

Government Gazette
Staatskoerant

REPUBLIC OF SOUTH AFRICA
REPUBLIEK VAN SUID AFRIKA

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

Contents

No.		Gazette No.	Page No.
GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS			
Sports, Arts and Culture, Department of / Sport, Kuns en Kultuur, Departement van			
5955	Heraldry Act (18/1962), section 6: Call for nomination of candidates to serve on the Heraldry Council and Committee, 2025-2028	52227	14
5955	Heraldiekwet (18/1962): Oproep om benoeming van kandidate om te dien op die Raad vir Heraldiek en Heraldiekkomitee, 2025-2028	52227	16
5956	National Heritage Resources Act (25/1999 (NHRA): Draft Schedule of Fees	52227	34
Basic Education, Department of / Basiese Onderwys, Departement van			
5957	Employment of Educators Act, 1998: Amendment of the Personnel Administrative measures and Government Gazette No. 38249, 27 November 2014	52227	39
Communications and Digital Technologies, Department of / Kommunikasie en Digitale Tegnologieë, Departement van			
5958	South African Post Office Act (22/2011), as amended: Invitation to nominate candidates for appointment as a non-executive members of the Board of the South African Post Office (SAPO)	52227	55
Forestry, Fisheries and the Environment, Department of / Bosbou, Visserye en die Omgewingsake, Departement van			
5959	National Environmental Management: Protected Areas Act (57/2003): Consultation on the intention to declare a certain area situated in the Western Cape Province as part of the existing Karoo National Park in terms of the Act	52227	57
Health, Department of / Gesondheid, Departement van			
5960	Foodstuffs, Cosmetics and Disinfectants Act (54/1972): Regulations relating to the prohibition of the sale, importation and manufacture of foodstuffs containing any part of the plant or component derived from the Genus Cannabis Sativa L, Hemp, Hemp Seed Oil or Hemp Seed Flour	52227	59
South African Reserve Bank / Suid-Afrikaanse Reserwebank			
5961	National Payment System Act (78/1998): Variation of the conditions of the designation of Yoco Technologies (Pty) Limited as a designated clearing system participant	52227	61
GENERAL NOTICES • ALGEMENE KENNISGEWINGS			
Agriculture, Land Reform and Rural Development, Department of / Landbou, Grondhervorming en Landelike Ontwikkeling, Departement van			
3031	Section 18 (3) of the Spatial Planning and Land Use Management Act (16/2013): Notice to declare the proposed Mpumalanga (Eastern Escarpment) as a region in terms of the Act	52227	64
Employment and Labour, Department of / Indiensneming en Arbeid, Departement van			
3032	Labour Relations Act (66/1995) as amended: Accreditation of Bargaining Councils – 07 March 2025 (CCMA)	52227	67
Trade, Industry and Competition, Department of / Handel, Nywerheid en Kompetisie, Departement van			
3033	International Trade Administration Commission: Notice of initiation of Sunset Review of the anti-dumping duties on Disodium Carbonate (Soda ASH) Origination in or imported from the United States of America (USA)	52227	70
3034	Standards Act (8/2008): Standard matters	52227	78
3035	International Trade Administration Commission: Customs Tariff Applications: List 01/2025	52227	80
3036	International Trade Administration Commission of South Africa: Initiation notice of the alleged circumvention on windscreen for tariff subheading	52227	82
3037	International Trade Administration Commission of South Africa: International Trade Administration Commission of South Africa: Notice of initiation of alleged circumvention of windscreen hopping	52227	91
3038	Competition Act (89/1998): Notification of Complaint Referral	52227	99
Transport, Department of / Vervoer, Departement van			
3039	Air Service Licensing Act (115/1990): Application for the Grant or Amendment of Domestic Air Service Licence	52227	100

BOARD NOTICES • RAADSKENNISGEWINGS

748	Quantity Surveying Professions Act (49/2000): SACQSP Fees Cancellation of Registration List 2024	52227	102
749	The Constitution Eighteenth Amendment Act (3/2023): SASL State of readiness report on the operation of the Act	52227	108
750	Dental Technicians Act (19/1979), as amended: Elections of members of the South African Dental Technicians Council	52227	114

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* 2025

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

- **24 December,** Wednesday for the issue of Friday **03 January 2025**
- **03 January,** Friday for the issue of Friday **10 January 2025**
- **10 January,** Friday for the issue of Friday **17 January 2025**
- **17 January,** Friday for the issue of Friday **24 January 2025**
- **24 January,** Friday for the issue of Friday **31 January 2025**
- **31 January,** Friday for the issue of Friday **07 February 2025**
- **07 February,** Friday for the issue of Friday **14 February 2025**
- **14 February,** Friday for the issue of Friday **21 February 2025**
- **21 February,** Friday for the issue of Friday **28 February 2025**
- **28 February,** Friday for the issue of Friday **07 March 2025**
- **07 March,** Friday for the issue of Friday **14 March 2025**
- **13 March,** Thursday for the issue of Thursday **20 March 2025**
- **20 March,** Thursday for the issue of Friday **28 March 2025**
- **28 March,** Friday for the issue of Friday **04 April 2025**
- **04 April,** Friday for the issue of Friday **11 April 2025**
- **10 April,** Thursday for the issue of Thursday **17 April 2025**
- **16 April,** Wednesday for the issue of Friday **25 April 2025**
- **23 April,** Wednesday for the issue of Friday **02 May 2025**
- **02 May,** Friday for the issue of Friday **09 May 2025**
- **09 May,** Friday for the issue of Friday **16 May 2025**
- **16 May,** Friday for the issue of Friday **23 May 2025**
- **23 May,** Friday for the issue of Friday **30 May 2025**
- **30 May,** Friday for the issue of Friday **06 June 2025**
- **06 June,** Friday for the issue of Friday **13 June 2025**
- **12 June,** Thursday for the issue of Friday **20 June 2025**
- **20 June,** Friday for the issue of Friday **27 June 2025**
- **27 June,** Friday for the issue of Friday **04 July 2025**
- **04 July,** Friday for the issue of Friday **11 July 2025**
- **11 July,** Friday for the issue of Friday **18 July 2025**
- **18 July,** Friday for the issue of Friday **25 July 2025**
- **25 July,** Friday for the issue of Friday **01 August 2025**
- **01 August,** Friday for the issue of Friday **08 August 2025**
- **08 August,** Friday for the issue of Friday **15 August 2025**
- **15 August,** Friday for the issue of Friday **22 August 2025**
- **22 August,** Friday for the issue of Friday **29 August 2025**
- **29 August,** Friday for the issue of Friday **05 September 2025**
- **05 September,** Friday for the issue of Friday **12 September 2025**
- **12 September,** Friday for the issue of Friday **19 September 2025**
- **18 September,** Thursday for the issue of Friday **26 September 2025**
- **26 September,** Friday for the issue of Friday **03 October 2025**
- **03 October,** Friday for the issue of Friday **10 October 2025**
- **10 October,** Friday for the issue of Friday **17 October 2025**
- **17 October,** Friday for the issue of Friday **24 October 2025**
- **24 October,** Friday for the issue of Friday **31 October 2025**
- **31 October,** Friday for the issue of Friday **07 November 2025**
- **07 November,** Friday for the issue of Friday **14 November 2025**
- **14 November,** Friday for the issue of Friday **21 November 2025**
- **21 November,** Friday for the issue of Friday **28 November 2025**
- **28 November,** Friday for the issue of Friday **5 December 2025**
- **05 December,** Friday for the issue of Friday **12 December 2025**
- **11 December,** Thursday for the issue of Friday **19 December 2025**
- **17 December,** Wednesday for the issue of Wednesday **24 December 2025**

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 PRINTING WORKS - BUSINESS RULES

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

Extraordinary Gazettes

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

Notice Submission Process

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

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

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

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

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

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

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

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

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

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

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

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

      8.1.5. Any additional notice information if applicable.

GOVERNMENT PRINTING WORKS - BUSINESS RULES

9. The electronic *Adobe* form will be taken as the primary source for the notice information to be published. Instructions that are on the email body or covering letter that contradicts the notice form content will not be considered. The information submitted on the electronic *Adobe* form will be published as-is.

10. To avoid duplicated publication of the same notice and double billing, Please submit your notice **ONLY ONCE.**

11. Notices brought to **GPW** by "walk-in" customers on electronic media can only be submitted in *Adobe* electronic form format. All "walk-in" customers with notices that are not on electronic *Adobe* forms will be routed to the Contact Centre where they will be assisted to complete the forms in the required format.

12. Should a customer submit a bulk submission of hard copy notices delivered by a messenger on behalf of any organisation e.g. newspaper publisher, the messenger will be referred back to the sender as the submission does not adhere to the submission rules.

QUOTATIONS

13. Quotations are valid until the next tariff change.

    13.1. ***Take note:*** **GPW**'s annual tariff increase takes place on ***1 April*** therefore any quotations issued, accepted and submitted for publication up to ***31 March*** will keep the old tariff. For notices to be published from 1 April, a quotation must be obtained from **GPW** with the new tariffs. Where a tariff increase is implemented during the year, **GPW** endeavours to provide customers with 30 days' notice of such changes.

14. Each quotation has a unique number.

15. Form Content notices must be emailed to the *eGazette* Contact Centre for a quotation.

    15.1. The *Adobe* form supplied is uploaded by the Contact Centre Agent and the system automatically calculates the cost of your notice based on the layout/format of the content supplied.

    15.2. It is critical that these *Adobe* Forms are completed correctly and adhere to the guidelines as stipulated by **GPW**.

16. **APPLICABLE ONLY TO GPW ACCOUNT HOLDERS**:

    16.1. **GPW** Account Customers must provide a valid **GPW** account number to obtain a quotation.

    16.2. Accounts for **GPW** account customers **must** be active with sufficient credit to transact with **GPW** to submit notices.

        16.2.1. If you are unsure about or need to resolve the status of your account, please contact the **GPW** Finance Department prior to submitting your notices. (If the account status is not resolved prior to submission of your notice, the notice will be failed during the process).

17. **APPLICABLE ONLY TO CASH CUSTOMERS:**

    17.1. Cash customers doing **bulk payments** must use a **single email address** in order to use the **same proof of payment** for submitting multiple notices.

18. The responsibility lies with you, the customer, to ensure that the payment made for your notice(s) to be published is sufficient to cover the cost of the notice(s).

19. Each quotation will be associated with one proof of payment / purchase order / cash receipt.

    19.1. This means that **the quotation number can only be used once to make a payment.**

GOVERNMENT PRINTING WORKS - BUSINESS RULES

COPY (SEPARATE NOTICE CONTENT DOCUMENT)

20. Where the copy is part of a separate attachment document for Z95, Z95Prov and TForm03

20.1. Copy of notices must be supplied in a separate document and may not constitute part of any covering letter, purchase order, proof of payment or other attached documents.

The content document should contain only one notice. (You may include the different translations of the same notice in the same document).

20.2. The notice should be set on an A4 page, with margins and fonts set as follows:

Page size = A4 Portrait with page margins: Top = 40mm, LH/RH = 16mm, Bottom = 40mm; Use font size: Arial or Helvetica 10pt with 11pt line spacing;

Page size = A4 Landscape with page margins: Top = 16mm, LH/RH = 40mm, Bottom = 16mm; Use font size: Arial or Helvetica 10pt with 11pt line spacing;

CANCELLATIONS

21. Cancellation of notice submissions are accepted by **GPW** according to the deadlines stated in the table above in point 2. Non-compliance to these deadlines will result in your request being failed. Please pay special attention to the different deadlines for each gazette. Please note that any notices cancelled after the cancellation deadline will be published and charged at full cost.

22. Requests for cancellation must be sent by the original sender of the notice and must accompanied by the relevant notice reference number (N-) in the email body.

AMENDMENTS TO NOTICES

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

REJECTIONS

24. All notices not meeting the submission rules will be rejected to the customer to be corrected and resubmitted. Assistance will be available through the Contact Centre should help be required when completing the forms. (012-748 6200 or email info.egazette@gpw.gov.za). Reasons for rejections include the following:

24.1. Incorrectly completed forms and notices submitted in the wrong format, will be rejected.

24.2. Any notice submissions not on the correct *Adobe* electronic form, will be rejected.

24.3. Any notice submissions not accompanied by the proof of payment / purchase order will be rejected and the notice will not be processed.

24.4. Any submissions or re-submissions that miss the submission cut-off times will be rejected to the customer. The Notice needs to be re-submitted with a new publication date.

GOVERNMENT PRINTING WORKS - BUSINESS RULES

APPROVAL OF NOTICES

25. Any notices other than legal notices are subject to the approval of the Government Printer, who may refuse acceptance or further publication of any notice.

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

GOVERNMENT PRINTER INDEMNIFIED AGAINST LIABILITY

27. The Government Printer will assume no liability in respect of—

27.1. any delay in the publication of a notice or publication of such notice on any date other than that stipulated by the advertiser;

27.2. erroneous classification of a notice, or the placement of such notice in any section or under any heading other than the section or heading stipulated by the advertiser;

27.3. any editing, revision, omission, typographical errors or errors resulting from faint or indistinct copy.

LIABILITY OF ADVERTISER

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

CUSTOMER INQUIRIES

Many of our customers request immediate feedback/confirmation of notice placement in the gazette from our Contact Centre once they have submitted their notice – While **GPW** deems it one of their highest priorities and responsibilities to provide customers with this requested feedback and the best service at all times, we are only able to do so once we have started processing your notice submission.
GPW has a 2-working day turnaround time for processing notices received according to the business rules and deadline submissions.
Please keep this in mind when making inquiries about your notice submission at the Contact Centre.

29. Requests for information, quotations and inquiries must be sent to the Contact Centre ONLY.

30. Requests for Quotations (RFQs) should be received by the Contact Centre at least **2 working days** before the submission deadline for that specific publication.

