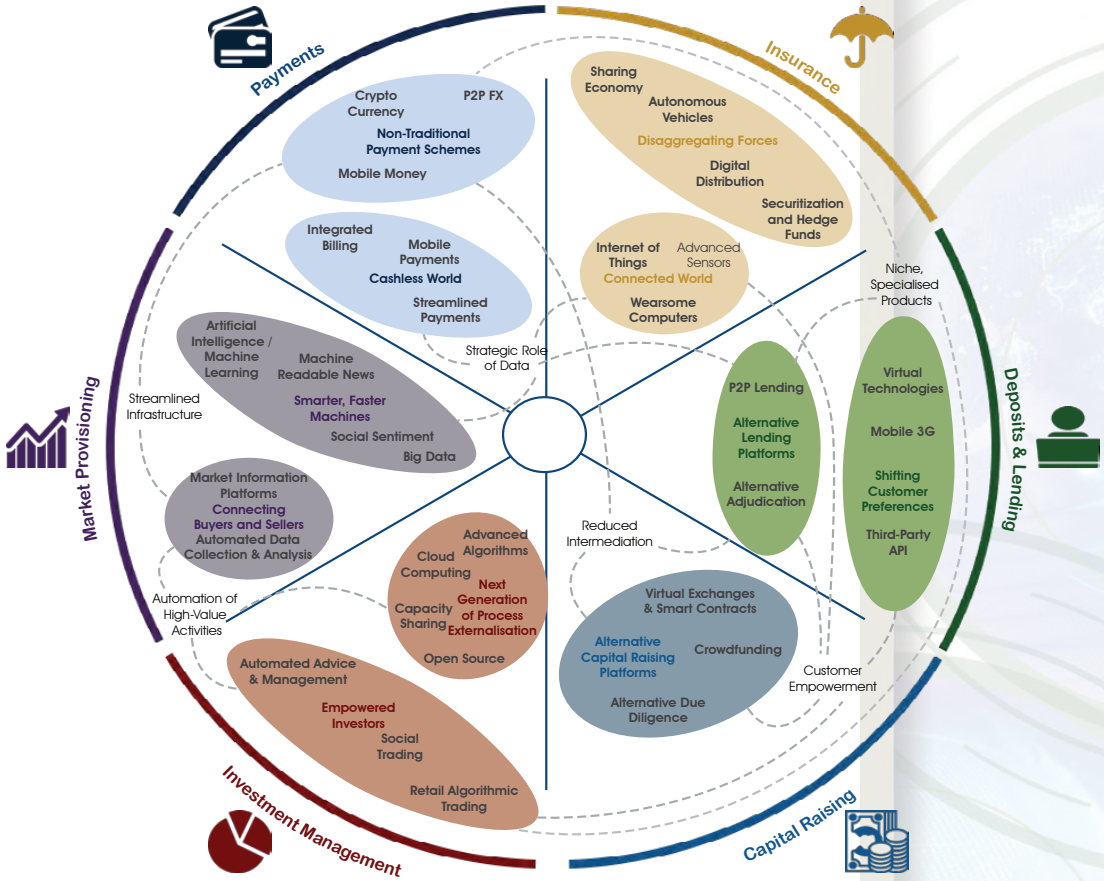
36 National Strategy for Artificial Intelligence, Online available at https://niti.gov.in/writereaddata/files/document_publication/NationalStrategy-for-AI-Discussion-Paper.pdf

37 World economic Forum,2019, A New Era of Manufacturing in the Fourth Industrial Revolution: http://www3.weforum.org/docs/WEF_The_New_Era_of_Manufacturing_in_the_Fourth_Industrial_Revolution.pdf

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Figure 12: Financial Services Impact Areas

Source: World Economic Forum [UJ _3]



The South African Financial Services sector continues to contribute substantially to the country's GDP. However, there are continuous disruptions in this sector, fuelled by 4IR technologies and business models, which have resulted in a large number of job losses.

This sector is also vital in enabling, through funding, the development or growth of critical sectors aligned to 4IR opportunities. 4IR and its different business models require, at times, more innovative financing and capital solutions that do not rely solely on the traditional risk management and measurement frameworks that have and continue to exist in previous industrial revolutions.

The figure below (Figure 13) compares the GDP of the different BRICS nations, and Nigeria (another major economy in Sub-Saharan Africa), over the last few decades. South Africa shows muted GDP growth against these peers and is challenged to leverage the 4IR to drive growth in its key sectors (Figure 14).

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Figure 13: GPD (current US$)

Source: World Bank and OECO

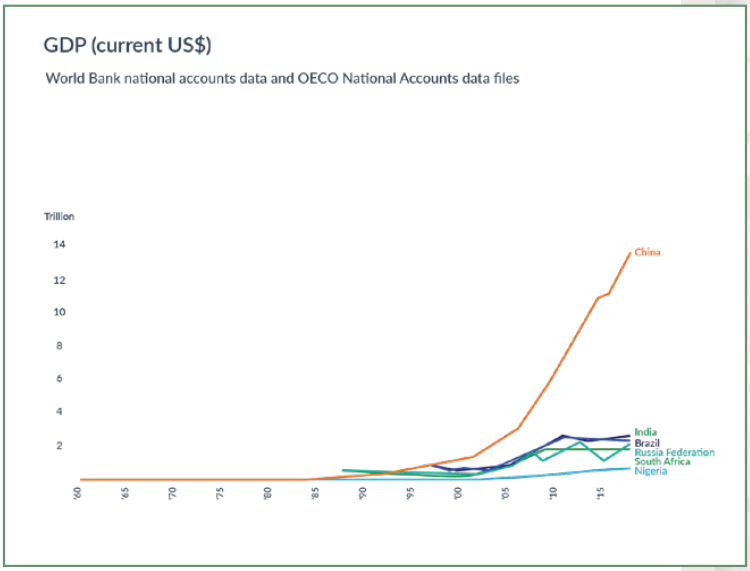
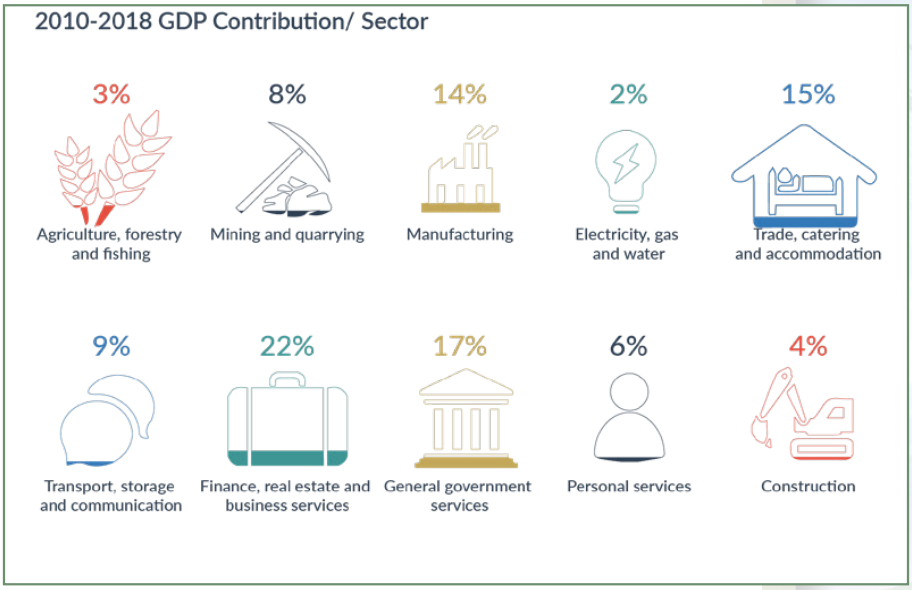


Figure 14: An overview of the GDP per the various sectors in South Africa

Source: Statistics South Africa



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In South Africa, the largest sector by GDP contribution is Finance, Real Estate, and Business Services. Government services; Trade & Accommodation and Manufacturing sectors are the next largest sectors. The smallest sector by GDP contribution is Electricity, Gas, and Water. Agriculture, forestry, and fishing; Construction and Personal Services also contribute under 5% each to the total GDP.

There is a necessity to look at all these contributing sectors with a 4IR lens, to understand the likely growth and relevance of these sectors in the global 4IR context. In addition, South Africa would need to assess strengths and opportunities it possesses to position itself for growth in key industries and growth in its local and international contribution to 4IR focus sectors. More of this is unpacked in section 9 of this report.

4.2.7 Commercialisation

Commercialisation is the process of bringing new products or services to market, moving technology or a product/service from concept to the marketplace. It entails production, distribution, marketing, sales, customer support, and other vital functions critical to achieving the commercial success of the new product or service.

Funding is a crucial driver of commercialisation and is usually obtained through the following strategies: licensing with development funds, leveraging strategic alliances for funding, obtaining equity investors in the parent company, obtaining equity investment in a spin-off or an Initial Public Offering (IPO).

Commercialisation if implemented incorrectly, will lead to a few in the industry holding the rights over others. This will lead to increased disparity in the socio-economic situation of the country. This will ultimately lead to many in the country not benefiting from innovations created.

All of the points discussed have risks associated with the use of the various technologies. A few of the risks are elaborated in the points to follow.

4.2.8 Risks

A Few risks that need to be addressed by the policy of the government are stated below.[38]

a) The expansion of AI depends on consumers been adequately educated on how to use various technologies.

b) The cost of production of various components and final AI technologies need to decrease. This will be achieved through mass production.

c) If data used to inform decision-making is inaccurate, this could cause harm to various individuals or institutions.

d) Tremendous computing power is required to run systems such as blockchain, which could be costly.

e) Data ownership could provide unfair advantages to specific individuals or companies.

f) If the IP only remains with a few, this will create new monopolies in the economy and could have an impact on benefiting the broader population.

38 World Economic Forum ,2018 ,Shaping the Sustainability of Production Systems: Fourth Industrial Revolution technologies for competitiveness and sustainable growth Online available at: http://www3.weforum.org/docs/WEF_Shaping_the_Sustainability_Production_Systems.pdf

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4.3 SOUTH AFRICAN KEY PERFORMANCE INDICATORS OVERVIEW

The figure below provides insight into the current state of South Africa's key performance areas ranked out of 140 countries globally (Figure 15).

According to the given indicators, the worst-performing indicators of the South African economy are Health, Innovation and ICT adoption. Also, below the 60 levels are Skills, Institutions and Product Market. Based on this evaluation, SA's priorities in respect to the 4IR and attendant economic competitiveness ought to be human capital development as well as the deployment of technology infrastructure and ICT. These two aspects are co-related, requiring simultaneous investment to produce the desired outcome. Given the urgency of SA's development challenges, radical shifts are necessary to achieve tangible changes that are in step with the global community.

4.4 CONCLUSION – SOUTH AFRICA

A key strategy for South Africa is to ensure the preparation of the younger generation for jobs of the future that may not exist at this moment in time. The starting point of this preparation is a review of the curriculum of our schools. This curricular would need to be aligned to the Fourth Industrial Revolution with topics such as Machine Learning.



Figure 15: Key Performance Areas for South Africa[39]

Robotics, and Artificial Intelligence, etc. Through the process of upskilling youth about the Fourth Industrial Revolution it will ensure South Africa will have the necessary skills for the future and thus not required to obtain these skills from outside countries. Furthermore, the youth could use these skills gained to follow an entrepreneurial path that would allow them to be job providers and not job seekers. This will add an advantage to the South African economy. Within higher education, new technologies need to be brought into the curriculum. Furthermore, multi-disciplinary qualifications should be developed that incorporate various aspects of the fourth industrial revolution by higher education institutions.

Information and Communication Technology (ICT) is an important aspect to enable the Fourth Industrial

39 http://www3.weforum.org/docs/WEF_TheGlobalCompetitivenessReport2019.pdf

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Revolution. Thus, affordable broadband available to all citizens that live in the Republic of South Africa. Additionally, for South Africa to become an active participant in the Fourth Industrial Revolution requires home-grown inventions and knowledge production. This will require investments in research and innovations. Furthermore, these home-grown inventions will aid the economy as well as promote inclusive growth. Another aspect to consider is to empower the current workforce for the Fourth Industrial Revolution. This can be achieved by creating continuous education programs for various sectors of the economy. Lastly, Small Micro and Medium Enterprises (SMME's) must be enabled in the Fourth Industrial Revolution.

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CHAPTER FIVE: Assessment Of South Africa: Current Status Quo

5.1 SOUTH AFRICAN POLICY FRAMEWORKS 1994- DATE

Throughout human history, the search for human wellbeing has been an enduring and foundational concern. In response to this fundamental human conundrum, in 2013, South Africans articulated a development vision, Vision 2030, encapsulated in the National Development Plan (NDP) as the latest iteration in the continuing quest to ensure security and welfare for all. Explicitly aimed at removing the triple scourge of poverty, inequality, and unemployment by 2030, Vision 2030 recognised that the country's socio-economic transformation is central to entrenching a vibrant democracy in which all South Africans can meaningfully and actively participate.

Since 1994, the state has actively engaged in the design of policies aimed at addressing South Africa's historical legacy of an excluded and under-served majority. It has also sought to have an over-arching policy framework that gives direction to all facets of the state and attendant programmes.

Given a constantly evolving local and global context, these policies have been adapted over time to emphasise themes requiring critical attention. Below (Figures 16a-e) is an outline of the emphasis of each of the key over-arching policy frameworks that have been implemented since 1994.

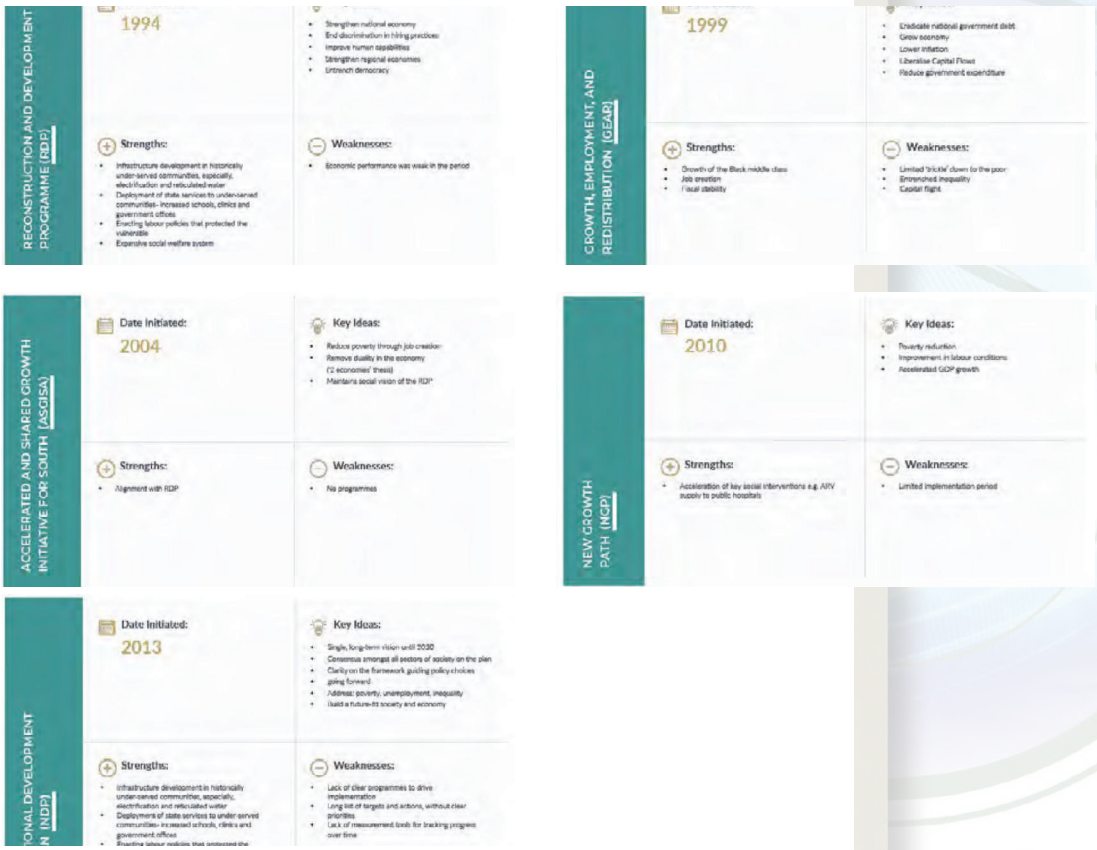


Figure 16: Key Policy Frameworks for South Africa

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5.2 SOUTH AFRICA TODAY: SOCIO-ECONOMIC AND HUMAN DEVELOPMENT OVERVIEW

The work of contemplating the socio-economic impact of the Fourth Industrial Revolution (4IR) is principally about contemplating South Africa's development trajectory historically and, most importantly, prospectively. Having outlined the various post-apartheid macro-strategic policy statements through which the government has pursued the vision of a better life for all South Africans, we now paint a picture of South Africa's current socio-economic situation, which is, in part, the outcome of the government's post-apartheid strategies and investments in enhancing the capabilities of its citizenry. Indeed, it is worth stating that the concerns at the heart of this project are not explicitly, the technological artefacts; the digital systems or even the transformation of bio-physical realities. Instead, this exercise seeks to respond to fundamental concerns, which predate and will outlive the details of the 4IR: namely, South Africa's economic competitiveness and the wellbeing of its people. To this end, the following section outlines the country's social and human development profile.

The approach taken in painting a portrait of South Africa today is one that recognises that the economy is embedded in, is shaped by, and in turn shapes the social world that characterises South Africa, the experiences of its citizens, and their material and well- or ill being. To be precise, society and the economy are connected at the level of human experience. It is, in essence, this human experience and reality that is outlined in what follows. A broad overview of social and human development indicators in South Africa between 2002 and 2018, this segment of the report is based on data from StatsSA; the Department of Planning, Monitoring, and Evaluation (DPME), which is located in the Presidency; and from the United Nations' (UN) Human Development Index (UN-HDI) (2018)[40].

The United Nations (UN) Human Development Index (HDI) reports, in conjunction with the UN's 17 Sustainable Development Goals (SDGs), represent the global framework for ranking UN member states' performance in terms of human development. In terms of their relationship, the SDGs can be understood as the priority areas of intervention to drive economic development in tandem with improved human development. Thus, while the HDI, a composite statistical index, is an instrument for measuring performance on human development, the SDG's identify priority levers towards economic security and human welfare. For more details on the technical specification and computation of the Index, refer to the Technical Notes on Human Development Indices and Indicators: 2018 Statistical Update[41].

The HDI is the result of the UN's computation of three development factors, namely:

- Economic,
- Social and
- Demographic.

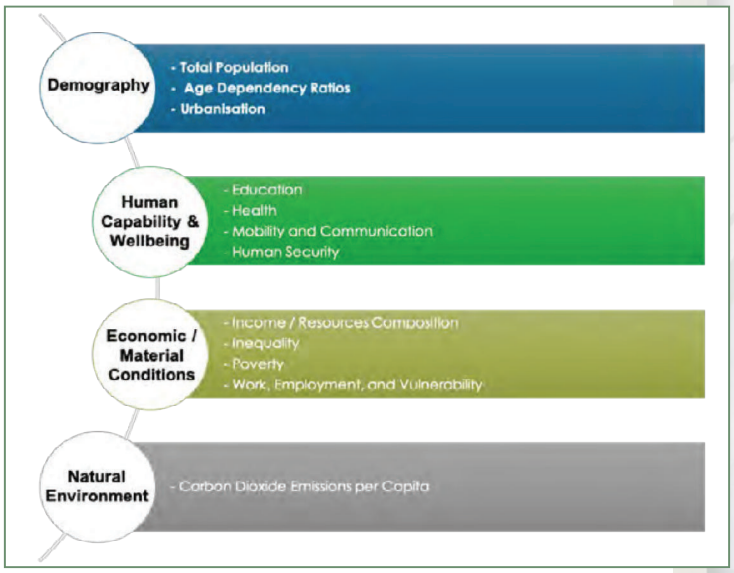
It provides a comparative snapshot of individual country performance in human wellbeing while also indicating the level of global convergence or divergence in human development outcomes.

As a statistic composite index (Stanton, 2007), the HDI can be disaggregated into thirteen (13) broad indicators that can be classified in terms of four overarching categories (Figure 17): Demographic profile; Human Capability and Wellbeing; Economic / Material Conditions; and the Natural Environment. In turn, each of these broad indicators can be further disaggregated into a further ten or more sub-indicators. For instance, under the overarching category of Human Capability and Wellbeing is nested indicators pertaining to a country's educational performance, the population's health status, and human security.

40 http://hdr.undp.org/sites/default/files/2018_human_development_statistical_update.pdf
41 http://hdr.undp.org/en/content/human-development-index-hdi

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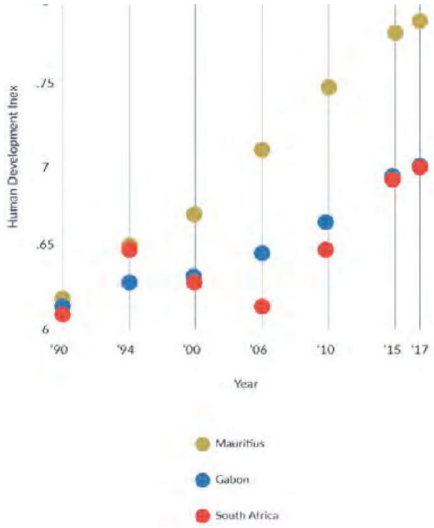
Figure 17: HDI Categories[42]



The highest HDI possible is 1.0, or 100% (Norway: 0.955, Australia: 0.938, US: 0.937, Netherlands: 0.921, Germany: 0.92, South Africa: 0.699) South Africa's 2017 HDI of 0.699 is above the average of 0.645 for countries in the medium human development group (UN-HDI, 2018).

When compared to countries whose HDI ranking was at a similar level in 1990 (i.e., Gabon and Mauritius), South Africa's performance human developmentally is markedly lower (when compared to Mauritius) and at around the same level as Gabon despite South Africa having a much higher GDP of $742,6billion (2017) compared to Gabon's $34,45billion in the same year (calculated in terms of purchasing power parity (PPP)) (United Nations Development Programme , 2018) (Figure 18).[43]

Figure 18: HDI Comparisons[44]



42 http://www.hdr.undp.org/en/2019-report
43 http://hdr.undp.org/sites/all/themes/hdr_theme/country-notes/ZAF.pdf
44 http://www.hdr.undp.org/en/2019-report

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Within Sub-Saharan Africa, countries which are close to South Africa's 2017 HDI rank of 113, and which have a comparable population size are Congo and Namibia, which have HDIs ranked 137 (with an HDI 0.606) and 129 (with an HDI of 0.647) respectively. Nevertheless, these countries have a significantly lower GNP per capita and far less social protection measures (Ibid.).

When benchmarked against Brazil, Russia, India, China (BRICS) between 1980 and 2011, despite an HDI ranking that, in 1980, was comparable to that of Brazil and higher than that of China, by 2005 not only had South Africa's HDI trajectory diverged from that of Brazil, but it was overtaken by China.

When South Africa's 0.699 HDI value is discounted for inequality (IHDI), "the HDI falls to 0.467, a loss of 33.2 percent due to inequality in the distribution of the HDI dimension indices."[45]

5.2.1 Demography

The demographic profile of a country tells us a number of critical things: the size of the population as well as the sex and age profile of this population. It allows us to consider the geographic spread of the population and, in particular, the population density and its rural / urban breakdown. These population features are essential in that, at a glance, we can begin to glean required government services (particularly in dense, urban settings with growing populations from domestic and international migration). These demographic features can also hint at the burden of the state in terms of expenditure on such social goods as education and healthcare (particularly where there are significant segments of the population that are children or sections of the aged that may be growing in numbers). The sex-distribution of the population is an essential basis for evaluating the extent – or lack – of gender parity in educational access and completion, as well as in political participation and representation, as well as access to critical healthcare services such as ante- and post-natal care, which affects the immediate wellbeing of women and children and, over time, lays the foundation on which other lifelong human capabilities can be built.

Using data from the 2018 UN-HDI report, the demographic highlights for South Africa are as follows:

- South Africa is a relatively youthful country. Of the approximately 57million South Africans, the median age is 26 years of age. Historically a relatively low median population age would be characterised as a demographic dividend with potential long-term benefits for the country's productivity and economic growth if linked to improvements in the youth population's educational attainment (Lutz, et al., 2019).
- That said, in terms of the country's age profile, there has been a steady and continuous decline in the proportion of South Africa's youth population. Currently, just under a fifth of all South Africans are aged between 15 and 24 years (18,7%)[46]. This can be attributed to the declining birth rate, which now sits at 2,4 births per woman in 2017 down from just under 5 births per woman in 1980.
- In terms of the country's sex profile, women constitute just over half (51%) the total population
- South Africa's total population currently stands at 58,8million (Statistics South Africa, 2019).
- Current projections estimate a peak population size of 80million by 2080, at which point growth levels will flatten and begin to taper down (United Nations World Population Prospects, 2019).
- In terms of population density, which measures the number of people per square kilometre, South Africa is at the lower end with a population density of under 50 people per square km[47].
- Nearly two-thirds of all South Africans (65,8%) live in urban areas; projected to 80% by 2050 (Gardner, 2018). In 2018, urbanisation on the African continent stood at approximately 40% with Egypt (43%) and

45 http://hdr.undp.org/sites/all/themes/hdr_theme/country-notes/ZAF.pdf
46 https://youthexplorer.org.za/profiles/country-ZA-south-africa/
47 http://worldpopulationreview.com/countries/south-africa-population/

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Tunisia (69%) being the only other countries with as comparable a level of urbanisation as South Africa (United Nations Population Division, 2018).

- While rising urbanisation places a significant strain on urban health, housing, education, and other resources, it does afford the opportunity for mixed-use urban planning that optimises higher population densities towards more significant redistribution and cross-subsidisation.
- Of course, with population density come the risks in the spread of communicable diseases, mainly where access to decent housing, health care, potable water, and sanitation is inadequate.
- These demographic shifts in birth rates are the consequence, among other things, of the government's family planning programmes, including the roll-out of free contraceptives, in public primary health facilities. They are probably also the consequence of increased female enrolment rates in education as well as improved retention and completion rates. As Laurie DeRose and Øystein (2007) have demonstrated, a woman's educational attainment is strongly correlated with both delayed and lower childbearing levels.

5.2.2 Median Population Age, Young Age Dependency Ratio, Old-Age Dependency Ratio and Population Age Cohorts

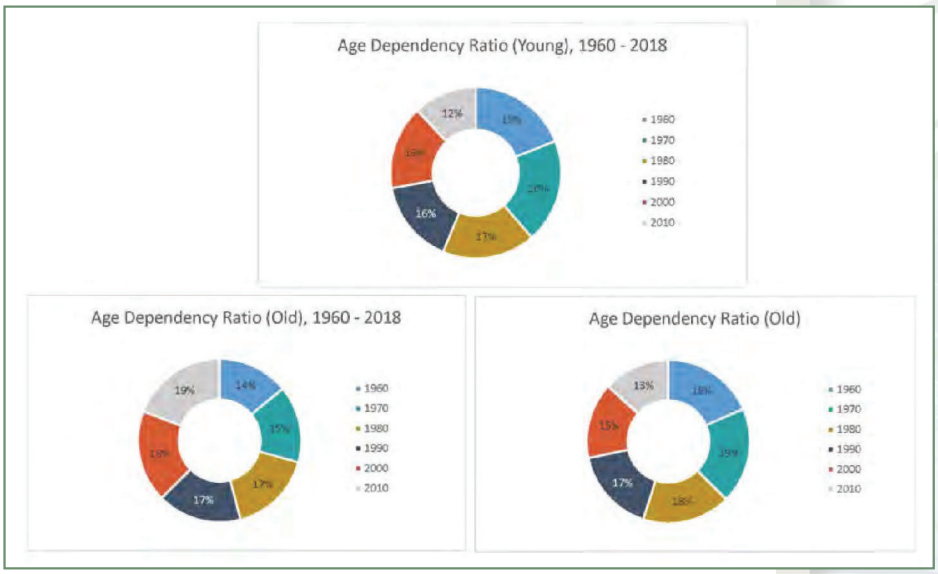
Understanding the age structure of a society is an essential aspect in, among other things, understanding the constraints to as well as the need and/or opportunities for employment-creation in a given society. In addition, it can signal epidemiological and other health risk-factors that are associated with the generational profile of a society (i.e. geriatric diseases in the context of an ageing society or immunological risks where there are large populations of children under the age of 5 years). For example, the median age is a key factor in understanding the rate at which the economy should be expected to generate jobs and for which age cohorts over the foreseeable future. It also has implications for the country's age dependency ratios (i.e. those below 15 years of age and those above 64 years of age who are ordinarily not – nor expected to be – employed) (Figure 19). How – and in what combinations – the state and private households is implicated in the care for the young and the aged is a pressing social policy issue mainly when considered in relation to the size, employment status, and earnings of the working age population. All of these have a bearing on a country's social policy mix and its financing, which depends on the capacity to extract various taxes, including individual income taxes.

- The current median population age stands at 26 years old, meaning that half the country's population is under the age of 26 (UN-HDI, 2018). By contrast, the median population age for Japan, which has the world's highest number of over 65s, sits at 46 years, significantly higher than that of South Africa.
- Although still demographically favourable, given rising life expectancy levels coupled with a falling birth rate, this median age will likely increase over time.
- In light of the extended life expectancy and declining birth rate, what this means is that the ageing population will increasingly form a more significant segment of the entire population – with implications for the old age pension, the official retirement age, and healthcare readiness for geriatric illnesses.
- The declining birth rate means that, over time, the government could maintain a fairly constant child grant as a proportion of the government's social assistance expenditure while increasing the value of financial assistance per child.

Another social and development policy area that will be affected should these demographic trends continue is education. Of course, improving the quality of education for children and youth remains an urgent priority. As the country's population ages, however, enabling lifelong-learning opportunities will be key and the modes of curriculum design and delivery for the learning needs of older populations should increasingly occupy the priorities of education policy planners and educational institutions as well.

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Figure 19: South Africa Age Dependency Ratio[48]



5.3.3 Gender Parity: Sex-Ratio At Birth, Sex-Ratio by Age Cohort, and Women's Political Inclusion

Questions of gender equality and, specifically, women's participation in the social, economic, cultural, and political life of their society have risen in global prominence over the past few decades. Heralded by the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) in 1979, the UN's introduction of the Gender Inequality Index (GII) has lent further weight to calls for the promotion of women's rights and interests, including the eradication of gender-based violence (GBV). he GII is defined as "a composite measure reflecting inequality in achievement between women and men in three dimensions: reproductive health, empowerment, and the labour market"[49] (Gaye, Klugman, Kovacevic, Twigg, & Zambrani, 2010). In essence, it is a gendered recalibration of the overall HDI, indicating the extent to which women's wellbeing, political participation, and representation are comparable to that of men. In many parts of the world, particularly Asian countries, the differential social value afforded to men and women is often expressed during pregnancy with household decisions to terminate female foetuses (Arnold & Zhaoxiang, 1992; Nag, 1991). Hence the inclusion of sex-ration at birth, which can point to some sex-preference dynamics in utero. The sex ratio at birth is generally never equal, with a clear male bias at birth. In virtually all countries, boys are more likely to die in childhood than girls since they tend to be more susceptible to birth complications and infectious diseases. In light of this greater risk, biologically, more boys than girls tend to be born. However, in countries with a male-child preference, the sex-ratio is much more unequal with far higher numbers of boys to girls born; a clear indicator of pregnancy terminations based on boy-child preference and what some have argued is a form of femicide (Guilmoto, 2007; Jargin, 2018).

- South Africa has a sex-ratio at the birth of 103 male births per 100 female births compared to 105 boys per 100 girls globally. South Africa is within the accepted "natural" sex ratio range of 103-107 boys (UN-HDI, 2018).

48 https://tradingeconomics.com/south-africa/age-dependency-ratio-percent-of-working-age-population-wb-data.html
49 https://www.thehindubusinessline.com/economy/macro-economy/ensure-womens-place-in-economy-change-patriarchal-mindset/article6941239.ece

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- Despite the male-biased sex-ratio at birth, as South Africans age, there are more females than there are males. South African women live longer than their male counterparts with an average "life expectancy of 67,3 years compared to 61,1 years for males" (StatSA, 2019).
- Although South Africa is ranked at 113 (out of 189 countries) in terms of its HDI (2018), it ranks significantly better in the Gender Inequality Index (GII), where it places at position 90 (out of 160).
- The share of women's political representation in legislatures has increased from 28% to 46% between 1994 and 2019 and 25% to 46% over the same period at the national and provincial levels (South African Department of Planning, 2019)[1].
- This upward trend in the number of women elected to legislative bodies is reversed at local government (municipal) level, declining from 37% and 40% in terms of Ward and overall representation respectively in 2006 to 32% for both Ward and overall (i.e. Ward and Proportional Representation seats) in 2016 (DPME, 2019).[50]
- It may be that this decline in the gender representativity of municipal councils is linked to the absorption of political parties' women candidates into the provincial and national electoral lists. That said, a failure to maintain women's representation at the local state level will likely curtail women's voices in key decision-making around infrastructural and other service delivery priorities that are determined through the municipal integrated development process.
- To be sure, women's formal political representation does not necessarily translate into gender-sensitive budgeting and decision-making. However, the chances of moving towards gender-responsive planning and budgeting, particularly at the coalface of service delivery are lower, when women are absent from these decision-making structures.

5.3.4 Gender-Based Violence (GBV)

- Although the murder rate for women has been declining from approximately 22 murders per 100,000 to just under 10 between 2002 and 2015, GBV in South Africa remains significantly higher than the global average (less than 5 women murdered per 100,000) (DPME, 2019).
- Furthermore, female-headed households experience a higher homicide rate than male-headed households at a time when homicide rates for male-headed households are declining.
- In terms of sexual violence, women continue to experience higher levels of rape and sexual harassment than men; a situation linked to the pervasiveness of violent forms of masculinity.
- The GBV statistics are important in understanding the levels of (in)security that women in a given society experience. But they are also important to the extent that they show a strong correlation between GBV incidence (particularly in the form of intimate partner domestic violence) and children's exposure to violence (including violence perpetrated against them as well).
- This has implications for childhood trauma as well as the reproduction and intergenerational transmission of all forms of violence; negatively impacting the human security and wellbeing of all members of society but especially that of women and children.

50 All references to data from the DPME (2019) is drawn and collated from the August 2019 Development Indicators available from the DMPE's online Resource Centre: https://www.dpme.gov.za/publications/Pages/Reports-and-Other-Information-Products.aspx

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5.3.5 Human Capability and Wellbeing

Higher Education and Training Systems:

The inherently racially determined educational inequality characteristic of the pre-democratic education system necessitated far-reaching overhaul and rapid transformation. The transformation was facilitated through new policies that were adopted by the Democratic Government, including the merging into a single educational system and government department, the historically race-based education systems (Fiske & Ladd, 2004).

The National Commission on Higher Education, which was convened in 1996, made recommendations in transforming the higher education system. Some of these were (Monnapula-Mapesela, 2018):

- Access to higher education and training needed to be expanded;
- Higher education required to be responsive to the country's needs;
- Governmental structures of higher education and institutions needed better cooperation and partnerships at all of the different levels;
- The higher education system needed to be unified thereby forming and coordinating colleges, universities, and technikons;
- The framework for qualifications was required to provide improved accessibility, articulation, and flexibility;
- Strategic investments and funding were required to serve institutional and societal needs;
- Accreditation and auditing of institutional programmes were required to promote quality;
- Development of distance education and resource-based learning.

The South African higher education and training system is still undergoing transformation. Recently, the Department of Science and Technology was merged with the Department of Higher Education and Training (DHET). The latter, established in 2009 with the separation of the Department of Education into the Department of Basic Education (DBE) and that of Higher Education and Training, was the consequence of the 2008 African National Congress (ANC) elective conference in Polokwane (Wedekind, 2016). The formation of the DHET saw the introduction of what became known as the Post-School Education and Training (PSET) system consisting of:

- the Further Education and Training (FET) Colleges (now Technical and Vocational and Training (TVET) Colleges,
- the Adult Education and Training (AET) Centres (now Community Education and Training Centres (CETCs),
- the Universities,
- Sector Education and Training Authorities (SETAs),
- the National Skills Authority (NSA), and
- the National Skills Fund (NSF)

These more recent developments should be read in the context of and as developments from the Education White Paper (DoEd, 1997), which remains relevant today particularly even as the country seeks to create an education and training system that is responsive to the Fourth Industrial Revolution. One of the early, post-apartheid recommendations from the White Paper was devising strategies to encourage innovation and adaption in higher education; a priority that is arguably more urgent today than ever before. In other words, many of the transformative levers that are needed for the Fourth Industrial Revolution resonate and

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are consistent with past and current policy priorities and pronouncements. Therefore, careful consideration of lessons from and shortcomings in the implementation of prior policies and strategies is necessary for advancing the structural and foundational transformations that will support South Africa's inclusive and human-centred transition into the 4IR.

Below, vital statistics on the country's current performance on education and training; in essence, on a critical component in advancing human capabilities for full social, political, cultural, and economic participation. This overview is based on the DPME Development Indicators data (2019).

- South Africa's adult illiteracy rate has been in a steady decline since 2002. Currently, the country enjoys an adult literacy rate of nearly 95%.
- Although generally trending upwards, the path to matriculation has, however, been inconsistent. The number of students sitting for their final matric exams dipped below 500,000 between 1999 and 2005, peaking in 2015 with nearly 650,000 matriculants sitting for the exam. This figure seems to be trending downwards at a rapid rate, although this may be due to the expansion of the Post-School Education and Training (PSET) system, which consists of Technical and Vocational Education and Training (TVET) and Community Education and Training (CETC) Colleges.
- Less than two-thirds of those who sit for their Matric exams pass, and of those who do pass, approximately 10% achieve a bachelor's pass that enables them to access post-school education opportunities in the university system.
- Initially dropping to just a quarter of all students graduating in Science, Engineering, and Technology disciplines, the proportion reached a peak at just over
- 30% of all university students graduating in STEM-related fields.
- Although South Africa's learner participation rate in education has been increasing since 1990, evident disparities in enrolment and completion rates exist along gender.
- By 2016, women's participation rate stood at just over 66%, while that of males was around 56%.
- This reflects the country's gendered demographic profile where 51% of the population is female, but it also attests to the government's focus on gender parity in education.
- That said, the ten-percentage point variance in female to male educational enrolment warrants attention to understand the dynamics underlying differential.
- The government's school feeding programmes, no-fee schools' policy for poor neighbourhoods, and, at the level of post-school education and training, the extension of free higher education has been key for interventions for supporting and enabling the increasing enrolment levels.

The Gross Enrolment Rate (GER) is the total learner per education level divided by the population of corresponding official age in the education level.

- GPI ratio measures the progress towards gender parity in education participation/learning opportunities available for females to those available to males.
- A unit of GPI equal to 1 shows the parity between females and males. A value less than 1 indicates a disparity in favour of men, while a GPI greater than 1 indicates disparity in favour of females.
- Although the GPI is skewed in favour of boys at the commencement of children's schooling, by the time children reach secondary school, the ration is biased in favour of females. This suggests a significant drop-out rate among boys.

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- This trend towards greater female participation in and completion of various levels of education becomes intense at high education levels where the GPI significantly in favour of women.
- This scenario raises flags in terms of male-female gender relations, young men's access to and participation in the labour market (particularly at higher occupational levels (i.e., white-collar jobs)).

5.3.6 Health

- Since the significant drop in Life Expectancy in 2005, the country has been making steady progress to reverse this trend. By 2016, South Africans were living, on average, to 63 years compared to 53 years in 2005 (DPME, 2019).
- This massive increase over the past ten years is the result of the government's ARV roll-out programme, to date the largest HIV/AIDS government medical response to the epidemic. By 2015, 3,1million South Africans were receiving HIV treatment from the state to the tune of R23billion annually.
- Relatedly, the government's investment in antenatal care for mothers and the administration of pregnant mothers to prevent mother-to-child HIV transmission has had a positive impact on the reduction of infant and under-5 child mortality rates.
- This decline in child mortality, together with declining levels of childhood stunting and wasting, can be attributed to the high levels of child immunisation and the introduction of child grants (including grants for HIV/AIDS orphans), which have bolstered poor households' food security.
- Also, the government's push for a National Health Insurance (NHI), which is intended to provide universal health coverage especially for those who cannot afford timeously and quality health treatment and care.
- Implementing the NHI will, among other things, entail redirecting the current state subsidies enjoyed by medical aid schemes into serving the general public.

5.3.7 Mobility and Communication

Another essential service and a precondition for access to and participation in the Fourth Industrial Revolution is access to the internet (Figures 20 to 22). The goals of achieving inclusive growth and competitiveness in the Fourth Industrial Revolution necessitate the provision of expanded, reliable, and affordable internet access South African citizens, businesses and organisations. Nowadays, access to the internet is to be viewed as an essential service because the current and future endeavours of government, businesses, and organisations to provide digital services are dependent on the end-users having reliable and affordable internet access. This is especially relevant towards ensuring participation of those living outside metropolitan areas where new or upgraded infrastructure will need to be developed. In the past two decades, South Africa has developed world-class infrastructure towards this achieving this aim. These developments are ongoing and there are plans to roll-out further programmes to this end. The NDP endeavours to provide South Africa with an information infrastructure that underpins and enables an equitable and inclusive knowledge economy, by 2030. The South African Government has identified that high speed, availability and quality internet bandwidth are especially crucial to developing the country's global competitiveness. The national broadband policy South Africa Connect was thus conceived. This policy aims to realise the NDP's vision of having universally accessible broadband connectivity that meets the needs of the country with respect to cost, speed, and quality. South Africa Connect aims to achieve 100% broadband access by 2030 with speeds of 10 Mbps, 1 Gbps, 1Gbps, and 100 Mbps for general users, schools, healthcare facilities, and government facilities, respectively (DoC, 2013). The second phase of South Africa Connect is currently in progress.

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There is still much progress to be made with regard to broadband access. This infrastructural challenge is indicated through the comparison of the number of fixed broadband subscriptions per 100 people in South Africa to the global average (World Bank, 2019). South Africa is well below the world average in this regard. Despite the challenges of broadband infrastructure, the number of internet users in South Africa has still significantly increased and progress with regards to South Africa's digital ecosystem has not been completely hindered. This positive trend is owing to the fact that a major portion of South Africans are using their mobile devices to access the internet. These findings are reflected in report of the study conducted by World Wide Worx in 2017 (World Wide Worx, 2017). The study also found that internet penetration would reach 40% in 2017. The World Bank data for South Africa's mobile subscriptions per 100 people also corroborates this particular finding, and a positive trend, i.e. growth in South African mobile subscriptions is markedly higher than the global average (World Bank, 2019).

The security and reliability of infrastructure and resources are also crucial to South Africa's achieving competitiveness in the Fourth Industrial revolution. For instance, a positive trend in this regard is demonstrated by World Bank data, which shows the progress in the country's ability to provide secure web servers, which is essential for secure online transactions, etc. over the last two years in particular.

Figure 20: Number of fixed broadband subscriptions per 100 people

Source: World Bank [UJ 7]

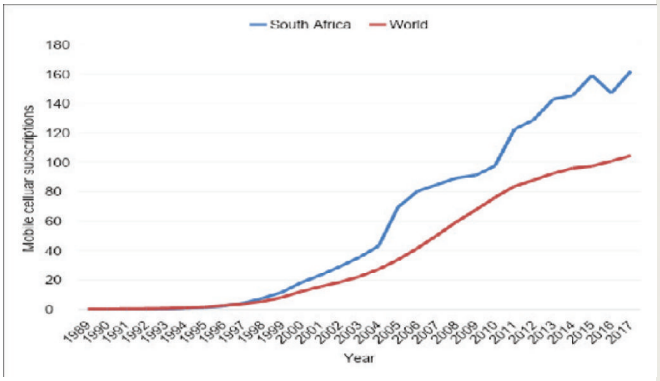
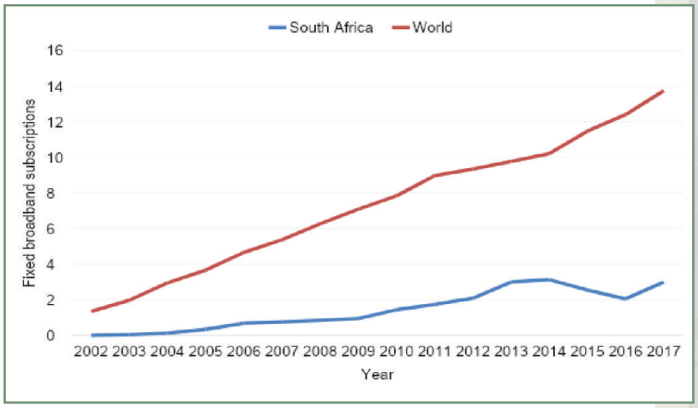


Figure 21: Number of mobile cellular subscriptions per 100 people

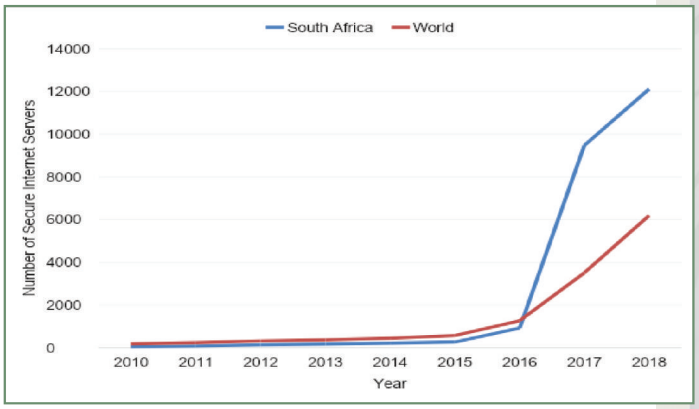
Source: World Bank [UJ_8]



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Figure 22: Number of secure internet servers per 1 million people

Source: World Bank [UJ 9]



5.3.8 Economic/Material Conditions

Having noted the co-constitution between the economic and social, we now turn to the material conditions under which South Africans live. The NDP reflects an understanding of the issues that confront the SA economy, particularly as they pertain to youth employment and water, energy, and ICT infrastructure. However, it is 11 years from its achievement deadline, and the country is grossly under- performing on all the metrics.

The key issues to contend with in respect of SA's economy are the particular tactics that will be employed to ensure that the 4IR simultaneously addresses and these are low growth and limited opportunities; capital inequality and low investment; as well as economic distance and limited social cohesion.

The starting point is an understanding of the performance dynamics of the South African economy. South Africa's GDP in 2018 was registered as USD 366 billion, which is considerably smaller than the rest of the BRICS nations, which all have economies that exceed USD I trillion. Relative to Nigeria, a similar-sized Sub-Saharan economy, South Africa has shown stronger growth over time but is only marginally larger by GDP.

The largest sector by GDP contribution is Finance, Real Estate, and Business Services. Government services; Trade & Accommodation and Manufacturing sectors are the next largest sectors. The smallest sector by GDP contribution is Electricity, Gas and Water. Regression in the Water and Energy sector is the single-biggest threat to South Africa- both in respect of human development and economic growth. Agriculture, forestry and fishing; Construction and Personal Services also contribute under 5% each to the total GDP pie. South Africa's historical characterisation as a 'minerals and energy complex' is questionable in the context of GDP data. Mining contributes 8% and Energy, 2% to GDP. Mining has grown at a rate of 0.1% and Energy has regressed by 0,4% in the period. The Finance, Real Estate & Business Sector has produced the most growth in the period. It is also the most significant contributor to national GDP at 22%. Whilst Transport & Communications is part of the bottom 5 sectors, contributing 9% to total GDP, it is the second-largest growth sector in SA at 2,2% growth in the period. South Africa's government sector continued to contribute a sizable share of GDP and increased its share substantially over the period.

The largest employment sector in South Africa is private households, followed by Community and Social Services. Neither of these sectors are explicitly captured in national GDP calculations. This indicates a large area of potential GDP under-counting. The community service sector grew the most, by labour, over the period. Agriculture & Construction have increased their share of the labour force (6% & 4%, respectively) at a rate that exceeds their GDP contribution (1,9% and 1,5%, respectively). The Finance sector, the most significant contributor to GDP, grew its labour force by 4%.

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Elementary or unskilled workers comprise the largest share of the working population. Elementary workers have also grown the most as an occupational class. This growth aligns with the growth observed in the Construction and Agriculture sectors. Service workers constitute the next largest category, which aligns with the size of the Finance, Trade, Communications, and Business sectors. Professionals, along with skilled agricultural workers, form the minority of the South African work-force. Technicians and clerks/ administrators are also a small component of the total working population. **South Africa's labour force is the key cause for concern**. The majority of existing work is performed in the domestic and unskilled sectors whereas the requirements of the next industrial revolution will demand more professionals and technicians with a bias towards STEM-trained individuals. Human development, therefore, appears to be the key constraint to economic growth and development.

Poverty, Inequality, and Income

- South Africa is the world's most unequal society, with a GINI coefficient of 0.63 (Figure 23).
- 10% of the population continues to earn more than 50% of the country's total national income, with the poorest households living on less than R100,000 per annum (DPME, 2019; StatsSA, 2019; The World Bank, 2018).
- The Gini coefficient, when measured in terms of per capita expenditure, would likely be higher than the 0.65 level were it not for the government's various social protection measures such as social grants and its public works programmes, which provide short-term employment opportunities for the extremely poor.
- In terms of poverty headcounts, which measure absolute poverty levels in the country, there had been a decline across all three poverty headcount measures between 2006 and 2011.

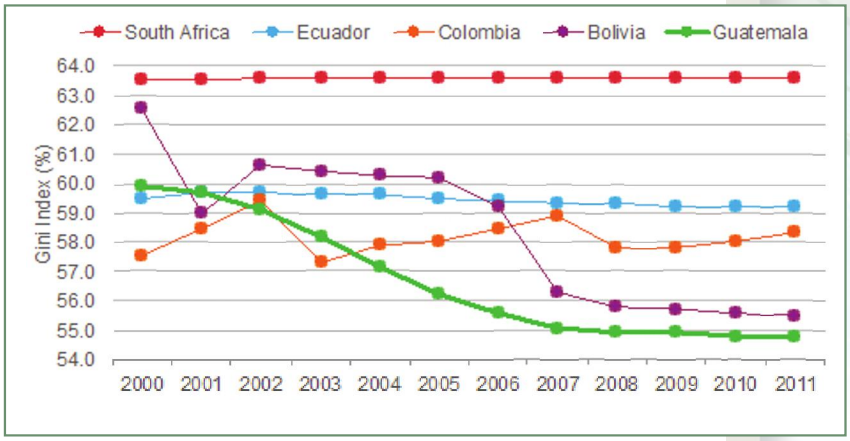


Figure 23: Top 5 Gini Index: 2000-2011

Euromonitor International from National Statistics [UJ_10]

5.3.9 Work, Employment and Vulnerability

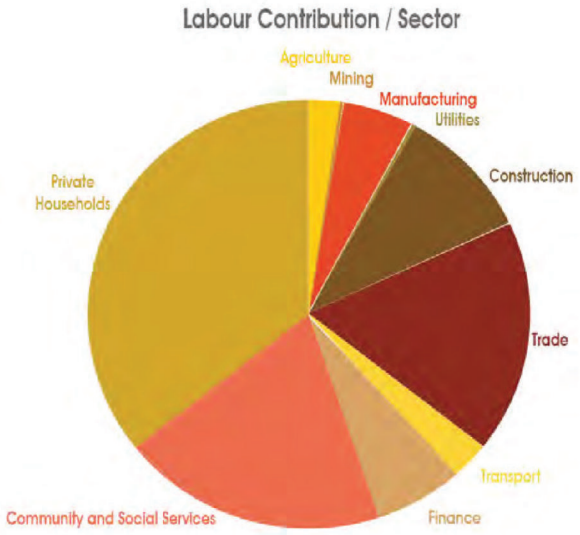
- The Structure of SA's economy has changed dramatically over the past two decades with historical anchor sectors such as mining and energy, reducing in terms of their aggregate contribution to GDP as well as their average growth rate over time (Figure 24).
- Regression in the Water and Energy sector is the single biggest threat to South Africa- both in respect of human development and economic growth.

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- Whilst the National Development Plan (NDP) envisages aggregate growth of 5.5%, the highest growing sector between 2010 and 2018 has been Finance at 2,6%. This indicates that all sectors are under-performing relative to the growth targets necessary to respond to SA's development challenges.
- South Africa's labour force is the critical cause for concern. The majority of existing work is performed in the domestic and unskilled sectors. Whereas the requirements of the next industrial revolution will demand more professionals and technicians with a bias towards STEM-trained individuals. Human development, therefore, appears to be the key constraint to economic growth and development.
    - SA's priorities in respect to the 4IR and attendant economic competitiveness ought to be human capital development as well as the deployment of technology infrastructure and ICT. These two aspects are co-related, requiring simultaneous investment to produce the desired outcome.
    - Agriculture & Construction have increased their share of the labour force (6% & 4%, respectively) at a rate that exceeds their GDP contribution (1,9% and 1,5%, respectively).
    - The Finance sector, the largest contributor to GDP, grew its labour force by 4%.

Figure 24: South Africa Labour Contribution / Sector

Department of Labour, South Africa



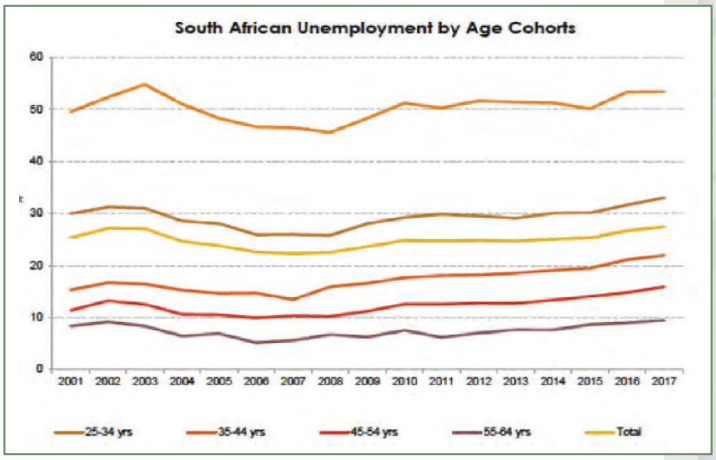
One of the main challenges facing South Africa is unemployment. Currently, the real unemployment rate stands at nearly 39%, representing more than a third of the country's working-age population (Figure 25).

The country's labour absorption rate has, between 2001 and 2017, remained largely constant between 40% and 45% while the labour-force participation rate has, in the same period, hovered between 55% and 62%.

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Figure 25: South African Unemployment by Age Cohort

Department of Planning Measurement & Evaluation Development Indicators, 2019



5.3.10 Public Administration, Services, and Trends in Government Social Expenditure

In general, the pre-democratic public administration and services systems in South Africa were also disjointed and orientated towards serving the needs of a racial minority (Tshandu, 2010; Tshandu, & S. Kariuki, 2010). Consequently, public administration underwent far-reaching transformation post-1994; an agenda that was embedded in and guided by the Reconstruction and Development Programme (RDP). Similarly, as with the transformative agenda for higher education and training systems in South Africa, the Democratic Government laid out transformative agenda in the White Paper for Transformation of the Public Service Delivery (DPSA, 1997), in order to prioritise the delivery services according to the basic needs of South Africa citizens.

In the Fourth Industrial Revolution, this transformative agenda prevails, albeit on the basis of a new configuration. Globally, opportunities for the deployment of 4IR technologies to ensure effective and quality public service delivery are being pursued. Although there is no overarching strategy for transforming public service delivery in South Africa in the Fourth Industrial Revolution, Government has already undertaken to digital transition of this sector. In particular, the e-Government Strategy and Roadmap seeks to advance service and collaboration efforts through Government to Government, Government to Citizen, Government to Business, Government to Employee digitisation programmes (DTPS, 2017).

While various sectors are already benefitting from the aforementioned shift towards the digitisation of public service delivery, a collective and unified strategy – arising from policy and legislation – for nationalised digital transformation in relation to public service delivery is urgent. Without which it will be impossible to guarantee an effective, efficient, reliable, accessible, and transparent public administration to support global competitiveness and human wellbeing in the 4IR.

A key aspect of public administration relates to the collection, allocation, and disbursement of fiscal resources (Figure 26). In some economic contexts in which there is high unemployment, government social expenditure acts as an essential safety net for many households. Between 2005 and 2018, the South African government's expenditure on social benefits (such as the child, disability, and old-age pension grants) and general government services to the public (i.e. service delivery) more than doubled (DPME, 2019). This was in the context of an approximately fourfold increase in tax revenue. Government tax revenue is made up of four primary tax sources: Personal Income Tax (PIT), Corporate Income Tax (CIT), Value-Added Tax (VAT), and a range of other taxes such as income duty and sin tax. While there has been a steady increase in the value of tax receipts per tax source, the largest source of government tax revenue is personal income tax (PIT) followed

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by value-added tax (VAT). Corporate taxes, on the other hand, although slightly higher in value than other tax types, represent a significantly lower proportion of the government's tax revenue as compared to PIT and VAT. What this suggests is that individuals bear much of the country's tax burden.

5.3.11 Natural Environment

Global calls for greater environmental-sustainability have placed climate mitigation at the centre of this century's economic and industrial development regime. The Sustainable Development Goals have heightened the urgency of industrial transitions that are climate-sensitive, placing human and environmental wellbeing at the heart of global development action. Within this context, South Africa's climate performance is worrying:

- Coal remains the country's leading source of energy, accounting for 85% of the electricity production in 2016 (DPME, 2019). It is therefore not surprising that the country's carbon dioxide emissions remain above recommended thresholds.
- Furthermore, the country's Green-House Gas (GHG) emissions have been on an upward trajectory.

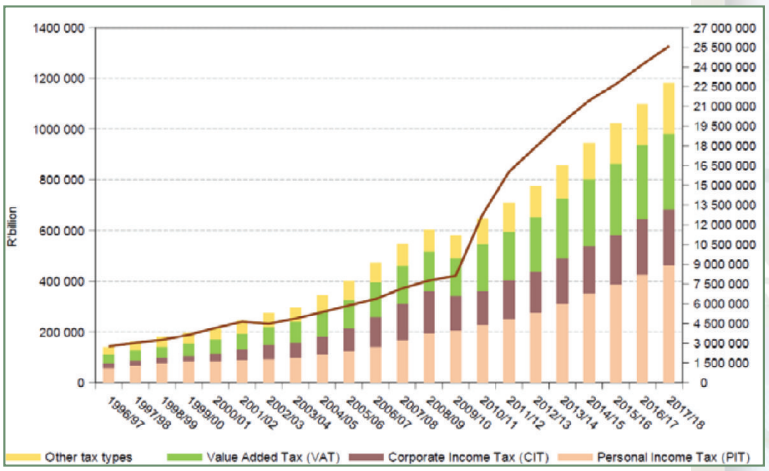


Figure 26: South African Tax Register and Revenue Collection
Sources: Department of Planning Measurement & Evaluation Development Indicators, 2019

- The costs of air pollution on human health and economic growth in South Africa have yet to be determined, That said, fine particulate matter (PM) is one of the most lethal pollutants, higher concentrations of which are known to increase human and animal mortality, not to mention adverse effects on the biosphere.
- Areas with increased industrial growth, such as Richard's Bay in Kwazulu-Natal and the platinum belt stretching between the North West, across Limpopo, and into parts of north-west Mpumalanga are at particular emergent risk of poor air quality.
- Government priorities in terms of improving air quality, have prioritised the following actions:
  - Continued implementation of the Air Quality Act and its National Framework
  - Managing listed emissions activities
  - Launching a Health Study in the Highveld Priority Area
  - Undertaking Cost-Benefit Analyses in air quality management

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5.4 KEY ISSUES

The NDP demonstrates an understanding of the issues that confront the SA economy, particularly as they pertain to youth employment and water, energy and ICT infrastructure.

However, it is 11 years from its achievement deadline and the country is under- performing on some of the metrics. The key issues to contend with in respect of SA's economy are the particular tactics that will be employed to ensure that the 4IR simultaneously addresses:

Low-Growth = Limited Opportunity

- South Africa's economy has been characterised by low-growth for the assessed period, 2010- 2018, registering a per annum increase of 2%, on average.
- Low GDP growth undermines the objectives of the National Development Plan, which envisages radically altered socio-economic outcomes by 2030 on the basis of a growth outlook of a 5.4% real growth/ annum.
- Whilst GDP growth is not the sole driver of development, failure to increase the value created in the economy limits its ability to absorb economic entrants, thus compounding household poverty.

Capital Inequality = Low Investment

- South Africa's inequality level is the highest in the world. The wealthiest 10% own 71% of the wealth while the poorest 60% own a mere 7% of the wealth.
- SA's inequality is a direct consequence of its history. More recently, the liberalisation of the economy has inordinately favoured those whose initial endowments were higher, endowments subsidised by the apartheid-era government.
- The consequence of capital inequality is that the minority is unable to make investments in new value creation, depending solely on the private interests of the minority to drive total investment growth.

Economic Distance = Limited Social Cohesion

- SA's economy can thus be understood as one defined by Economic Distance, in which wealthy households are able to access social services through private providers and are thus shielded from the reality of the majority's lived experiences.
- The economic isolation of the majority is compounded by historical geography of exclusion, which raises the economic costs of participation to a level that results in economic disinterest, registered in StatsSA's Labour Force Surveys as prospective workforce participants who are no longer looking for work.

This economic distance results in unequal levels of commitment to a shared vision, which is particularly important in a free market economy, as households and firms are required to opt into the national project and not coerced.

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CHAPTER SIX: PC4IR 4IR Definition and Dream

6.1 INTRODUCTION

The Fourth Industrial Revolution has been defined in previous chapters, and it is important that South Africa is clear in its definition of this Revolution and that it adopts a definition that aligns with the global narrative on the revolution and the impact it will have in a globalised world.

In this regard, the Presidential Commission on the Fourth Industrial Revolution, has compared the definitions and literature on this revolution and has noting that it is characterised by a fusion of the physical, cyber and biological worlds, unlocking a new era where intelligence- the ability to acquire and apply knowledge, will increasingly transfer to machines and human existence is fundamentally altered.

In this regard, the Presidential Commission on the Fourth Industrial Revolution encourages South Africa to adopt an adapted definition of the Revolution that ensures a human-centric approach defined as:

> *The 4th Industrial Revolution is an era where **people** are using **smart, connected and converged Cyber, Physical and Biological** systems and smart business models to define and reshape the social, economic and political spheres.*

In light of the defining characteristics of the Fourth Industrial Revolution and the South African need to place the human at the centre, as a country, we also need to ensure that the Revolution is used as a means to an end towards our economic and social needs and goals, as unpacked in previous chapters.

A focus on this Revolution or Technology purely for the sake of it would be a lost opportunity in moving the country forward and in improving our global competitiveness while driving inclusive growth and addressing our poverty, inequality and unemployment challenges.

In light of the country having an articulated Vision and key goals, through the NDP, the Fourth Industrial Revolution and the technologies, systems, and impact that it brings should be leveraged to bring us closer to the attainment of our economic and social goals.

In light of this, the Commission has rallied its efforts and work to produce a strategic plan that is centred on a dream that assists us in focusing our efforts. The proposed dream of South Africa in a Fourth Industrial Revolution world is:

> *South Africa will have a **globally competitive, inclusive and shared economy** with the technological capability and production capacity that is driven by **people harnessing the 4IR** to propel the country forward **towards its social and economic goals**, instead of falling behind.*

6.2 WORKSTREAMS

In light of the Terms of Reference as well as the South African context covered in this chapter, the Commission has established eight workstreams with defined focus areas to conduct its work[51]:

a) Infrastructure and Resources

7. Make recommendations on enabling relevant infrastructure for SA to participate in the digital economy

51 https://www.gov.za/documents/presidential-commission-fourth-industrial-revolution-members-and-terms-reference-9-apr

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b) Science, Technology, and Innovation

1. Advise on a technology research and development program to advance 4IR;
2. Make recommendations on enabling relevant infrastructure for SA to participate in the digital economy;
3. Make recommendations on interventions to facilitate innovation and entrepreneurship, and for SMMEs to take advantage of the 4IR;

c) Economic and Social Impact

1. Develop a coordinated national system and plan to react to 4IR including definite intercessions to be done accomplishing worldwide competitiveness of the key commercial segments (farming, finance, mining, manufacturing, ICT, and STI);
2. Recommend approaches to address inclusivity and the digital divide;
3. Recommend mechanisms to measure the impact of interventions on 4IR;

d) Human Capital and Future World of Work

1. Advise on approaches for the development of skills and the work of the future;

e) Industrialisation & Commercialisation

1. Develop a coordinated national system and plan to react to 4IR including definite intercessions to be done accomplishing worldwide competitiveness of the key economic segments (farming, finance, mining, manufacturing, ICT, and STI);
2. Make recommendations on interventions to enable innovation and entrepreneurship, and for SMMEs to take advantage of the 4IR;

f) Policy and Legal

1. Recommend an institutional framework and mechanism to coordinate 4IR programs;
2. Recommend approaches to address inclusivity and digital divide;

g) Capital Markets and Financing

1. Advise on strategies to mobilise resources to support the 4IR interventions;

h) Integration, Programme Management, and Communications

1. Develop a coordinated national system and plan to react to 4IR including definite intercessions to be done accomplishing worldwide competitiveness of the key economic segments (farming, finance, mining, manufacturing, ICT, and STI);
2. Recommend an institutional framework and mechanism to coordinate 4IR programs.

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CHAPTER 7: Introduction of the pillars

Given the Fourth Industrial Revolution and the opportunity it presents, if harnessed by South Africa to make progress towards the country's economic and social goals, we need to clearly identify the main drivers of a South African 4IR Strategy and plan. These drivers would result in key scenarios for the country being developed, which can be tested and projected to understand their likely impact on the country, assessed for likelihood, and for the development of implementation plans. Given the assessment of South Africa's reality and preparedness for the 4IR, as discussed earlier, there are some key insights as to what should be focused on in developing a South African 4IR strategy:

7.1 TECHNOLOGY, INVENTION AND INNOVATION

There is a need to embrace the convergence of the Physical, Cyber, and Biological and more deeply understand and leverage smart converged systems, models, and solutions. As a country we need to determine our ability to lead in, compete in or leverage the race of supercomputing, open-source technology as well as the realities presented by Artificial Intelligence, the Internet of Things and smart systems in our social systems, governance, business. We also need to look at where the 4IR presents opportunities for us to grow, improve or save existing sectors in our economy or innovate in new sectors.

7.2 PEOPLE AND SKILLS

South Africa has a young population and high unemployment and as such requires a 4IR strategy that will look at how we develop people and the skills in the country that addresses those who are neither in employment nor in education (NEETs) as well. The 4IR requires a skilled, capable and technologically advanced workforce which is continuously learning and keeping pace with the rate of development and change that the 4IR makes the norm. A smart and connected society is also fast becoming the norm and South Africa has key issues to solve for in attaining this goal.

7.3 INFRASTRUCTURE, RESOURCES, AND NATURAL ENVIRONMENT

There is fundamental infrastructure required as the foundation of 4IR participation for citizens and indeed a country. In the road to a smart world and environment, South Africa needs to look into connected smart cities, towns, and communities. Transportation of goods and people can be made more efficient. Importantly sustainability needs to be a focus by leveraging clean renewable self-sustainable energy more while advancing environment management and control mechanisms.

7.4 ECONOMIC GROWTH AND INCLUSIVITY

The 4IR requires and makes the norm, smart business models and smart money. South Africa needs to understand its structural economic make-up and align with growth opportunities presented by the revolution. Economies of the 4IR are built on intellectual property and are driven predominantly by entrepreneurs. Smart businesses built for this revolution are run by deploying smart business models, new ways of production, distribution and cashless seamless payments. New economic sectors and opportunities are created through innovation and country are more and more finding themselves competing globally where geographical boundaries no longer limit business. South Africa needs to use this opportunity to drive growth in its economy and ensure that is proactively growing and supporting industries that are aligned to the 4IR, while enabling all industries with 4IR capabilities.

7.5 STAKEHOLDER RELATIONS AND GOVERNANCE

4IR breaks down the segregation of many aspects and requires more of a convergence in things that previously remained separate (e.g.: Cyber and Physical worlds). This reality requires a higher prevalence of interdisciplinary approaches and stakeholder collaborations. In this regard, Smart Government as well as Smart Partners, as well as Smart Partners, becomes paramount. In order to support this, there is a need for governance to become increasingly electronic as well as enabling. Smart laws that allow for technological

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advancement; sound Governance and an accountable Government that is efficient and more and more real-time; Smart collaboration both continentally and Globally on common goals aimed at improving life; all become more and more of the norm.

These five pillars map closely to the NDP Approach To Change (figure below), which speaks to a focus the looks at Conditions, Opportunities, Capabilities working in a virtuous cycle with Employment, Growth, Poverty Reduction, and Rising Living Standards (Figure 27).

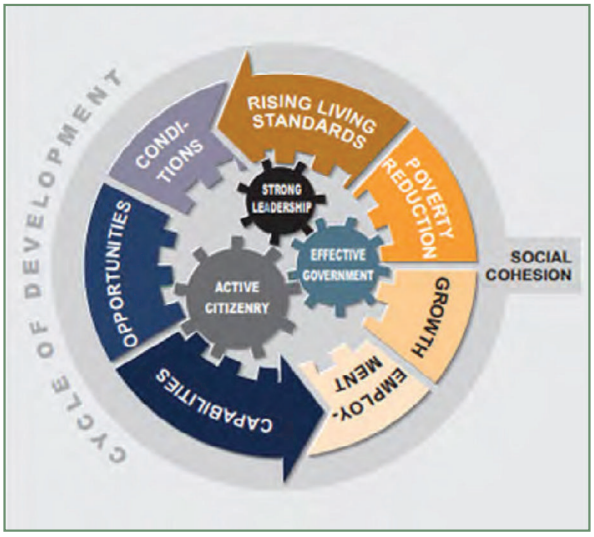


Figure 27: South Africa NDP Cycle of Development

The National Development Plan, 2013

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CHAPTER EIGHT: In-depth treatment of the Pillars

8.1 TECHNOLOGY, INVENTION AND INNOVATION

Trends in technology and innovation have led to impacting various sectors of economies globally. One such sector is the manufacturing sector. Advancements in 3D printing and mass customization have added new dimensions to this sector. However, manufacturing is not the only sector to impacted by innovation and technology. All sectors are impacted by advances in processing capabilities of data. This processing power innovation has led to bringing together various sectors of the economy such as agriculture, power generation, manufacturing including various natural resources. The table below (Table 1) provides insight into the technologies and innovation from a global perspective.

Technology	Description
Artificial Intelligence and Robotics	Development of machines that can substitute for humans, increasingly in tasks
Ubiquitous linked sensors	Also known as the "Internet of Things". The use of networked sensors to remotely connect, track and manage products, systems and grids.
Virtual and augmented realities	Next-step interfaces between humans and computers involving immersive environments, holographic readouts, and digitally produced overlays for mixed-reality experiences.
Additive manufacturing	Advances in additive manufacturing, using a widening range of materials and methods. Innovations include 3D bioprinting of organic tissues.
Blockchain and distributed ledger technology	Distributed ledger technology based on cryptographic systems that manage, verify and publicly record transaction data; the basis of "cryptocurrencies" such as bitcoin.
Advanced materials and nanomaterials	Creation of new materials and nanostructures for the development of beneficial material properties, such as thermoelectric efficiency, shape retention and new functionality.
Energy capture, storage and transmission	Breakthroughs in battery and fuel cell efficiency; renewable energy through solar, wind, and tidal technologies, energy distribution through smart grid systems; wireless energy transfer, and more.
New computing technologies	New architectures for computing hardware, such as quantum computing, biological computing or neural network processing, as well as innovative expansion of current computing technologies.
Biotechnologies	Innovations in genetic engineering, sequencing and therapeutics, as well as biological computational interfaces and synthetic biology.
Geoengineering	Technological intervention in planetary systems, typically to mitigate effects of climate change by removing carbon dioxide or managing solar radiation.
Neurotechnology	Innovations such as smart drugs, neuroimaging and bioelectronic interfaces that allow for reading, communicating and influencing human brain activity.
Space technologies	Development allowing for greater access to and exploration of space, including microsatellites, advanced telescopes, reusable rockets and integrated rocket-jet engines.

Table 1: Important Technologies

Source: Trade & industrial policy strategies, department of trade and industry

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8.1.1 South Africa Diagnostic

8.1.1.1 South African NSI Landscape

STI role in rallying South Africa developmental goals is well documented in various government strategic documents. The 1996 White Paper on Science and Technology, 2014–2019 Medium-term Strategic Framework (MTSF), 2008 Ten-year Innovation Plan (TYIP)[52], 2002 National Research and Development Strategy (NRDS), The National Development Plan (NDP) also recognises the important role of Science, Technology and Innovation.

South Africa's White Paper on Science and Technology (1996) describes the National System of Innovation (NSI) as "a set of functioning institutions, organisations and policies which impact constructively in the pursuit of a common set of social and economic goals and objectives".[53] South Africa National System of Innovation is made up of different stakeholder such as government, industry, academia, and society, with the aim to decrease unemployment rates, drive economic growth, address triple bottom line challenges of poverty, unemployment, and inequality and improve the lives of South African citizens.

Participation of black people and women in the research and development workforce has increased considerably, and doctoral graduation rates have risen, while the Science Technology and Innovation institutional landscape has expanded, and the number of publications has grown.[54] Through NSI South Africa economy can be transformed from resource-based to a knowledge-based economy while addressing several weaknesses that would hamper progress. To this end, the DST developed the "Ten Year Innovation Plan" (TYIP)[55], for the period 2008 to 2018. The Plan outlines the path that SA intends to take towards building a knowledge economy.

The National Development Plan (NDP) has identified science, technology, and innovation as main drivers for economic growth, job creation, and socio-economic especially in the era of the 4thIndustrial revolution. South Africa's National System of Innovation (NSI) will contribute to and helping citizens thrive in a world where increased national competitiveness it's a necessity, including rapid changes in creating opportunities for improved quality of life. South African NSI and global participation, EU, National-, and Regional Innovation strategy and projects are progressively being considered as an engaging structure to investigate open doors for joint effort, new associations, and instruments for coordination. This is especially significant considering the present situation of financial emergency where rare assets and fracture of activities presents genuine difficulties.[56]

The Fourth Industrial Revolution, with its specialist dangers and openings, is additionally upon us. South Africa, along these lines, needs refreshed policy reactions to extend the task that can be performed by STI, can play in, for example, re-industrialisation, administration conveyance, modernizing the agrarian area, and alleviating ecological debasement.

The Draft 2018 White Paper on STI57 underlines the central subjects of inclusivity, change, and collaborations. Activities should be made to address and actualize policy soundness, human capital improvement, information extension, progressive execution, and expanded venture, with the point being to expand on South Africa victories and embrace new methodologies where required, in order to cultivate an NSI in which innovativeness, learning and enterprise can prosper.

According to the South African STI indicators booklet 2017 (south-african-sti-indicators-booklet-2017), "R&D investment as a percentage of gross domestic product, increased to 0.8 in 2015/16, slightly up from the

52 http://www.naci.org.za/wp-content/uploads/2018/07/South_African_Science_Technology_And_Innovation_Indicators_Report_2017.pdf
53 http://www.naci.org.za/wp-content/uploads/2010/01/Review-of-the-White-Paper-on-Science-and-Technology.pdf
54 https://www.saasta.ac.za/saasta_wp/wp-content/uploads/2019/03/FINAL-White-Paper-to-Cabinet_11-March-2019.pd
55 https://www.saasta.ac.za/Media-Portal/download/bio_fs16.pdf
56 https://www.sarima.co.za/wp-content/uploads/2019/02/SA-Innovation-Landcape-and-Framework.pdf
57 https://www.gov.za/sites/default/files/gcis_document/201809/41909gon954.pdf

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0.77% recorded in 2014/15."[58] Even though it has increased, South Africa is still far from the target of 1.5% expected in 2019. According to the World Economic Forum (WEF)/Accenture report (2017)59, "the use of a combination of technologies such as cloud, mobile, data analytics, artificial intelligence, and drones has the potential to fundamentally increase their impact and alter the way we live, work and interact."

Usage of such technologies enabled by telecom technology is anticipated to increase the flow of information and money flowing through the global economy from $26 trillion in 2012 to more than $80 trillion in 2025. This will be realized as more companies start to integrate cloud, mobile, and global digital services to their service and business models. The number of connected devices that enable and drive internet of things (IoT) could reach 30 billion by 2020. The global transition away from fossil fuel-based energy sources is driven by three key factors

- Upward price pressure as a result of the finite availability of resources for energy end-use
- Downward price pressure due to more renewable sources of energy being deployed
- Regulatory/policy pressure as a result of global implications and realities of climate change

The development of 4IR type technologies that can be applied in the energy sector has been driven by the realities around planetary limits, connectivity, and the convergence of a range of already existing and improving technologies.

8.1.1.2 Framework

The adoption of the South African Innovation Scorecard Framework by the National Advisory Council on Innovation (NACI) in 2016/17 provides a framework for the analysis of the state of science, technology, and innovation (STI) in South Africa. This framework classifies STI exercises into three parts: the open division's empowering exercises, firm-level advancement exercises, and the financial and social yields of development.

8.1.1.3 Skills

There is a low supply of doctoral qualifications for females in disciplines such as engineering, mathematics and statistics, and computer and information sciences. Only 18% of doctoral degrees in engineering were awarded to female graduates in 2015. In terms of race, there is a limited supply of black doctoral graduates in disciplines such as life sciences and engineering[60]. It is evident that we need to strengthen research capacity at historically disadvantaged institutions (HDIs) partly addresses this high-end skill supply challenge.

The firm-level innovation activities are investments, linkages, and entrepreneurship, as well as recent developments in the South African intellectual property right (IPRs) regime. Government's contribution to business expenditure on research and development (BERD) is shown to be low and lacking an appropriate coordination mechanism for a coherent response to the prioritisation and funding of research, development, and innovation (RDI) by various government entities. However, government is shown to contribute significantly to the South African venture capital industry, which is good news for innovation and technology commercialisation in small and medium enterprises (SMEs). Moreover, funds and resources need to be more accessible for entrepreneurs in the STI sector.

New skills will be required and should be prioritised at primary, secondary and tertiary education levels e.g. STEM, programming, robotics, AI, data analytics, IoT, ML/AI. Further investigations into mechanisms to enable this will be required (if not already in place or underway).

58 http://www.naci.org.za/index.php/south-african-sti-indicators-booklet-2017/
59 https://www.accenture.com/_acnmedia/pdf-64/accenture-fiscal-2017-annual-report.pdf
60 http://www.naci.org.za/wp-content/uploads/2018/07/South_African_Science_Technology_And_Innovation_Indicators_Report_2017.pdf

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8.1.1.4 Policy

The industrial policy relies heavily on STI capabilities to transform the country into a knowledge-driven economy, a recommendation is made to strengthen the linkages between industrial policy and STI policy, as well as opening up the market for new players especially SMMEs. The high-technology exports remain low, with the country relying heavily on imported high-technology products. The high-technology industries in which the country is seriously underperforming are those of artificial intelligence, Blockchain, virtual/augmented reality simulation environments, automatic data-processing machines, electrical and electronic goods, biotechnologies, storage/transmission, advanced materials, advanced sensor platforms as well as medicinal products and pharmaceuticals.

South Africa still have key issues in STI policy, such as the implications of the Fourth Industrial Revolution (Industry 4.0) for South Africa, entrepreneur development and support, public-sector innovation, and local or regional systems of innovation. The analysis of the global competitiveness of South Africa, especially in respect of entrepreneurship, shows that there is a need for government to be agile and innovative in easing the burden of doing business in South Africa; hence the incorporation of a recommendation for improving public-sector innovation in support of starting a business, handling insolvencies and saving on tax administration. Information and communication technologies (ICTs) provide an opportunity to enhance public-sector innovation. As the country is planning to embrace Industry 4.0, its recommended that , South Africa should respond to this wave from the perspective of developing countries.