GOVERNMENT PRINTING WORKS - BUSINESS RULES

Payment of cost

31. The Request for Quotation for placement of the notice should be sent to the Gazette Contact Centre as indicated above, prior to submission of notice for advertising.

32. Payment should then be made, or Purchase Order prepared based on the received quotation, prior to the submission of the notice for advertising as these documents i.e. proof of payment or Purchase order will be required as part of the notice submission, as indicated earlier.

33. Every proof of payment must have a valid **GPW** quotation number as a reference on the proof of payment document.

34. Where there is any doubt about the cost of publication of a notice, and in the case of copy, an enquiry, accompanied by the relevant copy, should be addressed to the Gazette Contact Centre, **Government Printing Works**, Private Bag X85, Pretoria, 0001 email: info.egazette@gpw.gov.za before publication.

35. Overpayment resulting from miscalculation on the part of the advertiser of the cost of publication of a notice will not be refunded, unless the advertiser furnishes adequate reasons why such miscalculation occurred. In the event of underpayments, the difference will be recovered from the advertiser, and future notice(s) will not be published until such time as the full cost of such publication has been duly paid in cash or electronic funds transfer into the **Government Printing Works** banking account.

36. In the event of a notice being cancelled, a refund will be made only if no cost regarding the placing of the notice has been incurred by the **Government Printing Works**.

37. The **Government Printing Works** reserves the right to levy an additional charge in cases where notices, the cost of which has been calculated in accordance with the List of Fixed Tariff Rates, are subsequently found to be excessively lengthy or to contain overmuch or complicated tabulation.

Proof of publication

38. Copies of any of the *Government Gazette* or *Provincial Gazette* can be downloaded from the **Government Printing Works** website www.gpwonline.co.za free of charge, should a proof of publication be required.

39. Printed copies may be ordered from the Publications department at the ruling price. The **Government Printing Works** will assume no liability for any failure to post or for any delay in despatching of such *Government Gazette*(s)

GOVERNMENT PRINTING WORKS CONTACT INFORMATION

Physical Address:	**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

GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF SPORTS, ARTS AND CULTURE

NO. 5955 **7 March 2025**

CALL FOR NOMINATION OF CANDIDATES TO SERVE ON THE HERALDRY COUNCIL AND COMMITTEE, 2025–2028

Heraldry Act, 1962 (Act No. 18 of 1962), section 6

Members of the heraldry sector and the public are hereby invited to nominate suitable candidates to be considered for appointment to the Heraldry Council and Committee. The Council will consist of the State Herald and at least six other members who will be appointed by the Minister of Sport, Arts and Culture for a period of three years. The Council convenes at least twice a year. A member of the Council or Committee who is not in the full-time employment of the State will be paid for his or her services as a member of the Council or Committee such allowances as the Minister, in consultation with the Minister of Finance, may determine.

The Bureau of Heraldry, established by section 3 of the Heraldry Act, 1962, registers heraldic representations, names, special names and uniforms, and also performs other functions such as the popularisation and protection of national symbols.

The core functions of the Heraldry Council, an advisory body, are to–

- *determine policy to be applied to heraldic matters;*
- *consider and decide on such matters as the State Herald or the Heraldry Committee may refer to it;*
- *consider appeals noted under section 9 of the Act; and*
- *carry out such other duties as may be assigned to the Council by the Minister.*

Nominees should represent stakeholders who have the necessary skills to assist the Bureau of Heraldry in achieving its goals. Apart from being a South African citizen and resident, a nominee should have the following attributes:

- *Extensive knowledge of African symbolism, totems, idioms and cultures, with emphasis on oral tradition (to facilitate the further development of unique South African heraldic iconography).*
- *Knowledge of and/or an interest in heraldry, the related fields of genealogy and vexillology (study of flags), and honours and awards.*
- *A feel for aesthetics, art and design, particularly as applied to heraldry.*
- *Knowledge of South African history.*
- *Knowledge of indigenous systems.*
- *Legal background.*

Anyone wishing to nominate a person to serve on the Heraldry Council and Committee should submit the following information to the Department of Sport, Arts and Culture (contact details below):

- *A letter containing the full names and full contact details of the nominator, the motivation for the nomination, and the names and contact details of three referees for the nominee.*
- *The nominee's written acceptance of the nomination (the prescribed nomination form is available on request).*
- *A brief CV of the nominee, explaining his/her suitability for appointment and providing information under all of the following headings: * Title and full names; * ID number; * Citizenship; * Full contact details; * Current occupation and name of employer; * Academic qualifications; * Relevant experience; * Fields of expertise; * Membership of associations, boards, etc. (past and present); * Past and present service on boards; * Gender; * Race.*

The closing date for nominations is: 14 March 2025.

Nominations and enquiries should be addressed to: Mr Thembinkosi Mabaso, The State Herald, Bureau of Heraldry, Private Bag X236, Pretoria, 0001, tel. 066 302 5395, email: thembam@dsac.gov.za.

DEPARTEMENT VAN SPORT, KUNS EN KULTUUR

KENNISGEWING 5955 VAN 2025

OPROEP OM BENOEMING VAN KANDIDATE OM TE DIEN OP DIE RAAD VIR HERALDIEK EN HERALDIEKKOMITEE, 2025–2028

Heraldiekwet, 1962 (Wet No. 18 van 1962), artikel 6

Lede van die heraldiekgemeenskap en die publiek word hierby versoek om geskikte kandidate te benoem vir oorweging vir aanstelling in die Raad vir Heraldiek en die Heraldiekkomitee. Die Raad bestaan uit die Staatsheraldikus en minstens ses ander lede wat deur die Minister van Sport, Kuns en Kultuur vir 'n tydperk van drie jaar. Die Raad word na drie jaar heringestel. Die Raad vergader minstens twee keer per jaar. 'n Lid van die Raad of die Komitee wat nie voltyds in diens van die Staat is nie, word vir sy of haar dienste as 'n lid van die Raad of die Komitee die toelaes betaal wat die Minister, in oorleg met die Minister van Finansies, bepaal.

Die Buro vir Heraldiek ingestel by artikel 3 van die Heraldiekwet, 1962, registreer heraldiese voorstellings, name, spesiale name en uniforms, en verrig ook ander werksaamhede soos die popularisasie en beskerming van nasionale simbole.

Die kernwerksaamhede van die Raad vir Heraldiek, 'n adviesliggaam, is om–

- *beleid te bepaal aangaande heraldiese aangeleenthede;*
- *die aangeleenthede wat die Staatsheraldikus of die Heraldiekkomitee na hom verwys, te oorweeg en daaromtrent te beslis;*
- *appèlle kragtens artikel 9 van die Wet aangeteken, te oorweeg; en*
- *die ander pligte wat die Minister aan die Raad opdra, te verrig.*

Benoemdes moet belanghebbers verteenwoordig wat die nodige vaardighede het om die Buro vir Heraldiek by te staan in die bereiking van sy doelwitte. Behoudens sy of haar Suid-Afrikaanse burgerskap en verblyf, moet 'n benoemde oor die volgende eienskappe beskik:

- *'n Breë kennis van Afrika-simbolisme, -totems, -idiome en-kulture, met nadruk op mondelinge tradisie (om die verdere ontwikkeling van 'n unieke Suid-Afrikaanse heraldiese ikonografie te fasiliteer).*
- *Kennis van en/of belangstelling in heraldiek, die verwante velde genealogie en vlagkunde (studie van vlae), en eerbewyse en toekennings.*
- *'n Aanvoeling vir die estetiese, kuns en ontwerp, veral wat heraldiek*

betref.

- *Kennis van die Suid-Afrikaanse geskiedenis.*
- *Kennis van inheemse stelsels.*
- *Regsagtergrond.*

Enigiemand wat 'n persoon wil benoem om op die Raad vir Heraldiek en die Heraldiekkomitee te dien, moet die volgende inligting by die Departement van Sport, Kuns en Kultuur indien (kontakbesonderhede hieronder):

- *'n Brief wat die volle naam en volledige kontakbesonderhede van die benoemer bevat, die motivering vir die benoeming, en die name en kontakbesonderhede van drie referente vir die benoemde.*
- *Die benoemde se skriftelike aanvaarding van die benoeming (die voorgeskrewe benoemingsvorm is op versoek verkrygbaar).*
- *'n Kort CV van die benoemde, wat sy of haar geskiktheid vir aanstelling verduidelik en inligting verskaf onder al die volgende opskrifte: * Titel en volle naam; * ID-nommer; * Burgerskap; * Volledige kontakbesonderhede; * Huidige beroep en naam van werkgewer; * Akademiese kwalifikasies; * Toepaslike ervaring; * Velde van kundigheid; * Lidmaatskap van verenigings, rade, ens. (huidige en vorige); * Huidige en vorige diens op rade; * Geslag; * Ras.*

Die sluitingsdatum vir benoemings is: 14 Maart 2025.

Rig benoemings of navrae aan: Mnr. Thembinkosi Mabaso, Die Staatsheraldikus, Buro vir Heraldiek, Privaatsak X236, Pretoria, 0001, tel. 066 302 5395, e-pos: thembam@dsac.gov.za.

BOIKUELO JWA TSHITSHINYO YA BATHO BA BA TSHWANETSENG GO DIRA MO KHANSELENG YA MATSHWAO A A BOTLHOKWA LE MO KOMITING, 2025–2028

Molao wa matshwao a a botlhokwa wa 1962 (Molao wa No ya 18 wa 1962), karolo ya 6

Maloko a lephata la matshwao a a botlhokwa le setšhaba a lalediwa go tshitshinya batho ba ba maleba go sekasekiwa go thapiwa go dira mo Khanseleng ya Matshwao a a botlhokwa. Khansele e ya go akaretsa Motlhankedi wa Matshwao a a botlhokwa wa Puso le maloko a le marataro a mangwe a a yang go thapiwa ke Tona ya Metshameko, Botsweretshi le Setso sebaka sa dingwaga di le 3. Khansele e kopana gabedi ka ngwaga. Leloko la Khansele le le sa direleng Puso letsatsi le letsatsi le tla duelelwa ditirelo tsa lona jaaka leloko la Khansele diketleetso tseo ka Tona, ka therisano le Tona ya Matlotlo, ba ka tlhomamisa.

Biro ya Matshwao a a botlhokwa, e e tlhagisitsweng ke karolo ya 3 ya Molao wa Matshwao a a botlhokwa wa 1962, e kwadisa ditlhagiso tsa matshwao a a botlhokwa, maina, maina a a kgethegileng le diyunifomo, gape le go dira ditiro tse dingwe jaaka tumiso le tshireletso ya matshwao a bosetšhaba.

Khansele ya Matshwao a a botlhokwa ke setheo sa Kgakololo ka ditiro tsa motheo jaaka:

- *Go tlhomamisa pholisi e e tshwanetseng go dirisediwa merero ya matshwao a a botlhokwa;*
- *Go sekaseka le go tsaya tshwetso ka ga merero e Motlhankedi wa Matshwao a a botlhokwa wa Puso kgotsa Komiti ya Matshwao a a botlhokwa a ka e lebisang kwa go yona;*
- *Go sekaseka boikuelo jo bo etsweng tlhoko ka fa tlase ga karolo ya 9 ya Molao; le*
- *Go dira ditiro tse dingwe tse Tona a ka di neelang Khansele.*

Batshitshinngwa ba tshwanetse go emela baamegi ba ba nang le bokgoni jo bo botlhokwa go thusa Biro ya Matshwao a a botlhokwa go fitlhelela maitlhomo a yona. E seng fela go nna moagi wa Aforikaborwa le monni, motshitshinngwa o tshwanetse go nna le dintlha tse di latelang:

- *Kitso e e tseneletseng ya tsa matshwao a Aforika, dikano, maele le ditso, go gateletswe setso sa molomo (go bebofatsa tlhabololo go ya pele ga matshwao a a botlhokwa a a kgethegileng a Aforikaborwa).*

- *Kitso ya le/kgotsa kgatlhego mo matshwaong a a botlhokwa, dikarolo tse di amegang tsa bogologolo le vekisiloloji (thuto ka ga difolaga), le ditlotla le dikabelo.*
- *Maikutlo a bontle, botsweretshi le tlhamo, segolobogolo jaaka di dirisiwa mo matshwaong a a botlhokwa*
- *Kitso ya hisetori ya Aforikaborwa.*
- *Kitso ya dilo tsa tlholego.*
- *Lemorago la molao.*

Mongwe le mongwe yo o eletsang go tshitshinya motho yo o tshwanetseng go dira mo Khanseleng ya Matshwao a a botlhokwa le mo Komitng o tshwanetse go romela tshedimosetso e e latelang go Lefapha la Metshameko, Botsweretshi le Setso (dintlha tsa kgolagano di fa tlase):

- *Lekwalo le le nang le maina ka botlalo le dintlha tsa kgolagano tsa botlalo tsa motshitshinyi, mabaka a tshitshinyo le maina le dintlha tsa kgolagano tsa batho ba le bararo ba ba mabapi le motshitshinngwa.*
- *Kamogelo ya lekwalo ya motshitshinngwa ya tshitshinyo (Foromo e e kailweng ya tshitshinyo e teng fa e kopiwa).*
- *CV e khutshwane ya motshitshinngwa, e e tlhalosang bomaleba jwa gagwe mabapi le go thapiwa le go neelana ka tshedimosetso ka fa tlase ga ditlhogo tsotlhe tse di latelang: * Tthaetlele le maina ka botlalo * nomoro ya ID * Boagi * Dintlha tsa kgolagano ka botlalo* Tiro ya gajaanong le leina la mothapi * borutegi jwa thuto * Maitemogelo a a maleba * Dikarolo tsa kitso * Botokololo jwa mekgatlho, diboto, jj (jwa nako e e fetileng le jwa gajaanong) * Tirelo ya nako e e fetileng le ya gajaanong ya tirelo mo dibotong * Bong * Mmala.*

Letlha la bofelo la ditshitshinyo ke: 14 Mopitlwe 2025.