8.1.1.5 SA 4IR Opportunities, Centres of Excellence

The vision for SA's development in this era of industrial and social development should address the following key issues:

Prosperity and Wealth Creation – create a prosperous South Africa. All South African citizens share in the development of the country.

Prosperity means every community has access to infrastructure and facilities (paved roads, schools, clinics, libraries, electricity, clean drinking water, etc.). Prosperity restores our human dignity. Wealth creation happens where people live. Reverse the centralisation of wealth in major economic hubs. This realises that every part of South Africa has a competitive advantage that can be utilised to create local economic development opportunities.

Inclusiveness – We have a chance to address the shortcomings of the 1st, 2nd and 3rd industrial revolutions. Research shows that a significant portion of the global population has not benefitted from the advancements brought about the industrial revolutions of the past. This wave of technological, industrial, and social advancements must help the most vulnerable members of our society. People led rather than technology determined. Empowers human wellbeing, gives them more choices, opportunities, freedom, and control over their lives, the benefits are distributed fairly and evenly across the broader society especially the marginalized who were disadvantaged in the previous eras

Connected, digitally advanced and smart - Fourth Industrial Revolution, Industry 4.0 or Society 5.0 is brought about by advances in the convergence of and collaboration between a number of technologies. For SA enterprises to remain globally competitive, they will have to embrace technologies that improve efficiency of operations, allow for better internal and external integration, give their customers a unique customer experience, environmentally and financially sustainable, and break the boundaries of location and time. Similarly, governments of the future are efficient, effective, responsive and deliver high quality services to all its citizens. Society, government, enterprise, academia and small, medium, and micro enterprise (SMMEs) – These advances must benefit all of South Africa.

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8.1.2 Energy sector

It is important to note that energy has been central to every previous industrial revolution and the 4IR is likely to be quite similar. Similarly, global energy systems are undergoing a transition enabled by some 4IR technologies but mostly driven by other factors. The 4IR can and should play a fundamental role for South Africa to realise the National Development Plan (NDP) Vision 2030 in energy.[61] Some key linkages between energy and 4IR technologies for South Africa are listed below in Table 2.

Energy	4IR
Sustainable low-carbon high-quality of supply of energy to enable 4IR technologies and vice versa	Energy storage/transmission, 3D printing, drones/ autonomous vehicles, biotechnologies
Improved connectivity and enabling 4IR technologies to operate, protect and plan future energy systems	Advanced materials, advanced sensor platforms (PMUs), AI, computing, IoT, virtual/augmented reality
Enabling platforms for distributed future energy systems e.g. demand-side response, aggregation platforms (VPPs)	Advanced sensor platforms, new computing technologies (big data, analytics), IoT
Energy storage as a 4IR technology in itself is directly linked to energy	Energy storage
Virtual Power Plants	Remote sensing, platforms, Blockchain
Increased demand-side participation (towards presumption)	Energy storage
3-D printing of energy infrastructure equipment components	3-D printing

Table 2: Linkages between energy and the 4IR in South Africa

In transitioning to a more diversified, distributed, cleaner and more sustainable energy system, sectors will become increasingly coupled, likely electrified as well as powered by renewable energy (as shown graphically in Figure 28 and 29). 4IR technologies like drones/ autonomous vehicles, advanced materials, biotechnologies, storage/transmission, advanced materials and advanced sensor platforms would be most important in this respect.

A listing of some of the linkages between 4IR and energy is provided below:

- Virtual/augmented reality simulation environments (for training and emergency response)
- Drones (for network maintenance and security)
- New computing platforms (predictive analytics, big data) for reduced maintenance outages (increased plant availability), improve maintenance planning and reduction of maintenance costs
- Utilisation of advanced remote, advanced sensor platforms (improved operations & control)
- Use of AI/ML (for improving operational planning in energy systems)
- Use of Blockchain, AI and new computing technologies for better communications and trading between market participants (Eskom, distributors (municipalities), individual/aggregated suppliers & customers in local communities and businesses) to fully leverage distributed resources e.g. enabling transactive energy, virtual power plants (VPPs) and energy co-operatives.

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Government Gazette
Staatskoerant

REPUBLIC OF SOUTH AFRICA
REPUBLIEK VAN SUID AFRIKA

Vol. 664 23 October Oktober 2020 No. 43834

PART 3 OF 5

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 1682-5843

9 771682 584003 43834



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Figure 28: Possible future energy balance for South Africa

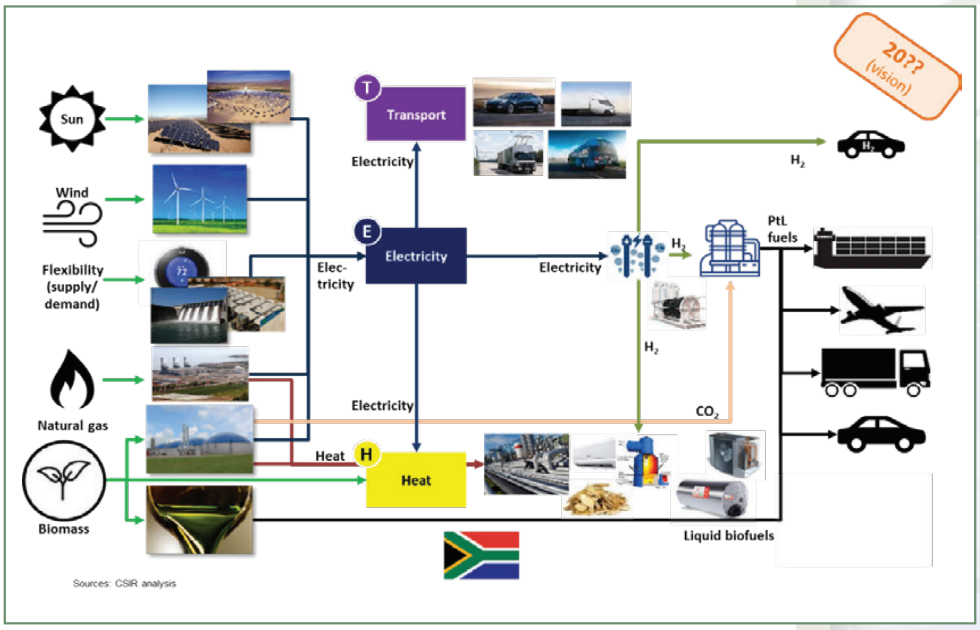
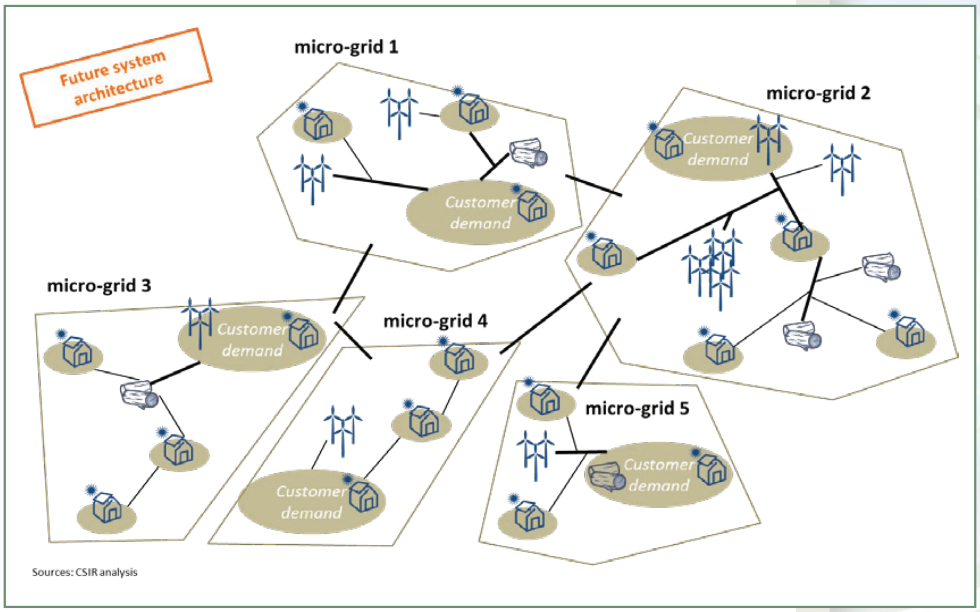


Figure 29: Enabling universal and affordable electricity access (leapfrogging historically large, centralised electricity to distributed interconnected mini-grids enabled by 4IR technologies)



61 National Planning Commission (NPC), National Development Plan 2030 - Our Future-make it work. 2012.

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- Using advanced sensor platforms, AI to allow for improved homegrown, variable resource forecasting tools (wind/solar) to improve system integration of variable renewable energy technologies
- Intelligent automatic power system fault restoration
- Focussed RDI in emerging technologies and required business models for domestic consumption and exports, e.g. hydrogen (H2) production and storage, electrochemical storage, renewable energy, Power-to-Liquids (PtL), carbon capture utilisation and storage (CCUS).
- Minerals and materials needed and our unique advantage e.g., platinum group metals (PGMs), Manganese, Titanium, Vanadium, CO2, RE-based H2
- Second-life battery storage from electric mobility into stationary applications e.g., buildings, micro-grids, transmission and distribution substations.

The opportunity to export commodities and technologies exists in the intersection between 4IR and energy. A few of these are listed below:

- Domestic production, export, and end-use of renewables-based hydrogen (for energy end-use as hydrogen or synthetic fuels, high value chemicals) including commodities and technologies
- 'Green' hydrogen for mobility (especially in urban environments and public transportation)
- Mini-grid solutions to enable universal, affordable energy access in Africa
- Autonomous electric mobility (significant existing automotive manufacturing supply-chain)
- Energy storage systems (electrochemical, thermochemical, hydrogen)
- Improved efficiencies and productivity of business in South Africa resulting in increased international competitiveness for exports in particular sectors

A national strategic proactive approach across stakeholders is needed to take advantage of these opportunities to position South Africa as a leader in exporting our competitive and comparative advantage in resources, technologies, and commodities.

8.1.3 Agriculture

Precision agriculture enabled by information technology is revolutionising the agricultural sector in many countries, optimising the use of water and ensuring that fertilizer and pesticides are applied only when needed. The research conducted by Accenture proposes that the combined use of biotechnology (improved seeds), autonomous vehicles, drones, and sensors promotes precision agriculture, will enhance the use of resources and increase agricultural yields. Given that there is a need to focus on communal land, KwaZulu-Natal, the Eastern Cape, North West

Reskilling of agricultural labour force it's a necessity to align it with the technological advancement of 4.0, increasing investment, adopt to changing market needs and financial support to developing farmers, are key to improving the prospects of the sector.

The agricultural sector is not branded as a prime career destination for most of the students in tertiary institutions hence a new approach to attract young talent to the sector is required. Tertiary education foundations occupied with rural agricultural education ought to reinforce their educational plans by including hypothesis, aptitudes and innovations identified with the 4IR, such as usage of Sensors, smart farmers, etc.

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National government and provinces, in conjunction with tertiary organizations and industry affiliations should cooperate in executing agri-accelerator advancement projects to fast-track learning through abilities trade programs with the main point being farming innovation development. This activity can likewise incorporate eAgroTourism CoLabs (North West University – Mahikeng Campus) focusing on smart farming, precision farming, farming best practices and agricultural technologies with the focus being 4IR.

It's essential to guard against digital divide outcome in South African agricultural sector, wherein only certain role players benefit from 4IR opportunities. The primary necessity will be to guarantee smallholder farmers/ makers are profitable in a business sense, and delivering for a market where their items will be traded through the reception of 4IR Technologies, for example, Big Data, Blockchain, Machine Learning and AI to give beneficial bits of knowledge into cultivating tasks, drives constant operational choices and can be utilised to update forms for game changing plans of action. Mechanical technology, UAVs, and transport advances ought to be acquainted with help with making planting, collecting, handling, and bundling increasingly effective, and is anticipated to have a critical positive effect on ranch generation.

8.1.4. Mining

Mining industry is at an inflection point, whereby digital technologies have the potential to unlock new ways of managing variability and enhancing productivity. For the country to reach Climate-smart Mining emphasis should be on renewable sources of energy, robots, and electric vehicles. This shift will require vast volumes of copper, lithium, cobalt, platinum, chrome, and manganese.

South Africa mines some of the minerals and metals required to develop e.g. drones, batteries, wind turbines, smart phones, and electric vehicles –which are the products of the fourth industrial revolution. The country mines at least five of the 16 minerals or metals (iron ore, lead, phosphate rock, silica and titanium oxide) used to produce solar panels. This creates extensive value chain opportunities for South Africa to use its mineral and metal endowments to structurally transform the economy.

Mining is not commonly connected with dreams of a round economy (CE), where waste is changed into contributions for environmentally safe yields. The advancement of CE model for the mining business can possibly settle the moves identified with the deficiency of mineral assets, misuse of assets, and ecological contamination with ensuing financial benefits.

4IR technologies will manage the cost of effectiveness gains in the mining business. Remote sensors on independent elevated vehicles: can identify geothermal action on the investigation front, guiding and inspecting to those regions where there is a solid sign of an extractable asset. Underway: robots, as opposed to individuals, can work in perilous situations. Computerized reasoning and AI imply that rock would now be able to be cut rather than impacted, prompting ceaseless mining. Computerized rock-face mapping can be incorporated with cutting apparatus, alongside material characterisation and fracture investigation. Some of the mining industry's latest technological innovations South Africa needs to adopt are:

8.1.4.1 Spatial data visualisation

Mining is facing an thrilling shift, because of the spatial (or geospatial) data, which is becoming more robust than ever:[62]

- Three-dimensional (3D) Modelling makes a visible, life-like impression with profundity recognition that enables the human cerebrum to comprehend and identify with complex interrelated issues. 3D modelling backs firms by reconsidering the mine all the more effectively.
- Virtual Reality (VR) is a falsely made programming environment that makes use of genuine information. The virtual environment inundates individuals into a client made 3-D environment. VR presents an improved impression to enable excavators to encounter what it resembles working in a mine.

62 https://www.angloamerican.com/futuresmart/our-industry/technology/trends-in-modern-mining-technology

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- Augmented Reality (AR) transcends into the real-world through sounds graphics and videos that enhance the user's visual space. Thus Augmented Reality (AR) can be used, within the mining environment, to reduce various costs through training of virtual simulators.

By using novel technology such as spatial data effectively, the mining industry gains insights into "mine systems at a reduced cost and impact on the environment." [63] The mining industry is steadily moving in a futuristic direction where it is possible to virtually construct and breakdown buildings, plants, mines, and all associated infrastructure before even breaking ground to create a truly intelligent mine.

8.1.4.2 Geographic information systems

With the assistance of GIS, excavators can comprehend genuine issues where location and accessibility are critical.Geospatial information provides pertinent infromation about an object. Through this pertinent information, miners can obtain invaluable information about the mine and the surrounding environment. GIS can provide insight to the following:

- "Mineral exploration, Geochemical and hydrology data, Report generation, Facility and tailings management, Sustainability and regulatory compliance".[64]
- When mining today, geospatial information programs enable us to educate mine managers and representatives in new manners and improve long-term comprehension of mining with virtual understandings of genuine environments.

8.1.5 Telecommunication

The telecommunications (telecoms) industry is playing a critical role in enabling digital transformation across the globe. The telecommunications ecosystem has provided the fundamental building blocks such as access, interconnectivity and applications that act as key enablers of the digital revolution. Advancements in digital transformation and changes in consumer behaviour require all players in the telecommunications industry to become innovative in order to remain competitive in the market.

South Africa's technological skills gap is hampering the ability of the country to improve competitiveness and performance of all relevant sectors including the ICT sector (Schofield, 2016). This gap in skills is posing a constraint on the need to drive heightened innovation to sustainably address the unacceptable burdens of poverty and unemployment (DPS, 2016). The 4IR driven by the increasingly knowledge-based economy has expanded the interest for particular ICT abilities to make, actualize and continue rising innovations. These numbers demonstrate that the South African ICT aptitudes deficiency and related environment need critical, engaged and increased consideration if any yearnings of turning into a worldwide contender are to be entertained.

Data Centre and Cloud Computing

Building up data centres and the fundamental interchange foundations to get to them is the most significant contribution to this value chain. There is breadth for SMME inclusion in setting up data centres and cloud computing facilities. Despite the fact that these facilities are mind boggling, capital intensive, SMMEs could cooperate with bigger players in the area, for example SITA. When the foundation has been set-up, there are a wide range of services and items accessible over the central framework. SMMEs have gigantic chances to use cloud frameworks to give a scope of particular and specialty contributions to both big and little clients. This is another and rising region of business, and SMMEs should create imaginative arrangements and plans of action (DTPS, 2017).

63 https://www.angloamerican.com/futuresmart/our-industry/technology/trends-in-modern-mining-technology
64 https://www.angloamerican.com/futuresmart/our-industry/technology/trends-in-modern-mining-technology

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Digital Content

Digital content shows a great deal of chances for SMMEs, thinking about the expansion of online presence. Most of online substance consumed by South Africans starts abroad. It at that point becomes very important for government to give business visionaries the vital apparatuses and frameworks to empower them to create local substance and total it for dispersion purposes, for example Computerized Content Development Incubation Centres. The African locale likewise introduces an open door for circulation of content (DTPS, 2017).

Games and Apps

There is tremendous scope for local SMMEs to end up associated with creating Apps and Games that address neighborhood issues and bid toward the South African and African markets. South Africa has world-class programming improvement capacities and SMMEs should expand on this custom and notoriety regarding App and Games advancement. The most mainstream "Application Stores" are claimed by Google, Apple and Microsoft. This control restrains local interest in this very important circulation channel. Nearby "Application Stores" are important to guarantee that clients can find and download local Apps and Games. This would encourage circulation of nearby SMME-created content.

Cybersecurity

Given the growing complexity of connected environments, there is strong need for and diffusion of software and tools to strengthen cybersecurity. The security or trust dimension is an important element required to build citizen confidence when using digital technologies. It is important to note that ICT security is not limited to authentication and encryption only.

Networks of the Future

South Africa has an overall internet penetration rate of 54%, representing just over 31 million people that are online in the country. According to research conducted by Accenture, improving internet access could result in an additional 4.3 million jobs and a cumulative increase in productivity and earnings of R26.7 billion. In addition, society will also benefit from increased access to digital content and augmented reality (AR)/ virtual reality (VR) digital services. Consumers will benefit from potential time and cost savings due to integration of processes such as mobile payments, digital services in health care, video media, application of IoT in automotive, connected homes and entertainment offerings.

The key initiatives that will shape the network of the future include:

- Alternative connectivity- There has been increasing demand for alternative connectivity to expand internet access to new markets and regions. South African has made significant investment in fibre roll-out.
- Software defined networks – Virtualisation of the physical hardware infrastructure using technologies such as Software Defined Networking (SDN) and Network Function Virtualisation (NFV) will drive down the costs of the telecoms services and increase coverage. These technologies will also shape the build of the mobile fifth generation (5G) wireless network architecture.
- Zero touch networks and Cyber Resilience – IoT and machine to machine (M2M) communication "is becoming more prevalent as more devices are connected to the network."[65] The number of connected devices in South Africa is expected to reach 168.4 million in 2021, increasing from 119.2 million in 2016. This will require more capital investment in technologies like SDN and NFV to create autonomous and zero touch networks that are self-optimising and provide more protection against cyber-attacks.

65 https://semiengineering.com/are-devices-getting-more-secure/

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8.1.6 Water and Sanitation

South Africa is confronting a few noteworthy difficulties in connection to water, both at the level of the asset just as in the genuine arrangement of water benefits by districts. Ongoing examinations have evaluated interest for water in South Africa will surpass supply by 2025 if nothing is done to enhance water assets. The maintainability of the area is likewise in danger because of the inadequately kept up and regularly sick-prepared framework, general under-evaluating of water over the value chain and the falling apart nature of sanitation administrations in several municipalities.

Opportunities: Good relationship with water sector partners, Well-resourced water entities, the labour force produces a good supply of graduate trainees, Mobilization of skills training for the water sector, Training of Engineers and Technicians and Utilization of Learning Academy

Opportunities for Innovation

The effective use of research and application of new technologies could hugely transform this sector. Partnerships need to be established between technology providers, communities and decision makers in order to deliver solutions that are sustainable, affordable, safe and cater for current and future needs.

IoT enables numerous devices connected to each other to collect real-time information and send this data via wireless communications to centralise systems. These in turn can change and improve a wide range of operations. AI allows large datasets to be analysed computationally to reveal patterns which can be used to inform and enhance municipal decision making.

The creation of 5G (fifth era mobile technologies) can possibly associate gadgets to the Internet and different gadgets, transport information much rapidly and process high volumes with least deferral. While nations and regions are driving ventures and undertakings to reasonably oversee water assets, it cannot be exaggerated the significance constraining, recycling and reusing water utilization at the individual level

With new advancements in technology like smart water meters and applications to screen home use, computerized advances are empowering people to all the more likely deal with their own water use. As water is an undeniably rare asset, endeavours to restrict, reuse and treat wastewater are critical to maintainable advancement. In spite of ebb and flow endeavours for water reusing or treatment, it is evaluated that over 80% of the wastewater created by society streams once more into the environment without being dealt with or reused . Computerized advances could prove to be successful in the treatment and reusing of wastewater and key to handling the world's water shortage catastrophe (ITU, 2018).[66]

8.1.7 Smart Cities

South Africa like any other country understands that a lot needs to change in the way in which our people live, and access services be it from the public sector (government) or from the private sector (business). The sphere of government which has a direct impact to the people is local government. In order for this sphere to be able to serve the people there is no doubt that it needs to do this in a smart way.

Cities would be required to make use of emerging smart technologies enable for efficient and intelligent ways of engaging be it with government, business and citizens. The 4IR Technology drivers affecting Smart Cities initiatives will mostly include artificial intelligence (AI), the internet of things (IoT), blockchain and mixed reality (AR and VR).

5G becomes the glue to everything smart, it creates the super-fast highway in which all the other applications of a connectedness required in a smart city implementation is enabled. Municipalities, COGTA, SALGA, Premier Offices, Industry, and Universities needs to start collaborating in building Smart city Concept, informed by SALGA Smart City Framework. The implementation of Smart cities should also include Smart Villages and Smart Townships.

66 https://telecomworld.itu.int/2018-event/

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8.1.8 Financial Services Sector

A strong, established sector that contributes significantly to South Africa's GDP, financial services has remained robust amidst economic and policy uncertainty, global headwinds and a sustained period of poor economic growth. As South Africa strives to boost economic growth, the opportunity for financial services to act as a catalyst for growth and a force for good is significant.

The new technology dilemma: value, speed and safety

Emerging technologies of the 4th Industrial Revolution, such as artificial intelligence (AI), virtual reality (VR), and blockchain, will be embedded in the financial services industry and become mainstream.

Financial institutions are also re-thinking their IT architectures to leverage the benefits of emerging technologies and to address the issues associated with their legacy systems. Facing capacity and skills constraints, many are attempting to run their IT transformation agenda at multiple speeds—embracing agility by using new technology decoupled from legacy systems while methodically unravelling legacy complexities.

With the increased ubiquity of digital technologies and services has come an increase in cybercrime.

Crime is shifting from the physical to the online world. We expect this trend to continue as cyber criminals find new and innovative ways to penetrate system vulnerabilities. Governments and financial institutions have an obligation to stay ahead of the curve, assigning dedicated resources to prevent cybercrime and information theft. To date, the growing importance of data coupled with underestimation of the cybercrime threat, has contributed to the vulnerability of South African businesses. It is important to understand how to combat cyber security from a legislative perspective as well as from a consumer perspective.

Peer-to-Peer

One specific platform type that has emerged, but has failed to reach scale as yet, is the crowd-driven or peer-to-peer (P2P) platform model.

These models provide alternatives to connect willing investors with investment seekers and willing lenders with those seeking finance. The benefits include sharing the risk of protecting assets and wealth, all while lowering the cost. As these services continue to mature across the value-chain, we expect participation from end users, traditional financial institutions and fintechs, as well as insuretechs, to grow exponentially.

Accenture's research indicates that P2P Banking can generate R84 billion in value for industry and society by 2026. P2P Insurance can generate R122 billion in value.

Embracing "-as-a-Service"

Nor is it feasible to build and own every conceivable digital technology or capability required for success in the future—e.g., data and analytics; artificial intelligence and machine learning; Internet of Things (IoT) and smart machines; quantum computing, etc. Financial institutions must look more and more to "-as-a-service" and cloud providers to enable the agility and scale required to remain relevant. They will also need to make difficult decisions with respect to technology and infrastructure investment and ownership.

Journey to cloud

The benefits of cloud are plain—they include agility, speed to innovation and lower IT costs. Companies are now focused on when and how to move to the cloud and not if they should move to the cloud. Accenture research indicates that a colossal 91 percent of companies say they will be in public cloud by 2019. The majority of financial institutions have embarked on the journey to cloud, such as CITI and CapitalOne, with public cloud and multi-cloud strategies being the next wave.

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Of the **New Technologies**, we believe that blockchain offers the highest potential as a game changer for the industry. Financial institutions deal with information and ledgers as a key part of their role and recognise the tremendous potential blockchain provides as a distributed, decentralised public ledger in revolutionising how information is stored, accessed, modified and validated. So far, there has been a lot of experimentation with blockchain, but very little practical application at scale that adds value for financial institutions and their customers.

8.1.9 Health Sector

Even as digital advances begin to take life sciences to the brink of radical reinvention, healthcare continues to face the triple endemic challenges of lack of access, high costs and poor outcomes. Informed, tech savvy consumers are demanding better health services. South Africa, a country where 80 percent of the populace relies on failing public health services, digital technologies can make significant difference.

Technologies such as artificial intelligence (AI), analytics, Internet of Things (IoT), blockchain and cloud are helping to address fundamental issues, improving access, supply chain efficiencies and patient data management. They are also driving a revolution in healthcare and in life sciences, enabling precision and personalised medicine, and prompting the emergence of a new mindset around healthcare.

These are: digitising the supply chain; telemedicine; and 'accessible intelligence', the ability to access and intelligently use data generated across the chain of care.

The technologies that will fuel these three key initiatives? They include AI, IoT and connected devices, and big data and analytics, which includes: -

- **Telemedicine** uses audio and visual technology to connect patients and healthcare providers, provide remote diagnosis and implement preventative care.
- **Accessible intelligence** can save lives. It can add **R101 billion** in value. In South Africa, there are over 42 different health information systems across the nine provinces of South Africa. Each province manages its affairs independently leading to lack of coordination between provinces and resulting in heavy expenditure on decentralised software systems with no interoperability.
- **A digital supply chain** canadd**R37 billion** in value, primarily to society. It uses predictive analytics on data generated from healthcare supply chain information systems to facilitate demand planning and logistics management. Value is created through reduced administrative and overhead costs, improved forecasting and efficiency of ordering of drugs, and reduced out of pocket spend on tuberculosis (TB) and antiretroviral (ARV) drugs by citizens.

8.1.10 Manufacturing

The manufacturing sector in South Africa is in decline. Low demand, a lack of competitiveness, negligible economic growth and slow recovery from economic and political volatility compound to present little prospect of improved performance. At the same time, manufacturing across the globe is being shaken to its roots by the entry of disruptive digital technologies such as predictive analytics, additive manufacturing, machine learning and artificial intelligence (AI), and the Industrial Internet of Things (IIoT). These technologies can usher in new efficiencies, driving productivity and competitiveness.

Seven initiatives will address the identified challenges

The following digital initiatives will address the key challenges along the South African manufacturing value chain identified by our research:

- Digitally enabled manufacturing can leverage a combination of technologies—robotics, autonomous equipment, sensors and control towers—to automate tasks and increase efficiencies and productivity.

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- Advanced analytics leverages data from sensors, smart and connected devices to capture insights, improve planning and decision-making, and optimise operations. In combination with other digital initiatives, particularly smart sensors, analytics can provide more accurate surveillance of equipment and assets, improving productivity and reducing risk.
- Workforce reimagined is about building a workforce for digital. Technologies like remote assistance, machine learning, wearables and augmented reality support upskilling, reduce training time and improve productivity.
- Digitising the supply chain through the use of RFID, sensors, supply chain control towers provides visibility to all stakeholders, enabling real-time monitoring of movement along the supply chain to eliminate bottlenecks; increase production throughput; better manage demand; and reduce inventory, warranty and delivery costs.
- 3D printing makes use of custom manufacturing and in-field part printing technologies to design and print products and parts onsite for maintenance, repair and operations.
- An integrated platform for collaboration and exchange of data within and across multiple value chain stakeholders can reduce transaction costs and time and reduce the cost of operations.
- Digital sales use machine learning, artificial intelligence, chatbots to automate customer interaction, and analytics to target and customise offerings.

Digitally-enabled manufacturing

With increased competition to South African manufacturers from imports and constrained local demand, increasing local productivity becomes essential. Digitally-led manufacturing can drive production cost optimisation, faster time-to-market and mass production of individually configured products.

An optimised combination of technologies like robotics, sensors, and autonomous machines can transform conventional manufacturing processes, automating repetitive tasks and creating a smart factory. Connected manufacturing and assembly can deliver significant benefits:

Robotics and automation augment manual tasks, increasing throughput and delivering a 10-30 percent saving in workers' time. Autonomous machines can offer a 2-20% reduction in input cost. With control towers monitoring processes in the plant and sensor-enabled machine-to-machine communication, plant efficiency is improved. Advanced Analytics

Digital Supply Chain

With global and complex supply chains emerging within advanced businesses, data—such as manufacturing lead times, end-to-end cost visibility, product availability data for suppliers, shipping and logistics estimates, and demand forecasts from end-customers—brings immediate value to a business and its partner network. Intelligent and digital supply chains can increase visibility across the ecosystem, allowing value chain participants to interact seamlessly, identify supply chain constraints and fix the major pain points, improve planning and, ultimately, reduce manufacturing cost and time and increase productivity.

3D Printing

Unplanned downtime costs the manufacturing industry approximately 5 percent of its revenues. By printing parts onsite, 3D printing can mitigate risks associated with expensive downtime in manufacturing plants by lowering the lead time (for inputs and parts) from a few days to a few hours.

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8.2 PEOPLE AND SKILLS

"I am convinced of one thing—that in the future, talent, more than capital, will represent the critical factor of production." - Klaus Schwab, Founder: World Economic Forum

The architecture of the 4IR era has significant impact on the human capacity development ecosystems and institutions of work and an understanding of this shift should underpin our design of solutions for human capital innovation.

The issue of human capital and the future of work is currently on the global agenda for companies to consider the effects not just on their workforces and their recruitment and training strategies, plans and policies, but also on their business models – many of which stand to be completely disrupted by technological change such as automation and artificial intelligence.

According to the WEF, technological breakthroughs are quickly changing the work tasks that were performed by workers and giving over to machines more tasks – "algorithms, global markets are undergoing major transformations. These transformations if managed wisely could lead to a new age of good work and good jobs and improved quality of life for all, but if managed poorly pose the risk of widening skills gaps, greater inequality and broader polarization."[67]

Companies which are advanced in 4IR technologies are seeking to maximise returns through the use of emerging technologies – thereby improving efficiencies and better production patterns and thus expanding into new markets. A 2018 WEF report on the Future of Jobs found that as these enormous shifts increase in the workforce, the window of opportunity for proactive management of the "change is closing fast and business, government and workers must proactively plan and implement a new vision for the global labour market."[68]

According to Guy Ryder, Director General of the International Labour Organisation, "the world is facing a number of fundamental challenges, such as demographic change, low economic growth, migration, conflicts and environmental problems. Employment patterns are evolving fast, with new forms of employment on the rise, with limited job and income security, and without adequate social protection growing income insecurity, including among the middle-class, as well as decent work deficits have weighed heavily on perceptions of social justice and challenged the implicit social contract in many societies."

While the net outlook for jobs is predicted to be positive, the reality is that there will be an initial displacement of jobs and a transition period in which governments, business and labour need to urgently prioritise re-skilling the current labour force for the future of work, consider relevant policy and social protection interventions and identify the levers which could provide opportunities to accelerate growth.

It is noted in the report of the Global Commission on the Future of work that it is those workers who are least educated and perform work that is simple who are most unable to seize the new opportunities that may come with automation. It is those who are made vulnerable by a lack of education and financial means who would likely be most badly affected by the transition to the digital economy.

- 47% of workers in the United State are at risk of being replaced by automation
- In the ASEAN region 56% of jobs over the next 20 years will be lost to automation
- 9% of jobs in the OECD are at risk of being gobbled up by automation.

67 WEF 2018 Report on the Future of Jobs
68 https://www.uwc.ac.za/News/Pages/The-role-of-of-Universities-in-the-Digital-Era.aspx

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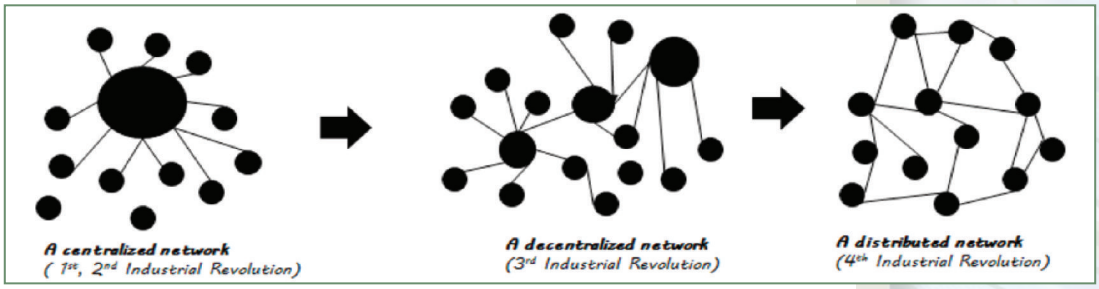
The McKinsey document prepared for the Fortune Vatican forum in 2016 and updated in 2017 paints the following picture:

"The world of work is in a state of flux. There is growing polarization of the labour-market opportunities between high and low-skill jobs. Unemployment and underemployment, especially among young people, and stagnating incomes for a large proportion of households are increasingly notable. Migration and its effects on jobs has become a sensitive political issue in many advanced economies. The development of automation enabled by technologies including robotics and artificial intelligence brings the promise of higher productivity; increased efficiencies, safety and convenience, but these technologies also raise difficult questions about the broader impact of automation on jobs, skills, wages, and the nature of work itself."[69]

8.2.1 The Changing World of Work

Industrial revolutions have resulted in a move from a centralised, narrow and limiting architecture of human capital and work, to a more distributed and augmented architecture today. As indicated in the figure below (Figure 30), the fourth industrial revolution is represented by a distributed network where all connections have equal power and market size grows. This leads to a multi-product society that is personalised. The new era of 4IR differs from the previous era of 3IR which is represented by the dispersal of powerful centralised hubs.

Figure 30: Industrial Revolutions and Network Relationships[70]



The silo thinking typical of the third industrial revolution with its powerful centralised hub-based economic structures will not be relevant in the fourth industrial revolution. As the fourth industrial revolution is characterised by the blurring of lines between cyber-physical systems, so the emerging economic architecture of the new era will start to reflect this reality in its structure.

Terms such as the social economy, rural economy, green economy, creative and knowledge economy are being used to describe emerging sectors for the fourth industrial revolution which will manifest in future areas of work. These "economies" span multiple sectors, for example, the creative economy refers to an economic system which focuses on creative qualities rather than the typical sources of land and capital and includes the creative industries, innovations and design from the IT, agriculture, mining and many other sectors etc. Increased collaboration and cross sector cooperation will be the hallmark of the fourth industrial revolution.

The Journal of Open Innovation in an article on how to respond to the fourth industrial revolution refers to the "Entrepreneurial state" which "intensively and directly invests in fields whose social value is high but not immediately shown, such as renewable energy, social innovation, senior citizen welfare, environmental risks, and the resolution of disparities among ages, regions, and classes."[71].

69 Mckinsey Global Institute: Technology, Jobs and the Future of Work (Briefing note prepared for the Fortune Vatican Forum), Dec 2016, updated Feb 2017

70 Source: Journal of Open Innovation: Technology, Market & Complexity. How to respond to the fourth industrial revolution, or the second information technology revolution? Dynamic new combinations between technology, market and society through open innovation.

71 Journal of Open Innovation: Technology, Market & Complexity. How to respond to the fourth industrial revolution, or the second information technology revolution? Dynamic new combinations between technology, market and society through open

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Some of the emerging changes to the world of work include the evolving nature of paid work, the dependence of knowledge work on the internet, the reduction in commuting time that has been enabled by the advancements in technology and the gains in higher productivity as technology increases the velocity of transactions possible within a given time frame. This has also led to a world characterised by work intensification. Issues of reduced commuting time for workers and work-life balance come into sharp focus and so do the issues of greater work autonomy and flexibility. Health and safety issues also are evolving and a few challenges in respect of these lie in the wake.

Most reports indicate that the untapped and underutilised labour reservoirs around the world are women, youth, the disabled, and aged. These pools of untapped labour can be brought into productive use by tapping into the potential and opportunities brought about by technological development as these do not require employees to work from the premises of the employer and many can use information technology tools and equipment to provide services efficiently to a variety of employers in shorter time and in more productive forms as technology trends indicate the speed productivity and velocity of work are enhanced by technology.

As current work skills are quickly becoming redundant , the gig economy, freelancing and growing skills instability are marks of the new world of work.

In BRICS countries the response to the debates and the establishment of responses has been mixed. It is reported in the literature under review that in Brazil and India public interest in the issues raised by the proliferation of technology and the policy responses of government has been slow to pique public interest. It is reported that thus far in both Brazil and India national debate about various responses and the merits thereof has been muted even though various civil society and state actors are increasingly organising conferences and cohering papers and panels to discuss growing concern about air pollution and traffic congestion in the major urban areas of BRICS countries from India to Brazil – and in the context of discussions of solutions thereto, the issue of the evolving location of work and the impact of ICT on population working habits is increasingly rising and being discussed for the potential solutions that lie in promoting these through legislation and policy instruments of various kinds.

In the BRICS countries the studies that do exist indicate generally positive effects on individual performance, as reported in the national studies from Argentina, Brazil, India and even Japan and the United States. These studies support the conclusion that technology generally has a positive effect on individual work performance. More studies on the impact on family life, work-life balance and society in general are recommended for investigation.

WEF in a position paper on the subject of a Reskilling revolution writes that "Education is and will remain critical for promoting inclusive economic growth and providing a future of opportunity for all. But as the technologies of the Fourth Industrial Revolution create new pressures on labour markets, education reform, lifelong learning and reskilling initiatives will be key to ensuring both that individuals have access to economic opportunity by remaining competitive in the new world of work, and that businesses have access to the talent they need for the jobs of the future. The Fourth Industrial Revolution is causing a large-scale decline in some roles as they become redundant or automated."[72]

Researchers indicate that many of the existing education systems even in the developed world have not kept pace with the needs of the economy and the technical skills revolution for the new economies. The ILO states that, "the current education systems need to be examined given the arrival of the Artificial Intelligence-based wave of technological change. Its current set up as a young-age, once for all type of system of skills provision is no longer sufficient when it comes to retaining workers who expect to have increasingly lengthy

innovation

72 WEF White paper: Accelerating Workforce Reskilling for the Fourth Industrial Revolution. An agenda for leaders to shape the future of education, gender and work, July 2017

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work careers."[73] Thus, it can be reasonably predicted that a mass revolution in education as we know it will occur over the next few decades as human beings respond to the skills needs of the 4th Industrial Revolution. Throughout the increasing proliferation of research and literature on skills and the 4IR the emphasis on the importance of lifelong learning is made throughout.

According to McKinsey, "Educational stems have not kept pace with the changing nature of work, resulting in many employers saying they cannot find enough workers with the skills they need. In a McKinsey survey of young people and employers in nine countries, 40 percent of employers said lack of skills was the main reason for entry –level job vacancies. Sixty per cent said that new graduates were not adequately prepared for the world of work. There were gaps in the "technical skills such as Stem subject degrees, but also soft skills such as communication, team work, and punctuality."[74] Conversely, even those in work may not be realizing their potential. In a recent global survey of job seekers conducted by LinkedIn, 37 per cent "of respondents said their current job does not fully utilize their skills or provide enough challenge." [75] Indeed, it seems that technological skills will be called for when digital products and services are required. It is predicted by the ILO that for a while these new type skills sets will remain scarce or in short supply for decades – as policy and societies catch up.

Over and above technical and digital skills the following "soft" skills are critical: Complex problem-solving skills, Critical thinking skills, Integrative ability, People Management, Communication skills, Coordinating with others, Creativity, Empathy/caring, Judgement and decision-Making, Cognitive flexibility, Emotional Intelligence, Negotiation. It is these core competency skills that will allow workers to add value that machines cannot and fulfil functions and tasks that only human beings are capable of.

One of these skills is creativity, which will be a competitive advantage in the age of the robot worker. This competency is up from tenth place on the WEF's list of critical skills in 2015 and now third in "2020, behind only critical thinking and complex problem-solving skills. Workers will need to become more creative to get the most out of new technologies, and to ensure their skills remain relevant in an increasingly competitive, shrinking global labour market."[76]

While new technologies and computerization may dispose of the requirement for specific types of labour and work, they will likewise open up already unheard of opportunities in enterprises that blossom with imagination and development. What sets humans apart from machines is creativity. Proof that mental and physical prosperity is foremost to imaginative reasoning will turn the memorable trade of human well-being for monetary development on its head.

8.2.2 Jobs of The Future

The WEF Report of the Future of Jobs has stated that the coming years will see new work roles emerging, some work roles remaining stable and many becoming redundant. Existing roles expected in increase in demand up to 2022 include E-commerce & social media specialists, data analysts, data scientists, software developers, application developers i.e. tech-based jobs. Other jobs that will grow include those requiring people skills such as organisational development specialists, sales and marketing professionals, learning specialists, customer service workers, and people and culture specialists. Artificial Intelligence and machine learning, big data, information security analysts, blockchain specialists, robotics engineers, and human-machine interaction designers are among some of the new specialist roles required.

73 Work for a Brighter future; Global Commission on the Future of Work; International Labour Organisation (2019) Paper Series ILO
74 McKinsey Global Institute: Skills Shift. Automation and the Future of the Workforce, May 2018
75 McKinsey Global Institute: Skills Shift. Automation and the Future of the Workforce, May 2018
76 https://www.creativenz.govt.nz/blog/creativity-will-boost-career-prospects-in-the-fourth-industrial-revolution

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8.2.3 South Africa Diagnostic

Aspects of the South African People and Skills diagnostic include the people (their skills, employability, quality of life), institutions of work, learning and development (the skills ecosystem and the future of work (emerging sectors)) as well as an enabling environment required to facilitate human capacity development (legislation, governance) (Figure 31).

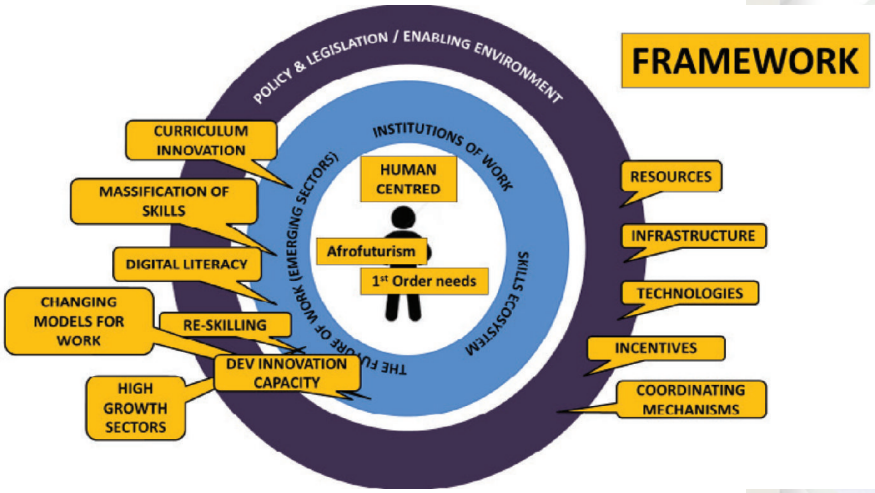


Figure 31: Human Capital and Future of Work Framework

South Africa has 58,78 million people[77]. This figure is projected to grow to 64,4 million by 2030[78]. Two thirds of the South African population are below the age of 35 years[79]. This is often presented as an opportunity because more people are available for productive work. The current fact is that too many of these young people are without work. Moreover, a lot of South Africa's young people are not yet equipped to produce productive work in the context of the 4IR.

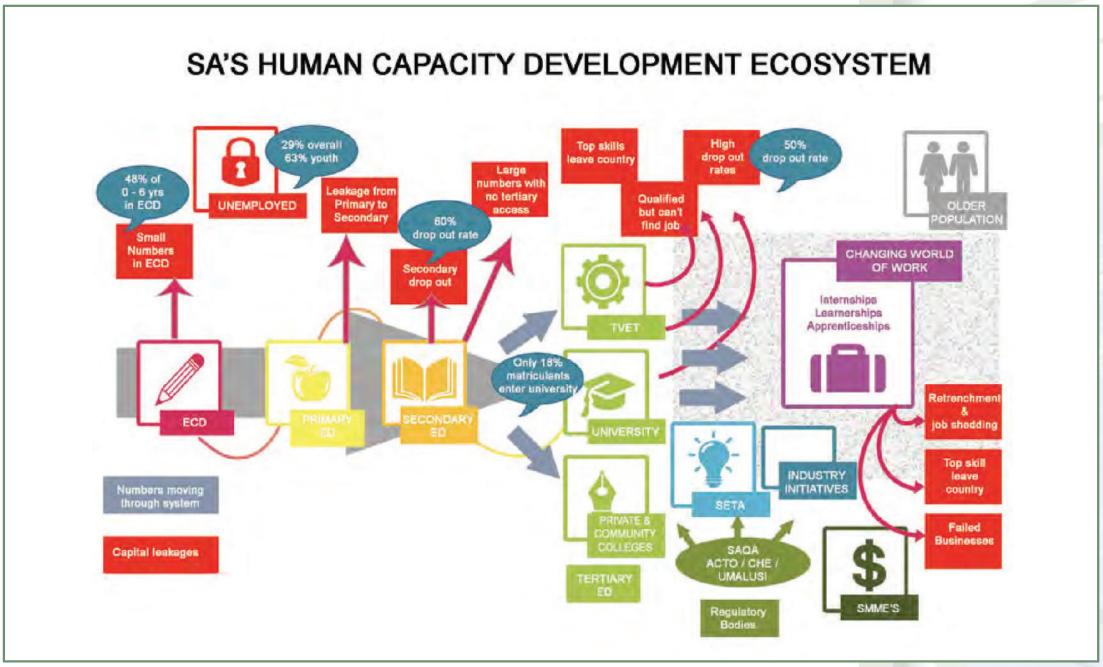
According to a study by the World Bank, only a quarter of South African secondary school learning are work ready. This is compared to 96% in Singapore[80].

A factor critical to agile response to 4IR is the levels of digital literacy in the country. The percentage of the adult population that uses a smartphone in South Africa is at 60%, and one assumes general proficiency in the use of these devices. The number of internet users from the total population is 54%.[81] Basic digital literacy skill levels are low. The patterns of proficiency show higher digital literacy in urban areas and lower levels in rural areas. Unequal access to connectivity and high data costs significantly impact the access of the majority of the South African population to maximise the enabling effects of technology in their learning, homes and work environments. Figure 32 gives a high-level view of the human capacity ecosystem in South Africa.

77 StatsSA
78 worldpopulationreview.com
79 Department of Higher Education and Training 2019
80 World Bank 2019
81 Nedlac: Futures of Work in South Africa, March 2016. Institute for Futures Research

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Figure 32: SA's Human Capacity Development Ecosystem



While the environment is more complex than is possible to illustrate, the diagram is intended to show the public skills ecosystem for human capacity development, as is it the public education system that serves the majority of South Africans, and our logic is that it is in this context that interventions to leverage 4IR will have the most social and economic impact. The diagram also shows the leakages of human capacity from our system.

8.2.3.1 Challenges in the South African Education System

South Africa's public education system is severely underperforming in equipping learners with the necessary skills to become productive labour participants. The mushrooming of private schools is a consequence of this under-performance. Unfortunately, too few can afford a private education option.

ECD

Almost half of South African children do not have access to early childhood development opportunities. This puts many young South Africans at a learning disadvantage even before they enter the formal education system. The StatsSA 2016 Report on Early Childhood Development estimates that 46,9% of children (age 0 – 6) are not attending an education institution. Recent pronouncements by government to prioritise this sector will assist to address this issue. Critical competency skills such as creative thinking, critical thinking and problem solving are hugely impacted by the cognitive development which takes place in the foundation phase of a child's education (up to 7 years) and the optimal time for developing this ability in the pre-school and foundation phase years.

Basic Education

Our primary education system is the place where the highest numbers of people are present in the system. It is in the ECD and foundation phases that we have the maximum opportunities to impact our human capital development in terms of competency skills. There is a small leakage of human capital from the system between primary and secondary school, and another significant leakage during secondary school. It is

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estimated that 60% of learners who started grade one drop out before grade twelve. Most of the dropout happens in grades eleven and twelve. The human capacity leakage here goes into the youth unemployment pool or into low end jobs requiring unskilled labour. The weight of joblessness is concentrated among the young (aged 15–34 years) as they represent 63,4% of the absolute number of jobless people. Just about 4 in each 10 youngsters in the work force do not have an occupation, with the joblessness rate inside this group at 39,6% in the first quarter of 2019.[82]

Despite the numerous challenges and hard realities facing our formal education system, there are some encouraging moves afoot to align the current Basic Education System with the needs of the 4th Industrial revolution. The Department of Basic Education began a process in 2015 of preparing for 4IR, which included having the current curriculum assessed for relevance. This was done in conjunction with the Brookings Institute. The findings were that our curriculum adequately covers the four competencies used as a benchmark for 21 century-ready curricula i.e. critical thinking and problem solving, creativity and innovation, collaboration and working as a team, communication and digital literacy. It may be said that although these competencies are embedded in our curriculum, as a country we are not seeing the results. This points to the problem potentially lying with the delivery and teaching of the curriculum as the point of breakdown.

In addition to assessing the curriculum, the Department of Basic Education (DBE) has also developed a coding and robotics curriculum for grades R – 3. DBR reported that most countries start this type of curriculum later in the schooling journey and South Africa is being lauded for starting this intervention at an earlier stage. In 2020 the coding and robotics curriculum for grades 4 – 9 will be developed.

A new streaming model for secondary education is being developed in an attempt to create pathways for learners to pursue a variety of academic, vocational and occupational directions at school level. In some ways this strategy makes the current role of the TVET colleges redundant, or at least requires the TVET system to operate at a higher qualification level to promote continuity from secondary to tertiary to the job market. There is also a danger in the implementation of the streaming option that the current inequalities in terms of the spread of skills will persist and in fact be exacerbated.

Challenges, as expressed by the DBE, in implementing these changes include a lack of resources (human capital expertise, strategic capacity, financial resources), teacher re-orientation and training and direct linkages to industry to facilitate job market uptake for school leavers.

The public schooling system does not have an overt focus on creating learner competency in creativity, critical thinking and problem solving. In order to have creative thinking, whole brain thinking is required. The exclusion of the arts as a priority learning area, taught by qualified practitioners is a factor in limiting the creative thinking and problem-solving ability of youth. The inclusion of STEAMIE (Science, Technology, Engineering, Arts, Mathematics, Innovation & Entrepreneurship) subjects is becoming a focus worldwide as preparation for 21st century skills, where the arts and humanities' role in facilitating whole brain development and creative thinking elevates learning of STEM subjects. In South Africa, where STEM is at the beginning stages of being introduced, we have the opportunity to implement STEAMIE approaches from the outset.

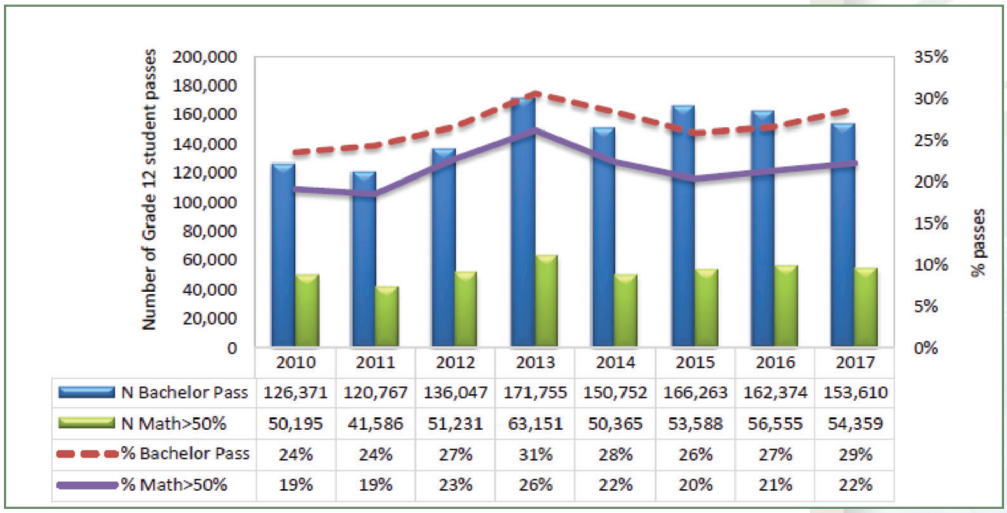
8.2.3.2 Higher Education and Training

The end of the secondary phase represents the next human capital leakage. According to the Department of Higher Education and Training (DHET 2019), between 2010 and 2017, the proportion of learners achieving matriculation with bachelor's pass increased by five percentage points from 24% in 2010 to 29% in 2017 (Figure 33).

82 StatsSA, www.statssa.gov.za

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Figure 33: Number and percentage of learners achieving matriculation with bachelor's pass and Mathematics (DHET 2019)



	2010	2011	2012	2013	2014	2015	2016	2017
N Bachelor Pass	126,371	120,767	136,047	171,755	150,752	166,263	162,374	153,610
N Math>50%	50,195	41,586	51,231	63,151	50,365	53,588	56,555	54,359
% Bachelor Pass	24%	24%	27%	31%	28%	26%	27%	29%
% Math>50%	19%	19%	23%	26%	22%	20%	21%	22%

Mathematics and Science subjects remain elusive. This poor foundation impacts negatively on the types and quality of skills entering the labour market. In a report commissioned by the Centre for Development and Enterprise (CDE) on the quality of education in South Africa in 2013, it is concluded that South Africa's level of performance, measured in the maths and literacy categories, is substantially lower than the required curriculum levels, as well as being below most African and all of the middle-income countries participating in similar studies. Recent assessments of the South African education system showed that 78% of grade four learners in South Africa fell below the lowest levels on the Progress in International Reading Literacy Study (PIRLS) 2016 tests. This essentially means they cannot understand what they are reading. South Africa was ranked 50 out of 50 countries surveyed, coming in just behind Egypt and Morocco.[83]

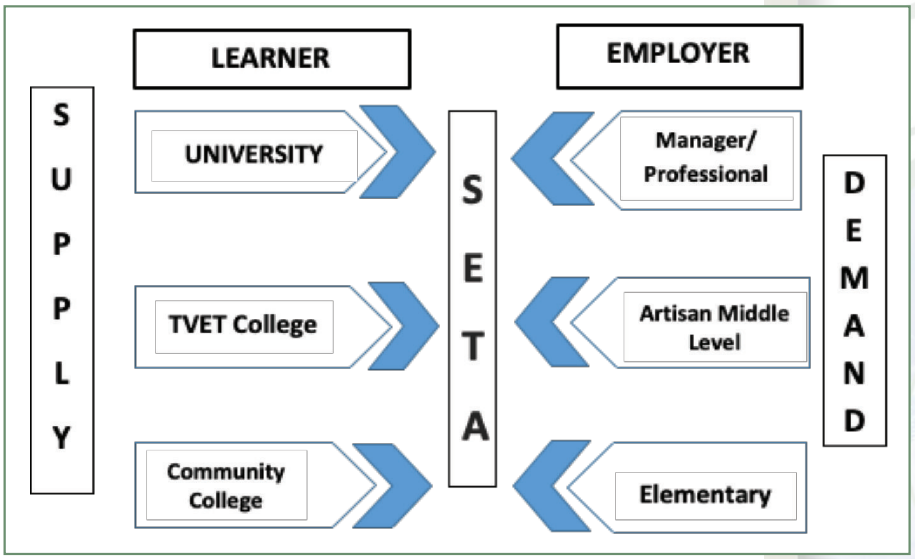
The nature of matriculation (Grade 12) pass rates, especially the marker of the quantity of bachelor's passes, gives a sign of the potential pool accessible to enter post-school education and training establishments, particularly in specialized sectors. The majority of the ICT skills require mathematics as a prerequisite, which puts South Africa in a position where regardless of the high number of youth we have, not enough are eligible to be skilled in these critical fields to meet the 4IR ICT skills demand.

he current higher education/ tertiary skills ecosystem in South Africa, comprised of Universities, Technical and Vocational Education and Training Colleges (TVETs), Community Education and Training Colleges, SETAs, Employers (incl. SMMEs) and Collaborations (Multi-stakeholder provision) (Figure 34).

83 http://theconversation.com/south-africa-has-a-reading-crisis-why-and-what-can-be-done-about-it-88711

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Figure 34: Higher Education Skills Ecosystem



The ecosystem is designed with the Seta's and TVETs at the centre of the model and is designed to fit the requirements of a third industrial revolution economy. It is also characterised by a "silo" mentality and the speed at which the entities are able to adapt and change curricula, understand the needs of the workplace and create accredited training solutions is questionable. The TVET system, although identified in WEF and other literature as becoming pivotal structures for 4IR skills and training, has not been effective in delivering its mandate in South Africa and a complete overhaul of this system would need to be engaged.

There is a challenge on the supply side with massive leakages from the secondary education system. On the positive side, South Africa invests substantial resources into education and training, both from a government and private sector point of view. The country also has an extensive education reach in terms of the entities above being spread throughout all nine provinces, and although there are infrastructure challenges, there is an extensive skills network in place which can be leveraged to leapfrog skills to mass recipients. The question is how to maximise the current infrastructure while identifying the pivot point in this ecosystem to shift it to be relevant, efficient and agile for skills delivery in the fourth industrial revolution.

Approximately 18% of matriculants go to universities, but half of these drop out. University enrolments in 2016 were at approximately 1.1 million, TVET colleges at 700 000 with approximately 160 000 are enrolled at Community Colleges and 90 000 at private institutions. TVET completion rates were approx. 60%, Community College completion rates were 36% and the completion rate at Seta supported programmes was 72%. [84] The majority of youth end up forming part of the pool of unemployed youth or unskilled labour. According to StatsSA approx. 3.3 million (32,4%) out of 10.3 million young people aged between 15-24 are not in employment, education or training.

Yet another leakage happens after accredited skilling through tertiary channels as according to StatsSA, the graduate unemployment rate is 33.5% for those aged 15-24 and 10% for those aged 25-34. These graduates are unable to find work and join the ranks of the unemployed. There is also a loss at this point as those who are able to leave the country with their skills to work overseas. Much has been written of late about the sharp rise in skilled South Africans leaving the country. It is difficult to quantify this leakage accurately as data on South Africa's brain drain is not current. It is however agreed that there is a significant loss of human capital to emigration.

84 Statistics on Post-School Education & Training in South Africa: 2016

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At present, the South African youth are most affected by the relatively weak performance of the South African economy. By virtue of stagnated growth, coupled with a skills mismatch, youth are excluded from being absorbed into the workforce constituency. The current youth unemployment rate bears testimony to this occurrence. This places the future of South Africa in a vulnerable position, since the critical mass of labour force lies within the youth population.

Systemic Structural Issues in the Skills Ecosystem

Educator Ken Robinson (Figure 35) in his book, Creative Schools, states that "Our current education system is a construct of the third industrial revolution. It was developed in response to the demands of a 3IR economic system. The problems of the current education system are not accidental by-products of standardised education; they are a structural feature of these systems. They were designed to process people according to particular conceptions of talent and economic need and were bound to produce winners and losers in just those terms."[85]

We must guard against making changes in the existing system which are not portable and attempt to initiate changes which are catalytic to structural change, as it is inevitable that the education system will evolve structurally to reflect the architecture of the 4th industrial revolution over time. Thought must be given to flexibility, agility, speed of accreditation, integration of learning streams, mobility of learners, remote content delivery and cognitive flexibility and the use of technology to enable the efficiency of the skills delivery system.

3RD INDUSTRIAL REVOLUTION STRUCTURE	3IR EDUCATION SYSTEM STRUCTURE
Industrialism needed more manual workers than university graduates	Built like a pyramid with broad base of compulsory elementary education for all, smaller sector of secondary education and narrow apex of higher education
Purpose of industrial manufacturing is to produce identical versions of the same products. Items that don't conform are thrown away or re-purposed	Mass education systems designed to mould students to certain requirements. As a result, not everyone makes it through the system and some are rejected by it
Industrial processes demand compliance with specific rules and standards	Standards movement in education is based on compliance in curriculum teaching and standardised assessment
Industrial processes are linear. Raw materials are turned into products through sequential stages, each with some form of testing as a gateway to the next	Mass education is designed as a series of stages from primary to high school to higher education with students organised into separate year groups and progress through the system in batches defined by date of birth. Periodic tests determine who goes down which route and when
Industrial production is related to market demand. As it rises and falls manufacturers adjust production to meet it	Admittance to universities was tightly controlled as industrial economies need comparatively few administrative and professional workers. In more recent times the demand for intellectual labour has grown and the doors to universities have been flung open in increase the flow of graduates into the economy.

85 Creative Schools, Robinson K. & Aronica L, 2016

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3RD INDUSTRIAL REVOLUTION STRUCTURE	3IR EDUCATION SYSTEM STRUCTURE
Time is organised around the division of labour (factories)	In high schools the day is usually segmented into regular chunks of time and everyone changes tasks and rooms when the bell rings. Teachers specialise in specific subjects and move from class to class in separate segments
Industrial processes commonly overlook the value of raw materials that are not relevant to what is being made	Preoccupation with particular subjects and types of ability means that students' other talents and interests are systematically marginalised
Most industrial processes generate huge amounts of waste ad value by-products	Education reflects this in the huge number of drop outs, disengagement, low self esteem and limited employment opportunities for those who don't succeed in the system
Industrial processes can create catastrophic problems in the environment. It's often left to other to clean up the mess (externalities)	Students who feel alienated by the current education system of standardisation and testing and exit the system become the responsibility of themselves and others (unemployment benefits, social programmes, etc.)

Figure 35: Third Industrial Revolution Education System

Source: Creative Schools, Ken Robinson and Lou Aronica

South Africa has a robust labour environment and ideological tensions exist in terms of the redistribution vs growth debates. There is currently a low growth rate, high unemployment and huge recent job losses in several sectors including banking and mining. The changing world of work and the weak state of our economy causes leakages at the work stage of the system due to retrenchments and job shedding, as well as highly skilled individuals taking better offers outside of South Africa. There is a need to re-skill workers whose jobs are being made redundant by technology and the changing business models brought about by the fourth industrial revolution. How do we re-skill and for which jobs? Who is responsible? It is critical that solutions for the unemployed, retrenched and workers whose jobs are under threat in the context of the fourth industrial revolution are sought in the short term while planning for medium and long term impact the changes the fourth industrial revolution is bringing to industries.

Many of the unemployed have ventured into starting small businesses and survivalist enterprises. While the South African government has put a strong focus on SMME sector support, this is still a struggling sector and, in many cases, has not yielded quality of life and decent work. There are inadequate social protection systems and incentives for entrepreneurs, high barriers to entry through bureaucracy and a lack of venture and risk capital pools to leverage growth.

Another pool of human capital that remains disconnected from the system is the aged population. Although South Africa's median age is currently low, research points to the portion of people aged 55 and older increasing significantly. In South Africa these are some of the most vulnerable people in our society with unsuitable skills, not economically active, in poor health and with limited social protection networks. With South Africans living longer the role of a system that supports and enables economic participation and the development by educational institutions of short courses and further training interventions focused on the development of entrepreneurial intelligence and other skills of people aged 40 and above is important. [86]

86 Using Futures Studies Methodologies to Explore the Economic Participation of the Older Cohorts of South Africa's Population Towards 2030: Andre Roux, Doris Vijoen, 2018.

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To adequately link our entire human capital pool into productive, decent work and allow quality of life for all, a comprehensive view of the entire human capital system must be developed, and the leverage points identified which can be accelerated by 4IR. The approach must be inclusive and 4IR technologies also provide an opportunity to address issues of disability and access.

It must also be acknowledged that while skills are foundational for human capacity development, the underpinning areas of health and wellness, nutrition and prenatal care, access facilitated by transport systems and infrastructure, digital connectivity and affordable data, as well as crime, gender-based violence, safety and security, are all enabling factors for productive learning and work.

8.2.4 Changing world of work in SA

South African exists in the global context which impacts on the future of work. At the same time the country has a local context of unemployment, inequality, ideological tension with regards to economic approaches and slow economic growth.South Africa is one of the countries that are most vulnerable to 4IR disruptions. If one considers the latest Human Capital Index (HCI) figures from a World Bank study, it shows that South Africa's HCI is just over 0.4, similar to that of Benin and Malawi. The significant difference is that South Africa has a larger GDP per capita. This means that South African still has economic opportunity, but the majority of its citizens are not equipped to take full advantage of this opportunity. South Africa ranks poorly with life expectancy and inequality and ranks average on wellbeing and ecological footprint.

As the world takes note and stock of the effects, patterns, innovations and changes that have been brought about by the digital revolution of the 21st Century, South Africa stands poised to learn from international best practice and world-class thought on how to harness the beneficial effects of digital and ICT changes as well as a trend towards automation and the use of artificial intelligence to, at once resolve its perennial problems of high unemployment, decent jobs, inequality and poverty. At the same time, the country has a unique opportunity to take stock of our vast potential in the form of our human capacity, identify opportunities consistent with promoting a human centred, Afro-centric strategy for the future and look at ways to coordinate the substantial existing work and platforms established for this purpose in the country already.

The advent of the 4th Industrial Revolution (4IR) in South Africa brings with it many exciting opportunities, while at the same time, creates a degree of anxiety. Given the current unemployment rate, those who are still employed feel uneasy about the fate of their employment status when considering the effects that automation will have on the economy. This has a detrimental effect on the psyche of an individual due to the satisfiers of their first order needs being jeopardised.

In general, the South African workforce could be classified into two categories viz. knowledge workers and manual workers. The former refers to individuals who use theoretical and analytical skill sets, acquired through formal training, to develop products and services. The latter refers to individuals who use their "hands" to perform their work.

Work that has a high potential to be automated includes physical manual labour, machine operations and manoeuvring, technical equipment maintenance, processes and analytics. As it is observed workers in the lower to middle levels will be more likely to be the first affected. About 60% of the labour force in South Africa occupies roles consisting largely of automatable tasks. The majority of employers in South Africa say that less than 25% of their employees are ready to work with new technologies and machines.

In order to develop an all-encompassing and sustainable roadmap for the future of work in the South African context, both of the above-mentioned work force classifications must be considered. The execution of the roadmap ought to be planned in a phased approach which deals with the current status of the South African workforce as well as the development of unemployed youth towards being absorbed into the industries of the future.

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The WEF Africa Skills Initiative states that "The key challenge for the region entails reshaping countries' skills development agendas in line with their exposure to the jobs landscape of the future. While a large cluster of African countries currently have a comparatively low capacity to adapt to the requirements of future jobs, their relative exposure to these trends, at least for now, is also still somewhat limited. These economies have a window of opportunity for engaging in long-delayed reforms and their efforts should particularly focus on strengthening basic education as well as building a strong TVET system to lay a good foundation for the future."[87]

It further states, "a second group of countries—including Kenya and South Africa—have a somewhat higher capacity to adapt but are also more immediately exposed to the job disruptions of the Fourth Industrial Revolution. In these countries, urgent reskilling and upskilling efforts are needed, focusing in particular on strengthening higher education and adult learning."

South Africa has a highly structured skilling ecosystem but there is a question as to whether it is flexible and agile enough to be responsive to the current skills development needs. The current skilling approach in South Africa focuses more on those entering the workforce for the first time and those who are unemployed. The current skills programmes emphasize more on the specific-occupation technical skills vs the critical cross-cutting skills. The current skills development model acknowledges clear boundaries between learning centres and workplace. The cross-cutting soft skills are skills that cannot necessarily be developed through a school curriculum. Most of them can be developed by immersing a learner in real life environment. This then calls for an approach where there is blurring of the lines between learning centres and workplace. There is therefore a need to revise the current skills development model.

There are numerous industry programmes for skills development developed within companies as they grapple with the changing skills landscape. Professional development plans need to prioritise competency skills/soft skills in order to prepare professionals for the changing world of work. Education and industry partnerships have also been established. The Department of Higher Education is partnering with the DTIC and the manufacturing industry, for example, to establish skills centres for skilling and reskilling. Centres of specialisation have been established for skills transfer. The DTIC is also partnering with the CSIR and industry to establish "learning factories" in several provinces.

A national digital skills strategy has been developed by the Department of Communications, intended to provide a framework for the prioritisation of critical digital skills necessary for 4IR.

The Department of Higher Education and Training is currently reviewing the national Human Resource Development strategy via a task team established for this purpose. Part of the task team's mandate is to ensure this strategy is 4IR aligned.

If one takes into consideration the rapid changes and advancement in technology, there is a need to also focus on those workers who are about to lose their jobs due to automation.

Africa's CEOs refer to inadequate comprehension of the disruptive changes in progress as the single greatest obstruction to future workforce planning, trailed by asset limitations and deficient arrangement of firms' talent procedures with their more extensive innovation techniques. Joint effort among business and the education sector is likewise restricted. Moreover, there is generally little cooperation among the organizations that are trying to address aptitudes gaps in their very own workforces just as the communities around them, bringing about uncoordinated, possibly inefficient, endeavours.

South Africa has been participating in global and international forums that have been seized with these issues and has begun to contemplate serious policy options to optimize the country's response to the looming challenge. Many industry initiatives and government initiatives are underway, along with industry-government

87 World Economic Forum: The Future of Jobs and Skills in Africa. Preparing the region for the fourth industrial revolution. WEF (Executive Briefing), May 2017

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partnerships to look at these issues. A concern is the silo approach and potential duplication of resources with these interventions being developed in isolation of a broader human capacity country strategy.

The issue of legislation and policy in the context of creating jobs in the digital era has been extensively written about. The report by the African Development Bank identified education and research development, public multi-disciplinary spaces, digital infrastructure, business registration, finance for innovation and entrepreneurship, access to local and pan-African markets, intellectual property rights and taxation as areas that need policy review in order to foster digital transformation and create job[88]. Furthermore, there are specific guidelines outlined by the International Labour Organisation on how the gig-economy should be promoted and integrated into mainstream work by creating and recognising specific categories of work into law[89]. This is likely to have an impact on other pieces of legislation such as taxation.

Global 4IR trends will impact different sectors and industries in different ways. The Nedlac Research reference Group commissioned research into emerging trends in 12 industries as part of their "Futures of Work in South Africa" report, this includes sectors such as healthcare, the informal sector, energy, mining, agri-processing, education, transport, public sector, services and financial sectors.[90]

8.2.5 SA 4IR Opportunities, Centres of Excellence

Ensuring that South Africa's greatest asset, its people, are adequately prepared for and receive maximum benefit from the 4th Industrial Revolution presents a challenging and complex task. The country has substantial inequality gaps, high unemployment levels (particularly among the youth) and other associated socio–economic problems. However, the 4th industrial Revolution also provides unprecedented opportunities for South Africa to leapfrog and mainstream historically marginalised citizens. The things that mattered in the past may not be the foundations upon which we build a sustainable 4IR strategy. And despite the commentary on technology, knowledge in Artificial intelligence and other related 4IR technologies may not be enough to propel South Africa into the imminent 4IR future.

The Commission is of the opinion that the initiatives to meet the 4th Industrial Revolution not be interpreted as adjusting humanity to the new landscape – but rather transitioning societies and people to better cope in the new digital economy and to ensure that a greater diversity of people and previously marginalised sectors increasingly participate in the world of work in the interests of economic growth and human progress. Thus, the improvement and development in the living standards and conditions of workers while safeguarding their human rights, is a great focus. Stepping up investment in institutions, policies and actions that will support people through the future of work transitions is a major principle contained and explained in the position papers of the Global Commission on the Future of Work.

Currently, the South African 4IR Human is ambitious and dreams of a better life. They are, however, excluded from the mainstream economic opportunities and the fact that they do not have the knowledge and skills to compete globally makes it harder to find a job, earn an income and make choices that better their lives. The 4IR context does not make things easier, it makes it even harder. This is why this paper call for a core focus on human capacity development. One of the most important objectives of South Africa's 4IR should be to re-integrate the South African 4IR Human into the thrust of the main economic engine.

This requires a human centred agenda for responding to the 4IR in a South African context in order to capitalises on our unique strengths and the vast demographic dividend we have in the form of our youth. We need to position South Africa's competitive advantage as one of human capacity, supported by technology. South Africa and the rest of Africa are positioned to provide the world with the human skills that are needed for the 4IR with technology as an enabler. This requires radical shifts in our current human capacity ecosystems

88 African Development Bank: Creating Decent Jobs – Strategies, Policies and Instruments, 2019
89 International Labour Organisation: The rise of the "just-in-time workforce": On-demand work, crowdwork and labour protection in the "gigeconomy", 2016
90 Nedlac: Futures of Work in South Africa, March 2016. Institute for Futures Research

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(including re-thinking the architecture of the skills ecosystem to reflect the structure of the 4IR, accelerating upskilling and plugging upskilled youth directly into high growth market sectors and jobs of the future, re-skilling the existing workforce and facilitating changing models for work). The response needs to be Afrocentric while globally relevant and competitive, while meeting the first order needs of citizens.

South African business body BUSA put it this way in their presentation before the International Labour Organisation (ILO);" The principle of a human-centred approach is fully endorsed – this should be at the level of substantive outcomes, rather than modality. Put another way, the future of work should aim to deliver outcomes that are human-centred and that put the wellbeing of people and societies at their core. To achieve this outcome, the recommendations need to be viewed hand in glove with business requirements and emerging trends. A human-centred approach, when driven in isolation of business and country realities, will fail – it has to be firmly rooted in a human-centred approach that interconnects on going and emerging business and country needs."

This human centred agenda aligns with the framework developed by the Global Commission on the Future of Work. The below image (Figure 36) shows an adaptation of this framework, to make it more relevant to a South African context.

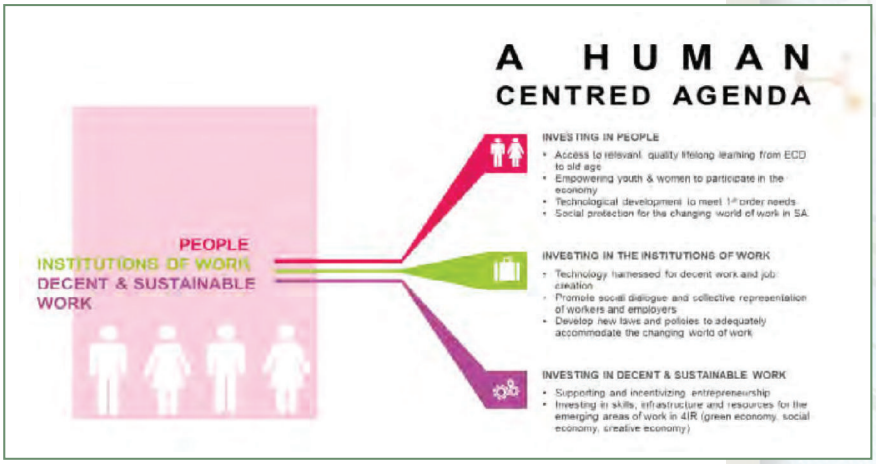


Figure 36: Proposed Agenda for Human Capital Development (adapted from Global Commission on the Future of Work's framework, with a specific focus on implementation in the SA context)

A recent report on the future of work by Accenture[91] encourages countries, like South Africa to begin to proactively take action to prevent the marginalisation of people who currently have a lower base of skills and would be rendered vulnerable and marginal by the digital economy. Their research found that the most vulnerable workers typically have a limited financial safety net and lower job security and lower proficiency in high demand skills, and they have unequal access to the kind of education that would assist them to transition to the digital economy. New skilling must therefore be developed for these vulnerable workers and further, research and investment is needed to better support workers to transition to the digital economy. These workers require proactive support and their training must emphasise future skills needs. According to Accenture, there is a need to help workers to first envision the future of work, and themselves within it. Next, it is necessary to help workers to expand their access to relevant formal and informal learning and training opportunities to grasp the new skills sets required. Further, workers ought to be assisted to simulate and experience the new forms of work and new roles once a certain level of proficiency in the new skills set had been attained and or acquired. Accenture argues that new skilling must be developed and taken seriously to prevent the social fallout that results from economic exclusion. Employers cannot quantify the impact AI

91 https://www.accenture.com/_acnmedia/pdf-90/accenture-inclusive-future-of-work-full-report.pdf

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technology will have on the workforce. This creates uncertainty for workers, 57% of whom worry that their skills will become obsolete and 41% of who doubt their ability to manage increasingly complex digital tasks. In fact, only 34% of workers feel very confident in their skills and ability to work with intelligent technologies. In addition, market demand transparency compounds the problem further concerning opportunities.

Jobs, knowledge and manual, becoming obsolete ultimately results in retrenchment. In most instances, those who have been affected possess skills and expertise that are limited to the nature of work that they have been involved in. This leaves one with very few alternatives for re-employment. A viable solution for this problem lies in the establishment of alternative economies. In the global context, this alternative or emerging economies have been identified as the creative economy, circular economy and the social economy. By harnessing their already acquired skills, expertise and experience via re-skilling and upskilling interventions, employment opportunities may be created within these alternative economies. These could be in the form of formal employment or entrepreneurship. Through this process, products and services could then be developed, such that they resonate with the business requirements of incumbent industries, resulting in a supplier-buyer relationship between the old and new economies.

As presented in Figure 37, there are inter-relationships between each of the alternative economies wherein sustainable business ventures may reside. For example, consider the accessibility of rural areas to news, advertising and public announcements through digital mediums of communication. The establishment of a digital marketing company, that identifies rural communities as their target market, would find itself in both the creative economy as well as the social economy. Through leveraging existing 4IR technologies, such a digital marketing company could serve as a bi-directional bridge between mainstream economies and rural areas. There are numerous opportunities that exist in the South African context which are similar to those mentioned in the example above. As markets and economies grow, these entities have the potential of being absorbed into the value stream of the incumbents by means of acquisition, joint venture or the like.

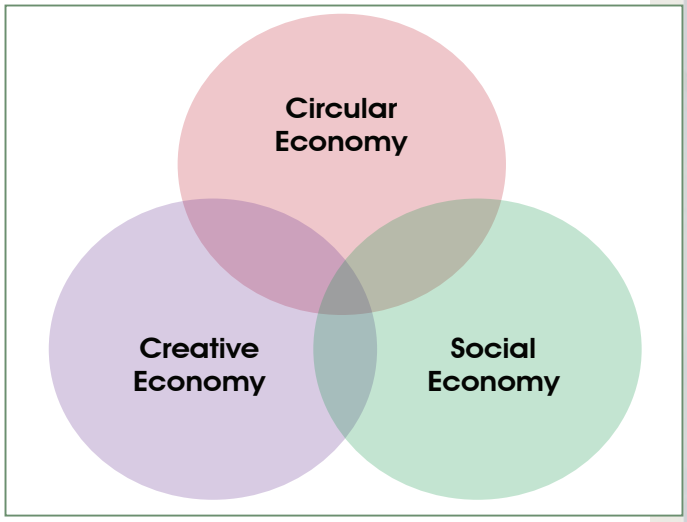


Figure 37: Future of work ecosystem

Our country, South Africa, not only has to innovate its curriculum design and adapt the way that it creates and prepares its young people for the new world of work, South Africa also has to consider the significant economic significance of what is happening in the context of low growth and major skills and social backlogs like abnormally high structural unemployment. South Africa has to examine and contend with creating the challenge of generating new skills for the new era while dealing with a massive skills backlog from the industrial era – and give meaning to the belief and mantra that no citizen should be left behind.

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The critical South Africa mass labour force lies within the youth population however, this demographic is predominantly unemployed. To address this problem, competitive advantages that lie within the youth population need to be identified and exploited. For instance, survivalist ingenuity coupled with the know-how of social media may provide opportunities for youth in the digital marketing space; a sector that has been identified by big business as a considerable channel to reach potential customers. The booming content production, media industries and creative industries (animation, gaming, virtual reality, augmented reality, music production) in Africa also provide accessible "onramps" for unemployed youth. The platform economy and monetising digital content are familiar work environments for these "digital natives", and with targeted skills programme could yield direct uptake in the gig economy in the short term. The sheer numbers of youth and their availability to be skilled, creates an opportunity for South Africa to become a nett exporter of skills and lead in the digital economy, similar to countries such as Bangladesh and India.

The current transformations under way in the world of work in South Africa have flexibility yet no security, therefore demanding the reinforcing and rejuvenation of the foundations overseeing work, including the foundation of a Labour Guarantee, extending time power, reviving aggregate portrayal and harnessing innovation for better than average work. These means are important to shape a fate of work with social equity, manufacture pathways to formalization, lessen disparity and working neediness, upgrade security and ensure the poise of work.

Labour Guarantee

New ways must be found to manage the cost of satisfactory security to all specialists, regardless of whether they are in all day business, executing errands on the web, occupied with locally situated generation or dealing with a brief agreement. All specialists in all types of business ought to be ensured similar social and basic rights, including a "sufficient living compensation, most extreme cut-off points on working hours and assurance of well-being and safety at work." Collective agreements or laws and regulations should raise this protection floor.

The business relationship remains the focal point of work assurance. There is a need to survey and where important, explain duties and adjust the extent of laws and guidelines to guarantee successful security for labourers in a work relationship. Simultaneously, all specialists, paying little respect to their authoritative plan or business status, should similarly appreciate satisfactory work insurance to guarantee accommodating working conditions for everybody.

Expanding Time Sovereignty

Labourers need more noteworthy independence over their working time, while addressing business needs. Harnessing innovation to grow decisions and accomplish a harmony between work and individual life can assist them with understanding this objective and address the weights that accompany the obscuring of limits between work time and private time.

Blurring of boundaries can contribute to an extension of working hours. The creation of measures to implement maximum limits on working time including a right to digitally disconnect, along with measures to improve profitability, just as least hour guarantees, will empower genuine decisions for adaptability and command over work routines. These measures ought to make working time self-governance that addresses the issues of the both labourers and businesses.

Social dialogue serves as an important tool for shaping innovative working-time arrangements tailored to both workers' and employers' needs. The reception of fitting administrative measures that furnish labourers with an ensured and unsurprising least number of hours ought to be executed. Different measures ought to be acquainted with make up for variable hours through premium compensation for work that isn't ensured and waiting time pay for periods when hourly specialists are "on call".

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Invigorate Collective Representation

The strengthening of social dialogue and social partnership will enable a platform for industry growth and provide the institutional capabilities needed to navigate future of work transitions. Public policies that promote collective representation and social dialogue should further be enhanced

Labourers' and bosses' associations must fortify their agent authenticity through creative sorting out procedures that arrive at the individuals who are occupied with the plat-structure economy, including using technology. They should likewise utilize their meeting capacity to carry various interests to the table.

Harnessing Technology for Decent Work

This means, commitment that AI and ML innovations will be putting the good of people and planet first, that labourers and supervisors arrange the structure of work. It is a "human-in-command" way to deal with man-made consciousness that guarantees that ultimate conclusions influencing work are taken by people. Advances in technology additionally request guideline of information use and algorithmic responsibility in the realm of work. A National administration framework for advanced work stages ought to be set up to require platforms (and their customers) to regard certain base rights and assurances.

Multi-Stakeholder Cooperation

Securing a just 4IR transition and developing meaningful country is a task that needs to be solved through a multi –stakeholder cooperation.

Institutional role-players with a stake in managing and contributing to the future of work in South Africa include business, labour, government and SMME's.

It must be noted that in the South African context, Government acts not only as an enabler of a conducive policy and legislative environment for growth but is also an economic actor for producing goods and services in the country. Government also enables the skills ecosystem (public) which underpins human capital development opportunities for the majority of people in our country. Given the critical role of government to catalyse and implement much of the work for change for 4IR, the human capacity development of public sector employees becomes a necessary priority focus. The findings in this regard to date indicate low levels of awareness regarding 4IR and its impact by the average public sector worker, and a lack of agility within government systems to respond quickly to the changes required

The SMME sector is a critical sector for inclusive growth and the 4IR environment should see a rise in entrepreneurial activity. South Africa still ranks relatively low in global systems measuring national entrepreneurial prowess and survival rates of SMME's are low. Social protection for entrepreneurs is non-existent and very few financial and other incentives to venture into entrepreneurship exist.

A South African strategy has to acknowledge that many of our sectors are still operating in the 3IR space. A human capital strategy needs to focus on the future areas of work, while strengthening current sectors for maximum job retention, job creation and a transition from the current to future ready scenarios.

An effective and sustainable transition into a 4IR-based paradigm requires significant reform in the systems of education & training, labour market policies and the manner in which businesses approach skills development. Knowledge workers have been identified as the key resource to drive the 4IR transition. However, the current skills development ecosystem only caters for 3rd Industrial Revolution industry requirements. For an effective transition, "knowledge workers" are required to become "learning workers". A learning worker is one who is able to apply multidisciplinary concepts to solve problems using knowledge that has been acquired, through self-learning initiatives, from what is freely available on the internet. The responsibility lies with the individual to develop critical, cognitive and independent thinking skills; skillsets which enable self-learning and the application of multidisciplinary concepts to solve problems.

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Possibilities for the Skills Revolution

Figure 38 describes possible approaches and points of interventions to leverage change in the existing skills ecosystem for maximum empowerment and retention of South Africa's human capital.

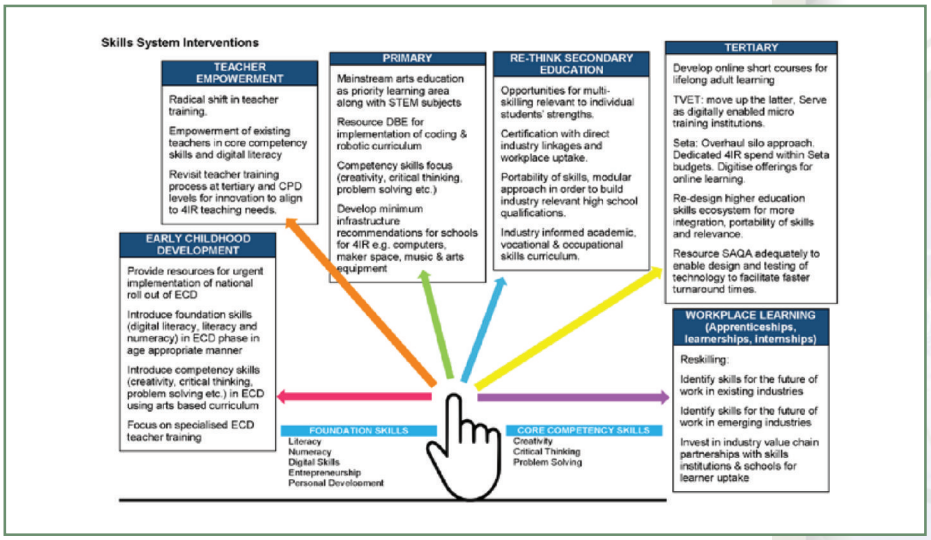


Figure 38: Possible approaches and points of intervention to leverage existing skills ecosystem.

In order to adequately equip South Africa's youth with 4IR relevant skills, attention must be paid to **foundation skills** (literacy, numeracy, digital literacy) and **competency skills** (creativity, critical thinking, problem solving, communication, collaboration, Integrative ability, People Management, Coordinating with others, Empathy/ caring, Judgement and decision-Making, Cognitive flexibility, Emotional Intelligence, Negotiations). These skills are taught to maximum effect between the ages of 0 – 7/8 years, meaning that interventions in this regard should preferably take place in the ECD and Foundation phase of learning. They do not have to stop after this phase, but maximum benefit is gained at this age.

An approach to be considered is to make use of the current Arts subject in the CAPS curriculum so as not to further burden the system with additional content. This subject needs to be re-worked to include practical music making and arts activities designed for cognitive development. Studies show that early exposure to music and art based techniques improve abstract thinking and problem solving ability, increase overall IQ and facilitate mathematics and literacy learning.[92] The Arts subject area must become a priority learning area on the same level as maths and literacy and teachers exposed to specific subject training programmes in this regard. If successfully implemented, a new crop of learners who are able to think creatively and problem solve will emerge within a short and measurable period of time. This will have a knock-on positive effect on other foundation subjects. In Finland, widely hailed as one of the world's most successful education systems, teachers utilise the arts from the earliest grades to help support other subject areas and to develop basic motor skills. Arts and content integration are drivers for developing creative thinking ability. Digital skills are already planned for implementation at Foundation phase level by the DBE. A further area of focus is the assessment systems which can no longer only test knowledge retention and memory but need to be able to assess application and interpretation of knowledge, as well as emotional intelligence and core competency skills ("soft" skills).

92 Hallam, S. (2010). The power of music: Its impact on the intellectual, social and personal development of children and young people. International Journal of Music Education

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An integrated approach to include entrepreneurship within the current subject areas is possible and should also be engaged at the ECD and Foundation phase.

The Department of Education is at the early stages of deploying a three-stream curriculum to create multiple pathways for secondary learners. This can be interrogated in more detail with a 4IR grid promoting future of work considerations. The deployment of technology to enable the functioning and efficiency of the education system is paramount. At the same time the use of technology by learners and digitisation of content delivery, assessments and various other processes can be accelerated.

Another key aspect of the capacity development relates to educational and curriculum reform. Some innovative approaches to consider include:

- Japan's shift away from "pass or fail in a grade" to subject specific progression. This means that students can progress in some subjects while remaining "behind" in others in order to improve and get to the required level of subject proficiency.
- Removing subject and discipline boundaries - inter-disciplinarity to encourage complex-thinking

The role and function of tertiary bodies within the skills ecosystem needs to be re-worked in order to produce agile, accelerated learning in high priority skill areas for the future of work, as well as to create online learning and short courses for lifelong learning for adults from all walks of life. Central to this is a review of the accreditation processes and bodies which currently take long periods of time to certify new curricula. The South African Qualifications Authority should be urgently resourced to allow the institution to deploy relevant technologies to improve system agility for faster accreditation processing response times.

As we recommend that the skills development ecosystem needs to be reviewed, at the centre of it is our definition of the Unit standards that may need to be looked at. There is a need to broaden the definition of Unit standards to allow for flexible skills pathways. This will allow for the collapse of boundaries between the learning centres and workplace. Learners must be able to easily get recognition for the learning that has taken place outside the traditional learning centres. Recognition of Prior Learning as it is always touted as a solution has not worked precisely because of the narrow definition of the unit standards.

It is imperative that South Africa does a skills demand and supply analysis for current and future realities to identify the gaps and understand how many people we need to train in which skills, before allocating numbers and budget. The specificity of skills must also be defined. Deciding on specialisation within skills areas will assist to define our competitive advantage with regard to digital and future skills and allow us to recommend specific skills for learning in both school and post-school environments.

The National Digital Skills Strategy has been developed by the Department of Communications and Digital Technologies (DCDT), the lead department within government tasked with driving 4IR readiness for the country. The strategy is intended to provide a framework for the prioritisation of critical digital skills necessary for 4IR and the coordination and integration across government of the related implementation of this. It is recommended that this strategy, inclusive of the full spectrum of appropriate skills for future of work i.e. digital skills, technical skills, and competency skills, provide an overarching framework and coordination point for the 4IR skills drive for South Africa.

The Institutions of work require a renewed engagement for a social contract and the accompanying social protection systems in the context of 4IR and the changing world of work. Entirely new areas of labour and tax laws need to be engaged to regulate for example the gig economy, work done electronically across geographical borders. Workplace skills development and re-skilling of the current workforce falls to companies to navigate in partnership with the Seta's, and the relevance and agility of these processes must be investigated.

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Human capacity in our informal economy and SMME's requires investment in social protection systems as well as financial mechanisms to boost start up and early stage ventures. Enabling SMME's access to appropriate technology will enhance their growth and ability to scale.

South Africa has several funding structures for skills development and a review of these is needed in order to ensure a more coordinated and effective approach to funding skills for the 4IR. Current duplication and a lack of overall direction is resulting in the inefficient use of these funds in moving South Africa forward.

Potential additional funding for skills development include:

- The Universal Service and Access Fund (USAF) houses substantial funds earmarked for ensuring universal access and service to electronic communications services, primarily focused on infrastructure initiatives. The effectiveness of this fund needs to be reviewed and linked to an integrated approach to digital infrastructure development aligned with critical digital and future skills development.
- The national Digital Skills Strategy proposes the establishment of a Digital Development Fund which will be created with the aim of general digital development including priority digital and future skills development projects and digital literacy.
- The Labour Activation Programme managed by the Unemployment Insurance Fund (UIF) is a possible funding source for the re-skilling of workers who have lost their jobs due to disruptive technologies.
- Prioritisation and incentivising of Enterprise Development, Skills Development and Social and Economic Development funds from companies with regards to the BBBEE codes to support digital and future skills development for a 4IR economy can also contribute to skills development.

There is a general and urgent need for education and awareness of what the 4IR means at multiple levels in our society. This includes education and awareness of the types of skills required for a new economy and how the world of work is changing. Campaigns should be focused on young people, industry and sector discussions should be encouraged, and the public service should be targeted with an awareness and upskilling campaign. A national online platform to educate, inform, update on training and other opportunities in the 4IR context should be established, while also showcasing current 4IR centres of excellence.

These initial thoughts in this first draft of our report form a basis from which public engagements with sector experts will be held with a view to developing a specific strategy for human capacity development which is human centred as per the pillars and focus areas outlined below.

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SUMMARY OF RECOMMENDATIONS FOR HUMAN CAPACITY DEVELOPMENT

HIGH LEVEL RECOMMENDATIONS (SOLUTION)	ACTIONABLE PROJECTS / POSSIBLE AREAS OF INTERVENTION
Catalyse Structural Change in the Education System We must attempt to initiate changes which are catalytic to structural change, as it is inevitable that the education system will evolve structurally to reflect the architecture of the 4th industrial revolution over time. Thought must be given to flexibility, agility, speed of accreditation, integration of learning streams, mobility of learners, remote content delivery, cognitive flexibility and the use of technology to enable the efficiency of the skills delivery system.	• Redesign/Alignment of the skills ecosystem for agility necessary for 4IR learning • Prioritise the coordination of the various components and systems within the complete skills ecosystem to a new configuration which is fit for purpose for the skills demands of the 4IR era i.e. Stackable competencies which are micro-credentialed, industry aligned and allow people to enter and exit the system at multiple points as part of a lifelong learning process, introducing relevant technology and devices and digital and future skills (competency skills, digital literacy skills). This systemic change process should be facilitated at the Human Resources Development Council as a priority project for 2020 i.e. have a timeframe associated to the deliverable, assisted by the 4IR Commission and driven by the Digital & Future Skills Forum. Link this ecosystem to cradle to grave nodal network, driven by AI within and across ecosystem components to perform the function of coordination and streamlining. Use the national Digital Skills Strategy as an overarching guideline strategy for skills alignment.

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HIGH LEVEL RECOMMENDATIONS (SOLUTION)	ACTIONABLE PROJECTS / POSSIBLE AREAS OF INTERVENTION
Recognise Competency Over Qualification The 4IR economy requires an approach to skills characterised by competencies which are micro-credentialed, industry aligned and allow people to enter and exit the system at multiple points as part of a lifelong learning process. Qualifications become less important than competency and skills such as creativity, critical thinking, problem solving are central to skilling in this new era, requiring a focus on both STEM and arts and humanities education simultaneously. Technology enabled platforms can be used to streamline these processes. The need for social scientists will increase as there is a requirement to navigate complex human issues of ethics, wellbeing, identity etc. in this new era of cyber-physical integration as it impacts and shapes our culture. Technical proficiency in relevant digital skills also becomes paramount.	• Invest in relevant infrastructure – develop minimum infrastructure recommendation for schools for 4IR e.g. DBE must work towards every school having access to internet and no less than 25 computers and a printer, a dedicated room as a maker space for robotics curriculum and a basic set of music and art equipment • Establish a national project for teacher upskilling in digital literacy, critical thinking and creativity skills. • Provide resources for urgent roll out of ECD learning centres • Resource the Department of Basic Education With 4IR Strategic Advisory Capacity a) To drive the implementation of coding & robotics curriculum b) Provide resources for urgent implementation of national roll out of ECD so that 4IR skills can also go to this level • Basic education and Higher Education - within existing curriculum, find ways to teach the skills aligned to the 4IR (critical thinking, solutions, creative thinking) and develop and measure these skills in addition to the content. In this regard use the existing Creative Arts and Life Orientation subjects in the CAPS curriculum. Invest in STEAMIE education.
Leverage the youth demographic to establish South Africa as a nett exporter of skills in the digital economy South Africa's large youth population is ideally positioned to provide critical skills to global markets in the digital economy	• Innovate and realign the Seta's by creating a framework that guides the scope, budget allocations and priority skills development areas relevant to South Africa's 4IR strategy, including the necessary legislative amendments. • Rethink TVET colleges roles as micro learning institutions providing 4IR relevant competencies. • Adequately resource the South African Qualifications Authority to design, test and implement technology solutions for faster turn-around times for accreditation processes. • Consider innovating qualifications assessment criteria to allow for flexible learning pathways and erasing of the boundaries between learning centres and the workplace e.g. broaden definition of unit standards. • Align skills development funding instruments • Intervene in specific areas in Education System (see Figure 51)

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HIGH LEVEL RECOMMENDATIONS (SOLUTION)	ACTIONABLE PROJECTS / POSSIBLE AREAS OF INTERVENTION
Invest in strategic projects for mass skills development and industry uptake in identified 4IR areas. Initiatives should be scalable for exponential labour market absorption and skills pipeline development. Engage in skills development PPP initiatives across all of the identified high-growth potential industries. A portion of the skills development levy (SDL) can be used for funding the "PUBLIC PARTICIPATION" part of the PPP initiative. Establish a cradle-to-grave nodal network, driven by artificial intelligence, within and across sectors. This will enable a skills pipeline linking skills related market demand with an identified talent pool. Skills development courses should be competency based and stackable. This will enable quick turnaround times (as soon as 3 months) in terms of skilling and deployment into industry. In addition, multiple exit streams viz. employment, outsourcing and entrepreneurship is part of the nodal network. This creates flexibility in the system, resulting in opportunity for every individual to realise their full potential.	• Resource and scale the NTIP initiative's model, approach and platform for the manufacturing sector and extend to other industries such as the creative industries, tourism and agriculture. NTIP currently has a working model for the manufacturing sector. The model allows a systemic approach to an industry sector with whole value chain participation which is industry driven. The underlying nodal platform driven by AI provides a coordinating mechanism which makes the system efficient, proactive and comprehensive. Funding should come from the Seta's for these projects. The approach will create a skills pipeline linking skills related market demand with an identified talent pool and can show results within a short period of time without sacrificing depth and quality of skills and human capacity development in a multi-dimensional fashion. • Leverage the Youth Employment Service (YES) programme - link this programme to actual vacancies in emerging industries - include 4IR skills training in the time they are with the sponsor - link the youth to fulltime jobs and vacancies in that entity or other organizations in need of skills.

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HIGH LEVEL RECOMMENDATIONS (SOLUTION)	ACTIONABLE PROJECTS / POSSIBLE AREAS OF INTERVENTION
	• Establish & resource Creative Industries Hubs and Clusters in townships and rural areas for Digital Content Production including animation, gaming, virtual reality and augmented reality, photography, graphic design, sound production, audio design, film & video production, digital art production, transmedia, digital marketing. Cluster creative industries SMME's in these hubs where a full value chain intervention from skills, to incubation, to content origination, content production and distribution in a networked system is supported, linked to industry. The Gauteng Economic development department is coordinating a process, along with most of the Gauteng metros/municipalities (although it is industry driven) in which industry mentorship and partnership and access to local and African markets is already leveraged. This initiative can be capacitated and scaled with funding from the Seta's as well as PPP arrangements. New foreign owned entrants to our market can be engaged with government as a facilitator, to invest in content production infrastructure via BBBEE equity equivalency processes etc. • Maximise the planned Digital Hubs Rollout - The currently budgeted for and planned government roll out of 100+ digital hubs should be leveraged for 4IR skills development, 4IR awareness programmes and social dialogue regarding 4IR in the SA context. The Hubs should be maximised to include the spaces and technology relevant to the full spectrum of digital skills (ICT + digital creative skills), competency skills (creativity, critical thinking, problem solving, collaboration, negotiation etc.) and entrepreneurship skills.

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HIGH LEVEL RECOMMENDATIONS (SOLUTION)	ACTIONABLE PROJECTS / POSSIBLE AREAS OF INTERVENTION
Social dialogue should be encouraged and stimulated for an inclusive national discussion regarding 4IR and its implications for South Africa. **Social Protection systems and processes** must be negotiated and considered with regards to the changing world of work and what this means for both employers and employees.	• A national platform to educate, inform, update on training and other opportunities in the 4IR context should be established. This platform should be an online platform supported by a variety of campaigns in the public domain, events, workshops etc. • Issues such as promoting social dialogue and collective representation of workers and employers, supporting and incentivizing entrepreneurship and harnessing technology for decent work and job creation must be mainstreamed and coordinated in business, labour and entrepreneurship bodies and fora. • Create Social Protection Scheme For Human Capacity In the SMME & Informal Sectors • Human capacity in our informal economy and SMME's requires investment in social protection systems as well as financial mechanisms to boost start up and early stage ventures. Enabling SMME's access to appropriate technology will enhance their growth and ability to scale.

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HIGH LEVEL RECOMMENDATIONS (SOLUTION)	ACTIONABLE PROJECTS / POSSIBLE AREAS OF INTERVENTION
Identify key policies and legislation which need to be changed and updated to enable and support the skills ecosystem, the changing world of work and emerging high growth sectors for job creation in 4IR society.	• Attract Critical Skills By Amending Prohibitive Legislation a) Amend section 19(4) of the Immigration Act be amended to specifically reference 4IR related skills. The amendment should better enable highly skilled immigrants to come and apply their trade in South Africa under favourable conditions. The attraction of highly sort-after 4IR skills be assist in accelerating the development of South Africa's knowledge base and industries. These skills must not be restricted to academia but should include entrepreneurs who intend on starting businesses from South Africa. • Amend Labour legislation to accommodate the Gig economy by recognizing Internet project work as legitimate work. This should include incentives for companies to build Gig Economy platforms to leverage South African 4IR skills for global demand. • Copyright & IP protection - The Copyright Amendment bill is currently with the President for signature. While better than the previous version, it is still highly controversial due to a "fair use" clause that has been included which potentially threatens creative content producers' ownership rights, and according to a PWC review of the draft legislation, could lead to inferior content production for academic textbooks and resources – impacting the skills sector significantly. IP protection and ownership is the bedrock of the creative economy so an in depth look at what this bill means in the context of 4IR and the creative economy as an emerging area for the future of work is important.

8.3 INFRASTRUCTURE, RESOURCES & NATURAL ENVIRONMENT

Globally the industrial revolutions have brought about changes that have an impact on physical infrastructure, resources and the natural environment. The fourth industrial revolution is no different. This revolution could aid in bringing together various physical infrastructures including transport, energy, digital communications and water to create new innovative opportunities.

Through these opportunities, new trends have emerged globally. Once such trend includes moving energy infrastructure away from a largescale top-down systems to making use of solar panels and wind energy coupled increasing storage capacity. These innovations are driving the change for infrastructure and resources globally.

In addition to the innovation eluded to above, 4IR technologies are being used to improve efficiency by matching supply and demand, this has a direct impact on infrastructure, resources required and the impact on the natural environment. Furthermore, a global trend for water could move to a more decentralized system rather than a traditional centralized approach. This will be achieved through the use of 4IR technologies however this may still require some work. Lastly, communication globally will be impacted by the use of 5G networks. This will have a direct impact on the infrastructure required through various efficiencies envisaged in the future.

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8.3.1 South Africa Diagnostic

It is a priority for this Commission to recommend that the RSA participate actively in international efforts to ensure that technology companies pay a fair share of tax in the countries in which they operate. The infrastructure and other subsidized services and State investments which are recommended below can only be sustainably funded if technology companies are not allowed to avoid and evade tax in the manner in which they currently do so, for instance by transfer pricing and by selling IP to tax havens where the profits are allowed to accumulate, with little or no tax accruing in the countries where the companies actually operate. This avoidance is increasing the gross inequality within and between nations which has to date characterised the 4IR.

South African Infrastructure

South Africa has a moderately decent central system of national economic infrastructure. It has an advanced and well-created transport framework. The air and rail systems are the biggest on the mainland, and the streets in good state. The nation's ports give a characteristic stopover to transportation to and from Europe, the Americas, Asia, Australasia and the two banks of Africa. South Africa is supplied with rich characteristic assets. It is the world's biggest maker and exporter of gold, chromium and platinum – 90% of the world's worldwide platinum mineral assets are assessed to be in South Africa's Bushveld Complex. The test is to maintain and extend its power, water, transport and correspondences framework so as to help financial development and social improvement objectives. ICT infrastructure is at the core of 4IR enablement. Without ubiquitous, secure broadband infrastructure and connectivity, many of the promised benefits of 4IR may not be realised.

4IR has potential to improve the quality of life for the world's population and important for South Africa to remain competitive in the Global Economy. According to the WEF, "in many parts of the world, aspects of the Second and Third Industrial Revolutions have yet to be experienced, complicated by the fact that new technologies are in some cases able to leapfrog older ones." As the United Nations pointed out in 2013, "more people in the world have access to a mobile phone than basic sanitation. In the same way, the 4IR is beginning to emerge at the same time that the third, digital revolution is spreading and maturing across countries and organizations".[93]

The 4IR builds on the 1IR, 2IR and 3IR, hence in order to fully realise the benefits of the 4IR, the first three industrial revolutions need to be at a high level of maturity in the country. In South Africa we still need to address some of the enablers from the first three Industrial Revolutions such as stable power supply with no load shedding. Countries such as China, United States of America (USA), Japan and Germany have stable power grids, and can therefore fully embrace the adoption of the 4IR.

These countries have also bridged the digital divide in as part of the 3IR. As an example, in Germany 96% (79.1m; January 2019) of the population have access to the Internet. [4] In contrast in 2018 the GSMA reported that only 54% (30.8m) of the total South Africa population have access to the internet. [5] Furthermore, Statistics SA reported that only 67% of SA households had at least one member who had access to, or used the internet either at home, work, place of study or internet cafés.

The Huawei Global Connectivity Index (GCI) of 2018 ranked South Africa at "46th out of 79 countries in terms of progress and performance made in broadband, data centres and cloud services."[94] The report states that in general, the country has performed on par levels regarding broadband, data centres and cloud administrations. Pushing ahead, greater interest in ICT framework is important to help and encourage the improvement of ICT in South Africa in order to bring 4IR to fruition.

93 https://www.weforum.org/agenda/2016/01/what-is-the-fourth-industrial-revolution/
94 https://www.itweb.co.za/content/o1Jr5MxEAX8qKdWL

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The WEF Global Competitiveness Index 4.0 which measures national competitiveness defined as the set of institutions, policies and factors that determine the level of productivity. South Africa was ranked 67th overall in the World Economic Forum Global Competitiveness Index 4.0.

Figure 39 provides the benchmark comparison between leading 4IR countries in terms of Infrastructure and ICT Adoption.

		Infrastructure		ICT Adoption			
	Overall Country Ranking out of 140	Electrification Rate ranking out of 140	Mobile-cellular Telephone Subscriptions ranking out of 140	Mobile-Broadband Subscriptions ranking out of 140	Fixed-broadband Internet Subscriptions ranking out of 140	Fibre Internet Subscriptions ranking out of 140	Internet Users ranking out of 140
Best Performer overall in category	United States 1	Multiple 1	Multiple 1	United Arab Emirates 1	Switzerland 1	Korea 1	Iceland 1
Worst Performer overall in category	Chad 140	Chad 140	Chad 140	Liberia 140	Sierra Leone 140	Multiple 114 (na/ in most)	Chad 140
Countries:							
Canada	12	1	114	63	12	41	10
China	13	1	94	45	36	7	82
Germany	3	1	42	53	7	66	15
Japan	5	1	34	8	22	3	8
Korea	15	1	52	17	6	1	9
Singapore	2	1	17	4	39	4	24
South Africa	67	102	9	66	99	83	78
United Kingdom	8	1	69	40	10	75	6
Unites States	1	1	61	9	19	40	40

Worst Performing

Figure 39: WEF; Benchmarking Comparison

The Global Competitiveness Report 2018

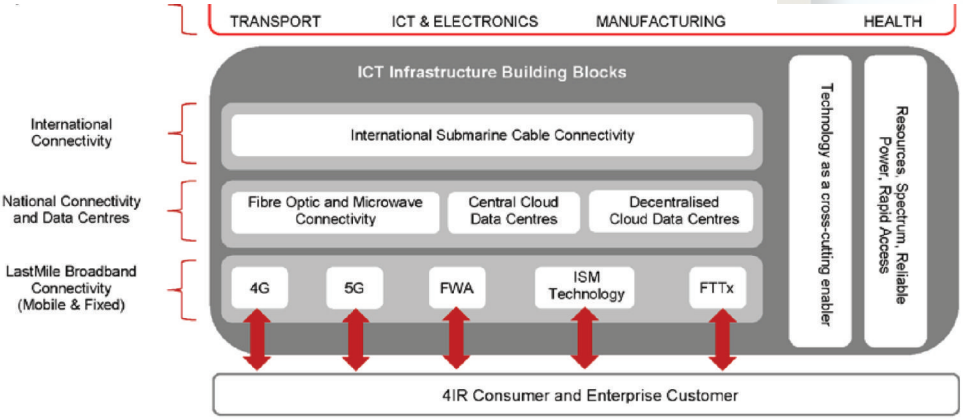
It is clear that as a country we have done well to provide mobile voice connectivity to all citizens, however much work is still required to provide our citizens with mobile and fixed broadband connectivity. This clearly supports the "SA Connect" broadband ambitions.

ICT infrastructure and resources required to enable 4IR

The figure below (Figure 40) provides a high-level view of the relevant ICT infrastructure and resources. Furthermore, the relevant 4IR technologies to optimally manage infrastructure supporting the key economic sectors are reflected.

Figure 40: ICT Infrastructure Framework

Source: Diagram developed by the Infrastructure and resources workstream



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8.3.2 SA 4IR Opportunities, Centres of Excellence

Infrastructure is the cornerstone of modern society consisting of a grid like network of roads and rail, water supply, electrical grids, the built environment and digital networks. In the past, we talked of analogue infrastructure but today we speak of digital infrastructure. Future infrastructure is software based, data enabled and has cloud access. Digital infrastructure is set to improve access to information and thereby promote transparency of government processes and activities and in turn, build interconnected empowered communities.

Fibre optic infrastructure

When planning for the digital infrastructure, it is important to take into account the societal technology needs and requirements. Without sufficient broadband, you cannot deploy cloud computing. Without cloud, big data analytics is impractical. And without big data and IoT, you won't have clean relevant data to feed your AI systems. Broadband internet and Data are foundational to the Digital Economy. Getting connected is a necessary first step for access to the digital economy that will lead to productivity improvements and new economic opportunities for individuals, businesses and governments. Four areas of Fibre deployment need to be considered, In-building Fibre, Capillary (Metro) Fibre access, Inter-city Fibre, and Ocean fibre (Submarine cables).

8.3.2.1. In-building Fibre

Fibre inside buildings should be treated the same way as other utilities like water and electricity. All new buildings should be reticulated with Fibre with appropriate conduits from the street into every building unit (office, industrial building, domestic unit-house or apartment in a block, shopping mall, etc.) with the required modems, ready to be used, as currently is the case for water and electricity.

Occupation of the building should not be allowed until the Fibre installation has been done according to minimum prescribed standards, akin to those applied when dealing with water and electricity. In order to promote agility, a digital Fibre installation request, approval and certification process for the builder should be established and run by a non-governmental body; a local Building association with a section focused on in-building Fibre standards.

This body should represent an appropriate area size, such as a section of a large city (Johannesburg, Durban, Cape Town, etc.), or a region of smaller towns or villages, and be run by a group of volunteers (people prepared to work in the interest of the community) for a limited period, e.g. 3 to 5 years. A statutory body will be needed to approve new developments.

8.3.2.2 Capillary (Metro) Fibre access

The Fibre in the building needs to connect to a Capillary access network, and it should not matter who owns it in totality, or parts of it. This network may have to be installed on Municipal land, or Private land owned by an estate or body corporate

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8.3.3.3 Inter-city Fibre

A key player in this area is SANRAL (The South African National Roads Agency SOC Ltd). Key recommendations include:

- The process starts with the 17 national roads in South Africa
- SANRAL should appoint an independent committee to approve applications to lay fibre along its roads linking cities
- People in the industry must be part of the approval process, with new representatives being appointed every 3 to 5 years.

8.3.3.4 Submarine fibre

There are more than 378 submarine cable systems globally spanning 1.2 million kilometres connecting close to 100 countries (Figures 41 and 42). More than 50 submarine projects have been proposed into 2021, worth a total investment of $7.2 billion. A third of deployments will be in the Pacific region between Asia, Australia, and the United States followed by the Atlantic as the next locus of activity and then the Indian Ocean. Consortiums of telecommunications carriers traditionally owned submarine cables. But in recent years, major web-based companies, such as Google, Facebook, Microsoft, and Amazon drive investment into their own cables, displacing the traditional Internet providers.

These four companies today own or lease more than half the undersea cable capacity. This increased "level of investment has put significant downward pressure on the price of submarine capacity, which continues to decline at about 25 to 28 percent per year."[95] The three most familiar financing models are through consortiums, development banks and private ownership. The three largest builders of submarine cables are Alcatel Submarine Networks of Alcatel-Lucent (France), TE SubCom of TE Connectivity (Switzerland) and NEC Corporation (Japan). Today China has shown increasing activity from Huawei Marine.

These submarine cables carry over 95% of intercontinental internet traffic. Submarine cable networks connect to terrestrial networks via a Point-of-Presence (POP) to provide critical end-to-end network connection with the help of global network infrastructure of Cable Landing Station (CLS).

Submarine fibre is key to linking up to the rest of the world, and therefore a key component in enabling our globally integrated national 4IR project. However, our quest ought to be more ambitious than only linking our national traffic to the global network.

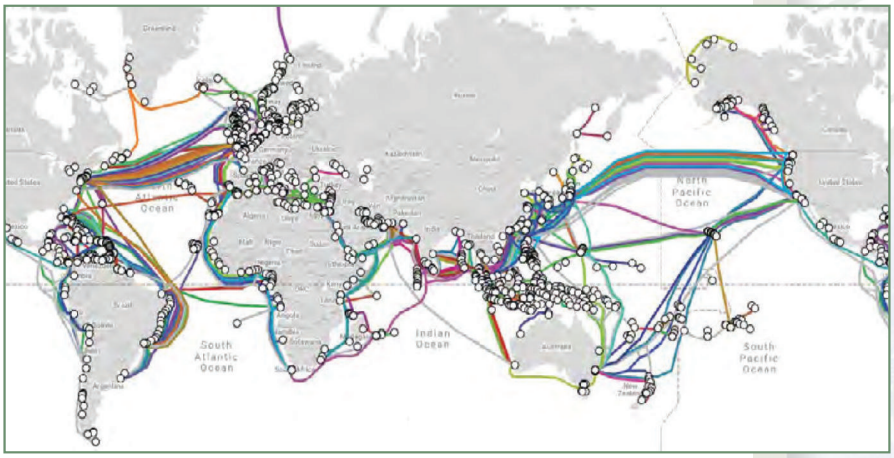
There were no hyper scale data centres in South Africa until recently [1]. South Africa must become a global Submarine cable hub. We should also encourage the housing of one or more hyper scale data centres for the global giants; Google, Amazon, Microsoft, Alibaba, etc. for compute, AI and data analytics in the Southern hemisphere between the East and West, and between the Southern and Northern Hemispheres. Several places are recognised, or positioned themselves as Submarine fibre hubs, for example, Egypt (which is a natural hub), Portugal, France (Marseilles), Brazil (Forteleza) and other such places.

95 http://www2.itif.org/2019-submarine-cables.pd

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Figure 41: Global Submarine cable map

Source: https://www.submarinecablemap.com [UJ_11]



To make South Africa attractive to Hyper scale data centre owners, there is a need for Submarine cable investments linking the Indian Ocean to the Atlantic Ocean along the South Coast. The Submarine cable (SAFE) carries only 0.01 Tbps. The next cable (SAEx2) is expected to be activated in 2021 with a capacity of 48 Tbps. The combined 48.01 Tbps linking the West to the East coast is small, in comparison to the West coast capacity of 300Tbps and the East coast capacity of 149 Tbps.

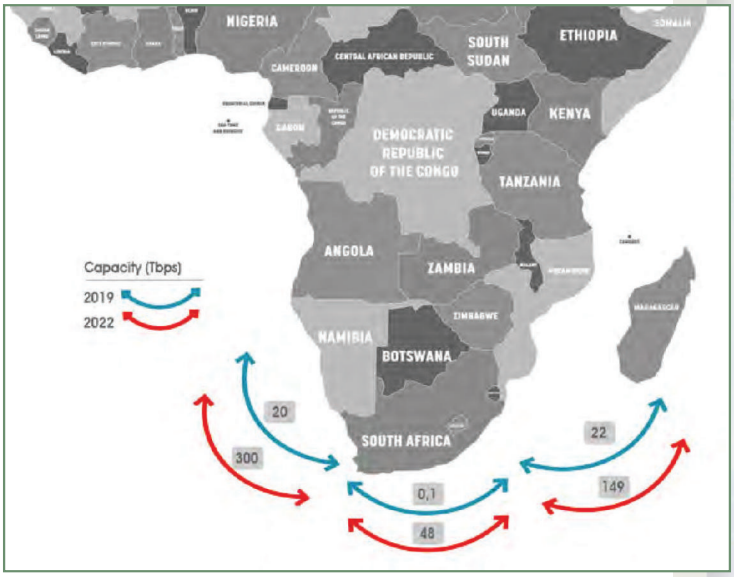


Figure 42: South African Submarine Cable Capacity (Tbps) 2019 and projected 2022

Image produced on behalf of 4IR Infrastructure and Resources workstream, September 2019

A breakdown of the current and expected sea cables and their capacities on our West, South and East coasts is provided below (Figure 43). We have large Submarine cable capacity landing on our shores in both the Indian and Atlantic Ocean. We require more capacity (more Submarine cables) linking East and West

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coastline, to feed into other inter-continental Submarine cables and so carry more international data traffic across our South Coast. This will enable South Africa to become a global Submarine cable hub and make it attractive enough for more of the Internet giants to invest in hyper scale data centres in South Africa.

In addition to carrying traffic in new Submarine cables along our coast between international destinations, we should have additional landing points on our coast (Cape Town, Port Elizabeth, East London, Durban, Mtunzini, and other coastal town) to link international traffic to the inland. The map below illustrates this.

In addition to carrying traffic in new Submarine cables along our coast between international destinations, we should have additional landing points on our coast (Cape Town, Port Elizabeth, East London, Durban, Mtunzini, and other coastal cities) to link international traffic to the inland. The map in figure 57 below illustrates this.

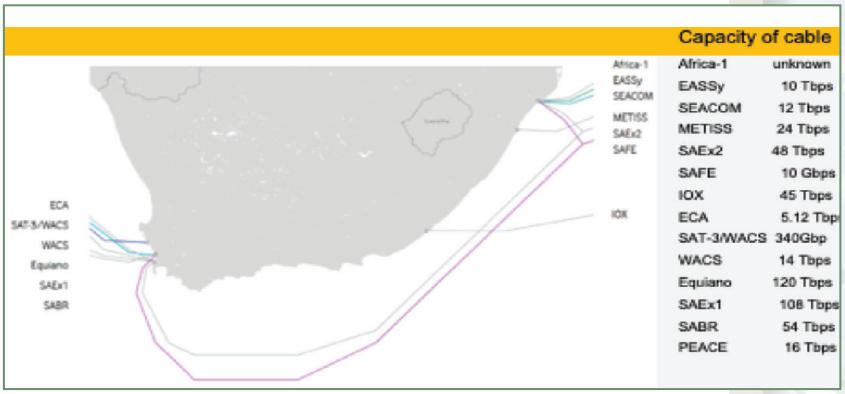


Figure 43: African Submarine cable map

Figure 44: Suggested Submarine cables to connect Coastal cities

Image produced on behalf of 4IR Infrastructure and Resources workstream, September 2019



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8.3.3 Data centres

Currently South Africa doesn't have adequate data centres to store its citizenry data in its land. Data Protection is paramount in the 4IR era; it sits in the Hyper scale data centre as it is global data. Government cannot access data from other countries even if the real estate is on SA soil. This is to ensure data privacy, security, integrity and safe guarding against undue interference or manipulation. Data centres support future industries and economies with Big Data being "an essential resource for economic growth, competitiveness, innovation, job creation and societal progress."[96] Data centres are the new digital infrastructure to service various industry stakeholders and use cases.

Hyper-scale Data Centres (HSDC) are foundational to building and powering economies of the 21st century and beyond, with data as the new commodity. Hyper-scale data centres will constitute 53 percent of all data centre servers by 2021, account for 55 percent of total traffic within all data centres by 2021 and 94 percent "of workloads will be processed by cloud data centres with only" 6 percent being processed by traditional data centres[97]. There is an increasing role of data centres given the largest data traffic volume is within Data centres (73.4% in 2019). Traffic volume from Data centre to User, and Data centre to Data centre follow at a distant second and third positions respectively.

A growing global grid of hyper scale data centres aimed at supporting the 4IR future currently exists. Most data centres are in the Northern hemisphere, as roughly 80% of the global population live there. The ideal configuration of sea cable hubs in the Southern Hemisphere (and its concomitant hyper scale data centres) will reside in South America, Southern Africa and Australia. South Africa must do everything to, as the CAICT puts it, formulate "policies and strategies to attract submarine cables to their(our) coastlines" – in other words our South African coastline. Attracting hyper scale Data Centres should then become easier.

Spectrum

According to the South African Government, it has set itself the task to pioneer new technologies and take quantum leaps towards the economies of the future, and to drastically improve production levels. It is expected that the 4IR strategy should deliver a blueprint and plan to deal with developments in the short, medium and long-term.

In preparation for 4IR there is an urgent need to overhaul the telecommunication rules landscape. The purpose of the telecommunication review is to align it with the broader approach to the 4IR inspirations of South Africa. There can be no successful 4IR discussions and realistic action plans without an aligned telecommunication framework. As the industry moves into the 5G era, appropriate regulatory conditions, transparent spectrum rules and a clear and predictable policy framework will continue to be key to drive further mobile and broadband developments. Simply put, there can never be a successful 4IR strategy/ policy without a well-planned and considered 5G deployment policy, these are closely related, and policy and regulations should focus on the following areas:

8.3.3.1 5G Spectrum

As indicated above 5G requires a mix of frequencies at sub 1-GHz, 1–6 GHz and above 6 GHz including the mm wave frequencies, to deliver widespread coverage of the population and support a multitude of consumer and enterprise use cases. Therefore, the availability of spectrum, at what frequency, what rules for its use, timelines, and cost will have a major impact on the development of 5G.

96 https://www.digitaltransport.eu/2019/pages/sessions-description
97 https://www.sysgroup.com/resources/blog/cloud-computing-in-2018

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8.3.3.2 5G Infrastructure

A full-blown roll-out of 5G services is dependent on the deployment of small cells in the urban areas and to an extent in semi-rural areas. This means that policy makers and regulators should consider removing regulations perceived as obstacles to future 5G cell deployment roll-outs. From a Telecoms industry perspective, regulatory and policy certainty should support, reform and streamline favourable wayleave processes that will allow for timely and cost-effective infrastructure deployment for 5G. Commercially based network sharing can be another factor for consideration in the 5G policy and regulatory framework to reduce operating costs and provide additional capacity in congested areas where space for sites and towers is limited.

8.3.4 High-Performance Computing

Centre for High-Performance Computing (CHPC) is a strategic asset for the country. The CHPC can accelerate scientific research, innovation and a potentially catalyse economic competitiveness, promote leadership in technology and solidify national security. HPC workloads range from astrophysics, Genomics, Weather & Climate, Financial analysis, AI and Big data analytics. South Africa's CHPC infrastructure serves as a foundation upon which we can build the national 4IR initiative. The exponential growth of data, the emergence of AI, extensive spread use of data analytics tools and diffuse penetration of Cloud ushers in new ways to work with data. The traditional HPC workflows of modelling and simulation are transforming to a new converged state of High-performance Computing-Artificial Intelligence-Data analytics (HPC-AI-HPDA).

The public sector stakeholders' consultation feedback indicated compute resource duplication. Multiple State entities either have dedicated standalone compute resources or are leasing capacity from the private sector. On further discussion to understand the pattern of use, it became apparent that the compute resources are not utilised 24/7 but rather during specific designated times usually recurring monthly for a particular purpose. SITA, Weather Bureau, SA Medical Research Council, Council for Geosciences, Agricultural Research Council, South African Social Security Agency Grant Payment are among the public entities requiring compute power.

These entities have varied compute needs and times of required use for processing workloads, leaving significant gaps of protracted times of HPC underutilization. The result is the CHPC & SITA are not working at full capacity. Hence, to embark on a digital transformation journey, we must start with a review, restructure and consolidation of the existing computing capacity to establish a national HPC grid with the multi-cloud on premise facilities located at the CHCP. This national HPC grid would then be supported by a complementary provincial edge grid and Open data platform – Open Data South Africa. SITA must be dismantled. It has never achieved the goals for which it was established and currently is an obstacle to progress and efficiency.

8.3.4.1 Digital Transformation South Africa 2025 – Leveraging CHPC

Digital transformation is a critical pillar of 4IR. Government needs to provide leadership and convince Business, Academic institutions, SMMEs, Parastatals and NGOs to embrace digital transformation starting with the adoption of Cloud 2025 strategy. South Africa must assume the position of being a recognized digital node of the continent that is integrated to the global grid.

High performance computing is the lifeblood of advanced economies in the same way that electricity and roads drive today's economies. The country has a window of opportunity to build on existing capacity and capability at the Centre for High Performance Computing (CHPC) and many other existing State compute resources. In an effort to ensure that state compute resources are plugged into the global ecosystem of tech giants like Google, AWS, AZURE, Alibaba and many others, South Africa must reconfigure existing digital resources. This initiative will form the basic building blocks to start the country on a 4IR trajectory.

The Centre of High-Performance Computing (CHPC) is well placed to serve as government's on premise super cloud unit comprised of a national grid of HPC capacity, white labelled multi-cloud capacity from

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Hyper-scale data centres, Net-co managed connectivity network and an open data platform that sits above this CHPC managed HPC/Hyper-scale national grid.

There first needs to be a reconfiguration of existing state computing resources resulting in a transfer of ownership for all of government's high-performance computing resources resident across government (CHPC, SETA, Sentech, Broadband Infraco, Eskom, Transnet, and other similar state-owned enterprises) to the CHPC for management to serve as a foundation to promote technology-driven opportunities for local innovators.

In addition to restructuring these existing computing resources, a grid of HPC facilities needs to be established in the strategic coastal provinces of KZN, Western Cape and Eastern Cape and the economic hub of Gauteng. State entities, national departments, province, municipality, metros, SOEs, universities, research centres, civil society organizations, and business (South African registered) would all have access to the reconfigured grid on a use-on-demand model for cloud, storage and computational power with an application programming interface (API). The establishment of this high-performance computing (HPC) facilities grid needs to be supported by a solid foundation of big data and AI skills and knowledge. The CHPC in particular needs to have more expertise and capacity to assist clients to utilize HPC optimally.

Participation at this global level requires international traffic carrying submarine cables to not only land but also connect our coastal towns and cities to Hyper-scale data centres in South Africa and abroad. This local Hyper-scale data centre network in the coastal towns together with the grid of High-Performance Computing facilities would provide government with the required supercomputing capacity and virtual machines capacity.

The robustness of the grid is dependent on connectivity. Therefore, under the management umbrella of Net-Co, a restructuring and amalgamation of network resources of Broadband Infraco, Sentech, Eskom Telecom, SANRAL, Transnet, PRASA and SITA would happen. Net-Co would make virtual private network &SDN (VPN) and Internet connectivity available to entire national HPC grid, Hyper-scale data and State users.

8.3.4.2 Regional & Continental Grid

Africa's population will reach two billion around 2050 and four billion by the end of this century. Computing, AI and Big data analytics are just as important for the region (SADC) and the continent (Africa) as to South Africa. Therefore, under the leadership of the African Union, regional and continental HPC councils are needed to guide SADC and the other regions in creating a grid of Africa's high-performance computing. This grid should form part of the global grid of hyper scale and HPC.

Open Data South Africa - Platform

A National Open Data Strategy is necessary, detailing the processes and activities related to data treatment along the value chain from collection to use, while ensuring data privacy, promoting data security and driving open data-enabled innovations is necessary. In the digital era, data is the unit of analysis. Today quality data whenever, wherever and however drives industries. Hyper scale and edge data centres form the backbone of the digital infrastructure. Mobility is proving that value lies not in moving things from point to point, Agriculture is not now just about production and sale of food and power is not just about keeping the lights on. Both agriculture and power, among many other areas, can be optimized using effective data collection and analysis. Both will require networks of sensors, some of which already exist. Therefore, a clear data strategy as a country is crucial. We need to clearly state how the country will create new industries and digitally transform traditional industries to be part of the digital revolution.

Data is the most valuable resource of the fourth industrial revolution. Access to quality data whenever and wherever enable global innovations and fuels digital economies. Public data can assist policymakers to take evidence-based decisions, ensure state-public understanding, strengthen public trust, and encourage public engagement with political processes.

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Currently millions of both private and public data sets and data points are becoming a commodity. South Africa needs to encourage this new area to grow and mature with clear rules of self-regulation to protect individual privacy and secure citizen data. It will be important to create a market structure that promotes South Africa as a preferred Big Data location for other countries to send their own data sets to create solutions.

All state entities have a repository of data from their interactions with people and business that is stored in various public and private servers. These public datasets range from Driver License, Traffic fines and Vehicle Data – National Traffic Information system, SARS Vat data, Property Data (Individual, Company or Trust), Court proceedings and CCMA Data, CIPC data, Birth data, Death Data, Social Grant Data, Deeds office data, Municipality bill data and Animal registration data and many more. Government must create an open big data platform that will make it possible to access to all this digital data housed within its future hyperscale with open application programming interfaces to those using the data to create products and solutions. Commercial pricing must be considered where appropriate for access to data by the private sector. Research access should be subject to a different pricing structure or should be free, where appropriate.

South Africa must introduce a new speciality of open big data brokers to take public data from multiple Government sources, to analyse and exploit these data pools to create products and solutions. In the recent past the Department of Home Affairs collaborated with banks wherein ID fingerprints data was used by banks for identity verification. We need to explore this model across all government data bases while taking into account privacy and security. Since data are a commodity, the public sector should retain ownership of all of its data and should ensure that its data are not owned by private sector firms which can hold the State to ransom, as happened with the NaTIS system.

Government must also create data lakes within the CHPC platform to perform analysis and AI. Data lakes contain data from the state and Internet data from, for example, social media together with other external data that are in structured or unstructured data sets.

8.3.5 Resources

8.3.5.1 Institutional Restructure

In this section we look at the residual resources (public and private) needed to enable sustainable success of our 4IR national project. These cover the restructuring of current institutional capacity and the building of new capacity, as well as establishing or promoting physical systems which will play a key role in the 4IR.

We need to consolidate our current regulatory bodies because of the rapid trend of merging technologies. ICASA, POPI Regulator, Film and Publications Board must form one institution because everything will be online.

We talk about regulations and or regulating bodies in South Africa. What we need to establish is one regulator from the following organizations: ICASA, Film and Publications Board, POPIA, Cyber Security.

This new organization will deal with all the issues relating to the Internet, Social Media and Data and what was traditionally called the ICT Sector.

This new organization be independent (as ICASA is at present) and funded through the Department of Communications and Digital Technologies. The legislation establishing ICASA should guide the model of independence.

8.3.5.2 Electromagnetic Spectrum South Africa (ESSA)

Today's technology evolution process is outpacing the ten-year cycles of IMT 2020 and beyond journey. There is a need for a private sector led radio/spectrum engineering and open source software research

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platform. This initiative will collaborate with academia/research and all public sector institutions dealing with spectrum. Funding would to be set aside from the spectrum fees. ESSA's primary objective is to carry out research and development in the interface of spectrum and software.

The expertise required for ESSA would include Radio Engineers, Software Engineers and computer scientists. The recruitment drive would be in South Africa and the broader continent with an open employment policy to all Africans. ESSA would then collaborate with similar organizations worldwide like 3GPP, ETSI, 5GPP. It must however be emphasized that the primary role of ESSA is radio engineering and software. Its mandate would be research on the regulation of the spectrum and software systems used especially by the public sector (for example, by requiring all public sector entities to use open source software) and to identify key development areas in software and telecommunications where research should be funded. The ESSA should work closely with the universities to develop research into the basic and applied aspects of these topics and would not seek to replace them.

Industry must negotiate with government, especially treasury, to set aside a portion of funds generated from spectrum fees towards this initiative (~20%). The funding of the ESSA is a reinvestment to unlock the spectrum economy. Leveraging spectrum to stimulate the economy will further drive the Data Economy and contribute to innovation and entrepreneurial development.

We need to establish a rural communications support program, to be managed by the private sector and government in partnership. We could use the Digital Fund for this purpose. Alternatively, the digital fund should operate like a Fund of Funds, rather than getting involved directly in funding projects. Funds are entrusted to Social Venture Capital Funds. These Social Venture Capital Funds must identify profitable rural Internet and digital services companies. They must then fund them, similar to how the IDC or DBSA does business. It will still, however, be necessary to find a vehicle to subsidize connections to most of the more remote rural districts, where telecommunications structures are usually not commercially viable.

One of the most important areas that will advance the country towards 4IR is if we fully adopt Open Source Architecture and Infrastructure. Public and Private Sector should establish Open Source South Africa. (OSSA) This organization will drive Open Source Development in South Africa. In the same way that South Africa is a member of the ITU, ICANN etc OSSA will join all the Open Source groups in the World and take an active role in the development of Open Source Infrastructure.

8.3.6 Open Source South Africa (OSSA)

Software has grown to be central to everything and the Open Source communities are driving most innovation in the world. The IT sector is almost over 60% Open Source. The telecommunications sector is lagging behind. There are processes to drive Open Source in the 5G space and beyond.

New developments are seeing Telecommunications networks built using white boxes (X86) and no more expensive proprietary IP infrastructure. While this is still new, it is gaining momentum. IoT architecture is driven by open source community. Even spectrum-based technologies such as Radio Access are now driven by virtualized open source technology. For Africa, this lands itself very well because of our past and the opportunity that technology will give to lower barriers to entry. The intention of the Open Source community is to move workloads from hardware to software. As we all know proprietary hardware is what increases the cost of telecommunications infrastructure.

It is because of this background that Africa should be investing more in the open source software knowledge and skills. India and China have already taken this route giving these two countries strategic entry into the global technology eco-system. South Africa should focus more on the software side of the 5G eco-system because entry into software is not prohibitive. Open Source eco-system will ultimately be the driver of telecommunications eco-system including spectrum-based infrastructure. Edge compute is using Open Source and spectrum is getting virtualized using open source technology.

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Open Culture

Lastly, an open innovation culture needs to be fostered in order to ensure we are able to harness all the benefits of the 4IR collectively. We need to make use of non-proprietary platforms and hardware that are easily accessible to all. We need to emphasize the use of open infrastructure, both digital and physical. Open data laws that adhere to democratic principles need to be conceptualized. Open architecture for networks needs to be created to reduce the barriers to entry for new players in the infrastructure space. Seeing as democracy in the second machine age is borderless, in the digital world, we need to conceptualise laws that take into consideration such factors.

Information modelling for future network designs

New models are coming up with new ways to design the networks. Work being done at the Open Network Foundation (ONF) suggests that we need to look at what is happening at the information level, not network level for designing the network. Information modelling can be likened to understanding the characteristics of the information, information flows and patterns, including what kind of information, where is it from, where is it going and how is it getting there. Information modelling argues for the analysis of information and uses that insight to inform the design of the network. This is a test case for future infrastructure design models for SMART Networks.

Today we design networks taking as many eventualities as possible into account irrespective of whether they will happen or not. This could lead to a lot of wastage and inefficiencies in the network usage. There is a shift from protocol models to software defined standards. ONF SDN models – building solutions leverage network disaggregation, white box economics, open source software, software defined standards to revolutionize the carrier industry network.

Artificial Intelligence (AI) Institute

South Africa should legislate the establishment of an Artificial Intelligence (AI) Institute (possibly situated in the Centre for Advanced Computing?) which will comprise a public-private partnership. It will be responsible to keep abreast of and support capacity building in:

- Neural networks
- Natural Language Processing (see annexure B)
- Computer vision

The AI institute will partner with TensorFlow and be part of all the current and future global initiatives of AI. As a result, the AI institute will be responsible for the country's computer vision and deal with arising ethical issues but will not replace the role of the universities in carrying out basic research on these issues. .

In the early 1940s UK Premier Winston Churchill believed that we first shape our buildings, and thereafter these buildings shape us. Today we have - in addition to buildings - the full potential of 4IR digital smart technologies, which should have an even larger impact on humans.

We should establish Institutional capacity (A 4IR neuroscience institute, situated at e.g. the CSIR) to participate in the recent global emergence of institutions to study the impact of 4IR technologies and their embedding in physical places and spaces on human mental wellbeing.

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Autonomous vehicle

The technology exists, despite sceptics who state that "rational" autonomous vehicle technology is not yet up to the task of dealing with irrational human drivers". Trials are underway and legislation in many countries promotes technology development by allowing increasing autonomous driving to be trialled (test beds) . Many trials have been launched with success. (See annexure C). We need South Africa to enact legislation to enable a similar legal environment which promotes the development and use of Autonomous vehicles Testbeds.

Drones and Robotics infrastructure

Cloud robotics is the combination of Cloud computing and robotics and is differentiated from traditional robotics by its use of teleoperation and cloud technologies. Other technologies which enable or enhance Cloud robotics include 5G, IoT and AI. The regulatory methodologies for incorporating drones into legal systems range from outright bans on the use of commercial drones, through to permissive legislation, to a strategy of waiting to observe the efficacy of other nations' policies before acting.

Blockchain infrastructure and electricity Infrastructure and Platform

Initially associated with cryptocurrencies, Blockchain projects have been launched in other areas. (See Appendices 10, 11 and 12). Blockchain "is a distributed ledger technology in the form of a distributed transactional database, secured by cryptography, and governed by a consensus mechanism" i.e. distributed ledgers recording transactions on a decentralized infrastructure. Blockchain, on the other hand, "offers infrastructure leaders the opportunity to not only increase efficiency and reduce costs, but evolve how physical commodities are distributed and consumed".[98] Blockchains requires that all transactions be verified cryptographically, which then slows them down because they require a considerable amount of energy ensuing in a limitation to scaling. Sierra Leone is the first nation to use blockchain technology for its elections, and the Estonian government is a very advanced user of Blockchain technology. They use it for digital government services such as online tax returns, e-Voting, mandatory national Identity cards, digital cabinet meetings, etc. Estonia is an exceptional digital innovator and provides cybersecurity advisory services to other countries and organisations (See next section).

Post Office physical infrastructure

To be used for cases when government services cannot be accessed virtually. This could include instances with the elderly who may be uncomfortable with using virtual government services, or where government services are not accessed with free Wi-Fi. To promote agility, we should both allow skills to immediately be imported from outside South Africa on the condition that similar local skills also directly be developed to take over from overseas skills, in areas such as IoT, wireless and wired technologies, and cybersecurity.

Language Resources and 4IR

South Africa has 11 official languages, while countries like Zambia and or Cameroon have more than 200 languages each. Nigeria has more than 300 languages. Africa is home of more than 2000 languages. Most of these languages are in West Africa. Most of these languages do not have a written word. They are mainly spoken languages. A number of research organizations have been working on approaches to record the history of these languages. Africa today has over One Billion people and it is predicted that by 2050 Africa will have double the population of today and by 2100 Africa will have over 4,3 Billion people.

98 https://www.forbes.com/sites/ellistalton/2018/01/22/why-blockchain-is-key-to-transforming-how-physical-infrastructure-works-and-how-we-think-about-it/#3702a14c4875

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In South Africa, the democratic parliament through legislation established the Pan South African Language Board - Act number 59 of 1995. The principle target of the Act is to advance and make conditions for the improvement and utilization of legitimate dialects.

The website of PanSALB is abridged as pursues:

- Develop the 11 official languages
- Promote multilingualism
- The constitution alludes to the foundation of PanSALB in segment 6 when portraying language rights.
- "Initiate studies and research aimed at promoting and creating conditions for the development" of all the 11 official languages plus Khoe and San and South African sign language.[99] Another PanSALAB focus is lexicography and terminology. This is done through nine lexicography units. This are based in South African universities.

Modern Language Development

In the digital world languages are developed online. Most developed world Lexicons are digital. This means that the language's vocabulary and dictionaries are amended in the software code of major word processing such as Word or Google Docs etc. Similarly, these languages are searchable in all major search engines such as Google, Bing, Safari or Yahoo.

8.3.7 Global Lexicon ecosystem

Lexicon development is one of the fastest growing sectors in the digital world. Organizations such as World Wide Web Consortium (W3C), Unicode Consortium, ICANN, Internet Engineering Task Force (IETF) and many others are working to develop standards in the dictionary, language, and code.

These developments require resources and qualified teams of engineering and linguists to effectively participate and contribute in these global developments.

South Africa is not active at all in these forums. This is visible through the work being done by our local lexicon units and language research teams. The language that has kept abreast of all these developments is Afrikaans. In Japan, technologies have been developed to provide direct translation between Japanese language and English.

A good example is if you write a Xhosa word in this word processor, the word will be underlined red. This is the same in the mobile phone as it is in computers.

Natural language processing, a discipline of AI, can only work with data and language that machines understand. If we really want to participate in 4IR we need to "digitize" African languages. This process will require people who understand the granularity of this task and where to start. It is, however, not an impossible task. Software is available, what is needed are skills to code.

The initiative will require a budget and leadership. It is recommended that a Task Team be established with full resources and commence with this task no later than 2021.

2020 can be a year of training coders. The SETA responsible for the arts can finance this program.

99 https://cisp.cachefly.net/assets/articles/attachments/03470_pansoutafrlanboaaa10.pdf

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The Task Team must also work with ZADNA in order to protect South African domain names as they represent the country's heritage. The names of places and plants that represent heritage are being taken by individuals for social and business use.

The same Task Team must also look at Wikipedia in particular with regards to the correctness of the history of South Africa. The Task Team will advise on how best to address this challenge.

Innovative Energy Distribution

Energy consumption is set to increase exponentially in the next 10 years mainly driven by the growth of the technology sector. The communications sector is projected to use 20% of the world's electricity by 2025. There are an estimated 17 billion connected devices, with IoT devices making up 7 billion of this figure. This number is expected to increase to 34.2 billion by 2025. WhatIs estimates that energy consumption of wireless cloud technologies increased 460% between 2012 and 2015.

The increase of internet-connected devices have been described as a "new round of household electrification". This indicates that we need to rethink how we generate and distribute energy. South Africa's main generator and supplier of energy, Eskom needs to revise its business model if it wishes to serve the needs of hyper scale data centres in South Africa. If not, there must be a provision that allows for hyper scale data centre owners to build their power stations. Both Facebook and Google only utilise green energy for their hyper scale data centres. The same must be allowed in South Africa.

As South Africa plans for how we manage the growth of the digital economy, we need to think about how we generate and consume electricity. The primary power producer in South Africa, Eskom, was built to serve the growing electricity needs of the mining sector in Gauteng. The founding Chairman of Eskom stated that cheap and reliable electricity was the most essential tool in driving industrial development in South Africa. The same thinking must be applied when analysing the growing technology sector and its energy demands in our country. With that being said, this section will explore power consumption in the digital economy and fourth industrial revolution and provide recommendations for how South African can find innovative ways to serve the growing electricity demand.

Power consumption in the digital economy requires innovative ways of generating and supplying electricity. Global technology companies such as Google and Facebook utilize green energy in most of their data centres, eliminating their reliance on the national grid. In Ireland data centres are projected to consume one in every 3kWh generated by the year 2025. Put simply, a third of all electricity generated will be used by data centres. This excludes electricity usage by IoT devices and other forms of technology. To mitigate risks in scenarios like this we must give data centres the autonomy to generate and distribute electricity themselves. Clean energy sources must be promoted such as solar and wind. With a growing demand for bandwidth, power consumption is set to rise. It will be extremely difficult for the government to be the sole provider of electricity. According to Van Heddenghem, electricity consumed by digital devices and infrastructures is growing faster than 7% per year. Global electricity demand is set to grow at 3%. The emergence of hyper scale data centres has led to companies like Google signing exclusive Power Purchase Agreements(PPAs) with several European governments. These agreements allow Google to buy power from renewable energy plants at an agreed price on a long-term basis. Since 2010 Google alone has enabled 3 Billion Euros investments into renewable energy projects globally. These agreements are beneficial in helping countries to reach their environmental objectives. Google is currently the largest buyer of renewable energy in the world. This should not, however, be seen as an alternative to the large technology companies paying a fair share of tax in the countries in which they operate.

The energy requirements of edge computing also require alternative clean sources of power. Each 1mW of data received at the edge requires -18,000x -60,000x(19-60W) of power generated at the power plant. Increasing IoT devices are require power to compute at the edge. The emergence of 5G has also led to

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higher energy consumption. Given that 5G is set to be the driver of IoT devices, edge computing and small cells will require reliable and cheap energy. 5G has multiple power challenges such as 1000x traffic with over 100000 more devices connected. South Africa's reliance on coal as our main power source will no longer be feasible given its impact on the global environment. It is for this reason this section advocates for the use of clean energy sources.

If we wish to meet the power demands of the digital economy and fourth industrial revolution, we need to efficiently use power. In terms of efficient power usage, South Africa needs to leverage Artificial Intelligence to help improve energy efficiency. This can be done on an individual, municipal and national level. Google currently makes use of DeepMind AI to reduce its energy consumption by over 30% in its hyper scale data centres. Google does this by using sensors to collect data on power consumption and feeds it into the DeepMinds neural network which then identifies what actions Google can take to minimise energy usage while also satisfying all of its constraints. This can be applied to micro and macro energy grids all over South Africa. AI application in energy enables demand-side flexibility, both on the price and incentive. This plays a big role in reducing overall costs. However, the savings in energy consumption at the macro-level are unlikely to be on the same scale as the controlled environment within a hyperscale data centre.

Built Environment

- **Smart Harbours**

It is noted that global trade is increasing, vessel sizes and cargo volumes have increased substantially, placing additional pressure on ship berths, yards and the broader harbour infrastructure. As the 4IR era is in motion, ports are therefore becoming increasingly interested in smart solutions that will help optimise operations, promote efficiency and reduce logistics costs, all without requiring major investment in new infrastructure and equipment. Major Significant shipping transportation paths go along the South African coastline in the south Atlantic and Indian seas. Around 96% of the country's exports are passed on via ocean, and the eight business ports are the courses for exchange between South Africa and its southern African accomplices just as center points for traffic to and from Europe, Asia, the Americas and the east and west shorelines of Africa. Turnaround times for stacking and offloading at SA ports are much more slow than those for example Singapore. The utilization of data analytics and AI should assume a significant role in modernizing the ports and drastically expanding their productivity.

- **Smart Railways**

South Africa has a broad rail network – the fourteenth longest on the planet – associating with systems in the sub-Saharan area. The country's rail foundation, which interfaces the ports with the remainder of South Africa, speaks to about 80% of Africa's aggregate.

Improving the country's 20 247km rail system is a top government need, with ventures intending to expand cargo rail volumes and increment piece of the overall industry of compartment traffic. In Oct 2018, Transnet tested successfully the first 4km goods train, in future it will increase manganese volumes railed between the mines in Hozatel through Sishen to Saldanha,

In general, the freight and passenger rail networks are extremely inefficient. Much more use must be made of sensors, data analytics and AI to improve the efficiency of the rail networks, including maintenance and operations, dispatch, scheduling, signalling and other functions.

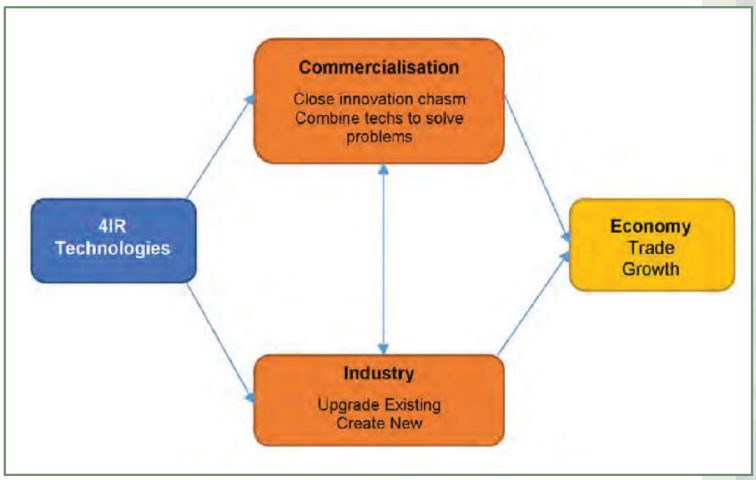
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8.4 ECONOMY GROWTH AND INCLUSIVITY

8.4.1 South Africa Diagnostic

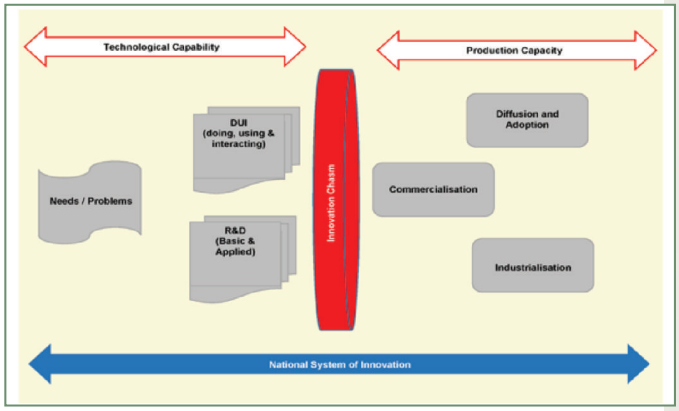
In South Africa the context of Commercialization and Industrialization is for financial and economic benefit through the alleviation of poverty, inequality, and unemployment as outlined in the NDP. Technologies of 4IR have been in existence for some time, thus opportunities are on enabling commercialization, upgrading existing industries and creation of new industries. Identify 4IR technologies fit to solve challenges facing South Africa. Figure 45 shows a proposed approach.

Figure 45: A proposed approach to commercialisation and industrialization



The proposed approach and all activities leading and related to commercialization and industrialization take place within the ambit of the South Africa national system of innovation. The precondition is identification of needs/problems, the start to solve is either through basic and applied R&D, and/or learning by doing, using and interacting (DUI). The output is then translated into commercially viable products and services, and as identified by the OECD in 2007 the innovation chasm persist in the South Africa national system of innovation. The innovation chasm remain a challenge, and the work of the Commission must aim to offer new insights and way forward. Figure 46 shows the conceptualisation from idea to commercialization and industrialization.

Figure 46: A conceptualisation of idea to commercialisation and industrialization



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Technology can lead to many commercialization and industrialization opportunities, as show in Figure 47.

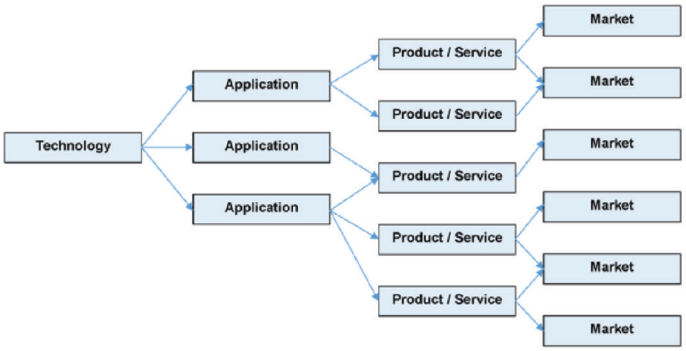


Figure 47: The Technology, Application, Product/Service and Market framework
Source: Amadi-Echendu and Rasetlola (2011)

8.4.2 4IR industries of focus

While many look at it with only the eyes of emerging fusion of technologies like Artificial Intelligence and Data Sciences; the fourth industrial revolution really present more than that for South Africa. As we interrogate the entire value chain of this revolution which in a holistic manner, we see that this very technology and low carbon future that is brought by the fourth industrial revolution is unthinkable without energy storage in order to level renewable energy sources. It is true that Fourth Industrial Revolution encompasses the Internet of Things, however, goes beyond simple device connectivity toward being an Internet of Everything. The realization of 4IR requires sustainable energy supply, with climate change on the doorstep the energy system must transition to low carbon.

Looking at the initial stages of the 4IR, there is one component that plays a critical role; Calcium Fluorite (CaF2) also known as Fluorspar. Fluorspar is a mineral made basically out of calcium fluoride (CaF2). It is commonly categorised by CaF2 content as either metallurgical level (60% to 85%), clay grade (85% to 96%) or corrosive grade (97%+). Acidspar is the most noteworthy type of fluorspar and has the most noteworthy aberrant use in downstream businesses. In the Fourth Industrial Revolution CaF2 is setting off to be a significant player in crude material. Fluorspar is the overwhelming source for the synthetic component fluorine (F), and attributable to F's extraordinary concoction properties, it is to a great extent vital in its utilization. A portion of its uses include steel pickling, aluminium refining, fluoropolymers and fluorochemicals, making fluorspar vital to driving the computerized financial growth later on.

Fluorite is a broadly occurring mineral, which is found in enormous deposits in numerous zones. Eminent deposits happen in China, Germany, Austria, Switzerland, England, Norway, Mexico, and both the territories of Ontario and Newfoundland and Labrador, in Canada, with the biggest deposits being in South Africa. The steel and aluminum industry have the most popular demands for the substance while fluoropolymer and fluorochemical industry, evaluated development rates that compare to levels of over 50% over the normal worldwide gross domestic product (GDP) development rate of about 2.35%. Though South Africa has the largest reserve of CaF2, Asian Pacific (APAC) is accounted for the maximum share of the global fluorspar market. The APAC fluorspar market is driven by the presence of robust automotive manufacturing industry, which keeps the demand high for steel and aluminium However with the advent of the Fourth Industrial Revolution a bigger demand will be that of battery storage, specifically Lithium ion (Li-ion) batteries.

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Li-ion batteries are found in electronics, mobile phones, laptops, tablets, Electric Cars, Robots and other machinery. These are all hardware components of the Fourth Industrial Revolution. Li-ion batteries consist of three major elements: Lithium Hexafluorophosphate (LiPF6), Electrolytes and Cathodes.

Fluorochemicals Salient market characteristics are as follows: The global fluorochemicals market size is anticipated to be valued at USD 31.28bn by 2024, at which point it is expected to reach 5.49mn tons; the global fluorochemicals market share is fragmented, with large number of manufacturers, such as DuPont, Daikin, Solvay, Asahi Glass, Arkema and Honeywell and Dongyue, dominating the international market. NECSA HF subsidiary, Pelchem remains a leading regional player in the industry; and in South Africa, a large growth is expected in the industry with the completion of the Nokeng open pit mine in Gauteng province. This mine will utilise two deposits, with an expected 630, 000 tpa crude fluorspar ore, 180,000 tpa Acidspar and 30,000 tpa Metspar. First production from the mine was expected in January/February 2019.

Other country's key economic sectors

China focuses on electronics production, India focuses on software, Brazil focuses on Small Business for services, German on Precision Manufacturing. What could South Africa focus on? With abundant sun and win, energy storage has potential to transform South Africa's energy mix, thus provide sustainable energy in the era of 4IR.

State of SA today

The GDP of South Africa increased by 3.1% in the second quarter of the year 2019 as announced by Statistic South Africa. The mining and quarrying industry increased by 14.4% and contributed 1.0 percentage points to GDP development. Increased generation was accounted for mining of iron mineral, manganese metal, coal and 'other' metal ores including platinum. Finance, land and business services increased by 4.1% in the subsequent quarter. Increased monetary action was accounted for money related intermediation, land exercises and business administrations. The exchange, food provision and settlement industry increased by 3.9%. Increased monetary action was accounted for in all exchange divisions aside from the nourishment and refreshments major group. General taxpayer supported organizations increased by 3.4%, fundamentally credited to an expansion in work. Conversely, the farming, forestry and fishing and development ventures diminished by 4.2% and 1.6% respectively and each contributed -0,1 of a percentage point to GDP growth. The unadjusted genuine GDP at market costs for the initial half year of 2019 increased by 0.4% contrasted with the initial half year of 2018. On the social side, South Africa is characterised by high levels of poverty, unemployment and inequality. As such and without a suitable response, the era of 4IR could make things worse. How our economy is structured:

8.4.3 Current GDP contributions

Nominal GDP Q3 contribution:

1. Finance contribution: 20%
2. Government services: 18%
3. Trade: 15%
4. Manufacturing: 13%
5. Transport & Communication 10%
6. Mining: 8%
7. Agriculture: 16%

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8.4.4 Sectors that are growing vs shrinking

In 2016, a decrease in production in the mining and manufacturing sectors led to reduced growth and GDP of South Africa. 2017, however saw the recovery of the economy, returning the growth to 1.3%.

Major economic indicators for South Africa (2015-2017) are shown below:

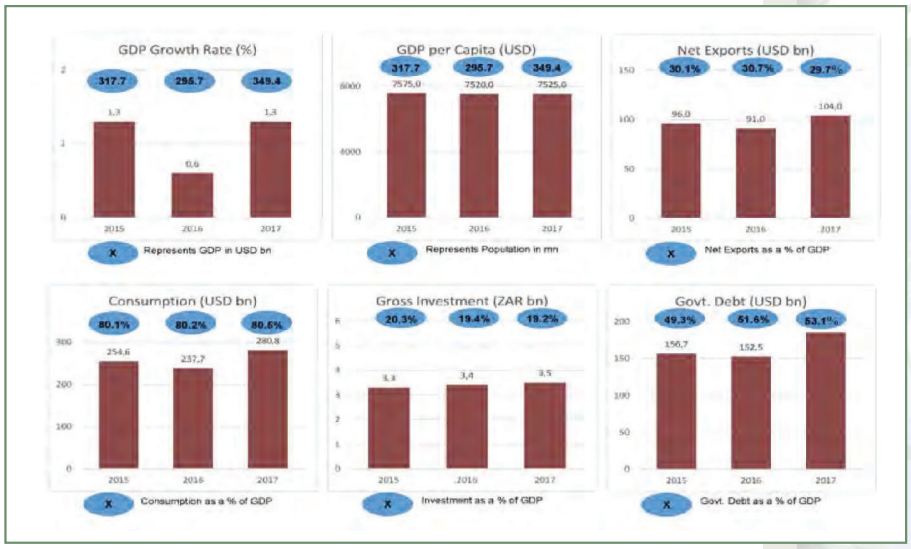


Figure 64: Major economic indicators for South Africa (2015-2017)

Although, in the last decade, the services sector has, by far, been the largest contributor to South Africa's GDP. Growth in Manufacturing (which includes chemicals) has been more moderate.