Ditshitshinyo le dipotso di tshwanetse go lebisiwa go: Rre Thembinkosi Mabaso, The State Herald, Bureau of Heraldry, Private Bag X236, Pretoria 0001, mogala 066 302 5395, imeile: thembam@dsac.gov.za

KHUWELELO YA U TA MIRAḐO INE YA ḐO SHUMA KHA KHORO NA KOMITI YA HERALIDIRI (KHORO YA ZWIGA ZWA LUSHAKA), 2025–2028

Mulayo wa Heralidiri, wa 1962 (Mulayo wa vhu 18 wa 1962), tshipiḓa tsha vhu 6

MiraḐo ya sekithara ya heralidiri na tshitshavha vha khou rambiwa u ta vhonkhetheni vho teaho vhane vha ḓo shuma kha Khoro ya Heralidiri. Khoro i ḓo vhumbiwa nga Muhulwane wa Birou ya Heralidiri na miṅwe miraḐo ya rathi ine ya ḓo tiwa nga Minisiṱa wa zwa Mitambo, Vhutsila na Mvelele lwa tshifhinga tsha miṅwaha miraru (3). Khoro i ṱangana lu no swika luvhili nga ṅwaha. MuraḐo wa Khoro a songo tholiwaho lwa tshoṯhe nga Muvhuso u ḓo badelwa malugana na tshumelo dzine a dzi ṉetshedza sa muraḐo wa Khoro mbadelo u ya nga he Minisiṱa na Minisiṱa wa Gwama vha tendelana ngaho.

Birou ya Heralidiri, yo thomiwaho nga tshipiḓa tsha vhu 3 tsha Mulayo wa Heralidiri, wa 1962, i ṅwalisa zwiga, madzina, madzina o khetheaho na dziyunifomo, nahone i dovha hafhu ya shuma miṅwe mishumo i no nga sa u ḓivhadza na u tsireledza zwiga zwa lushaka

Khoro ya Heralidiri ndi tshiimiswa tsha u Eletshedza tshine tsha vha na mishumo ya ndeme i tevhelaho :

- *U ta mbekanyamaitele ine ya ḓo shumiswa kha zwa heralidiri;*
- *U dzhiela nṱha na u dzhia tsheo kha mafhungo eneo ane Muhulwane wa Birou ya Heralidiri kana Komiti ya Heralidiri vha nga a kwama kana u amba ngao;*
- *U dzhiela nṱha khaṱhululo dzine dza vha kha tshipiḓa tsha vhu 9 tsha Mulayo; na*
- *U shuma miṅwe mishumo ine i nga vha yo ṉetshedzwa Khoro nga Minisiṱa.*

Vhane vha ḓo tiwa vha ḓo tea u imela vhafaramikovhe vhane vha vha na vhukoni ho teaho u itela u thusa Birou ya Heralidiri u swikelela zwipikwa zwayo. Nga nnḓa ha u vha mudzulapo wa Afrika Tshipembe, muthu ane a ḓo tiwa u tea u vha na zwiṱaluli zwi tevhelaho:

- *NḐivho yo ṱanḓavhuwaho ya zwiga zwa Afrika, zwipuka na miri, maambele na mvelele, hu tshi khou ombedzelwa mvelele ya u tou amba (u itela u ṱuṱuwedza u bvela phanḓa na mveledziso ya zwiga zwa Afrika Tshipembe zwo khetheaho).*
- *NḐivho ya na /dzangalelo ḽa zwa heralidiri na ngudo ya fuḽaga, na zwa khuliso na u ṉea pfufho.*

- *Nḓivho ya zwithu zwavhuḓi, vhutsila na disaini, nga maanḓa musi zwi tshi shumiswa kha zwa heraḽidiri*
- *Nḓivho ya ḓivhazwakale ya Afrika Tshipembe.*
- *Nḓivho ya sisiṱeme dzapo.*
- *Nḓivho ya zwa mulayo.*

Muthu muṅwe na muṅwe ane a tama u ta muthu ane a ḓo shuma kha Khoro na Komiti ya Heralidiri u tea u ḓisa zwidodombedzwa zwi tevhelaho kha Muhasho wa zwa Mitambo, Vhutsila na Mvelele (zwidodombedzwa zwa vhukwamani zwo ṋetshedzwa afho fhasi):

- *Vhurifhi vhune ha vha na madzina nga vhuḓalo na zwidodombedzwa zwa vhukwamani nga vhuḓalo zwa muti, thikhedzo ya u tiwa ha muthu na madzina na zwidodombedzwa nga vhuḓalo zwa vhukwamani zwa vhathu vhane vha nga khwaṱhisedza u tiwa ha uyo muthu.*
- *Thendelo yo tou ṅwalwaho ya muthu ane a khou tiwa (fomo ya u ta i a wanala arali yo humbelwa).*
- *CV pfufhi ya muthu ane a khou tiwa, ine ya ṱalutshedza uri ndi ngani o tea u tiwa na u ṋetshedza zwidodombedzwa nga fhasi ha ṱhoho dzi tevhelaho: * Thaitili na madzina nga vhuḓalo * Nomboro ya ID * Vhuraḓo * Zwidodombedzwa zwa vhukwamani nga vhuḓalo* Mushumo une vha khou shuma wone na dzina ḽa mutholi * Ndalukano dza pfunzo * Tshenzhemo yo teaho * Masia a vhukoni * Vhuraḓo ha madzangano, dzibodo, nz (zwa kale na zwa zwino) * Tshumelo ya bodo ya kale na ya zwino * Mbeu * Lushaka.*

Ḓuvha ḽa u vala u ta ndi: 14 Thafamuhwe 2025.

Madzina a vhathu vho tiwaho na mbudziso zwi tea u livhiswa kha: Vho Thembinkosi Mabaso, The State Herald, Bureau of Heraldry, Private Bag X236, Pretoria 0001, luṱingo. 066 302 5395, emei li: thembam@dsac.gov.za

ISIMEMO SOKWENYULWA KWABONKHETHANI ABAZOKUSEBENZA EMKHANDLWINI NEKOMIDINI YEEMPHANDLA, 2025–2028

UmThetho weemPhandla, 1962 (UmThetho we-18 ka-1962), isigaba 6

Ngakho-ke amalunga womkhakha weemphandla kanye nomphakathi bayamenywa kobana banyule abonkhethani abalungeleko ebazokutjhejwa ekuqatjhweni komKhandlu weemPhandla. UmKhandlu uzokumumatha umPhathi weemPhandla zomBuso kanye nokungenani amanye amalunga asithandathu azokuqatjhwa nguNgqongqotjhe wezemiDlalo, zobuKghwari namaSiko isikhathi seminyaka emi-3. UmKhandlu uhlangana okungenani kabili ngonyaka. Ilunga lomKhandlu elingasebenzi isikhathi esipheleleko emBusweni lizokubhadelwa ngemisebenzi yalo njengelunga lomKhandlu njengeembonelelo njengombana kungahlela uNgqongqotjhe, ngokubambisana noNgqongqotjhe wezeeMali.

IZiko leemPhandla, elisungulwe sigaba 3 somThetho weemPhandla, 1962, litlolisa imigwalo yeemphandla, amabizo, amabizo akhethekileko kanye namajunifomu, begodu lenza neminye imisebenzi efana nokwazisa kanye nokuvikelwa kwamatshwayo wesitjhaba.

UmKhandlu weemPhandla uyihlangano yekwEluleka enemisebenzi esisekelo engendlela elandelako:

- *Ukuhlela umgomo ozukusetjenziswa eendabeni eziphathelene neemphandla;*
- *Ukutjheja nokuthatha isiqunto mayelana neendaba ezinjalo eziphathelene nomPhathi weemPhandla zomBuso namkha iKomidi yeemPhandla ekungaqaliswa kiyo;*
- *Ukutjheja iimbilayezo ezitjhejwe ngaphasi kwesigaba 9 somThetho; kanye*
- *Nokwenza eminye imisebenzi njengombana inganikelwa umKhandlu nguNgqongqotjhe.*

Abanyulwa kufanele bajamele abahlanganyeli abanamakghono afaneleko wokusiza iZiko leemPhandla ekuzalisekeni iminqopho yayo. Ngaphandle kokuba sisakhamuzi nomhlali weSewula Afrika, umnyulwa kufanele abe namatshwayo alandelako:

- *Ilwazi elibanzi lamatshwayo we-Afrika, iimbinwa, izitjho namasiko, ngokugcizelela isiko lezomlomo (ukukghonakalisa ukuthuthukiselwa phambili kwamatshwayo weemphandla weSewula Afrika).*

- *Ilwazi kanye/namkha itjisakalo yamatshwayo, imikhakha ephathelene nawo yomlando wokuzalana kanye neveksiloloji (ukurhubhululwa kwamaflarha), kanye nokuhlonitjhwa nemitlomelo.*
- *Ukuzwakala kokuthandwa kobuhle, ubukghwari nokutlama, khulu khulu njengombana kusetjenziswe eemphandleni*
- *Ilwazi lomlando weSewula Afrika.*
- *Ilwazi lehlelo lendabuko.*
- *Ilwazi lezomthetho.*

Omunye nomunye umuntu ofisa ukwenyula umuntu ozokusebenza emKhandlwini neKomidini yeemPhandla kufanele athumele ilwazi elilandelako emNyangweni wezemiDlalo, zobuKghwari namaSiko (imininingwana yokuthintana ingenzasi):

- *Incwadi emumethe amabizo ngokupheleleko nemininingwana ezeleko yokuthintana kamenyulwa, isizathu sokwenyulwa, kanye namabizo nemininingwana yokuthintana yamareferensi amathathu kamenyulwa.*
- *Ukwamukelwa kokwenyulwa okutloliweko kwakamenyulwa (iforomu lokwenyula eliqintelweko litholakala ngokukhonjelwa).*
- *I-CV efitjhani kamenyulwa ehlathulula ukulungela kwakhe ukuqatjhwa nenikela ilwazi ngeenhloko zoke ezilandelako: * Isihloko namabizo apheleleko * Inomboro kamazisi * Ubutjhaba * Imininingwana epheleleko yokuthintana* Umsebenzi wagadesi kanye nebizo lomqatjhi * Iziqu zefundo * Ilemuko elifaneleko * Imikhakha yelemuko * Ubulunga beenhlangano, amabhodi, njll. (esikhathini esidlulileko nagadesi) * Ukusebenza esikhathini esidlulileko nagadesi emabhodini * Ubulili * Ubuhlanga.*

Ilanga lokuvalwa kokwenyula ngumhlaka: 14 uNtaka 2025.

Ukwenyula nemibuzo kufanele zithunyelwe ku-:Nom Thembinkosi Mabaso, The State Herald, Bureau of Heraldry, Private Bag X236, Pretoria 0001, umtato 066 302 5395, i-imeyila: thembam@dsac.gov.za

SIMEMO SEKUKHETFWA KWEMAKHANDIDETHI LATAWUSEBENTA KUMKHANDLU NASEKOMITINI LETIMPHAWU NETIPHANDLA, 2025–2028

Umtsetfo Wetimphahla Netiphandla, 1962 (Umtsetfo nombolo 18 wanga-1962), sigaba 6

Emalunga emkhakha wetimphawu netiphandla nemphakatsi bayamenywa kutsi bakhetse emakhandidethi lafanele latawunconotwa kucashwa Kumkhandlu Wetimphawu Netiphandla. Umkhandla utawucukatsa Lihhovisi Letimphawu Netiphandla Lembuso kanye nalokungenani lamanye emalunga lasitfupha latawukhetfwa yiNdvuna Yetemidlalo, Buciko Nemasiko sikhatsi seminyaka lemi-3. Umkhandlu uhlangana lokungenani kabili ngemnyaka. Lilunga leMkhandlu lelingakacashwa ngalokuphelele nguMbuso litawubhadalwa ngemisebenti yalo njengelilunga lemkhandlu tibonelelo letitawuncunywa yiNdvuna, ngekubonisana neNdvuna Yetetimali.

Lihhovisi Letimphawu Netiphandla, lelisungulwe sigaba 3 seMtsetfo Wetimphawu Netiphandla, libhalisa tetfulo tetimphawu netiphandla, emagama, emagama lasipesheli nemayunifomu futsi lenta leminye imisebenti lefana nekudvumisa nekuvikela Timphawu Tavelonkhe.