Composition of South Africa's GDP (ZAR tn, 2008-2017) is show below:

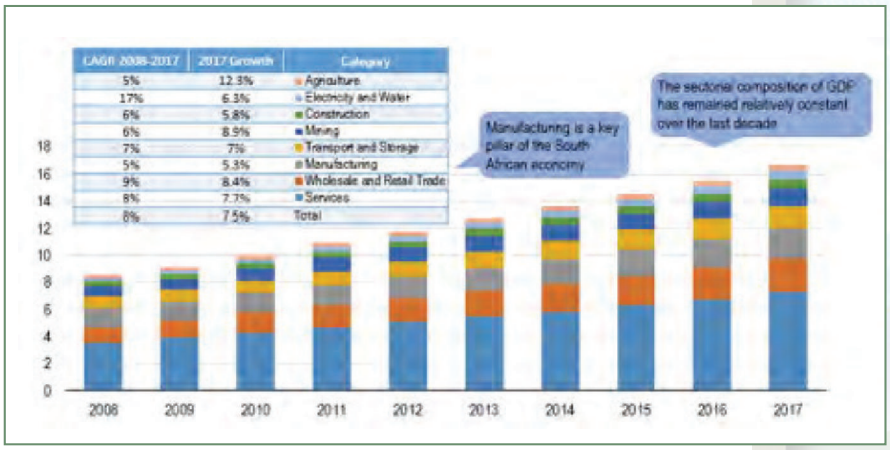


Figure 65: Composition of South Africa's GDP (ZAR tn, 2008-2017)

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8.4.5 SA 4IR Opportunities, Centres of Excellence

Consultation with the public urged that 4IR must viewed with the lenses to solve on challenges facing South Africa. SMMEs are viewed are central to the challenge of poverty and unemployment, thus ensuring SMMEs participation is critical. For industries 4IR must be viewed in the context of industrial challenges, one being strengthening and upgrade of existing industries through adoption of technology and/or combination. Innovation is the overacting concept to enable commercialization of technologies, thus strengthening the national system of innovation. Challenges in industries include high operating and maintenance cost, shutdown cost, aging and outdated machinery, workforce skills mismatch, etc. The focus on developing new industry, sector and firm level capabilities was emphasised. On new industries, 4IR could enable new and grass roots innovation to emerge. For South Africa this is imperative for achieving an inclusive society. Policy relevance and alignment to enable the realisation of 4IR emerged strong.

Opportunities must be created to prepare studentpreneurs and overall entrepreneurship development across higher education for new SMMEs. Intellectual property law, where universities hold the IP on new ideas, was raised as a bottleneck to commercialization. On the basis of commercialization being about creating value for gain – economic and/or social - it implies that South Africa is missing out on developing opportunities for gain. In essence, the current national system of innovation reinforces the innovation chasm. A review of the IP system and associated policies, laws and regulations are necessary, and it must emphasise anticipation of the 4IR world. Current instruments meant to drive innovation are found to be failing, a need to review mandate, and either strengthen, remove or implement new suitable instruments. Collaboration among government, large companies and SMMEs was raised as a key. A need to understand barriers for collaboration across industries, sectors and value chain is recommended.

A definition of an enabling environment must be established, and it must allow for circumstance and context. Opportunities require different enabling environments to thrive. Resources are available in South Africa; it is viewed as failure to make effective use of the resources with reinforcing loops for progress. Grant, funding and financing instruments are not coordinated; thus, windows of opportunities are being missed. A review of the overall national system of innovation is encouraged. Adoption of 4IR technologies would require new business models, thus guiding industry for adoption of new business models is essential. Mechanism to encourage innovation across industries must be investigated. Perhaps consider an approach of ecosystems for different opportunities.

8.5 STAKEHOLDER RELATIONS AND GOVERNANCE

Globally, efforts are under way to adapt policy and regulatory regimes in order to harness the 4IR to achieve national and international goals. This effort spans both developed and developing countries, both democracies and authoritarian states, and both cultural and ideological divides. The USA, the EU, China, and Russia, amongst many others, are accelerating policy and legislative reforms in order to harness technological change to meet national objectives. In the UK all new legislation will be challenged for any negative impacts on innovation, and a new Regulatory Horizons Council will be set up to consider how to support the 'rapid and safe' introduction of new technology. In South Africa, the process is under way, and the PC4IR plays a critical role: we aim to provide recommendations to guide the actions of both legislators and policy makers within government to implement a coherent national response.

The thematic scope of such policy and legislative reform is vast. It covers the thematic domains of each of the Work Streams of the Commission, and more. Since the technologies of the 4IR have the potential to impact on every economic sector and on every sphere of private life, the 4IR is positioned as a 'cross-cutting' policy and legislative consideration. Some examples (not covering the full scope of the 4IR) include policy and legislation related to data access, data privacy, education, skills development, research and development, industrial policy, trade, business development, AI, cyber-security, biotechnology, and autonomous vehicles, amongst many others. The work stream will engage with specialist researchers to develop a detailed mapping

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of global regulatory responses to the 4IR, to serve as a baseline for the development of recommendations for South Africa.

The WEF suggests that "Industry self-regulation is a key governance tool in many industries, such as healthcare, mining or professional sports, and can also be applied to speed up appropriate governance of the use of technology in new industries." This is an area that South Africa may explore. What is clear is that we require experts and a variety of stakeholders to collaborate to define and shape the required policy and legal frameworks and ethically driven principles to ensure that regulation, policies and laws do not slow down the uptake of 4IR.

Government must design policy processes which allow for the active participation of users and citizens such as persons with disabilities, people living in rural areas with no access to internet, educational institutions, academics and any individual with an interest in the matter. This collaborative principle offers an advantage from traditional policy processes, where "there can be a gap between policy development and implementation because the policy has been formulated in isolation from its users."[100]

100 http://pdronline.co.uk/blog/2017/09/people-powering-policy

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CHAPTER NINE: Recommendations

9.1 INTRODUCTION

After extensive research, analysis, consultations, and stakeholder engagements, a number of recommendations have arisen. The Presidential Commission on the Fourth Industrial Revolution has categorised these recommendations as major and minor, in relation to their priority levels.

9.2 KEY RECOMMENDATIONS

Collectively, these reports reflect the key findings of the Commission, namely:

9.2.1 Invest In Human Capacity related to 4IR

On a more fundamental level, we must attempt to initiate changes which are catalytic to structural change, as it is inevitable that the education system will evolve structurally to reflect the architecture of the 4th industrial revolution over time. Thought must be given to flexibility, agility, speed of accreditation, integration of learning streams, mobility of learners, remote content delivery, cognitive flexibility and the use of technology to enable the efficiency of the skills delivery system. The 4IR economy requires an approach to skills characterised by competencies which are micro-credentialed, industry aligned and allow people to enter and exit the system at multiple points as part of a lifelong learning process. Qualifications become less important than competency and skills such as creativity, critical thinking, problem solving are central to skilling in this new era, requiring a focus on both STEM and arts, humanities and entrepreneurship education simultaneously. Technology enabled platforms can be used to streamline these processes. The need for social scientists will increase as there is a requirement to navigate complex human issues of ethics, wellbeing, identity etc. in this new era of cyber-physical integration as it impacts and shapes our culture. Technical proficiency in relevant digital skills also becomes paramount. Investments in the current and future workforce are also central to success in the 4IR. This includes the immediate requirement to reskill the youth and retrain the current workforce for future skills. Workforce skills development also entails the introduction of micro-learning into all disciplines to ensure that professional development is continuous and enables worker flexibility.

9.2.2 Build Infrastructure and owning some significant 4IR infrastructure, such as hyperscale data centres, fibre-optic network and undersea cables.

Digital Infrastructure is the bedrock of the country's 4IR future. To this end, this Commission recommends the accelerated implementation of the Policy On High Demand Spectrum and Policy Direction on The Licensing Of a Wireless Open Access Network (WOAN) as a step towards universalising access to the internet, particularly for the poor and geographically isolated. Social Infrastructure, that is, the basic services that are foundational to a country's economy, are central to achieving the society, industries, and the economy of the future. As such, the production and delivery of energy; the extension and improvement of water infrastructure to enable water desalination; health, especially in enabling the National Health Insurance (NHI) implementation and educational infrastructure inclusive of augmented and alternative communication systems for people with learning disabilities. are not only necessary for transitioning to the 4IR but are fundamental for wellbeing.

9.2.3 Create Platforms For Citizen Participation.

The 4IR must become a citizen's initiative, rooted in communication amongst sectors of society, to ensure awareness, inclusive participation and a collaborative construction of the desired path forward. To this end, the work of the Commission should be viewed as ongoing to the extent that consensus building will be a continuous process.

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9.2.4 Establish a creative AI, Big Data Analytics, Blockchain, and Cybersecurity

Institute alongside an African AI Forum. The establishment of the creative 4IR institute will focus on African 4IR solutions in the areas of Science, Technology, Engineering, Arts, Mathematics, Innovation and Entrepreneurship (#STEAMIE). The creative 4IR Institute may drive a continental music on blockchain initiative for resolving the issue of payment of royalties for Artists from waiting for years within a space of 24 hours. Research and Development capabilities are critical and must be embedded within the state, for the generation of new knowledge and relevant technology applications in sectors such as health, agriculture, education, energy, manufacturing, amongst others. The institute's mandate should also include training, to be delivered across various sections of society.

9.2.5 Own government strategic data and secure Citizens' Data

Data sovereignty will save money for the government and create new income streams when the data is mined. Big Data Analytics will enable the government to make data driven decisions and develop data driven policies. The principal opportunity in the 4IR is the storage of large sums of data. This is critical for building e-government services across sectors such as health, transport and justice. However, this opportunity must be safeguarded through the bolstering of cybersecurity capacity and capabilities. For instance, the state's existing cybersecurity company, Comsec, could be strengthened to execute its mandate in a manner that is relevant for the requirements of the 4IR.

9.2.6 Incentivise Future Industries and Applications of 4IR Technologies

For the industries of the future to emerge, new forms of incentives are required, incorporating subsidies and tax breaks, to support the acquisition and application of advanced technologies in the manufacturing of goods and delivery of services. The DTIC acknowledges the country's position as a laggard in digital or smart industries and will require support to develop SMMEs into globally competitive industrial players. It is envisaged that the emerging SMMEs, working in technology fields, will develop solutions that address South Africa's development challenges as well as unemployment and service delivery. The state, as the largest and most powerful purchaser in the country, has a significant role to play in the application of 4IR technologies across priority sectors.

9.2.7 Update Regulation

Finally, to achieve the above changes, the regulatory environment must be adapted to enable the desired progress. This exercise requires the legislature to be trained to become science literate in order to implement changes that are holistic, integrating the specific logics of technologies, the industries they impact, the people who will both consume and produce them and the agility requirements to compete on a global stage.

9.3 EXTENDED RECOMMENDATIONS

- Implement 4IR safety and security smart surveillance systems at all our borders and ports in order to monitor porous borders while creating smart ports. Porous borders are the biggest threat to South African's safety and security. There are persistent safety and security issues at our ports. Our smart surveillance system would enable a proactive approach in dealing with our porous borders and our ports.

- Establish a 4IR fund building on the current Universal Access and Service Fund (UASF) that is expanded to cover more sectors. Economic participation, entrepreneurship, prosperity, wealth creation and future of jobs, especially for the youth, women and people with disabilities, in the 4IR era. The 4IR fund will among other vital deliverables assist in positioning Africa as the world leader in the provision of new minerals that drive 4IR.

- Ownership of a government Southern African Development Community (SADC) geostationary telecommunications satellite for quality connectivity of marginalised communities in the SADC

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region, at no cost to them, so that they may access 4IR applications, especially for smart health, smart learning, smart ammunition, smart minerals, smart agriculture, smart contracts and smart financial services. The bird will create an enabling environment that opens opportunities for shared economy that will empower all Africans to change their material social conditions and alleviate poverty, inequality and youth unemployment. We will create the much-needed redundancy by large global enterprises. The geostationary satellite will add value in setting up an African central exchange for voice, data and other communication media. It will also enable smart contract for the African Continental Free Trade Agreements (AfCFTA). The SADC-owned geostationary satellite will result in significant increase in gross domestic product (GDP).

- South Africa's industrial policy should be revisited in the light of 4IR
- An Institute which makes legislature scientifically literate should be established.
- A universal database should be maintained by ARC for agriculture, MRC for health, ARMSCOR and Denel for security, Department of Tourism for tourism, and Department of Transport for mobility.
- SAASTA, South African National Space Agency and Denel should investigate the application of Drone Technology
- NEDLAC should investigate and make available the jobs of the future
- South Africa should explore the creation of risk capital fund
- Establish the Post Bank as a state-owned bank that will be a digital bank, which will incorporate 4IR systems like Artificial Intelligence and blockchain technology. This bank will be sustained through funds from the National Student Financial Aid Scheme (NSFAS) as well as government departments in the way that they pay their suppliers, employees as well as all stakeholders.
- Redesign/Alignment of the skills ecosystem for agility necessary for 4IR learning
- Prioritise the coordination of the various components and systems within the complete skills ecosystem to a new configuration which is fit for purpose for the skills demands of the 4IR era i.e. Stackable competencies which are micro-credentialed, industry aligned and allow people to enter and exit the system at multiple points as part of a lifelong learning process, introducing relevant technology and devices and digital and future skills (competency skills, digital literacy skills).This systemic change process should be facilitated at the Human Resources Development Council as a priority project for 2020 i.e. have a timeframe associated to the deliverable, assisted by the 4IR Commission and driven by the Digital & Future Skills Forum. Link this ecosystem to cradle to grave nodal network, driven by AI within and across ecosystem components to perform the function of coordination and streamlining. Use the national Digital Skills Strategy as an overarching guideline strategy for skills alignment.
- Establish a national project for teacher upskilling in digital literacy, critical thinking and creativity skills. Reimagine the role of the teacher in the classroom where they are not the source of knowledge but the facilitators of learning by creating our own solutions that empower the child, the teacher and the parents to support their children irrespective of their level of education. Focus on continuously equipping teachers on the subject matter they are teaching, not just the 5-day, 10-day workshops by creating blended earning platforms. Universities can ensure that every teacher can understand 4IR and the curriculum especially in the foundation phase where one teacher teaches all the subjects
- Invest in relevant infrastructure – develop minimum infrastructure recommendation for schools for 4IR e.g. DBE must work towards every school having access to internet and no less than 25

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computers and a printer, a dedicated room as a maker space for robotics curriculum and a basic set of music and art equipment

- Provide resources for urgent roll out of ECD learning centres
- Resource the Department of Basic Education With 4IR Strategic Advisory Capacity -
  a) To drive the implementation of coding & robotics curriculum
  b) Provide resources for urgent implementation of national roll out of ECD so that 4IR skills can also go to this level
- Innovate and realign the Seta's by creating a framework that guides the scope, budget allocations and priority skills development areas relevant to South Africa's 4IR strategy, including the necessary legislative amendments.
- Rethink TVET colleges roles as micro learning institutions providing 4IR relevant competencies.
- Adequately resource the South African Qualifications Authority to design, test and implement technology solutions for faster turn-around times for accreditation processes.
- Consider innovating qualifications assessment criteria to allow for flexible learning pathways and erasing of the boundaries between learning centres and the workplace e.g. broaden definition of unit standards.
- Align skills development funding instruments
- Introduce foundation skills (digital literacy, literacy and numeracy) and competency skills (creativity, critical thinking, complex problem solving) in ECD and primary education
- Resource DBE for implementation of the coding and robotics curriculum
- Develop industry informed academic, vocational and occupational curriculum for secondary education with career pathway opportunities for students i.e. invest in industry value chain partnerships with skills institutions and school for learner uptake into jobs.
- Mainstream the arts in ECD and Primary school: A properly run arts programme in schools has both cognitive and social benefits, particularly for children from ECD through primary school levels, where their cognitive development potential is in its prime. These include critical thinking skills, increased IQ, increased creativity and abstraction ability, and a positive impact on other other learning areas, literacy and reading skills and potentially improved mathematics performance. Key studies on the impact of music for example on learning show that engagement with musical activities develops the spatial reasoning, visual spatial intelligence and perception ability areas of the brain. This means that process ability, conceptual ability, memory and recall, social and kinaesthetic intelligences and mathematical ability are directly impacted by engaging with these activities. Use the existing Creative Art subject in the CAPS curriculum to stimulate whole brain cognitive development, creativity and critical thinking by innovating the current arts curriculum to provide properly designed music and arts education in ECD and the phases of primary school. The curriculum does not have to be changed, but merely enriched. Pilot this in a community across several schools or in a district for measurement, evaluation and replication on a wider scale.
- STEAMIE not STEM Education: By the same token, STEM learning without the arts, innovation and entrepreneurship is limiting. The reference to the arts doesn't just imply the creative arts disciplines, but the Social Sciences in general. The priority skills in the 4IR era are competency skills ('soft' skills) coupled with technical skills. The need for social scientists will increase as the requirement

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to navigate complex human issues of ethics, wellbeing, identity etc. in the 4 IR environment increases. The articulation of how we interact as humans with this new cyber-physical integration as our reality and how this defines us and shapes our culture is the preserve of a new generation of social scientists. The jobs of the future are predicted to require more sophisticated social and human skills as technology automates many jobs. It is these elements of competency that will set a job seeker apart in the 4 IR environment. All technical and scientific training should include a mandatory social science subject/module/focus to provide a balanced and competency driven skills profile.

- Leverage the youth demographic to establish South Africa as a nett exporter of skills in the digital economy. South Africa's large youth population is ideally positioned to provide critical skills to global markets in the digital economy
- Creation of a 4IR Horizontal SETA: 4IR focus should be imbedded into the SETAs by amending the Chapter 3 and Chapter 7 of the Skills Development Act to specify that SETA's will have a focus on 4IR related skills development initiatives that will attract a set-aside budget. In order for this to happen, a framework needs to be created to qualify what falls within the scope of 4IR. In years 1-2, the SETA's would be required to ensure that 20% of their annual budget is spent on 4IR-related initiatives. In years 3-5 this would increase to 50%. Thereafter SETA's would be expected to have all of their budget aligned to relevant 4IR related initiatives by 2028. 4IR would be mainstream by then. Coordination across SETAs is of utmost importance. A separate entity (a horizontal or super-SETA) needs to oversee the 4IR-related initiatives and have SLA's signed with the vertical SETA's.
- Invest in strategic projects for mass skills development and industry uptake in high growth potential industries. Initiatives should be scalable for exponential labour market absorption and skills pipeline development. Engage in skills development PPP initiatives across all of the identified high-growth potential industries. A portion of the skills development levy (SDL) can be used for funding the "PUBLIC PARTICIPATION" part of the PPP initiative. Establish a cradle-to-grave nodal network, driven by artificial intelligence, within and across sectors. This will enable a skills pipeline linking skills related market demand with an identified talent pool. Skills development courses should be competency based and stackable. This will enable quick turnaround times (as soon as 3 months) in terms of skilling and deployment into industry. In addition, multiple exit streams viz. employment, outsourcing and entrepreneurship is part of the nodal network. This creates flexibility in the system, resulting in opportunity for every individual to realise their full potential.
- Resource and scale the NTIP initiative's model, approach and platform for the manufacturing sector and extend to other industries such as the creative industries, tourism and agriculture. NTIP currently has a working model for the manufacturing sector. The model allows a systemic approach to an industry sector with whole value chain participation which is industry driven. The underlying nodal platform driven by AI provides a coordinating mechanism which makes the system efficient, proactive and comprehensive. Funding should come from the Seta's for these projects. The approach will create a skills pipeline linking skills related market demand with an identified talent pool and can show results within a short period of time without sacrificing depth and quality of skills and human capacity development in a multi-dimensional fashion.
- Leverage YES Programme: Youth Employment Service - link this programme to actual vacancies in emerging industries - include 4IR skills training in the time they are with the sponsor - link the youth to fulltime jobs and vacancies in that entity or other organizations in need of skills.
- Establish/Resource Creative Industries Hubs and Clusters in Townships for Digital Content Production including animation, gaming, virtual reality and augmented reality, photography, graphic design, sound production, audio design, film & video production, digital art production,

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transmedia, digital marketing. Cluster creative industries SMME's in these hubs where a full value chain intervention from skills, to incubation, to content origination, content production and distribution in a networked system is supported, linked to industry. The Gauteng Economic development department is coordinating a process, along with most of the Gauteng metros/ municipalities (although it is industry driven) in which industry mentorship and partnership and access to local and African markets is already leveraged. This initiative can be capacitated and scaled with funding from the Seta's as well as PPP arrangements. New foreign owned entrants to our market can be engaged with government as a facilitator, to invest in content production infrastructure via BBBEE equity equivalency processes etc. as well local mobile companies (MTN, Vodacom, Cell C, Telkom, Virgin Mobile, Rain and other mobile network operators) to procure content from this network of township producers who are being mentored by industry to ensure quality content delivery.

- Maximising the planned Digital Hubs Rollout: The currently budgeted for and planned government roll out of 100+ digital hubs should be leveraged for 4IR skills development, 4IR awareness programmes and social dialogue regarding 4IR in the SA context. The Hubs should be maximised to include the spaces and technology relevant to the full spectrum of digital skills (ICT and digital creative skills), competency skills (such as, creativity, critical thinking, problem solving, collaboration, negotiation) and entrepreneurship skills.

- Ring-fence UIF funds: Ring-fence a percentage UIF funds to use towards upgrading skills of the unemployed. By leveraging these funds unemployed individuals can be re-skilled within the six month timeframe of their UIF benefits cover and potentially job ready again.

- A national platform to educate, inform, update on training and other opportunities in the 4IR context should be established. This platform should be an online platform supported by a variety of campaigns in the public domain, events, workshops etc.

- Issues such as promoting social dialogue and collective representation of workers and employers, supporting and incentivizing entrepreneurship and harnessing technology for decent work and job creation must be mainstreamed and coordinated in business, labour and entrepreneurship bodies and fora.

- Create Social Protection Scheme For Human Capacity In the SMME & Informal Sectors. Human capacity in our informal economy and SMME's requires investment in social protection systems as well as financial mechanisms to boost start up and early stage ventures. Enabling SMME's access to appropriate technology will enhance their growth and ability to scale.

- Attract Critical Skills By Amending Prohibitive Legislation

  a) Amend section 19(4) of the Immigration Act be amended to specifically reference 4IR related skills. The amendment should better enable highly skilled immigrants to come and apply their trade in South Africa under favourable conditions. The attraction of highly sort-after 4IR skills be assist in accelerating the development of South Africa's knowledge base and industries. These skills must not be restricted to academia but should include entrepreneurs who intend on starting businesses from South Africa.

- Amend Labour legislation to accommodate the Gig economy by recognizing Internet project work as legitimate work. This should include incentives for companies to build Gig Economy platforms to leverage South African 4IR skills for global demand.

- Copyright & IP protection - The Copyright Amendment bill is currently with the President for signature. While better than the previous version, it is still highly controversial due to a "fair use" clause that has been included which potentially threatens creative content producers' ownership

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rights, and according to a PWC review of the draft legislation, could lead to inferior content production for academic textbooks and resources – impacting the skills sector significantly. IP protection and ownership is the bedrock of the creative economy so an in depth look at what this bill means in the context of 4IR and the creative economy as an emerging area for the future of work is important.

- Develop flagship full-spectrum incubator networks for AI and robotics that can build skills, knowledge, intellectual property, infrastructure, institutional linkages, and technological capabilities. Incubator networks must include business, government, academia, and civil society. Networks do not require large fiscal allocations, but can serve to enhance co-ordination, strengthen systems of innovation, link skills supply and skills demand, link technology developers and potential users, and connect pockets of excellence in a way that enables South Africans to be more globally competitive.
- Make it easier for skilled people to enter South Africa.
- Establishment of a flagship social science research programme that focusses on the 4IR. This will build intellectual capital to benefit policy development, institutional programming, evidence-based decision making, and thought leadership.
- Review tax structure on processed minerals used in 4IR components e.g. components for robots and robotics that are produced within the borders of our country. Impose a tax that will be less than when the minerals are exported without them being processed. These taxes will incentivise companies to build factories within the country and create products that speak to the future of the country and ultimately create jobs.
- Use virtual reality to train our health officials (Doctors, nurses and other professionals in the hospital) to ensure that they have the necessary experience to help the people within the hospital. Ensure that these virtual reality systems will be relevant and help within our medical fraternities and ecosystem.
- Government should improve the different funding agencies and leverage the experience and track records of venture capital firms that have proof that they can fund entrepreneurs for growth. Funders (public and private sector) should work together possibly through private partnerships to fund businesses in an agile way and in a way that aligns with Fourth Industrial Revolution opportunities. Duplicated funds across multiple government departments can possibly be pooled for Fourth Industrial Revolution aligned businesses. Government has a funding strength while there is funding mandate experience in Private Sector funders. We need to bring these strengths together for agile, efficient funding of SMMEs aligned to the 4IR.
- Government should provide free Wi-Fi hotspots within rural areas.
- Smart government: Empower and arm policymakers, parliamentary members and leading political parties with new age technology policies, for the responsible and conscious use of technology. Focus on data privacy and data protection laws and regulation, digital taxation draft law, (adopt the Turkey draft law), develop tax policies that can better account for operations of digital and virtual companies that have seen exponential growth as their services have become ubiquitous.
- Unwavering Energy resources: Accelerate non-fossil fuels energy resources, conclude PPP arrangements for alternative, sustainable and cost-effective energy to empower high economic growth sectors to ensure

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- One stop destination for massive hyperscale data centres: Invest in digital infrastructure, prioritizing backhaul and last-mile transport networks and capitalize on the undersea cables landing in the country's offshore to ensure South Africa becomes a one stop destination for hyperscale data centres. Localize manufacturing of components used for seamless connectivity, fibre optic cables, accessories, semiconductors, mobile devices
- Knowledge economy skills: An overhaul of the basic education to include soft skills from early childhood, Investing in high end computing facilities, machine learning/artificial intelligence special academic institutions (R&D) with practical real time projects exposure, to underpin the knowledge economy; innovative learning methods to empower the disable and all those coming from under-served areas.
- Cultivate the small business ecosystem: intentional investment to the SMME ecosystem in the commercialization of high value 4IR projects, beneficiation and unbundling of projects in key economic sectors.
- In light of recent retrenchments due to adoption of 4IR technologies, it is recommended that government considers incentive package for companies that upskill their workforce for the era 4IR and beyond.
- In view of the need to create new products and services to grow the economy, all grades in secondary school level must offer an introductory course in industrial revolutions and technologies of 4IR. At university level, each year of study must include a course on how technologies of 4IR could be used to build a smart South Africa. Students must collaborate across faculties and universities on project basis, with presentation each quarter, and final presentation at the final year of study.
- Start-ups and SMMEs must be provided free access to all 4IR technology platforms (including university laboratories) across the country and expert advice for the purpose of product and business model development. Technology Innovation Agency and the CSIR could jointly execute this recommendation.
- Intellectual property regime to be reconsidered in view of the need to be dynamic and enable speedy commercialization of research output into product and services.
- The DTIC and DSI to conduct a 4IR industry audit, and companies that are found to be at risk of being disrupted by 4IR must be assisted to upgrade and transition through the adoption technologies of 4IR and new business models. Owing to the rapid pace of change, such an audit must be conducted on a regular basis.
- The current carbon intensive energy system is hindrance for new investment, it is recommended that a suite of 4IR technologies be identified and utilised for upgrade and transition towards a low carbon energy system and economy.
- Data remain a barrier for our people to be participant of 4IR across the region, as a start, it is recommended that government considers engagement with SADC member states to ensure that data purchased in this region can be used across.
- South Africa takes a policy position, in line with NDP, to set itself up as a regional financial centre within Africa. This would include things like setting itself up as a fintech hub (sandbox, etc) and adopting agile governance principles. Even the digitisation of government to enable ease of doing business. Policy, law and regulation should align with such an overall policy.
- South African adopting a policy position to have tech hubs using similar thinking to Special Economic Zones (SEZs). This includes looking at the business support environment, having a visa

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that allow us to attract top talent, making it easy for international firms to set up business here, as well as making it cost effective for entrepreneurs to start high tech businesses. The idea is that we are competing globally anyway and it is better to have firms operate here and us learning from them than our talent leaving to go to other hubs.

- Start a 4IR/tech/innovation fund as a PPP to invest in local innovation. This has to be run by specialists that ensures that bankable projects with smart business plans are invested in.
- South Africa must develop a platform that facilitates the matching of funding needs with investment opportunities. The platform should serve as a 'one-stop-shop' for 4IR related funding, including access to business support services that we help with the development of smart and sustainable business models and the provision of advice to help bankable projects provide the information necessary to help them match with available products while further helping investors more accurately assess the risk available in an investment opportunity. This should also be run as a PPP with the PC4IR playing a key role in its deployment.
- Policy labs and regulatory sandboxes: Globally (or at least in democratic states), there is also increasing recognition that public participation is critical. The USA and the EU have adopted systems of Policy Labs - multi-disciplinary government teams experimenting with innovation methods, more precisely design, to actively involve citizens, academia and business at multiple levels of the public service and policy development process. Government in partnership with small business, corporates, academia, and civil society can, through Policy Labs.
    - Identify the needs of citizens, policy-makers and academics in the context of policy-making through a review of the literature, policy procedures and semi-structured interviews with citizens, policy-makers and academics;
    - Determine if, where and how design research might enhance policy-making by facilitating workshops with citizens, academics and policy-makers from Policy Labs;
    - Develop and test tools, methods and metrics to support the effective use of design research in policy-making with Policy Labs and facilitating further workshops with citizens;
    - Deliver a robust and commonly accepted Design for Policy Toolkit to stakeholders that will be widely disseminated to academics, policy-makers and designers;
    - Test the impact of a policy on the impacted stakeholders and the economy prior to implementation.

  South Africa should adopt a similar policy and regulatory process to harness the positive effect of the 4IR on its economy, society and government. Regulatory sandboxes are partnerships between business and government to test products in a controlled environment to determine their impact on consumer, business and the economy prior to following a complicated regulatory process. The WEF suggests public-private collaborative governance where governments can design policies that leave more opportunity for the private sector to contribute innovative solutions. For example, in Rwanda the government partnered with the WEF to draft and adopt drone regulations that take into account the drone's mission in addition to its physical specifications. This approach encourages clear policy setting, enabling government to develop a new kind of policy maker, regulator and legislator.
- Data policy in South Africa is led by the Department of Communication and Digital Technology. However, from a strategic point of view, data policy is cross-cutting, in that it impacts on other strategic areas, such as Industry 4.0, artificial intelligence, biotechnology, and capability-building. Across this broad scope, several strategic principles may guide data policy. Globally

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there is a policy tension between the imperative of open data and the imperative of data privacy. Achieving a balance between these two opposing principles is an important part of an overall approach to data policy.

Clear measures must be adopted to reduce the cost of data for the poor. If one places the digital divide at the centre of the analysis, the question of data costs for poor people in South African might be the most critical issue in the overall South African response to the 4IR.

A national data policy is required to steer the rollout of 5G networks. Splicing is an option that merits exploration, taking into account questions of data access and questions of enabling Industry 4.0 in South Africa. South Africa must support data sovereignty and internalise the beneficiation of South African data. Sectoral responses are also required. For example, ongoing review of the impact of the 4IR in the financial sector is needed in order to safeguard financial stability. Cyber security is increasing important to national security. South Africa's cyber security systems may require enhanced artificial intelligence capabilities. Finally, South Africa's Information Regulator protects data privacy and helps South Africa meet international privacy standards. This function may in future play a greater role and require expanded capabilities, funding and support.

- Research, Development, and Innovation (RDI): Building RDI capabilities is strategically central. More progressive governments have a significant focus on RDI. Without the strengthening of innovation systems and RDI capabilities, South Africa will not be positioned to move towards the technological frontier, enhance competitiveness, or harness new technologies towards developmental aims. RDI policy could include increased support directed through existing instruments, such as research chairs, centres of excellence, the National Research Foundation, and research programmes within universities and science councils. New instruments and mechanisms may also be considered. The Department of Science and Innovation (DSI) is the lead department for 4IR related RDI policy. The Department has proposed the establishment of a 'Converging Technologies Platform' (CTP) as a potential hub for 4IR RDI. The CTP would be guided by a policy advisory service, the 'Inclusive Development Platform' (IDP).

  Building capabilities through education and RDI is a prerequisite for national economic competitiveness, but to harness strengthened capabilities towards economic objectives may require dedicated policy interventions. Industrial and economic development policy options include incentives, SME programmes, and incubators. Some countries, for example Italy, have introduced a R&D tax incentive for industry 4.0 start-ups. A tax deduction related to training and skills development as well as building of manufacturing plants is an option. Digital innovation hubs, technology incubators, and SME development programmes all have the potential to support new businesses and SMEs. Incubators could be domain specific (for example, AI incubator, ecommerce incubator, 3D printing incubator) or converged (for example, 3D bioprinting incubator).

  Local manufacturing hubs must be mandatory supported by enabling policy and law, South Africa's youth must have access to funding structures to solve local problems through local design (from Define (the problem), Ideate, Prototype, Test) and implement. Funding and support should be accelerated when these manufacturing hubs are solving issues that address unemployment, poverty and inequality.

- Public sector innovation Smart cities and human settlements: The technologies of the 4IR could be harnessed to strengthen the capacity of government to provide service delivery. This requires the building of internal government capabilities across a range of technological domains, including the use of AI and data analytics in governance, as well as the use of 4IR technologies to deliver services as diverse as health, security, sanitation, housing, environmental protection, economic development, and education, among many others.

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A national policy framework could provide guidelines for unique programmes within South Africa's metropolitan areas, as well as for non-metro human settlements. A national policy framework could make provision for devolved policy-making, while at the same time establishing a mechanisms for the managers and strategic actors involved at the city level to interact, develop cohesive programmes, and foster mutual learning. Government entities must be geared towards rapid innovation, duplication and fragmentation across state owned entities must be addressed urgently. Innovation and funding cannot be restricted to monopoly, unskilled, slow transforming state entities, South Africa's youth and small business must lead innovation and must be funded accordingly.

- Future Minerals: keep strategic mining licenses and ownership of critical minerals that will be the driver of 4IR and beyond localized at no less than 70%. South Africa will be vital in the effort to meet growing demand for Manganese (Mn), Lithium (Li), Calcium Fluorite (CaF2), Platinum, Chromium, Zinc, Copper, Cobalt, Bauxite and Rare Earth Minerals (Neodymium, Dysprosium, ytterbium and Cerium which are all sitting under our ground. All these must be kept within our borders.
- Beneficiation: This will be very critical in ensuring that we grow our economy and create much needed jobs. Beneficiation will looks at specific areas where we are already excelling or entering like HF (Hydro Flourite) production, electrolytes, cathode and more.
- Support the commercialisation of local innovations and start-ups through microloans, hubs with subsidised bandwidth, entrepreneurial and leadership training. And establish a Risk-Fund.
- Agriculture sector: Opportunity to finance agricultural co-operatives and to incentivise support for small farmers from commercial agriculture to adopt technologies such as satellite imaging from drones, the IoT and Artificial Intelligence.
- Adapt 4IR Technologies like AI, big data, IOT to strengthen the manufacturing and the agriculture sector by encouraging the use of technology while training and creating jobs for skilled personnel.

Consultation Period

- Wanting to hear from South African business, government, labour, academia and SMMEs; dates for consultations across SA; channels for submitting feedback & deadline of 30 November for feedback)
- Case studies of 4IR use in SA - pockets of excellence: submit videos, images or writeups (can be used on the website/portal)
- Initial stakeholder consultations were held to solicit valuable input. It must be noted that this is a first draft and stakeholder consultations are ongoing. The first draft attempts to establish a framework and identify
- A challenge noted in investigating solutions for South Africa for 4IR is that multiple sectors and stakeholders are working on solutions, but in isolation of each other. The urgency to respond to 4IR necessitates that there is coordination and integration of work with common strategies developed for implementation across sectors. A human-centric strategy will require a significant contribution from all stakeholders involved. Business (Big Business, SMMEs and Labour), Government, Academia and Civil Society will be required to establish synergies based on trust, responsibility and accountability. A prerequisite for the success of such an initiate will require a resolute commitment from each stakeholder towards a common goal. A committed stakeholder coupled with a suitably enabled environment would create the possibility for South Africa to realise its full potential.

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Way Forward

Consultations and further research, finalising the strategy with key recommendations, initial report to Cabinet and President in March 2020.

Development of Scenarios and Next steps

As we consider the future of South Africa, the work will pivot towards an analysis of the **choices** that confront the country. It is important to embrace the language of choice as it also references a key difference in the way in which we will participate in the future, as free and fully informed protagonists in our own future. Indeed, there are **dilemmas** to be resolved: what ought to be prioritised; what sacrifices should be made; what innovations are needed to leapfrog our current constraints; who leads and who follows. These are not simple dilemmas. Indeed, they are compounded by the urgency imposed on us by the full breadth of our history.

The balance of our choices and dilemmas will result in the generation of **Scenarios**. Herbst and Mills (2006) state that "scenarios are a way of producing alternative futures based on various mixtures of assumptions, facts, trends and areas where extra understanding is needed for a particular scenario project." Inevitably, our scenarios will hold together the best and worst outcomes, recognising that the primary function of understanding socio-economic impact is to produce the best possible path forward for all South Africans, including those not yet born. The Critical Uncertainties and Drivers for Change are part of the main considerations when developing scenarios.

Critical uncertainties include:

- Corruption
- External networks, relationships and power structures
- Peace and stability
- Foreign and local investment
- External networks, relationships and power structures

Drivers for Change include:

- Economy
- Society
- Infrastructure
- Environment and Natural Resources

The Commission will over the next few months consult Business, Government, Academia, Small, Medium, Micro Enterprises (SMMEs) and Citizens to gather inputs for the development of the Scenarios. The Commission will, through the consultation sessions, refine and recommend a Scenario for the country in 4IR. The scenario will be reviewed against the WEF Global Competitiveness Criteria and the UN Human Development Index to ensure that the country can optimise its competitiveness and the wellbeing of South Africans.

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ANNEXURE A: Emerging Trends, Increasing & Decreasing Roles In Selected Industries

Source: Nedlac Futures of Work in South Africa, March 2019: Analysis of selected industries, pg. 64-93. Institute of Futures Research

	SECTORS	TRENDS DRIVING INDUSTRY CHANGE	ENVISIONED FUTURE	INCREASING ROLES	DECREASING ROLES
1.	Healthcare	Aging populations The rise of non-communicable diseases. Intelligent, connected 'wearables. Shift from short term prevention to long term overall well-being (wellness) Informed and empowered consumers.Flipping the health care delivery model from business-to-consumer (B2C) to consumer-to-business (C2B).	Business and care delivery models, aided by digital technologies, may help to address today's problems and may build a sustainable foundation for affordable, accessible, high quality health care for all.	Recreational wellness therapist Nurse practitioner Home Health aide Online caregivers VR experience designers Care-bots App developers (linking medical devices)	Medical and clinical lab technologists Medical transcriptionists Dental lab technicians Dental hygienists Opticians dispensing Medical records and health info clerks
		Data interoperability, security, and ownership moves to the forefront Aging workforce, rising demand for health care services and reduction in physician working hours are driving shortages of appropriately skilled people		Geriatric carer Medical tourism Geneticist Drome monitors (new delivery models) Co-bot surgeons Wellness monitors	Pharmacy aides Medical equipment preparers Medical insurance claim clerks Trainers (replaced by VR applications)

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	SECTORS	TRENDS DRIVING INDUSTRY CHANGE	ENVISIONED FUTURE	INCREASING ROLES	DECREASING ROLES
2.	Informal Sector	Rise of collectives and cooperatives. Supermarkets and other retailers creating offers to service consumers at the lower end of the market are encroaching on what was the sole domain of spaza shops and informal operators. Opportunities opening up through recycling Gig economy Digital platforms Digital proficiency Connectivity	Changing mental models will continue to 'de-stigmatise' the notion of not having a full-time job.	Gig-like services Elder care specialists Personal security services Informal banks (stokvels) Day care specialists Crafters (makers movement) Networking specialists (connecting people) Home care specialists (Social) media specialists Data analysts for informal sector App developers to connect informal traders & service providers	

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	SECTORS	TRENDS DRIVING INDUSTRY CHANGE	ENVISIONED FUTURE	INCREASING ROLES	DECREASING ROLES
3.	Energy Sector: Oil & Coal	Legislation and regulation around carbon emissions Technology innovation Water, food and climate change Globalised, urbanised, connected world	Urbanisation as well as an increased consumer focus on environmentally friendly and healthy lifestyles could encourage cycling, walking and car sharing as alternative forms of mobility Green energy focus	Solar technicians Designers of solar systems Energy optimisers Multi-source grid managers Solar Engineers Wind energy technicians Process automation specialists Data analysts Forecourt destination managers Re-trainers (enabling oil & coal workers to acquire new skills) Designers of wind energy systems	Mining plant operators Oil & coal extraction workers Power plant operators Inspectors, testers, samplers, weighers Procurement clerks Material recording and stock-keeping clerks Excavating, loading & dragline operators Conveyor operators Mapping technicians Oil refining plant operators
					Planning & expediting clerks Geological & petroleum technicians Drilling & boring machine setters & operators Crushing machine setters & operators

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	SECTORS	TRENDS DRIVING INDUSTRY CHANGE	ENVISIONED FUTURE	INCREASING ROLES	DECREASING ROLES
4.	The Transport Sector	Self-driving cars Autonomous trucks Aviation and other things taking flight. Remote-controlled cargo ships Machine learning leads to optimisation	The rapid pace of urbanisation puts added pressure on already strained infrastructure, which needs to be designed to absorb such growth, and be as efficient as possible Along with the pressures, come opportunities – the increased size of cities widens their power and tax base and enables a greater investment in public transport	Data analysts AI & machine learning specialists System optimisers Infrastructure designers Transport hub experience managers Solution designers Transport concierge Drone operators VR training development Blockchain management of transport routes & bookings Supply chain & logistics specialists	Taxi & bus drivers Cashiers & ticket clerks Route monitors Cargo vessel crew Train drivers Cargo & freight clerks Parking lot attendants Truck drivers Route monitors Railroad brake, signal & switch operators Weighbridge Operators

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	SECTORS	TRENDS DRIVING INDUSTRY CHANGE	ENVISIONED FUTURE	INCREASING ROLES	DECREASING ROLES
5.	Public Sector	Fragmenting global order Expanding individual power Technological advances Demographics: Millennials are pushing innovation and getting involved in government	In most countries across the globe, the public sector is transforming, downsizing, revamping, and being overhauled The pace and dimensions of this change are unprecedented - driven by budgetary constraints and new approaches to public service delivery Public Sector refers to all levels of government	Digital transformation specialists Digital currency people Embassies taking a bigger role as business developers & facilitators People facilitating optimisation across departments Process automation specialists "Connectors" across departments – to identify opportunities for working together Cybersecurity monitors & professionals AI ethics officers & coders People facilitating optimisation across departments Re-purposers: people turning concrete jungles into greener spaces	Accounting, bookkeeping & payroll clerks Administrative staff (capturing & sharing info) Material recording & stock-keeping clerks Ballot/vote counters Couriers & messengers Order clerks Internal auditors Roles that are duplicated across departments Roles that build unnecessary levels of hierarchy into the system – move towards flatter structures

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	SECTORS	TRENDS DRIVING INDUSTRY CHANGE	ENVISIONED FUTURE	INCREASING ROLES	DECREASING ROLES
6.	Services Sector	Globalisation enables a more mobile workforce Demographic shifts are having interesting effects on the service sector Innovations in technology mean that machines have the ability to aid and sometimes replace people. Advanced user interfaces enable computers to respond directly to a wider range of human requests, thus augmenting the work of highly skilled labour, while allowing some types of jobs to become fully automated	The service industry isgenerally believed to require person-to-person contact in the delivery of mostly intangible products Market trends in the service industry are being influenced primarily by the use of technology to streamline operations, provide resources to staff, and, in some cases, to replace the need for staff	Digital transformation specialists Human machine integrative coaches User experience designers AI testers AI & machine learning specialists Augmented reality journey builder Gig-designers Bot-managers Artists that create sensory-focused items Repurposing agents (for waste & redundant items)	Client information &customer service clerks Rental clerks Telemarketers Mass travel agents Tour guides Legal clerks Data entry clerks Freight clerks Credit analysts Financial analysts Brokerage clerks Cashiers & tellers Procurement clerks Accounting & payroll clerks
				Experience agents (travel agents that design & book customised experiences	

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7.	The Education Sector	Globalisation: Within the next ten years, the majority of the world's population will consist of the middle class increasing pressure to provide better education for more people; The stakes are great: inequality of opportunity can translate into disparities in well-being, and drive political and social unrest	In an increasingly globalised and connected world, education is the heart of economic and social prosperity	Designers of learning offers for mobile devices Curated knowledge specialists Learning progress analysts	Registration clerk Accounting & bookkeeping Mediocre teachers Librarians Proofreaders
		Digitisation. Improved user interfaces and algorithms building upon big data could have a significant impact on Education and how it is taught Ageing	– enhancing competitiveness and improving the lives of every single person	Transition coaches (preparing people for next jobs) Special needs education facilitators Education experience customisers Blended learning customisers AI coders for teaching and learning Cross disciplinary integration of knowledge	Printing press operators Teachers that just share content Education that is nor personalised/ customised Office & administrative clerks Attendance control clerks Facilities teaching outdated skills & materials Statistics assistants

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	SECTORS	TRENDS DRIVING INDUSTRY CHANGE	ENVISIONED FUTURE	INCREASING ROLES	DECREASING ROLES
8.		Digital building blocks such as big data, the Internet of Things (IoT), artificial intelligence and machine learning, as well as blockchain New physical systems such as autonomous vehicles, advanced robotics, additive manufacturing, advanced materials and nanotechnologies Advances in science such as next-generation biotechnologies and genomics, and new energy technologies	Urbanisation demands a different organisation of the food system in which the preservation of foodstuffs becomes strategic. This is accompanied, in middle-income developing countries, by a dietary transition stimulating new food categories, and by the demand for convenience and ready-to-eat foods The key changes relate to demographics, the management of individual household finances, and time constraints	Biotechnologist Robotics specialists & engineers Alternative packaging advisors Sensor specialists & technologists Recipe developers Transport economist Data analysts Nutritionists Creators of experiences (developers of the processing facility or the farm as a destination)	Sorters Cutters Packers Quality checkers Payroll and accounting clerks Supply of plastic packaging Administrative clerks Logistics clerks Control clerks (e.g. pressure, temperature) Moving materials at processing facilities (forklift drivers, vehicle drivers, cargo-handling equipment)

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		The Internet of Things (IoT): In combination with blockchain, could enable real-time product tracking, reduce adulteration and shed light on supply and demand imbalances Mobile applications have the potential to connect consumers with an overabundance of food to those in need Online marketplaces could link consumers directly to farmers, dramatically simplifying supply chains. Leverage big data and advanced analytics to better understand supply and demand imbalances			

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9.	Financial Sector	Rapid digital adoption Software platforms, digitisation and the development of applications Better connectivity Customer preferences and expectations Emerging alternative models of lending and capital raising Technologies like big data analytics and artificial intelligence Non-traditional players are entering the market	In South Africa, our financial services sector is made up of specialist firms, insurers, personal finance providers as well as retail banks. A number of driving forces are shaping this industry	Conversational interface designers Compliance expert Mixed reality experience designer Cloud banking Cybersecurity expert Platform creators Investor protection specialist Interconnectors between business & customers, employers & employees, sellers & buyers	Data entry clerks Insurance underwriting clerks Telemarketers Tellers Credit analysts Statistics clerks Accounting & auditors Claims adjustors & examiners Administrative service managers Tax examiners & revenue agents

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	SECTORS	TRENDS DRIVING INDUSTRY CHANGE	ENVISIONED FUTURE	INCREASING ROLES	DECREASING ROLES
				Financial services & fin-tech concierge Hyper-personalisation inventors Interaction policy writers Financial ecosystem creators	
10.	Mining Industry	Drones, proximity sensors & improved communication systems Software applications for efficiency Autonomous trucks & loaders Improved methods of collecting & using data Collaboration between business, Labour, communities & government Methods & technologies to re-mine existing waste dumps	In South Africa mining has had a significant effect on our how economy, and in many places, our societies developed. At the moment the sector is under pressure. Falling commodities prices and the depletion of easier-to-reach ore bodies put pressure on the profitability of mining operations. Mining in South Africa is mostly deep and therefore risky and expensive	Payroll & timekeeping clerks, inspectors, sorters, weighers, samplers Procurement clerks Crushing 7 grinding machine operators & setters Surveying & mapping technicians Rock splitters Excavating & loading machine & dragline operators Conveyor operators	Specialists in re-mining of waste dumps Workplace & worker experience reformers Underground drone operators Application developers Data analysts Collaborator Re-designers of underground operations Autonomous truck & loader supervisor

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	SECTORS	TRENDS DRIVING INDUSTRY CHANGE	ENVISIONED FUTURE	INCREASING ROLES	DECREASING ROLES
				Freight & cargo agents Crane, hoist & winch operators Truck & ship loaders Tool & die makers	
11.	Manufacturing Industry	Changes in consumer preferences Slowing of individual consumption in traditional markets Volatile currency Middle income growth in Africa Automization & digitization – crashing of the value chain, elimination of some roles Technologies such as mobile apps, sensors, next generation robotics, autonomous things, AI, 3D printing, wearables, nanotechnology & advanced materials will change product types and production processes	SA has a well-established and diverse manufacturing base supported by fairly efficient transport & logistics systems Competition from low-wage, high productivity nations like Brazil & China will continue to have a significant effect on our sector	Digital manufacturers Worker experience creators Factory automation Value chain "greeners" Digital fluency trainers Production line worker coaches & re-skillers Creators and facilitators of customised offers Supervisor: Autonomous things Africa markets analyst	Cargo & freight agents Inspectors, testers, sorters, weighers, samplers Machine setters & operators Procurement clerks Packing & filling machine operators Machine feeders & offbearers Assembly line workers Payroll & timekeeping clerks Timing & device adjusters Mould makers Mechanical drafters
					Patternmakers Painting & coating workers

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12.	Auto-motive Industry	Increasing environmental pressure tied to emissions Changing customer preferences	Towards 2030 the industry may experience structural shifts in market demand, with full electric or hydrogen fuel cell vehicles entering the market	Non-fossil fuel energy technologists Cyber-security experts (for in-vehicle systems) Value chain "greeners" Digital fluency trainers In-vehicle info-tainment system developers Production line worker re-skillers Robot engineers System optimisers	Assembly line work-ers Welders, cutters, solderers,brazers Procurement clerks Inspectors, testers, samplers Crane, hoist & winch operators Automobile testers Car salespeople Mechanics & diag-nosticians Machine setters & operators

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13.	Agricultural Industry	Mobile services for farmers for market access Big data, analytics & blockchain Gene-editing technologies Advanced precision agriculture technologies Climate change	Consumers may demand that their food meet minimum sustainability & health requirements This information can be made available to them by packing-based blockchain apps. Consumers may switch their diets to plant-based or cell-grown alternatives or demand that the animals they eat are fed less insect-based proteins		Pesticide handlers& applicators Payroll & timekeeping clerks Fence erectors Purchasing agents Cooling equipment operators Inspectors, samplers, weighers Drying & cooling equipment operators Fishers & related fishing workers General farm worker Product representatives

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DELEGATIONS: CORRECTIONAL SERVICES ACT AND REGULATIONS: DEPARTMENT OF CORRECTIONAL SERVICES

UNDER THE POWERS VESTED IN ME IN TERMS OF SECTION 97(2) OF THE CORRECTIONAL SERVICES ACT, 1998 (ACT 111 OF 1998), I, ARTHUR FRASER, NATIONAL COMMISSIONER OF THE DEPARTMENT OF CORRECTIONAL SERVICES HEREBY DELEGATE THE UNDER MENTIONED COMPETENCIES TO THE PERSON IN THE POST INDICATED AGAINST THE APPLICABLE COMPETENCY WITH EFFECT FROM THE DATE OF PUBLICATION IN THE GOVERNMENT GAZETTE.

WITH REFERENCE TO THE FOLLOWING LEGISLATION AND PRESCRIPTS:-

1) Correctional Services Act, 1998 (Act no 111 of 1998). (The Act)
2) Correctional Services Regulations, 2004 as amended. (The regulations)
3) Collective Agreement DBC Resolution 1/2006. (Res 1 of 2006)

PROVIDED THAT:

a) The level of delegation indicated hereunder against each competency, is the lowest level on which the competency may be exercised;
b) Any line-functionary with an equal or higher rank is also authorized to exercise the same power.
c) Regions all report to the National Head Office and therefore does not have jurisdiction over each other. Any delegated power that cannot be exercised for whatever reason in a region must be referred to National Head Office for a decision;
d) The delegation indicated hereunder, remains in force should a section of the Act, including any Amendments to the competency itself, and the number of the new section is considered to be the number of the relevant provision of the Act;
e) Any delegation does not prohibit the National Commissioner from exercising the power concerned or performing the duty concerned himself or herself (*Qui custodit originale potestate delegat*) who also may withdraw any delegation to any post (and therefore the incumbent in that post) at any time;
f) A person who have been delegated an authority cannot delegate such authority. (*Delegatus delegare non potest*)
g) The exercise of a delegated authority is at all times subject to the provisions of the Act and Regulations, Departmental Policies, the Departmental Orders and any directives issued in this regard; and;
h) Levels of delegation indicated with Head Office, refer only to post structures which exist at the Correctional Services, Head Office, Pretoria.
i) The following abbreviations may be applicable:

NC	=	National Commissioner
COC	=	Chief Operations Commissioner (Reference in any other delegated authority to COO implies the COC)
CDC	=	Chief Deputy Commissioner
DC	=	Deputy Commissioner
DIR	=	Director

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DD	=	Deputy Director
ASD	=	Assistant Director
DCS	=	Department of Correctional Services
DRC	=	Deputy Regional Commissioner
RC	=	Regional Commissioner
DIU:	=	Departmental Investigation Unit
CEU	=	Code Enforcement Unit
CDC	=	Chief Deputy Commissioner
CFO	=	Chief Financial Officer
HCC	=	Head Correctional Centre / Head Remand Detention Centre
ACC	=	Area Coordinator Corrections
ACCS	=	Area Coordinator Corporate Services
AC	=	Area Commissioner
AC DC	=	Area Coordinator Development and CARE
HCC CC	=	Head Community Corrections
SMS	=	Senior Management Service
Official	=	Official of DCS as contemplated in section 1 of the Act.

j) Any reference made to salary levels 1-12 is applicable to the equivalent salary grade for the Correctional Services OSD for Centre Based and Non Centre Based officials and any other OSD of closed occupational groups within DCS.

k) Where the term "in consultation" is used it implies consensus and where the term "after consultation" is used it implies the delegated authority takes a decision considering inputs during the consultation but are not bound by it.

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DELEGATIONS: CORRECTIONAL SERVICES ACT AND REGULATIONS: DEPARTMENT OF CORRECTIONAL SERVICES

A. CORRECTIONAL SERVICES ACT 111 OF 1998 AS AMENDED

	POWER OR DUTY BEING DELEGATED		PRINCIPAL FUNCTIONARY	DESIGNATION/POST LEVEL DELEGATED TO PER TIER			DELEGATION CONDITIONS AND LIMITATIONS
	Section	Topic Description		Head Office	Region	Management Area	
1.	Section 3 (5) and 3 (5) (C)	Control over operational matters in the Department of Correctional Services	NC	COC over all regions in the Department of Correctional Services as well as core business branches in Head Office.	Regional Commissioner	Area Commissioner	Head of Correctional Centres/Remand Detention Centres/Community Corrections reports to the appointed Area Commissioner. Area Commissioners in a specific Region/Province reports to the appointed Regional Commissioner. Regional Commissioners reports to the appointed COC. Branch Heads: Core Business reports to the COC.
2.	Section 3 (5) (c) and (g)	Approval of trips away from place of work and use of accommodation, use of public transport, excluding trips with Air Transport, the use of hired vehicle and shuttles.	NC	Supervisor (DD and Higher)	Supervisor (DD and higher)	Head Correctional Centre / Head of Remand Detention Centre (DD and higher) Area Coordinator (DD and higher)	The person who provides the authorisation must **always be one level higher** than the person who needs to travel. Logistical and Financial policies, procedures and directives must be adhered to. This delegation does not include operational trips officials must undertake to escort inmates to court/ outside hospital/medical appointment or other place such inmate is legally required to be, including transfers from one correctional centre to another. The Head of Correctional Centre/ Community Corrections Office approve such trips in line with the stipulations in the B-Order. The use of Conference Facilities must be handled according to the relevant directives and is not included in this delegation.
3.	Section 3 (5) (c) and (g)	Approval of S&T claims.	NC	Supervisor (DD and Higher)	Supervisor (DD and higher)	Head Correctional Centre / Head of Remand Detention Centre (DD and higher) Area Coordinator (DD and higher)	Person who approves must always be on level higher that the claimant. Compliance to all relevant policies and procedures and rates determined by DPSA. Compliance to DPSA financial manual
4	Section 3 (5) (c) and (g)	Approval of KM claims.	NC	Director and higher	Director and higher	Director and higher	Person who approves must always be on level higher that the claimant. Compliance to all relevant policies and

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	Section	Topic Description		Head Office	Region	Management Area	
							procedures and rates determined by DPSA and Dept of Transport Compliance to MMS and SMS directives, SMS handbook
5.	Section 3 (5) (c) and (g)	Approval of Air Transport, use of hired vehicles and shuttles. (Domestic travelling only)	NC	Relevant Director and higher according to post level.	Relevant Regional Head (Director) and higher according to post level.	Area Commissioner after consultation with the DRC (Area Commissioner approved by DRC or if on level of DC by the RC)	Regional Commissioners and CDC's approved by the National Commissioner. The person who provides the authorisation must always be one level higher than the person who needs to travel. The procedures and directives on domestic travelling must be adhered to, especially with regard to the class of flight and class of hired vehicle as well as use of travelling agencies and logistical and financial procedures. Officials who receive a car allowance may not use shuttles at their local station. The delegated authority must at all times ensure that funds are available before taking a decision
6.	Section 3 (5) (c) and (g)	Provide cash equivalent of benefits received by permanent employees to employees on fixed-term contracts.	NC	CDC Human Resources	No Delegation	No Delegation	Read with PSR
7.	Section 3 (5) (c) and (g)	Night visits call out	NC	Dir Security Standards	No delegation	Head Correctional Centre/ Head of Remand Detention Centre	DPSA Financial Manual must be adhered to
8.	Section 3 (5) (c) and (g)	Approval of state guarantee applications	NC	DD Service Benefits	Not delegated	Not delegated	Compliance to DPSA directives
9.	Section 3 (5) (c) and (g)	Approval for an official to utilise private vehicle when it is more cost effective to the state or a Departmental vehicle is not available.	NC	Director and higher	Director and higher	Director and higher	Approval must be in compliance with LAPM directives
10.	Section 3 (5) (c) and (g)	Approval of transport for school children, transport between residence and place of work	NC	CDC HR	Regional Commissioner	Not delegated	Compliance to DPSA financial manual
11.	Section 3 (5)(e)	Grant approval for the payment of monetary rewards to any person who is or was a correctional official.	NC	CDC Human Resources	No Delegation	No Delegation	

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	Section	Topic Description		Head Office	Region	Management Area	
12.	Section 3 (5) (e)	Grant approval for payment of death grants	NC	CDC Human Resources	No Delegation	No Delegation	Compliance to policy on death grants
13.	Section 3 (5) (f)	Grant approval for the payment of monetary rewards to private persons.	NC	CDC	No Delegation	No Delegation	
14.	Section 3 (5) (g) read with section 96(3)	Appoint correctional officials (including interdepartmental transfers from other departments/institutions to DCS) (read with delegations in terms of the Public Service regulations)	NC	Level 2-10 (Comply with requirements) DC HRM in consultation with the CDC HR Level 11-12 CDC HR Any Deviation: levels 2-12 CDC	Level 2-10 (Comply with requirements) Deputy Regional Commissioner in consultation with the RC Level 11-12 (Comply with requirements) Regional Commissioner Any deviation: levels 2-12 CDC	None	1. All appointments and interdepartmental transfers must comply with DCS and relevant OSD appointment criteria as well as the PSA and PSR, requirements and DPSA directives. 2. Any deviation must be submitted to the CDC 3. The CDC HR shall decide on the audit (by Head Office HR staff) of all appointments, promotions and transfers, as deemed necessary. 4. Levels 13-15 is not delegated and must be handled as prescribed in section 96(3)(a) of the Act read with the PSA and PSR.
15.	Section 3 (5) (g) read with Section 96 (3) (d) and	Approve all placements and transfers/temporary transfers on state costs.	NC	Levels 2-7 Director HR Administration & Utilization Levels 8-10 DC HR Management Levels 11-12 CDC Human Resources	No delegation	No delegation	Subject to the Policy on transfers and prescripts on finances and logistics. Note: Transfers and placement of all SMS members: Levels 13-15 not delegated. (Decision maker: National Commissioner)
16.	Section 3 (5) (g) read with Section 96 (3) (d)	Approve transfers/temporary transfers of SMS on own time and cost or on state costs including interdepartmental transfers to and from DCS, of the SMS.	NC	No Delegation	No Delegation	No Delegation	National Commissioner to approve after consultation with the CDC HR.
17.	Section 3 (5) (g) read with Section 96 (3) (d)	Approve transfers/temporary transfers and placements of officials on own time and cost from level 2 (SCO or equivalent) to level 12 (DD or equivalent), including interdepartmental transfer from DCS to other departments/institutions.	NC	Head Office Level 2-7: Relevant director after consultation with Dir HRA & U Level 8-10: Relevant DC after consultation with Dir HRA & U.	Levels 2 to 7: Within RC Office: Relevant Regional Head Corporate Services after consultation with RH Corporate Services. Across Management Areas:	Levels 2 to 7 Within Management Area only: Area Commissioner: (including interdepartmental transfer from DCS)	Compliance to transfer policy and procedures. To be processed/managed by HR. In regional offices and Head Office the application for transfer must be submitted to the Personnel office that will process the application to the relevant directorates.

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	Section	Topic Description		Head Office	Region	Management Area	
				Level 11-12 Relevant CDC after consultation with the HRA &U	Deputy Regional Commissioner after consultation with RH Corporate Services. Levels 8-10: Deputy Regional Commissioner (Excluding Heads of centres and community corrections offices) Levels 11-12: Regional Commissioner		
18.	Section 3 (5) (g) read with Section 96(3)(d)	Approval of Interim Accommodation, Resettlement Claims, Removal of Furniture and Storage, Buying of Property and Pre-visits after approval of transfer on state cost was granted	NC	Maximum 3 months interim accommodation. Director: HR Administration and Utilization More than 3 months: DC HRM	Maximum 3 months interim accommodation: RH Human Resources. More than 3 months: No delegation	No delegation	Compliance to financial and logistical prescripts, special leave policy and transfer policy. Approval must always be by a person one level higher than the person requesting the approval.
19.	Section 3 (5) (g) read with Section 96(3)(d) and Public Service Regulations 2016, regulation 63	Appoint employees in acting capacity: (read with delegations in terms of the Public Service regulations)	NC	Level 2-12 Relevant Director Level 13 Relevant DC in consultation with the CDC Levels 14 Relevant CDC in consultation with the NC	Level 2-12 Director Level 13 DRC in consultation with the RC Levels 14 RC in consultation with the COC	Levels 2 to 12 Area Commissioner: Level 13 RC Levels 14 RC in consultation with the COC	1. L 15 NC in consultation with the Minister. 2. Compliance to relevant policy and Public Service regulation 63 at all times. 3. The appointment in acting capacity of SMS members for longer than 6 months must be submitted to the Minister for approval in terms of DPSA policy via the CDC HR and the National Commissioner. 4. The delegation to approve any level in acting capacity must comply with the prescripts on acting and the National Commissioner may at any time revoke such acting appointment. 5. HR Head Office will provide templates letters to be used for appointment of officials who must act.

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	Section	Topic Description		Head Office	Region	Management Area	
							6. HR must certify that a post is vacant before any acting appointment where acting allowance is involved. 7. All acting appointments of SMS shall be done in consultation with the COC. (Appointment memorandum to be directed via the CDC HR) (E.g. appointment of acting DRC is done by the RC after the memorandum is received back from the COC). 8. CDC HR to issue a directive on the administrative conditions for acting appointments.
20.	Section 3 (5) (g) read with Section 96(3)(d)	Appoint temporary employees: (Periodical contract employees: Professionals)	NC	No Delegation	No delegation	No delegation	Appointment of officials on contract (except periodical employees: professionals are not delegated and must be submitted to the National Commissioner for approval
21.	Section 4 (2) (c)	Restrict, suspend or revise amenities for offenders of different categories.	NC	COC	No delegation	No delegation	
22.	Section 6 (1) (b)	Authorisation to detain a person at any correctional centre.	NC	No delegation	No delegation	Head of Correctional Centre / Head of Remand Detention Centre	Compliance to all relevant prescripts
23.	Section 6 (6)	Make a preliminary security classification of an inmate on admission.	NC	No delegation	No delegation	Divisional Head: Case Management Administration	
24.	Section 7 (2) (d)	Detain inmates of specific age, health or security risk categories separately.	NC	No delegation	No delegation	Head of Correctional Centre / Head of Remand Detention Centre	Compliance to all relevant prescripts
25.	Section 7 (2) (e)	Accommodate offenders in single or communal cells depending on the availability of accommodation.	NC	No delegation	No delegation	Head of Correctional Centre	Compliance to all relevant prescripts

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	Section	Topic Description		Head Office	Region	Management Area	
26.	Section 7 (2) (f)	Detain inmates apart from other inmates where there is a danger of inmates while awaiting trial or sentenced, that they will defeat the ends of justice by their association with other inmates.	NC	No delegation	No delegation	Head of Correctional Centre/ Head of Remand Detention Centre	Compliance to all relevant prescripts
27.	Section 7 (2) (f)	Extension of period of detention of inmates apart from other inmates where there is a danger of inmates while awaiting trial or sentenced, that they will defeat the ends of justice by their association with other inmates.	NC	No delegation	No delegation	Area Commissioner	Compliance to all relevant prescripts
28.	Section 13 (6) (b)	Enable an offender to notify next-of-kin of admission or after transfer to a correctional centre.	NC	No delegation	No delegation	Divisional Head: Case Management Administration/ Corresponding post in Remand Detention Centre	Compliance to all relevant prescripts
29.	Section 13 (6) (c)	In the case of an offender who is a child, notify the parents and state authorities who have statutory responsibility for the education and welfare of children of admission or after transfer to a correctional centre.	NC	No delegation	No delegation	Head of Correctional Centre/ Head of Remand Detention Centre	Compliance to all relevant prescripts
30.	Section 16 (2)	If the Department does not provide the services referred to in section 16 (1) inform inmates of services available from other sources and put inmates who request such services in touch with appropriate agencies.	NC	No delegation	No delegation	Head of Correctional Centre/ Head of Remand Detention Centre	Compliance to all relevant prescripts
31.	Section 19 (2)	The National Commissioner must provide every inmate who is a child with social work services, religious care, recreational programmes and psychological services	NC	No delegation	No delegation	Head of Correctional Centre/ Head of Remand Detention Centre	Compliance to all relevant prescripts
32.	Section 19 (3)	The National Commissioner must , if practicable, ensure that inmates who are children remain in contact with their families through additional visits	NC	No delegation	No delegation	Head of Correctional Centre/ Head of Remand Detention Centre	Compliance to all relevant prescripts

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	Section	Topic Description		Head Office	Region	Management Area	
33.	Section 20 (1)	Permit a mother to have her child with her until such a child is 2 years of age, or until such time that the child can be appropriately places taking into consideration the best interest of the child.	NC	No delegation	No delegation	Head of Correctional Centre/ Head of Remand Detention Centre	Compliance to all relevant prescripts
34.	Section 21 (3) read with section 21(4)	If an inmate is not satisfied with the response to his or her complaint or request, the inmate may indicate this together with the reasons with dissatisfaction to the Head of the Correctional Centre, who must refer the matter to the National Commissioner.	NC	No delegation	No delegation	Area Commissioner (to respond to the complaint/request)	Compliance to all relevant prescripts
35.	Section 21 (4)	The response of the National Commissioner must be conveyed to the inmate.	NC	No delegation	No delegation	Head of the Correctional Centre / Head of Remand Detention Centre	
36.	Section 24 (1) (read together with section 1)	Appoint authorized official/disciplinary in writing. (read with the definition of disciplinary official and authorized official)	NC	No delegation	No delegation	Area Commissioner (to respond to the complaint/request)	Area Commissioner (to respond to the complaint/request)
37.	Section 24 (7) (a) and (b)	At the request of the inmate proceedings resulting in any penalty other than the penalty contemplating in subsection 5(d) must be referred for review to the National Commissioner	NC	No delegation	No delegation	Area Coordinator: Corrections on a level higher than the chairperson of the disciplinary hearing.	
38.	Section 26 (3)	In order to achieve the objectives outlined in subsection (1) and subject to the limitations outlined in sections 27 to 35, the National Commissioner may classify and allocate accommodation to inmates.	NC	COC CDC Incarceration and Corrections may intervene in cases of overcrowding to transfer inmates across regions.	Classify Accommodation: Regional Commissioner	Allocate Accommodation: Head of Correctional Centre/ Head of Remand Detention Centre	
39.	Section 30 (1)	Segregation for a period of time, which may be for part of or the whole day and which may include detention in a single cell, other than normal accommodation in a single cell as contemplated in section 7 (2) (e).	NC	No delegation	No delegation	Head of Correctional Centre/ Head of Remand Detention Centre	
40.	Section 30 (5)	Extend the period of segregation for a period more than seven days for a period not exceeding 30 days if the Head of the Correctional Centre believes it necessary to do so in terms of subsection (1) (c) to (f) and if the medical officer or the psychologist certifies that such an extension	NC	No delegation	No delegation	Area Commissioner	

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	Section	Topic Description		Head Office	Region	Management Area	
		would not be harmful to the health of the offender, he or she may, with the permission of the National Commissioner, extend the period of segregation for a period not exceeding 30 days					
41.	Section 30 (6)	All instances of segregation and extended segregation must be reported immediately by the Head of the Correctional Centre to the National Commissioner and Inspecting Judge	NC	No delegation	No delegation	Head Correctional Centre report to the Regional Commissioner and the Inspecting Judge via the Area Commissioner.	
42.	Section 31 (3) (c)	Extend the minimum period necessary for the restraint of an offender by mechanical restraints for a maximum period not exceeding 30 days after consideration of a report by a medical officer or psychologist.	NC	No delegation	No delegation	Area Commissioner	
43.	Section 39 (2) (a)	The National Commissioner may determine, unless the court directs otherwise or unless the court directs that such sentences shall run concurrently, how sentences of imprisonment: commencement, computation and termination of sentences must be served.	NC	No delegation	No delegation	Head Correctional Centre	
44.	Section 39 (5) (a)	Determine the order in which a sentence of correctional supervision must be served other than the one after the expiration, setting aside or remission of the other unless the Court specifically directs otherwise or unless the Court directs that such sentences shall run concurrently.	NC	No delegation	No delegation	Head of Community Corrections	
45.	Section 39 (6) (a)	Issue a warrant for the arrest of an offender, if the offender had been released from a correctional centre erroneously, to be re-admitted to correctional centre to serve the rest of his or her sentence.	NC	No delegation	No delegation	Area Commissioner	
46.	Section 40 (4) (b)	Determine the amount of gratuity that sentenced offenders receive for their labour must be determined by the National Commissioner with the concurrence of the Minister of Finance	NC	Chief Financial Officer in consultation with the COC	No delegation	No delegation	
47.	Section 41 (6)	Compel sentenced offenders to participate in programmes and use services offered in terms of sub sections (1), (3) and (4) where of the opinion	NC	No delegation	No delegation	Head of Correctional Centre	

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	Section	Topic Description		Head Office	Region	Management Area	
		that their participation is necessary having regard to the nature of their previous criminal conduct and the risk they pose to the community.					
48.	Section 43 (4)	Transfer a sentenced child to a child and youth care centre as contemplated in section 191(2)(j) of the Children's Act 2005 (Act no. 32 of 2005), in consultation with the Director General of the Department of Social Development and from which date the provision of section 76 of the Child Justice act of 2008 will apply	NC	No delegation	No delegation	Head of the Correctional Centre/Remand Detention Centre	
49.	Section 44 (1)	Permit in writing on such conditions and for such periods, as specified, a sentenced offender to leave correctional centre temporarily for the purpose of: (a) Compassionate leave; (b) Treatment, development or support programmes; (c) Preparation for release; or (d) Any other reason related to the successful integration of the offender into the community.	NC	No delegation	Application for deviation: RC	Head of the Correctional Centre (minimum level DD) after consultation with the Area Commissioner. Heads Correctional Centre on lower levels: Area Coordinator Corrections after consultation with the Area Commissioner	All approvals must be communicated to the RC on the same day as approval (in high profile cases)
50.	Section 44 (3) (a) and (b)	Withdrawal of permission for temporary leave	NC	No delegation	No delegation	Head of the Correctional Centre (minimum level DD) Heads Correctional Centre on lower levels: Area Coordinator Corrections	
51.	Section 49A	Provision of a Unit for Pregnant Remand Detainees	NC	No delegation	No delegation	Area Commissioner	
52.	Section 49B	Detain disabled remand detainees separately	NC	No delegation	No delegation	Head of the Correctional Centre/ Head of the Remand Detention Centre	

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	Section	Topic Description		Head Office	Region	Management Area	
53.	Section 49C	Detain aged remand detainees separately	NC	No delegation	No delegation	Head of the Correctional Centre/ Head of the Remand Detention Centre	
54.	Section 49D	Detain mentally ill remand detainees in single cell or correctional health facility	NC	No delegation	No delegation	Head of the Correctional Centre / Head of the Remand Detention Centre	
55.	Section 49F(1)	Release of remand detainee under the supervision of the SAPS to a maximum period of 7 days	NC	**No delegation**	From more than 3 days to 7 days **Deputy Regional Commissioner** Request for the second time by the same detective, for the same case **Regional Commissioner**	Less than 1 day (return same day/not overnight) **Head of RDF or Head of the Correctional Centre** From a full day (overnight) to 3 days **Area Commissioner**	If the RD is not brought back at the agreed upon time, it must be followed up immediately with the SAPS, and immediately inform both DCS and SAPS management that gave approval and inform the clerk/registrar of the court. Ensure total compliance to the protocol signed on 04/09/2014 between DCS and the SAPS.
56.	Section 52 (1) read together with section 42 (2) (e) and section 75 (1)	May stipulate the conditions applicable when Community Corrections are ordered in terms of paragraph (a) to (q) of this section, subject to the limitations in sub-section (2) and the qualifications in terms of Chapter 6 (Community Corrections) of this Act.	NC	No delegation	No delegation	Up to 24 months incarceration: Head of Correctional Centre Longer than 24 months incarceration: Correctional Supervision and Parole Board	
57.	Section 54 (2)	Determine the duration of placement on day parole except in cases of life imprisonment and dangerous criminals where the court will have to decide.	NC	No delegation	No delegation	Up to 24 months incarceration: Head of Correctional Centre	

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	Section	Topic Description		Head Office	Region	Management Area	
						Longer than 24 months incarceration: Correctional Supervision and Parole Board	
58.	Section 58(6) (b) read together with section 52 (1)	Submission of report by supervision committee to National Commissioner	NC	No delegation	No delegation	Up to 24 months incarceration: Head of Correctional Centre Longer than 24 months incarceration: Correctional Supervision and Parole Board	
59.	Section 61(2)	The National Commissioner must assist in the attempt to find employment.	NC	No delegation	No delegation	Before placement Head Correctional Centre After placement Head Community Corrections	
60.	Section 62 (a)	Permit a person subject to community corrections who is required in terms of section 52 (1) (d) to take up and remain in employment, to change his or her employment may not change his or her employment without the permission of the National Commissioner	NC	No delegation	No delegation	Head Community Corrections	
61.	Section 62 (c)	Permit a person to leave the place of employment during working hours for purposes unrelated to the employment when a person subject to Community Corrections is required in terms of section 52 (1)(d) to take up and remain in employment.	NC	No delegation	No delegation	Head Community Corrections	
62.	Section 63 (a)	Demand that a probationer or parolee submit a statement of income and expenditure, as often as may be deemed necessary in order to ascertain the financial ability of a probationer or parolee.	NC	No delegation	No delegation	Head of Community Corrections	

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	Section	Topic Description		Head Office	Region	Management Area	
63.	Section 63 (b)	Demand proof as specified of payment of compensation as ordered by the court of a person subject to community corrections who is required to pay compensation.	NC	No delegation	No delegation	Head of Community Corrections	
64.	Section 64 (4)	Grant leave of absence from a session where a person must attend programmes in terms of Section 52 (1) (f).	NC	No delegation	No delegation	Head Community Corrections	
65.	Section 65(1)	Provide the National Commissioner with a statement of income and expenditure if required to make a contribution on costs	NC	No delegation	No delegation	Head Community Corrections	
66.	Section 65 (2)	The National Commissioner may, within the means of such person, determine the contribution to costs which that person must make and may adjust the period of supervision and day parole	NC	No delegation	No delegation	Probationers and Parolees: Head of Community Corrections Office Day Parolees: Head of Correctional Centre	
67.	Section 66 (1)	Authority to be consulted with when the court, Correctional Supervision and Parole Board or other body which has the authority to impose community corrections, requires a person to live at a fixed address in terms of section 52 (1) (j), determine such address.	NC	No delegation	No delegation	Head of Community Corrections	
68.	Section 66 (2) (a) and (b)	Declare a fixed address in terms of Section 52 (1) (j) to be unsuitable and refer the matter back to the Court, Correctional Supervision and Parole Board or other body, to stipulate another address.	NC	No delegation	No delegation	Head of Community Corrections	
69.	Section 68(4)	Appoint persons in terms of section 96(4) to assist correctional officials in monitoring	NC	No delegation	No delegation	Area Commissioner	
70.	Section 69(2)	Where any child is subject to supervision in terms of this Chapter, the National Commissioner must, in addition to any programmes which the child in terms of section 52(1)(f) may be required to take part in, ensure that if the child requires support he or she has access to adequate social work services, religious care, recreational programmes and psychological services.	NC	No delegation	No delegation	Head Community Corrections	

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	Section	Topic Description		Head Office	Region	Management Area	
71.	Section 70 (1) (a) and (b)	(a) When a person subject to community corrections has failed to comply with any aspect of the conditions imposed on him or her or any duty placed on him or her in terms of any section of Chapter 6 (Community Corrections) depending on the nature and seriousness of the non-compliance as stipulated in the Order– (i) Reprimand the person. (ii) Instruct the person to appear before the Correctional Supervision and Parole Board that is situated closest to the place of residence of such person or the Board which has jurisdiction within the area where the non-compliance took place or other body which imposed the Community Corrections; (iii) Issue a warrant for the arrest of such person. (b) Instruct that the community corrections be resumed subject to the same conditions or duties applicable to that person if satisfied that the person has a valid excuse for not complying with any such condition or duty.	NC	No delegation	No delegation	(a) (i) Less serious: Supervision Official under whose supervision offender is. Serious: Supervision Committee under whose supervision offender is. (ii) Head of Community Corrections Office (iii) Heads of Community Corrections Office or Correctional Centre (b) Head of Community Corrections Office	
72.	Section 70 (3)	Instruct a person to appear before the court, Correctional Supervision and Parole Board or other body which imposed the community corrections if a person subject to community corrections has failed to meet the conditions imposed on him or her but that such failure is due to a change in circumstances beyond the control of the person concerned.	NC	No delegation	No delegation	Head of Community Corrections	
73.	Section 70 (4)	Issue a warrant in terms of subsection (1) (c) and act in terms of subsection (2) if a person subject to community corrections fails to obey an instruction issued in terms of subsections (1) (b) or (3).	NC	No delegation	No delegation	Head of Community Corrections	
74.	Section 71 (1) read together with section 276 A (4) of the Criminal	Apply to the court, Correctional Supervision and Parole Board or other body which ordered the imposition of community corrections, to amend the conditions which make up the community	NC	No delegation	No delegation	Head of Community Corrections	

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	Section	Topic Description		Head Office	Region	Management Area	
	Procedure Act, 1977 (Act No. 51 of 1977).	corrections in a particular case if it is the opinion that a change of circumstances calls for a change in the conditions.					
75.	Section 71 (3)	Issue a warrant in terms of section 70 (1)(c) for arrest if a person fails to appear when instructed to do so before a court, Correctional Supervision and Parole Board or other body in terms of subsection (2).	NC	No delegation	No delegation	Head of Community Corrections	
76.	Section 72(4)	If a person is not satisfied with the response on his or her complaint or request from the Head Community corrections, he or she may refer the matter to the National Commissioner whose response must be communicate to the person concerned	NC	No delegation	No delegation	Area Commissioner	
77.	Section 73(7)(b)	A person sentenced to incarceration for a period not exceeding five years as an alternative to a fine under section 287(4)(a) of the Criminal Procedure Act, may be considered for placement under correctional supervision by the National Commissioner or the Correctional Supervision and Parole Board as soon as possible after admission to a correctional centre subject to the conformation of a suitable support system,, unless the court has directed otherwise	NC	No delegation	No delegation	Up to 24 months incarceration: Head of Correctional Centre Longer than 24 months incarceration: Correctional Supervision and Parole Board	
78.	Section 74 (2) (e)	The National Commissioner must nominate one official of the Department to form part of the Correctional Supervision and Parole Board appointed by the Minister.	NC	No delegation	Regional Commissioner only with regard to section 74(2) (e).	No delegation	The vice chairperson and 2 community member are not nominated by the National Commissioner and therefore not delegated
79.	Section 74 (3)	The National Commissioner must designate the correctional official to act as secretary to the Parole Board	NC	No delegation	DRC	No delegation	
80.	Section 74 (6)	Determine on recommendation of the Department of Public Service and Administration the remuneration and allowances of a member of a Board who is not in the fulltime service of the State may receive.	NC	DC: Human Resource Management	No delegation	No delegation	
81.	Section 75 (1B) (a)	Identify offences for purposes of subsection (1A) with the concurrence of the National Commissioner	NC	CDC Incarceration and Corrections	No delegation	No delegation	

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	Section	Topic Description		Head Office	Region	Management Area	
		of the South African Police Service, the Director-General of the Department of Justice and the National Director of Public Prosecutions.					
82.	Section 75(2)(a) read together with 75(2) (C)	Referral by the National Commissioner of recommendations for cancellation for correctional supervision or day parole in the cases of sentenced inmates serving sentences of 24 months or more except life incarceration.	NC	No delegation	No delegation	Area Commissioner	
83.	Section 75 (7) (a) and (b)	Despite subsections (1) to (6), authorizes: (a) Placement under correctional supervision or day parole or grant parole to an offender serving a sentence of up to 24 months imprisonment and prescribe conditions in terms of sections 52; (b) Cancellation of correctional supervision or day parole or parole and alter the conditions for community corrections applicable to such person.	NC	No delegation	No delegation	Head of Correctional Centre	
84.	Section 75 (8)	Refer a decision to the Correctional Supervision and Parole Review Board in so far as it relates to the National Commissioner for reconsideration.	NC	CDC Incarceration and Corrections	No delegation	No delegation	
85.	Section 79 read with regulation 29A(7)	Consideration for placement on medical parole by the National Commissioner the Correctional Supervision and Parole Board or the Minister" in so far as it relates to the National Commissioner	NC	No delegation	No delegation	Up to 24 months incarceration: Head of the Correctional Centre after receiving a report from the medical advisory board as referred to in section 79(3)(a)	Other categories provided for in the Act and not delegated
86.	Section 80(1)	Recommend to the Correctional Supervision and Parole Board that an offender be granted special remission of sentence not exceeding two years either unconditionally or subject to such conditions as the Board may determine when such an offender has acted highly meritoriously excluding	NC	No delegation	No delegation	Head of Correctional Centre Head Community Corrections (for offenders under Community Corrections)	

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	Section	Topic Description		Head Office	Region	Management Area	
		offenders serving life sentences or declared as dangerous criminals.					
87.	Section 81 (3)	Community Corrections granted in terms of subsection (2) is subject to such conditions as may be imposed by the Correctional Supervision and Parole Board under whose jurisdiction the sentenced offenders may fall or the National Commissioner in terms of section 75(7)	NC	No delegation	No delegation	Head of Correctional Centre	
88.	Section 84(3)	The National Commissioner must provide the necessary information and resources to enable the National Council to perform its functions	NC	COC CDC Incarceration and Corrections	No delegation	No delegation	
89.	Section 90(2)	The Inspecting Judge may only receive and deal with the complaints submitted by the National Council and, the Minister, the National Commissioner and, in cases of urgency, an Independent Correctional Centre visitor" in as far as it relates to the National Commissioner.	NC	COC CDC Incarceration and Corrections CDC Community Corrections	Regional Commissioner	None	
90.	Section 95 (1) and (2)	The National Commissioner must monitor compliance with relevant prescriptions by means of internal auditing, performance auditing, inspections and investigations. - Approve for the functions to be carried out.	NC	Internal Auditing Chief Audit Executive Inspections: Head Office Component COC Investigations: Departmental Investigation Unit Director DIU	Inspections: Regional Inspectorate DRC	No delegation	The approval to carry out the functions must be read with regulation 30(2) and (3). The approval to carry out the function is sufficient and no further approval is required to have access to any departmental premises, and have access to or search and seize any Departmental record or document. The same principle is also applicable to Code Enforcement Unit initiators when initiating in a matter emanating from a DIU investigation.
91.	Section 95 (1) and (3)	Approve the institution of investigations other than investigations referred to in section 95A as well as the approval of the recommendations in the investigation report.	NC	Relevant Director and higher according to line functions. The COC may institute any investigation into any matter, apart from section 95A, that relates to the functions under the control of the COC.	Relevant Director and higher according to line functions	1. Director and higher according to line functions. 2. The Head of the Centre/Community Corrections office in relation to investigations in relation to inmates/parolees	The National Commissioner may institute investigations into any matter. No matter referred to in section 95A can be investigated in regions/head office without the approval in writing by the Director DIU or the National Commissioner. In Regional Offices and Head Office, in relation to employees based at the

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	Section	Topic Description		Head Office	Region	Management Area	
						/probationers excluding escapes that must be appointed by the Area Commissioner	regional office or head office, all decisions to take disciplinary action as well the outcome of any disciplinary processes must be communicated to the personnel office in writing.
92.	Section 95 (1) and (3)	Approve the appointment of investigator/s other than investigations referred to in section 95A	NC	Relevant Director and higher according to line functions The COC may appoint investigators into any investigation instituted under delegation 91	Relevant Director and higher according to line functions RH: Human Resources	1. Director and higher according to line functions. 2. The Head of the Centre / Community Corrections in relation to inmates / parolees / probationers excluding escapes that must be appointed by the Area Commissioner	The National Commissioner may intervene in any matter and appoint investigators.
93.	Section 95A	Authorize investigators to investigate matters in terms of Section 95A of the act. **(Note: The Departmental Investigation Unit (DIU) is established in terms of sections 95 A and this Unit is authorized to investigate theft, fraud, corruption, maladministration, or in the cause of investigating the aforementioned matters, any other matter that the unit may find.** **The DIU report to the Director DIU)**	NC	**Levels 2-10** **Manager (DD) Investigations DIU** **Levels 11-15** **Director DIU**	No delegation	No delegation	All matters referred to in section 95A must be referred to the Dir. DIU and CEU. The Dir DIU may decide that a region investigate if the Departmental Investigation Unit (DIU) lacks capacity or for reason of urgency. Such approval must be in writing. Officials appointed in the DIU are ex-officio appointed as investigators in terms of section 95A and does not require written appointment for a specific case and will a certificate of appointment in terms of regulation 30(1)(c) be issued.
94.	Section 95B	Authorize initiators to initiate in disciplinary proceedings resulting from any investigation in terms of section 95A and which has been submitted to the Code Enforcement Unit to conduct a disciplinary hearing.	NC	Levels 2-10 Deputy Director Code Enforcement Unit Levels 11-15	No delegation	No delegation	1. The Director DIU may appoint in writing any initiator (not on the establishment of the Code Enforcement Unit) in terms of section 95B from a region/head office to initiate

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	Section	Topic Description		Head Office	Region	Management Area	
		(Note: The Code Enforcement Unit (CEU) is established in terms of sections 95 B and this Unit is authorized to prosecute in theft, fraud, corruption, maladministration, or in the cause of investigating the aforementioned matters, any other matter that the DIU may find. The CEU reports to the Director DIU and CEU)		Director DIU			if the CEU lacks capacity or for reason of urgency. 2. Officials appointed in the Code Enforcement Unit are ex-officio appointed as initiators in terms of section 95B and does not require written appointment to initiate in disciplinary hearings.
95.	Section 95B	Approve formal or informal disciplinary hearing and charges emanating from section 95A investigations.	NC	Levels 2-10 Deputy Director Code Enforcement Unit Levels 11-12 Director CEU	No delegation	No delegation	Disciplinary action against SMS L13-15: NC in consultation with the Minister
96.	Section 95B read together with res 1 of 2006 and chapter 7 of the SMS manual	Approve the appointment of chairperson in disciplinary hearing.	NC	Levels 2-12 DC LS Level 13-15 National Commissioner	No delegation	No delegation	
97.	Section 95 B read with Departmental Bargaining Council Resolution 1/2006 and CS regulation 33	Decisions regarding appeals against dismissals and disciplinary action as alternative to dismissal emanating from disciplinary hearings held in terms of section 95B based on investigations conducted in terms of section 95A.	NC	Levels 2-12 DC Legal Services	No delegation	No delegation	
98.	Section 95 B read with Departmental Bargaining Council Resolution 1/2006 and CS regulation 33	Decisions regarding appeals on disciplinary action up to final written warning emanating from disciplinary hearings held in terms of section 95B based on investigations conducted in terms of section 95A.	NC	Levels 2-12 Director CEU	No delegation	No delegation	Where the Dir CEU has signed the sanction the appeal must be submitted to the DC LS
99.	Section 96(2) (a) read with Chapter VII of the Labour Relations Act, 66 of 1995 as amended read together with PSCBC Resolution 5/2005	Dispute Resolution Management of Grievances submitted in terms of the departmental grievance procedure.	NC	Line management via direct supervisor up to DC Human Resource Management	Line management via direct supervisor up to Deputy Regional Commissioner	Line management via direct supervisor up to Deputy Regional Commissioner	Compliance to time frames as prescribed in the grievance procedure

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	Section	Topic Description		Head Office	Region	Management Area	
100.	Section 96(2) (a) read with Chapter VII of the Labour Relations Act 66 of 1995 as amended read together with PSCBC Resolution 5/2005	Dispute Resolution Approval of Mandate to defend / settle (no financial implication) disputes in conciliation/arbitrations hearings and to appoint Departmental Representatives	NC	Disciplinary matters: Director Employee Relations. HR Matters: Director Employee relations in consultation with the relevant HR Directorate **Director CEU in section 95B matters.**	Regional Head Corporate Services in Regions on matters excluding section 95B matters	No delegation	Representatives of CEU are ex officio and need not be appointed in writing in cases allocated by the Director CEU.
101.	Section 96(2) (a) read with Chapter VII of the Labour Relations Act 66 of 1995 as amended read together with PSCBC Resolution 5/2005	Dispute Resolution Approval of Mandate to defend / settle disputes in arbitration hearings and to appoint Departmental Representatives (financial implications)	NC	1. To defend in arbitrations concerning interpretation and application of resolutions and policy. **Dir ER in consultation with the DC HRM.** 2. To settle in arbitrations concerning interpretation and application of resolutions and policy **CDC HR** 3. Unfair labour practice/dismissal/ discrimination disputes.	1. To defend in arbitration concerning interpretation and application of resolutions and policy. No delegation 2. To settle in arbitrations concerning interpretation and application of resolutions and policy No delegation 3. Unfair labour practice/dismissal/ discrimination disputes. (Excluding section 95B matters) Levels 2-12 RH Corporate Services Level 13: DRC Level 14: RC (Level 15 not delegated)	No delegation	**All matters concerning interpretation and application of resolutions and policy to be consulted with the Directorate responsible for arbitrations in Head Office.** **All SMS matters not delegated: NC to decide**

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	Section	Topic Description		Head Office	Region	Management Area	
				(Excluding section 95B matters) Levels 2-12 Director Employee Relations Level 13 -15: NC (Not delegated) Code Enforcement Section 95B cases Appoint representative Levels 2-15 Representatives of CE are *ex officio*. Mandate to settle/defend Level 2-12 Dir CEU Level 13-15 Not delegated			
102.	Section 96(2) (a) read with Chapter VII of the Labour Relations Act 66 of 1995 as amended read together with PSCBC Resolution 5/2005	Dispute resolution Approval of Mandate to defend / settle disputes in arbitration hearings (involving substantial financial risk for more than one individual or an implication on national policy application) and to appoint Departmental Representatives	NC	Dir ER to appoint representative in all cases except section 95B matters. To defend: DC ER in consultation with the DC HRM To settle: CDC Human Resources Sections 95B matters: Representatives of CE are *ex officio*. To defend all levels: Dir CEU To settle: Levels 2-12 Dir CEU L13 -15: Not delegated	No delegation	No Delegation	Settlements with substantial financial implications must be consulted with finances. ALL SMS matters not delegated: NC

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	Section	Topic Description		Head Office	Region	Management Area	
103.	Section 96(2) (a) read with Chapter VII of the Labour Relations Act 66 of 1995 as amended read together with PSCBC Resolution 5/2005	Decision to review all arbitration awards (Section 145 of the LRA) or to withdraw such review.	NC	Levels 2-12 DC LS Levels 13 -15 Not Delegated.	No delegation	No delegation	If the award is not referred for review there is no requirement for a mandate to implement and must be implemented, since there is an award already that is enforceable i.t.o section 143 of the LRA. Failure to implement may lead to contempt proceedings in the Labour Court. The Director Employee Relations, Director CEU (latter in section 95B cases only) and the Regional Head Human Resources are responsible to ensure implementation and to issue instruction to ensure such implementation.
104.	Section 96(2) (a) read with Chapter VII of the Labour Relations Act 66 of 1995 as amended read together with PSCBC Resolution 5/2005	Decision to request rescission or variation of arbitration awards (Section 144 of the LRA)	NC	Director Employee Relations for Head Office Director CEU for section 95B cases	Regional Head Human Resources in Regions No delegation for section 95B matters	No delegation	
105.	Section 96 (4)	Appoint unpaid voluntary workers who are not employees of the Department, and determine the extent of the powers they may exercise.	NC	Director Human Resource Administration and Utilization	Regional Head Human Resources	Area Commissioner	
106.	Section 96 (5) of Act 111 of 1998.	Early retirement of officials from levels 2-12 employed under the Correctional Services Act from the age of 55. (Early retirement between the age of 50 and 55 is not delegated.)	NC	Deputy Commissioner Human Resource Management	No delegation	No delegation	Compliance to all relevant policies and prescripts. No delegation for SMS members, National Commissioner to decide.
107.	Section 99 (5)	Permit any person other than those mentioned in subsections (1) to (4) in terms of this section to visit an inmate, a correctional centre or any specific section of a correctional centre for any special or general purpose.	NC	- International Committee of the Red Cross: COC - Visitors from other countries : COC - Media: Dir. Communication Services	Media: RC Politicians: Regional Commissioner	Orientation by community leaders, academics, senior students and other persons who are of functional importance on local level: Head Correctional	

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	Section	Topic Description		Head Office	Region	Management Area	
						Centre (DD Level) Heads of Centre on lower levels: Area Coordinator Corrections - Other functional visits with whom the DCS liaises, representatives of other organizations or state departments: Head Correctional Centre (DD Level) Heads of Centre on lower levels: Area Coordinator Corrections - Media: Area Commissioner	
108.	Section 101 (2) (a)	Authorize a correctional official to search another correctional official or seize his or her property without his or her consent.	NC	DD Physical Security: Directorate Security Standards	Correctional Centre level: Head of Correctional Centre Community Corrections Office: Head Community Corrections Management Area level: Area Coordinator: Corrections	Correctional Centre level: Head of Correctional Centre Community Corrections Office: Head Community Corrections Management Area level:	Compliance at all times to relevant prescripts

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	Section	Topic Description		Head Office	Region	Management Area	
						Area Coordinator: Corrections	
109.	Section 101 (4) (a)	Sell any property seized in terms of this Act or the property of a deceased or escaped offender which is in the care of the Department, by public auction, if it is not lawfully claimed within six months after being seized or after the death or escape.	NC	No delegation	No Delegation	Area Coordinator Finances	
110.	Section 101 (4) (c)	Pay over the balance of the proceeds of a sale in terms of subsection 101 (4) (a) after the period of six months and a person proves that he or she is lawfully entitled to the balance of the proceeds.	NC	No delegation	No Delegation	Area Coordinator Finances	
111.	Section 109 (2)	Certify the appointment of custody officials.	NC	DC HRD	No delegation	No delegation	
112.	Section 109 (4)	Keep a register containing the particulars of each certified custody official.	NC	DC HRD	No delegation	No delegation	
113.	Section 109 (6)	Revoke suspension or certification of custody official, after a custody official has been suspended.	NC	DC HRD	No delegation	No delegation	
114.	Section 111 (1) (b)	Authorize an employee of the Contractor or an employee of a sub-contractor to disclose information regarding the functioning of a joint venture correctional centre or any information related thereto.	NC	CFO in consultation with the DC Legal Services and COC	No delegation	No delegation	
115.	Section 123 (2) (a) read with section 123(2)(b)	Permit a person to publish any account of an offence for which an offender or person subject to community corrections is serving a sentance, except if the information that is published forms part of the official court record where permission is not required.	NC	Dir. Public Education, Stakeholder Relations and Media Services	No delegation	No delegation	
116.	Section 132 (1) read with regulation 39(1)	Grant approval of the establishment of canteens for the exclusive use or benefit of correctional officials, the families of such officials and other persons or categories of persons prescribed by regulation.	NC	DC Integrated Employee Health & Wellness	No delegation	No delegation	
117.	Section 132 (3)	Sign an official document indicating that a canteen has been certified as a canteen as contampleted in subsection (1).	NC	DC Integrated Employee Health & Wellness	No delegation	No delegation	

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	Section	Topic Description		Head Office	Region	Management Area	
118.	Section 133 (2)	Authorise specific services necessary or expedient and in the public interest or in the interest of any deserving charity to be rendered gratuitously.	NC	No delegation	No delegation	HCC on DD level. Area Coordinator Corrections where HCC is lower than a DD	

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B. CORRECTIONAL SERVICES REGULATIONS 2012, AS AMENDED

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	Section	Topic Description		Head Office	Region	Management Area	
1.	Regulation 5 (1)	Permit a sentenced offender to wear other clothes than clothing issued to him or her on admission to a correctional centre.	NC	No delegation	No delegation	Head of Correctional Centre	
2.	Regulation 7 (7) (b)	Grant approval that an offender may participate in clinical trials on application made by the offender.	NC	No delegation	Regional Commissioner	No delegation	
3.	Regulation 7 (8) (a)	Grant approval on request of an offender to donate or receive an organ or tissue by donation, in accordance with the provisions of the Human Tissue Act, 1983 (Act no. 65 of 1983).	NC	No delegation	Regional Commissioner	No delegation	
4.	Regulation 7 (8) (b)	Grant approval on request from a person to receive any form of artificial fertilization in terms of the provisions of the Human Tissue Act, 1983 (Act no. 65 of 1983) from an offender.	NC	No delegation	Regional Commissioner	No delegation	
5.	Regulation 7 (9) (a)	Grant approval that an offender may be sterilized at State expense when the procedure is required for medical reasons as certified by the medical officer.	NC	No delegation	Regional Commissioner	No delegation	
6.	Regulation 7(9)(b)	The National Commissioner may approve an abortion at State expense only in the circumstances contemplated in Sections 2(1)(b)(i), (ii) or (iii) and 2(1)(c) of the Termination of Pregnancy Act, 1996 (Act No. 92 of 1996).	NC	No delegation	No delegation	Area Commissioner	
7.	Regulation 9 (1) (b)	Grant approval on written request of the spouse, partner or next-of-kin of a deceased offender to allow them to remove and bury the deceased at their own expense.	NC	No delegation	No delegation	Head of Correctional Centre	
8.	Regulation 9 (1) (c)	Grant approval on written request of the spouse, partner or next-of-kin of a deceased offender to allow them to transport the deceased offender at State expense to another magisterial district, the cost of the burial to be borne by the person requesting the transportation.	NC	No delegation	No delegation	Area Commissioner	
9.	Regulation 10 (2) (e) read with section 3 (5) (g)	Appoint a temporary educator with educational or technical qualifications and registered with the South African Council of Educators to perform the duties of an educationist if such a qualified educationist or trained correctional official is not available.	NC	No delegation	Regional Head Corporate Services in consultation with the Regional Head Development and Care	No delegation	
10.	Regulation 10 (2) (e)	Appoint a voluntary worker with educational or technical qualifications and registered with the South African	NC	No delegation	No delegation	Area Commissioner	

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	Section	Topic Description		Head Office	Region	Management Area	
		Council of Educators to perform the duties of an educationist if such a qualified educationist or trained correctional official is not available.					
11.	Regulation 12 (1)	Permit an offender to consult with his or her legal practitioner in connection with legal matters subject to certain conditions.	NC	No delegation	No delegation	Head of Correctional Centre	
12.	Regulation 14 (1) (b)	Appoint a Case Presenter in writing in a disciplinary hearing for offenders.	NC	No delegation	No delegation	Head of Correctional Centre	
13.	Regulation 15 (2) (b)	Grant approval that when an inmate temporarily removed from a correctional centre is to appear before Court or for the purposes of a criminal investigation, that such an inmate may be placed in the safe custody of a member of the South African Police Services instead.	NC	No delegation	From more than 3 days to 7 days **Deputy Regional Commissioner** Request for the second time by the same detective, for the same case **Regional Commissioner**	Less than 1 day (return same day/not overnight) **Head of RDF or Head of the Correctional Centre** From a full day (overnight) to 3 days **Area Commissioner**	**The same protocol as referred to in the delegation for section 49F must be adhered to.**
14.	Regulation 21 (5) (a)	Appointing correctional officials as members of Emergency Support Teams.	NC	No delegation	No delegation	Area Commissioner	
15.	Regulation 22 (2)	Classification of sentenced offenders.	NC	No delegation	No delegation	Unit Manager: Case Management Committee	
16.	Regulation 23 (2) (a)	Enter into a contract with any institution or person for the utilization of the labour or service of correctional centres upon such terms and conditions as may be agreed between the parties.	NC	No delegation	No delegation	Head of Correctional Centre	
17.	Regulation 23 (2)(b)	Sell the products of the labour or service in a correctional centre to any person on such conditions as may be determined.	NC	No delegation	No delegation	Area Commissioner	
18.	Regulation 23 (4)	Order that a sentenced offender may be exempted from work on any day during any period in terms of a classification scheme or course of treatment or otherwise.	NC	No delegation	No delegation	Head of Correctional Centre	
19.	Regulation 23 (5)	Grant approval that an offender may perform work for another offender, correctional official or a private person or body.	NC	No delegation	No delegation	Head of Correctional Centre	

A Fraser
National Commissioner: Correctional Services
Date: **5 October 2020**

DELEGATIONS: CORRECTIONAL SERVICES ACT AND REGULATIONS: DEPARTMENT OF CORRECTIONAL SERVICES

	POWER OR DUTY BEING DELEGATED		PRINCIPAL FUNCTIONARY	DESIGNATION/POST LEVEL DELEGATED TO PER TIER			DELEGATION CONDITIONS AND LIMITATIONS
	Section	Topic Description		Head Office	Region	Management Area	
20.	Regulation 24(1)(a)	A Case Management Committee consists of at least three correctional officials, one of whom is designated by the National Commissioner as chairperson of that Committee	NC	No delegation	No delegation	Area Commissioner	
21.	Regulation 24(2)	The chairperson must, as often as the National Commissioner may determine, convene a meeting of the Committee.	NC	No delegation	No delegation	Area Commissioner	
22.	Regulation 25A(1)	Provide particulars as required in terms of Section 49 of the Criminal Law (Sexual Offences and Related matters) Amendment Act 2007, (Act no. 32 of 2007) to the registrar of the National Register for Sex offenders	NC	No delegation	No delegation	Head of the Correctional Centre	
23.	Regulation 25A(2)	To inform sex offenders of the implications of being registered in the National Register for Sex Offenders	NC	No delegation	No delegation	Head of the Correctional Centre	
24.	Regulation 26H	In the event of failure to return a remand detainee within such period, the Head of the Remand Detention Facility or the Correctional Centre, as the case may be, must inform the National Commissioner in order to take appropriate steps to ensure the appearance of the remand detainee at court.	NC	No delegation	No delegation	Area Commissioner must be informed and must take appropriate steps to ensure the appearance of the remand detainee at court	The Protocol as referred to in section 49F must be adhered to.
25.	Regulation 30 (1) (a) read together with regulation 30(1)(c) and section 95A	Appoint investigators to conduct an internal service evaluation by means of investigations specifically or in general (at national and provincial, individual correctional centres including joint venture correctional centres and community corrections)	NC	Director Departmental Investigation Unit	No delegation	No delegation	The certificate of appointment to be signed by the Director DIU for investigators and for officials appointed to initiate in terms of section 95B by the Director Code Enforcement.
26.	Regulation 30 (1) (a) read together with section 95 (1)	Appoint internal auditors to conduct an internal service evaluation by means of audits specifically or in general (at national and provincial, individual correctional centres including joint venture correctional centres and community corrections).	NC	DC Chief Audit Executive	No delegation	No delegation	The certificate of appointment to be signed by the relevant Director in the Chief Directorate Chief Audit Executive for internal auditors.
27.	Regulation 30 (1) (a) read together with read together with regulation 30(1)(c) and section 95 (1)	Appoint inspectors to conduct an internal service evaluation by means of inspections specifically or in general (at national and provincial, individual correctional centres including joint venture correctional centres and community corrections).	NC	DC ICC	DRC for regional inspectors	No delegation	The certificate of appointment to be signed by the Director Inspectorate for inspectors, including regional inspectors

A Fraser
National Commissioner: Correctional Services
Date: 5 October 2020

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DELEGATIONS: CORRECTIONAL SERVICES ACT AND REGULATIONS: DEPARTMENT OF CORRECTIONAL SERVICES

	POWER OR DUTY BEING DELEGATED		PRINCIPAL FUNCTIONARY	DESIGNATION/POST LEVEL DELEGATED TO PER TIER			DELEGATION CONDITIONS AND LIMITATIONS
	Section	Topic Description		Head Office	Region	Management Area	
28.	Regulation 31	Allocate official residential accommodation to a correctional official for occupation for such period and under such conditions as may be determined.	NC	No delegation	No delegation	Area Coordinator Human Resources on Director Level/ Area Commissioner on recommendation of the Housing Committee	1. Officials who work at Regional Offices and National head Office are subjected to this delegation and must apply to the relevant Area Commissioner for housing. 2. Accommodation reserved for a specific post need not be advised on by the Housing Committee if the house is occupied by the person in such post. 3. The allocation of reserved accommodation may only be allocated to other officials after approval with recorded reasons by the Area Commissioner.
29.	Regulation 33 (1) read together with resolution 1 of 2006 read with section 3(5) (g) and 96 (2)(a)	Less Serious Misconduct Clause 4 - Decision to institute disciplinary proceedings (except in cases handled in terms of section 95B)	NC	Supervisor/Manager	Supervisor/Manager	Supervisor/Manager	Discretion to decide on seriousness of misconduct in Section 95B matters is the Director CEU and must be handled as per delegations in terms of section 95B.
30.	Regulation 33 (1) read together with resolution 1 of 2006 read with section 3(5) (g) and 96 (2)(a)	Less Serious Misconduct Clauses 5.1 to 5.3 Imposing the sanctions of Corrective Counselling, Verbal and Written Warning (except in cases handled in terms of section 95B)	NC	Supervisor/Manager	Supervisor/Manager	Supervisor/Manager	Discretion to decide on seriousness of misconduct in Section 95B matters is the Director CEU and must be handled as per delegations in terms of section 95B.
31.	Regulation 33 (1) read together with resolution 1 of 2006 read with section 3(5) (g) and 96 (2)(a)	Less Serious Misconduct Clause 5.4 Imposing the sanction of Final Written Warning (except in cases handled in terms of section 95B)	NC	Supervisor/Manager (NCB1-3 / CB1-3) or higher	Supervisor/Manager (NCB1-3 / CB1-3) or higher	Supervisor/Manager (NCB1-3 / CB1-3) or higher	Discretion to decide on seriousness of misconduct in Section 95B matters is the Director CEU and must be handled as per delegations in terms of section 95B.
32.	Regulation 33 (1) read together with resolution 1 of 2006 read with section 3(5) (g) and 96 (2)(a)	Serious Misconduct Clause 4 - Decision to institute disciplinary proceedings (except in cases handled in terms of section 95B)	NC	Supervisor/Manager (ASD or higher)	Supervisor/Manager (ASD or higher)	Supervisor/Manager (ASD or higher)	Discretion to decide on seriousness of misconduct in Section 95B matters is the Director CEU and must be handled as per delegations in terms of section 95B.

A Fraser
National Commissioner: Correctional Services
Date: 5 October 2020

DELEGATIONS: CORRECTIONAL SERVICES ACT AND REGULATIONS: DEPARTMENT OF CORRECTIONAL SERVICES

	POWER OR DUTY BEING DELEGATED		PRINCIPAL FUNCTIONARY	DESIGNATION/POST LEVEL DELEGATED TO PER TIER			DELEGATION CONDITIONS AND LIMITATIONS
	Section	Topic Description		Head Office	Region	Management Area	
33.	Regulation 33 (1) read together with resolution 1 of 2006 read with section 3(5) (g) and 96 (2)(a)	Serious Misconduct Clause 7.3.3 Appointment of Chairperson (except in cases handled in terms of section 95B)	NC	Deputy Director / Equivalent or higher	Deputy Director / Equivalent or higher	Deputy Director / Equivalent or higher	Appointment of chairpersons in Section 95B cases, refer to delegations under section 95B
34.	Regulation 33 (1) read together with resolution 1 of 2006 read with section 3(5) (g) and 96 (2)(a)	Serious Misconduct Clause 7.3.4 Appointment of Initietor (except in cases handled in terms of section 95B)	NC	Assistant Director or higher	Assistant Director or higher	Assistant Director or higher	
35.	Regulation 33 (1) read together with resolution 1 of 2006 read with section 3(5) (g) and 96 (2)(a)	Serious Misconduct Clause 7.3.5 Employer agrees with the employee that the hearing may be chaired by a panelist (Commissioner) from a dispute resolution agency (GPSSBC / PSCBC / CCMA) and approval of prescribed fees to the relevant council.	NC	— Director Employee Relations — Director CEU in cases handled in terms of section 95B	RH Human Resources	Area Commissioner	The availability of funds must be considered with each such consideration. Section 95B cases to be handled by the Director CEU
36.	Regulation 33 (1) read together with resolution 1 of 2006 read with section 3(5) (g) and 96 (2)(a)	Serious Misconduct (Formal Disciplinary hearings) Clauses 7.4.1.1 to 7.4.1.7 Imposing the sanctions of Corrective Counseling, Verbal Warning, Written Warning, Final Written Warning, Dismissal or the alternative sanctions to dismissal namely demotion or suspensions without remuneration for a period of one (1), two (2) or three (3) months.	NC	ASD or higher	ASD or higher	ASD or higher	Compliance with res 1 of 2006
37.	Regulation 33 (1) read together with resolution 1 of 2006 read with section 3(5) (g) and 96 (2)(a)	Serious Misconduct Clause 8.4 Appeal in non-dismissal cases	NC	A manager on higher level that the supervisor / manager of first instance.	A manager on higher level that the supervisor / manager of first instance.	A manager on higher level that the supervisor / manager of first instance.	Section 95B cases refer to delegation under section 95B. Appeal for non-dismissible cases. Next level manager refers to the next level manager of the official who gave the sanction.
38.	Regulation 33 (1) read together with resolution 1 of 2006 read with section 3(5) (g) and 96 (2)(a)	Serious Misconduct Clause 8.5 Appeal in dismissal cases and appeals against the alternatives to dismissal. (except in cases handled in terms of section 95B)	NC	DC Employee Relations or CDC Human Resources if the DC ER cannot make a decision	Deputy Regional Commissioner or RC if the DRC cannot make a decision	No Delegation	The appeal submission must be referred to National Head Office for a decision by the DC Employee Relations in cases where the DRC or the RC (who is the line function decision maker above the DRC) cannot make a decision.

A Fraser
National Commissioner: Correctional Services
Date: 5 October 2020

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DELEGATIONS: CORRECTIONAL SERVICES ACT AND REGULATIONS: DEPARTMENT OF CORRECTIONAL SERVICES

	POWER OR DUTY BEING DELEGATED		PRINCIPAL FUNCTIONARY	DESIGNATION/POST LEVEL DELEGATED TO PER TIER			DELEGATION CONDITIONS AND LIMITATIONS
	Section	Topic Description		Head Office	Region	Management Area	
39.	Regulation 33 (1) read together with resolution 1 of 2006 read with section 3(5) (g) and 96 (2)(a) levels 2-12	Serious Misconduct Clause 7.2 Precautionary suspension; suspension pending the outcome of appeal and review of suspensions.	NC	— Director or higher — The Director DIU for levels 2 - 12 in cases handled by the DIU in terms of section 95A — The Dir CEU if case was investigated in terms of Section 95A and handed over to Code Enforcement Unit in terms of Section 95B.	— Director or higher	— Director or higher	The review of suspensions shall be handled in terms of the relevant prescripts. Alternative placement must be handled according to the same levels as suspensions noting that in S95A and B cases the Dir DIU and the Dir CEU can only advise and cannot take a decision. Monitoring and non-compliance **All suspension must be reported in writing to the Director ER in HO within 2 working days of such suspension.** **All suspensions must be monitored by the Regional Head Corporate Services and the Director ER in Head Office. Any non-compliance to prescripts must be submitted to the DC ER, CDC HR and NC in writing monthly by the Dir ER.**
40.	Regulation 33 (2) read with Chapter 7 of the SMS manual in relation to SMS members.	Precautionary suspension and review of suspension	NC	No delegation	NO delegation	No delegation	1. All SMS suspensions: NC
41.	Regulation 33 (2) read together with section 3(5) (g) and 96 (2)(a) and read with Chapter 7 of the SMS manual in relation to SMS members.	Disciplinary matters in relation to SMS	NC	No delegation	NO delegation	No delegation	1. In terms of Chapter 7 of the SMS handbook the Chairperson of the Disciplinary Hearing decides on the sanction and therefore no delegation required on sanctions.
42.	Regulation 35 and 36	An executing authority may on the basis of medical evidence, consider the discharge of an employee in terms of Section 17(2)(a) of the Act on account of ill health. To this end, an executing authority may require an employee to undergo a medical examination by a registered Physician	NC	**Levels 2-10** DD Retention and Terminations **Levels 11-12**	No delegation	No delegation	Compliance to relevant prescripts

A Fraser
National Commissioner: Correctional Services
Date: 5 October 2020

DELEGATIONS: CORRECTIONAL SERVICES ACT AND REGULATIONS: DEPARTMENT OF CORRECTIONAL SERVICES

	POWER OR DUTY BEING DELEGATED		PRINCIPAL FUNCTIONARY	DESIGNATION/POST LEVEL DELEGATED TO PER TIER			DELEGATION CONDITIONS AND LIMITATIONS
	Section	Topic Description		Head Office	Region	Management Area	
				Director Human Resource & Administration **SMS** No delegation: National Commissioner to decide.			
43.	Regulation 37(2)	Abscondment of correctional official. Reg 37 (2) (b) Establish whereabouts of the official that is absent. Reg 37 2 (a) Dismissal of the official Reg 37 (2) (c) and (d) Decision on representation by official who was summarily dismissed for being absent for 30 consecutive calendar days to be re-instated or re-employed	NC	1. Establish whereabouts of the official that absconded: **Relevant Deputy Director** 2. Dismissal of the official <u>Levels 2-12</u> **Director and higher.** 3. Decision on representation by official who was dismissed for abscondment to be re-instated/re-employed <u>Levels 2-12</u>: **Relevant DC**	1. Establish whereabouts of the official that absconded: **Relevant Deputy Director** 2. Dismissal of the official <u>Levels 2-12</u> **Director and higher.** 3. Decision on representation by official who was dismissed for abscondment to be re-instated/re-employed <u>Levels 2-12</u>: **DRC**	1. Establish whereabouts of the official that absconded: Relevant Deputy Director 2. Dismissal of the official <u>Levels 2-12</u> **Director and higher.** 3. Decision on representation by official who was dismissed for abscondment to be re-instated/re-employed: **No delegation**	**The provisions of reg 37 (2) must be adhered to at all times.** All decisions on SMS remains with the NC and are not delegated
44.	Regulation 39 (2) (b)	Determine how and when any profits, assets or any proceeds from the liquidation of a departmental canteen may be distributed by the committee for any purposes contemplated in section 132 of the Act, or for the common benefit or welfare of correctional officials, pensioners, civilian employees and their dependents.	NC	DC Integrated Employee Health and Wellness	No delegation	No delegation	
45.	Regulation 39 (2) (c)	Authorise any expenditure for accommodation or other necessities provided by the State in consultation with National Treasury relating to a departmental canteens.	NC	DC Integrated Employee Health and Wellness	No delegation	No delegation	

A. Fraser
National Commissioner: Correctional Services
Date: **5 October 2020**

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DELEGATIONS: CORRECTIONAL SERVICES ACT AND REGULATIONS: DEPARTMENT OF CORRECTIONAL SERVICES

ASSIGNMENTS: THE OCCUPATIONAL HEALTH AND SAFETY ACT, 1993

By virtue of the authority vested in me in terms of section 16(2) of the Occupational Health and Safety Act, 1993 (Act No. 85 of 1993), as amended, I **Arthur Fraser, National Commissioner of Correctional Services,** hereby assign the duties imposed on me in terms of the Occupational Health and Safety Act 1993 (Act No. 85 of 1993), as amended to the person serving in the posts as indicated below. The assignment is to the person occupying the relevant post and will include a person serving in that post in an acting capacity:

Please note:

(a) The following abbreviations are used:

DRC = Deputy Regional Commissioner
DC = Deputy Commissioner
CDC = Chief Deputy Commissioner
DIR = Director
DD = Deputy Director
CO = Correctional Officer
SCO = Senior Correctional Officer
ASD = Assistant Director
HO = Head Office

	POWER OR DUTY BEING DELEGATED		DESIGNATION/POST LEVEL DELEGATED TO PER TIER			DELEGATION CONDITIONS AND LIMITATIONS
	Section	Topic Description	Head Office	Region	Management Area	
46.	8.(1)	Provide and maintain, as far as is reasonably practicable, a working environment that is safe and without risk to the health of employees: A Draft & review policy and ensure implementation thereof. B Functional provision and maintenance of working environment that is safe and without risk.	A. Policy: CDC Human Resources B. Functional: DD Auxiliary services	B. Functional. Regional Head Human Resources	B. Functional Area Commissioner Head Correctional Centre/Remand Detention Centre/Community Correctional Office	Officials appointed in these posts must complete training presented by HRD within one (1) year of assumption of duty in the post. (Applicable to all assignments under the OHS Act.)

A Fraser
National Commissioner: Correctional Services
Date: 5 October 2020

DELEGATIONS: CORRECTIONAL SERVICES ACT AND REGULATIONS: DEPARTMENT OF CORRECTIONAL SERVICES

	POWER OR DUTY BEING DELEGATED		DESIGNATION/POST LEVEL DELEGATED TO PER TIER			DELEGATION CONDITIONS AND LIMITATIONS
	Section	Topic Description	Head Office	Region	Management Area	
47.	8 (2) (a)	Provisioning and maintenance of systems of work, plant and machinery that, as far as is reasonably practicable, are safe and without risks to health	DD Auxiliary services	Regional Coordinator Safety and Security	Area Coordinators	
48.	8.(2) (b)	Taking such steps as may be reasonably practicable to eliminate or mitigate any hazard or potential hazard to the safety or health of employees, before resorting to personal protective equipment.	DD Auxiliary services	Regional Head Human Resources	Area Commissioner	
49.	8.(2) (c)	Making arrangements for ensuring, as far as is reasonably practicable, the safety and absence of risks to health in connection with the production, processing, use, handling, storage or transport of articles or substances.	DD Auxiliary services	Regional Head Human Resources	Area Commissioner	
50.	8.(2) (d)	Establishing, as far as is reasonably practicable, what hazards to the health or safety of persons are attached to any work which is performed, any article or substance which is produced, processed, used, handled, stored or transported and any plant or machinery, which is used in the Department, and as far as is reasonably practicable further establish what precautionary measures should be taken with respect to such work, article, substance, plant or machinery in order to protect the health and safety of persons, and to provide the necessary means to apply such precautionary measures.	DD Auxiliary services	Regional Head Human Resources	Area Commissioner	
51.	8.2 (e)	Providing such information, instructions, training and supervision as may be necessary to ensure, as far as is reasonably practicable, the health and safety of employees at work.	DD Auxiliary services	Regional Head Human Resources	Area Commissioner	
52.	8.(2) (f)	As far as is reasonably practicable, not permitting any employee to do any work or to produce, process, use, handle, store or transport any article or substance or to operate any plant or machinery, unless the precautionary measures contemplated in items prescribed, have been taken.	DD Auxiliary services	Regional Head Human Resources	Area Commissioner	
53.	8.(2) (g)	Taking all necessary measures to ensure that the requirements of the Occupational Health and Safety Act are complied with, by every person in the employment of the Department or on premises under departmental control where plant or machinery is used.	DD Auxiliary services	Regional Head Human Resources	Area Commissioner	
54.	8.(2) (h)	Enforcing such measures as may be necessary in the interest of health and safety.	DD Auxiliary services	Regional Head Human Resources	Area Commissioner	
55.	8.(2) (i)	Ensuring that work is performed and that plant or machinery is used under the general supervision of a person trained to understand the hazards associated with it and who have the authority to ensure that precautionary measures taken by the Department are implemented.	DD Auxiliary services	Regional Head Human Resources	Area Commissioner	
56.	8.(2)(j)	Causing all employees to be informed regarding the scope of their authority as contemplated in section 37(1) (b) of the Occupational Health and Safety Act.	DD Auxiliary services	Regional Head Human Resources	Area Commissioner	
57.	9.(1)	Conduct his undertaking in such a manner as to ensure, as far as is reasonably practicable, that persons other than those in his employment who is directly affected by his activities are	DD Auxiliary services	Regional Head Human Resources	Area Commissioner	

A Fraser
National Commissioner: Correctional Services
Date: 5 October 2020

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	POWER OR DUTY BEING DELEGATED		DESIGNATION/POST LEVEL DELEGATED TO PER TIER			DELEGATION CONDITIONS AND LIMITATIONS
	Section	Topic Description	Head Office	Region	Management Area	
		not thereby expose to hazards to their health or safety.				
58.	12(1)(a)	Identify the hazards and evaluate the risks associated with such work constituting a hazard to the health of such employees, and the steps to be taken to comply with the provisions of the Act.	DD Auxiliary services	Regional Head Human Resources	Area Commissioner	
59.	12(1)(b)	As far as is reasonably practicable, prevent the exposure of such employees to the hazards concerned or, where prevention is not practicable, and minimize such exposure.	DD Auxiliary services	Regional Head Human Resources	Area Commissioner	
60.	12(1)(c)	Carry out an Occupational Hygiene Programme and biological monitoring and subject such employees to medical surveillance.	DD Auxiliary services	Regional Head Human Resources	Area Commissioner	
61.	13 (a)	Duty to Inform: Cause every employee to be made conversant with the hazards to his health and safety attached to any work which he has to perform.	DD Auxiliary services	Regional Head Human Resources	Area Commissioner	
62.	13 (b)	Inform the health and safety representatives concerned beforehand of inspections, investigations or formal enquiries of which he has been notified by an inspector.	DD Auxiliary services	Regional Head Human Resources	Area Commissioner	
63.	13 (c)	Inform a health and safety representatives as soon as reasonably practicable of the occurrence of an incident in the work place or section in the work place for which such representative has been designated.	DD Auxiliary services	Regional Head Human Resources	Area Commissioner	

A Fraser
National Commissioner: Correctional Services
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Government Gazette
Staatskoerant

REPUBLIC OF SOUTH AFRICA
REPUBLIEK VAN SUID AFRIKA

Vol. 664 23 October Oktober 2020 No. 43834

PART 4 OF 5

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 1682-5843

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DELEGATIONS: CORRECTIONAL SERVICES ACT AND REGULATIONS: DEPARTMENT OF CORRECTIONAL SERVICES

PROMOTION OF ACCESS TO INFORMATION ACT, 2000 (ACT 2 OF 2000)

DELEGATED IN TERMS OF SECTION 17 (3) OF THE PROMOTION OF ACCESS TO INFORMATION ACT, 2000 (ACT 2 OF 2000), I **ARTHUR FRASER NATIONAL COMMISSIONER OF CORRECTIONAL SERVICES**, APPOINTED AS INFORMATION OFFICER IN TERMS OF THE ACT HEREBY DELEGATE THE UNDER MENTIONED COMPETENCY TO THE PERSON IN THE POST INDICATED AGAINST THE APPLICABLE COMPETENCY, PROVIDED THAT:

l) The Information Officer (the National Commissioner) has direction and control over every Deputy Information Officer.
m) Any delegation does not prohibit the Information officer (National Commissioner) from exercising the power concerned or performing the duty concerned himself of herself.
n) Any delegation may at any time be withdrawn or amended in writing by the Information Officer.
o) Any right or privilege acquired, or any obligation or liability incurred, as a result of a decision in terms of a delegation of this Act is not affected by any subsequent withdrawal or amendment of that decision.
p) The delegation indicated hereunder, remains in force should a section of the Promotion of Access Act be renumbered in terms of an amendment, precluding any amendments to the competency itself, and the number of the new section is considered to be the number of the relevant provision of the Act;
q) The exercise of a delegated authority is at all times subject to the provisions of the Correctional Services Act and Regulations, the Departmental Orders and any directives issued in this regard; and;
r) Levels of delegation indicated with Head Office, refer only to post structures which exist at the Correctional Services, Head Office, Pretoria.

	POWER OR DUTY BEING DELEGATED		PRINCIPAL FUNCTIONARY	DESIGNATION/POST LEVEL DELEGATED TO PER TIER			DELEGATION CONDITIONS AND LIMITATIONS
	Section	Topic Description		Head Office	Region	Management Area	
1.	Section 17	Appointment as Deputy Information Officers with all authority and competencies provided for in terms of the Promotion of Access to Information Act 2 of 2000	NC	CDC of Branch	RC	No delegation	All decisions must be submitted to the Dir IM quarterly. Appeals against decisions must be forwarded to the Dir IM to present to the appeal board.

A Fraser
National Commissioner: Correctional Services
Date: 5 October 2020

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DELEGATIONS BY THE MINISTER: CORRECTIONAL SERVICES ACT 111 OF 1998 AS AMENDED
DEPARTMENT OF CORRECTIONAL SERVICES

UNDER THE POWERS VESTED IN ME IN TERMS OF SECTION 97(1) OF THE CORRECTIONAL SERVICES ACT, 1998 (ACT 111 OF 1998) AS AMENDED, I, **RONALD OZZY LAMOLA MP, MINISTER OF JUSTICE AND CORRECTIONAL SERVICES** HEREBY DELEGATE THE UNDER MENTIONED COMPETENCIES TO THE PERSON IN THE POST INDICATED AGAINST THE APPLICABLE COMPETENCY,

WITH REFERENCE TO THE FOLLOWING LEGISLATION:-

1) Correctional Services Act, 1998 (Act no 111 of 1998) as amended.

PROVIDED THAT:

a) The level of delegation indicated hereunder against each competency, is the lowest level on which the competency may be exercised;

b) The delegation indicated hereunder, remains in force should a section of the Act, including any Amendments to the competency itself, and the number of the new section is considered to be the number of the relevant provision of the Act;

c) The exercise of a delegated authority is at all times subject to the provisions of the Act and Regulations, Departmental Policies, the Departmental Orders and any directives issued in this regard.

RONALD LAMOLA MP
Minister of Justice and Correctional Services
Date: 26/08/2020

DELEGATIONS BY THE MINISTER: CORRECTIONAL SERVICES ACT 111 OF 1998 AS AMENDED
DEPARTMENT OF CORRECTIONAL SERVICES

ACT	SECTION IN ACT	SUBJECT OF DELEGATION	Responsible functionary the power or duty delegated to
Act 111 of 1998 as amended	Section 5 (1) (a)	The Minister may, by notice in the Gazette, establish and review the establishment of correctional centres and remand detention facilities for- (a) the detention and treatment of inmates;	National Commissioner
	Section 5 (1) (b)	The Minister may, by notice in the Gazette, establish and review the establishment of correctional centres and remand detention facilities for- (b) particular purposes in relation to inmates; or	National Commissioner
	Section 5 (1) (c)	The Minister may, by notice in the Gazette, establish and review the establishment of correctional centres and remand detention facilities for- (c) particular categories of inmates.	National Commissioner
	Section 74 (2) read with section 74 (7) (a)	Approve committee for shortlisting of candidates and approve candidates to be shortlisted for appointment as chairperson, vice-chairperson and community members for Correctional Supervision and Parole Boards.	National Commissioner
	Section 132 (3)	Sign an official document indicating that a canteen has been certified as a canteen as contemplated in subsection (1).	National Commissioner

Ronald Lamola MP
Minister of Justice and Correctional Services

Date: 26/08/2020

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PART B, APPENDIX B: DELEGATIONS REGISTER- NATIONAL COMMISSIONER (HEAD OF DEPARTMENT) DELEGATIONS TO PERFORMER LEVELS IN TERMS OF THE PUBLIC SERVICE REGULATIONS, 2016

ROW NO	POWER OR DUTY BEING DELEGATED		Principal Functionary	DESIGNATION/POST LEVEL DELEGATED TO PER TIER			DELEGATION CONDITIONS AND LIMITATIONS
	Regulation	Topic Description		Head Office	Region	Management Area	Indicators for Execution/Reporting/ Consultation/ Informing
	CHAPTER 1	GENERAL PROVISIONS					
1.	6.(1), (3) and (4)	Communication with Minister and media (1) If a head of department wishes to communicate with the Minister on a matter that falls within the Minister's powers and duties, he or she shall communicate through the Director-General: Public Service and Administration, except in respect of any career incidents of that head of department which fall within the Minister's functions or delegated functions. (3) An employee, in his or her official capacity, may not communicate with the media unless so authorised by the head of department. (4) A head of department shall establish a policy regulating communication by its employees with the media.	NC	(1) NC Not delegated (3) DC: Communications (4) DC: Communications	(1) Not delegated (3) RC (4) Not delegated	(1) Not delegated (3) Not delegated (4) Not delegated	Policy to be approved by EA
2.	8.(1) and (2)	Record-keeping of delegations and correction of acts and omissions (1) A head of a department shall keep a register of all delegations made in terms of section 42A of the Act in the format directed by the Minister (2) An executive authority shall keep copies of all documents relating to the correction of an act or omission in terms of section 5(7) of the Act	(1) NC (2) EA	(1) DC Legal Services (2) CDC Corporate Services Fraud cases handled in terms of section 95A and B of the CSA: Director DIU and Dir CEU	(1) Not delegated (2) Not delegated	(1)Not delegated (2) Not delegated	(1) Refer to the Directive on Public Administration and Management Delegations, 2014
3.	9.(1), (2) and (4)	Reporting, monitoring, evaluation and compliance (1) For purposes of reporting on and assessing compliance with the Act or reviewing the appropriateness and effectiveness of any regulation, determination or directive made under the Act, the executive authority or head of department shall submit to the Minister or the Director-General: Public Service and Administration, as the case may be, information and data on such matters with respect to the Act, in such format and on such date as directed by the Minister. (2) A head of department shall introduce mechanisms to monitor and evaluate any provision of the Act for reporting to the Minister as contemplated in subregulation (1). (4) A head of department may not require or permit any employee to perform, or not to perform, any act in breach of these Regulations	NC	(1) Not delegated (2) CDC HR	Not delegated	Not delegated	Original power of NC to submit information or data to the DPSA. (On in respect of the power of the NC)

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ROW NO	POWER OR DUTY BEING DELEGATED		Principal Functionary	DESIGNATION/POST LEVEL DELEGATED TO PER TIER			DELEGATION CONDITIONS AND LIMITATIONS
	Regulation	Topic Description		Head Office	Region	Management Area	Indicators for Execution/Reporting/ Consultation/ Informing
	CHAPTER 2	CONDUCT, FINANCIAL DISCLOSURE, ANTI-CORRUPTION AND ETHICS MANAGEMENT					
4.	10.(3)	Prescribed forms for human resource management and related practices (3) An executive authority may, in consultation with the Minister add any other areas to any "Z" form to address departmental specific requirements	EA	No delegation	No delegation	No delegation	CDC HR coordinates inputs from branches and regions
5.	17.(2)	Register of designated employees' interests (2) A head of department shall keep a register of any other designated employees' interests not contemplated in subregulation (1).	NC	CDC Corporate Services	Not delegated	Not delegated	
6.	18. (1)	Disclosure of designated employees' interests (1) SMS members, except for a head of department shall, not later than 30 April of each year, disclose to the relevant head of department, in a form prescribed for this purpose by the Minister, particulars of all his or her interests in respect of the period 1 April of the previous year to 31 March of the year in question.	NC	Not delegated	Not delegated	Not delegated	NC ensure disclosure by all members of the SMS HR facilitates
7.	18.(5)	(5) The head of department or executive authority, as the case may be, shall ensure that the disclosure of interests by designated employees is submitted electronically to the Commission or the relevant authority as may be directed by the Minister in terms of subregulation (3), unless otherwise determined by the Minister.	NC	Not delegated	Not delegated	Not delegated	EA ensures disclosure by NC SMS members shall disclose to the NC in terms of PSR 18(1)
8.	18.(7)	(7) A head of department shall submit to the Commission a copy of the form submitted to the head of department by a member of the SMS in terms of - (a) subregulation (1) not later than 31 May of the year in question; or (b) subregulation (4), in so far as it relates to a member of the SMS, excluding a head of department, not later than 30 days after it has been so submitted.	NC	CDC HR	Not delegated	Not delegated	CDC HR shall certify to the NC submission of all SMS members on 31 May of every year (subregulation (1) and within 30 days in terms of subregulation (4)
9.	21.(1)	Conflict of interest (1) In so far as conflict of interest relates to members of the SMS; (c) Upon the referral, the executive authority shall consult with the employee concerned on appropriate steps to remove the conflict of interest (d) If the employee, after the consultation referred to in subregulation (1)(c), fails to	EA	NC	Not delegated	Not delegated	This regulation deals with interests. If the Commission is of the opinion that an interest of a SMS employee disclosed in terms of regulation 18 conflicts or is likely to conflict with the execution of any official duty of that

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		take the appropriate steps to remove the conflict of interest, the executive authority shall instruct the relevant authority to take disciplinary action against the employee. (e) An executive authority shall, within 30 days after such referral, report to the Commission by - (i) stating whether any steps were taken; and (ii) if steps were taken, giving a description of those steps or providing reasons if no steps were taken.					employee, (1)(c) NC retains consultation in respect of SMS L13 to 15 (1)(d) NC retains disciplinary action in respect of the SMS L13 to 15 (1)(e) NC retains reporting action in respect of the SMS L13 to 15
10.	21.(2)	(2) In so far as conflict of interest relates to designated employees who are not members of the SMS: (a) The head of department shall verify the interests disclosed. (b) If the head of department is of the opinion that an interest of such designated employee disclosed in terms of regulation 18 conflicts or is likely to conflict with the execution of any official duty of that employee, he or she shall consult the employee concerned and, where possible, take appropriate steps to remove the conflict of interest (c) If the employee, after the consultation referred to in subregulation (2)(b), fails to take the appropriate steps to remove the conflict of interest, the head of department shall take disciplinary action against the employee. (d) A head of department shall no later than 31 August of each year report to the Minister on— (i) the number of cases identified in terms of subregulation (2)(b); (ii) whether any steps were taken; (iii) if steps were taken, a description of those steps; and (iv) if no steps were taken, reasons thereof.	NC	(2)(a),(b) and (c) CDC HR: L-11/12 DC: L1-9/10 (2)(d) CDC HR	DRC: L1-9/10	Not delegated	
11.	22.(a) to (e)	Anti-corruption and ethics functions A head of department shall - (a) analyse ethics and corruption risks as part of the department's system of risk management; (b) develop and implement an ethics management strategy that prevents and	NC	22 (a) (b) and (c) Dir DIU. 22 C (i) and (ii). Dir DIU	Not delegated	Not delegated	This regulation must be read in conjunction with section 95 A and B of the CSA and CSR 30.

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		deters unethical conduct and acts of corruption; (c) establish a system that encourages and allows employees and citizens to report allegations of corruption and other unethical conduct, and such system shall provide for— (i) confidentiality of reporting; and (ii) the recording of all allegations of corruption and unethical conduct received through the system or systems; (d) establish an information system that - (i) records all allegations of corruption and unethical conduct; (ii) monitors the management of the allegations of corruption and unethical conduct; (iii) identifies any systemic weaknesses and recurring risks; and (iv) maintains records of the outcomes of the allegations of corruption and unethical conduct; and (e) refer allegations of corruption to the relevant law enforcement agency and investigate whether disciplinary steps must be taken against any employee of the department and if so, institute such disciplinary action.		22 (d) (i), (ii),(iii) Dir DIU 22 (d) (iv) Dir DIU on investigations and Dir CE on Disciplinary Action 22 (e) Dir Diu on referral to law enforcement and investigation. Dir CE on decision to take disciplinary action			
12.	23 (1)	Designation of ethics officers (1) An executive authority shall designate such number of ethics officers as may be appropriate for the department	EA	NC			Not delegated
13. 14	23.(2)	Designation of ethics officers (2) The head of department shall establish an ethics committee or designate an existing committee, chaired by a Deputy Director-General, to provide oversight on ethics management in the department.	NC	NC Not delegated	Not delegated	Not delegated	

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14.	CHAPTER 3	PLANNING, ORGANISATIONAL ARRANGEMENTS AND SERVICE DELIVERY					
15.	25.(1)	Strategic plan (1) An executive authority shall prepare a strategic plan for his or her department	EA	CDC Strategic Management	Not Delegated	Not Delegated	Strategic plan must conform to the aspects set out in Regulation 25.(1)(a) to (f) All managers to be consulted in the development of the strategic plan and aligned to the departmental mandates CDC SM to submit the plan to the NC for submission to the EA to approve the strategic plan. EA monitor the progress made towards achieving those targets and core objectives Note: The duty of the NC to implement the strategic plan set out in Regulation 25.(3)
16.	25.(2)(a)	Organisational structure (2) Based on the strategic plan of the department, an executive authority shall— (a) determine the department's organisational structure in terms of its core mandated and support functions - (i) in the case of a national department or national government component, after consultation with the Minister and National Treasury; and (ii) in the case of a provincial department or provincial government component, after consultation with the relevant Premier, the Minister and the relevant provincial treasury;	EA	No delegation	No delegation	No delegation	Provided for in section 3 of the Correctional Services Act, 111 of 1998 read with section 2(2) of the PSA 1994, the authority is therefore with the National Commissioner. EQ to concur with SMS posts (L13-15)
17.	25.(2)(b) and (c)	Define and create the posts (2) Based on the strategic plan of the department, an executive authority shall - (b) define and create the posts necessary to perform the relevant functions of the department while remaining within - (i) the current budget; (ii) the Medium-Term Expenditure Framework of the department; and	EA	NC L1-L12 Not Delegated	Not Delegated	Not Delegated	Provided for in section 3 of the Correctional Services Act, 111 of 1998 read with section 2(2) of the PSA 1994, the authority is therefore with the National Commissioner. Compliance to DPSA directives. EA to concur with SMS posts (L13-15)

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		(iii) the norms and standards determined by the Minister for post provisioning for occupations or categories of employees; and the posts so defined and created shall constitute the department's approved establishment; c) grade proposed new jobs according to the job evaluation and job grading systems referred to in regulation 41(1), except where the grade of a job has been determined in terms of an OSD or directed by the Minister in terms of regulation 41(2)(d)					
18.	26.(1)	Human resource plan (1) An executive authority shall prepare and implement a human resource plan for his or her department.	EA	CDC HR (Prepare and implement)	Not Delegated	Not Delegated	HR plan must conform to the aspects set out in Regulation 26.(2) All managers to be consulted in the development of the plan NC approve the plan after consultation with the EA NC monitor the implementation of the plan and inform the EA
19.	27.	Employment equity plan An executive authority shall develop and implement an employment equity plan as contemplated in section 20 of the Employment Equity Act.	EA	CDC HR (develop and implement)	Not Delegated	Not Delegated	All mangers to be consulted in the development of the plan NC approve after consultation with MANCO and the EA NC monitor the implementation of the plan and inform the EA
20.	28.(1) and (2)	Human resource development plan (1) An executive authority shall prepare and implement a human resource development plan for his or her department taking into account the human resource plan contemplated in regulation 26. (2) An executive authority shall monitor and evaluate the implementation of the plan contemplated in subregulation (1)	EA	CDC HR (Prepare and implement)	Not Delegated	Not Delegated	All mangers to be consulted in the development of the plan NC approve after consultation with MANCO and the EA NC monitor the implementation of the plan and inform the EA
21.	29.	Assessment of efficiency and effectiveness An executive authority must assess the efficiency and effectiveness of a department in supporting that department's service delivery objectives using the assessment	EA	CDC SM	Not Delegated	Not Delegated	NC submits report to the EA after consultation with MANCO EA submits report to the Minister

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		tools as may be directed by the Minister and submit the report to the Minister on such date and format as directed by the Minister.					NC monitor the implementation of improvement plans and inform the EA
22.	30.(1) and (2)	Information and communication technology plan 30. (1) A head of department shall establish and maintain an information and communication technology plan for the department that - (a) supports the planning process and objectives contemplated in regulations 25 and 38; (b) utilises an appropriate enterprise architecture methodology; and (c) complies with Chapter 6. (2) A head of department shall monitor and evaluate the implementation of the plan contemplated in subregulation (1) through - (a) an implementation plan linked to the Medium-Term Expenditure Framework budget; and (b) an annual operational plan.	NC	30 (1) CDC GITO (establish and maintain) 30 (2) CDC Strategic Management and CFO (Monitor and evaluate against MTEF and APP/AOP	Not Delegated	Not Delegated	All mangers to be consulted in the development of the plan NC approve after consultation with MANCO NC monitor the implementation of the plan and inform the EA
23.	31.(1)	Annual report (1) The head of department shall include in the department's annual report, referred to in section 40(1)(d) of the Public Finance Management Act, such information pertaining to the public service as the Minister may direct, and in the format that the Minister may direct.	NC	CDC Strategic Management	Not Delegated	Not Delegated	
24.	31.(2)	Annual report (2) An executive authority shall immediately after he or she has tabled the annual report in the relevant legislature in terms of section 65(1) of the Public Finance Management Act, submit it to the relevant treasury and the Minister, make it available on its website and, on request, make it available free of charge to any member of the media or the public.	EA	CDC Strategic Management	Not Delegated	Not Delegated	NC submits report to the EA after consultation with MANCO EA tables report in the legislature
25.	35.	Organisational functionality assessment An executive authority shall conduct an organisational functionality assessment, as directed by the Minister, to assess the effectiveness of a department's internal systems and processes and submit the report to the Minister on such date and	EA	CDC Strategic Management	Not Delegated	Not Delegated	NC submits report to the EA after consultation with MANCO EA submits report to the Minister

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		format as directed by the Minister.					NC monitor the implementation of improvement plans and inform the EA
26.	36.	Operations management framework An executive authority shall establish and maintain an operations management framework which shall include - (a) an approved service delivery model; (b) a list of all core mandated services provided by the department; (c) mapped business processes for all services; (d) standard operating procedures for all services; (e) service standards for all services; (f) a service delivery charter referred to in regulation 37; and (g) a service delivery improvement plan referred to in regulation 38.	EA	CDC Strategic Management	Not Delegated	Not Delegated	NC approve the framework after consultation with MANCO and the EA NC monitor the implementation of the plan and inform the EA
27.	37.(1)	Service delivery charter (1) An executive authority shall publish on its website annually a service delivery charter which sets out the department's service standards that members of the public can expect and which will serve to explain how the department will meet each of the standards.	EA	CDC Strategic Management	Not Delegated	Not Delegated	NC approve charter after consultation with MANCO and the EA NC monitor the implementation of the charter and inform the EA
28.	38.	Service delivery improvement plan An executive authority shall establish and maintain a service delivery improvement plan aligned to the strategic plan contemplated in regulation 25 for his or her department	EA	CDC Strategic Management	Not Delegated	Not Delegated	NC approve after consultation with the EA NC monitor the implementation of the plan and inform the EA

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29.	CHAPTER 4	EMPLOYMENT MATTERS					
30.	39.(1), (2) and (4)	Job descriptions, job titles, systems of occupational classification and remuneration and OSDs 39. (1) For each post or group of posts, an executive authority shall establish a job description and job title that indicate, with appropriate emphasis on service delivery - (a) the main objectives, activities and functions of the post or posts in question; and (b) the inherent requirements of the job. (2) At least once every 60 calendar months, an executive authority shall review job descriptions and titles and, where necessary, redefine them to ensure that they remain appropriate and accurate. (4) An executive authority shall link all posts in his or her department as contained in a remuneration system as contemplated in subregulation (3)(a) to an occupation listed in the occupational classification system referred to in subregulation 3(b), except in the case of posts determined in terms of an OSD, in which case the classification indicated in the OSD shall be utilised	EA	Dir HR Planning	Regional Head HR	A/C Corporate Services	HR to facilitate CDC HR to provide a report to NC annually to enable the NC to brief the Minister
31.	40.	Creation and filling of posts Before creating a post for any new job, or filling any vacancy, an executive authority shall - (a) confirm that he or she requires the post to meet the department's objectives taking into account the norms and standards determined by the Minister for post provisioning for occupations or categories of employees; (b) in the case of a new job, evaluate the job in terms of the job evaluation and job grading system referred to in regulation 41(1), except in the case of jobs determined in terms of an OSD, or jobs graded by the Minister in terms of regulation 41(2)(d), in which case the grade indicated in the OSD or as determined by the Minister shall be utilised; (c) in the case of a vacant post not determined in terms of an OSD or graded by the Minister in terms of regulation 41(2)(d), evaluate the job unless the specific job has been evaluated in the last 60 calendar months; and (d) ensure that sufficient budgeted funds, including funds for the remaining period of	EA	NC L1 to L12	Not Delegated	Not Delegated	EA approves L13 to 15 NC approves L1 to L12

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		the medium-term expenditure framework, are available for filling the post.					
32.	41.(3)	Job evaluation and job grading systems (3) An executive authority may evaluate or re-evaluate any job in his or her department, except - (a) jobs evaluated and graded by the Minister in terms of subregulation (2)(d); or (b) jobs determined in terms of an OSD.	EA	NC L1 to L12	Not Delegated	Not Delegated	EA approves L13 to 15 NC approves L1 to L12
33.	43.(2)(a)	Grading of posts (2) An executive authority shall - (a) determine the grade of a post to correspond with - (i) the evaluation of the job by the Minister in terms of regulation 41(2)(d) on a date determined by the Minister; (ii) jobs determined in terms of regulation 42; or (iii) if the job was not so evaluated or determined by the Minister, the evaluation of the job by the executive authority in terms of regulation 41(3)	EA	NC L1 to L12	Not Delegated	Not Delegated	EA approves L13 to 15 NC approves L1 to L12
34.	43.(2)(b)	Setting of salary (2) An executive authority shall - (b) set the commencing salary of an employee on the minimum notch of the salary level attached to the relevant grade, unless a higher salary is awarded in terms of regulation 44.	EA	NC L1 to L12	Not Delegated	Not Delegated	EA approves for-L 13 - 15 NC approves L1-12 HR to facilitate In respect of undergraded jobs the commencing salary is determined as set out in Regulation 45.(4)
35.	43.(3)	(3) An executive authority shall set the salary of a permanent or temporary employee employed in a part-time capacity proportional to the salary of an equally graded full-time employee.	EA	NC L1 to L12	Not Delegated	Not Delegated	EA approves for L13-15
36.	44.(1)	Setting of higher salary (1) Subject to subregulation (2) to (4) an executive authority may set the salary of an	EA	NC L1 to L12	Not Delegated	Not Delegated	NC approves L 13-15 in consultation with the EA

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		employee above the minimum notch of the salary level indicated by the job weight - (a) if he or she has evaluated the job; (b) if he or she requires to retain or recruit an employee with the necessary competencies; and (c) he or she shall record the reason why the higher salary was awarded.					NC approves L1-12 HR to facilitate
37.	45.(1)	Undergraded posts (1) If the job weight demonstrates that a post is undergraded and the department's budget and the medium-term expenditure framework - (a) provides for sufficient funds, an executive authority shall increase the grade of the post to a higher salary level; or (b) does not provide for sufficient funds, an executive authority shall redesign the job to equate with the grade of the post prior to regrading.	EA	NC L1 to L12	Not Delegated	Not Delegated	NC approves L13 to L15 in consultation with the EA Continued employment of incumbent is set out in Regulation 45.(2)
38.	45.(5)	(5) If an incumbent employee is not continued to be employed in the upgraded post as provided for in subregulation (2), an executive authority shall - (a) redesign the job to equate with the grade of the post before it was regraded; or (b) transfer the incumbent to another suitable post of an equivalent grade to the post that he or she occupied before it was regraded.	EA	NC L1 to L12	Not Delegated	Not Delegated	NC approves L13 to L15 in consultation with the EA
39.	46.(1)	Overgraded posts (1) If the job weight demonstrates that a filled post is overgraded an executive authority shall- (a) redesign the job to equate with the grade of the post before it was regraded; or (b) reduce the grade of the post in line with the job weight and transfer the incumbent to another suitable post of an equivalent grade to the post that he or she occupied before it was regraded.	EA	NC L1 to L12	Not Delegated	Not Delegated	NC approves L1 to L14 in consultation with the EA
40.	47.(3)	Information on remuneration (3) In the week before an employee's salary pay day, a head of department shall provide him or her with the following information in writing -	NC	CDC HR	Not Delegated	Not Delegated	Information is specifies in regulation 47.(3)(a) to (h)

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Date: 06/10/20

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41.	48	Leave A head of department shall - (a) encourage an employee to fully utilise his or her annual leave entitlement in the leave cycle; (b) ensure that all leave taken by an employee is recorded accurately and in full; and (c) ensure that an employee does not abuse sick leave.	NC	Application for all types of leave 1-30 days (except leave without pay and incapacity leave): Supervisor (minimum level 7) and next level manager, 31- 60 Days Minimum level DD 61 – 89 Days Relevant Director Leave without pay 1-7 Days Relevant Director 8-29 Days Director HR Administration & Utilization 30-89 Days DC HR Management 90 Days+ (All types of Leave	Application for all types of leave 1-30 days (except leave without pay and incapacity leave): Supervisor (minimum level 7) and next level manager, 31- 60 Days Minimum level DD 61 – 89 Days RH Corporate Services Leave without pay 1-7 Days Relevant Director 8-29 Days RH Corporate Services 30-89 Days Deputy Regional Commissioner 90 Days+ (All types of Leave	Application for all types of leave 1-30 days (except leave without pay and incapacity leave): Supervisor (minimum level 7) and next level manager, 31- 60 Days Minimum level DD 61 – 89 Days Area Commissioner Leave without pay 1-7 Days Head Correctional / Remand Centre / Community Corrections (Minimum level DD) 8-29 Days Area Commissioner 30-89 Days Deputy Regional Commissioner or Area Commissioner on DC Level	DPSA determination on leave must be adhered to. In Management Areas where the AC is on the level of a Director the leave forms of DD's must be recommended by the Area Coordinator Corporate Services to verify correctness and availability of leave. Leave forms for Area Commissioner (including on DC level) in regions must be recommended by the DRC. Leave forms of DRC's must be recommended by the RH HR to verify correctness and availability of leave. Leave forms of CDC's and RC's must be recommended by the CDC HR to verify correctness and availability of leave

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HEAD OF DEPARTMENT DELEGATIONS TO PERFORMER LEVELS IN TERMS OF THE PUBLIC SERVICE REGULATIONS, 2016

ROW NO	POWER OR DUTY BEING DELEGATED		Principal Functionary	DESIGNATION/POST LEVEL DELEGATED TO PER TIER			DELEGATION CONDITIONS AND LIMITATIONS
	Regulation	Topic Description		Head Office	Region	Management Area	Indicators for Execution/Reporting/ Consultation/ Informing
				except Incapacity Leave) Relevant Branch Head in Head Office More than 184 calendar days of unpaid Leave in a period of 18 months DC HR Management Incapacity Leave (including 'conditional' approval) DD: Auxiliary Support Services Permanent Incapacity Leave DD Retention & Termination Deviation from the Recommendation of the Health Risk Manager on Temporary Incapacity Leave and ILL Health Retirement Dir HRA & U in consultation with the relevant	except Incapacity Leave) Regional Commissioner More than 184 calendar days of unpaid Leave in a period of 18 months DC HR Management Incapacity Leave (including 'conditional' approval) Regional Coordinator: HR Permanent Incapacity Leave DD Retention & Termination Deviation from the Recommendation of the Health Risk Manager on Temporary Incapacity Leave and ILL Health Retirement Dir HRA & U in consultation with the RH HR	90 Days+ (All types of Leave except Incapacity Leave) Regional Commissioner More than 184 calendar days of unpaid Leave in a period of 18 months DC HR Management Incapacity Leave (including 'conditional' approval) Area Coordinator: Corporate Services Permanent Incapacity Leave DD Retention & Termination Deviation from the Recommendation of the Health Risk Manager on Temporary Incapacity Leave and ILL Health Retirement Dir HRA & U in consultation with	Policy and Procedure on Incapacity Leave and ILL- Health Retirement (PILIR) and DPSA determination on leave must be adhered to.