Umkhandlu Wetimphawu Netiphandla ngumtimba weKweluleka lonalemisebenti leyinhlitiyo lelandzelako:

- *Kuncuma inchubomgomo letawusetjentiswa etindzabeni letiphatselene netimphawu netiphandla;*
- *Kubuka nekuncoma etindzabeni letinjalo letingandluliselwa kuyo Lihhovisi Lembuso Letimphawu Netiphandla nobe yiKomiti;*
- *Kubukisisa tikhalo letibekwe ngaphasi kwesigaba 9 seMtsetfo; futsi*
- *Kwenta leminye imisebenti leniketwe kuMkhandlu yiNdvuna.*

Labakhetfwako kumele bamele bahlanganyeli labanemakhono ladzingekile kusita Lihhovisi Letimphawu Netiphandla ekuphumeleleni kutinjongo talo. Ngaphandle kwekuba sakhamuti nemhlali waseNingizimu Afrika, lokhetfwako kumele abe naletici letilandzelako:

- *Lwati lolubanti lwetimphawu tase-Afrika, tilwane letitimphawu, tisho nemasiko, ngekugcizelela kundzabuko letikhulunywako (kuhlelembisa kutfutfukisa lokuchubekako kwesimo lesehlukile saseNingizimu Afrika).*

- *Lwati kanye/nobe lutsandvo lwetimphawu netiphandla kanye nemikhakha lehlobene ye-genealogy, i-Vexillology (sifundvo semafulegi), kuhlonishwa nemiklomelo.*
- *Luvo lwekutsandza buhle nebuciko kanye nekudvweba, ikakhulukati uma kusetjentiswa kutimphawu netiphandla*
- *Lwati lwemlandvo waseNingizimu Afrika.*
- *Lwati lwetinhlelo tendzabuko.*
- *Lwati lwetemtsetfo.*

Nobe ngubani lofisa kukhetsa umuntfu lotawusebenta kuMkhandlu nakuKomiti kumele bafake lomniningwane lolandzelako kuLitiko Letemidlalo, Buciko Nemasiko (imininingwane yekutsintsana ngaphasi):

- *Incwadzi lecuketse emabito laphelele nemininingwane yekutsintsana legcwele yemuntfu lokhetsako, sesekelo sekukhetsa, kanye nemabito nemininingwane yekutsintsana yebantfu labatawufakazela umuntfu lokhetfwako.*
- *Incwadzi yekuvuma kukhetsa yemuntfu lokhetfwako efomini lekukhetsa lelibekiwe (lelitfolakala ngekucela).*
- *I-CV lemfishane, lechaza kufaneleka kwakhe kukhetfwa futsi inikete umniningwane ngaphasi kwato tonkhe letihloko letilandzelako: * Sihloko nemagama laphelele * Inombolo ye-ID * Buve * Imidanti yekutsintsana lephelele* Umsebenti wamanje kanye nelibito lemcashi * Ticu tetemfundvo * Lwati lolufanele * Imikhakha yebungcweti * Bulunga betinhlangano, emabhodi, njll (amanje newakudzala) * Kusebenta kwakudzala nekwanyalo kumabhodi * Bulili * Buve.*

Lusuku lwekuvalwa kwekukhetfwa ngumhlaka: 14 yiNdlovulenkhulu 2025.

Kukhetfwa kwebantfu nemibuto kumele kutfunyelwe ku: Mnu Themba Mabaso, The State Herald, Bureau of Heraldry, Private Bag X236, Pretoria, 0001, lucingo 066 302 5395, i-imeyili ThembaM@dsac.gov.za

ISIMEMO SOLONYULO LWABONYULWA ABAZA KUSEBENZA KWIBHUNGA LEHERALDRI (HERALDRY COUNCIL) (IBHUNGA ELISEBENZA NGEMBASA YESIZWE), 2025–2028

UmThetho weHeraldri, 1962 (UmThetho oyiNombolo ye-18 ka-1962), icandelo lesi-6

Amalungu ecandelo leheraldri kunye noluntu ayamenywa ukuba onyule abantu abafanelekileyo ukuba bathathelwe ingqalelo yokonyulelwa kwiBhunga leHeraldri, ePitoli. IBhunga liza kuba neHeraldri kaRhulumente kunye namanye amalungu amathandathu ayakonyulwa nguMphathiswa weSebe lezeMidlalo, ubuGcisa neNkcubeko ixesha leminyaka emi-3. IBhunga lihlangana ubuncinane kabini ngonyaka kwindawo emiselwa ngusihlalo. Ilungu leBhunga elingekho kwingqesho epheleleyo kaRhulumente liyakuhlawulelwa iinkonzo zalo njengelungu leBhunga izibonelelo ezinjalo njengoko zinokumiselwa nguMphathiswa edibene noMphathiswa wezeMali.

IZiko leHeraldri (Bureau of Heraldry), elisekwe licandelo lesi-3 lomThetho weHeraldri, 1962, libhalisa izindululo zeheraldri, amagama, amagama akhethekileyo kunye neeyunifom, kwaye lenza eminye imisebenzi efana nokwenza kwaziwe kwaye kukhuselwe imiqondiso yesizwe.

Imisebenzi engundoqo yeBhunga kuku:

- *misela umgaqonkqubo oza kusetyenziswa kwimiba yeheraldri*
- *thathela ingqalelo nokwenza isigqibo kwimiba enjalo njengoko iheraldri karhulumente okanye iKomiti yeheraldri inokubhekisela kuyo*
- *thathela ingqalelo izibheno eziqatshelwe phantsi kwecandelo le-9 lomThetho, kunye*
- *nokuqhuba eminye imisebenzi enjalo njengoko inokunikwa iBhunga nguMphathiswa.*

Abonyulwa kufuneka bamele amahlakani anezakhono eziyimfuneko ukunceda iCandelo leHeraldri ekuphumezeni iinjongo zalo. Ngaphandle kokuba ngummi nomhlali waseMzantsi Afrika, umonyulwa kufuneka abe nezi mpawu zilandelayo:

- *Ulwazi olunabileyo lwemiqondiso yaseAfrika, iitotem, izaci kunye neenkcubeko, kugxininiswa kumasiko abaliswa ngomlomo (ukuququzelela uphuhliso olungaphaya lobugcisa obubodwa beheraldri baseMzantsi afrika)*
- *Ulwazi kunye/okanye umdla kwiheraldri, imimandla enxulumeneyo yomlibo kunye nevexillology (ukufunda ngeeflegi), kunye namawonga neembasa*
- *Imvakalelo yobuhle, ubugcisa noyilo, ingakumbi xa*

zisetyenziswa kwiheraldri
- *Ulwazi lwembali yoMzantsi Afrika*
- *Ulwazi lweendlela zolwazi lwemveli.*

- *Ulwazi lomthetho*

Nabani na onqwenela ukonyula umntu ukuba asebenze kwiBhunga leHeraldri kufuneka angenise olu lwazi lulandelayo kwiSebe lezeMidlalo, ubuGcisa neNkcubeko (iinkcukacha zoqhagamshelwano zingasezantsi):
- *Ileta equlethe amagama apheleleyo kunye neenkcukacha zoqhagamshelwano eziphelele yo zomonyuli, izizathu zokonyula, kunye namagama neenkcukacha zoqhagamshelwano zabantu abathathu ekunokugqinisiswa kubo umonyulwa.*
- *Ulwamkelo lomonyulwa olubhalwe phantsi lonyulo (ifom yolonyulo emiselweyo iyafumaneka xa iceliwe)*
- *I-CV emfutshane yomonyulwa, echaza ukufanelekela kwakhe ulonyulo kwaye enika ulwazi phantsi kwazo zonke ezi zihloko zilandelayo: * ITayitile namagama apheleleyo * Inombolo yeSAZISI * Ubumi * Iinkcukacha zoqhagamshelwano eziphelele yo * Umsebenzi owenza ngoku kunye negama lomqeshi * Iziqinisekiso zemfundo * Amava abandakanyekayo * Imimandla yobugcisa * Ubulungu kwimibutho, iibhodi, njl. njl. (ngaphambili nangoku) * Inkonzo yangaphambili neyangoku kwiibhodi * Isini * Uhlanga.*

Umhla wokuvala wolonyulo nowe: 14 EyoKwindla 2025.

Ulonyulo kunye nemibuzo mayibhekiswe ku: Mnu Themba Mabaso, The State Herald, Bureau of Heraldry, Private Bag X236, Pretoria 0001, inombolo yomnxeba. 066 302 5395, i-imeyile: thembam@dsac.gov.za

ISIMEMO SOKUPHAKANYISWA KWAMAGAMA ABANTU ABAZOSEBENZA KUMKHANDLU KANYE NEKOMITI LEZIPHANDLA, - 2025–2028

UMthetho Weziphandla sonyaka we-1962 (uMthetho we-18 wonyaka we-1962), isahluko se-6

Amalungu omkhakha weziphandla kanye nawomphakathi ayamenywa ukuba aphakamise amagama abantu abafanela ukucatshangelwa ukuba baqokelwe eMkhandlwini Weziphandla. UMkhandlu uzokwakhiwa isiPhandla Sombuso futhi okungenani namanye amalungu ayisithupha azoqokwa nguNgqongqoshe Wezemidlalo, Ezobuciko Namasiko eqokelwe isikhathi esiyiminyaka emi-3. UMkhandlu uhlangana okungenani kabili ngonyaka. Ilungu loMkhandlu elingasebenzi ngokuphelele kuHulumeni liyokhokhelwa imisebenzi yalo njengelungu loMkhandlu izibonelelo ezinganqunywa uNgqongqoshe, ngokubonisana noNgqongqoshe Wezezimali.

UPhiko Lweziphandla, lasungulwa ngesahluko sesi-3 soMthetho Weziphandla wonyaka we-1962, lubhalisa izethulo zeziphandla, amagama, amagama akhethekile nemifaniswano, futhi wenza neminye imisebenzi efana nokwazisa nokuvikela izimpawu zesizwe.

UMkhandlu Weziphandla uwuHlaka Olwelulekayo ngemisebenzi esemqoka ngale ndlela elandelayo:

- *Ukunquma inqubomgomo ezosetshenziswa emidantini yeziphandla;*
- *Ukucutshungulwa kanye nokuthathwa kwezinqumo ngemidanti efana neziPhandla Zesizwe noma iKomidi Leziphandla elingayidlulisela kuwo;*
- *Ukucutshungulwa kwezikhalazo ezibhalwe ngaphansi kwesahluko sesi- 9 soMthetho; futhi*
- *Ukwenza eminye imisebenzi enganikezwa uMkhandlu nguNgqongqoshe.*

Abaqokiwe bafanele bamele ababambiqhaza abanamakhono adingekayo ukuze basize uPhiko Lweziphandla ukufeza izinhloso zalo. Ngaphandle kokuba yisakhamuzi kanye nomhlali waseNingizimu Afrika, ophakanyiswayo ufanele abe nalezi zici ezilandelayo:

- *Ulwazi olubanzi lwezimpawu zase-Afrika, amathothemu, izisho namasiko, kugcizelelwa isiko lokudlulisa ngomlomo (ukwenza kube lula ukuqhubeka kokwakhiwa kweziphandla zezimpawu zaseNingizimu Afrika ezikhethekile).*

- *Ulwazi kanye/noma intshisekelo yeziphandla, imikhakha ehlobene nazo yozalo kanye nevekhsiloloji (ucwaningo lwamafulegi), nokuhlonishwa kwezindondo.*
- *Ukuzi ubuhle, ubuciko kanye nomklamo, ikakhulukazi njengoba kusetshenziswe kwiziphandla*
- *Ulwazi ngomlando waseNingizimu Afrika.*
- *Ulwazi lwezinhlelo zendabuko.*
- *Isizinda esisemthethweni.*

Nanoma ubani ofisa ukuphakamisa umuntu ukuba asebenze eMkhandlwini Nasekomidini Leziphandla ufanele alethe le minininingwane elandelayo eMnyangweni Wezemidlalo, Ubuciko Namasiko (imininingwane yokuxhumana ingezansi):

- *Incwadi enamagama aphelele kanye nemininingwane yokuxhumana ephelele yophakanyiswayo, izizathu zokuphakanyiswa kwamagama kanye nemininingwane yokuxhumana yabangathintwa mayelana nophakanyiswayo abathathu.*
- *Ukwamukela ukuphakanyiswa okubhalwe phansi kwalowo ophakanyiswayo (ifomu lokuqoka elimisiwe liyatholakala ngesicelo).*
- *I-CV emfushane yomuntu ophakanyiswayo, echaza ukufaneleka kwakhe ukuba aqokwe futhi enikeza ulwazi ngaphansi kwazo zonke lezi zihloko ezilandelayo: * Isibizo namagama aphelele * Inombolo kamazisi * Ubuzwe * Imininingwane yokuxhumana ephelele* Isikhundla ngokomsebenzi wamanje negama lomqashi * Iziqu zemfundo * Isipiliyoni esifanele * Izinkundla zobuchwepheshe * Ubulungu bezinhlangano, amabhodi, njll. (isikhathi esidlule nesamanje) * Umsebenzi wakudala nowamanje emabhodini * Ubulili * Ubuhlanga.*

Usuku lokugcina lokuphakanyiswa kwamagama ngumhla zi-14 uNdasa 2025.

Iziphakamiso kanye nemibuzo kufanele kubhekiswe ku:- Mnu Thembinkosi Mabaso, The State Herald, Bureau of Heraldry, Private Bag X236, Pretoria 0001, ucingo. 066 302 5395, i-imeyili: thembam@dsac.gov.za

TALETŠO YA DITŠHIŠINYO TŠA BONKGETHENG BA TLOGO DIRELA KHANSELE LE KOMITI YA TLHAMO YA MASWAO A BOHLOKWA, 2025– 2028

Molao wa Tlhamo ya Maswao a Bohlokwa, 1962 (Molao wa 18 wa 1962), karolo ya 6

Maloko a Lefapha la Tlhamo ya Maswao a Bohlokwa le setšhaba ba mengwa go šišinya bahlankedi ba maleba gore ba tle ba lebedišišwe go tlo bewa go Khansele ya Biro ya Tlhamo ya Maswao a Bohlokwa. Khansele e tla ba le Mohlankedi wa Tlhamo wa Maswao a Bohlokwa wa Mmušo le maloko a ka bago a tshela ao a tlago bewa ke Tona ya Dipapadi, Bokgabo le Setšo gomme e tla bewa semmušo go šhoma mengwaga ye 3. Khansele e kopana bonnyane gabedi ka ngwaga lefelong leo le tla bego le laeditšwe ke modulasetulo. Leloko la Khansele leo le sa šomelego mmušo ka nako tšohle le tla lefelelwa ditirelo tša lona bjalo ka leloko la Khansele diputseletšo tše di tla bego di laeditšwe ke Tona ka ditherišano le Tona ya Matlotlo.