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National Commissioner
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	Regulation	Topic Description		Head Office	Region	Management Area	Indicators for Execution/Reporting/ Consultation/ Informing
				Director Approval of special leave not specified in the Special Leave Policy: DC HRM	Approval of special leave not specified in the Special Leave Policy: No delegation	the RG HR Approval of special leave not specified in the Special Leave Policy: No delegation	
42.	49.(1)	Overtime (1) An executive authority shall compensate an employee, other than a member of the SMS, for overtime work if - (a) the department has an approved written policy on overtime; (b) the executive authority has provided written authorisation in advance for the work; and (c) the monthly compensation for overtime constitutes less than 30 percent of the employee's monthly salary or the limitation determined by the Minister, whichever is the lesser.	EA	Dir HR Admin & Utilization	Regional Head Human Resources	No delegation	HR to facilitate compensation in terms of Departmental overtime policy including determine roles and responsibilities of role players
43.	49.(2)	(2) An overtime policy contemplated in subregulation (1) shall be established by the executive authority in accordance with applicable collective agreements, which shall determine - (a) categories of employees that may not receive compensation for overtime due to the nature of their duties; (b) the circumstances under which overtime work for an individual employee may be authorised; (c) how much overtime an employee may work in a given period; (d) how authorisation for overtime is recorded; and (e) other control measures, if necessary.	EA	NC Not Delegated	Not Delegated	Not Delegated	NC approves overtime policy after consultation with MANCO
44.	51.	Working hours Subject to any collective agreements and the Code of Good Practice on Arrangement of Working Time issued in terms of section 87 of the Basic Conditions	NC	NC Not Delegated	Not Delegated	Not Delegated	Read with CSR 32

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	Regulation	Topic Description		Head Office	Region	Management Area	Indicators for Execution/Reporting/ Consultation/ Informing
		of Employment Act, 1997 (Act No. 75 of 1997), a head of department shall determine - (a) the work week and daily hours of work for employees; and (b) the opening and closing times of places of work of the department, taking into account - (i) the needs of the public with due regard to the department's service delivery improvement plan; and (ii) the needs and circumstances of employees, including family obligations and transport arrangements.					
45.	52.	Emergency work A head of department may require an employee to perform work outside normal working hours if the work is required to be performed without delay owing to circumstances which are beyond the control of the head of department and for which he or she could not reasonably have been expected to make provision.	NC	Director	Director	Area Commissioner	Read with CSR 34. DC's/DRC's/CDC and RC's have the same delegated prerogative. The BCEA must be adhered to. Emergency work does not include day to day administrative tasks. The overtime policy must be adhered to
46.	53.	Health and safety A head of department shall establish and maintain a safe and healthy work environment for employees of the department and a safe and healthy service delivery environment for members of the public.	NC	CDC HR	RC	AC HCC	Departmental policy approved by NC after consultation with MANCO determine roles and responsibilities of role players
47.	54.	Employee health and wellness Every department shall have a policy that promotes the health and well-being of employees	NC	CDC HR	No delegation	No delegation	Departmental policy approved by NC after consultation with MANCO determine roles and responsibilities of role players
48.	55.(1)	HIV and AIDS and other diseases (1) A head of department shall, as far as it is reasonable, ensure that the management of HIV and AIDS is mainstreamed for employees and the public to access appropriate services in line with the department's mandate and manage other diseases, injuries, and conditions of employees to ensure efficient, effective and sustainable delivery of services.	NC	CDC HR	RC	AC	Departmental policy approved by NC after consultation with MANCO determine roles and responsibilities of role players

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49.	56.	Workplace environment management A head of department shall introduce appropriate measures for the institutionalisation of the Public Service Charter in his or her department.	NC	CDC HR	RC	AC	Departmental policy approved by Departmental EXCO determine roles and responsibilities of role players
50.	57.(1)	General conditions for appointment (1) An executive authority - (a) shall not appoint any person - (i) under the age of 15 years of age; or (ii) under the minimum school-leaving age in terms of any law. (b) shall determine the health requirements for incumbency of a post in any case where it is part of the inherent requirements of the post; (c) shall subject an employee or a candidate for employment to personnel suitability checks as directed by the Minister; (d) shall ensure that each person upon appointment, is provided with written particulars of employment, including the terms and conditions of his or her service; and (e) shall not, with due regard to section 10(a) of the Act, appoint a temporary employee permanently or vice versa without complying with regulations 65 and 67.	EA	NC L13 and L14 Not delegated DC of CD: L1 1-10 CDC of branch: L1-12	RC L11-12 DRC 1-10	No delegation	EA approves L 15-16 (Refer to S 96(3) of the CSA in terms of SMS appointments NC approves L13-14 See general conditions for appointment set out in PSR 57.6), and 58., 60., 61. See under the topic selection PSR 67.(8) and (9) See under the topic probation PSR 68.
51.	57.(2)	General conditions for appointment Employ persons additional to the establishment (2) An executive authority may, unless otherwise authorised by the Act, within the available budget and at a salary level linked to a grade determined through job evaluation or as determined in an OSD, employ persons additional to the establishment, where— (a) the incumbent of a post is expected to be absent for such a period that his or her duties cannot be performed by other employees; (b) a temporary increase in work occurs or it is necessary for any other reason to temporarily increase the staff of the department;	EA	Not delegated	Not delegated	Not delegated	EA approves 13-15 level NC approves L1-12 CFO to approve funding See general conditions for appointment is set out in PSR 57.(1), (2), (3), (4) (5) and (6)

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		(c) an employee's post has been abolished and he or she cannot be transferred into another post; or (d) an employee is part of a development programme as contemplated in regulation 58.					
52.	57.(3) and (4)	(3) Before making a decision on an appointment of a person additional to the establishment, an executive authority shall - (a) satisfy himself or herself that the person qualifies in all respects for the position and that his or her claims in his or her application for the position have been verified; and (b) record that verification in writing. (4) The employment of a person additional to the establishment in terms of subregulation (2)(a) or (b) shall not exceed 12 consecutive calendar months unless otherwise directed by the Minister.	EA	Not delegated	Not delegated	Not delegated	EA approves L13-15 NC approves L1-12
53.	57(5)	<u>All appointments other than employment additional to the establishment</u> (5) An appointment shall take effect after approval by the relevant executive authority.	EA	NC L13 and L14 Not delegated DDG: L1-11/12 CD: L1-9/10 D: L1-8	CD: L1-9/10 D: L1-8	CD: L1-9/10 D: L1-8	Note: The PSA provides the empowering provisions to appoint employees, hence submissions should reference the appointment provisions in the PSA see sections 9, 12, 12A, 13. EA approves L 15 and L16 NC: approves L13-14 See general conditions for appointment set out in PSR 57.(1), and (6), an 58., 60., 61. See under the topic selection PSR 67.(8) and (9) See under the topic probation PSR 68.
54.	59.	<u>Utilisation of unpaid voluntary workers</u> An executive authority may utilise unpaid voluntary workers under the following conditions: (a) The voluntary worker shall not in any way assist in carrying on or conducting the	EA	Dir HR A & U	RH HR	AC	Departmental policy approved by Departmental EXCO determine roles and responsibilities of role players CDC HR to provide quarterly report to the NC on the number and cost of volunteers

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	Regulation	Topic Description		Head Office	Region	Management Area	Indicators for Execution/Reporting/ Consultation/ Informing
		business of the department; (b) the terms and conditions as agreed between the volunteer and the department shall be recorded in writing; (c) the period of volunteerism per voluntary worker shall not exceed twelve consecutive calendar months; (d) a department may compensate a voluntary worker for actual expenses incurred in performing the volunteer work in accordance with departmental policies and such compensation shall not be construed as remuneration; (e) a voluntary worker shall perform work in a department under the supervision of an employee; and (f) such other conditions that the Minister may direct.					In DCS
55.	60.(1), (2) and (3)	Re-appointment of former employees (1) An executive authority shall not re-appoint a former employee if that employee left the public service - (a) earlier on the condition that he or she would not accept or seek re-appointment; or (b) due to ill health and cannot provide sufficient evidence of recovery. (2) Notwithstanding subregulation (1)(a) and subject to regulation 61, an executive authority may appoint such former employee in a post if - (a) no other suitable candidate could be recruited in terms of these Regulations; (b) the appointment is made for a fixed term not exceeding three years; and that term may be extended only once for a further term not exceeding three years; and (c) the employee has not been previously appointed in terms of this regulation. (3) Notwithstanding subregulation (1)(a) and subject to regulation 61, an executive authority may appoint such former employee additional to the establishment if - (a) the appointment is made for a period not exceeding the period contemplated in regulation 57(4); and (b) the employee may not be appointed more than twice in terms of this regulation	EA	CDC of branch L1-12 DC of CD L1-10	RC: L1-11/12 DRC: L1-10	No delegation	EA approves L 13-15

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	Regulation	Topic Description		Head Office	Region	Management Area	Indicators for Execution/Reporting/ Consultation/ Informing
56.	62.(3)	Secondments (3) If an employee is seconded upon his or her request in terms of section 15(3)(b)(i) of the Act, the relevant executive authority may bind him or her to continued employment in the relevant department or another department immediately after the secondment for a period not exceeding the period of the secondment.	EA	CDC of branch: L1-11/12 DC of CD: L1-10	RC: L1-11/12 DRC: L1-10	No delegation	EA approves L 13-15
57.	64.(1) and (2)	Determination of requirements for employment (1) An executive authority shall determine and record composite requirements for employment in any post on the basis of the main objectives, core functions and the inherent requirements of the job. (2) An executive authority shall - (a) ensure that the requirements for employment do not unfairly discriminate against any person; and (b) comply with any statutory requirement for the appointment of employees.	EA	DC HRM L1-12	Not delegated	Not delegated	HR facilitate with the assistance of Heads of Branches and Regions NC Approves 13-15 in consultation with the Minister
58.	65.(1)	Advertising (1) An executive authority shall ensure that vacant posts in the department are advertised, as efficiently and effectively as possible, to reach the entire pool of potential applicants, including designated groups.	EA	L 2-12 DC HRM L 13-15 CDC HR	Not delegated	Not delegated	HR facilitate with the assistance of Heads of Branches and Regions Note conditions set out in PSR 65.(2) to (9)
59.	65.(4)	(4) An executive authority shall advertise any other vacant post, as a minimum, within the department, but may also advertise such post - (a) in the public service; (b) locally; or (c) nationwide.	EA	L 2-12 DC HRM L 13-15 CDC HR	Not delegated	Not delegated	HR facilitate with the assistance of Heads of Branches, Regions and Districts Note conditions set out in PSR 65.(2) to (9)
60.	66.(1) and (2)	Filling of posts in Office of executive authorities and Deputy Ministers 66. (1) An executive authority may only fill vacancies in the Office of an executive authority or a Deputy Minister by means of: (a) an appointment in terms of section 9 of the Act for - (i) the term of office of the incumbent executive authority or Deputy Minister which	EA	Not delegated	Not delegated	Not delegated	No delegation

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		will terminate at the end of the first month after the month in which the term of that executive authority or Deputy Minister terminates for any reason; or (ii) a period not exceeding three years; (b) a transfer in terms of section 14 of the Act, provided that the employment status of the transferred employees as permanent or temporary, as the case may be, shall remain unaffected by the transfer. (2) Subject to the appointment criteria in regulation 67(5)(b) to (d), an executive authority may fill a post in the Office of the executive authority or a Deputy Minister in that executive authority's portfolio, in terms of subregulation (1) without complying with regulations 65(1); (3) and (4).					
61.	67.(1)	Selection (1) An executive authority shall appoint a selection committee to make a recommendation on the appointment to a post. The selection committee shall consist of at least three members who are employees of a grade equal to or higher than the grade of the post to be filled or suitable persons from outside the public service. However— (a) the chairperson of the selection committee, who shall be an employee, shall be of a grade higher than the post to be filled; and (b) in the event that the head of the component within which the vacant post is located, is graded lower than the vacant post, such a head may be a member of the selection committee	EA	L2-10 DC of CD 11-12 CDC of Branch	L2-10 DRC 11-12 RC	No delegation	EA approves L 13-15 The employee who must approve the appointment of an employee to a post L1 to L12 may not be the chairperson or a member of the selection committee of that post. Department operational policy to specify the composition of the selection committee for L1 to L12 See the conditions set out in PSR 67.(2) to (9)
62.	67.(7)	(7) If the selection committee is unable to recommend a suitable person for appointment from those who applied in terms of subregulation (5), the executive authority may, after that selection process has been completed, approve the head-hunting of one or more persons with the requisite competencies and subject such person or persons to the same selection process as those who applied.	EA	Not delegated	Not delegated	Not delegated	NC approves L1-12 EA approves head-hunting for L13 to L15
63.	67.(8)	(8) If an executive authority does not approve a recommendation of a selection committee, he or she shall record the reasons for his or her decision in writing.	EA	L2-10 DC of CD 11-12: CDC of Branch	L2-10 DRC 11-12 RC	No delegation	EA for L 13-15

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64.	67.(9)	(9) Before making a decision on an appointment or the filling of a post, an executive authority shall - (a) satisfy herself or himself that the candidate qualifies in all respects for the post and that his or her claims in his or her application for the post have been verified as directed by the Minister; and (b) record that verification in writing.	EA	L2-10 DC of CD 11-12 CDC of Branch	L2-10 DRC 11-12 RC	No delegation	EA for L 13-15
65.	68.(2)	Probation (2) An executive authority may require an employee appointed to another equally graded post to not serve the probation contemplated in subregulation (1).	EA	L2-10 DC of CD 11-12 CDC of Branch	L2-10 DRC 11-12 RC	No delegation	NC for L 13-14 EA for L15
66.	69.(2)	Resignation (2) Subject to section 16B(6) of the Act, the executive authority and the employee may agree to a period of notice shorter or longer than the applicable period referred to in subregulation (1).	EA	L1-8 Dir L9-10 DC L11-12 CDC	L1-8 Dir L9-10 DRC L11-12 RC	L1-8 Dir L9-10 DC	EA for L 13 -15
67.	69.(3)	Resignation (3) An executive authority shall stipulate the manner in which an employee shall submit his or her resignation.	EA	CDC HR	Not delegated	Not delegated	Department operational policy to specify the manner in which an employee submits his or her resignation
68.	69.(4)	(4) An executive authority shall conduct and record an exit interview with an employee who has resigned and record the reasons given by the employee for his or her resignation	EA	CDC 13-14 DC: L11-12 Dir: L1-10	RC 13-14 DRC: L11-12 Dir: L1-10	DC/DRC: L11-12 Dir: L1-10	EA for L 15 HR facilitate all exit interviews and compile a report for NC at the end of each financial year
69.	69.(5)	(5) An employee who has submitted his or her resignation to the executive authority may only withdraw his or her resignation with the written approval of the executive authority, which approval shall be made no later than the last working day	EA	CDC: L11-12 DC: L9-10 Dir: L1-8	RC: L11-12 DRC: L9-10 Dir: L1-8	DC: L9-10 Dir: L1-8	EA for L13-15
70.	69.(6)	(6) If notice of resignation is given in terms of subregulation (1), the executive authority may require the employee to return all official equipment and documents, vacate his or her office and leave the department's premises before the expiry of the notice period on a day stipulated by the executive authority and not to perform any	EA	CDC: L11-12 DC: L9-10	RC: L11-12 DRC: L9-10	DC: L9-10 Dir: L1-8	NC L13-14 EA L 15

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		duties for the remaining notice period.		Dir: L1-8	Dir: L1-8		
71.	70.	Employee records A head of department shall keep a record of each employee and of each post on the establishment in accordance with the information requirements as issued by the Minister.	EA	CDC HR	Not delegated	Not delegated	
72.	71.(1)	Systems for performance management and development (1) An executive authority shall approve and implement a system for the performance management of employees, other than employees who are members of the SMS, in his or her department.	EA	CDC HR	Not Delegated	Not Delegated	NC approve system for the performance management and development after consultation with the MANCO and the EA NC monitor the implementation of the system and inform the EA See conditions set out in PSR 71.(3) to (8)
73.	71.(2)	(2) An executive authority shall approve the department's performance management system in the financial year prior to the cycle in which the system is to be implemented, and any deviation from the provisions of the system during the cycle may be approved by the executive authority only if such deviation is not to the detriment of any employee.	EA	NC Not Delegated	Not Delegated	Not Delegated	NC approve system for the performance management and development after consultation with fMANCO and the EA NC monitor the implementation of the system and inform the EA See conditions set out in PSR 71.(3) to (8)
74.	71.(3)	(3) An executive authority may establish separate performance management systems for different occupational categories or levels of work.	EA	NC Not Delegated	Not Delegated	Not Delegated	NC approve system for the performance management and development after consultation with MANCO and the EA NC monitor the implementation of the system and inform the EA See conditions set out in PSR 71.(3) to (8)
75.	71.(6)	(6) An executive authority may use a single assessment instrument to assist in deciding on an employee's probation and performance.	EA	NC Not Delegated	Not Delegated	Not Delegated	NC approve system for the performance management and development after consultation with MANCO and the EA NC monitor the implementation of the system and inform the EA

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							See conditions set out in PSR 71.(3) to (8)
76.	71.(7)	(7) Heads of department shall ensure that accurate records of all performance assessments and the outcomes thereof are kept.	NC	CDC HR	Not Delegated	Not Delegated	
77.	72.(4)(c)	Performance agreements and assessments (4) If both the employee and his or her supervisor do not sign the performance agreement or an agreement of similar nature due to a dispute relating to the content of the agreement, a person shall be appointed within one month after the expiry of the period stipulated in subregulation (1), to consider the dispute. Such person shall be appointed in the following manner: (c) in the case of other employees, the appointment shall be made by the relevant executive authority, provided that the person so appointed, shall be an employee.	EA	CDC: L11-12 DC: L9-10 Dir: L1-8	RC: L11-12 DRC: L9-10 Dir: L1-8	DC: L9-10 Dir: L1-8	NC for L13-15 in consultation with the Minister.
78.	72.(9)	(9) The head of department shall ensure that the outcomes of the annual performance assessments are implemented by 31 December of the financial year following the year of the assessment.	NC	CDC HR	Not Delegated	Not Delegated	
79.	72.(14)	(14) An executive authority shall inform the employee of the outcome of his or her performance assessment.	EA	CDC HRL13-14 DC L 11-12 Dir 9-10 DD 1-8	DC L 11-12 Dir 9-10 DD 1-8	DC L 11-12 Dir 9-10 DD 1-8	The Chairperson of Moderation committee must provide the feedback L15 NC
80.	72.(15)(b) and (c)	(15) Based on the outcome of the performance assessment an executive authority – (b) may, where appropriate, provide training and development for employees; (c) shall manage poor performance.	EA	CDC - L14 DC L13 Dir 1-12	RC - L14 DRC/DC L13 Dir 1-12	DC L13 Dir 1-12	NC for L15 HR facilitate with the co-operation of supervisors
81.	73.(1)	Rewarding performance (1) Each executive authority shall establish a performance incentive scheme to reward employees or any category of employees within the limits determined by the Minister as contemplated in subregulation (3).	EA	CDC HR	Not Delegated	Not Delegated	NC approve scheme after consultation with the MANCO and the EA NC monitor the implementation of the system and inform the EA DPSA Directives to be complied with.

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82.	73.(2)	(2) A head of department shall establish a written departmental performance incentive scheme - (a) determining the nature, rules and control measures of the scheme; (b) communicating the nature and rules of the performance incentive scheme to all employees; (c) ensuring that employees who implement the quality and quantity control measures of the scheme are not entrusted with the implementation of that scheme in relation to themselves; and (d) including provisions for the introduction of non-financial incentives, if deemed appropriate.	NC	CDC HR	Not Delegated	Not Delegated	NC approve scheme after consultation with the MANCO and the EA NC monitor the implementation of the system and inform the EA
83.	74.(2)	Institutional arrangements regarding education, training and development (2) A head of department shall ensure that sufficient budgeted funds are available for the training and development of employees and shall provide training and development opportunities for employees in his or her department.	NC	CFO in consultation with CDC HR	Not Delegated	Not Delegated	Departmental operational policy to specify the system and roles and responsibilities of providing training and development NC approve system after consultation with MANCO The conditions for training assistance are set out in PSR 77.
84.	76.	Occupational specific competencies and training An executive authority shall determine the training required for various occupational categories or specific employees in his or her department.	EA	CDC HR	Not Delegated	Not Delegated	NC approve the training required after consultation with MANCO and the EA NC monitor the implementation of the training and inform EA The conditions for training assistance is set out in PSR 77
85.	77.(1) to (4)	Training assistance 77. (1) For purposes of enhancing the performance of the work of the department, a head of department may grant financial or other assistance for any study, training or research where - (a) an employee undertakes the study, training or research on the initiative of the department; or	NC	CDC HR	RC's Regional Head Corporate Service	AC's Area Coordinator Corporate Services	National Learning Committee endorses the workplace skills plan for a financial year and monitors the implementation thereof.

A Fraser
National Commissioner
Date: 2020/10/05

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PART B, APPENDIX B: Delegations Register- NC delegations to performer levels in terms of the PSR

HEAD OF DEPARTMENT DELEGATIONS TO PERFORMER LEVELS IN TERMS OF THE PUBLIC SERVICE REGULATIONS, 2016

ROW NO	POWER OR DUTY BEING DELEGATED		Principal Functionary	DESIGNATION/POST LEVEL DELEGATED TO PER TIER			DELEGATION CONDITIONS AND LIMITATIONS
	Regulation	Topic Description		Head Office	Region	Management Area	Indicators for Execution/Reporting/ Consultation/ Informing
		(b) the employee has requested any such assistance and the study, training or research is related to the employer's skills requirements. (2) A head of department may grant financial or other assistance to employees for part-time or full-time activities at either local or international institutions. The head of department may also grant assistance for studies and training through training interventions such as short courses, congresses, symposia, seminars, conferences, workshops, lectures and study tours. (3) A head of department may - (a) grant bursaries for higher education to employees or other persons in terms of a human resources development plan contemplated in regulation 28; (b) allocate bursaries for general education and continuing education and training to employees; and (c) require contractual service in recompense for assistance received in respect of general education or continuing education and training. (4) A head of department may defray any reasonable actual expenses associated with study, research or training. Note: - A head of the department may enroll unemployed youth graduates into the public service internship programme in line with the determination by the Minister of Public Service & Administration as incepted from 1 April 2010. - A head of component may approve the placement of students to undergo experiential learning as part of their respective curricular to fulfill the requirements of their qualification.		DC HRD L13-15 DIR Policy and External Training L 1-12 CDC HR DCHRD DC's	Not delegated Not delegated DRC Regional Head Corporate Services	Not delegated Not delegated Not delegated Area Coordinator Corporate Services	International study – not delegated. NC approves recruitment for programme
86.	77.(6)	(6) Subject to the Treasury Regulations, a head of department may waive the whole or any part of any study debts.	NC	Not Delegated	Not Delegated	Not Delegated	After consultation with the CFO
87.	77.(9)	(9) In the case of an employee who studies or undergoes training for short periods, a head of department may, as a precondition for providing assistance, require the employee to enter into a contract with the department in terms of which he or she shall serve the department for a commensurate period.	NC	DC HRD	Not Delegated	Not Delegated	Operational policy for training assistance to provide specifics

A Fraser
National Commissioner
Date: 2020/10/05

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PART B, APPENDIX B: Delegations Register- NC delegations to performer levels in terms of the PSR

HEAD OF DEPARTMENT DELEGATIONS TO PERFORMER LEVELS IN TERMS OF THE PUBLIC SERVICE REGULATIONS, 2016

ROW NO	POWER OR DUTY BEING DELEGATED		Principal Functionary	DESIGNATION/POST LEVEL DELEGATED TO PER TIER			DELEGATION CONDITIONS AND LIMITATIONS
	Regulation	Topic Description		Head Office	Region	Management Area	Indicators for Execution/Reporting/ Consultation/ Informing
88.	78.(2)	Mandating and management of negotiations (2) An executive authority may enter into a collective agreement on a matter of mutual interest only if that authority— (a) is responsible for managing collective bargaining on behalf of the State as employer in that forum; (b) has authority to deal with the matter concerned; and (c) meets the fiscal requirements contained in regulation 79.	EA	NC to provide written mandate Minimum level Dir ER to sign agreement on behalf of employer.	Not delegated	Not delegated	NC gives mandate on matter of mutual interest after consultation with MANCO and the EA NC to indicate who must sign the collective agreement on behalf of the employer. The conditions for matters with financial implications are set out in PSR 79.

A Fraser
National Commissioner
Date: 2020/10/05

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PART B, APPENDIX B: Delegations Register- NC delegations to performer levels in terms of the PSR

HEAD OF DEPARTMENT DELEGATIONS TO PERFORMER LEVELS IN TERMS OF THE PUBLIC SERVICE REGULATIONS, 2016

ROW NO	POWER OR DUTY BEING DELEGATED		Principal Functionary	DESIGNATION/POST LEVEL DELEGATED TO PER TIER			DELEGATION CONDITIONS AND LIMITATIONS
	Regulation	Topic Description		Head Office	Region	Management Area	Indicators for Execution/Reporting/ Consultation/ Informing
89.	CHAPTER 6	INFORMATION MANAGEMENT AND ELECTRONIC GOVERNMENT					
90.	93	Acquisition, management and use of information and communication technology resources The head of department shall ensure that the acquisition, management and use of information and communication technologies by the department - (a) enhances direct or indirect service delivery to the public, including, but not limited to, equal access by the public to services delivered by the department; (b) improves the productivity of the department; (c) promotes an environmentally friendly public service; and (d) ensures cost-efficiency for the department.	NC	CDC GITO in consultation with CDC's of branches	Not delegated	Not delegated	GITO facilitates
91.	95.(1)	Information security vigilance (1) A head of department shall ensure the maintenance of information security vigilance at all times in the department	NC	CDC GITO	Not delegated	Not delegated	
92.	96.	Incident reports A head of department shall regularly, on the basis of the threat posed by an incident, submit to the Director-General: State Security Agency, the Auditor-General and such other authorities as the head considers appropriate - (a) an incident report of every instance of non-compliance with the information security standards referred to in regulation 94(1); and (b) a plan on how incidents of non-compliance will be corrected and how to prevent similar incidents in future.	NC	Not delegated	Not delegated	Not delegated	Director Security Standards to facilitates Incident reports and plans and submit to NC
93.	97.(4)	Minimum interoperability standards (4) A head of department shall - (a) include compliance with the MIOS in the project approval procedure; and (b) ensure compliance to the MIOS in the acquisition or use of information and communication technology.	NC	CDC GITO	Not delegated	Not delegated	

A Fraser
National Commissioner
Date: 2020/10/05

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PART B: HEADS OF DEPARTMENT DELEGATIONS TO PERFORMER LEVELS FOR PUBLIC MANAGEMENT AND ADMINISTRATION

DEPARTMENT OF CORRECTIONAL SERVICES

In accordance with the powers vested in me by:-

(a) the Public Service Act, 1994, as amended by Act 30 of 2007, as set out in Appendix A; and

(b) the Public Service Regulations, 2016, promulgated in terms of Section 41 of the said Act, as set out in Appendix B;

I, **Arthur Fraser**, National Commissioner (NC) of the Department of Correctional Services, delegate the powers and duties vested in me to the incumbents of posts as set out in Appendix A and B, read in conjunction with the general conditions set out hereunder.

Head of Department to sign and date all pages.

SIGNED AT PRETORIA ON THIS 5TH DAY OF OCTOBER 2020

A Fraser
National Commissioner
Date: 2020/10/05

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PART B, APPENDIX A: Delegations Register- NC delegations to other Performer Levels in terms of the PSA

	POWER OR DUTY BEING DELEGATED		Principal Functionary	DESIGNATION/POST LEVEL DELEGATED TO PER TIER			DELEGATION CONDITIONS AND LIMITATIONS
	Section	Topic Description		Head Office	Region	Management Area	Indicators for Execution/Reporting/ Consultation/ Informing
1.	3 (7)	An executive authority has all those powers and duties necessary for- *(a)* the internal organisation of the department concerned, including its organisational structure and establishment, the transfer of functions within that department, human resources planning, the creation and abolition of posts and provision for the employment of persons additional to the fixed establishment; and	EA	NC 1-12	None		Provided for in section 3 (5) of the Correctional Services Act, 111 of 1998 read with section 2(2) of the PSA 1994, the Authority is therefore with the National Commissioner. DPSA directives to be complied with, EA approve level 13-15
2.		*(b)* the recruitment, appointment, performance management, transfer, dismissal and other career incidents of employees of that department, including any other matter which relates to such employees in their individual capacities, and such powers and duties shall be exercised or performed by the executive authority in accordance with this Act.	EA	Levels 1-12 Same levels as the delegations in the CSA and regulations	Levels 1-12 Same levels as the delegations in the CSA and regulations	Levels 1-12 Same levels as the delegations in the CSA and regulations	Provided for in sections 3 (5) and 96(3) of the Correctional Services Act (CSA), 111 of 1998 read with section 2(2) of the PSA 1994 and regulation 33 of the Correctional Services Regulations, the Authority is therefore with the National Commissioner. Refer to delegation in terms of Correctional Services Act and regulations: Levels 13-15 not delegated.
3.	3 (8)	(a) The relevant executive authority may, subject to paragraphs (b) and (c), perform any act in connection with any matter which relates to or arises from the employment or the conditions of service of a person formerly employed in the public service whilst he or she was so employed in the department concerned. ((d) On request of the relevant executive authority and on good cause shown, the Minister may in respect of a particular person extend the period of three years with such period as the Minister considers appropriate.	EA	Not delegated	Not delegated	Not delegated	EA approves L13-15 NC approved L1-12

A Fraser
National Commissioner
Date: 2020/10/16

PART B, APPENDIX A: Delegations Register- NC delegations to other Performer Levels in terms of the PSA

	POWER OR DUTY BEING DELEGATED		Principal Function ary	DESIGNATION/POST LEVEL DELEGATED TO PER TIER			DELEGATION CONDITIONS AND LIMITATIONS
	Section	Topic Description		Head Office	Region	Management Area	Indicators for Execution/Reporting/ Consultation/ Informing
4.	5(8)	*(b)* If the Commission issues a direction contemplated in paragraph (a), the relevant executive authority or head of department, as the case may be, shall implement the direction as soon as possible after receipt of the written communication conveying the direction but, in any event, within 60 days after the date of such receipt.	EA	NC 1-13	NC 1-13	NC 1-13	EA L 14-15 NC L 1-13
5.	9	Appointments in Public Service					
6.	9	An executive authority may appoint any person in his or her department in accordance with this Act and in such manner and on such conditions as may be prescribed, read with section 3(5)(g) and 96(3) of the Correctional Services Act, 111 of 1998 as amended	EA	CDC L11-12 DC L1-10	RC L11-12 DRC L1-10	None	Read with sections 3 (5) and 96(3) of the Correctional Services Act, 111 of 1998, section 2(2) of the PSA 1994 and the delegations in terms of the Correctional Services Act. Level 13-15 not delegated.
7.	13	Appointment on probation					
8.	13 (1)	If so required by regulation, an executive authority shall appoint an employee on probation for such period as may be prescribed for the relevant category of employees.	EA	CDC L11-12 DC L1-10	RC L11-12 DRC L1-10	None	All appointments to be made on probation. Levels to approve appointment on probation to be the same as levels for appointments in terms of the Correctional Services Act Delegations. Level 13-14 NC approves Level 15 EA Approves
9.	13 (2)	After the completion of a probationary period contemplated in subsection (1) an executive authority shall confirm the probationary appointment if the employee concerned has— (a) performed at least satisfactorily during the period; and (b) complied with all the conditions to which his or her appointment was subject.	EA	CDC L11-12 CD L1-10	RC L11-12 DRC L1-10	None	Levels to approve confirmation of appointment after completion of probation to be the same as levels for appointments in terms of the Correctional Services Act Delegations. HR to facilitate in consultation with relevant functionaries. All appointments to be made on probation.

A Fraser
National Commissioner
Date: 2020/10/05

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PART B, APPENDIX A: Delegations Register- NC delegations to other Performer Levels in terms of the PSA

	POWER OR DUTY BEING DELEGATED		Principal Functionary	DESIGNATION/POST LEVEL DELEGATED TO PER TIER			DELEGATION CONDITIONS AND LIMITATIONS
	Section	Topic Description		Head Office	Region	Management Area	Indicators for Execution/Reporting/ Consultation/ Informing
							L13-14 NC approves Level 15 EA approves
10.	13 (3)	If the probationary appointment is not confirmed in terms of subsection (2), the executive authority may extend the period of probation or dismiss the employee in accordance with the Labour Relations Act.	EA	CDC L11-12 DC L9-10 Dir L1-8	RC: L11-12 DRC L9-10 Dir L1-8	No delegation	L15 EA approves L13-14: NC approves. HR to facilitate submission and consult with responsible line manager Confirmation should be based in compliance with all stipulated conditions, work performance of an employee.
11.	14	**Transfers within public service**					
12.	14 (1)	Subject to subsections (2), (3) and (4), any employee of a department may be transferred— (a) within the department, by its executive authority; (b) to another department by the executive authorities of the two relevant departments.	EA	Levels 2-7 Director HR Administration & Utilization Levels 8-10 DC HR Management Levels 11-12 CDC Human Resources	none	none	The same delegations provided for in sections 3(5)(g) of the Correctional Services Act, 111 of 1998 read with section 2(2) of the PSA 1994, the Authority is therefore with the National Commissioner. Refer to delegation in terms of Correctional Services Act. SMS not delegated.
13.	15	**Transfer and secondment from and to public service**					
14.	15 (2)	If it is in the public interest and if the prescribed conditions (if any) have been complied with, the executive authority of a department may, with the approval of the employer concerned, approve the secondment of a person in the service of an organ of state, another government or any other body to the	EA	(a) Not delegated (b) Not delegated	(a) Not delegated (b) Not delegated	(a) Not delegated (b) Not delegated	EA approves L 13-15 NC approves L1-12 HR and Legal Services to facilitate

A Fraser
National Commissioner
Date: 28/10/20

PART B, APPENDIX A: Delegations Register- NC delegations to other Performer Levels in terms of the PSA

	POWER OR DUTY BEING DELEGATED		Principal Functionary	DESIGNATION/POST LEVEL DELEGATED TO PER TIER			DELEGATION CONDITIONS AND LIMITATIONS
	Section	Topic Description		Head Office	Region	Management Area	Indicators for Execution/Reporting/ Consultation/ Informing
		department— (a) for a particular service or period not exceeding the prescribed period (if any); and (b) on the prescribed conditions (if any) and such other conditions as agreed between the relevant functionary of the body concerned and the executive authority.					
15.	15 (3)	(a) The executive authority of a department may second an employee of the department to another department, any other organ of state, another government or any other body— i. for a particular service or period not exceeding the prescribed period (if any); and ii. on the prescribed conditions (if any) and such other conditions as agreed upon between the executive authority and the relevant functionary of the body concerned.	EA	Not delegated	Not delegated	Not delegated	EA approves L 14-15 NC approves L 1-13 HR to facilitate Refer to section 15(3)(b) and (c)
16.	16	Retirement and retention of services					
17.	16(2)	(b)An officer who has the right to an earlier retirement age in terms of paragraph (a), and who wishes to be so retired, shall give written notification to his or her head of department of his or her wish to be so retired, and he or she shall— (ii) if that notification is not given at least three calendar months prior to the date on which he or she attains the said age, be so retired on the first day of such month as the executive authority may approve, which day may not be before the date on which he or she attains the said age and not be later than the first day of the fourth month after the month in which the	EA	L1-12 DC HR	Not delegated	Not delegated	NC approves L13-15 in consultation with the Minister. **This delegation only applicable to DCS officials appointed in terms of the Public Service Act.** (All SMS officials in DCS appointed in terms of Correctional Services Act.) **Normal retirement age of Correctional Officials appointed under the Correctional Services Act is 60 years of age in terms of section 96(5) of Act 111 of 1998, as amended read with section 12(2) of Act 8 of 1959 (This act was repealed in its whole but the provisions of section 12(2) retained in Act 111 of 1998)**

A Fraser
National Commissioner
Date: 2020/10/05

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PART B, APPENDIX A: Delegations Register- NC delegations to other Performer Levels in terms of the PSA

	POWER OR DUTY BEING DELEGATED		Principal Functionary	DESIGNATION/POST LEVEL DELEGATED TO PER TIER			DELEGATION CONDITIONS AND LIMITATIONS
	Section	Topic Description		Head Office	Region	Management Area	Indicators for Execution/Reporting/ Consultation/ Informing
		notification is received.					Refer to delegations in terms of the CSA for early retirement for officials appointed under the CSA.
18.	16 (4)	An officer, other than a member of the services or an educator or a member of the State Security Agency who has reached the age of 60 years may, subject in every case to the approval of the relevant executive authority, be retired from the public service.	EA	L1-12 DC HR	Not delegated	Not delegated	NC Approves L 13-15 in consultation with the Minister Employee to be given three (3) calendar months' notice from date of approval. Refer to conditions in Section 16 **This delegation is only applicable to DCS officials appointed in terms of the Public Service Act.** (All SMS officials in DCS appointed in terms of Correctional Services Act.) **Normal retirement age of Correctional Officials appointed under the Correctional Services Act is 60 years of age in terms of section 96(5) of Act 111 of 1998, as amended read with section 12(2) of Act 8 of 1959 (This act was repealed in its whole but the provisions of section 12(2) retained in Act 111 of 1998)** Refer to delegation (no 105) in terms of the CSA for early retirement for officials appointed under the CSA
19.	16 (6)	(a) An executive authority may, at the request of an employee, allow him or her to retire from the public service before reaching the age of 60 years, notwithstanding the absence of any reason for dismissal in terms of section 17(2), if sufficient reason exists for the retirement.	EA	L1-12 DC HR	Not delegated	Not delegated	NC approves L13-15 in consultation with the Minister Employee to be given three (3) calendar months' notice from date of approval. Refer to conditions in Section 16 **This delegation only applicable to DCS officials appointed in terms of the Public Service Act.** (All SMS officials in DCS appointed in terms of Correctional Services Act.) Refer to delegations in terms of the CSA for early retirement for officials appointed under the CSA

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National Commissioner
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	POWER OR DUTY BEING DELEGATED		Principal Functionary	DESIGNATION/POST LEVEL DELEGATED TO PER TIER			DELEGATION CONDITIONS AND LIMITATIONS
	Section	Topic Description		Head Office	Region	Management Area	Indicators for Execution/Reporting/ Consultation/ Informing
20.	16 (7)	If it is in the public interest to retain an officer, other than a member of the services or an educator or a member of the State Security Agency, in his or her post beyond the age at which he or she is required to be retired in terms of subsection (1), he or she may, with his or her consent and with the approval of the relevant executive authority, be so retained from time to time for further periods which shall not, except with the approval of Parliament granted by resolution, exceed in the aggregate two years.	EA	Not delegated	Not delegated	Not delegated	EA approves L 13-15 **NC approves retention of L1-12 up to 3 months. Retention longer than 3 months the Minister's concurrence must be obtained for all levels.** **The employee must agree to his retention in writing.** CDC HR and CFO must be consulted Refer to conditions in Section 16(7).
21.	16A	**Failure to comply with Act**					
22.	16A (2)	A head of a department shall— (a) immediately take appropriate disciplinary steps against an employee of the department who does not comply with a provision of this Act or a regulation, determination or directive made thereunder; (b) immediately report to the Director-General: Public Service and Administration the particulars of such non-compliance; and (c) as soon as possible report to that Director-General the particulars of the disciplinary steps taken.	NC	Same levels as the delegations in terms regulation 33 read together with resolution 1 of 2006 and section 95B of the CSA.	Same levels as the delegations in terms regulation 33 read together with resolution 1 of 2006 and section 95B of the CSA.	Same levels as the delegations in terms regulation 33 read together with resolution 1 of 2006 and section 95B of the CSA.	Delegations is the same as in terms of regulation 33 read together with resolution 1 of 2006 and where applicable section 95A and B of the CSA.
23.	16A (4)	The Minister shall at least annually submit to the relevant committees of Parliament dealing with matters relating to the public service and, through the relevant Premier, to any similar committee of the relevant provincial legislature, every non-compliance	EA	Not delegated	Not delegated	Not delegated	EA reports for L1-16 HR facilitates

A Fraser
National Commissioner
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	Section	Topic Description		Head Office	Region	Management Area	Indicators for Execution/Reporting/ Consultation/ Informing
		with a provision of this Act or a regulation, determination or directive made thereunder— (a) reported in terms of subsection (1) or (2); or (b) confirmed in an investigation in terms of section 5 (8).					
24.	16B	Discipline					
25.	16B (1)	Subject to subsection (2), when a chairperson of a disciplinary hearing pronounces a sanction in respect of an employee found guilty of misconduct, the following persons shall give effect to the sanction: (b) in the case of any other employee, the relevant head of department.	NC	DD Auxiliary Services	RH: HR	AC: Corporate Services	Procedures for service terminations to be followed as well the relevant prescripts in respect of level 2-12 that service will only be terminated after finalisation of appeal if the official lodged an appeal within the time frame provided for in resolution 1 of 2006. SMS do not have appeal recourse in terms of chapter 7 of the SMS handbook
26.	16B (4)	If an employee of a department (in this subsection referred to as 'the new department'), is alleged to have committed misconduct in a department by whom he or she was employed previously (in paragraph *(b)* referred to as 'the former department'), the head of the new department— (b) shall institute or continue such steps if so requested— (iii) by the head of the former department, in the case of any other employee.	NC	CDC L 11-12 DC L 9-10 Dir L1-8 **CSA Section S95B matters.** Level 1-12 Dir CE Levels 13-15 Not delegated	RC L11-12 DRC L9-10 RH L1-8	DC L9-10 Dir L1-8	NC L13-15 Refer to delegation 25 above to effect sanctions
27.	16B(6)	If notice of a disciplinary hearing was given to an employee, the relevant executive authority shall not agree to a period of notice of resignation which is shorter than the prescribed period of notice of	EA	CDC L 11-12 DC L 9 -10 Dir L 1-8	CDC L 11-12 DC L 9 -10 Dir L 1-8	DC 9 -10 Dir L 1-8	HR facilitates NC L 13-15 in consultation with the Minister.

A Fraser
National Commissioner
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	Section	Topic Description		Head Office	Region	Management Area	Indicators for Execution/Reporting/ Consultation/ Informing
		resignation applicable to that employee.					
28.	17	**Termination of employment**					
29.	17 (1)	(a) Subject to paragraph *(b)*, the power to dismiss an employee shall vest in the relevant executive authority and shall be exercised in accordance with the Labour Relations Act.	EA	Not delegated	Not delegated	Not delegated	Only applicable to officials appointed under the PSA. Officials appointed under the CSA refer to the delegations under CSA. **Refer to S 17(1)(b) for dismissal for misconduct.** Compliance with the Disciplinary Code, GPSSBC resolution 1 of 2006 (regulation 33) and Chapter 7 of SMS Handbook. Levels 13-15 in consultation with the Minister.
30.	30	**Other remunerative work by employees**					
31.	30 (1)	No employee shall perform or engage himself or herself to perform remunerative work outside his or her employment in the relevant department, except with the written permission of the executive authority of the department.	EA	CDC HR L1-12	RC L 1-12	Not delegated	EA approves L14-15 NC approves L 13 HR to facilitate written motivation from employee and recommendation from Line Manager
32.	30 (3)	(a) The executive authority shall decide whether or not to grant permission, contemplated in subsection (1) within 30 days after the receipt of the request from the employee in question (b) If the executive authority fails to make a decision within the 30 day period, it would be deemed that such permission was given.	EA	CDC HR L1-12	RC L 1-12	Not delegated	NC approves L 13-15 in consultation with the Minister. HR to facilitate written motivation from employee and recommendation from Line Manager
33.	31	**Unauthorized remuneration**					
34.	31 (1)	(a)(ii) If the employee fails to so pay into revenue the amount or value, the said head of department shall recover it from him or her by way of legal proceedings and pay it into revenue.	NC	Not delegated	Not delegated	Not delegated	Relevant supervisors to advice HR HR to facilitate with CFO and DC LS

A Fraser
National Commissioner
Date: 2020/10/25

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	Section	Topic Description		Head Office	Region	Management Area	Indicators for Execution/Reporting/ Consultation/ Informing
		(iv) The accounting officer of the relevant department may approve that the employee concerned retains the whole or a portion of the said remuneration, allowance or reward. (b) if— (i) in the opinion of the head of department mentioned in paragraph *(a)* an employee has received any remuneration, allowance or other reward contemplated in that paragraph; and (ii) it is still in his or her possession or under his or her control or in the possession or under the control of any other person on his or her behalf, or, if it is money, has been deposited in any bank as defined in section 1(1) of the Banks Act, 1990 (Act 94 of 1990), or a mutual bank as defined in section 1(1) of the Mutual Banks Act, 1993 (Act 124 of 1993), in his or her name or in the name of any other person on his or her behalf, that head of department may in writing require that employee or that other person or that financial institution not to dispose thereof, or, if it is money, not to dispose of a corresponding sum of money, as the case may be, pending the outcome of any legal steps for the recovery of that remuneration, allowance or reward or the value thereof.					
35.	31(2)	(b) In circumstances regarded by the relevant executive authority as exceptional, the said authority may approve of paying out of revenue an amount equal to that salary, allowance, fee, bonus or honorarium, or a portion thereof, to the employee	EA	NC L1-14	NC L1-14	NC L1-14	NC approves L13-15 in consultation with the Minister Relevant supervisors to advice HR HR to facilitate via DC LS

A Fraser
National Commissioner
Date: 2020/10/05

PART B, APPENDIX A: Delegations Register- NC delegations to other Performer Levels in terms of the PSA

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	Section	Topic Description		Head Office	Region	Management Area	Indicators for Execution/Reporting/ Consultation/ Informing
		concerned.					
36.	32	**Direction to perform other functions or to act in another post**					
37.	32 (2)	(a) An employee may be directed in writing to act in a post subject to such conditions as may be prescribed. (b) Such acting appointment shall be made— (ii) in the case of any other post, by the employee occupying the post, unless otherwise determined by the head of department.	NC	Level 2-12 Relevant Director Level 13 Relevant DC in consultation with the CDC Levels 14 Relevant CDC in consultation with the NC	Level 2-12 Director Level 13 DRC In consultation with the RC Levels 14 RC in consultation with the COC	Levels 2 to 12 Area Commissioner. Level 13 RC Levels 14 RC in consultation with the COC	L 15 NC in consultation with the Minister Acting appointments for levels other than the National Commissioner same as per delegations in terms of the Correctional Services Act
38.	35	**Grievances of employees**					
39.	35(1)	For the purposes of asserting the right to have a grievance concerning an official act or omission investigated and considered by the Commission— (a) an employee may lodge that grievance with the relevant executive authority under the prescribed circumstances, on the prescribed conditions and in the prescribed manner; and (b) if that grievance is not resolved to the satisfaction of the employee, that executive authority shall submit the grievance to the Commission in the prescribed manner and within the prescribed period.	EA	Not delegated	Not delegated	Not delegated	Refer to the grievance procedure for levels 2-12. Grievances of SMS to be handled in terms of the SMS handbook.
40.	35(2)	After the Commission has investigated and considered any such grievance, the Commission may recommend that the relevant executive authority acts in terms of a particular provision or particular provisions of this Act	EA	Not delegated	Not delegated	Not delegated	NC to consider and advise the EA on recommendations for all levels.

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	POWER OR DUTY BEING DELEGATED		Principal Function ary	DESIGNATION/POST LEVEL DELEGATED TO PER TIER			DELEGATION CONDITIONS AND LIMITATIONS
	Section	Topic Description		Head Office	Region	Management Area	Indicators for Execution/Reporting/ Consultation/ Informing
		or any other law if, having regard to the circumstances of the case, the Commission considers it appropriate to make such a recommendation.					
41.	37	**Remuneration of employees**					
42.	37 (2)	An executive authority may, only if it is allowed by regulation and to the extent prescribed— *(a)* grant employees or classes of employees of the relevant department on appointment or transfer salaries higher than the minimum amounts of the appropriate salary levels of the applicable salary scales; *(b)* grant employees or classes of employees of the relevant department special advancement in salaries within the salary level of the salary scale applicable to them; and *(c)* grant an employee of the relevant department special advancement in salary within the salary level of the salary scale applicable to him or her or grant him or her a salary in accordance with a higher salary level or any other reward, if he or she has exceptional ability or special qualifications or has rendered meritorious service and it is in the public interest.	EA	Not delegated	Not delegated	Not delegated	Grants to be made according to the DCS Retention policy Levels 13-15 NC approves in consultation with the Minister HR to facilitate in consultation with the CDC and CFO **In respect of sub-paragraph (c) it must be read with section 3(5)(e) of the CSA and the delegations thereof.**
43.	38	**Wrongly granted remuneration**					
44.	38 (1)	(a) If an incorrect salary, salary level, salary scale or reward is awarded to an employee, the relevant executive authority shall correct it with effect from the date on which it commenced.	EA	L13-15 CDC HR L 2-12 DD Auxiliary Support	L 2-12 Regional Coordinator Human Resources	L 2-12 Area Coordinator Human Resources	Head of HR to inform the relevant employee of the overpayment in consultation with finances to determine possible steps to be taken to ensure recovery in writing.

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PART B, APPENDIX A: Delegations Register- NC delegations to other Performer Levels in terms of the PSA

	POWER OR DUTY BEING DELEGATED		Principal Functionary	DESIGNATION/POST LEVEL DELEGATED TO PER TIER			DELEGATION CONDITIONS AND LIMITATIONS
	Section	Topic Description		Head Office	Region	Management Area	Indicators for Execution/Reporting/ Consultation/ Informing
					L13-14 RC L 15 CDC HR in HO		

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PART A, APPENDIX B: Delegations Register – EA to National Commissioner (NC) in terms of the PSR

EXECUTIVE AUTHORITY DELEGATIONS TO THE HEAD OF DEPARTMENT IN TERMS OF THE PUBLIC SERVICE REGULATIONS, 2016

ROW NO	POWER OR DUTY BEING DELEGATED		Principal Functionary	DESIGNATION/POST LEVEL DELEGATED TO	DELEGATION CONDITIONS AND LIMITATIONS
	Regulation	Topic Description		NC	Indicators for Execution/Reporting/ Consultation/ Informing
1	CHAPTER 1	GENERAL PROVISIONS			
2	5.(a) and (b)	Draft legislation affecting Public Service Act and Regulations An executive authority shall consult with the Minister before - (a) introducing in Parliament draft legislation directly or indirectly amending the Act or these Regulations; or (b) making any subordinate legislation directly or indirectly amending these Regulations.	EA	Not delegated	Legal services to coordinate inputs from Branches
3	7.(1) and (2)	Decision-making in cases of conflict of interest (1) If a conflict of interest arises upon the performance of an act by a functionary in terms of these Regulations, that functionary shall refer such conflict to an independent panel for review. (2) An independent panel consists of at least two persons, appointed by the relevant executive authority.	EA	Not delegated	Note the provisions in PSR 7(2) (a), (b) and (c) for the appointment of an independent panel if the functionary is the relevant executive authority.
4	8.(2)	Record-keeping of delegations and correction of acts and omissions (2) An executive authority shall keep copies of all documents relating to the correction of an act or omission in terms of section 5(7) of the Act	EA	NC	
5	9.(1)	Reporting, monitoring, evaluation and compliance (1) For purposes of reporting on and assessing compliance with the Act or reviewing the appropriateness and effectiveness of any regulation, determination or directive made under the Act, the executive authority or head of department shall submit to the Minister or the Director-General: Public Service and Administration, as the case may be, information and data on such matters with respect to the Act, in such format and on such date as directed by the Minister.	EA	Not delegated	Original power of EA to submit information or data to the Minister
6	10.(3)	Prescribed forms for human resource management and related practices (3) An executive authority may, in consultation with the Minister, add any other areas to any "Z" form to address departmental specific requirements.	EA	Not delegated	CDC HR coordinate inputs from Branches and Regions

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EXECUTIVE AUTHORITY DELEGATIONS TO THE HEAD OF DEPARTMENT IN TERMS OF THE PUBLIC SERVICE REGULATIONS, 2016

ROW NO	POWER OR DUTY BEING DELEGATED		Principal Functionary	DESIGNATION/POST LEVEL DELEGATED TO	DELEGATION CONDITIONS AND LIMITATIONS
	Regulation	Topic Description		NC	Indicators for Execution/Reporting/ Consultation/ Informing
7	CHAPTER 2	CONDUCT, FINANCIAL DISCLOSURE, ANTI-CORRUPTION AND ETHICS MANAGEMENT			
8	18.(2)	Disclosure of designated employees' interests (2) A head of department shall, not later than 30 April of each year, disclose to the relevant executive authority, in the form prescribed for this purpose by the Minister, particulars of all his or her interests in respect of the period 1 April of the previous year to 31 March of the year in question.	EA	Not delegated	EA ensures disclosure by NC Members of the SMS shall disclose to the NC in terms of PSR 18.(1)
9	18.(5)	(5) The head of department or executive authority, as the case may be, shall ensure that the disclosure of interests by designated employees is submitted electronically to the Commission or the relevant authority as may be directed by the Minister in terms of subregulation (3), unless otherwise determined by the Minister.	EA	Not delegated	EA ensures disclosure by NC NC ensures disclosure by all members of the SMS MMS, SCM Officials and Closed Occupational Classes that earns a salary equivalent to that of MMS Members
10	18.(6)	(6) An executive authority shall submit to the Commission a copy of the form submitted to the executive authority in terms of - (a) subregulation (2) not later than 31 May of the year in question; or (b) subregulation (4), in so far as it relates to a head of department, not later than 30 days after it has been so submitted.	EA	Not delegated	

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	Regulation	Topic Description		NC	Indicators for Execution/Reporting/ Consultation/ Informing
11	21.(1)	Conflict of interest (1) In so far as conflict of interest relates to members of the SMS: (c) Upon the referral, the executive authority shall consult with the employee concerned on appropriate steps to remove the conflict of interest (d) If the employee, after the consultation referred to in subregulation (1)(c), fails to take the appropriate steps to remove the conflict of interest, the executive authority shall instruct the relevant authority to take disciplinary action against the employee. (e) An executive authority shall, within 30 days after such referral, report to the Commission by - (i) stating whether any steps were taken; and (ii) if steps were taken, giving a description of those steps or providing reasons if no steps were taken.	EA	(1)(c) NC L13 to L15 (1)(d) NC L13 to L15 (1)(e) NC L13 to L15	This regulation deals with interests if the Commission is of the opinion that an interest of a SMS employee disclosed in terms of regulation 18 conflicts or is likely to conflict with the execution of any official duty of that employee, (1)(c) EA retains consultation in respect of the NC (1)(d) EA retains disciplinary action in respect of the NC (1)(e) EA retains reporting action in respect of the NC
12	23(1)	Designation of ethics officers (1) An executive authority shall designate such number of ethics officers as may be appropriate, for the department.	EA	NC	
13	CHAPTER 3	PLANNING, ORGANISATIONAL ARRANGEMENTS AND SERVICE DELIVERY			
14	25.(1)	Strategic plan (1) An executive authority shall prepare a strategic plan for his or her department	EA	NC	EA approve the strategic plan and monitor the progress made towards achieving those targets and core objectives;

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	Regulation	Topic Description		NC	Indicators for Execution/Reporting/ Consultation/ Informing
15	25.(2)(a)	Organisational structure (2) Based on the strategic plan of the department, an executive authority shall— (a) determine the department's organisational structure in terms of its core mandated and support functions - (i) in the case of a national department or national government component, after consultation with the Minister and National Treasury; and	EA	NC EA to concur	Provided for in section 3 (5) of the Correctional Services Act, 111 of 1998 read with section 2(2) of the PSA 1994, the Authority is therefore with the National Commissioner. Compliance to the DPSA directives
16	25.(2)(b) and (c)	Define and create posts (2) Based on the strategic plan of the department, an executive authority shall - (b) define and create the necessary to perform the relevant functions of the department while remaining within - (i) the current budget; (ii) the Medium-Term Expenditure Framework of the department; and (iii) the norms and standards determined by the Minister for post provisioning for occupations or categories of employees; and the posts so defined and created shall constitute the department's approved establishment; c) grade proposed new jobs according to the job evaluation and job grading systems referred to in regulation 41(1), except where the grade of a job has been determined in terms of an OSD or directed by the Minister in terms of regulation 41(2)(d)	EA	NC 1-12 EA to concur with SMS posts (13-15).	Provided for in section 3 (5) of the Correctional Services Act, 111 of 1998 read with section 2(2) of the PSA 1994, the Authority is therefore with the National Commissioner. Compliance to the DPSA directives
17	26.(1)	Human resource plan (1) An executive authority shall prepare and implement a human resource plan for his or her department.	EA	NC	NC approve after consultation with the EA. This section must be read with section 3 (5) of the CSA NC monitor the implementation of the plan and inform the EA

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ROW NO	POWER OR DUTY BEING DELEGATED		Principal Functionary	DESIGNATION/POST LEVEL DELEGATED TO	DELEGATION CONDITIONS AND LIMITATIONS
	Regulation	Topic Description		NC	Indicators for Execution/Reporting/ Consultation/ Informing
18	27.	Employment equity plan An executive authority shall develop and implement an employment equity plan as contemplated in section 20 of the Employment Equity Act.	EA	NC	NC approve in consultation with NATMANCO and the EA NC monitor the implementation of the plan and inform the EA
19	26.(1) and (2)	Human resource development plan (1) An executive authority shall prepare and implement a human resource development plan for his or her department taking into account the human resource plan contemplated in regulation 26. (2) An executive authority shall monitor and evaluate the implementation of the plan contemplated in subregulation (1)	EA	NC	NC approve in consultation with NATMANCO and the EA NC monitor the implementation of the plan and inform the EA
20	29.	Assessment of efficiency and effectiveness An executive authority must assess the efficiency and effectiveness of a department in supporting that department's service delivery objectives using the assessment tools as may be directed by the Minister and submit the report to the Minister on such date and format as directed by the Minister.	EA	NC	NC submits report to the EA after consultation with the departmental EXCO EA submits report to the Minister NC monitor the implementation of improvement plans and inform the EA
21	31.(2)	Annual report (2) An executive authority shall immediately after he or she has tabled the annual report in the relevant legislature in terms of section 65(1) of the Public Finance Management Act, submit it to the relevant treasury and the Minister, make it available on its website and, on request, make it available free of charge to any member of the media or the public.	EA	NC	NC submits report to the EA after consultation with NATMANCO EA tables report in the legislature
22	34.(3)	Business case and inter-departmental assessment committee for the establishment of government components and specialise service delivery units (3) The relevant executive authority shall submit the institutional option assessment and the business case to the Minister who shall refer it to the committee.	EA	Not delegated	The committee convenes on a case by case basis to assess the feasibility of establishing these organisational forms Note the requirements set out in Regulation 34(2) for EAs or Premiers to designate members of the committee, on a case by case basis

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	Regulation	Topic Description		NC	Indicators for Execution/Reporting/ Consultation/ Informing
23	35.	Organisational functionality assessment An executive authority shall conduct an organisational functionality assessment, as directed by the Minister, to assess the effectiveness of a department's internal systems and processes and submit the report to the Minister on such date and format as directed by the Minister.	EA	NC	NC submits report to the EA after consultation with NATMANCO EA submits report to the Minister NC monitor the implementation of improvement plans and inform the EA
24	36.	Operations management framework An executive authority shall establish and maintain an operations management framework which shall include - (a) an approved service delivery model; (b) a list of all core mandated services provided by the department; (c) mapped business processes for all services; (d) standard operating procedures for all services; (e) service standards for all services; (f) a service delivery charter referred to in regulation 37; and (g) a service delivery improvement plan referred to in regulation 38.	EA	NC	NC approve the framework in consultation with NATMANCO and the EA NC monitor the implementation of the plan and inform the EA
25	37.(1)	Service delivery charter (1) An executive authority shall publish on its website annually a service delivery charter which sets out the department's service standards that members of the public can expect and which will serve to explain how the department will meet each of the standards.	EA	NC	NC approve charter in consultation with NATMANCO and the EA NC monitor the implementation of the charter and inform the EA
26	38.	Service delivery improvement plan An executive authority shall establish and maintain a service delivery improvement plan aligned to the strategic plan contemplated in regulation 25 for his or her department	EA	NC	NC approve after consultation with the EA NC monitor the implementation of the plan and inform the EA

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	Regulation	Topic Description		NC	Indicators for Execution/Reporting/ Consultation/ Informing
27	CHAPTER 4	EMPLOYMENT MATTERS			
28	39.(1), (2) and (4)	Job descriptions, job titles, systems of occupational classification and remuneration and OSDs 39. (1) For each post or group of posts, an executive authority shall establish a job description and job title that indicate, with appropriate emphasis on service delivery - (a) the main objectives, activities and functions of the post or posts in question; and (b) the inherent requirements of the job. (2) At least once every 60 calendar months, an executive authority shall review job descriptions and titles and, where necessary, redefine them to ensure that they remain appropriate and accurate. (4) An executive authority shall link all posts in his or her department as contained in a remuneration system as contemplated in subregulation (3)(a) to an occupation listed in the occupational classification system referred to in subregulation 3(b), except in the case of posts determined in terms of an OSD, in which case the classification indicated in the OSD shall be utilised	EA	NC	NC may delegate further NC to brief Minister annually
29	40.	Creation and filling of posts Before creating a post for any new job, or filling any vacancy, an executive authority shall - (a) confirm that he or she requires the post to meet the department's objectives taking into account the norms and standards determined by the Minister for post provisioning for occupations or categories of employees; (b) in the case of a new job, evaluate the job in terms of the job evaluation and job grading system referred to in regulation 41(1), except in the case of jobs determined in terms of an OSD, or jobs graded by the Minister in terms of regulation 41(2)(d), in which case the grade indicated in the OSD or as determined by the Minister shall be utilised;	EA	NC L1-12	EA approves L13 to 15.

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		(c) in the case of a vacant post not determined in terms of an OSD or graded by the Minister in terms of regulation 41(2)(d), evaluate the job unless the specific job has been evaluated in the last 60 calendar months; and (d) ensure that sufficient budgeted funds, including funds for the remaining period of the medium-term expenditure framework, are available for filling the post.			
30	41.(3)	Job evaluation and job grading systems (3) An executive authority may evaluate or re-evaluate any job in his or her department, except - (a) jobs evaluated and graded by the Minister in terms of subregulation (2)(d); or (b) jobs determined in terms of an OSD.	EA	NC L1-12	EA approves L13 to 15
31	43.(2)(a)	Grading of posts (2) An executive authority shall - (a) determine the grade of a post to correspond with - (i) the evaluation of the job by the Minister in terms of regulation 41(2)(d) on a date determined by the Minister; (ii) jobs determined in terms of regulation 42; or (iii) if the job was not so evaluated or determined by the Minister, the evaluation of the job by the executive authority in terms of regulation 41(3)	EA	NC L1-12	EA approves L13 to 15
32	43.(2)(b)	Setting of salary (2) An executive authority shall - (b) set the commencing salary of an employee on the minimum notch of the salary level attached to the relevant grade, unless a higher salary is awarded in terms of regulation 44	EA	NC L1 -L12	EA approves for L13-15 Adhere to the conditions of creating and filling of posts as set out in Regulation 40. In respect of undergraded jobs the commencing salary is determined as set out in Regulation 45.(4)

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ROW NO	POWER OR DUTY BEING DELEGATED		Principal Functionary	DESIGNATION/POST LEVEL DELEGATED TO	DELEGATION CONDITIONS AND LIMITATIONS
	Regulation	Topic Description		NC	Indicators for Execution/Reporting/ Consultation/ Informing
33	43.(3)	(3) An executive authority shall set the salary of a permanent or temporary employee employed in a part-time capacity proportional to the salary of an equally graded full-time employee.	EA	NC L1 -L12	EA approves L13-15

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34	43.(4)	(4) If an executive authority intends to evaluate jobs or implement job evaluation results that will affect the grade of an occupation or the salary level within an occupation where such occupation is utilised by more than one department then he or she shall do so in consultation with the Minister and the Minister of Finance.	EA	Not delegated	
35	44.(1)	Setting of higher salary (1) Subject to subregulation (2) to (4) an executive authority may set the salary of an employee above the minimum notch of the salary level indicated by the job weight - (a) if he or she has evaluated the job; (b) if he or she requires to retain or recruit an employee with the necessary competencies; and (c) he or she shall record the reason why the higher salary was awarded.	EA	NC L1-L12	EA approves L13-15 NC approves L13-L15 in consultation with EA HR to facilitate
36	45.(1)	Undergraded posts (1) If the job weight demonstrates that a post is undergraded and the department's budget and the medium-term expenditure framework - (a) provides for sufficient funds, an executive authority shall increase the grade of the post to a higher salary level; or (b) does not provide for sufficient funds, an executive authority shall redesign the job to equate with the grade of the post prior to regrading.	EA	NC L1-L12	NC approves L13-L15 in consultation with EA Continued employment of incumbent is set out in Regulation 45.(2)
37	45.(5)	(5) If an incumbent employee is not continued to be employed in the upgraded post as provided for in subregulation (2), an executive authority shall - (a) redesign the job to equate with the grade of the post before it was regraded; or (b) transfer the incumbent to another suitable post of an equivalent grade to the post that he or she occupied before it was regraded.	EA	NC L1-L12	NC approves L13-L15 in consultation with EA

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	Regulation	Topic Description		NC	Indicators for Execution/Reporting/ Consultation/ Informing
38	46.(1)	Overgraded posts (1) If the job weight demonstrates that a filled post is overgraded an executive authority shall - (a) redesign the job to equate with the grade of the post before it was regraded; or (b) reduce the grade of the post in line with the job weight and transfer the incumbent to another suitable post of an equivalent grade to the post that he or she occupied before it was regraded.	EA	NC L1- L14	NC approves L13 - L14 in consultation with EA
39	49.(1)	Overtime (1) An executive authority shall compensate an employee, other than a member of the SMS, for overtime work if - (a) the department has an approved written policy on overtime; (b) the executive authority has provided written authorisation in advance for the work; and (c) the monthly compensation for overtime constitutes less than 30 percent of the employee's monthly salary or the limitation determined by the Minister, whichever is the lesser.	EA	NC	
40	49.(2)	(2) An overtime policy contemplated in subregulation (1) shall be established by the executive authority in accordance with applicable collective agreements, which shall determine - (a) categories of employees that may not receive compensation for overtime due to the nature of their duties; (b) the circumstances under which overtime work for an individual employee may be authorised; (c) how much overtime an employee may work in a given period; (d) how authorisation for overtime is recorded; and (e) other control measures, if necessary.	EA	NC	NC approves overtime policy after consultation with MANCO

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Date: 28/08/2020

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	Regulation	Topic Description		NC	Indicators for Execution/Reporting/ Consultation/ Informing
41	50.(b)	Suggestions, improvements and innovations 50. If an employee makes a suggestion, improvement or innovation of exceptional value to the department or the public service as a whole or has exceptional ability, a special qualification or has rendered meritorious service, other than the service recognised in terms of the department's performance incentive scheme, to the department or the public service as a whole - (b) the executive authority may, only as provided for in a directive issued by the Minister, reward the employee through - (i) a non-monetary reward; (ii) a non-pensionable cash award not exceeding 20 per cent of the employee's pensionable annual salary; or (iii) such a non-monetary reward and a cash award.	EA	NC	Also provided for in section 3(5)(e) of the CSA. Refer to CSA delegations. Level 13-15 in consultation with the Minister
42	57.(1)	General conditions for appointment 57. (1) An executive authority - (a) shall not appoint any person - (i) under the age of 15 years of age; or (ii) under the minimum school-leaving age in terms of any law. (b) shall determine the health requirements for incumbency of a post in any case where it is part of the inherent requirements of the post; (c) shall subject an employee or a candidate for employment to personnel suitability checks as directed by the Minister; (d) shall ensure that each person upon appointment, is provided with written particulars of employment, including the terms and conditions of his or her service; and (e) shall not, with due regard to section 10(a) of the Act, appoint a temporary employee permanently or vice versa without complying with regulations 65 and 67.	EA	NC L1 - L12	EA approves L15 and L16. Also refer to section 96(3) if to CSA in terms of SMS appointments.

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PART A, APPENDIX B: Delegations Register – EA to NC in terms of the PSR

EXECUTIVE AUTHORITY DELEGATIONS TO THE HEAD OF DEPARTMENT IN TERMS OF THE PUBLIC SERVICE REGULATIONS, 2016

ROW NO	POWER OR DUTY BEING DELEGATED		Principal Functionary	DESIGNATION/POST LEVEL DELEGATED TO	DELEGATION CONDITIONS AND LIMITATIONS
	Regulation	Topic Description		NC	Indicators for Execution/Reporting/ Consultation/ Informing
43	57.(2)	Employ persons additional to the establishment (2) An executive authority may, unless otherwise authorised by the Act, within the available budget and at a salary level linked to a grade determined through job evaluation or as determined in an OSD, employ persons additional to the establishment, where— (a) the incumbent of a post is expected to be absent for such a period that his or her duties cannot be performed by other employees; (b) a temporary increase in work occurs or it is necessary for any other reason to temporarily increase the staff of the department; (c) an employee's post has been abolished and he or she cannot be transferred into another post; or (d) an employee is part of a development programme as contemplated in regulation 58.	EA	NC L1-L12	EA approves L13-15 CFO to approve funding See general conditions for appointment is set out in PSR 57.(1), (2), (3), (4) (5) and (6) NC to report to the Minister on 6 monthly basis of the number of approved additional to the establishment
44	57.(3) and (4)	(3) Before making a decision on an appointment of a person additional to the establishment, an executive authority shall - (a) satisfy himself or herself that the person qualifies in all respects for the position and that his or her claims in his or her application for the position have been verified; and (b) record that verification in writing. (4) The employment of a person additional to the establishment in terms of subregulation (2)(a) or (b) shall not exceed 12 consecutive calendar months unless otherwise directed by the Minister.	EA	NC L1-L12	EA approves L13- L15 level
45	57(5)	All appointments other than employment additional to the establishment (5) An appointment shall take effect after approval by the relevant executive authority.	EA	NC L1-L12	Note: The PSA provides the empowering provisions to appoint employees, hence submissions should reference the appointment provisions in the PSA see sections 9, 12, 12A, 13. EA approves L 15 and L16 See general conditions for appointment set out in PSR 57.(1), and (5), an 58., 60., 61.

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					See also PSR 67.(8) and (9) and PSR 68.
46	59.	Utilisation of unpaid voluntary workers An executive authority may utilise unpaid voluntary workers under the following conditions: (a) The voluntary worker shall not in any way assist in carrying on or conducting the business of the department; (b) the terms and conditions as agreed between the volunteer and the department shall be recorded in writing; (c) the period of volunteerism per voluntary worker shall not exceed twelve consecutive calendar months; (d) a department may compensate a voluntary worker for actual expenses incurred in performing the volunteer work in accordance with departmental policies and such compensation shall not be construed as remuneration; (e) a voluntary worker shall perform work in a department under the supervision of an employee; and (f) such other conditions that the Minister may direct.	EA	NC	NC to brief Minister on a quarterly basis on the number and cost of volunteers in the Department

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	Regulation	Topic Description		NC	Indicators for Execution/Reporting/ Consultation/ Informing
47	60.(1), (2) and (3)	Re-appointment of former employees (1) An executive authority shall not re-appoint a former employee if that employee left the public service -. (a) earlier on the condition that he or she would not accept or seek re-appointment; or (b) due to ill health and cannot provide sufficient evidence of recovery. (2) Notwithstanding subregulation (1)(a) and subject to regulation 61, an executive authority may appoint such former employee in a post if - (a) no other suitable candidate could be recruited in terms of these Regulations; (b) the appointment is made for a fixed term not exceeding three years; and that term may be extended only once for a further term not exceeding three years; and (c) the employee has not been previously appointed in terms of this regulation. (3) Notwithstanding subregulation (1)(a) and subject to regulation 61, an executive authority may appoint such former employee additional to the establishment if - (a) the appointment is made for a period not exceeding the period contemplated in regulation 57(4); and (b) the employee may not be appointed more than twice in terms of this regulation.	EA	NC L1-L 12	EA approves L 13-15
48	62.(3)	Secondments (3) If an employee is seconded upon his or her request in terms of section 15(3)(b)(i) of the Act, the relevant executive authority may bind him or her to continued employment in the relevant department or another department immediately after the secondment for a period not exceeding the period of the secondment.	EA	NC L1-L12	EA approves L 13-15

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49	64.(1) and (2)	Determination of requirements for employment (1) An executive authority shall determine and record composite requirements for employment in any post on the basis of the main objectives, core functions and the inherent requirements of the job. (2) An executive authority shall - (a) ensure that the requirements for employment do not unfairly discriminate against any person; and (b) comply with any statutory requirement for the appointment of employees.	EA	NC	Level 13-15 in consultation with the Minister
50	65.(1)	Advertising (1) An executive authority shall ensure that vacant posts in the department are advertised, as efficiently and effectively as possible, to reach the entire pool of potential applicants, including designated groups.	EA	NC	
51	65.(4)	(4) An executive authority shall advertise any other vacant post, as a minimum, within the department, but may also advertise such post - (a) in the public service; (b) locally; or (c) nationwide.	EA	NC	

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52	66.(1) and (2)	Filling of posts in Office of executive authorities and Deputy Ministers 66. (1) An executive authority may only fill vacancies in the Office of an executive authority or a Deputy Minister by means of: (a) an appointment in terms of section 9 of the Act for - (i) the term of office of the incumbent executive authority or Deputy Minister which will terminate at the end of the first month after the month in which the term of that executive authority or Deputy Minister terminates for any reason; or (ii) a period not exceeding three years; (b) a transfer in terms of section 14 of the Act, provided that the employment status of the transferred employees as permanent or temporary, as the case may be, shall remain unaffected by the transfer. (2) Subject to the appointment criteria in regulation 67(5)(b) to (d), an executive authority may fill a post in the Office of the executive authority or a Deputy Minister in that executive authority's portfolio, in terms of subregulation (1) without complying with regulations 65(1); (3) and (4).	EA	Not delegated	Not delegated
53	67.(1)	Selection (1) An executive authority shall appoint a selection committee to make a recommendation on the appointment to a post. The selection committee shall consist of at least three members who are employees of a grade equal to or higher than the grade of the post to be filled or suitable persons from outside the public service. However— (a) the chairperson of the selection committee, who shall be an employee, shall be of a grade higher than the post to be filled; and (b) in the event that the head of the component within which the vacant post is located, is graded lower than the vacant post, such a head may be a member of the selection committee	EA	NC L1 -12	EA chair selection committee for NC and DDG See the conditions set out in PSR 67.(2) to (9) Level 13-15 EA approves

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54	67.(7)	(7) If the selection committee is unable to recommend a suitable person for appointment from those who applied in terms of subregulation (5), the executive authority may, after that selection process has been completed, approve the head-hunting of one or more persons with the requisite competencies and subject such person or persons to the same selection process as those who applied.	EA	NC L1 to L12	EA approves head-hunting for L13 to L15
55	67.(8)	(8) If an executive authority does not approve a recommendation of a selection committee, he or she shall record the reasons for his or her decision in writing	EA	NC L1 to L12	EA for L13-15
56	67.(9)	(9) Before making a decision on an appointment or the filling of a post, an executive authority shall - (a) satisfy herself or himself that the candidate qualifies in all respects for the post and that his or her claims in his or her application for the post have been verified as directed by the Minister; and (b) record that verification in writing.	EA	NC L1 to L12	EA for L13-15
57	68.(2)	Probation (2) An executive authority may require an employee appointed to another equally graded post to not serve the probation contemplated in subregulation (1).	EA	NC L1 to L14	EA for L15
58	69.(2)	Resignation (2) Subject to section 16B(6) of the Act, the executive authority and the employee may agree to a period of notice shorter or longer than the applicable period referred to in subregulation (1).	EA	NC L1 to L 12	EA for L13-15
59	69.(3)	Resignation (3) An executive authority shall stipulate the manner in which an employee shall submit his or her resignation.	EA	NC	

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60	69.(4)	(4) An executive authority shall conduct and record an exit interview with an employee who has resigned and record the reasons given by the employee for his or her resignation	EA	NC L1 to L14	EA L15
61	69.(5)	(5) An employee who has submitted his or her resignation to the executive authority may only withdraw his or her resignation with the written approval of the executive authority, which approval shall be made no later than the last working day	EA	NC L1 to L12	EA L13-15
62	69.(6)	(6) If notice of resignation is given in terms of subregulation (1), the executive authority may require the employee to return all official equipment and documents, vacate his or her office and leave the department's premises before the expiry of the notice period on a day stipulated by the executive authority and not to perform any duties for the remaining notice period.	EA	NC L1 to L14	EA L15
63	71.(1)	Systems for performance management and development (1) An executive authority shall approve and implement a system for the performance management of employees, other than employees who are members of the SMS, in his or her department.	EA	NC	NC approve the system after consultation with MANCO and the EA NC monitor the implementation of the plan and inform the EA
64	71.(2)	(2) An executive authority shall approve the department's performance management system in the financial year prior to the cycle in which the system is to be implemented, and any deviation from the provisions of the system during the cycle may be approved by the executive authority only if such deviation is not to the detriment of any employee.	EA	NC	NC approve the system after consultation with MANCO and the EA NC monitor the implementation of the PMDS and inform the EA
65	71.(3)	(3) An executive authority may establish separate performance management systems for different occupational categories or levels of work.	EA	NC	NC approve the systems after consultation with MANCO and the EA NC monitor the implementation of the PMDS and inform the EA
66	71.(6)	(6) An executive authority may use a single assessment instrument to assist in deciding on an employee's probation and performance.	EA	NC	NC approve the system after consultation with MANCO and the EA NC monitor the implementation of the PMDS and inform the EA

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67	72.(4)(c)	Performance agreements and assessments (4) If both the employee and his or her supervisor do not sign the performance agreement or an agreement of similar nature due to a dispute relating to the content of the agreement, a person shall be appointed within one month after the expiry of the period stipulated in subregulation (1), to consider the dispute. Such person shall be appointed in the following manner: (c) in the case of other employees, the appointment shall be made by the relevant executive authority, provided that the person so appointed, shall be an employee.	EA	NC L1 t-L2	Level 13-15 in consultation with the Minister
68	72.(14)	(14) An executive authority shall inform the employee of the outcome of his or her performance assessment.	EA	NC	EA for NC assessment
69	72.(15)(b) and (c)	(15) Based on the outcome of the performance assessment an executive authority – (b) may, where appropriate, provide training and development for employees; (c) shall manage poor performance.	EA	NC L1 to L15	EA manage poor performance of NC
70	73.(1)	Rewarding performance (1) Each executive authority shall establish a performance incentive scheme to reward employees or any category of employees within the limits determined by the Minister as contemplated in subregulation (3).	EA	NC	NC approve the scheme after consultation with MANCO and the EA NC monitor the implementation of the system and inform the EA
71	76.	Occupational specific competencies and training An executive authority shall determine the training required for various occupational categories or specific employees in his or her department.	EA	NC	NC approve the training required after consultation with the departmental EXCO and the EA

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	Regulation	Topic Description		NC	Indicators for Execution/Reporting/ Consultation/ Informing
72	78.(2)	Mandating and management of negotiations (2) An executive authority may enter into a collective agreement on a matter of mutual interest only if that authority— (a) is responsible for managing collective bargaining on behalf of the State as employer in that forum; (b) has authority to deal with the matter concerned; and (c) meets the fiscal requirements contained in regulation 79.	EA	NC	NC enters into a collective agreement after consultation with NATMANCO and the EA The conditions for matters with financial implications is set out in PSR 79.

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PART A: EXECUTIVE AUTHORITY DELEGATIONS TO THE NATIONAL COMMISSIONER FOR PUBLIC MANAGEMENT AND ADMINISTRATION

DEPARTMENT OF CORRECTIONAL SERVICES

In accordance with the powers vested in me by -

(a) the Public Service Act, 1994, as amended by Act 30 of 2007, as set out in Appendix A; and

(b) the Public Service Regulations, 2016, promulgated in terms of Section 41 of the said Act, as set out in Appendix B;

I, **Ronald Ozzy Lamola MP, Minister of Justice and Correctional Services,** delegate the powers and duties vested in me to the National Commissioner (NC): Department of Correctional Services as set out in Appendix A and B, read in conjunction with the general conditions set out hereunder.

Executive Authority and Head of Department to sign and date all pages.

SIGNED AT Pretoria ON THIS 05 DAY OF October 2020

NAME OF EXECUTIVE AUTHORITY: **Ronald Lamola MP:**

NAME OF EXECUTIVE AUTHORITY PORTFOLIO: **JUSTICE AND CORRECTIONAL SERVICES:**

NAME OF HEAD OF DEPARTMENT (NATIONAL COMMISSIONER): **Arthur Fraser:**

NAME OF DEPARTMENT: **DEPARTMENT OF CORRECTIONAL SERVICES**

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PART A, APPENDIX A: Delegations Register- EA to NC delegations in terms of the PSA

	POWER OR DUTY BEING DELEGATED		Principal Functionary	DESIGNATION / POST LEVEL DELEGATED TO PER TIER			DELEGATION CONDITIONS AND LIMITATIONS
	Section	Topic Description		Head Office	Region	Management Area	Indicators for Execution/Reporting/ Consultation/ Informing
1.	3 (7)	An executive authority has all those powers and duties necessary for- *(a)* the internal organisation of the department concerned, including its organisational structure and establishment, the transfer of functions within that department, human resources planning, the creation and abolition of posts and provision for the employment of persons additional to the fixed establishment; and	EA	NC 1-12	None	None	Provided for in section 3 of the Correctional Services Act, 111 of 1998 read with **section 2(2) of the PSA 1994**, the Authority is therefore with the National Commissioner. **DPSA Directives to be complied with and Minister to approve level 13-15**
2.		*(b)* the recruitment, appointment, performance management, transfer, dismissal and other career incidents of employees of that department, including any other matter which relates to such employees in their individual capacities, and such powers and duties shall be exercised or performed by the executive authority in accordance with this Act.	EA	NC 1-12 Subject to the provisions and delegations in the CSA	None	None	Level 13-15 appointments of SMS members approved in consultation with the Minister as provided for in section 96(3) of the CSA
3.	3 (8)	(a) The relevant executive authority may, subject to paragraphs (b) and (c), perform any act in connection with any matter which relates to or arises from the employment or the conditions of service of a person formerly employed in the public service whilst he or she was so employed in the department concerned. ((d) On request of the relevant executive authority and on good cause shown, the Minister may in respect of a particular person extend the period of three	EA	NC 1-12	NC 1-12	NC 1-12	EA approves L13-15

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		years with such period as the Minister considers appropriate.					
4.	5(8)	*(b)* If the Commission issues a direction contemplated in paragraph (a), the relevant executive authority or head of department, as the case may be, shall implement the direction as soon as possible after receipt of the written communication conveying the direction but, in any event, within 60 days after the date of such receipt.	EA	NC 1-13	NC 1-13	NC 1-13	EA Level 14-15
5.	9	**Appointments in Public Service**					
6.	9	An executive authority may appoint any person in his or her department in accordance with this Act and in such manner and on such conditions as may be prescribed.	EA	NC 1-12	None	None	Level 13-15 appointments of SMS members approved in consultation with the Minister as provided for in section 96(3) of the CSA
7.	13	Appointment on probation					
8.	13 (1)	If so required by regulation, an executive authority shall appoint an employee on probation for such period as may be prescribed for the relevant category of employees.	EA	NC L1-14	NC L1-14	NC L1-14	EA approves L 15-16. All appointments to be made on probation.
9.	13 (2)	After the completion of a probationary period contemplated in subsection (1) an executive authority shall confirm the probationary appointment if the employee concerned has— (a) performed at least satisfactorily during the period; and	EA	NC L1-14	NC L1-14	NC L1-14	EA approves L 15 HR to facilitate in consultation with relevant functionaries All appointments to be made on probation.

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	Section	Topic Description		Head Office	Region	Management Area	Indicators for Execution/Reporting/ Consultation/ Informing
		(b) complied with all the conditions to which his or her appointment was subject.					
10.	13 (3)	If the probationary appointment is not confirmed in terms of subsection (2), the executive authority may extend the period of probation or dismiss the employee in accordance with the Labour Relations Act.	EA	NC L1-14	NC L1-14	NC L1-14	EA approves L15 HR to facilitate submission and consult with responsible line manager. Confirmation should be based in compliance with all stipulated conditions, work performance of an employee.
11.	14	**Transfers within public service**					
12.	14 (1)	Subject to subsections (2), (3) and (4), any employee of a department may be transferred— (a) within the department, by its executive authority; (b) to another department by the executive authorities of the two relevant departments.	EA	NC L1-12	NC L1-12	NC L1-12	Provided for in sections 3(5)(g) of the Correctional Services Act, 111 of 1998 read with section 2(2) of the PSA 1994, Refer to delegations in terms of Correctional Services Act.
13.	15	**Transfer and secondment from and to public service**					
14.	15 (2)	If it is in the public interest and if the prescribed conditions (if any) have been complied with, the executive authority of a department may, with the approval of the employer concerned, approve the secondment of a person in the service of an organ of state, another government or any other body to the department— (a) for a particular service or period not exceeding the prescribed period (if any); and (b) on the prescribed conditions (if any) and such other conditions as agreed between the relevant	EA	NC L1-12	NC L1-12	NC L1-12	EA approves L 13-15 HR and Legal Services to facilitate

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		functionary of the body concerned and the executive authority.					
15.	15 (3)	(a) The executive authority of a department may second an employee of the department to another department, any other organ of state, another government or any other body— i. for a particular service or period not exceeding the prescribed period (if any); and ii. on the prescribed conditions (if any) and such other conditions as agreed upon between the executive authority and the relevant functionary of the body concerned.	EA	NC L1-13	NC L1-13	NC L1-13	EA approves L 14-15 Refer to subsection 15(3)(b) and (c) HR to facilitate
16.	16	**Retirement and retention of services**					
17.	16(2	(b)An officer who has the right to an earlier retirement age in terms of paragraph (a), and who wishes to be so retired, shall give written notification to his or her head of department of his or her wish to be so retired, and he or she shall— (ii) if that notification is not given at least three calendar months prior to the date on which he or she attains the said age, be so retired on the first day of such month as the executive authority may approve, which day may not be before the date on which he or she attains the said age and not be later than the first day of the fourth month after the month in which the notification is received.	EA	NC L1-12	NC L1-12	NC L1-12	This delegation only applicable to DCS officials appointed in terms of the Public Service Act. (All SMS officials in DCS appointed in terms of Correctional Services Act.) Normal retirement age of Correctional Officials appointed under the Correctional Services Act is 60 years of age in terms of section 96(5) of Act 111 of 1998, as amended read with section 12(2) of Act 8 of 1959 (This act was repealed in its whole but the provisions of section 12(2) retained in Act 111 of 1998) Level 13-15 in consultation with the Minister

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	Section	Topic Description		Head Office	Region	Management Area	Indicators for Execution/Reporting/ Consultation/ Informing
18.	16 (4)	An officer, other than a member of the services or an educator or a member of the State Security Agency who has reached the age of 60 years may, subject in every case to the approval of the relevant executive authority, be retired from the public service.	EA	NC L1-12	NC L1-12	NC L1-12	Employee to be given three (3) calendar months' notice from date of approval. Refer to conditions in Section 16 This delegation only applicable to DCS officials appointed in terms of the Public Service Act. (All SMS officials in DCS appointed in terms of Correctional Services Act.) Normal retirement age of Correctional Officials appointed under the Correctional Services Act is 60 years of age in terms of section 96(5) of Act 111 of 1998, as amended read with section 12(2) of Act 8 of 1959 (This act was repealed in its whole but the provisions of section 12(2) retained in Act 111 of 1998) Level 13-15 in consultation with the Minister
19.	16 (6)	(a) An executive authority may, at the request of an employee, allow him or her to retire from the public service before reaching the age of 60 years, notwithstanding the absence of any reason for dismissal in terms of section 17(2), if sufficient reason exists for the retirement.	EA	NC L1-12	NC L1-12	NC L1-12	This delegation only applicable to DCS officials appointed in terms of the Public Service Act. (All SMS officials in DCS appointed in terms of Correctional Services Act.) Level 13-15 in consultation with the Minister
20.	16 (7)	If it is in the public interest to retain an officer, other than a member of the services or an educator or a member of the State Security Agency, in his or her post beyond the age at which he or she is required to be retired in terms of subsection (1), he or she may, with his or her consent and with the approval of the relevant executive authority, be so retained from time to time for further periods which shall not, except with	EA	NC L1-12	NC L1-12	NC L1-12	EA approves L13-15 The employee concerned must agree to his/her retention in writing. DDG or CFO to be consulted. Extension of service refer to Section 16(7) Anyone retain for more than 3 months Ministers concurrence is required

Executive Authority: _____
RO Lamola, MP
Minister of Justice and Correctional Services
Date: 08/08/2020

National Commissioner: _____
A Fraser
Date: 2020/08/08

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PART A, APPENDIX A: Delegations Register- EA to NC delegations in terms of the PSA

	POWER OR DUTY BEING DELEGATED		Principal Functionary	DESIGNATION / POST LEVEL DELEGATED TO PER TIER			DELEGATION CONDITIONS AND LIMITATIONS
	Section	Topic Description		Head Office	Region	Management Area	Indicators for Execution/Reporting/ Consultation/ Informing
		the approval of Parliament granted by resolution, exceed in the aggregate two years.					
21.	16A (4)	The Minister shall at least annually submit to the relevant committees of Parliament dealing with matters relating to the public service and, through the relevant Premier, to any similar committee of the relevant provincial legislature, every non-compliance with a provision of this Act or a regulation, determination or directive made thereunder— (a) reported in terms of subsection (1) or (2); or (b) confirmed in an investigation in terms of section 5 (8).	EA	Not delegated	Not delegated	Not delegated	HR facilitates
22.	16B(6)	If notice of a disciplinary hearing was given to an employee, the relevant executive authority shall not agree to a period of notice of resignation which is shorter than the prescribed period of notice of resignation applicable to that employee.	EA	NC L1-12	NC L1-12	NC L1-12	HR facilitates Level 13-15 in consultation with the Minister
23.	17	Termination of employment					
24.	17 (1)	(a) Subject to paragraph *(b)*, the power to dismiss an employee shall vest in the relevant executive authority and shall be exercised in accordance with the Labour Relations Act.	EA	NC L1-12	NC L1-12	NC L1-12	Only applicable to officials appointed under the PSA. Officials appointed under CSA refer to delegations under CSA Compliance with Disciplinary Code and GPSSBC resolution 1 of 2006 and Chapter 7 of SMS Handbook. Refer to S17(1)(b) for dismissal for misconduct For all officials level 13-15 in consultation with the Minister
25.	30	Other remunerative work by employees					

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	Section	Topic Description		Head Office	Region	Management Area	Indicators for Execution/Reporting/ Consultation/ Informing
26.	30 (1)	No employee shall perform or engage himself or herself to perform remunerative work outside his or her employment in the relevant department, except with the written permission of the executive authority of the department.	EA	NC L1-13	NC L1-13	NC L1-13	EA approves Level 14-15 HR to Facilitate written motivation from employee and recommendation from Line Manager
27.	30 (3)	(a) The executive authority shall decide whether or not to grant permission, contemplated in subsection (1) within 30 days after the receipt of the request from the employee in question. (b) If the executive authority fails to make a decision within the 30 day period, it would be deemed that such permission was given.	EA	NC L1-12	NC L1-12	NC L1-12	Relevant supervisors to advice HR HR to facilitate Level 13-15 in consultation with the Minister
28.	31	**Unauthorized remuneration**					
29.	31(2)	(b) In circumstances regarded by the relevant executive authority as exceptional, the said authority may approve of paying out of revenue an amount equal to that salary, allowance, fee, bonus or honorarium, or a portion thereof, to the employee concerned.	EA	NC L1-12	NC L1-12	NC L1-12	Relevant supervisors to advice HR HR to facilitate Level 13-15 in consultation with the Minister
30.	32	**Direction to perform other functions or to act in another post**					
31.	32 (2)	(a) An employee may be directed in writing to act in a post subject to such conditions as may be prescribed. (b) Such acting appointment shall be made— (i) in the case of the post of head of department, by the relevant executive authority;	EA	NC L1-14	NC L1-14	NC L1-14	Level 15 in consultation with the Minister Acting appointments for levels other than the National Commissioner must be done as per delegations in terms of the Correctional Services Act
32.	35	**Grievances of employees**					

Executive Authority: _____
RO Lamola, MP
Minister of Justice and Correctional Services
Date: 28/10/2020

National Commissioner: _____
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Date: 2020/08/08

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	Section	Topic Description		Head Office	Region	Management Area	Indicators for Execution/Reporting/ Consultation/ Informing
33.	35(1)	For the purposes of asserting the right to have a grievance concerning an official act or omission investigated and considered by the Commission— (a) an employee may lodge that grievance with the relevant executive authority under the prescribed circumstances, on the prescribed conditions and in the prescribed manner; and (b) if that grievance is not resolved to the satisfaction of the employee, that executive authority shall submit the grievance to the Commission in the prescribed manner and within the prescribed period.	EA	NC L1-14	NC L1-14	NC L1-14	Refer to the grievance procedure for levels 2-12. Grievances of SMS to be handled in terms of the SMS handbook.
34.	35(2)	After the Commission has investigated and considered any such grievance, the Commission may recommend that the relevant executive authority acts in terms of a particular provision or particular provisions of this Act or any other law if, having regard to the circumstances of the case, the Commission considers it appropriate to make such a recommendation.	EA	Not delegated	Not delegated	Not delegated	NC to consider and advise the EA
35.	37	**Remuneration of employees**					
36.	37 (2)	An executive authority may, only if it is allowed by regulation and to the extent prescribed— *(a)* grant employees or classes of employees of the relevant department on appointment or transfer salaries higher than the minimum amounts of the appropriate salary levels of the applicable salary scales;	EA	NC L1-12	NC L1-12	NC L1-12	Grants to be made in accordance with the Departmental Retention Policy Level 13-15 in consultation with the Minister NC not to delegate further. HR to facilitate in consultation with CDC and CFO In respect of sub-paragraph (c) it must be read with section 3(5)(e) of the CSA and the delegations thereof.

Executive Authority: _____
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PART A, APPENDIX A: Delegations Register- EA to NC delegations in terms of the PSA

	POWER OR DUTY BEING DELEGATED		Principal Functionary	DESIGNATION / POST LEVEL DELEGATED TO PER TIER			DELEGATION CONDITIONS AND LIMITATIONS
	Section	Topic Description		Head Office	Region	Management Area	Indicators for Execution/Reporting/ Consultation/ Informing
		(b) grant employees or classes of employees of the relevant department special advancement in salaries within the salary level of the salary scale applicable to them; and (c) grant an employee of the relevant department special advancement in salary within the salary level of the salary scale applicable to him or her or grant him or her a salary in accordance with a higher salary level or any other reward, if he or she has exceptional ability or special qualifications or has rendered meritorious service and it is in the public interest.					
37.	38	**Wrongly granted remuneration**					
38.	38 (1)	(a) If an incorrect salary, salary level, salary scale or reward is awarded to an employee, the relevant executive authority shall correct it with effect from the date on which it commenced.	EA	NC L1-15	NC L1-15	NC L1-15	Head of HR to inform the relevant employee of the overpayment in consultation with the CFO to determine possible steps to be taken to ensure recovery in writing.

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DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT
NOTICE 593 OF 2020

PROMOTION OF ACCESS TO INFORMATION ACT, 2000

DESCRIPTION SUBMITTED IN TERMS OF SECTION 15(1)

I, Ronald Lamola, Minister of Justice and Correctional Services, hereby publish under section 15(2) of the Promotion of Access to Information Act, 2000 (Act No. 2 of 2000), the descriptions submitted to me in terms of section 15(1) of the said Act by the –

SOUTH AFRICAN POLICE SERVICE

As set out in the Schedule

MR RONALD LAMOLA, MP
MINISTER FOR JUSTICE AND CORRECTIONAL SERVICES

CATEGORIES OF RECORDS AUTOMATICALLY AVAILABLE

DESCRIPTION OF CATEGORIES OF RECORDS AUTOMATICALLY AVAILABLE IN TERMS OF SECTION 15(1) OF THE PROMOTION OF ACCESS TO INFORMATION ACT, 2000	MANNER OF ACCESS TO RECORDS
7.1 DESCRIPTION OF CATEGORIES OF RECORDS AUTOMATICALLY AVAILABLE FOR *INSPECTION* IN TERMS OF SECTION 15(1)(a)(i)	
ALL DIVISIONS AND COMPONENTS	
National Instructions (The following records are excluded: • training material; • training guidelines; • training manuals; or • records of which the disclosure may reasonably be expected to jeopardise the effectiveness of a testing, examining or auditing procedure or method used by the Service. The normal request procedure in terms of the Act is applicable when access to such records are requested.)	The records may be inspected at the relevant sub-section head on request in writing to the relevant divisional commissioner.
COMPONENT: CORPORATE COMMUNICATION HERITAGE SERVICES	
(1) All displays at the SAPS Heritage Services (2) Archival records at the SAPS Heritage Services (excluding records contained in dockets and personal information of persons or information that may be refused on the grounds of refusal provided for in the Act)	The records may be inspected at the office of the Curator, SAPS Heritage Services on request in writing to the Curator: Heritage Services, PO Box 4866, PRETORIA, 0001.
DIVISION: FINANCIAL MANAGEMENT AND ADMINISTRATION	
DOCUMENT CENTRE MANAGEMENT: ARCHIVES AND REGISTRY	
Master Copy of the Filing System	The records may be inspected at the Division: Financial Management and Administration on request in writing to the Section Head: Section Head: Document Centre Management: Archives and Registry, Private Bag X 94, PRETORIA, 0001.
DIVISION: FINANCIAL MANAGEMENT AND ADMINISTRATION	
BUDGETS	
Estimates of National Expenditure — Department of Police	The records may be inspected at the office of the Section Head: Budgets on request in writing to Financial Management and Administration: Section Head: Budgets, Private Bag X 94, PRETORIA, 0001.

DIVISION: HUMAN RESOURCE UTILISATION	
EMPLOYMENT EQUITY	
National and Divisional Employment Equity Section 20 Plans and Section 21 Reports The Divisional, Provincial and Components Employment Equity Implementation Plans and Section 21 Quarterly Reports	The records may be inspected at the office of the Section Head: Employment Equity on request in writing to the relevant Divisional Commissioner: Human Resource Utilisation, Private Bag X 94, PRETORIA, 0001.
PERFORMANCE MANAGEMENT	
(1) Performance Management Systems for the Service (excluding personal information of persons and information that may be refused on the grounds of refusal provided for in the Act)	(1) The records may be inspected at the office of the Component Head: Performance Management on request in writing to the Divisional Commissioner: Human Resource Utilisation, Private Bag X 94, PRETORIA, 0001
DIVISION: OPERATIONAL RESPONSE SERVICES	
Records consisting of general correspondence (excluding personal information of persons and information that may be refused on the grounds of refusal provided for in the Act) relating to: Peace Keeping	The records may be inspected at the office of Operational Response Services, between 07:30 to 16:00 on request in writing to the Divisional Commissioner: Operational Response Services, Private Bag X 30, SUNNYSIDE, 0132.
DEPUTY NATIONAL COMMISIONER: MANAGEMENT ADVISORY SERVICES	
Job Evaluation (excluding personal information of persons and information that may be refused on the grounds of refusal provided for in the Act): • Job evaluation reports • Panel results	The records may be inspected at the office of the Section Head: Organizational Corporate and Design, Management Advisory Services on request in writing to the Head: Management Advisory Services, Private Bag X 94, PRETORIA, 0001.
DIVISION: PERSONNEL MANAGEMENT	
PROMOTION SERVICES AND REWARD SYSTEMS	
Records relating to and Reward Schemes (excluding personal information of persons and information that may be refused on the grounds of refusal provided for in the Act)	The records may be inspected at the office of the Section Head: Promotion Services and Reward Systems on request in writing to the Divisional Commissioner: Personnel Management, Private Bag X 94, PRETORIA, 0001.
DIVISION: SUPPLY CHAIN MANAGEMENT	
General conditions and procedures	The records may be inspected at Supply Chain Management on request in writing to the Divisional Commissioner: Supply Chain Management, Private Bag X 254, PRETORIA, 0001.
DIVISION: VISIBLE POLICING	
FIREARMS, LIQUOR AND SECOND-HAND GOODS CONTROL	
Consideration Policy, 1994	The records may be inspected at the office of the Head: Firearms, Liquor and Second-hand Goods Control on request in writing to the Head: Central Firearm Control Register, Private Bag X 811, PRETORIA, 0001.

PARTNERSHIP POLICING SECTOR POLICING	
Records relating to — (1) Partnership Policing • Police Community Projects • Policy Framework and Guidelines on Community Policing (2) Sector Policing • Pilot Projects	The records may be inspected at the office of Visible Policing on request in writing to the Divisional Commissioner: Visible Policing, Private Bag X 540, PRETORIA, 0001.
FLYING SQUAD	
Records consisting of general correspondence (excluding personal information of persons and information that may be refused on the grounds of refusal provided for in the Act) relating to: (1) Police Emergency Services • Flying Squad or Highway Patrol • 10111 Centres (2) Community Services (3) Accident Combating (4) Specialised Uniform Support • Hostage Negotiation • Divers • Water Wing • Disaster Management (5) Equestrian (6) Dogs	The records may be inspected at the office of Visible Policing, between 07:30 and 16:00 on request in writing to the Divisional Commissioner: Visible Policing, Private Bag X 540, PRETORIA, 0001.
7.2 DESCRIPTION OF CATEGORIES OF RECORDS AUTOMATICALLY AVAILABLE FOR *PURCHASING* IN TERMS OF SECTION 15(1)(a)(ii)	
ALL DIVISIONS	
Legislation (bills, acts, regulations, proclamations and Government Notices)	Copies of legislation can be purchased at Government Printers at the cost determined by the Government Printers
DIVISION: SUPPLY CHAIN MANAGEMENT	
PROCUREMENT AND INVENTORY MANAGEMENT	
State Tender Bulletins	Published weekly by the State Tender Board and can be purchased at the State Tender Board at the cost determined by the State Tender Board.
7.3 DESCRIPTION OF CATEGORIES OF RECORDS AUTOMATICALLY AVAILABLE FOR *COPYING* IN TERMS OF SECTION 15(1)(a)(ii) (on payment of the fees prescribed in Part II of Annexure A of the Regulations regarding the Promotion of Access to Information, 15 February 2002)	
ALL DIVISIONS AND COMPONENTS	
(1) Policy Documents and National Instructions (The following records are excluded: • training material; • training guidelines;	(1) The records may be obtained on request in writing addressed to the relevant section head or the relevant divisional commissioner.

• training manuals; or • records of which the disclosure may reasonably be expected to jeopardise the effectiveness of a testing, examining or auditing procedure or method used by the Service. The normal request procedure in terms of the Act is applicable when access to such records is requested.)	
(2) Collective Agreements	(2) The records may be obtained on request in writing addressed to the Section Head: Labour Relations, Human Resource Utilisation, Private Bag X 94, PRETORIA, 0001.
(3) **ACCIDENT REPORT (NEW OR OLD REPORTS): COPY OR PHOTOCOPY** *Note that* — with the term **"copy"** is meant where reproduction is done manually; a copy of a completed **accident report** will only be furnished to the authorised person; when a request is received in writing from the Road Accident Fund, provincial hospitals or ambulance services from provincial hospitals, they are regarded as public bodies or institutions who are entitled to immediately receive a copy of an accident report free of charge.	(3) If the record is still in the possession or under control of the Service, the records may be obtained by the **authorised** person on request in writing on the prescribed request form or the SAPS 512(n) addressed to the relevant office of the Service. Note that — The following persons are deemed to be authorised persons: (a) an involved party in the accident (eg driver, passenger, pedestrian, cyclist, owner of the vehicle, owner of the animal involved in the accident, etc) if he or she can prove that he or she is an involved party; (b) any private ambulance service, medical service provider, emergency service or towing service that provided such a service to a party involved in an accident, if such private service can provide written proof that such service was rendered; or (c) a person who is not an involved party or the private ambulance service, medical service provider, emergency service or towing service referred to above, only if he or she has written permission or authority of an involved party (eg an attorney who provides the relevant power of attorney to act on behalf of the person).
CORPORATE COMMUNICATION: HERITAGE SERVICES	
Archival records and photo's at Heritage Services (excluding records contained in dockets and personal information of persons or information that may be refused on the grounds of refusal provided for in the Act)	The records may be obtained on request in writing addressed to the Curator, SAPS Heritage Services, PO Box 4866, Pretoria, 0001.

DIVISION: FINANCIAL MANAGEMENT AND ADMINISTRATION	
BUDGETS	
Estimates of National Expenditure — Department of Police	The records may be obtained on request in writing addressed to Financial Management and Administration, Section Head: Budgets, Private Bag X 94, PRETORIA, 0001.
DIVISION: FORENSIC SERVICES	
Only photographs and Identikits released by the Service and published by the media	The records may be obtained from the Forensic Services on request in writing addressed to the Head: Forensic Services, SAPS Head Office, Private Bag X 322, PRETORIA, 0001.
DIVISION: HUMAN RESOURCE UTILISATION	
EMPLOYMENT EQUITY	
National and Divisional Employment Equity Section 20 Plans and Section 21 Report	The records may be obtained on request in writing addressed to the Divisional Commissioner: Human Resource Utilisation, Employment Equity at Private Bag X 94, PRETORIA, 0001.
COMPENSATION MANAGEMENT	
Human Resource Utilisation Project Centre Project Reports	Projects funded by government can be provided to public on request in writing addressed to the Divisional Commissioner: Human Resource Utilisation, Compensation Management at Private Bag X 94, PRETORIA, 0001.
PERFORMANCE MANAGEMENT	
(1) Certain records (excluding personal information of persons and information that may be refused on the grounds of refusal provided for in the Act) relating to — Performance Management Systems: • Projects • Project names • Project plans • Project budgets • Project status reports • Project and programme operating manuals • Project and programme functions and activities • Programme Management Board activities • Project and programme registered users • Number of registered project centers	(1) The records may be obtained from the office of the Component Head: Performance Management on request in writing addressed to Divisional Commissioner: Human Resource Utilisation, SAPS, Head Office, Private Bag X 94, PRETORIA, 0001.
DIVISION: OPERATIONAL RESPONSE SERVICES	
SECTION HEAD: AIR WING	
Certain records relating to — (1) Monthly successes achieved (2) Policy and minimum requirements for appointment as pilot and crew	The records may be obtained on request in writing addressed to the Section Head: Air Wing Response Services, Private Bag X30, SUNNYSIDE, 0132

OPERATIONAL INFORMATION MANAGEMENT CENTRE	
Records (excluding personal information of persons and information that may be refused on the grounds of refusal provided for in the Act) relating to certain parts of —	The records may be obtained on request in writing addressed to the Deputy Information Officer: Operational Response Services, Private Bag X 30, SUNNYSIDE, 0132.
(1) Policy on: • Crowd Management • National Intervention Unit • Borderline Police • Air Wing • Specialized Skills Development • Special Task Force (2) Crowd Management Incidents (3) Successes of: • Crowd Management • National Intervention Unit • Borderline Police • Air Wing • Specialized Skills Development • Special Task Force (4) Peace Keeping	
DIVISION: PERSONNEL MANAGEMENT	
RECRUITMENT AND STAFFING	
Records (excluding personal information of persons and information that may be refused on the grounds of refusal provided for in the Act) relating to appointment requirement of appointments of personnel on salary level 1-12 and/or salary bands A –MMS	The records may be obtained on request in writing addressed to the Section Head: Recruitment And Staffing, Private Bag X 94, PRETORIA, 0001.
SENIOR MANAGEMENT APPOINTMENTS	
Records (excluding personal information of persons and information that may be refused on the grounds of refusal provided for in the Act) relating to appointment requirement of appointments of personnel on salary level 13 and up and/or salary bands on SMS	The records may be obtained on request in writing addressed to the Sub-section Head: Senior Management Appointments, Private Bag X 986, PRETORIA, 0001.
DIVISION: SUPPLY CHAIN MANAGEMENT	
General conditions and procedures	The records may be obtained from Supply Chain Management on request in writing addressed to the Divisional Commissioner: Supply Chain Management, Private Bag X 254, PRETORIA, 0001.
COMPONENT: STRATEGIC MANAGEMENT	
Although the following records are available free of charge on the Web page of the Service, it may be photocopied on request: (1) Annual Report for the South African Police Service (2) Strategic Plan for the South African Police Service Annual Performance Plan for the South African Police Service	The records may be obtained on request in writing addressed to the Head: Strategic Management, Private Bag X 94, Pretoria, 0001.

DIVISION: FINANCIAL MANAGEMENT AND ADMINISTRATION	
DOCUMENT CENTRE MANAGEMENT: ARCHIVES AND REGISTRY	
Master Copy of the Filing System	The records may be inspected at the Division: Financial Management and Administration on request in writing to the Section Head: Section Head: Document Centre Management: Archives and Registry, Private Bag X 94, PRETORIA, 0001.
COMPONENT: ORGANIZATIONAL DEVELOPMENT	
Job Evaluation (excluding personal information of persons and information that may be refused on the grounds of refusal provided for in the Act) : • Pre-interview questionnaire • Results of Job evaluation • Panel Results	The records may be obtained from the office of the Section Head: Organizational Corporate and Design, Organizational Development on request in writing to the Head: Organizational Development, Private Bag X 94, PRETORIA, 0001.
DIVISION: VISIBLE POLICING	
PARTNERSHIP POLICING SECTOR POLICING	
Records relating to (excluding personal information of persons and information that may be refused on the grounds of refusal provided for in the Act) - (1) Partnership Policing • Police Community Projects • Policy Framework and Guidelines on Community Policing (2) Sector Policing • Pilot Projects	The records may be obtained from the office of Visible Policing on request in writing addressed to the Divisional Commissioner: Visible Policing, Private Bag X 540, PRETORIA, 0001.
SOCIAL CRIME PREVENTION	
(1) Making South Africa Safe Manual (2) Environmental Design Manual (3) Communication Materials on Domestic Violence (4) Communication Materials on Victim Empowerment (5) Communication Materials on rape and Sexual offences (6) Promising Crime Prevention Practices in South Africa (7) National Rural Victims of Crime Survey (8) Guidelines: Drug and Substance Abuse	The records may be obtained from the office of Visible Policing on request in writing addressed to the Divisional Commissioner: Visible Policing, Private Bag X 540, PRETORIA, 0001.
VISIBLE POLICING	
Certain records (excluding personal information of persons and information that may be refused on the grounds of refusal provided for in the Act) relating to General Correspondence with regard to: (1) Police Emergency Services • Flying Squad or Highway Patrol • 10111 Centres	The records may be obtained from the office of Visible Policing on request in writing addressed to the Divisional Commissioner: Visible Policing, Private Bag X 540, PRETORIA, 0001.

(2) (3) (4)	Community Services Accident Combating Specialised Uniform Support • Hostage Negotiation • Divers • Water Wing • Disaster Management	
7.4	**DESCRIPTION OF CATEGORIES OF RECORDS AUTOMATICALLY AVAILABLE *FREE OF CHARGE* IN TERMS OF SECTION 15(1)(a)(iii)**	
	All DIVISIONS	
(1)	*A copy of a —* *(a)* ***suspect's*** *own statement contained in an open docket; or* *(b)* ***victim's or complainant's*** *own statement contained in an open docket.*	The request by the suspect / victim / complainant for a copy of his or her own statement, must be in writing and addressed to the relevant investigating officer. *Take note:* ***such a copy will only be automatically available to the relevant suspect / victim / complainant or his or her representative*** *(such representative must attach documentary proof of capacity to act on behalf of such person).*
(2)	The information or topics as available on the Web site of the Service	(2) Available on the Web page of the Service at www.saps.gov.za

KATEGORIEË VAN REKORDS WAT OUTOMATIES BESKIKBAAR IS

BESKRYWING VAN KATEGORIEË VAN REKORDS WAT INGEVOLGE ARTIKEL 15(1) VAN DIE WET OP DIE BEVORDERING VAN TOEGANG TOT INLIGTING, 2000 OUTOMATIES BESKIKBAAR IS	WYSE WAAROP TOEGANG TOT REKORDS VERKRY KAN WORD
7.1 BESKRYWING VAN KATEGORIEË VAN REKORDS WAT INGEVOLGE ARTIKEL 15(1)(a)(i) OUTOMATIES *VIR INSPEKSIE* BESKIKBAAR IS	
ALLE AFDELINGS EN KOMPONENTE	
Nasionale Instruksies (Die volgende rekords is uitgesluit: • opleidingsmateriaal; • opleidingsriglyne; • opleidingshandleidings; of • rekords ten opsigte waarvan daar redelikerwys verwag kan word dat die openbaarmaking van die rekord die doeltreffendheid van 'n toets-, ondersoek- of ouditeringsprosedure of -metode wat deur die Diens gebruik word, in gevaar sal stel. Die normale versoek prosedure ingevolge die Wet is van toepassing wanneer toegang tot sodanige rekords versoek word.)	Die rekords by die betrokke subseksiehoof geïnspekteer word deur skriftelik by die betrokke afdelingskommissaris daarvoor aansoek te doen.
KOMPONENT: KORPORATIEWE KOMMUNIKASIE: ERFENISDIENSTE	
(1) Alle uitstallings by Erfenisdienste: SAPD (2) Argiefrekords by Erfenisdienste: SAPD (behalwe rekords wat in dossiere vervat is en persoonlike inligting van persone of inligting wat nie verstrek mag word nie, op grond van die feit dat toegang tot sekere inligting ingevolge die gronde van weiering ingevolge die Wet geweier mag word)	Die rekords kan op versoek by die kantoor van die Kurator, Erfenisdienste: SAPD, geïnspekteer word deur skriftelik daarvoor aansoek te doen by die Kurator: Erfenisdienste, Posbus 4866, PRETORIA, 0001.
AFDELING: FINANSIËLE BESTUUR EN ADMINISTRASIE	
DOKUMENTSENTRUMBESTUUR: ARGIEWE EN RIGISTRASIE	
Meesterkopie van die Lêerstelsel	Die rekords kan geïnspekteer word by die Afdeling: Finansiële Bestuur en Administrasie, deur skriftelik aansoek te rig aan die Seksiehoof: Dokumentsentrumbestuur: Argiewe en Registrasie, Privaatsak X 94, PRETORIA, 0001.
AFDELING: FINANSIËLE BESTUUR EN ADMINISTRASIE	
BEGROTINGS	
Begrotings van Nasionale Uitgawes — Departement van Polisie	Die rekords kan by die kantoor van die Bestuurder: Begrotings geïnspekteer word deur skriftelik daarvoor aansoek te doen by die Seksiehoof: Begrotings, Finansiële en Administrasiedienste, Privaatsak X 94, PRETORIA, 0001.

AFDELING: MENSLIKE HULPBRON BENUTTING	
GELYKHEIDSBESTUUR	
Diensbillikheid: Nasionale en Afdelingsvlak (Planne ingevolge artikel 20 en verslae ingevolge artikel 21) Die Afdelings-, Provinsiale en Komponentsvlak Implementeringsplanne en Artikel 21 Kwartaalverslae	Die rekords kan by die betrokke Afdelingskommissaris se kantoor en Bestuurders: Gelykheidsbestuur geïnspekteer word deur skriftelik daarvoor by die Afdelingskommissaris: Menslike Hulpbron Benutting: Privaatsak X 94, PRETORIA, 0001, aansoek te doen.
PRESTASIEBESTUUR	
Prestasiebestuurstelsels vir die Diens (behalwe persoonlike inligting van persone en inligting wat geweier kan word op grond van die weiering ten opsigte waarvan daar in die Wet voorsiening gemaak word)	Die rekords kan by die kantoor van die Komponentshoof: Prestasiebestuur geïnspekteer word deur skriftelik daarvoor aansoek te doen by die Afdelingskommissaris: Menslike Hulpbron Benutting, Privaatsak X 94, PRETORIA, 0001.
AFDELING: OPERASIONELE REAKSIEDIENSTE	
Rekords bestaande uit algemene korrespondensie (behalwe persoonlike inligting van persone en inligting wat geweier kan word op grond van die weiering ten opsigte waarvan daar in die Wet voorsiening gemaak word) van: Vredeshandhawing	Die rekords kan van 07:30 tot 16:00 by die kantoor van Operasionele Reaksiedienste geïnspekteer word deur skriftelik daarvoor aansoek te doen by die Afdelingskommissaris: Operasionele Reaksiedienste, Privaatsak X 30, SUNNYSIDE, 0132.
ADJUNK NASIONALE KOMMISSARIS: BESTUURSADVIESDIENSTE	
Posevaluering (behalwe persoonlike inligting van persone en inligting wat geweier kan word op grond van die weiering ten opsigte waarvan daar in die Wet voorsiening gemaak word): • Posevalueringsverslae • Paneelbeslissings	Die rekords kan by die kantoor van die Seksiehoof: Organisatoriese Korporatief en Ontwerp, Organisatoriese Ontwikkeling geïnspekteer word deur skriftelik daarvoor aansoek te doen by die Die Hoof: Bestuursadviesdienste, Privaatsak X94, PRETORIA, 0001.
AFDELING: PERSONEELBESTUUR	
BEVORDERINGSDIENSTE EN VERGOEDINGSISTEME	
Rekords ten opsigte van die Aansporings- en Beloningskema (behalwe persoonlike inligting van persone en inligting wat geweier kan word op grond van die weiering ten opsigte waarvan daar in die Wet voorsiening gemaak word)	Die rekords kan by die kantoor van die Seksiehoof: Bevorderingsdienste en Vergoedingsisteme, geïnspekteer word deur skriftelik daarvoor aansoek te doen by die Afdelingskommissaris: Personeelbestuur, Privaatsak X 94, PRETORIA, 0001.
AFDELING: VOORSIENINGSLYNBESTUUR	
Algemene voorwaardes en prosedures	Die rekords kan by Voorsieningslynbestuur geïnspekteer word deur skriftelik daarvoor aansoek te doen by die Afdelingskommissaris: Voorsieningslynbestuur, Privaatsak X 254, PRETORIA, 0001.

AFDELING: SIGBARE POLISIËRING	
VUURWAPENS, DRANK EN TWEEDEHANDSE GOEDERE KONTROLE	
Beleid oor die Oorweging van Aansoeke om Vuurwapenlisensies, 1994	Die rekords kan by die kantoor van die Hoof: Vuurwapens, Drank en Tweedehandse Goedere Kontrole, geïnspekteer word deur skriftelik daarvoor aansoek te doen by die Hoof: Sentrale Vuurwapenbeheerregister, Privaatsak X 811, PRETORIA, 0001.
VENNOOTSKAPSPOLISIËRING SEKTORPOLISIËRING	
Rekords ten opsigte van — (1) Vennootskapspolisiëring • Die Polisie se Gemeenskapsprojekte • Beleidsraamwerk en riglyne vir gemeenskaps-polisiëring (2) Sektorpolisiëring • Loodsprojekte	Die rekords kan by die kantoor van die Hoof: Sigbare Polisiëring, geïnspekteer word deur skriftelik daarvoor aansoek te doen by die Afdelingskommissaris: Sigbare Polisiëring, Privaatsak X 540, PRETORIA, 0001.
BLITSPATROLLIE	
Rekords bestaande uit algemene korrespondensie (behalwe persoonlike inligting van persone en inligting wat geweier kan word op grond van die weiering ten opsigte waarvan daar in die Wet voorsiening gemaak word) van: (1) Die Polisie se Nooddienste • Blitspatrollie of Hoofwegpatrollie • 1 0111-sentrums (2) Gemeenskapsdienste (3) Ongelukvoorkoming (4) Gespesialiseerde Uniform-ondersteuning • Gyselaaronderhandelaars • Duikers • Die Watervleuel • Rampbestuur (5) Perdeid (6) Honde	Die rekords kan van 07:30 tot 16:00 by die kantoor van Sigbare Polisiëring geïnspekteer word deur skriftelik daarvoor aansoek te doen by die Afdelingskommissaris: Sigbare Polisiëring, Privaatsak X 540, PRETORIA, 0001.
7.2 BESKRYWING VAN KATEGORIEË VAN REKORDS WAT OUTOMATIES INGEVOLGE ARTIKEL 15(i)(a)(ii) *TE KOOP* BESKIKBAAR IS	
ALLE AFDELINGS	
Wetgewing (wetsontwerpe, wette, regulasies, proklamasies en Goewermentskennisgewings)	Afskrifte van wetgewing is by die Staatsdrukker verkrygbaar teen die prys wat deur die Staatsdrukker bepaal word.
AFDELING: VOORSIENINGSLYNBESTUUR	
VERKRYGING EN INVENTARISBESTUUR	
Staatstenderbulletins	Word weekliks deur die Staatstenderraad gepubliseer en is by die Staatstenderraad verkrygbaar teen die prys wat deur die Staatstenderraad bepaal word.

7.3 BESKRYWING VAN KATEGORIEË VAN REKORDS WAT INGEVOLGE ARTIKEL 15(1)(a)(ii) OUTOMATIES VIR *FOTOKOPIËRING* BESKIKBAAR IS (teen betaling van die voorgeskrewe gelde wat in Deel II van Bylaag A van die Regulasies betreffende die Wet op die Bevordering van die Toegang tot Inligting, 15 Februarie 2002, vervat is)	
ALLE AFDELINGS EN KOMPONENTE	
(1) Dokumente rakende beleid en Nasionale Instruksies (Die volgende rekords is uitgesluit: • opleidingsmateriaal; • opleidingsriglyne; • opleidingshandleidings; of • rekords ten opsigte waarvan daar redelikerwys verwag kan word dat die openbaarmaking van die rekord die doeltreffendheid van 'n toets-, ondersoek- of ouditeringsprosedure of -metode wat deur die Diens gebruik word, in gevaar sal stel. Die normale versoek prosedure ingevolge die Wet is van toepassing wanneer toegang tot sodanige rekords versoek word.)	(1) Die rekords kan verkry word deur skriftelik aansoek te rig aan die betrokke seksiehoof of afdelingskommissaris.
(2) Kollektiewe Ooreenkomste	(2) Die rekords kan verkry word deur skriftelik aansoek te rig aan die Seksiehoof: Arbeidsverhoudinge, Menslike Hulpbronbenutting, Privaatsak X 94, PRETORIA, 0001, gerig word.
(3) **VERSLAE OOR ONGELUKKE (NUWE OF OU VERSLAE): KOPIEË OF FOTOKOPIEË** *Let wel —* *met die term **"afskrif"** word bedoel dat die reproduksie met die hand gedoen word;* *'n kopie van 'n voltooide **verslag oor 'n ongeluk** sal slegs aan die gemagtigde persoon verskaf word;* *dat wanneer 'n skriftelike versoek ontvang word van die Padongelukkefonds, provinsiale hospitale of ambulansdienste van provinsiale hospitale, hul geag word openbare liggame of instellings te wees wat geregtig is om onmiddellik gratis afskrifte van 'n botsingsverslag te kry.*	(3) Indien die rekord nog in besit van of onder beheer van die Diens is, die rekords kan deur die **gemagtigde** persoon verkry word deur skriftelik aansoek te rig op die voorgeskrewe aansoekvorm of SAPD 512(n) aan die betrokke kantoor van die polisiestasie. Let wel — Die volgende persone word geag gemagtigde persone te wees: (a) 'n betrokke party in die botsing (bv bestuurder, passasier, voetganger, fietsryer, eienaar van die voertuig, eienaar van die dier wat in die botsing betrokke was, ens) indien hy of sy kan bewys dat hy of sy 'n betrokke party is; (b) enige private ambulansdiens, mediese diensverskaffer, nooddiens of wegsleepdiens wat 'n ambulansdiens, mediese diens, nooddiens of wegsleepdiens aan 'n party betrokke by 'n botsing gelewer het, indien sodanige private diens skriftelike bewys kan lewer dat so 'n diens gelewer is; of (c) 'n persoon wat nie 'n betrokke party of 'n private ambulansdiens, mediese diensverskaffer, nooddiens of wegsleepdiens waarna hierbo verwys is, is nie, slegs indien hy of sy die skriftelike toestemming of goedkeuring van 'n betrokke party het (bv 'n prokureur wat die betrokke volmagsbrief om namens die persoon op te tree, voorsien).

KORPORATIEWE KOMMUNIKASIE: ERFENISDIENSTE	
Argiefrekords en fotos by Erfenisdienste (behalwe rekords wat in dossiere vervat is en persoonlike inligting van persone en inligting wat geweier kan word op grond van die weiering waarvoor daar in die Wet voorsiening gemaak word).	Die rekords kan verkry word deur skriftelik aansoek te rig aan die Kurator: Erfenisdienste, SAPD, Posbus 4866, Pretoria, 0001.
AFDELING: FINANSIËLE BESTUUR EN ADMINISTRASIE	
BEGROTINGS	
Begroting van Nasionale Uitgawes — Departement van Polisie	Die rekords kan verkry word deur skriftelik aansoek te rig aan Finansiële Bestuur en Administrasie, Seksiehoof: Begrotings, Privaatsak X 94, PRETORIA, 0001.
AFDELING: FORENSIESE DIENSTE	
Slegs foto's en Identikits wat deur die Polisiediens vrygestel en deur die media gepubliseer word	Die rekords kan verkry word by Forensiese dienste deur skriftelik aansoek te rig aan die Hoof: Forensiesedienste, SAPD Hoofkantoor, Privaatsak X 322, PRETORIA, 0001.
AFDELING: MENSLIKE HULPBRONBENUTTING	
DIENSBILLIKHEID	
Diensbillikheid: Nasionaal en Afdelings: Planne ingevolge artikel 20 en verslag ingevolge artikel 21	Die rekords kan verkry word deur skriftelik aansoek te rig aan die Afdelingskommissaris: Menslike Hulpbronbenutting, Diensbillikheid, Privaatsak X 94, PRETORIA, 0001.
VERGOEDINGSBESTUUR	
Projeksentrum: Menslike Hulpbron Benutting Projekverslae	Inligting oor projekte wat deur die regering gefinansier word, kan deur die publiek verkry word deur skriftelik aansoek te rig aan die Afdelingskommissaris: Menslike Hulpbron Benutting, Vergoedingsbestuur, Privaatsak X 94, PRETORIA, 0001.
PRESTASIEBESTUUR	
Sekere rekords (behalwe rekords met persone se persoonlike inligting en inligting wat geweier kan word op grond van die weiering waarvoor daar in die Wet voorsiening gemaak word) oor Prestasiebestuurstelsels: • Projekte • Die name van projekte • Projekplanne • Die begrotings van projekte • Verslae oor die stand van projekte • Operasionele handleidings oor projekte en programme • Projek- en programfunksies en -aktiwiteite	Die rekords kan verkry word by die kantoor van die Komponentshoof: Prestasiebestuur deur skriftelik aansoek te rig aan die Afdelingskommissaris: Menslike Hulpbron Benutting, SAPD Hoofkantoor, Privaatsak X 94, PRETORIA

• Aktiwiteite van die Programbestuursraad • Geregistreerde gebruikers van projekte en programme • Die getal geregistreerde projeksentrums	
AFDELING: OPERASIONELE REAKSIEDIENSTE	
SEKSIEHOOF: LUGVLUEEL	
Sekere rekords rakende — (1) Maandelikse suksesse behaal (2) Beleid en minimum vereistes vir die aanstel van vlieëniers en bemanning	Die rekords kan verkry word deur skriftelik aansoek te rig aan die Seksiehoof: Lugvlueel, Operasionele Dienste, Privaatsak X 30, SUNNYSIDE 0132
SEKSIEHOOF: OPERASIONELE INLIGTINGSBESTUURSSENTRUM	
Rekords (behalwe persoonlike inligting van persone en toegang tot inligting wat ingevolge die Wet geweier kan word) ten opsigte van sekere dele van die — (1) Beleid oor: • Skarebestuur • Nasionale Intervensie-eenheid • Grenslyn • Lugvleuel • Gespesialiseerde Vaardigheidsontwikkeling • Spesiale Taakmag (2) Skarebestuursinsidente (3) Suksesse behaal: • Skarebestuur • Nasionale Intervensie-eenheid • Grenslyn • Lugvleuel • Gespesialiseerde Vaardigheidsontwikkeling • Spesiale Taakmag (4) Vredeshandhawing	Die rekords kan verkry word deur skriftelik aansoek te rig aan die Adjunk-inligtingsbeampte: Operasionele Inligtingsbestuur, Privaatsak X 30, SUNNYSIDE 0132
WERWING EN PERSONEELVOORSIENING	
Rekords (behalwe persoonlike inligting van persone en inligting wat geweier kan word op grond van die weiering waarvoor daar in die Wet voorsiening gemaak word) rakende aanstellingsvereistes vir personeel op salaris vlak 1-12 en/of salaris bande A - "MMS"	Die rekords kan verkry word deur skriftelik aansoek te rig aan die Seksiehoof, Werwing en Personeelvoorsiening, Privaatsak X 94, PRETORIA, 0001.
SENIOR BESTUURSAANSTELLINGS	
Rekords (behalwe persoonlike inligting van persone en inligting wat geweier kan word op grond van die weiering waarvoor daar in die Wet voorsiening gemaak word) rakende aanstellingsvereistes vir personeel op salaris vlak 13 en op en/of salaris bande op "SMS"	Die rekords kan verkry word deur skriftelik aansoek te rig aan die Sub-seksiehoof, Senior Bestuur Aanstellings, Privaatsak X 986, PRETORIA, 0001.
AFDELING: VOORSIENINGSLYNBESTUUR	
Algemene voorwaardes en prosedures	Die rekords kan verkry word by Voorsieningslynbestuur deur skriftelik aansoek te rig aan die Afdelingskommissaris: Voorsieningslynbestuur, Privaatsak X 254, PRETORIA, 0001.

KOMPONENT: STRATEGIESE BESTUUR	
Alhoewel die volgende rekords gratis op die Diens se webtuiste verkrygbaar is, kan daar op versoek fotostate van sodanige rekords gemaak word: (1) Jaarverslag vir die Suid-Afrikaanse Polisiediens (2) Strategiese Plan vir die Suid-Afrikaanse Polisiediens Jaarlikse Prestasie Plan vir die Suid-Afrikaanse Polisiediens	Die rekords kan verkry word deur skriftelik aansoek te rig aan die Hoof: Strategiese Bestuur, Privaatsak X 94, PRETORIA, 0001
AFDELING: FINANSIËLE BESTUUR EN ADMINISTRASIE	
DOKUMENTSENTRUMBESTUUR: ARGIEWE EN RIGISTRASIE	
Meesterkopie van die Lêerstelsel	Die rekords kan verkry word by die Afdeling: Finansiële Bestuur en Administrasie, deur skriftelik aansoek te rig aan die Seksiehoof: Dokumentsentrumbestuur: Argiewe en Registrasie, Privaatsak X 94, PRETORIA, 0001.
KOMPONENT: ORGANISATORIESE ONTWIKKELING	
Posevaluering (behalwe rekords met persone se persoonlike inligting en inligting wat geweier kan word op grond van die weiering waarvoor daar in die Wet voorsiening gemaak word): • Voorafonderhoudvraelys • Resultate van die posevaluering • Paneel uitslag	Die rekords kan verkry word by die kantoor van die Seksiehoof: Organisatoriese Korporatief en Ontwerp, Organisatoriese Ontwikkeling deur skriftelik aansoek te rig aan die Hoof: Organisatoriese Ontwikkeling, Privaatsak X 94, PRETORIA, 0001
AFDELING: SIGBARE POLISIËRING	
VENNOOTSKAPSPOLISIËRING SEKTORPOLISIËRING	
Rekords rakende(behalwe persoonlike inligting van persone en inligting wat geweier kan word op grond van die weiering waarvoor daar in die Wet voorsiening gemaak word) - (1) Vennootskapspolisiëring • Die Polisie se Gemeenskapsprojekte • Beleidsraamwerk en riglyne vir Gemeenskaps-polisiëring (2) Sektorpolisiëring • Loodsprojekte	Die rekords kan verkry word by die Kantoor: Sigbare Polisiëring verkrygbaar deur skriftelik aansoek te rig aan die Afdelingskommissaris: Sigbare Polisiëring, Privaatsak X 540, PRETORIA, 0001.
SOSIALE MISDAADVOORKOMING	
(1) "Maak Suid-Afrika Veilig"-handleiding (2) Handleiding oor Omgewingsontwerp (3) Kommunikasiemateriaal oor Gesinsgeweld (4) Kommunikasiemateriaal oor Slagofferbemagtiging (5) Kommunikasiemateriaal oor verkragting en seksuele oortredings. (6) Belowende Misdaadvoorkoming Praktyke in Suid-Afrika (7) Nasionale landelike slagoffers van Misdaad opnames (8) Riglyne: Misbruik van dwelms	Die rekords kan verkry word by die Kantoor: Sigbare Polisiëring deur skriftelik aansoek te rig aan die Afdelingskommissaris: Sigbare Polisiëring, Privaatsak X 540, PRETORIA, 0001.

SIGBARE POLISIËRING	
Sekere rekords (behalwe rekords met persone se persoonlike inligting en inligting wat geweier kan word op grond van die weiering waarvoor daar in die Wet voorsiening gemaak word) rakende algemene korrespondensie oor: (1) Die Polisie se Nooddienste • Blitspatrollie of Hoofwegpatrollie • 1 0111-sentrums (2) Gemeenskapsdienste (3) Ongelukvoorkoming (4) Gespesialiseerdeuniformtakke • Gyselaaronderhandelaars • Duikers • Die Watervleuel • Rampbestuur	Die rekords kan verkry word by die Kantoor: Sigbare Polisiëring deur skriftelik aansoek te rig aan die Afdelingskommissaris: Sigbare Polisiëring, Privaatsak X 540, PRETORIA, 0001.

7.4 BESKRYWING VAN KATEGORIEË VAN REKORDS WAT OUTOMATIES *GRATIS* INGEVOLGE ARTIKEL 15(1)(a)(iii) BESKIKBAAR IS	
ALLE AFDELINGS	
(1) 'n Afskrif van die — *(a) **verdagte** se eie verklaring wat in 'n oop dossier vervat is; of* *(b) **slagoffer of klaer** se eie verklaring wat in 'n oop dossier vervat is.*	(1) Die versoek deur die verdagte / slagoffer / klaer om 'n afskrif van sy of haar eie verklaring, moet skriftelik geskied en aan die betrokke ondersoekbeampte gerig word. *Let wel: **sodanige afskrif sal slegs outomaties beskikbaar wees aan die betrokke verdagte / slagoffer / klaer of sy of haar verteenwoordiger** (sodanige verteenwoordiger moet dokumentêre bewys van hoedanigheid om namens sodanige persoon aansoek te doen, voorlê).*
(2) Die onderwerpe of inligting soos beskikbaar op die Diens se webtuiste	(2) Op die Diens se webtuiste by www.saps.gov.za beskikbaar.

DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT

NOTICE 594 OF 2020

PROMOTION OF ACCESS TO INFORMATION ACT, 2000

DESCRIPTION SUBMITTED IN TERMS OF SECTION 15(1)

I, Ronald Lamola, Minister of Justice and Correctional Services, hereby publish under section 15(2) of the Promotion of Access to Information Act, 2000 (Act No. 2 of 2000), the descriptions submitted to me in terms of section 15(1) of the said Act by the –

DEPARTMENT OF HUMAN SETTLEMENTS

As set out in the Schedule

MR RONALD LAMOLA, MP

MINISTER FOR JUSTICE AND CORRECTIONAL SERVICES

REPUBLIC OF SOUTH AFRICA

FORM D

AUTOMATICALLY AVAILABLE RECORDS AND ACCESS TO SUCH RECORDS:
(Section 15 of the Promotion of Access to Information Act 2000 (Act no. 2 of 2000)
[Regulation 5A]

DESCRIPTION OF CATEGORY OF RECORDS AUTOMATICALLY AVAILABLE IN TERMS OF SECTION 15(1)(a) OF THE PROMOTION OF ACCESS TO INFORMATION ACT, 2000	MANNER OF ACCESS TO RECORDS (e.g. website)(SECTION 15(1)(a))
FOR INSPECTION IN TERMS OF SECTION 15(1)(a)(i):	
N/A	N/A
FOR PURCHASING IN TERMS OF SECTION 15(1)(a)(ii):	
N/A	N/A
FOR COPYING IN TERMS OF SECTION 15(1)(a)(ii)	
• **ALL** documents falling within the section 15 category can be copied **with the exception of certain documents such as tender documents** which must always be original. Should the Department incur costs in reproducing the document and where applicable, the provisions of **section 15(3)** shall be applicable (that is, the prescribed fee for the reproduction of the documents shall be payable).	• N/A
AVAILABLE FREE OF CHARGE IN TERMS OF SECTION 15(1)(a)(iii)	
LEGISLATION • Department of Human Settlements Legislation: Acts: (List not exhaustive) ▪ Training manual for Municipal officials on Rental Housing Amended Act ▪ SLA: Municipal officials training on Amended Rental Housing Act	Available on DHS Website.

▪ Housing Act ▪ Social Housing Act ▪ Rental Housing Act ▪ Housing Consumers Protection Measures Amendment Act ▪ Sectional Titles Schemes Management Act ▪ Community Scheme Ombud Service Act ▪ Home Loan and Mortgage Disclosure Act ▪ Prevention of illegal eviction from and Unlawful occupation of Land Act • Bills: ▪ Community Scheme Ombud Service Bill ▪ Draft Bill for Public Comment ▪ Housing White Paper ▪ Housing Amendment Bill ▪ Housing Consumers Protection Measures Amendment Bill ▪ PIE Amendment Act ▪ Rental Housing Bill ▪ Sectional Titles Schemes Management Bill ▪ Social Housing Bill • Regulations: ▪ Compliance Manual 2010 ▪ CSOS Regulations: Levies and Fees ▪ CSOS Sectional Titles Schemes Management Regulations ▪ HDA Priority Development Areas PHSHDA as (Gazette and Maps) ▪ HLAMDA Regulations (as Gazetted) ▪ Regulations on Community Schemes Ombud Services • International Commitments: ▪ Habitat III Thematic Meeting on Informal Settlements ▪ Instanbul Declaration on Cities and other Human Settlements 1996 ▪ Johannesburg Declaration on Sustainable Development 2002 ▪ Millennium Declaration 2000 ▪ Millennium Goals and Targets ▪ Vancouver Declaration on Human Settlements 1976 **STRATEGIC POLICIES** • National Housing Code-2009 • Towards policy foundation for the Human Settlements Legislation (White Paper) • Finance Linked Individual Subsidy Programme (FLISP Policy).	Available on DHS Website.

• Upgrading of Informal Settlements • Monitoring, Evaluation and Impact Assessment Policy 2013/14-2018/19: Policy Implementation Framework for the Human Settlements Sector • Rapid Appraisal of Outcome 8: Delivery Agreements: Sustainable Human Settlements and Improved Quality of Household Life, Output 1: Accelerated delivery of Housing Opportunities • Framework for Women and Youth (Policy Framework) • Introduction to HS management	
PLANS • Revised Strategic Plan (2015-2020) • Environmental implementation plan: DHS 2015-2020 • Annual Performance Plans • The Comprehensive Plan for the creation of Sustainable Human Settlements of 2004 • Neighborhood Planning and Design Guideline (The Red Book)	Available on DHS Website and at DHS Offices.
REPORTS • Department of Human Settlements Annual Reports and Medium-Term Strategic Framework • Reports on Human Settlements Environmental Scanning & Analysis (Economic trends analysis and Markets). • The Office Of Disclosure Annual Report 2016 (the performance of financial institutions) • Quarterly Report on the performance of financial institutions • A Baseline Assessment for future impact evaluation of informal settlements targeted for upgrading • Design and Implementation Evaluation of the Integrated Residential Development Programme • Impact and Implementation Evaluation of the Social Housing Programme	Available on DHS Website and at DHS Office.
MONITORING & EVALUATION • Evaluation of the impact of the Rural Housing Programme [Website] • Evaluating the performance of Social and Rental Housing programme [Website] • Measuring success in Human Settlements development: an impact evaluation study of the upgrading of informal settlements programme in selected projects in South Africa	Available at DHS Offices.
FINANCES • Budget (Estimates of National Expenditure for Human Settlements)	Available at DHS offices and on Website.

• Financial audits • Financial Irregularities and, • Financial Statements	
PARLIAMENTARY QUESTIONS • Parliament Approved Replies	Available on DHS Website
COMMUNICATION SERVICES • Press Releases • Profiles of Executive Authorities • Events, campaigns, launches and publicity programmes (includes speeches of the Minister, Deputy Minister and photographs) • Economic opportunities created by the department of Human Settlements (in 3 official languages) • Seminars, conferences and summits (includes campaigns & workshops) • Available Departmental Publications, Brochures, Newsletters, Magazines and Posters • Social contract for the development of sustainable human settlements • BNG Human Settlements Sector Journals • Leading Change (Delivering the New Urban Agenda through Urban and Territorial Planning) • Human Settlements Programmes and subsidies (in 11 official languages) • Human Settlements 20 year book • DHS Media Monitoring (Television series breaking new ground (BNG), which aired on SABC 2.) • Draft White paper on human settlements • Guide to owning a Government Subsidised House. • Project Process Guide for Human Settlements Programmes 2017 • Booklet-Office of Disclosure Complaints Handling procedure manual (8 languages: English; Afrikaans; isiZulu; Sepedi; Setswana; isiXhosa; Xitsonga and Tshivenda). • Your Home your asset • Do not sell your home for short term benefits • What is Title deed • How to enter the property market • Ensuring quality of houses [Saved on J-Drive] • Maintain, Caring and Greening your home	Available on DHS Website and Office
PAIA RECORDS • PAIA Manuals (in all 11 official languages) • Section 32 Reports • PAIA Access Forms • Section 15 List	Available at DHS offices and on Website.
• Establishment matters (Macro Structure)	Available on DHS Website.

DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT

NOTICE 595 OF 2020

PROMOTION OF ACCESS TO INFORMATION ACT, 2000

DESCRIPTION SUBMITTED IN TERMS OF SECTION 15(1)

I, Ronald Lamola, Minister of Justice and Correctional Services, hereby publish under section 15(2) of the Promotion of Access to Information Act, 2000 (Act No. 2 of 2000), the descriptions submitted to me in terms of section 15(1) of the said Act by the –

COUNCIL FOR MEDICAL SCHEMES

As set out in the Schedule

MR RONALD LAMOLA, MP

MINISTER FOR JUSTICE AND CORRECTIONAL SERVICES

REPUBLIC OF SOUTH AFRICA

FORM D
AUTOMATICALLY AVAILABLE RECORDS AND ACCESS TO SUCH RECORDS:
(Section 15 of the Promotion of Access to Information Act, 2000 (Act 2 of 2000))
[Regulation 5A]

DESCRIPTION OF CATEGORY OF RECORDS AUTOMATICALLY AVAILABLE IN TERMS OF SECTION 15(1)(a) OF THE PROMOTION OF ACCESS TO INFORMATION ACT, 2000	MANNER OF ACCESS TO RECORDS (e.g. website) (SECTION 15(1)(b))
FOR INSPECTION IN TERMS OF SECTION 15(1)(a)(i):	
1. Medical Schemes mergers - Exposition Documents	Records may be viewed/accessed by visiting Council for
2. Medical Schemes Liquidations & Distribution Accounts	Medical Schemes Offices - Knowledge Centre
	Telephone: 012 431 0500
	Telephone: 012 431 0530
	http://www.medicalschemes.com
FOR PURCHASING IN TERMS OF SECTION 15(1)(a)(ii):	
1. Medical Schemes Rules	Records may be viewed/accessed by visiting Council for
2. Medical Schemes Annual Financial Statements	Medical Schemes Offices - Knowledge Centre
3.Medical Schemes Annual Statutory Returns	Telephone: 012 431 0530
	http://www.medicalschemes.com
FOR COPYING IN TERMS OF SECTION 15(1)(a)(ii):	
1. Medical Schemes Rules	Records may be obtained by visiting Council for Medical
2. Medical Schemes Annual Financial Statements	Schemes Offices
3. Medical Schemes Annual Statutory Returns	Tel: 012 431 0530
4. Research Reports and findings	http://www.medicalschemes.com
AVAILABLE FREE OF CHARGE IN TERMS OF SECTION 15(1)(a)(iii):	
1. List of Accredited Broker/Administrators, Managed Care Org	Records may be obtained by visiting Council for Medical
2. List of Registered Medical Schemes	Schemes Offices, alternatively from our website
3. Council for Medical Schemes Annual Report	http://www.medicalschemes.com
4. Medical schemes Act, and all amendments	Tel: 012 4310 0530
5. Circulars, Judgments & Appeals, manuals, CMS News	Fax: 012 431 0630

DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT

NOTICE 596 OF 2020

PROMOTION OF ACCESS TO INFORMATION ACT, 2000

DESCRIPTION SUBMITTED IN TERMS OF SECTION 15(1)

I, Ronald Lamola, Minister of Justice and Correctional Services, hereby publish under section 15(2) of the Promotion of Access to Information Act, 2000 (Act No. 2 of 2000), the descriptions submitted to me in terms of section 15(1) of the said Act by the –

ROAD ACCIDENT FUND

As set out in the Schedule

MR RONALD LAMOLA, MP

MINISTER FOR JUSTICE AND CORRECTIONAL SERVICES

REPUBLIC OF SOUTH AFRICA

ROAD ACCIDENT FUND (RAF)

FORM D

AUTOMATICALLY AVAILABLE RECORDS AND ACCESS TO SUCH RECORDS:
(Section 15 of the Promotion of Access to Information Act 2000 (Act no. 2 of 2000))
[Regulation 5A]

DESCRIPTION OF CATEGORY OF RECORDS AUTOMATICALLY AVAILABLE IN TERMS OF SECTION 15(1)(a) OF THE PROMOTION OF ACCESS TO INFORMATION ACT, 2000	MANNER OF ACCESS TO RECORDS (e.g. website)(SECTION 15(1)(a))
FOR INSPECTION IN TERMS OF SECTION 15(1)(a)(i):	
✓ PAIA Manual; ✓ PAIA Forms; ✓ The information uploaded to the Road Accident Fund (RAF) Website; ✓ Job Adverts; ✓ Information Booklets; ✓ Pamphlets; ✓ Brochures; ✓ Posters; ✓ Newsletters; ✓ Other Marketing information relating to the services of the RAF; ✓ Blank Claim Forms; ✓ Statutory records: Legislation and Regulations; ✓ Media releases/statements; ✓ Media Alerts; ✓ Strategic plans;	All records are available on RAF website: www.raf.co.za or RAF offices-Centurion Contact person: Boipelo Mothopi (Deputy Information Officer) Telephone number: 012 621 1853 Email: PAIAunit@raf.co.za

✓ Annual performance plans; ✓ Statutory quarterly report; ✓ FSB return; ✓ Annual reports(Finance: Reporting); ✓ Board notices in respect of the adjustment of the cap; ✓ Tenders/Quotations; ✓ Vendor Forms; ✓ Code of Ethics; ✓ RAF Customer Service Charter.	
FOR PURCHASING IN TERMS OF SECTION 15(1)(a)(ii):	
None	
FOR COPYING IN TERMS OF SECTION 15(1)(a)(ii)	
See records for inspection in terms of Section 15(1)(a)(i)	All records are available on RAF website: www.raf.co.za or RAF offices-Centurion Contact person: Boipelo Mothopi (Deputy Information Officer) Telephone number: 012 621 1853 Email: PAIAunit@raf.co.za
AVAILABLE FREE OF CHARGE IN TERMS OF SECTION 15(1)(a)(iii)	
See records for inspection in terms of Section 15(1)(a)(i)	All records are available on RAF website: www.raf.co.za or RAF offices-Centurion Contact person: Boipelo Mothopi (Deputy Information Officer) Telephone number: 012 621 1853 Email: PAIAunit@raf.co.za

DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT

NOTICE 597 OF 2020

PROMOTION OF ACCESS TO INFORMATION ACT, 2000

DESCRIPTION SUBMITTED IN TERMS OF SECTION 15(1)

I, Ronald Lamola, Minister of Justice and Correctional Services, hereby publish under section 15(2) of the Promotion of Access to Information Act, 2000 (Act No. 2 of 2000), the descriptions submitted to me in terms of section 15(1) of the said Act by the –

DEPARTMENT OF SMALL BUSINESS DEVELOPMENT

As set out in the Schedule

MR RONALD LAMOLA, MP

MINISTER FOR JUSTICE AND CORRECTIONAL SERVICES

small business development
Department:
Small Business Development
REPUBLIC OF SOUTH AFRICA

SECTION 15 REPORT: VOLUNTARY DISCLOSURE AND AUTOMATIC AVAILABILITY OF RECORDS

PROMOTION OF ACCESS TO INFORMATION ACT (NO 2 OF 2000)

June 2020

DESCRIPTION OF CATEGORY OF RECORDS AUTOMATICALLY AVAILABLE IN TERMS OF SECTION 15(1)(a) OF THE PROMOTION OF ACCESS TO INFORMATION ACT, 2000	MANNER OF ACCESS TO RECORDS (e.g. website) (SECTION 15(1)(b))
FOR INSPECTION IN TERMS OF SECTION 15(1)(a)(i):	
Cooperatives Act (No. 14 of 2005) Cooperatives Amendment Act (No. 06 of 2013)	Obtained from the Department of Small Business Development Tel: 0861 843 384

FOR PURCHASING IN TERMS OF SECTION 15(1)(a)(ii):	
Publications and Information is available on the DSBD website or by request free of charge. Records available for inspection in terms of Section 15(1)(a)(i), as specified above, is available according to the fees specified on DSBD PAIA manual that is found	

FOR COPYING IN TERMS OF SECTION 15(1)(a)(ii):	
Records available for inspection in terms of Section 15(1)(a)(i), as specified above, is available according to the criteria specified	

AVAILABLE FREE OF CHARGE IN TERMS OF SECTION 15(1)(a)(iii):	
The information available on the DSBD website • COVID-19 Relief Benefits • Informal Traders Support • SMME Development • Cooperatives Development • Financial Assistance (Incentives) • Legislation and Business regulation • DSBD Agencies • Overview of DSBD (Leadership, Organogram) • Speeches and Media Statements • Research and Trade Statistics • Electronic copies of Publications	The Information specified is available on the DSBD website: www.dsbd.gov.za or by request. The Information specified is available on the DSBD website: www.dsbd.gov.za or by request.

This gazette is also available free online at **www.gpwonline.co.za**

DESCRIPTION OF CATEGORY OF RECORDS AUTOMATICALLY AVAILABLE IN TERMS OF SECTION 15(1)(a) OF THE PROMOTION OF ACCESS TO INFORMATION ACT, 2000	MANNER OF ACCESS TO RECORDS (e.g. website) (SECTION 15(1)(b))
• SMME development • Contact Details • DSBD Values • About DSBD • Service Offered by DSBD • Media Releases • Speeches • Operating Hours • Co-operatives • Administration • Acts and Regulations • Mandate, Vision and Mission • DSBD Programmes • Leadership • Downloads • Publications • Careers • Strategic Objectives **List of publication available:** • Strategic Plan 2015 to 2019 • Strategic Plan 2015 – 2019 – Part 1 • Strategic Plan 2015 – 2019 – Part 2 • Strategic Plan 2020 - 2025 • Service delivery improvement plan 2015 to 2018 • Annual Performance Plan 2017/2018 • Annual Performance Plan 2018/2019 • Annual Performance Plan 2019/2020 • Annual Performance Plan 2020/21 • DSBD 2018/2019 Revised Procurement Plan • Annual report 2015/16 vote 31 • DSBD 2016/17 Annual Report No. 31	**Publications can be obtained from the DSBD website or by sending a request to:** Email: info@dsbd.gov.za Postal Address Private Bag X84 Pretoria 0001 Street Address

This gazette is also available free online at **www.gpwonline.co.za**

DESCRIPTION OF CATEGORY OF RECORDS AUTOMATICALLY AVAILABLE IN TERMS OF SECTION 15(1)(a) OF THE PROMOTION OF ACCESS TO INFORMATION ACT, 2000	MANNER OF ACCESS TO RECORDS (e.g. website) (SECTION 15(1)(b))
• DSBD 2016/17 Annual Report No. 31 Part 2 • DSBD 2017/18 Annual Report – final • 2017/18 Quarterly Performance Reports • DSBD Quarter 1 2018/19 Performance Report • Annual Review of Small Business and Cooperatives South Africa 2016 • 2017/18 Monthly Financial Report • PAIA 2 of 2000 Section 14 Manual (isiZulu, English, Venda, Xitsonga, Setswana) • DSBD Whistle Blowing Policy • National Small Business Act No. 102 of 1996 as Amended in 2003 and 2004 • 2018/19 Technical Indicator Description. • Local Economic Development Forums • Draft Regulations Cooperatives 2015 • Integrated strategy on the development and promotion of cooperatives • Co-operatives catalogue • Red tape reduction booklet • Youth enterprise development strategy • Youth support programme • Co-operatives Act 2006 • Co-operatives Amendment Act, 2013 (Act No. 06 of 2013) • Co-operatives handbook • Guidelines to Co-Ops Act • Co-operatives information leaflet • Launch of SEDA-FRENCH Technology Lab • Guide to the Co-Operatives Act 2005 • Local Economic Development Forums	77 Meintjies Street Sunnyside Pretoria 0002 Soft copy versions of publications are also available on the DSBD website (http://www.dsbd.gov.za)

This gazette is also available free online at **www.gpwonline.co.za**

DESCRIPTION OF CATEGORY OF RECORDS AUTOMATICALLY AVAILABLE IN TERMS OF SECTION 15(1)(a) OF THE PROMOTION OF ACCESS TO INFORMATION ACT, 2000	MANNER OF ACCESS TO RECORDS (e.g. website) (SECTION 15(1)(b))
• Request for Expressions of Interest for Consulting Services • The National Informal Business Upliftment Strategy (NIBUS)	

This gazette is also available free online at **www.gpwonline.co.za**

DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT

NOTICE 598 OF 2020

PROMOTION OF ACCESS TO INFORMATION ACT, 2000

DESCRIPTION SUBMITTED IN TERMS OF SECTION 15(1)

I, Ronald Lamola, Minister of Justice and Correctional Services, hereby publish under section 15(2) of the Promotion of Access to Information Act, 2000 (Act No. 2 of 2000), the descriptions submitted to me in terms of section 15(1) of the said Act by the –

DEPARTMENT OF INTERNATIONAL RELATIONS AND COOPERATION

As set out in the Schedule

MR R LAMOLA, MP

MINISTER FOR JUSTICE AND CORRECTIONAL SERVICES

REPUBLIC OF SOUTH AFRICA

FORM D

AUTOMATICALLY AVAILABLE RECORDS AND ACCESS TO SUCH RECORDS:
(Section 15 of the Promotion of Access to Information Act 2000 (Act no. 2 of 2000))
[Regulation 5A]

DESCRIPTION OF CATEGORY OF RECORDS AUTOMATICALLY AVAILABLE IN TERMS OF SECTION 15(1)(a) OF THE PROMOTION OF ACCESS TO INFORMATION ACT, 2000	MANNER OF ACCESS TO RECORDS (e.g. website)(SECTION 15(1)(a))
FOR INSPECTION IN TERMS OF SECTION 15(1)(a)(i):	
Department of International Relations and Cooperation (DIRCO): **Home Page** • Current events/Monthly programme of events/What's new **About the Department** • Minister/Deputy Ministers/Director-General profiles and speeches • Vision, Mission, Strategic priorities and Values • Strategic plans/Annual reports/Annual Performance Plans/Budget Votes • African Renaissance and International Cooperation Fund (ARF) Strategic Plans and annual performance plans • Technical Indicator Descriptions for the Annual Performance Plans • Technical Indicator Descriptions for the Strategic Plans • Contact information/After hours-helpline **Diplomatic Immunities & Privileges (DIAP):** o Diplomatic Accreditation and Vehicle Application forms o Customs Clearance Certificate for Duty Free Import o Diplomatic Property Audit Form o Locally Recruited Personnel Personal Details Form o Signature Audit o Policy on Management of Diplomatic Immunities Privileges o DIAP Service Delivery Charter o Temporary Residence Visa Circular Note o Diplomatic Vehicles Audit Form o Mission Contact Detail Audit **Promotion of Access to Information** • Promotion of Access to Information Act, 2000 (Act No. 2 of 2000) • Section 14: Manual on the Promotion of Access to Information Act No 2 of 2000 • Imanuali Ngokuqhutshekiselwa phambili Komthetho wokufinyeleleka kolwazi Wesi-2 wonyaka we-2000 • Bukanatataiso Ya ntshetsopele Ya molao wa ho fihlella Ditsebiso No 2 wa 2000 • Section 15: Automatic available records and access to such records **News and events** • Media statements and Speeches/ Events calendar/ Parliament questions and replies	**Website** **Home Page** www.dirco.gov.za **Website** **About the Department** www.dirco.gov.za **Website** **News and events** www.dirco.gov.za

Foreign relations
• Bilateral relations
  o SA-EU strategic partnership
• Multilateral relations
• Diplomatic representation
  o SA representation abroad/Foreign representation in SA
	Website
	Foreign relations
	www.dirco.gov.za

Websites of South African Missions	**Website** **Websites of SA Missions** www.dirco.gov.za
Consular information • What are consular services and Contact details • Travelling abroad/Deaths abroad/Arrested abroad • Consular Notarial Services (Legislation of Official (Public) documents) • End User Certificates • Service Delivery Charter • SA representation abroad/Foreign representation in SA • South African Missions: Commissioner of Oaths	**Website** **Consular information** www.dirco.gov.za

State Protocol
• General Protocol information:
  o Circular Note Verbales
  o Service Delivery Charter
  o Fact sheet and advice for travelers
  o Executive Database
  o Instructions regarding the flying of the South African flag
  o Visa Requirements for South African Diplomatic and Official Passport holders
• Diplomatic representation
  o South African Representative Abroad
  o Foreign Representative in SA
	Website
	State Protocol
	www.dirco.gov.za

FOR PURCHASING IN TERMS OF SECTION 15(1)(a)(ii):	
No records	
FOR COPYING IN TERMS OF SECTION 15(1)(a)(ii)	

• **Procurement**
  o National Treasury Central Supplier Database registration
  o Supplier Leaflet
  o Treasury Central Supplier Database for Government
  o Database Registration form
  o Awarded Bids
  o Received Bid Proposals
  o Terms of Reference (advertised tenders)
• **Foreign relations**
• International Law an Treaties
  o Treaty section
  o Forms
  o The constitution and international law
	Website
	Home Page
	Links
	www.dirco.gov.za or
	Collection at
	Supply Chain Management
	OR Tambo Building, 460 Soutpansberg Road, Rietondale, Pretoria, 0084
	
	Website
	Foreign Relations
	www.dirco.gov.za

AVAILABLE FREE OF CHARGE IN TERMS OF SECTION 15(1)(a)(iii)	
Publications • Annual reports/Strategic plans/Annual Performance Plans (APP) • African Renaissance Fund/African Renaissance Fund (ARF) Strategic plan • Ubuntu magazine • Measures and guidelines for the enhanced coordination of South Africa's International engagement • Career brochures/It's your voice – Ubuntu Diplomat/South Africa's diplomatic milestone	**Website** **Home Page** www.dirco.gov.za or **Collection at** **Public Diplomacy/ Main Library** OR Tambo Building, 460 Soutpansberg Road, Rietondale, Pretoria, 0084

DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT

NOTICE 599 OF 2020

PROMOTION OF ACCESS TO INFORMATION ACT, 2000

DESCRIPTION SUBMITTED IN TERMS OF SECTION 15(1)

I, Ronald Lamola, Minister of Justice and Correctional Services, hereby publish under section 15(2) of the Promotion of Access to Information Act, 2000 (Act No. 2 of 2000), the descriptions submitted to me in terms of section 15(1) of the said Act by the –

uMHLATHUZE MUNICIPALITY

As set out in the Schedule

MR RONALD LAMOLA, MP
MINISTER FOR JUSTICE AND CORRECTIONAL SERVICES

CITY OF uMHLATHUZE

NOTICE IS GIVEN THAT THE MANUAL ON FUNCTIONS AND RECORDS HELD BY THE CITY OF UMHLATHUZE IN COMPLIANCE TERMS OF THE ACCESS TO INFORMATION ACT NO 2 OF 2000 HAS BEEN UPDATED AND TERMED THE ELEVENTH EDITION.THIS MANUAL REFLECTS THAT THE FOLLOWING RECORDS ARE AUTOMATICALLY AVAILABLE WITHOUT HAVING TO REQUEST ACCESS IN TERMS OF THE AFOREMENTIONED ACT.

SECTION 15 (2) NOTICE OF THE PROMOTION OF ACCESS TO INFORMATION ACT, 2000 (ACT NO 2 OF 2000): VOLUNTARY DISCLOSURE AND AUTOMATMATIC AVAILABILITY OF RECORDS

DESCRIPTION OF CATEGORY OF RECORDS AUTOMATICALLY AVAILABLE IN TERMS OF SECTION 15(1)(a) OF THE PROMOTION OF ACCESS TO INFORMATION ACT, 2000	MANNER OF ACCESS TO RECORDS (e.g. website) (SECTION 15(1)(b))
FOR INSPECTION IN TERMS OF SECTION 15(1)(a)(i):	
NA	NA
FOR PURCHASING IN TERMS OF SECTION 15(1)(a)(ii):	
Maps (Tourism)	Information counters at Municipality
FOR COPYING IN TERMS OF SECTION 15(1)(a)(ii):	
Fixed property owned by the applicant	Available from Department: Corporate Services/City Development
Any by-law framed by Council (hard copy)	Available from Department: Corporate Services
Any tariff charged by Council (hard copy)	Available from Department : Financial Services
Any town planning scheme or development plan administered by Council	Available from Department : City Development
How to obtain access to any service rendered by the Council	Available from the uMhlathuze Municipality
Geographic Information System	Available from Department: Infrastructure Services
Service register (alphanumerical data)	Available from Department: Infrastructure Services
Infrastructure themes	Available from Department: Infrastructure Services
Orthophotos	Available from Department: Infrastructure Services
Digital terrain modules (DTM's)	Available from Department: Infrastructure Services
Minutes of open Council and Executive Committee and Enterprise Risk Management Committee	Available from Department : Corporate Services
Technical Library: Reference books Reports	Available from Department: Infrastructure Services
Plan filing (civic information) Paper based Microfilm	Available from Department: Infrastructure Services
Cadastral maps (paper based/electronic)	Available from Department: Infrastructure Services
Surveyor general plans (paper based/ electronic)	Available from Department: Infrastructure Services
Framework plans (paper based/electronic)	Available from Department: Infrastructure Services
Scheme maps (paper based/electronic)	Available from Department: Infrastructure Services
Lease area plans (paper based/electronic)	Available from Department: City Development

Budget including adjustment budget (paper based/electronic)	Available from Department: Financial Services
Orders & remittances (paper based)	Available from Department: Financial Services
Investment register (manual)	Available from Department: Financial Services
Loan register (manual)	Available from Department: Financial Services
Risk Register	Available from Office of the Municipal Manager
Various policies of Council	Available from Department Corporate Services
Asset register (electronic manual)	Available from Department: Financial Services
Financial statements (electronic manual)	Available from Department: Financial Services
Debtors history (electronic)	Available from Department: Financial Services
Strategic environmental assessment	Available from Department : City Development
Building plans	Available from Department: City Development
Records relating to the adoption, replacement or amendment of a scheme as contained in the Planning and Development Act 2008(Act 6 of 2008)	Available from Department: City Development
Records relating to a proposal to subdivide or consolidate land	Available from Department: City Development
Records relating to a proposal to develop land as contained in the Planning and Development Act 2008(Act 6 of 2008)	Available from Department: City Development
Records relating to a proposal to divide or cancel a layout plan	Available from Department: City Development
Records relating to a proposal to alter, suspend or delete a restriction relating to land	Available from Department: City Development
Records relating to a proposal to permanently close a municipal road or public place	Available from Department: City Development
Records relating to enforcement as contained in the Planning and Development Act 2008(Act 6 of 2008)	Available from Department: City Development
Records relating to appeals as contained in the Planning and Development Act 2008(Act 6 of 2008)	Available from Department: City Development
Records relating to provincial planning and development norms and standards	Available from Department: City Development
Records relating to delegations as contained in the Planning and Development Act 2008(Act 6 of 2008)	Available from Department: City Development
Records of amendments to land use schemes.	Available from Department: City Development
Agency agreements contemplated in section 157 (1)	Available from Department: City Development
AVAILABLE FREE OF CHARGE IN TERMS OF SECTION 15(1)(a)(iii):	
Budget	Available on website www.umhlathuze,gov.za
Budget related policies	Available on website www.umhlathuze,gov.za
Performance agreements	Available on website www.umhlathuze,gov.za

Service delivery agreements	Available on website www.umhlathuze,gov.za
Long term borrowing contracts	Available on website www.umhlathuze,gov.za
Integrated Development Plan	Available on website www.umhlathuze,gov.za
Contracts/information/public partnership agreements as prescribed in section 75 of the Municipal Financial Management Act	Available on website www.umhlathuze,gov.za
Bylaws	Available on website www.umhlathuze,gov.za
Councillor details	Available on website www.umhlathuze,gov.za
Demographics	Available on website www.umhlathuze,gov.za
Direction maps	Available on website www.umhlathuze,gov.za
Geographic Information System	Available on website www.umhlathuze,gov.za
Manual on Promotion of Access to Information Act	Available on website www.umhlathuze,gov.za and at Municipal offices.
Newsletters/Annual report	Available on website www.umhlathuze,gov.za
Policies/Statutory reporting	Available on website www.umhlathuze,gov.za
Tariff of charges	Available on website www.umhlathuze,gov.za
Tenders/public notices	Available on website www.umhlathuze,gov.za
Tourism Information	Available on website www.umhlathuze,gov.za

Requests for information can be made in writing, per fax or electronically as follows:

Postal Address: **The Information Officer**
City of uMhlathuze
Private Bay X1004
RICHARDS BAY
3900

Telephone Number: 035-907 5000
Fax Number: 035-907 5444/5/6/7
eMail address :reg@umhlathuze.gov.za

Municipal Office
Private Bag X1004
RICHARDS BAY
3900
MN..../2020

N. MTHETHWA
ACTING MUNICIPAL MANAGER/ INFORMATION OFFICER

DEPARTEMENT VAN JUSTISIE EN STAATKUNDIGE ONTWIKKELING

KENNISGEWING 599 VAN 2020

STAD UMHLATHUZE

KENNIS GESKIED HIERMEE DAT DIE HANDLEIDING VAN FUNKSIES EN REKORDS INGEVOLGE TERME VAN DIE TOEGANG TOT INLIGTING (WET NO 2 VAN 2000) GEHOU DEUR DIE STAD VAN UMHLATHUZE OPGEDATEER IS EN STAAN BEKEND AS DIE ELFDE UITGAWE .DIE HANDLEIDING DUI DAAROP DAT DIE VOLGENDE REKORDS OUTOMATIES BESKIKBAAR IS SONDER DAT TOESTEMMING NODIG IS INGEVOLGE DIE GENOEMDE WET.