Biro ya Tlhamo ya Maswao a Bohlokwa, e hlamilwe ke karolo 3 ya Molao wa Tlhamo ya Maswao a Bohlokwa, 1962, e ngwadiša baemedi ba tlhamo ya maswao a bohlokwa, maina, maina a a kgethegilego le diyunifomo, gape e phethagatša mešomo ye mengwe ye bjalo ka go tumiša le go šireletša maswao a bosetšhaba

Khansele ya Tlhamo ya Maswao a Bohlokwa ke mokgatlo wa keletšo ka mešomomegolo ye e latelago:

- *Go laetša maanotshepetšo ao a tlago šomišwa ka go ditaba tša tlhamo ya maswao a bohlokwa;*
- *Go akanya le go tšea sephetho ka ga ditaba tše bjalo ka tlhamo ya maswao a bohlokwa a bosetšhaba goba tšeo komiti ya tlhamo ya maswao a bohlokwa a a ka laetšago go tšona;*
- *Go akanya diaphili tšeo di laeditšwego ka fase ga karolo ya 9 ya Molao; le*
- *Go phethagatša mešomo ye bjalo ka ge e filwe go Khansele ke Tona.*

Bašišinywa ba swanetše go emela bakgathatema bao ba nago le mabokgoni a maleba go thuša Biro ya Tlhamo ya Maswao a Bohlokwa go fihlelela dinepo

tša yona. Ntle le go ba moagi goba modudi Afrika Borwa, mošišinywa o swanetše go ba le dinyakwa tše di latelago:

- *Tsebo ye e tseneletšego ya maswao a Seafrika, meeno, diema le ditšo, go kgatelelo go meetlo (go nolofatša tlhabollo ya go ya pele ya diema tša selegae tša tlhamo ya maswao a bohlokwa).*
- *Tsebo le/goba kgahlego ya Tlhamo ya Maswao a Bohlokwa, mafapha a a sepelelanago a tšienolotši (thuto ya histori ya leloko) le feksiolotši (thuto ya difolaga), le ditlhompho le meputso (ka kamano ya Seafrika).*
- *Maitemogelo a thuto ya bokgabo, bokgabo le tlhamo, kudukudu bjalo ka ge a šomišwa go Tlhamo ya Maswao a Bohlokwa.*
- *Tsebo ya histori ya Afrika Borwa.*
- *Tsebo ya ditshepedišo tša setšo.*
- *Kamano ya tša molao.*

Motho yo mongwe le yo mongwe yo a nyakago go šišinya motho yo a tlago direla Khansele ya Biro ya Tlhamo ya Maswao a Bohlokwa o swanetše go tlatša le go romela tshedimošo ye e latelago go Kgoro ya Dipapadi, Bokgabo le Setšo (dintlha tša Boikgokaganyo ka fase):

- *Lengwalo le le nago le maina ka botlalo le dintlha tša boikgokaganyo ka botlalo tša mošišinyi, mabaka a tšhišinyo, le maina le dintlha tša boikgokaganyo tša batho ba bararo bao ba ka hlatselago mošišinywa.*
- *Kamogelo ya ditšhišinyo ya mošišinywa ya go ngwalwa. (foromo ya tšhišinyo ye e laeditšwego e hwetšagala ka kgopelo).*
- *Taodišophelo (CV) e kopana ya mošišinyi, yeo e fago tshedimošo ka ga mošišinywa ka fase ga dihlogo ka moka tše di latelago: * Thaetlele le maina ka botlalo * Nomoro ya Boitsebišo * Boagi * Dintlha tša boikgokaganyo ka botlalo * Maemo a bjale a mošomo le leina la mongmošomo * Mangwalo a thuto * Maitemogelo a maleba * Mafapha a botsebi * Boleloko bja mekgatlo, diboto, bj.bj. (bja kgale le bja bjale) * Tirelo ya kgale le ya bjale go diboto * Bong * Morafe.*

Letšatšikgwedi la tswalelo ya ditšhišinyo ke: 14 Hlakola 2025.

Ditšhišinyo le dipotšišo di swanetše go romelwa go: Mna Themba Mabaso; The State Heraldry, Bureau of Heraldry, Private Bag X236, Pretoria 0001, Mogala: 066 302 5395, le Imeile: thembam@dsac.gov.za

PITSO HO BONKGETHENG BA TLA SEBETSA LEKGOTLENG LA MATSHWAO A BOHLOKWA, 2025–2028

Molao wa matshwao a bohlokwa, 1962 (Molao No 18 wa 1962), karolo ya 6

Ditho tsa lekala la matshwao a bohlokwa di a mengwa ho kgetha baemedi ba nepahetseng hore ba sebetse Lekgotleng la matshwao a bohlokwa, Pretoria. Lekgotla le tla ba le setho sa Mmuso sa matshwao a bohlokwa mmoho le bonyane ditho tse ding tse tsheletseng tse tla kgethwa ke Letona la Dipapadi, Setso le Botjhaba bakeng sa nako ya dilemo tse 3. Lekgotla le kopana bonyane habedi ka selemo sebakeng se hlwauweng ke modulasetulo. Setho sa Lekgotla se sa sebetseng ka dinako tsohle mmusong se tla lefuwa bakeng sa ditshebeletso tsa sona jwaloka setho sa Lekgotla le ditshwanelo tse ding kamora ho ba Letona le ikopanye le Letona la Ditjhelete ho fana ka dipehelo. Biro ya matshwao a bohlokwa, e theilweng ho latela karolo ya 3 ya Molao wa matshwao a bohlokwa, 1962, e ngodisa boemedi ba matshwao a bohlokwa, mabitso a ikgethileng le seaparo se tshwanang hape e etsa mesebetsi e meng e jwaloka ho tumisa le ho sireletsa matshwao a naha.

Mesebetsi ya bohlokwa ya Lekgotla ke ho:

- *bopa le ho hlwaya leano le sebetsanang le dintlha tse amanang le matshwao a bohlokwa*
- *lekola le ho etsa qeto dintlheng tse amanang le matshwao a bohlokwa a mmuso kapa le ho latela kamoo komiti ya matshwao a bohlokwa e kopileng*
- *lekola boipelaetso bo hlwauweng tlasa karolo ya 9 ya Molao; hape le ho*
- *ntshetsapele mesebetsi jwaloka ha Letona le fane ka yona Lekgotleng.*

Bonkgetheng ba lokela ho emela ba phehisang hape ba na le boitsebelo ba ho thusa Biro ya matshwao a bohlokwa ho atleha maikemisetsong a yona. Ntle le hore nkgetheng e be MoAforikaborwa ebile e be moahi wa naha ena, nkgetheng o lokela ho ba le semelo se latelang:

- *Tsebo e keneletseng ya matshwao a Aforika, matshwao a tlhaho, maele le botjhaba, ka ho toboketsa moetlong wa dipale (ho bebofatsa ntshetsopele ya maelana a selehae a matshwao a bohlokwa)*
- *Tsebo ya le/kapa kgahleho matshwaong a bohlokwa, le mafapha a amanang le thuto ya nalane ya malapa mmoho le thuto ya difolaga, ditlotla le dikgau (ntlheng tse amanang le Aforika)*

- *Kgahleho ya mokgabiso, boiqapelo le ho bopa, haholoholo dintho tse tla sebediswa matshwaong a bohlokwa*
- *Tsebo ya nalane ya Aforikaborwa*
- *Tsebo ya ditsamaiso tsa botala.*

Motho ofe kapa ofe ya lakatsang ho thonya motho ya tla sebetsa Lekgotleng la Matshwao a bohlokwa o lokela ho romela dintlha tse latelang Lefapheng la Dipapadi, Setso le Botjhaba (dintlha tsa ho iteanya le lona di ngotswe fatshe mona):

- *Lengolo le nang le mabitso ka botlalo le dintlha ka botlalo tsa ho iteanya le ya thontseng, mabaka a ho thonya mmoho le mabitso le dintlha ka botlalo tsa dipaki tse tharo tsa nkgetheng*
- *Lengolo le tswang ho nkgetheng moo a amohelang kgetho eo (Foromo e ikgethileng e a fumaneha ha o etsa kopo eo)*
- *CV ya nkgetheng e hlalosang bokgoni ba hae bakeng sa ho kgethuwa mme ho fanwe ka dintlha ka botlalo tlasa dihloho tsohle tse latelang: * Thaetlele le mabitso ka botlalo * Nomoro ya bukana ya boitsebiso * Bopaki ba ho ba moahi * Dintlha ka botlalo tsa ho iteanya le nkgetheng * Mosebetsi wa hae wa jwale le lebitso la ramosebetsi * Mangolo a Thuto * Boiphihlelo bo nepahetseng * Lekala la boitsebelo * Dintlha tsa botho mekgatlong, dibotong, jj (tsa nako e fetileng le hona jwale) * Ditshebeletso tsa hae dibotong tse fetileng le hona jwale * Bong * Morabe.*

Letsatsi la ho kwala dikgetho ke: 14 Hlakubele 2025.

Dikgetho le dipotso di tlamehile ho romelwa ho: Mr Themba Mabaso, The State Herald, Bureau of Heraldry, Private Bag X236, Pretoria 0001, mohala: 066 302 5395, e-meile: thembam@dsac.gov.za

DEPARTMENT OF SPORTS, ARTS AND CULTURE

NO. 5956 7 March 2025

SOUTH AFRICAN HERITAGE RESOURCES AGENCY

Draft Schedule of Fees

PART A – INTRODUCTION AND DEFINITIONS

The South African Heritage Resources Agency (SAHRA) is empowered to charge for services rendered in terms of the National Heritage Resources Act, No. 25 of 1999 (NHRA) by the provisions of section 25(2). SAHRA shall charge fees for the services listed in part B of the Schedule of Fees (hereafter referred to as 'the Schedule') overleaf.

SAHRA hereby invites comments on proposed updates to the Schedule. Comments must be made in writing and sent to nmgoboli@sahra.org.za on or before 15 April 2025.

Unless listed here, terms and words used shall have the meaning assigned in section 2 of the NHRA.

'Disturbance' means addition, alteration, change of planning status, collection, damage, defacement, demolition, destruction, disfigurement, excavation, exhumation, removal from its original position, subdivision, and/or sampling.

'Formally protected site' means any place declared to be a national or provincial heritage site by notice in the *Government Gazette* or *Provincial Gazette* in terms of sections 27(5) and 27(6) of the NHRA, respectively.

'General protection' means any protections provided for in the NHRA applicable to any heritage resource listed in section 2 of the NHRA which is *not* declared to be a national or provincial heritage site, *not* listed in part II of the Register referred to in section 32(7) of the NHRA, *nor* declared a cultural treasure or national monument referred to in Section 58(7f) of the NHRA.

'Reproduction' means any film, photograph, or other form of recording in two or three dimensions.

'Specifically declared' means by listing in part II of the Register referred to in section 32(7) of the NHRA, or by notice in the *Government Gazette* under the previous Act referred to in section 58(7f) of the NHRA.

PART B – SCHEDULE OF FEES FOR SERVICES

1. STATE-OWNED HERITAGE RESOURCES

In terms of section 9(3) of the NHRA,

1.1.	Issue comments on a proposal to perform actions that could adversely affect heritage resources under the control of a state department or supported body.	R1200

2. PERMITS FOR FORMALLY PROTECTED SITES

In terms of section 27(18) of the NHRA,

2.1.	Review an application for a permit to disturb all or part of a provincial heritage site.	R1200
2.2.	Review an application for a permit to disturb all or part of a national heritage site.	R3000

In terms of section 27(23b) of the NHRA,

2.3.	Review an application for a permit to make a reproduction for profit of all or part of a provincial heritage site.	R2000
2.4.	Review an application for a permit to make a reproduction for profit of all or part of a national heritage site.	R5000

3. PERMITS FOR SPECIFICALLY DECLARED HERITAGE OBJECTS AND COLLECTIONS

In terms of section 32(13) of the NHRA,

3.1.	Review an application for a permit to destroy, damage, disfigure, or alter any heritage object which is specifically declared or forms part of a specifically declared collection.	R3000

In terms of section 32(17) of the NHRA,

3.2.	Review an application for a permit to restore or repair any heritage object which is specifically declared or forms part of a specifically declared collection.	R600

4. PERMITS FOR GENERALLY PROTECTED HERITAGE RESOURCES

Permits listed in this section are for non-disturbance survey, disturbance, and temporary or permanent export of heritage resources. Permits for disturbance of formally protected sites and objects are listed in sections 2 and 3 of the Schedule respectively, and permits for mitigation associated with proposed developments, whether impacting resources under general protection or formally protected sites, are listed in section 5 of the Schedule.