ARTIKEL 15 (2) KENNISGEWING VAN DIE BEVORDERING VAN TOEGANG TOT INLIGTING, 2000 (WET NO 2 VAN 2000):VRYWILLIGE OPENBAARMAKING EN OUTOMATIESE BESKIKBAARHEID VAN REKORDS.

INLIGTINGSKATEGORIE WAT BESKIKBAAR IS SONDER DAT AANSOEK DAARTOE VOLGENS DIE WET (ARTIKEL (2) VAN DIE WET OP BEVORDERING TOT TOEGANG TOT INLIGTING NR 2 VAN 2000)GEDOEN MOET WORD	TOEGANG TOT REKORDS (BVL WEBBLAD) (ARTIKLE 15(1)(b))
VIR INSPEKSIE VOLGENS ARIKEL 15(1)(a)(i):	
NVT	NVT
VIR AANKOOP VOLGENS ARTIKEL 15(1)(a)(ii):	
PADKAARTE (Toerisme)	Inligtingstoonbanke by al die kantore
VIR AFSKRIFTE VOLGENS ARTIKEL 15(1)(a)(ii):	
Vaste eiendom in besit van die aansoeker	Beskikbaar by Departement Korporatiewedienste/ Departement Stadsontwikkeling
Enige Bywette deur die Raad opgestel	Beskikbaar by Departement: Korporatiewedienste
Enige Tariewe deur die Raad gehef	Beskikbaar by Departement: Korporatiewedienste
Enige Dorpsbeplanningskema of Ontwikkelingsplan wat deur die Raad beheer word	Beskikbaar by Departement: Stadsontwikkeling
Hoe om inligting te bekom oor dienste deur die Raad gelewer	Beskikbaar by die Munisipaliteit
Geografiese Inligtingstelsel	Beskikbaarby by die: Departement Infrastruktuurdienste
Notules van oop Raads- en Uitvoerendekomiteevergaderings	Beskikbaar by: Departement Korporatiewedienste
Tegniese Biblioteek Naslaanboeke Verslae	Beskikbaarby by die: Departement Infrastruktuurdienste
Plan Liasseerstelsel (Munisipale Inligting) Harde kopieë	Beskikbaarby by die: Departement Infrastruktuurdienste
KadastRALEKAART (Harde kopieë / elektronies)	Beskikbaarby by die: Departement Infrastruktuurdienste
Algemene landmeterplanne (Harde kopieë / elektronies)	Beskikbaarby by die: Departement Infrastruktuurdienste
Raamwerkplanne (Harde kopieë / elektronies)	Beskikbaarby by die: Departement Infrastruktuurdienste
Projekkaarte (Harde kopieë / elektronies)	Beskikbaarby by die: Departement Infrastruktuurdienste
Huurplanne (Harde kopieë / elektronies)	Beskikbaar by: Departement Stadsontwikkeling

Begroting insluitend aansuiwerings begroting (Harde kopieë / elektronies)	Beskikbaar by: Departement Finansiëledienste
Bestellings en betalingsadviese (Harde kopieë)	Beskikbaar by: Departement Finansiëledienste
Beleggingsregister (Boekvorm)	Beskikbaar by: Departement Finansiëledienste
Risikoregister	Beskikbaar by Kantoor van die Munisipale Bestuurder
Leningsregister (Boekvorm)	Beskikbaar by: Departement Finansiëledienste
Bateregister (Elektroniese/Boekvorm)	Beskikbaar by: Departement Finansiëledienste
Finansiëlestate (Elektroniese/Boekvorm)	Beskikbaar by: Departement Finansiëledienste
Debiteurgeskiedenis (Elektronies)	Beskikbaar by: Departement Finansiëledienste
Strategiese omgewingsbeplanning	Beskikbaar by: Departement Stadsontwikkeling
Bouplanne	Beskikbaar by: Departement Stadsontwikkeling
Rekords ten opsigte van die aanvaarding, vervanging of wysiging van 'n skema soos vervat in die Beplanning en Ontwikkelingswet 2008 (Wet 6 van 2008)	Beskikbaar by: Departement Stadsontwikkeling
Rekords met betrekking tot 'n voorstel om grond te onderverdeel of te konsolideer	Beskikbaar by: Departement Stadsontwikkeling
Rekords ten opsigte van 'n voorstel om grond te ontwikkel	Beskikbaar by: Departement Stadsontwikkeling
Rekords ten opsigte van 'n voorstel om 'n uitlegplan te verdeel of te kanselier	Beskikbaar by: Departement Stadsonwikkeling
Rekords ten opsigte van 'n voorstel om 'n beperking met betrekking tot grond te wysig, op te skort of te skrap	Beskikbaar by: Departement Stadsontwikkeling
Rekords ten opsigte van 'n voorstel om 'n munisipale pad of openbare plek permanent te sluit	Beskikbaar by: Departement Stadsontwikkeling
Rekords ten opsigte van toepassing	Beskikbaar :Departement Stadsontwikkeling
Rekords ten opsigte van appélle soos vervat in die Beplanning en Ontwikkelingswet 2008 (Wet 6 van 2008)	Beskikbaar :Departement Stadsontwikkeling
Rekords ten opsigte van provinsiale beplannings- en ontwikkelingsnorme en -standaarde	Beskikbaar by: Departement Stadsontwikkeling
Rekords ten opsigte van delegasies soos vervat in die Beplanning en Ontwikkelingswet 2008 (Wet 6 van 2008)	Beskikbaar by: Departement Stadsontwikkeling
Rekords van wysigings van grondgebruikskemas	Beskikbaar by: Departement Stadsontwikkeling
Agentskapsooreenkomste soos beskryf in artikel 157	Beskikbaar by: Departement Stadsontwikkeling
GRATIS BESKIKBAAR VOLGENS ARTIKEL 15(1)(a)(iii):	
Begroting en aansuiweringsbegroting	Beskikbaar op webblad www.umhlathuze,gov.za
Begrotingverwante beleide	Beskikbaar op webblad www.umhlathuze,gov.za
Prestasieooreenkomste	Beskikbaar op webblad www.umhlathuze,gov.za
Diensleweringooreenkomste	Beskikbaar op webblad www.umhlathuze,gov.za

Langtermyn leningskontrakte	Beskikbaar op webblad www.umhlathuze,gov.za
Kontrakte / inligting / openbare vennootskapooreenkomste soos voorgeskryf in artikel 75 van die Wet op Munisipale Finansiële Bestuur	Beskikbaar op webblad www.umhlathuze,gov.za
Geintegreerde Ontwikkelingsplan	Beskikbaar op webblad www.umhlathuze,gov.za
Bywette	Beskikbaar op webblad www.umhlathuze,gov.za
Verskei beleide dokuments van die Raad	Beskikbaar op webblad www.umhlathuze,gov.za
Inligting van Raadslede	Beskikbaar op webblad www.umhlathuze,gov.za
Demografie	Beskikbaar op webblad www.umhlathuze,gov.za
Padkaarte	Beskikbaar op webblad www.umhlathuze,gov.za
Geografieseinligtingstelsel	Beskikbaar op webblad www.umhlathuze.gov.za
Handleiding van die Wet op Bevordering van Toegang tot Inligting: Nr 2 van 2000	Beskikbaar op webblad www.umhlathuze,gov.za
Nuusbriewe/Jaarverslae	Beskikbaar op webblad www.umhlathuze,gov.za
Beleid/Statutêre Verslagdiening	Beskikbaar op webblad www.umhlathuze,gov.za
Tariewe	Beskikbaar op webblad www.umhlathuze,gov.za
Tenders/Publiekekennisgewings	Beskikbaar op webblad www.umhlathuze,gov.za
Toerisme Inligting	Beskikbaar op webblad www.umhlathuze,gov.za

Versoeke vir inligting kan per skrif , faks of elektronies gerig word aan:

Posaddress : **Die Inligtingsbeampte**
uMhlathuze Stad
Privaatsak X1004
RICHARDSBAAI
3900

Telefoonnommer: 035-907 5000
Faksnommer: 035-907 5444/5/6/7
eposadres: reg@umhlathuze.gov.za

Munisipale Kantore
Privaatsak X1004
RICHARDSBAAI
3900
MN...../2020

N. MTHETHWA
WAARNEMENDE MUNISIPALE BESTUURDER / INLIGTINGSBEAMPTE

CITY OF uMHLATHUZE

UYAZISWA UKUTHI UMQULU WEZOKUSEBENZA KANYE NOLWAZI OLUGCINWE IDOLOBHA uMHLATHUZE NGOKUHAMBISANA NOMTHETHO ONGUNOMBOLO 2 KA 2000 (WEZOKUNIKEZELWA KOLWAZI) USUBUYE WABUYEKEZWA, USUZOBIZWA NGESISHICILELO WESHUMI NAYE WOMQULU OKHOMBISA UKUTHI LOLULWAZI OLULANDELAYO SELUYATHOLAKALA NGAPHANDLE KOKUTHI KUZE KWENZIWE ISICELO NGOKULANDELA LOMTHETHO OSHIWO NGENHLA

ISIGABA 15(2) ISAZISO SOKUNIKEZELWA KOLWAZI (UMTHETHO UNGUNOMBOLO 2 KA 2000)UKUDALULA NGAPHANDLE KWEMPOQO KANYE NOKUTHOLAKALA KOLWAZI OLUGCINIWE

AMAGAMA AMADOKODO NGOKWAHLUKANA AKWAZI UKUTHOLAKALA NGOKWESIGABA 15(1)(b) SOMTHETHO WOKUFINYELELA KULWAZI KA 2000.	INDLELA YOKUFINYELELA KUMADOKODO (isibonelo. website) (ISIGABA 15(1)(b))
ANGAHLOLWA NGOKWESIGABA 15(1)(a)(i):	
AKHOKHELWAYO NGOKWESIGABA 15(1)(a)(ii):	
Ibalazwe (Kwezokuncebeleka)	Etafuleni likaMasipala lapho kutholakala khona ulwazi
ANGAGAYWA NGOKWESIGABA 15(1)(a)(ii):	
Isakhamuzi esikwazi ukufaka isicelo	Atholakala emnyangweni wezokuthuthukiswa kweDolobha nezomhlaba
Inoma imuphi umthetho osuka ezinqumeni zoMkhandlu (osephepheni)	Atholakala emnyangweni Wezokuphathwa kwemisebenzi kaMasipala
Inoma iyiphi inkokhiso ekhokhiswa uMkhandlu (osephepheni)	Atholakala emnyangweni Wezokuphathwa kwemisebenzi kaMasipala
Inoma iluphi uhlelo lwesikimu sokuhlela idolobha noma uhlelo lwentuthuko oluphethwe uMkhandlu	Atholakala emnyangweni wokuhlela nokuqinisekisa intuthuko
Ufinyelela kanjani emisebenzini elethwa uMkhandlu	Itholakala kuMasipala waseMhlathuze
Ulwazi ngokuhleleka kwezindawo	Itholakala emnyangweni wobuNjiniyela
Uhla lwemisebenzi (Ngokulandelana nangokwezinombolo)	Itholakala emnyangweni wobuNjiniyela
amaminithi ekomiti ingozi ukuphathwa komkhandlu	Atholakala emnyangweni wezokuthuthukiswa kweDolobha nezomhlaba
iphephabhuku eligcina imiqulu ebalulekile	Ehhovisini likamasipala menenja
Inhloso yenqalasizinda	Itholakala emnyangweni wobuNjiniyela
Imidwebo ethatthwe ngebhanoyi	Itholakala emnyangweni wobuNjiniyela
Olayini bemvelo ngaphezu kolwandle	Itholakala emnyangweni wobuNjiniyela
Amaminithi oMkhandlu neKomidi elikhulu	Itholakala emnyangweni weZokuphathwa kwemisebenzi kaMasipala
Ngomtapo wezincwadi onobuchwepheshe Amabhuku ayizinkomba Nemibiko	Itholakala emnyangweni wobuNjiniyela
Nokufayelwa kwezinhlelo (ngolwazi lwedolobha) Ngamaphepha agciniwe Ngezithombe ezincane ezisebenza kwikhomputha	Itholakala emnyangweni wobuNjiniyela
Nebalazwe (okusemaphepheni / emshinini kwikhomputha)	Itholakala emnyangweni wobuNjiniyela
Nezinhlelo ezibhaliswe emnyangweni wabahleli (okusemaphepheni/emshinini kwikhomputha)	Itholakala emnyangweni wobuNjiniyela

Uhlaka lonke lokuhlelwa kwedolobha (okusemaphepheni / emshinini kwikhomputha)	Itholakala emnyangweni wobuNjiniyela
Nebalazwe ngokwehlukana kwezindawo (okusemaphepheni / emshinini kwikhomputha)	Itholakala emnyangweni wobuNjiniyela
Izinhlelo zezindawo eziqashisile (okusemaphepheni/ emshinini)	Itholakala emnyangweni Wezokuphathwa kwemisebenzi kaMasipala
Uhlahlomali luhlanganisa nezimali ezibuyekeziwe (okusemaphepheni / emshinini)	Itholakala kuMgcimafa omkhulu
Ama-oda nezincwajana ezisalayo (okusemaphepheni)	Itholakala kuMgcinimafa omkhulu
Izimali ezitshaliwe nezibhalwe phansi (ibhukwana)	Itholakala kuMgcinimafa omkhulu
Izimali ezibolekiwe nezibhalwe phansi (ibhukwana)	Itholakala kuMgcinimafa omkhulu
Uhla lwezimpahla ezikhona (emshinini kwikhomputha)	Itholakala kuMgcinimafa omkhulu
Isaziso ngezimali (ibhukwana ngekhomputha)	Itholakala kuMgcinimafa omkhulu
Umlando ngezikweletu (ngekhomputha)	Itholakala kuMgcinimafa omkhulu
Ukubuyekeza ezocwaningo lwezemvelo	Atholakala kuMqondisi emnyangweni wokuhlela nokuqinisekisa intuthuko
Amapulani okwakha	Atholakala eMnyangweni weZokuthuthukiswa kweDolobha
Amarekodi aphathelene nokwemukelwa, ukufaka noma ukuchitshiyelwa kohlelo njengoba kutholakala eMthethweni ongunombolo 6 ka 2008 wokuHlela nokuThuthukisa.	Atholakala eMnyangweni weZokuthuthukiswa kweDolobha
Amarekodi aphathelene nokuhlelwa nokuhlukaniswa iziqephu noma ukuhlanganiswa komhlaba	Atholakala eMnyangweni weZokuthuthukiswa kweDolobha
Amarekodi aphathelene nokuhlelwa kokuthuthukiswa komhlaba okuhlongozwayo njengoba kutholakala eMthethweni ongunombolo 6 ka 2008 wokuHlela nokuThuthukisa	Atholakala eMnyangweni weZokuthuthukiswa kweDolobha
Amarekodi aphathelene nokuhlelwa ukuhlukaniswa phakathi noma ukusulwa kwepulani.	Atholakala eMnyangweni weZokuthuthukiswa kweDolobha
Amarekodi aphathelene nokuhlelwa kokulungiswa, ukumiswa noma ukususwa kwezithiyo eziphathelene nohlelo lokwakha.	Atholakala eMnyangweni weZokuthuthukiswa kweDolobha nezomhlaba
Amarekodi aphathelene nokuhlelwa kokuvalwa unomphela komgwaqo kamasipala noma kwendawo yomphakathi	Atholakala eMnyangweni weZokuthuthukiswa kweDolobha nezomhlaba
Amarekodi aphathelene nokuqhutshwa komthetho njengoba kutholakala eMthethweni ongunombolo 6 ka 2008 wokuHlela nokuThuthukisa.	Atholakala eMnyangweni weZokuthuthukiswa kweDolobha nezomhlaba
Amarekodi aphathelene nezikhalazo njengoba kutholakala eMthethweni ongunombolo 6 ka 2008 wokuHlela nokuThuthukisa	Atholakala eMnyangweni weZokuthuthukiswa kweDolobha nezomhlaba
Amarekodi aphathelene nokuhlelwa kwesifundazwe kanye nokuthuthukiswa kwezinkambiso kanye nemigomo	Atholakala eMnyangweni weZokuthuthukiswa kweDolobha nezomhlaba
Amarekodi amayelana nokunikezelwa amandla njengoba kutholakala eMthethweni ongunombolo 6 ka 2008 wokuHlela nokuThuthukisa	Atholakala eMnyangweni weZokuthuthukiswa kweDolobha nezomhlaba

Amarekhodi aguquliwe amayelana nokusetshenziswa komhlaba	**Atholakala eMnyangweni weZokuthuthukiswa kweDolobha nezomhlaba**
nesivumelwano se-ejenti njengokulandisa kwesigaba 157(1).	**Atholakala eMnyangweni weZokuthuthukiswa kweDolobha nezomhlaba**
ITHOLAKALA MAHALA NGOKUKA SECT 15(1)(a)(iii):	
Uhlahlomali	**Itholakala kwi-website www.umhlathuze,gov.za**
Uhlelo olubhekeklele ukuthuthukiswa komphakathi	**Itholakala kwi-website www.umhlathuze,gov.za**
Imithetho kaMasipala	**Itholakala kwi-website www.umhlathuze,gov.za**
Imininingwane yamakhansela	**Itholakala kwi-website www.umhlathuze,gov.za**
Abantu	**Itholakala kwi-website www.umhlathuze,gov.za**
Izinqubo mgomo ezahlukene ngokuphathwa komkhandlu	**Itholakala kwi-website www.umhlathuze,gov.za**
Ibalazwe elikhombisa imizila	**Itholakala kwi-website www.umhlathuze,gov.za**
Geographic Information System	**Itholakala kwi-website www.umhlathuze,gov.za**
Ibhukwana gokomthetho wokugqugquzela ukufinyelela elwazini	**Itholakala kwi-website www.umhlathuze,gov.za nasemahhovisi kaMasipala.**
Amabhukwana ezindaba/Umbiko wonyaka	**Itholakala kwi-website www.umhlathuze,gov.za**
Imigomo/Ukwaziswa	**Itholakala kwi-website www.umhlathuze,gov.za**
Izinkokhelo	**Itholakala kwi-website www.umhlathuze,gov.za**
Amathenda / izaziso zomphakathi	**Itholakala kwi-website www.umhlathuze,gov.za**
Ulwazi ngezokuncebeleka	**Itholakala kwi-website www.umhlathuze,gov.za**

Uma udinga iminimimgwana ungasibhalela noma usithinte kule zizinombolo ezingezansi:

Ikheli: **Isikhulu Solwazi**
Idolobha Mhlathuze
Private Bay X1004
RICHARDS BAY
3900

Inombolo yocingo: **035-907 5000**
Isikhahlamenzi:035-907 5444/5/6/7
email address:reg@umhlathuze.gov.za

Amahhovisi kaMasipala
Private Bag X1004
RICHARDS BAY
3900
MN /2020

N. MTHETHWA
IBAMBA LIKAMASIPALA /KWESIKHULU SOLWAZI

DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT

NOTICE 600 OF 2020

PROMOTION OF ACCESS TO INFORMATION ACT, 2000

DESCRIPTION SUBMITTED IN TERMS OF SECTION 15(1)

I, Ronald Lamola, Minister of Justice and Correctional Services, hereby publish under section 15(2) of the Promotion of Access to Information Act, 2000 (Act No. 2 of 2000), the descriptions submitted to me in terms of section 15(1) of the said Act by the –

SWARTLAND MUNICIPALITY

As set out in the Schedule

MR RONALD LAMOLA, MP
MINISTER FOR JUSTICE AND CORRECTIONAL SERVICES

FROM D

AUTOMATICALLY AVAILABLE RECORDS AND ACCESS TO SUCH RECORDS:
(Section 15 of the Promotion of Access to Information Act 2000 (Act No. 2 of 2000))
[Regulation 5A]

DESCRIPTION OF CATEGORY OF RECORDS AUTOMATICALLY AVAILABLE IN TERMS OF SECTION 15(1)(a) OF THE PROMOTION OF ACCESS TO INFORMATION ACT, 2000	MANNER OF ACCESS TO RECORDS (e.g. website) (SECTION 15(1)(a))
FOR INSPECTION IN TERMS OF SECTION 15(1)(a)(i):	
1. Business details Name, locality, address, telephone numbers, contact persons, hours of business, etc. of all council offices, facilities and amenities	Director: Corporate Services Swartland Municipality Private Bag X52, Malmesbury, 7299 swartlandmun@swartland.org.za
2. Councillors (Including the executive mayor, executive deputy mayor, speaker and office bearers) Information regarding each councillor's – • name, address, telephone numbers • ward/proportional, political party and election details • position in council, e.g. committee membership, whether full-time or part-time • representation on outside bodies	Manager: Secretariat and Records Services Swartland Municipality Private Bag X52, Malmesbury, 7299 swartlandmun@swartland.org.za
3. Agendas and minutes Agendas and minutes of all meetings of council, its structures and formal staff meetings and those of its predecessors, excluding minutes and agendas which have been marked "confidential/in-committee"	Manager: Secretariat and Records Services Swartland Municipality Private Bag X52, Malmesbury, 7299 swartlandmun@swartland.org.za
4. Structures (Including council, executive committee, ward committees and other committees) • composition, names of members, office bearers, political membership • date, time and venue of meetings • functional areas	Manager: Secretariat and Records Services Swartland Municipality Private Bag X52, Malmesbury, 7299 swartlandmun@swartland.org.za
5. Delegations Delegations to – • political office bearers • councillors • members of staff • structures (executive mayoral committee, committees, etc.) Authority granted to – • conclude contracts • sign legal documents, etc. Decisions by any political office bearer, councillor or staff member in terms of a power or duty delegated or sub-delegated	Director: Corporate Services Swartland Municipality Private Bag X52, Malmesbury, 7299 swartlandmun@swartland.org.za
6. Municipal legislation, by-laws and policies All documents in this regard	Manager: Secretariat and Records Services Swartland Municipality Private Bag X52, Malmesbury, 7299 swartlandmun@swartland.org.za

7. Budget Budget, Service Delivery and Budget Implementation Plan (SDBIP), Annual Report and Integrated Development Plan (IDP) as approved by Council	Director: Financial Services Snr Manager: Strategic Services Swartland Municipality Private Bag X52, Malmesbury, 7299 swartlandmun@swartland.org.za On website at www.swartland.org.za
8. Financial records • annual financial statements • quarterly statements • monthly statements • arrears (excluding personal details)	Director: Financial Services Swartland Municipality Private Bag X52, Malmesbury, 7299 swartlandmun@swartland.org.za On website at www.swartland.org.za
9. Tariffs, fees, surcharges, etc. All tariffs, fees, surcharges, etc. approved by the council for the current or any previous financial year	Director: Financial Services Swartland Municipality Private Bag X52, Malmesbury, 7299 swartlandmun@swartland.org.za On website at www.swartland.org.za
10. Registers Registers regarding – • assets (movable or immovable) • agreements • contractors, service providers • tenders awarded	Manager: Supply Chain Management Swartland Municipality Private Bag X52, Malmesbury, 7299 swartlandmun@swartland.org.za
11. Statistics (Excluding personal details of individuals) • statistics kept for departmental use in the format in which it is available • statistics in the format as required by legislation	Manager: Secretariat and Records Services Swartland Municipality Private Bag X52, Malmesbury, 7299 swartlandmun@swartland.org.za
12. Research/Publications Information regarding research by or on behalf of the municipality, on condition that such research results have been presented to council or any of its structures and no copyright is held by persons or bodies not connected with the municipality	Manager: Secretariat and Records Services Swartland Municipality Private Bag X52, Malmesbury, 7299 swartlandmun@swartland.org.za
13. Planning • Spatial Development Framework • individual zonings and conditions • register of approved departures and consent uses	Snr Manager: Building Environment Swartland Municipality Private Bag X52, Malmesbury, 7299 swartlandmun@swartland.org.za
14. Land • single records only of owners of land (only erf numbers)	Clerk: Property Rates Swartland Municipality Private Bag X52, Malmesbury, 7299 swartlandmun@swartland.org.za
15. Organisational structure • organogram • staff structure	Snr Manager: Human Resources Swartland Municipality Private Bag X52, Malmesbury, 7299 swartlandmun@swartland.org.za On website at www.swartland.org.za
FOR PURCHASING (COPYING) IN TERMS OF SECTION 15(1)(a)(ii):	
As applicable on section 15(1)(a)(i) above	Request a copy from – The Deputy Information Officer, Ms Nicolette Brand Swartland Municipality Private Bag X52, Malmesbury, 7299 Tel no: 022-487 9400 swartlandmun@swartland.org.za

AVAILABLE FREE OF CHARGE IN TERMS OF SECTION 15(1)(a)(iii):	
1. Business details Name, locality, address, telephone numbers, contact persons, hours of business, etc. of all council offices, depots, installations, facilities and amenities	Request a copy from – The Deputy Information Officer, Ms Nicolette Brand Swartland Municipality Private Bag X52, Malmesbury, 7299 Tel no: 022-487 9400 swartlandmun@swartland.org.za
2. Councillors (Including the executive mayor, executive deputy mayor, speaker and office bearers) Information regarding each councillor's – • name, address, telephone numbers • ward/proportional, political party and election details • position in council, e.g. committee membership, whether full-time or part-time • representation on outside bodies	
3. Structures (Including council, executive committee, ward committees and other committees) • composition, names of members, office bearers, political membership • time and venue of meetings • functional areas	
4. Budget Budget, Service Delivery and Budget Implementation Plan (SDBIP), Annual Report and Integrated Development Plan (IDP) as approved by Council	On website at www.swartland.org.za
5. Tariffs, fees, surcharges, etc. All tariffs, fees, surcharges, etc. approved by the council for the current or any previous financial year	On website at www.swartland.org.za
6. Financial records • annual financial statements • quarterly statements • monthly statements	On website at www.swartland.org.za
6. By-laws and Financial policies All documents in this regard	On website at www.swartland.org.za

PARLIAMENT OF THE REPUBLIC OF SOUTH AFRICA

NOTICE 601 OF 2020

DR PIETER GROENEWALD, MP

NOTICE OF INTENTION TO INTRODUCE THE DISASTER MANAGEMENT AMENDMENT BILL, 2020, A PRIVATE MEMBER'S BILL, INTO PARLIAMENT AND INVITATION FOR PUBLIC COMMENT THEREON

Dr Pieter Groenewald, MP acting in accordance with section 73(2) of the Constitution of the Republic of South Africa, 1996, intends to introduce a private member's bill, namely the Disaster Management Amendment Bill, 2020 ("draft Bill"), into Parliament.

A copy of the draft Bill and a memorandum setting out its objectives are included in the Schedule to this Notice in accordance with Rule 276(1)*(c)* of the Rules of the National Assembly (9th Edition) read with section 154(2) of the Constitution of the Republic of South Africa, 1996.

Organised local government, municipalities and interested parties are invited to submit written representations on the proposed content of the draft Bill to the Speaker of the National Assembly within 30 days of the publication of this notice. Representations can be delivered to the Speaker, New Assembly Building, Parliament Street, Cape Town; mailed to Speaker, P O Box 15 Cape Town 8000, or emailed to speaker@parliament.gov.za and copied to pjgr@vodamail.co.za.

SCHEDULE

DRAFT BILL

DISASTER MANAGEMENT AMENDMENT BILL

(*As introduced in the National Assembly (proposed section 76);*
prior notice of its introduction together with a draft Bill published in Government Gazette No. ? of ?)
(*The English text is the official text of the Bill*)

(DR. P GROENEWALD, MP)

CONTINUES ON PAGE 514 - PART 5



Government Gazette
Staatskoerant

REPUBLIC OF SOUTH AFRICA
REPUBLIEK VAN SUID AFRIKA

Vol. 664 23 October Oktober 2020 No. 43834

PART 5 OF 5

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 1682-5843

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GENERAL EXPLANATORY NOTE:

[ ] Words in bold type in square brackets indicate omissions from existing enactments.

_____ Words underlined with a solid line indicate insertions in existing enactments.

BILL

To amend the Disaster Management Act, 2002, so as to amend the duration of a state of disaster; to provide that any action taken as a result of a declaration of a state of disaster is only effective prospectively; to further provide that only the National Assembly, provincial legislature or council of a municipality may resolve to extend a national, provincial or local state of disaster respectively, and to provide for the duration of the extension; to further provide for the requisite majorities required in the National Assembly, provincial legislature and council of a municipality in order to extend a national, provincial or local state of disaster respectively; to provide that a resolution to extend a national, provincial or local state of disaster as the case may be, may only be adopted after a public debate in the respective legislatures; to provide for oversight by the National Assembly and provincial legislature over a national or provincial state of disaster respectively; to amend the provisions dealing with the lapsing of a national, provincial or local state of disaster and the termination of the regulations and by-laws made in terms of it as the case may be; and to provide for matters connected therewith.

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

Amendment of section 27 of Act 57 of 2002

1. Section 27 of the Disaster Management Act, 2002 (hereinafter referred to as the "principal Act") is hereby amended—

(a) by the substitution for subsection (5) of the following subsection:

"(5) A national state of disaster that has been declared in terms of subsection (1), and any other action taken in consequence of that declaration, may be effective only—

[(*a*) lapses three months after it has been declared;

(*b*) may be terminated by the Minister by notice in the *Gazette* before it lapses in terms of paragraph *(a)*; and

(*c*) may be extended by the Minister by notice in the *Gazette* for one month at a time before it lapses in terms of paragraph *(a)* or the existing extension is due to expire]

(a) prospectively; and

(b) for no more than 21 days from the date of the declaration, unless the National Assembly resolves to extend the national state of disaster.”; and

(b) by the addition of the following subsections:

“(6) The Minister may terminate a national state of disaster by notice in the *Gazette* before it lapses as contemplated in subsection (5)*(b)*.

(7) (*a*) The National Assembly may extend a national state of disaster for no more than three months at a time.
(*b*) The first extension of the national state of disaster must be by a resolution adopted with a supporting vote of a majority of the members of the National Assembly.
(*c*) Any subsequent extension must be by a resolution adopted with a supporting vote of at least 60 per cent of the members of the National Assembly.
(*d*) The National Assembly may only adopt a resolution in terms of this subsection following a public debate in the National Assembly.

(8) The Minister must table a copy of the notice declaring a national state of disaster and a copy of any regulation made or direction issued in terms of subsection (2) in the National Assembly as soon as possible after the publication thereof.

(9) The National Assembly may—
(a) disapprove of any such regulation or direction, or of any provision thereof; or
(b) make any recommendation to the Minister in connection with any such notice, regulation or direction, or any provision thereof.”.

Insertion of section 27A in Act 57 of 2002

2. The following section is hereby inserted in the principal Act after section 27:

“**Lapsing of national state of disaster regulations**

27A. (1) Any regulation made or direction issued in terms of section 27(2), or any provision thereof, ceases to be of force and effect as from the date on which—
(a) the declaration of that national state of disaster lapses as contemplated in section 27(5)*(b)*; or
(b) the National Assembly resolves under section 27(9)*(a)* to disapprove of any such regulation or direction, or provision thereof, to the extent to which it is so disapproved,
whichever is the earlier date.

(2) The provisions of subsection (1) may not derogate from—
(a) the validity of anything done in terms of any such regulation or direction, or of any provision thereof up to the date upon which it so ceased to be of force and effect; or
(b) any right, privilege, obligation or liability acquired, accrued or incurred, as at the date contemplated in paragraph *(a)*, under and by virtue of any such regulation or direction, or of any provision thereof.”.

Amendment of section 41 of Act 57 of 2002

3. Section 41 of the principal Act is hereby amended—

(a) by the substitution for subsection (5) of the following subsection:

"(5) A provincial state of disaster that has been declared in terms of subsection (1), and any other action taken in consequence of that declaration, may be effective only—

[(*a*) lapses three months after it has been declared;

(*b*) may be terminated by the Premier by notice in the provincial gazette before it lapses in terms of paragraph (*a*); and

(*c*) may be extended by the Premier by notice in the provincial gazette for one month at a time before it lapses in terms of paragraph (*a*) or the existing extension is due to expire]

(a) prospectively; and

(b) for no more than 21 days from the date of the declaration, unless a provincial legislature resolves to extend the provincial state of disaster."; and

(b) by the addition of the following subsections:

"(6) The Premier may terminate a provincial state of disaster by notice in the provincial gazette before it lapses as contemplated in subsection (5)*(b)*.

(7) (*a*) The provincial legislature may extend a declaration of a provincial state of disaster for no more than three months at a time.

(*b*) The first extension of the provincial state of disaster must be by a resolution adopted with a supporting vote of a majority of the members of the provincial legislature.

(c) Any subsequent extension must be by a resolution adopted with a supporting vote of at least 60 per cent of the members of the provincial legislature.

(*d*) A provincial legislature may only adopt a resolution in terms of this subsection following a public debate in that legislature.

(8) The Premier must table a copy of the notice declaring a provincial state of disaster and a copy of any regulation or direction made in terms of subsection (2) in the provincial legislature as soon as possible after the publication thereof.

(9) The provincial legislature may—

(a) disapprove of any such regulation or direction, or of any provision thereof; or

(b) make any recommendation to the Premier in connection with any such notice, regulation or direction, or of any provision thereof.".

Insertion of section 41A in Act 57 of 2002

4. The following section is hereby inserted in the principal Act after section 41:

"**Lapsing of provincial state of disaster regulations**

41A. (1) Any regulation made or direction issued in terms of section 41(2), or any provision thereof, ceases to be of force and effect as from the date on which —

(a) the declaration of that provincial state of disaster lapses as contemplated in section 41(5)*(b)*; or

(b) the provincial legislature resolves under section 41(9)*(a)* to disapprove of any such regulation or direction, or of any provision thereof, to the extent to which it is so disapproved,

whichever is the earlier date.

(2) The provisions of subsection (1) may not derogate from—

(a) the validity of anything done in terms of any such regulation or direction, or of any provision thereof up to the date upon which it so ceased to be of force and effect; or

(b) any right, privilege, obligation or liability acquired, accrued or incurred, as at the date contemplated in paragraph *(a)*, under and by virtue of any such regulation or direction, or of any provision thereof.".

Amendment of section 55 of Act 57 of 2002

5. Section 55 of the principal Act is hereby amended—

(a) by the substitution for subsection (5) of the following subsection:

"(5) A **[municipal]** local state of disaster that has been declared in terms of subsection (1), and any other action taken in consequence of that declaration, may be effective only—

[(*a*) lapses three months after it has been declared;

(*b*) may be terminated by the council by notice in the provincial gazette before it lapses in terms of paragraph (*a*); and

(*c*) may be extended by the council by notice in the provincial gazette for one month at a time before it lapses in terms of paragraph (*a*) or the existing extension is due to expire]

(a) prospectively; and

(b) for no more than 21 days from the date of the declaration, unless council resolves to extend the local state of disaster."; and

(b) by the addition of the following subsections:

"(6) The council may terminate a local state of disaster by notice in the provincial gazette before it lapses as contemplated in subsection (5)*(b)*.

(7) (*a*) The council may extend a declaration of a local state of disaster for no more than three months at a time.

(*b*) The first extension of the local state of disaster must be by a resolution adopted with a supporting vote of a majority of the members of the council.

(*c*) Any subsequent extension must be by a resolution adopted with a supporting vote of at least 60 per cent of the members of the council.

(*d*) The council may only adopt a resolution in terms of this subsection following a public debate in that council.".

Insertion of section 55A in Act 57 of 2002

6. The following section is hereby inserted in the principal Act after section 55:

"**Lapsing of local state of disaster by-laws**

55A. (1) Any by-law made or direction issued in terms of section 55(2), or any provision thereof, ceases to be of force and effect as from the date on which the declaration of that local state of emergency lapses as contemplated in section 55(5)*(b)*.

(2) The provisions of subsection (1) may not derogate from—

(a) the validity of anything done in terms of any such by-law or direction, or of any provision thereof up to the date upon which it so ceased to be of force and effect; or

(b) any right, privilege, obligation or liability acquired, accrued or incurred, as at the date contemplated in paragraph *(a)*, under and by virtue of any such by-law or direction, or of any provision thereof.".

Short title

7. This Act is called the Disaster Management Amendment Act, 2020.

MEMORANDUM ON THE OBJECTS OF THE DISASTER MANAGEMENT AMENDMENT BILL, 2020

1. INTRODUCTION

On 30 January 2020, the Director-General of the World Health Organisation ("the WHO") declared the novel coronavirus (COVID-19) outbreak a public health emergency of international concern, which is the WHO's highest level of alarm. Following this announcement, the Minister responsible for cooperative government and traditional affairs declared a national state of disaster in terms of section 27 of the Disaster Management Act, 2002 (Act No. 57 of 2002) ("The Disaster Management Act"). Various sets of regulations were also published following the declaration of the national state of disaster, which imposed a national lockdown.

The national state of disaster as well as the accompanying regulations had severe consequences and a negative impact on the lives of every citizen in South Africa. Citizens' basic human rights were restricted and certain behaviours and actions were prohibited. The economic consequences were disastrous and millions of people lost their jobs.

The Disaster Management Act does not currently provide adequate legislative accountability and oversight over the regulations published in terms of it, the duration of a state of disaster, nor in respect of the extension of a state of disaster.

In a constitutional democracy, any legislation, which has such severe consequences and which impacts all the citizens and their human rights should be subject to more legislative accountability and oversight.

2. OBJECTS OF THE BILL

The purpose of the Bill is to amend the Disaster Management Act, 2002 (Act No. 57 of 2002) in order to amend the duration of a state of disaster. The Bill further seeks to provide that only the National Assembly, provincial legislature or municipal council may resolve to extend a declaration of a national, provincial or local state of disaster respectively and for how long. The Bill also provides for the requisite majorities required in the National Assembly, provincial legislature and municipal council in order to extend a national, provincial or local state of disaster respectively. The Bill further provides that a resolution to extend a national, provincial or local state of disaster may only be adopted after a public debate. The Bill finally seeks to provide for oversight by the National Assembly over a national state of disaster, and oversight a by provincial legislature over a provincial state of disaster.

3. CONTENTS OF THE BILL

3.1 Clause 1 amends section 27 of the Act by the substitution for subsection (5) of a new subsection (5) as well as the addition of four further subsections. The clause now provides *inter alia* that a national state of disaster may be effective only prospectively and for no more than 21 days, unless the National Assembly resolves otherwise. It also provides that a Minister may terminate a national state of disaster before it lapses. It further provides that a copy of the notice declaring a national state of disaster must be tabled in the National Assembly. The clause also provides that the National Assembly may disapprove of any regulations or directions made under such a declaration or may make recommendations to the Minister pertaining to such regulations and directions.

3.2 Clause 2 inserts clause 27A into the Act. This clause provides for the lapsing of a national state of disaster. The clause further regulates the validity of anything done under or by virtue of any

regulation or direction from the time of the declaration of the national state of disaster to the time it lapses.

3.3 Clause 3 amends section 41 to provide *inter alia* that a provincial state of disaster may be effective only prospectively and for no more than 21 days, unless a provincial legislature resolves otherwise. It also provides that a Premier may terminate a national state of disaster before it lapses. It further provides that a copy of the notice declaring a national state of disaster must be tabled in a provincial legislature. The clause also provides that a provincial legislature may disapprove of any regulations or directions made under such a declaration or may make recommendations to the Premier pertaining to such regulations and directions.

3.4 Clause 4 inserts clause 41A into the Act. This clause provides for the lapsing of a provincial state of disaster. The clause further regulates the validity of anything done under or by virtue of any regulation or direction during the time from the declaration of the provincial state of disaster until the time it lapses.

3.5 Clause 5 amends section 55 to provide that a local state of disaster may be effective only prospectively and for no more than 21 days, unless a municipal council resolves to extend it. It also provides that a council may terminate a national state of disaster before it lapses The clause further sets out how a council may extend a local state of disaster.

3.6 Clause 6 inserts clause 55A into the Act. This clause provides for the lapsing of a local state of disaster. The clause further regulates the validity of anything done under or by virtue of any by-law or direction during the time from the declaration of the local state of disaster until the time it lapses.

3.7 Clause 7 contains the short title.

4. FINANCIAL IMPLICATIONS FOR THE STATE

There will be no financial implications for the state.

5. DEPARTMENTS, BODIES OR PERSONS CONSULTED

None

6. PARLIAMENTARY PROCEDURE

6.1 The Member proposes that the Bill must be dealt with in accordance with the procedure established by section 76(3) of the Constitution, as its provisions in a substantial manner deal with "disaster management", a functional area of concurrent national and provincial legislative competence listed under Schedule 4 to the Constitution.

6.2. The Member is of the opinion that it is not necessary to refer this Bill to the National House of Traditional Leaders in terms of section 18(1)(*a*) of the Traditional Leadership and Governance Framework Act, 2003 (Act No. 41 of 2003), since it does not contain provisions pertaining to customary law or customs of traditional communities.

DEPARTMENT OF TRADE, INDUSTRY AND COMPETITION

NOTICE 602 OF 2020

INTERNATIONAL TRADE ADMINISTRATION COMMISSION

CUSTOMS TARIFF APPLICATIONS

LIST 09/2020

The International Trade Administration Commission (herein after referred to as ITAC or the Commission) has received the following application concerning the Customs Tariff. Any objection to or comment on this representation should be submitted to the Chief Commissioner, ITAC, Private Bag X753, Pretoria, 0001. Attention is drawn to the fact that the rate of duty mentioned in this application is that requested by the applicant and that the Commission may, depending on its findings, recommend a lower or higher rate of duty.

CONFIDENTIAL INFORMATION

The submission of confidential information to the Commission in connection with customs tariff applications is governed by section 3 of the Tariff Investigations Regulations, which regulations can be found on ITAC's website at http://www.itac.org.za/documents/R.397.pdf.
These regulations require that if any information is considered to be confidential, then a non-confidential version of the information must be submitted, simultaneously with the confidential version. In submitting a non-confidential version the regulations are strictly applicable and require parties to indicate:

- *Each instance where confidential information has been omitted and the reasons for confidentiality;*
- *A summary of the confidential information which permits other interested parties a reasonable understanding of the substance of the confidential information; and*
- *In exceptional cases, where information is not susceptible to summary, reasons must be submitted to this effect.*

This rule applies to all parties and to all correspondence with and submissions to the Commission, which unless clearly indicated to be confidential, will be made available to other interested parties.

The Commission will disregard any information indicated to be confidential that is not accompanied by a proper non-confidential summary or the aforementioned reasons.
If a party considers that any document of another party, on which that party is submitting representations, does not comply with the above rules and that such deficiency affects that party's ability to make meaningful representations, the details of the deficiency and the reasons why that party's rights are so affected must be submitted to the commission in writing forthwith (and at the latest 14 days prior to the date on which that party's submission is due).
Failure to do so timeously will seriously hamper the proper administration of the investigation, and such party will not be able to subsequently claim an inability to make meaningful representations on the basis of the failure of such other party to meet the requirements.

1. INCREASE IN THE RATE OF CUSTOMS DUTY ON:

"*Certain bars and rods of iron or steel, whether or not alloyed, not further worked than cold-formed or cold-finished ("Bright bars"), classifiable under tariff subheadings 7215.10, 7215.50, and 7228.50, from free of duty to 10% ad valorem*"

APPLICANT:
Macsteel Services Centres SA (Pty) Ltd
7 Brook Road
Lilianton
Boksburg
Gauteng
1459

Enquiries: ITAC Ref: **04/2020**, Enquiries: Ms. Mukeliwe Manyoni, Mr. Njabulo Mahlalela and Ms. Lufuno Maliaga. They can be contacted at telephone numbers 012 394 3676/3684/3835 or alternately by e-mail at mmanyoni@itac.org.za/ nmahlalela@itac.org.za/ lmaliaga@itac.org.za.

REASONS FOR THE APPLICATION:

As motivation for the application, the applicant cited, *inter alia*, the following:

- Prior to 2008, there were about five (5) manufacturers of bright bar products supplying the domestic market and export markets. This number has since reduced to only three (3) manufacturers due to increased import pressure, particularly from Asian imports;

- While the applicant's production volumes of bright bar were on an upward trend prior to 2013, volumes have since plummeted to unsustainable levels in recent years, almost dropping by 50%;

- From 2014, the applicant's annual production volumes of bright bar declined sharply, year-on-year, despite the closure of a second domestic manufacturer of bright bar products in 2015;

- Imported bright bar products from Asia, for example, are cheaper than the local raw material cost; and

- Duty protection on the subject product will protect the bright bar industry against job losses and will ensure the future sustainability of domestic manufacturers.

PUBLICATION PERIOD:
Written representations must be submitted within **four (4) weeks** of the date of this notice.

2. CREATION OF A TEMPORARY REBATE PROVISION ON ORDINARY CUSTOMS DUTIES AND SAFEGUARD CUSTOMS DUTIES APPLICABLE TO:

"Flat-rolled products of iron or non-alloy steel, of a width of 600 mm or more, in coils, not further worked that hot-rolled, pickled, of a thickness of less than 3 mm, for use in the automotive industry, in such quantities, at such times and subject to such conditions as the International Trade Administration Commission may allow by specific permit, provided the products are not available in the SACU market."

APPLICANT:

Aveng Trident Steel, a division of Aveng Africa (Pty) Ltd.

P.O. Box 124054

Alrode

1451

Enquiries: ITAC Ref: 30/2019. Enquires Mr T. Sejamoholo and Mr C. Greyling.

Tel: 012 394 1605/3690 and/or e-mail: tsejamoholo@itac.org.za/cgreyling@itac.org.za

REASONS FOR THE APPLICATION:

As motivation for the application, the applicant cited, *inter alia*, the following:

- The subject products are currently not manufactured in the SACU region; and
- The duties have an unnecessary cost-raising effect to downstream users in the automotive industry.

PUBLICATION PERIOD:

Written representations must be submitted within four (4) weeks of the date of this notice.

DEPARTMENT OF TRADE, INDUSTRY AND COMPETITION

NOTICE 603 OF 2020

INTERNATIONAL TRADE ADMINISTRATION COMMISSION

NOTICE OF INITIATION OF A SUNSET REVIEW OF THE ANTI-DUMPING DUTIES ON FRESH OR CHILLED GARLIC ORIGINATING IN OR IMPORTED FROM THE PEOPLE'S REPUBLIC OF CHINA

In accordance with the provisions in Article 53.1 of the Anti-Dumping Regulations, any definitive anti-dumping duty shall be terminated on a date not later than five years from its imposition, unless the authorities determine, in a review initiated before that date on their own initiative or upon a duly substantiated request made by or on behalf of the domestic industry within a reasonable period of time prior to that date, that the expiry of the duty would be likely to lead to continuation or recurrence of dumping and material injury.

On 24 May 2019, the International Trade Administration Commission of South Africa (the Commission) notified the interested parties through Notice No. 284 of 2019 in Government Gazette No. 42474 that unless a substantiated request is made by the SACU industry, indicating that the expiry of the anti-dumping duties on fresh or chilled garlic originating in or imported from the People's Republic of China would likely lead to the continuation or recurrence of dumping and material injury. The relevant anti-dumping duties on fresh or chilled garlic originating in or imported from the People's Republic of China will expire on 29 October 2020.

A detailed response to the Commission's sunset review questionnaire was received from South African Garlic Growers Association (SAGGA) on 05 June 2020.

THE APPLICANT

The application was lodged by South African Garlic Growers Association (SAGGA). SAGGA represents 100% of SACU industry production volume of the subject product.

THE PRODUCT

The product allegedly being dumped is fresh or chilled garlic, classifiable under tariff subheadings 0703.20 “garlic” and 0712.90.90 “other” originating in or imported from the People’s Republic of China.

THE ALLEGATION OF THE CONTINUATION AND/OR RECURENCE OF DUMPING

The allegation of continuation and/or recurrence of dumping is based on the comparison between the normal value and the export price.

Normal value

The applicant determined the normal value based on the wholesale price per kilogram in the People’s Republic of China as obtained from open market source publications as sourced from two websites freshplaza.com and www.producereport.com.

Export price

The applicant used the import statistics obtained from the South African Revenue Services (SARS) to determine the export price for the PRC.

On this basis, the Commission found that there was *prima facie* proof indicating that the expiry of the anti-dumping duties would likely lead to the continuation and/or recurrence of dumping of the subject product originating in or imported from the PRC.

THE ALLEGATION OF CONTINUATION AND/OR RECURRENCE OF MATERIAL INJURY

The applicant alleged and submitted *prima facie* evidence to indicate that the expiry of the anti-dumping duties would likely lead to continuation and/or recurrence of material injury in the form of price undercutting, price depression and price suppression. The applicant information further indicated that it would experience a decline in sales volume and value, productivity, market share, profits, net cashflow, growth, return on net assets and increased inventory volume and value.

On this basis, the Commission found that there was *prima facie* proof indicating that the expiry of the anti-dumping duties would likely lead to the continuation and/or recurrence of material injury.

PERIOD OF INVESTIGATION

The period of investigation for dumping is from 01 March 2019 to 29 February 2020. The period of investigation for injury is from 01 March 2017 to 29 February 2020 and estimates should the anti-dumping duties be removed**.**

PROCEDURAL FRAMEWORK

Having decided that there is sufficient evidence and a *prima facie* case to justify the initiation of a sunset review investigation, the Commission has begun an investigation in terms of section 16 of the International Trade Administration Act, 2002 (the ITA Act). The Commission will conduct its investigation in accordance with the relevant sections of the ITA Act, and the Anti-Dumping Regulations of the International Trade Administration Commission of South Africa (ADR) giving due regard to the World Trade Organisation Agreement on Implementation of Article VI of the GATT 1994 (the Anti-Dumping Agreement). Both the ITA Act and the ADR are available on the Commission's website (www.itac.org.za) or from the Trade Remedies section, on request.

In order to obtain the information it deems necessary for its investigation, the Commission will send non-confidential versions of the application and questionnaires to all known importers and exporters, and known representative associations. The trade representative of the exporting country has also been notified. Importers and other interested parties are invited to contact the Commission as soon as possible in order to determine whether they have been listed and were furnished with the relevant documentation. If not, they should immediately ensure that they are sent the necessary documents. The questionnaire has to be completed and any other representations must be made within the time limit set out below.

CONFIDENTIAL INFORMATION

Please note that if any information is considered to be confidential then a non-confidential version of the information must be submitted for the public file, simultaneously with the confidential version. In submitting a non-confidential version the following rules are strictly applicable and parties must indicate:

- where confidential information has been omitted and the nature of such information;
- reasons for such confidentiality;
- a summary of the confidential information which permits a reasonable understanding of the substance of the confidential information; and
- in exceptional cases, where information is not susceptible to summary, reasons must be submitted to this effect.

This rule applies to all parties and to all correspondence with and submissions to the Commission, which unless indicated to be confidential and filed together with a non-confidential version, will be placed on the public file and be made available to other interested parties.

If a party considers that any document of another party, on which that party is submitting representations, does not comply with the above rules and that such deficiency affects that party's ability to make meaningful representations, the details of the deficiency and the reasons why that party's rights are so affected must be submitted to the Commission in writing forthwith (and at the latest 14 days prior to the date on which that party's submission is due). Failure to do so timeously will seriously hamper the proper administration of the investigation, and such party will not be able to subsequently claim an inability to make meaningful representations on the basis of the failure of such other party to meet the requirements.

Subsection 33(1) of the ITA Act provides that any person claiming confidentiality of information should identify whether such information is confidential by nature or is otherwise confidential and, any such claims must be supported by a written statement, in each case,

setting out how the information satisfies the requirements of the claim to confidentiality.
In the alternative, a sworn statement should be made setting out reasons why it is impossible to comply with these requirements.

Section 2.3 of the ADR provides as follows:

"*The following list indicates "information that is by nature confidential" as per section 33(1)(a) of the Main Act, read with section 36 of the Promotion of Access to Information Act (Act 2 of 2000):*

(a) management accounts;
(b) financial accounts of a private company;
(c) actual and individual sales prices;
(d) actual costs, including cost of production and importation cost;
(e) actual sales volumes;
(f) individual sales prices;
(g) information, the release of which could have serious consequences for the person that provided such information; and
(h) information that would be of significant competitive advantage to a competitor; Provided that a party submitting such information indicates it to be confidential."

PROCEDURES AND TIME LIMITS

The Senior Manager: Trade Remedies II, should receive all responses, including non-confidential responses, not later than 30 days from the date hereof, or from the date on which the letter accompanying the abovementioned questionnaire was received. The said letter shall be deemed to have been received seven days after the day of its dispatch.

Late submissions will not be accepted except with the prior written consent of the Commission. The Commission will give due consideration to written requests for an extension of not more than 14 days on good cause shown (properly motivated and substantiated), if received prior to the expiry of the original 30 day period.
Merely citing insufficient time is not an acceptable reason for extension. Please note that the

Commission will not consider requests for extension by the Embassy on behalf of exporters.

The information submitted by any party may need to be verified by the Investigating Officers in order for the Commission to take such information into consideration.

The Commission may verify the information at the premises of the party submitting the information, within a short period after the submission of the information to the Commission. Parties should therefore ensure that the information submitted would subsequently be available for verification. It is planned to do the verification of the information submitted by the exporters within three to five weeks subsequent to submission of the information. It should be noted that unavailability of, or inconvenience to consultants will not be considered to be good cause.

Parties should also ensure when they engage consultants that they will be available at the requisite times, to ensure compliance with the above time frames. Parties should also ensure that all the information requested in the applicable questionnaire is provided in the specified detail and format. The questionnaires are designed to ensure that the Commission is provided with all the information required to make a determination in accordance with the rules of Anti-Dumping Agreement. The Commission may therefore refuse to verify information that is incomplete or does not comply with the format in the questionnaire, unless the Commission has agreed in writing to a deviation from the required format. Failure to submit an adequate non-confidential version of the response that complies with the rules set out above under the heading Confidential Information will be regarded as an incomplete submission.

Parties, who experience difficulty in furnishing the information required, or submitting in the format required, are therefore urged to make written applications to the Commission at an early stage for permission to deviate from the questionnaire or provide the information in an alternative format that can satisfy the Commission's requirements. The Commission will give due consideration to such a request on good cause shown.
Any interested party may request an oral hearing at any stage of the investigation in

accordance with Section 5 of the ADR, provided that the party indicates reasons for not relying on written submission only. The Commission may refuse an oral hearing if granting such hearing will unduly delay the finalisation of a determination.

Parties requesting an oral hearing shall provide the Commission with a detailed agenda for, and a detailed version, including a non-confidential version, of the information to be discussed at the oral hearing at the time of the request.

If the required information and arguments are not received in a satisfactory form within the time limit specified above, or if verification of the information cannot take place, the Commission may disregard the information submitted and make a finding on the basis of the facts available to it.

ADDRESS

The response to the questionnaire and any information regarding this matter and any arguments concerning the allegation of dumping and the resulting threat of material injury must be submitted in writing to the following address:

Physical address

The Senior Manager: Trade Remedies II
International Trade Administration Commission
Block E – The DTI Campus
77 Meintjies Street
SUNNYSIDE
PRETORIA
SOUTH AFRICA

Postal address

The Senior Manager
Trade Remedies II
Private Bag X753
PRETORIA
0001
SOUTH AFRICA

Enquiries may be directed to the investigating officers, Ms. Thuli Nkomo at email address: tnkomo@itac.org.za or Ms. Portia Chuma at email address:pchuma@itac.org.za.

DEPARTMENT OF TRANSPORT

NOTICE 604 OF 2020

THE NATIONAL RAILWAY SAFETY REGULATOR ACT, 2002 (ACT NO.16 OF 2002)

REGULATIONS REGARDING INFRASTRUCTURE OR ACTIVITY AFFECTING SAFE RAILWAY OPERATIONS, 2020

I, **Fikile April Mbalula**, Minister of Transport, intends to make, under sections 30, 31 and 50 (1) (a) of the National Railway Safety Regulator Act, 2002 (Act No. 16 of 2002), the Regulations in the Schedule.

MR F A MBALULA, MP

MINISTER OF TRANSPORT

DATE:

ARRANGEMENT OF REGULATIONS

1. Definitions
2. Purpose of Regulations
3. Scope of application
4. Identifying and securing railway reserve
5. Activities carried out within and around railway reserve
6. Minimum measures to prevent encroachment
7. Maintenance of railway reserve
8. Elimination or decommissioning of activities within railway reserve
9. Provision of bridges and subways
10. Activities in proximity to railway reserve
11. Reporting
12. Offences and Penalties
13. Appeals
14. Transitional arrangement
15. Short title and commencement

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Definitions

1. In these Regulations, a word or expression to which a meaning has been assigned in the Act bears the meaning so assigned and, unless the context indicates otherwise,

"built-up area" means constructed surroundings that provide the setting for human activity, ranging from large scale civic surroundings to personal places and which may be impacted on by railway operations;

"encroachment" means unlawful occupation of land within a railway reserve, whether temporarily or permanently;

"fence" means an upright structure, made of wire, steel or other similar material, that serves to enclose the railway reserve and act as a barrier to prevent or control access to it as well as marking the boundary of the railway reserve;

"railway reserve" means an area of the land and associated vertical clearance along a railway line between demarcated boundaries, on which is found railway infrastructure elements including railway running lines, service lines, yards, sidings, stations, freight terminals, depots, other related facilities and parts of station precincts;

"the Act" means the National Railway Safety Regulator Act, 2002 (Act No.16 of 2002) ;

"urban area" means a densely populated area with human-built features characteristic of a town, city or metropolis; and

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"wall" means a continuous vertical structure that encloses or divides an area of land, encloses an area, or separates one area from another.

Purpose of Regulations

2. The purpose of these Regulations is to provide for the management of railway reserves in order to ensure safe railway operations and safety and security to people, property and the environment.

Scope of application

3. These Regulations apply to-

(a) an operator as defined in section 1 of the Act; and

(b) any other person who conducts activities or developments in proximity to the railway reserve which may have an impact on safe railway operations.

Identifying and securing railway reserve

4. (1) A railway reserve must be clearly demarcated by the network operator either through fencing, walling or any other means, depending on where it is situated.

(2) Where the railway reserve is situated in a built up area, the network operator must erect a solid wall or tamper proof fence with a height of not less than 2.5 metres.

(3) Where the railway reserve is situated outside an urban area, the network operator must erect a tamper resistant or tamper proof fencing with a height of not less than 2 metres.

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(4) In addition to fencing or walling a railway reserve, the network operator must erect visible signage, written in at least two official languages used by the majority of the residents in the area, warning residents about the dangers of entering a railway reserve area, and the fact that unauthorised entry onto the railway reserve constitutes an offence.

(5) An operator must conduct a risk assessment to identify high risk areas within the railway reserve, which must be prioritised when implementing these Regulations.

(6) The network operator must submit details of the fencing or walling installed or constructed prior to the promulgation of these Regulations to the Regulator for assessment and approval.

Activities carried out within and around railway reserve

5. (1) A railway reserve is a restricted area that may only be accessed with appropriate authorisation.

(2) An operator must ensure that when activities are carried out within and around the railway reserve, safe railway operations are not compromised. These activities include, but are not limited to the following:

(a) excavation of trenches, pits, earthworks, drilling or piling, other than for routine maintenance purposes;
(b) erection of temporary or fixed structures, for whatever purpose;
(c) use of explosive material for blasting or demolition;

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(d) removal of a feature or object that is part of a railway, except in the course of maintaining the railway by authorised personnel;

(e) construction of an underground passageway for use as a street, railway, conduit for utilities or access for people or vehicles;

(f) construction of an overhead structure inclusive of bridges, whether for pedestrian crossing, motor vehicles or railway;

(g) permanent removal or cutting of fences or walls erected for the demarcation or protection of the railway reserve; and

(h) any other activity that is considered by the Regulator to pose a threat to safe railway operations and the safety of persons, property and environment.

(3) Activities listed in regulation 5(2) must be carried out in accordance with the relevant legislation.

Minimum measures to prevent encroachment

6. (1) A network operator or station operator, as the case may be, must -

(a) ensure that the railway reserve is fenced or walled as contemplated in regulation 4;

(b) take reasonable measures to prevent encroachment of the railway reserve;

(c) make provision for crossing facilities to enable persons to cross the railway reserve;

(d) erect signs along the fence or wall notifying any person who intends to enter the railway reserve without authorisation about the restricted nature of the railway reserve, as well as the fact that unauthorised entry constitutes an offence;

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(e) where possible, deploy security personnel or electronic devices to monitor the perimeter of the railway reserve fence or wall;

(f) ensure that the perimeter fence or wall in built-up areas and urban areas is monitored regularly to prevent encroachment; and

(g) in addition to any other measures, where a railway line, motor vehicles and people or any of the two or more intersect, erect visible written regulatory and advance warning signs, warning the public, motorist or railway users about the dangers of crossing the railway line.

(2) As soon as the operator becomes aware of an encroachment leading to the occupation of a railway reserve by an unauthorised person, the operator must, in addition to any other action required in terms of these Regulations or the Act, ensure the removal of such prohibited encroachment.

Maintenance of railway reserve

7. (1) The network operator or station operator, as the case may be, is responsible to maintain the railway reserve in accordance with applicable maintenance standards and legislations.

(2) The network operator or station operator, as the case may be, must ensure that all maintenance activities are conducted in a manner that ensures safe railway operations, and does not compromise the safety and security of persons and the environment.

(3) An operator must ensure that—

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(a) the employees, contractors and sub-contractors use appropriate protective clothing and other relevant railway safety equipment whenever they enter or work in or around the rail reserve and that they are fit for duty;

(b) the relevant work is carried out by a competent person with experienced supervisors;

(c) construction work and network maintenance, other than routine maintenance, is carried out under the guidance of a competent person and in accordance with the Occupational Health and Safety Act: Construction Regulations, 2014 and relevant environmental control legislation; and

(d) the growth of vegetation is controlled to ensure clear visibility of objects within the railway reserve.

(4) The railway reserve maintenance in or around the railway reserve must be carried out in accordance with the requirements of the relevant railway safety standards.

Elimination or decommissioning of activities within railway reserve

8. (1) A network operator or station operator must give the Regulator a written notice of its intention to cease operation of a railway line or part thereof not later than 30 days before such termination of operations.

(2) Despite the notice to cease operations referred to in sub-regulation (1), the network operator or station operator must continue to maintain the railway reserve in accordance with regulation 7 until the decommissioning of the railway line.

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Provision of bridges and subways

9. (1) Where a new railway line traverses a build-up area or urban area where there is movement of persons and vehicles across the railway line, the network operator or station operator, as the case may be, must provide appropriate protection in accordance with applicable legislation, standards and guidelines, to mitigate the risks to persons, property and the environment.

(2) The provisions of these Regulations apply in addition to the requirements of any environmental control or spatial planning and land use management legislation.

Activities in proximity to railway reserve

10. (1) A person conducting activities or developments in proximity to a railway reserve which activities may affect the conducting of safe railway operations, must notify the Regulator of such activity prior to conducting such activity or development.

(2) (a) The Regulator may require such person to conduct a risk assessment of such activities or development and provide a report to the Regulator. and

(b) The Regulator may require such a person to mitigate the risks posed by such activities or developments to safe railway operations.

(3) As soon as the network operator or station operator becomes aware of any intended development of land in proximity to a railway reserve, the operator must notify the Regulator about such development and indicate the risks that may be posed by such development to railway safety.

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Reporting

11. (1) In addition to any reports that an operator is required to submit in terms of the Act, the Regulator may require the operator to submit ad hoc reports on any matter relating to safe railway operations.

(2) In order to ensure that such reports are standardised, the Regulator may issue guidelines on the format and content of such reports.

Offences and Penalties

12. An operator who fails to comply with any provision of these Regulations commits an offence and is, on conviction liable to pay a fine or penalty determined by the Minister in terms of the Penalty Fees Regulations made under section 45A of the Act.

Appeals

13. (1) An operator who is aggrieved by a decision made by the Regulator under these Regulations may appeal against that decision to the Board of the Regulator.

(2) The provisions of section 44 of the Act apply to such an appeal.

Transitional arrangement

14. (1) The implementation of the requirements as stipulated in these regulations shall be on a prioritised basis in accordance with regulations 4 (5) and 4 (6).

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(2) Any person who is unable to comply with these Regulations within the stipulated time must make submission to the Minister in terms of section 3 of the Act.

Short title and commencement

15. These Regulations are called Regulations regarding Infrastructure or Activity affecting Safe Railway Operations, 2020 and come into effect on the date of publication.

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TSEBISO YA MMUSO

LEFAPHA LA DIPALANGWANG

THE NATIONAL RAILWAY SAFETY REGULATOR ACT, 2002 (ACT NO.16 OF 2002)

MELAWANA MABAPI LE MORALO WA MOTHEO KAPA KETSAHALO E AMANG POLOKEHO MESEBETSING YA SEPORO, 2020

Nna,**Fikile April Mbalula** , Letona la Dipalangwang ke ikemiseditse ho etsa Melawana Shejuleng, ka tlasa karolo 30, 31 le 50 (1) (a) ya National Railway Safety Regulator Act, 2002 (Act No. 16 of 2002).



MR F A MBALULA, SETHO SA PALAMENTE

LETONA LA DIPALANGWANG

LETSATSI:

TLHOPHISO YA MELAWANA

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Ditlhaloso

1. Melawaneng ena, lentswe kapa polelo e nehetsweng moelelo ka hare ho Molao e sebedisa moelelo oo ntle le ha sengolwa se ka hlalosa ka mokgwa o mong,

"sebaka se ahuweng" e hlalosa tikoloho e ahuweng e nehelanang ka diketsahalo tse fapaneng bakeng la batho, jwalo ka sebaka se seholo sa batho ho ya ho sa motho mme se ka angwa ke tshebetso ya seporo;

"ho nkuwa ha lefatshe" e hlalosa ho nkuwa ho seng molaong ha lefatshe sebakeng sa seporo, ho sa natse hore ke nakwana kapa moshwelella;

"fense" e hlalosa moralo wa motheo o tsepameng, o entswe ka terata, setala kapa disebediswa tse ding tse bapileng, o sebetsang ho kwala sebaka sa seporo le ho sebetsa e le ho thibela kapa ho laola phihlello ya teng ha mmoho le ho tshwaya moedi wa sebaka sa seporo;

"sebaka sa seporo" e hlalosa sebaka sa lefatshe le bophahamo ba teng tseleng ya seporo mahareng a meedi e tshwauweng moo motheo wa moralo wa seporo e fumanehang teng ho akga ka hare ditsela tsa seporo, tsas tshebetso, dijarete, bokathoko le qaleho ya seporo, diteishene, dibaka tseo terene e palamisang le ho theola teng, moo di dulang, le dibaka le dikarolo tsa ka hare tsa seteishene;

"Molao" e hlalosa *National Railway Safety Regulator Act, 2002 (Act No.16 of 2002)* ;

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"setoropo" e hlalosa sebaka se teteaneng se nang le meaho ya batho toropong, motsesetoropo kapa metsemeholo; le

"lebota" e hlalosa moralo wa motheo o yang ho dimo o kwalang kapa arolang lefatshe, sebaka kapa o arolalong ho tloha ho se seng.

Maikemisetso a Melawana

2. maikemisetso a Melawana ke ho nehelana ka tsamaiso ya dibaka tsa seporo e le ho ka etsa bonnete ba tshireletseho ya tshebetso le polokeho ya batho, thepa le tikoloho.

Tshebetso

3. Melawana ena e sebetsa ho-

(a) mosebedisi jwalo ka ha ho hlalositswe karolong 1 ya Molao; le

(b) motho e mong le e mong ya etsang mesebetsi kapa metheo e atamelaneng le sebaka sa seporo e ka bang le sekgahla tshebetsong ya seporo.

Pontsho le ho bolokeha ha sebaka sa seporo

4. (1) Mosebedisi wa marangrang o tshwanetse ho bontsha sebaka sa seporo ka ho fensa, lebota kapa ka mokgwa o mong le o mong ho itshetlehile ka hore na ke ho kae.

(2) Moo sebaka sa seporo se leng sebakeng se ahuweng, mosebedisi wa marangrang o tshwanetse ho aha lebota kapa fense e sa kgoneng ho ka sebetswa e bolelele bo seng ka tlase ho di mitara tse 2.5.

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(3) Moo sebaka sa seporo se leng ka ntle ho motsesetoropo, mosebedisi wa marangrang o tshwanetse ho kenya fense e sa kgoneng ho ka sebetswa e bolelele bo sa feteng di mitara tse 2.

(4) Ho dimo ha fense kapa lebota sebakeng sa seporo, mosebedisi wa marangrang o tshwanetse ho beha letshwao le bonahalang le ngotsweng bonyane ka dipuo tse pedi tsa semmuso tse sebediswang ke boholo ba batho ba dulang sebakeng seo, le lemosang baahi ka dikotsi tsa ho kena sebakeng sa seporo le hore ho kena sebakeng seo sa seporo ke tlolo ya molao.

(5) Mosebedisi o tshwanetse ho etsa hlahlobo ya qomatsi ho ka bontsha dibaka tsa qomatsi e hodimo sebakeng sa seporo, mme e be tsa bohlokwa ha ho kenngwa tshebetsong Melawana ena.

(6) Mosebedisi wa marangrang o tshwanetse ho nehelana ka dintlha tsa fense kapa lebota le kentsweng kapa ahuweng pele ho tsebiso ya Melawana ena ho Mohlahlobi bakeng la hlahlobo le tumello.

Diketsahalo tse etswang ka hare le ho potoloha sebaka sa seporo

5. (1) Sebaka sa seporo ke sebaka se sa kenweng se kenwang feela ka tumello.

(2) Mosebedisi o tshwanetse ho etsa bonnete hore ha hona le diketsahalo tse etswang sebakeng sa seporo, tshireletseho ya mesebetsi ya seporo ha e sitisehe. Diketsahalo tsena di kenyeletsa tse latelang, le ha di sa fella:

(a) Ho tjhekwa ha mekoti, ntle le ka maikemisetso a tlhokomelo e tlwaelehileng;

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(b) ho emiswa ha moralo wa motheo wa nakwana ka maikemisetso a itseng;

(c) ho sebedisa diqhomane bakeng la ho thuba;

(d) ho tloswa ha seo e leng karolo ya seporo, ntle le ha e le karolo ya tlhokomelo ka motho ya dumelletsweng;

(e) kaho ya tsela ka tlasa lefatshe e le ho ka sebediswa e le seterata, seporo, tsamaiso ya disebediswa kapaphihlello ya batho kapa dipalangwang;

(f) kaho ya moaho o ka ho dimo o akgang marokgo, e ka ba bakeng la ditaso ho ka feta, dipalangwang kapa seporo;

(g) ho tlosa kapa ho kgaola difense kapa mabota a ahetsweng ho ka bontsha moedi kapa tshireletso ya sebaka sa seporo; le

(h) ketsahalo e nngwe le e nngwe eo Mohlahlobi a enkang e le tshitiso ho mesebetsi e bolokehileng ya seporo le polokeho ya batho, thepa le tikoloho.

(3) Diketsahalo tse ngotsweng molawaneng 5(2) ditshwanetse ho etswa ho latela molao o amehang.

Bonyane ba metjha ho ka thibela tshebediso ya lefatshe e seng molao

6. (1) mosebedisi wa marangrang kapa mosebedisi wa seteishene o tshwanetse ho -

(a) etsa bonnete hore sebaka sa seporo se kentswe fense kapa lebota jwalo ka ha ho hlalositswe molawaneng 4;

(b) ho nka metjha ho ka thibela tshebediso ya lefatshe la seporo e seng molaong;

(c) ho ka nehelana ka disebediswa tsa ho ka kgontsha batho ho tshela sebaka sa seporo;

(d) ho ka beha matshwao a hlalosang ka sebaka sa seporo fenseng kapa leboteng a tsebisang motho e mong le e mong

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ya ikemiseditseng ho ka kena sebakeng sa seporo ntle ho tumello, ha mmoho le hore ho kena sebakeng seo ntle le tumello ke tlolo ya molao;

(e) moo ho kgonahalang, a ka romela basireletsi kapa disebediswa tsa elektroniki ho ka disa fense kapa lebota sebakeng sa seporo;

(f) ho etsa bonnete ba fense ya moedi kapa lebota sebakeng se ahuweng le metsetoropo e diswa nako le nako ho thibela tshebediso ya lefatshe e seng molaong; mme

(g) ho dimo ha metjha e meng moo tsela ya seporo, dipalangwang le batho kapa ho tse pedi tseo kapa ho feta, moo di kopanang, ho behwe letshwao le ngotsweng la tlhokomediso ho setjhaba, dipalangwang kapa basebedisi ba tsela ya seporo ka dikotsi tsa ho tshela tsela ya seporo.

(2) Ha mosebedisi a elellwa tshebediso ya lefatshe e seng molaong e lebisang ho nkuweng ha lefatshe la seporo ka motho ya sa dumellwang, mosebedisi o tshwanetse ho etsa bonnete ba ho tloswa ha tshebediso e seng molaong ya lefatshe, ho latela Molao le melawana.

Tlhokomelo ya sebaka sa seporo

7. (1) Mosebetsi wa marangrang kapa mosebedisi wa seteishene o na le maikarabelo a ho hlokomela sebaka sa seporo ho latela maemo a tlokomelo le molao.

(2) mosebedisi wa marangrang kapa mosebedisi wa seteishene o tshwanetse ho etsa bonnete hore mesebetsi ya tlhokomelo e etswa ka mokgwa o sireletsang tshebetso ya seporo mme ha o nyehlisi tshireletso le polokeho ya batho le tikoloho.

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(3) Mosebedisi o tshwanetse ho—

(a) basebeletsi, basebetsi le bao ba basebeletsang ba sebedisa diaparo tse ba sireletsang ha mmoho le disebediswa tse amehang tsa seporo ha ba kena kapa sebetsa kapa ha ba le sebakeng sa seporo le hore ba loketse ho ka ba mosebetsing;

(b) mosebetsi o amehang o etswa ke motho ya loketseng ho ka sebetsa ya nang le baokamedi ba nang le tsebo;

(c) mosebetsi wa kaho le tlhokomelo ya marangrang, ntle le tlhokomelo e tlwaelehileng, e etswa ka tlasa tataiso ya motho ya loketseng le ho latela Molao wa Tshireletso le Polokeho Mosebetsing: Melawana ya Kaho, 2014 le molao o laolang tikoloho; le

(d) kgolo ya dimela e laolwe ho ka etsa bonnete ba ponahalo ya dintho tse ka hare ho sebaka sa seporo.

(4) Tlhokomelo ya sebaka sa seporo e tshwanetse ho etswa ho latela ditlhoko tsa maemo a polokeho a seporo.

Ho tloswa kapa ho emiswa ha diketsahalo sebakeng sa seporo

8. (1) mosebedisi wa marangrang kapa mosebedisi wa seteishene o tshwanetse ho nehela Molaodi tsebiso e ngotsweng ka maikemisetso a ho emisa tshebetso ya tsela ya seporo kapa karolo ya teng matsatsing a 30 pele ho kemiso ya mosebetsi.

(2) Ho sa natse kemiso ya mosebetsi o hlaloswang karolwaneng (1), mosebedisi wa marangrang kapa mosebedisi wa seteishene o tshwanetse ho tswelapele ka ho hlokomela sebaka sa seporo ho latela molawana 7 ho fihlela ho emiswa tsela ya seporo.

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Nehelano ya marokgo le ditsela tsa mohohoma

9. (1) Moo tsela ya seporo e ntjha e fetang ka hare ho sebaka se ahuweng moo ho nang le batho ba tsamayang le dipalangwang tse fetang tsela ya seporo, mosebedisi wa marangrang kapa mosebedisi wa seteishsene o tshwanetse ho nehelana ka tshireletso ho latela molao, maemo le tataiso, ho ka fokotsa qomatsi ho batho, thepa le tikoloho.

(2) nehelano ya Melawana ena e sebetsa ho dimo ha ditlhoko tsa taolo ya tikoloho kapa ketso ya maano a sebaka le molao wa taolo ya tshebediso ya lefatshe.

Diketsahalo tse atometseng sebaka sa seporo

10. (1) Motho ya etsang mesebetsi kapa motheo haofi le sebaka sa seporo e amang polokeho ya tshebetso seporo o tshwanetse ho tsebisa Molaodi ka ketsahalo pele e phethahala kapa e thehwa.

(2) (a) Molaodi a ka hloka hore motho ya jwalo a etse hlahlobo ya qomatsi ya mesebetsi kapa motheo oo le ho nehelana ka tlaleho ho Molaodi. Mme

(b) Molaodi a ka hloka hore motho ya jwalo a fokotse qomatsi e bakwang ke mesebetsi kapa metheo ho mesebetsi ya seporo.

(3) hang ha mosebedisi wa marangrang kapa mosebedisi wa seteishene a elellwa maikemisetso a hlabollo ya lefatshe haofi le sebaka sa seporo, mosebedisi o tshwanetse ho tsebisa Molaodi ka hlabollo eo le ho bontsha qomatsi e bang teng polokehong ya seporo.

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Tlaleho

11. (1) Ho dimo ha tlaleho e nngwe le e nngwe eo mosebedisi a tshwanetseng ho nehelana ka yona ho latela Molao, Molaodi a ka hloka mosebedisi ho nehelana ka ditlaleho ha ho hlokahala ntlheng e nngwe le enngwe e amanang le polokeho mesebetsing ya seporo.

(2) Ho etsa bonnete hore ditlaleho tseo di ba maemong a loketseng, Molaodi a nehelana ka tataiso ya mokgwa le dikahare tsa ditlaleho tseo.

Ditlolo tsa molao le kotlo

12. Mosebedisi ya hlolehang ho ikamahanya le karolo e nngwe le e nngwe ya Melawana o tlola molao mme ha a aka fumanwa molato o tla lefiswa faene kapa kotlo e tla hlwauwa ke Letona ho latela Melawana ya Ditefello tsa Kotlo e entsweng ka tlasa karolo 45A ya Molao.

Boipiletso

13. (1) Mosebedisi ya lliswang ke qeto e entsweng ke Molaodi ka tlasa Melawana ena a ka etsa boipiletso kgahlano le qeto ho Lekgotla la Bolaodi.

(2) Nehelano ya karolo 44 ya Molao e sebetsa boipiletsong bo tjena.

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Tlhophiso tsamaisong

14. (1) Ho kenngwa tshebetsong ha ditlhoko jwalo ka ha ho hlalositswe melawaneng ena ho tla ba hwa bohlokwa nako le nako ho latela molawana 4 (5) le 4 (6).

(2) Motho e mong le e mong ya sa kgoneng ho ikamahanya le Melawana ena nakong e hlalositsweng o tshwanetse ho hlalosetsa Letona ho latela karolo 3 ya Molao.

Sehlooho se sekgutshwane le qaleho

15. Melawana ena e bitswa Melawana mabapi le moralo wa motheo kapa Ketsahalo e amang Polokeho Mesebetsing ya Seporo, 2020 mme e kena tshebetsong ka letsatsi la phatlalatso.

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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

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