In terms of section 32(19) of the NHRA,

4.1.	Review an application for a permit to temporarily export a heritage object in respect of a loan agreement with a recognised repository.	R1200
4.2.	Review an application for a permit to permanently export an object on the List of Types published in the *Government Gazette* for sale.	R2500

In terms of section 34(1) of the NHRA,

4.3.	Review an application for a permit to disturb a structure older than 60 years under general protection.	R1200

In terms of section 35(4a-b) of the NHRA,

4.4	Review an application for a permit to disturb an archaeological or palaeontological material or site, object, or meteorite under general protection.	R1200

In terms of sections 35(4c) and 32(19) of the NHRA,

4.5.	Review an application for a permit to temporarily or permanently export any archaeological or palaeontological material or object or any meteorite for destructive scientific analysis.	R1200

In terms of section 35(4d) of the NHRA,

4.6	Review an application for a permit to- a) use metal detecting equipment at an archaeological or palaeontological site on land, or b) to conduct a survey to detect metals, archaeological and palaeontological sites or objects, or meteorites using any geophysical survey method offshore.	R600

In terms of section 36(3a-b) of the NHRA,

4.7	Review an application for a permit to disturb a grave or all or part of a burial ground containing such a grave, of victims of conflict, or any grave or burial ground older than 60 years situated outside a formal cemetery.	R1200

In terms of section 36(3c) of the NHRA,

4.8	Review an application for a permit to conduct non-disturbance survey of graves, or all or part of burial grounds containing such graves, of victims of conflict, or any grave or burial ground older than 60 years situated outside a formal cemetery using metal detecting equipment.	R600

5. MITIGATION PERMITS AND DEVELOPMENT APPLICATIONS

In terms of section 27(18) of the NHRA,

5.1.	Review an application for a permit to disturb archaeological or palaeontological material at a provincial heritage site in mitigation of impacts related to a development.	R3000
5.2.	Review an application for a permit to disturb archaeological or palaeontological material at a national heritage site in mitigation of impacts related to a development.	R5000

In terms of section 35(4a-b) of the NHRA,

5.3.	Review an application for a permit to disturb archaeological or palaeontological material under general protection in mitigation of impacts related to a development.	R3000

In terms of section 36(3a-b) of the NHRA,

5.4.	Review an application for a permit to disturb graves, or all or part of burial grounds containing such graves, of victims of conflict or any grave or burial ground older than 60 years situated outside a formal cemetery in mitigation of impacts related to a development.	R5000

In terms of section 38(2) of the NHRA,

5.5.	Issue a response to a Notification of Intent to Develop (NID)	R800

In terms of section 38(4) of the NHRA,

5.6.	Issue a decision on a development application where the scope of works includes activities listed in section 38(1) of the NHRA.	R3000
5.7.	Issue a decision on a development application where the scope of works includes activities listed in section 38(1) of the NHRA if no NID was submitted in terms of subsection (e).	R3800
5.8.	Issue a decision on a development application where the scope of works includes activities listed in section 38(1) of the NHRA, and all or part of the works will be undertaken within the boundaries of a national heritage site.	R5000
5.9.	Issue a decision on a development application where the scope of works includes activities listed in section 38(1) of the NHRA, and all or part of the works will be undertaken within the boundaries of a national heritage site, if no NID was submitted in terms of subsection (e).	R5800

Continues overleaf →

5. MITIGATION PERMITS AND DEVELOPMENT APPLICATIONS (continued from previous page)

In terms of section 38(8) of the NHRA,

5.10.	Issue statutory comments on a development application made in terms of legislation other than NHRA.	R2000
5.11.	Issue comments on a development application made in terms of legislation other than NHRA where Environmental Authorisation was not applied for prior to commencement.	R2000
5.12.	Issue additional comments to address amendments in scope, geographical area, methodology, and/or impact.	R1000

6. APPEALS

In terms of section 49(1) of the NHRA,

6.1.	Process an appeal against a decision taken by a committee or delegated representative of SAHRA.	R600

7. REFUNDS

7.1.	Refund application fees paid in error.	25% of the fee paid in error

8. AMENDMENTS

8.1.	Effect minor changes to issued permits, or issue additional case decisions due to errors on the applicant's part.	50% of the application fee

9. PERMIT EXTENSIONS AND RENEWALS

9.1.	Review timely requests to renew or extend the validity of a permit prior to its expiry.	50% of the application fee

DEPARTMENT OF BASIC EDUCATION

NO. 5957 **7 March 2025**

AMENDMENT OF THE PERSONNEL ADMINISTRATIVE MEASURES AND GOVERNMENT GAZETTE NO 38249, 27 NOVEMBER 2014

I, Siviwe Gwarube , Minister of Basic Education, have in accordance with section 4, read with section 35 of the Employment of Educators Act, 1998 determined that:

The *Personnel Administrative Measures (PAM)* (Government Gazette No. 47295 of 2022) and the Government Gazette No. 38249 of 27 November 2014 will be amended to include these conditions of service as outlined in the Schedule.

Yours sincerely



MS S GWARUBE, MP
Minister of Basic Education
Date: 16/02/2025

SCHEDULE

1. The following paragraph shall amend Chapter B of the *Personnel Administrative Measures* by replacing the paragraph with the same numbering. The amendment in this paragraph will **apply retrospectively** to the date of the publishing of *Personnel Administrative Measures (PAM)* (Government Gazette No. 47295 of 2022)

B.8.7 Salary applicable to an educator who is voluntarily appointed to a lower post level/demotion/whose appointment is a downgrade from his/her current post (voluntary)

The same provisions as in paragraph B.8.5.2.1 (b) and (d) apply.

2. The following paragraphs shall amend Chapter B of the *Personnel Administrative Measures* by replacing the paragraphs with the same numbering. The amendments in these paragraphs will **apply retrospectively** to the date of the publishing of *Personnel Administrative Measures (PAM)* (Government Gazette No. 47295 of 2022)

B.10.2.1 Educators on REQV 10, 11 or 12

If a serving educator with REQV 10, 11 or 12 improves his/her education qualifications, which has the effect that his/her REQV improves to REQV 13, the educator's salary will adjust to the entry notch code of REQV 13. If already on the entry notch code of REQV 13 or beyond, he/she will receive a cash bonus equal to10% of notch the entry notch code of REQV 14.

B.10.2.2 Educators with REQV 13

Cash awards payable to educators in terms of these measures, are calculated in all cases as 10% of the entry notch code of REQV 14. In respect of an educator who improves his/her qualifications while in service, the value of this salary notch as on the date on which the qualification was obtained, will apply. In respect of educators who enter the service and who qualify for a cash bonus due to a qualification that is higher than REQV 13, the value of this salary notch, as on the date on which the person qualifies for the cash award, will apply.

B.10.2.3 Educators on post level 1 with REQV 14 or higher and educators on post levels 2 to 6 with REQV 13 or higher

If a serving educator on post level 1 with REQV 14 or higher or an educator on post levels 2 to 6 with REQV 13 or higher improves his/her REQV such educators will receive a cash bonus equal to 10% of the entry notch code of REQV 14.

B.10.3 Recognition of Qualifications that are Higher than the Minimum Required for Appointment to a Specific Post

B.10.3.1 First appointment

An educator with a REQV of 15, 16, or 17, who is appointed (first appointment) from outside education to post level 1 or an educator with a REQV of 14 to 17 who is appointed (first appointment) from outside education to post level 2 to 6, receives, after he/she has completed a period of one year of continuous service, a cash bonus, equal to 10% of the entry notch code of REQV 14 for each REQV higher than 14 or 13 respectively.

B.10.3.2 **Improvement of qualifications during a break in service**

An educator who is re-appointed after a break in service and who improved his/her REQV during the break in service is appointed to the salary range that is applicable to the relevant post and the improved REQV. If such a re-appointment is to the same salary notch than what it would have been without the improved REQV, the educator will qualify for a cash bonus equal to 10% of the entry notch code of REQV 14 after he/she has completed a period of one year of continuous service.

3. Chapter B of the *Personnel Administrative Measures (PAM)* (Government Gazette No. 47295 of 2022) shall be amended by insertion of the following paragraph.

B.8.3.4 OSD Salary Structure (Equalisation of Pay Progression PSCBC Resolution 1 of 2018)

The OSD salary structure which was implemented on 1 January 2008 was adjusted to implement the provisions of the PSCBC Resolution 1 of 2018 on equalisation of pay progression across the Public Service. For the education sector, the full adjustment amounted 0.5%, i.e. from 1%-1.5%. The equalisation was implemented incrementally with an adjustment of 0.3% in July 2018 and the remaining 0.2% in July 2019.

Refer to Annexure B.11 for the adjusted OSD key salary scale translation tables (effective from 1 July 2018) and Annexure B.11.1 for the implementation rules for the 2018 translation and, Annexure B.12 for the adjusted OSD key salary scale translation tables (effective from 1 July 2019) and Annexure B.12.1 for the implementation rules for the 2019 translation.

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4. The following Annexure shall be inserted and numbered accordingly in the *Personnel Administrative Measures* (Government Gazette No. 47295 of 2022).

Annexure B.11.1

BUSINESS RULES FOR THE IMPLEMENTATION OF THE EQUALISATION OF PAY PROGRESSION FOR EDUCATORS, JULY 2018.

1. INTRODUCTION

1.1. This document is aimed at giving guidance to human resource practitioners in the application of the regulations pertaining to salaries and related matters as stipulated in the PAM and related Collective Agreements in the context of changes brought about by the signing of the PSCBC Resolution 1 of 2018.

1.2. The Minister gazetted the new salary scale applicable as of 01 July 2018 in January 2019.

1.3. These Guidelines are by no means exhaustive. However, an attempt was made to cover the most used transactions in normal process of implementation of the conditions of service for educators.

1.4. These guidelines will be in effect until the change of the salary scale, which will take effect from 01 July 2019 to finalise the equalisation.

1.5. The new salary structure was introduced to implement the PSCBC Resolution 1 of 2018 the clauses on equalisation of pay progression in the public service to 1.5%. The agreement was that the equalisation would be implemented incrementally with a 0.3% implemented on 01 July 2018 and the 0.2% in July 2019.

1.6. In revising the salary structure, it was found that the conventional approach of keeping the existing number of notches and translation to the nearest higher notch came with higher translation cost. This was a challenge noting that National Treasury did not provide additional funding to cover the translation costs, as the affected sectors were required to fund the additional costs from their existing funds.

1.7. The approach taken was to keep the existing notches but introduce equalisation or "sandwich" notches to affect the equalisation. The "sandwich" notch ensured that there would not be any additional translation costs as it catered for pay progression only, that is, educators who did not receive pay progression would remain on the notches they occupied as of 01 April 2018. The introduction of the "sandwich" notch had an effect of doubling the number of notches.

2. GENERAL DESCRIPTION OF THE NEW SALARY SCALE

The Introduction of the "sandwich" notch had the following key structural implications on the salary structure as of 01 April 2018:

2.1. The doubling of the number of notches.

2.2. The percentage difference between notches as they appear on the salary structure is no longer constant.
2.3. Non-package: even notches are old and odd are new (old notch always a reference notch, in this case even notches.
2.4. Package: odd notches are old and even are new (old notch always a reference notch, in this case odd notches; and
2.5. The odd notches (non-package) and even notches (package) are the new notches brought by the equalisation
2.6. New in-between notches (190-192) and (308-310) Notch Codes 190/192 and 191/193 as well as 308/310 and 309/311 are new in between notches which will be made in active on PERSAL i.e. Notch Codes 192, 193, 310 and 311. In line with the PAM Paragraph B.9.1.1.2 an educator shall progress as follows:

- Notch Code 190 to 194 (even notches).
- Notch Code 191 to195 (odd notches).
- Notch Code 308 to 312(even notches); and
- Notch Code 313 to 319(odd notches)

3. The percentage difference between notches which applied for the purpose of the implementation of the 1.3% pay progression as of 01 July 2018:

3.1. Non-package Notches

- Percentage difference between notches (non-package) moving from an *even* notch
  - An *even numbered ("old")* notch and a **first** *odd numbered* (sandwich or equalisation notch) is 0.3%
  - An *even numbered* notch and the next *even numbered* notch (both "old" notches) is 1.0%
  - An *even* notch and the *second* odd notch are 1.3% (pay progression)

		Percentage gap between notches		
Notch Code	**Notch Value**	0.3%	1.0%	1.3%
164	262 899	262 899	262 899	262 899
165	263 688	263 688		
166	265 515		265 515	
167	266 313			266 313

3.2. Package Notches

- Differences in notches when counting from an odd notch
  - An *odd numbered* notch and **first** *even ("old")* notch is 0.3%
  - An *odd numbered* notch and an *odd* numbered notch (both "sandwich" notches) is 1.0%
  - An *odd* notch and the *second* even notch are 1.3% (pay progression)
- Educators who received pay progression should currently be on a "sandwich" notch.

		Percentage gap between notches		
Notch Code	Notch Value	0.3%	1.0%	1.3%
3	742 071	742 071	742 071	742 071
4	744 297	744 297		
5	749 493		749 493	
6	751 740			751 740

3.3. Differences between *odd numbered* notches and that between *even numbered* notches for implementing 6 % rule on appointments, promotions and demotions.

- The percentage difference between an even numbered notch and the next even numbered notch is 1%.
- The percentage difference between an odd numbered notch and the next odd numbered notch is 1%; and
- The above applies for both package and non-package notches

4. IMPLEMENTING SPECIFIC TRANSACTIONS

4.1. APPLYING THE 6% RULE IN CASES OF APPOINTMENTS AND RE-APPOINTMENTS (PAM B.8.5 AND CA 2 OF 2018; PROMOTIONS (PAM B.8.6); AND DEMOTION (PAM B.8.5.8.3)

4.1.1. The principle in this regard is to ensure that any movement up (appointments, promotions) or down (demotion) the salary scale must be at least 6%.

4.1.2. Always count from the notch that the educator occupies or the applicable reference notch.

4.1.3. If an educator is on an even numbered notch or the even number applicable reference notch the counting considers even numbered notches. If an educator is on an odd numbered notch or the odd numbered applicable reference the counting considers, the odd notches.

4.1.4. Below are the examples to illustrate the counting using promotions:

Example 1 (Re-appointment)

A post level 1 educator is re-appointed to the same level and has an REQV 14 qualification and more than six (6) years' experience. The entry Notch Code for an educator with REQV 14 qualification is Notch Code 164. The educator will be placed at Notch Code 176. (**Note: CA 2 of 2018 does not refer to REQV, it refers to entry level)**

Example 2 (Promotion)

A post level 1 educator on notch code 194 is promoted to a post level 2 post. The minimum notch code applicable to post level 2 is notch code 210. The educator is appointed to Notch Code 210.

Counting 6% from Notch Code 194 ends at Notch Code 206 which below the starting Notch Code 210.

Example 3 (Promotion)

A post level 1 educator on notch code 207 is promoted to a post level 2 post. As the educator's salary must be increased by at least 6%, he/she is appointed to notch code 219.

Example 4 (Promotion)

A P3 Principal (post level 4) on notch code 370 applies for a P5 post (post level 4). The minimum notch code for a P5 post is 350 The principal should either move to the minimum notch or gain at least 6%. As he/she is already on a notch higher than the minimum of 350, he/she must be appointed to notch code 382.

4.2. ACTING ALLOWANCE (PAM C4)

4.2.1. For implementing the Acting Allowance in terms of Paragraph C.4.1.6 of the PAM, the 6% rule as explained in 5.1 above applies.

4.3. PER HOUR TARRIFS (PARAGRAPH C.5.1)

4.3.1. The following changes will apply to the calculation of the per hour tariffs

- On Paragraph C.5.1.1.1 OSD Notch Code 108 changes to Notch Code 210
- On Paragraph C.5.1.1.2 OSD Notch Code 55 changes to Notch Code 106
- On Paragraph C.5.1.1.3 OSD Notch Code 126 changes to Notch Code 244

4.4. 10% BONUS ON IMPROVEMENT OF REQV (PARAGRAPH B.10.2.5 OF THE PAM)

4.4.1. In calculating the cash bonus the following change will apply.

- On Paragraph B.10.2.5 Notch Code 85 changes to Notch Code 164

4.5. DETERMINATION OF MINIMUM (ENTRY) AND MAXIMUM SALARY AT APPOINTMENT FOR ALL POSTS

4.5.1. Please Refer to Annexes A and B for the for the minimum entry (appointment) and maximum notches

4.6. MAXIMUM NOTCH TO TRANSLATE TO INCLUSIVE PACKAGE (PAM B.8.3.3)

4.6.1. Previously if a DCES was eligible to pay progress from Notch Code 160 to Notch Code 161, the said DCES had to be translated to Notch Code 001 of the Inclusive Remuneration Package. This principle remains the same. However, the old Notch Code 160 was translated to Notch Code 310, which is now an inactive notch. This then implies that a DCES who is either on Notch Codes 308 or 309 and is eligible for pay progression, must be immediately translated to Notch Code 001 of the Inclusive Remuneration Package.

5. The following Annexure shall be inserted and numbered accordingly in the *Personnel Administrative Measures* (Government Gazette No. 47295 of 2022).

Annexure B.12.1

BUSINESS RULES FOR THE IMPLEMENTATION OF THE EQUALISATION OF PAY PROGRESSION FOR EDUCATORS FROM, JULY 2019

1. INTRODUCTION

1.1. These business rules aim to give guidance to human resource practitioners in the application of the regulations pertaining to salaries and related matters as stipulated in the PAM and related Collective Agreements in the context of changes brought about by the signing of the PSCBC Resolution 1 of 2018.

1.2. The new salary structure implements the PSCBC Resolution 1 of 2018 and the clauses that related to equalisation of pay progression in the public service to 1.5%. It was agreed that the equalisation process would be implemented incrementally in two stages, with a 0.3% implemented on 01 July 2018 and 0.2% on 01 July 2019.

1.3. The Minister has gazetted the new salary scales applicable from 01 July 2019.

1.4. These business rules are effective from 01 July 2019 henceforth and represent the second and final stage of the implementation of PSCBC Resolution 1 of 2018 on equalisation of pay progression. Please note that these business rules do not replace the previous ones as far as their application to the relevant transactions up to and including 30 June 2019.

1.5. These business rules are by no means exhaustive. However, they attempt to cover the critical transactions in the normal process of implementation of the conditions of service for educators.

1.6. In these business rules, the phrase “old salary scales” will refer to the salary scale effective up to 30 June 2019 while the “new salary scales” will be in reference to the salary scales effective from 01 July 2019.

2. GENERAL DESCRIPTION OF THE NEW SALARY SCALE

2.1. The new salary scales are a continuation of the old salary scales as far as the number of notches is concerned, that is 432 notches for non-package and 121 notches for package scale.

2.2. The percentage difference between notches as they appear on the salary structure will be constant at 0.5%.

2.3. Building from the old salary scale, the following restructuring was done:

2.3.1. Non-package: The odd (sandwich) notches, which were 1% apart, from the old scale, were transferred to new salary scale. The “even” notches from the old salary scale were dropped. New notches (sandwich) were created to ensure that the difference

between the notches would be a constant 0.5%. Note: Most educators in this category were on odd (sandwich) notches as they had received pay progression on 01 July 2018.

2.3.2. Package: the ***even*** (sandwich) notches, which were 1% apart, from the old scale were transferred to new salary scale. The ***odd*** notches from the old salary scale were dropped. New notches (sandwich) were created to ensure that the difference between the notches would be a constant 0.5%. Note: Many educators in this category were on even (sandwich) notches as they had received pay progression on 01 July 2018.

2.4. Following are the implications in terms of ***translation*** to the new salary scales:

2.4.1. Educators that were on notches that were transferred to the new salary scale will translate to the new salary scales on the same notch value.

2.4.2. Educators that were on the dropped notches will translate to the new salary scale on the next notch values that are higher. Effectively, these educators will gain at least 0.3% because of translation.

2.4.3. Given that the even notches on the old salary scales were also reference notches, e.g. entry notches, tariff setting, promotions, demotions etc. there will effectively be an adjustment of 0.3% to reference notches.

2.5. The following are implications in terms of payment of **pay progression** after translation to the new salary scales:

2.5.1. Pay progression will be applied after translation to the new salary scales

2.5.2. Given that the difference between the actual notches is 0.5%, the value of pay progression will be the movement of three actual notches.

2.6. New in-between notches that are less than 0.5% apart thus resulting in movement of less than 1.5% are movements between 190/**191** and 194/**195** as well as 307/**308** and 311/**312. Notches 191, 195, 308, 312** are new in-between notches which will be made inactive on PERSAL. In line with the PAM Paragraph B.9.1.1.2 educator on and around the affected notches shall progress as follows:

- Notch Code 188 to 192
- Notch Code 189 to 193
- Notch Code 190 to 194
- Notch Code 191 “Inactive move to 192”
- Notch Code 192 to 196
- Notch Code 193 to 197
- Notch Code 194 to 198
- Notch Code 195 “Inactive move to 196”
- Notch Code 305 to 309
- Notch Code 306 to 310
- Notch Code 307 to 311

- Notch 308 "Inactive move to 309"
- Notch Code 309 to 313
- Notch Code 310 to 314
- Notch Code 311 to 315
- Notch Code 312 "Inactive move to 313" or MMS Package where applicable

2.7. As Notch Code 308 will be rendered inactive, the Principal P4 entry notch. This also affect the maximum demotion to Principal P2, Deputy Principal and Deputy Chief Education Specialist (PAM B.5.8.3.1c) will move to Notch Code 309.

3. The percentage difference between notches which applied for the purpose of the implementation of the **1.5% pay progression** as of 01 July 2019 is illustrated below:

3.1. **Package and Non-package Notches (e.g. on the table below)**

- Percentage difference between notches
  - Movement from the current notch to the next on the salary is 0.5%
  - Movement from the current notch to the second notch is 1.0%
  - Movement from the current notch to the third notch is 1.5%

		Percentage gap between notches		
Notch Code	**Notch Value**	0.5%	1.0%	1.5%
164	280 038	280 038	280 038	280 038
165	281 424	281 424		
166	282 825		282 825	
167	284 238			284 238

4. IMPLEMENTING SPECIFIC TRANSACTIONS

4.1. **APPLYING THE 6% RULE IN CASES OF APPOINTMENTS AND RE-APPOINTMENTS (PAM B.8.5 AND CA 2 OF 2018; PROMOTIONS (PAM B.8.6); AND DEMOTION (B.8.5.8.3)**

4.1.1. The principle in this regard is to ensure that any movement up (appointments, promotions) or down (demotion) the salary scale must be at least 6%.

4.1.2. Always count from the notch that the educator occupies or the applicable reference notch.

4.1.3. Below are the examples to illustrate the counting using promotions:

Example 1 (Re-appointment)

A post level 1 educator is re-appointed to the same level and has an REQV 14 qualification and more than six (6) years' experience. The entry Notch Code for an educator with REQV 14 qualification is Notch Code 164. The educator will be placed at Notch Code 176. (Note: CA 2 of 2018 does not refer to REQV, it refers to entry level)

Example 2 (Promotion)

A post level 1 educator on Notch Code 194 is promoted to a post level 2 post. The minimum notch code applicable to post level 2 is Notch Code 210. The educator is appointed to Notch Code 210. No additional notches will be implemented as counting 6% from Notch as Code 194 ends at Notch Code 206 which below the starting Notch Code 210.

Example 3 (Promotion)

A post level 1 educator on Notch Code 207 is promoted to a post level 2 post. As the educator's salary must be increased by at least 6%, he/she is appointed to Notch Code 219.

Example 4 (Promotion)

A P3 Principal (post level 4) on Notch Code 370 applies for a P5 post (post level 4). The minimum notch code for a P5 post is 350. The principal should either move to the minimum notch or gain at least 6%. As he/she is already on a notch higher than the minimum of 350, he/she must be appointed to Notch Code 382.

Example 5 (Demotion)

A former post level 2 educator on salary Notch Code 224 is demoted to a teacher REQV 14 (post level 1). The salary must be decreased by 1 X 6 notches = Notch Code 212. Notch Code 212 is lower than the Notch Code 230, which is the maximum notch for Teacher REQV 14 post level 1. The educator is appointed to salary Notch Code 212.

4.2. **ACTING ALLOWANCE (PAM C4)**

4.2.1. For implementing the Acting Allowance in terms of Paragraph C.4.1.6 of the PAM. The 6% rule as explained in 4.1 above applies.

4.3. **PER HOUR TARRIFS (PARAGRAPH C.5.1 OF THE PAM)**

4.3.1. The following changes will apply to the calculation of the per hour tariffs

- On Paragraph C.5.1.1.1 Notch Code 210 will apply with the 0.3% adjustment because of translation.

- On Paragraph C.5.1.1.2 Notch Code 106 will apply with the 0.3% adjustment because of translation.
- On Paragraph C.5.1.1.3 Notch Code 244 will apply with the 0.3% adjustment because of translation.

4.4. **10% BONUS ON IMPROVEMENT OF REQV (PAR B.10.2.5 OF THE PAM)**

4.4.1. In calculating the cash bonus the following change will apply.

- On Paragraph B.10.2.5 Notch Code 164 will apply with the 0.3% adjustment because of translation.

4.5. **DETERMINATION OF MINIMUM (ENTRY) AND MAXIMUM SALARY AT APPOINTMENT FOR ALL POSTS**

4.5.1. Please refer to Annexes A and B for the for the Minimum entry (appointment) and Maximum notches.

4.6. **MAXIMUM NOTCH TO TRANSLATE TO INCLUSIVE PACKAGE (PAM B.8.3.3)**

4.6.1. The rendering of Notch Codes 308 and 312 inactive will influence the maximum notch for DCES to translate Inclusive Remunerative Package.

4.6.2. As New Notch Code 308 is an in between notch and will be rendered inactive on PERSAL Notch Code 311 will be the maximum notch code on the basic salary range for DCES's. If a DCES pay progresses to Notch Code 313 and beyond, the DCES should therefore be translated to the Inclusive Remuneration package for educators.

4.6.3. A DCES who is eligible to pay progress from Notch Codes 309 to 313 (1.5%); 310 to 314 (1.5%); 311 to 315 (1.5%); 312 to 316, in terms of the new salary scale, must be translated to Notch Code 001, 002, 003 and 004 of the Inclusive Remuneration Package respectively.

4.6.4. **Example: P4 Principal promoted to a DCES Inclusive Package**

A P4 Principal that is on **Notch Code 345** is promoted to a DCES post. A commencing notch of the DCES post as advertised is **Notch Code 286.** Paragraph B.8.6.2 of the PAM stipulates". "The salary of an educator who is appointed to a graded principal post, with a higher grade than his/her current post, must be adjusted to the minimum notch of the salary range applicable to the higher-grade post, provided that the educator's salary is increased at all times by at least 6%, irrespective of whether the current notch code falls below or within the higher salary range".

The educator's salary shall then be adjusted to **Notch Code 357** (12 Notches – 12 x 0.5% = 6%). Paragraph B.8.3.3.2 of the PAM makes provision for a DCES that is on **Notch Code 313** and above to be translated to the relevant notch code of the

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Inclusive Remuneration package for educators. The educator will therefore be translated to **Notch Code 045** of the Inclusive Remuneration Package.

Determination of the number of notches for promotions (6% equals 12 notches

Event	Notch Code (1/7/2019) After Translations	Notch Value 1/07/2019 (After Translation)	Number of Notches
	345	683 547	
	346	686 979	1
	347	690 399	2
	348	693 858	3
	349	697 284	4
PRINC P5 ENTRY NOTCH	350	700782	5
	351	704 265	6
	352	707 790	7
	353	711 294	8
	354	714 894	9
	355	718 407	10
	356	722 022	11
	357	725 616	12

6. The following paragraphs shall replace the paragraphs with the same numbering in Chapter D of the *Personnel Administrative Measures.* The amendments in these paragraphs will **apply rretrospectively** to the date of the publishing of *Personnel Administrative Measures (PAM)* (Government Gazette No. 47295 of 2022).

D.2 REMUNERATION FOR THE PERFORMANCE OF EXAMINATION-RELATED DUTIES

D.2.2.5.1 Translation of question paper/test and accompanying **[memorandum]** marking guideline **[1.0]** 0.0039 x (standard tariff **[x duration of question paper in hours]** for level 1) per word. The standard tariff for level I is applicable for levels I-III.

For both National and Provincial papers

D.2.2.5.2. Adaptation of question papers/tests (Both provincial and national question Papers/Tests)

0.0039 x (standard tariff for level 1) per word. The standard tariff for level 1 is applicable for levels I-III.

D.2.2.5.3. Versioning of question paper/tests (Both provincial and national question papers/tests)

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0.0041 x (standard tariff for level 1) per word. The standard tariff for level I is applicable for levels I-III.

D.2.2.5.4 Editing of question papers (Both provincial and national question papers/tests)

[0.35] **0,0035** x (Standard tariff for level 1 per word) (all levels). **The standard tariff for level I is applicable for levels I-III.**

D.2.2.9.1. Irregularity Officer

0.75 x (standard tariff) per hour. **The standard tariff for level II is applicable for levels I-III.**

D.2.2.13.3 Examination assistant

0,2 x (standard tariff **[for Level II]**) per hour. **The standard tariff for level II is applicable for levels I-III.**

7. The following Annexure shall amend Government Gazette No. 38249 of 27 November 2014 by replacing Schedule A1 and amend the *Personnel Administrative Measures (PAM)* (Government Gazette No. 47295 of 2022) by replacing Annexure H.1.

Annexure H.1

APPLICATION FOR LEAVE OF ABSENCE: SCHOOL BASED EDUCATORS

Surname:									**Initials:**						
PERSAL Number:									**Contract Educator**	**Yes**		**No**			
Address during leave:									**Substitute Educator**	**Yes**		**No**			
									Department						
									District						
Email Address:									**School**						
TEL/CELL:									**Pay Point**						

SECTION A

Type of Leave Applied for as Working days	Start Date	End Date	Number of Working days
Capped Leave Days (only applicable to educators with capped leave)			
Specify Type of Leave for which Capped Leave is utilised			
Normal Sick Leave [1]			
Temporary Incapacity Leave	*This application form must not be used to apply for temporary incapacity leave. Temporary incapacity Leave must be applied for on the application form prescribed in terms of the Management Policy and Procedure on Incapacity Leave and Ill-health Retirement for Public Service employees.*		
Leave For Occupational Injuries and Diseases (Medical Certificate & WC12)			
Adoption Leave [2] (Provide evidence)			
Family Responsibility Leave (Provide Evidence)			
Special Leave (Provide evidence)			
Specify Type of Special Leave			
Pre-Natal Leave (Provide Evidence)			
Paternity Leave (Provide Evidence)			
Leave For Union Office Bearers (Provide Evidence)			
Leave for Union Shop Stewards (Provide Evidence)			
Specify Union Affiliation			
Urgent Private Matters [3] (Attach Motivation/Evidence)			

SECTION B

Type of Leave Taken as Calendar Days/Months	Start Date	End Date	Number of Calendar Days	
Unpaid Leave (Attach Motivation)				
Maternity Leave (Attach Medical Certificate)			No. Of Calendar Months	
Surrogacy Leave: Committing Parent (Provide supporting evidence)			No. of Calendar Month	
Surrogacy Leave: Surrogate mother (Provide supporting evidence)			No. of Weeks	

SECTION C: For Periods covering parts of the day or fractions

Type of Leave Applied for as Working Days and Calendar Days (unpaid leave)	Date	Start Time	End Time	No. of Hours/Minutes	
Capped Leave (only applicable to educators with capped leave)				h	m
Normal Sick Leave				h	m
Family Responsibility Leave (Provide Evidence)				h	m
Pre-Natal Leave (Provide Evidence)				h	m
Paternity Leave (Provide Evidence)				h	m

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Special Leave				h	m
Specify Type of Special Leave					

Surname		**Initials**		**PERSAL No**									

Leave For Union Office Bearers (Provide Evidence)				h	m
Leave for Union Shop Stewards (Provide Evidence)				h	m
Specify Union Affiliation					
Urgent Private Matters– (Attach motivation/Evidence)					

I hereby certify that I have acquainted myself of my available leave credits and with the rules governing the leave I have applied for and certify that the information I provided is correct. Furthermore, I fully understand that if I do not have sufficient leave credits from my previous or current leave cycle to cover for my application, my capped leave as of 30 June 2000 will be automatically utilised.

EMPLOYEE SIGNATURE **DATE**

Recommendation By Supervisor/Manager (Mark with X)

Recommended		Not Recommended		

REMARKS *(If not recommended please state the reasons & the dates in the case of rescheduling)*:

_____

_____

MANAGER/SUPERVISOR'S SIGNATURE **DATE**

Approval by Head of Department (Mark with X)

Approved With Full Pay		Approved Without Pay		Not Approved	

REMARKS *(If approved with a change in condition of payment or not approved, please provide motivation):*

_____

SIGNATURE OF HOD OR DESIGNEE **DATE**

DATA CAPTURING

CAPTURED BY_____**CAPTURED ON** _____**SIGNATURE**_____

CHECKED BY_____**CHECKED ON**_____**SIGNATURE**_____

[1] Applications in respect of sick leave of three or more days must be accompanied by a medical certificate issued by a registered medical practitioner.

[2] Applications for adoption leaves must be accompanied by a declaration on how the entitlement will be used in the case where both spouses are in the employ of the Public Service.

[3] Leave for Urgent Private Affairs is clarified in H.11 of the Personnel Administrative Measures (PAM).

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DEPARTMENT OF COMMUNICATIONS AND DIGITAL TECHNOLOGIES

NO. 5958 **7 March 2025**

DEPARTMENT OF COMMUNICATIONS AND DIGITAL TECHNOLOGIES

INVITATION TO NOMINATE CANDIDATES FOR APPOINTMENT AS NON-EXECUTIVE MEMBERS OF THE BOARD OF THE SOUTH AFRICAN POST OFFICE (SAPO)

The Minister of Communications and Digital Technologies invites the public to nominate persons for appointment as Non-Executive Members of the Board of the South African Post Office (SAPO) in terms of section 11 of the SAPO Act, 2011 (Act No. 22 of 2011), as amended.

SAPO is a State-Owned Company (SOC), mandated by the Postal Services Act No. 124 of 1998 to provide reserved postal services and logistical services. This Act also makes provision for the regulation of postal services and the operational functions of the entity, including its Universal Service Obligations (USO).

To fulfil the oversight mandate and advance SAPO's objectives, candidates must bring a diverse range of skills, knowledge, and experience essential for overseeing a state-owned institution. Candidates should demonstrate a leadership of integrity, transparency, responsibility, accountability, fairness and competence.

Requirements:

Candidates should possess proven knowledge, experience and skills in the following areas:

- e-Commerce and Digital Postal Services Management
- Logistics Management
- Information Technology (IT) and ICTs
- Corporate Governance
- Risk Management
- Financial management, corporate finance and financial governance (accounting, reporting and auditing).
- Transactional advisory
- Legal and Corporate Law
- Business Strategy and innovation
- Human Resource Management
- Project Management
- Transformation for diversity and equity

Candidates must have a minimum of 5 years of board experience and at least 8 years in an executive or senior management role. A bachelor's degree is required, with a postgraduate qualification considered an advantage. Experience in the logistics, business strategy and financial management or related environment and public sector governance is an advantage.

Submission Requirements:

Candidates should submit the following:

A detailed curriculum vitae (CV) along with a motivation letter explaining suitability for the Board.

- Certified copies of academic qualifications and a certified copy of ID.
- Disclosure of any conflicts of interest in terms of section 50(3) of the Public Finance Management Act and section 75 of the Companies Act.
- A declaration of disqualification or delinquency status as a director in terms of section 69 of the Companies Act.

Please note: Failure to provide all required documentation and disclosures will result in disqualification from the selection process. Only shortlisted candidates will be contacted for further consideration.

Preference will be given to candidates who enhance diversity in skills, gender, youth, and disability representation. People with disabilities are encouraged to apply. Shortlisted candidates will be subjected to security clearance and disclosure of business interests.

Written nominations must be addressed to:

The Director-General, Department of Communications and Digital Technologies
For attention: Mr. Zacharia Mphye, Acting Director: SOE Governance and Support
Ground Floor, Block B, iParioli Office Park, 1166 Park Street, Hatfield, Pretoria

or

Private Bag X860, Pretoria, 0001

Email Address:
nedappointmentsapo@dcdt.gov.za
Enquiries: ZMphye@dcdt.gov.za or JMasango@dcdt.gov.za

The Minister of Communications and Digital Technologies reserves the right not to appoint applicants to the Board.

CLOSING DATE FOR APPLICATIONS: 24 March 2025

Approved/~~Not Approved~~



Mr Solly Malatsi, (MP)
Minister of Communications and Digital Technologies
Date: 23 February 2025

DEPARTMENT OF FORESTRY, FISHERIES AND THE ENVIRONMENT

NO. 5959 **7 March 2025**

NATIONAL ENVIRONMENTAL MANAGEMENT: PROTECTED AREAS ACT, 2003 (ACT NO. 57 OF 2003)

CONSULTATION ON THE INTENTION TO DECLARE A CERTAIN AREA SITUATED IN THE WESTERN CAPE PROVINCE AS PART OF THE EXISTING KAROO NATIONAL PARK IN TERMS OF THE NATIONAL ENVIRONMENTAL MANAGEMENT: PROTECTED AREAS ACT, 2003 (ACT NO. 57 OF 2003)

I, Dr Dion Travers George, Minister of Forestry, Fisheries and the Environment, hereby, in terms of section 20(1)(a)(ii), read with sections 31 and 33 of the National Environmental Management: Protected Areas Act, 2003 (Act No. 57 of 2003), give notice of my intention to declare an area situated in the Western Cape Province as part of the existing Karoo National Park, as set out in the Schedule hereto.

Members of the public are invited to submit, **within 60 days** from the date of publication of this Notice in the *Gazette*, or in the newspaper, whichever date is the last date, written comments to this Notice, to the following address:

By post to: The Director-General
Department of Forestry, Fisheries and the Environment
Attention: Mr Sydney Nkosi
Private Bag X447
PRETORIA
0001

By hand to: 473 Steve Biko Street, Arcadia, **PRETORIA**, 0083

By mail to: smampe@dffe.gov.za

Any enquiries in connection with the notice can be directed to Mr Sydney Nkosi on 012 399 9065.

Comments received after the closing may be disregarded.

DR DION TRAVERS GEORGE
MINISTER OF FORESTRY, FISHERIES AND THE ENVIRONMENT

SCHEDULE

No.	Title Deed No.	Description of Properties	Ownership	District	Extent (ha)
1.	T46521/2007	Portion 5 of the Farm Grootfontein No.180	NPTSA	Beaufort West	10.3719

DEPARTMENT OF HEALTH

NO. 5960 **7 March 2025**

FOODSTUFFS, COSMETICS AND DISINFECTANTS ACT, 1972

(ACT No.54 OF 1972)

REGULATIONS RELATING TO THE PROHIBITION OF THE SALE, IMPORTATION AND MANUFACTURE OF FOODSTUFFS CONTAINING ANY PART OF THE PLANT OR COMPONENT DERIVED FROM THE GENUS *CANNABIS SATIVA L,* HEMP, HEMP SEED OIL OR HEMP SEED FLOUR

The Minister of Health has, under section 15 (1)(b)(e),(g) and (7)(b) of the Foodstuffs, Cosmetics and Disinfectants Act, 1972 (Act No.54 of 1972), made Regulations in the Schedule.

DR. PAKISHE AARON MOTSOALEDI, MP
MINISTER OF HEALTH
DATE: 16/1/2025

SCHEDULE

Definition

1. In these regulations, any expression to which a meaning has been assigned in the Act shall bear such meaning, and unless the context otherwise indicates-

"the Act" means the Foodstuffs, Cosmetics and Disinfectants Act, 1972 (Act No. 54 of 1972), as amended;

Prohibition of sale, importation and manufacture of foodstuffs containing any part of the plant or component derived from the genus *Cannabis sativa L,* Hemp, Hemp seed oil or hemp seed flour

2. No one may sell, manufacture or import, processed or unprocessed, foodstuff containing:-

(a) any part of the plant or component from the genus *Cannabis* which *include C.sativa, C.indica and C.ruderalis,* or

(b) hemp seed oil or powder from any component derived from the genus *Cannabis sativa L,* and various species or sub-species in the genus *Cannabis sativa.*

Offences and penalties

3. Any person who sells, imports or manufactures foodstuff containing the prohibited substances as contemplated in regulation 2 is guilty of an offence, and is liable on conviction to a fine or to imprisonment as prescribed in Section 18 of the Act.

Short title

4. These Regulations are called Regulations Relating to the Prohibition of the Sale, Importation and Manufacture of Foodstuffs containing any part of the plant or component derived from the genus *Cannabis sativa L,* Hemp, Hemp seed oil or hemp seed flour.

SOUTH AFRICAN RESERVE BANK

NO. 5961 **7 March 2025**

SOUTH AFRICAN RESERVE BANK

VARIATION NOTICE

Variation by the Governor of the South African Reserve Bank in terms of section 6(3)(b) of the National Payment System Act 78 of 1998:

Variation of the conditions of the designation of Yoco Technologies (Pty) Limited as a designated clearing system participant

1. Introduction

1.1 The South African Reserve Bank (SARB) is empowered to vary and revoke any designation of a clearing system participant in terms of the National Payment System Act 78 of 1998, as amended (NPS Act). In terms of section 6(3)(b) of the NPS Act, the SARB may vary or revoke any designation by:

1.1.1 amending or revoking any condition to which the designation is subject; or

1.1.2 making the designation subject to a new condition or new conditions.

1.2 Section 6(3)(c) of the NPS Act provides that, in determining whether or not to vary or revoke a designation, the SARB may have regard to any or all of the following:

1.2.1 any failure to comply with any condition to which the designation is subject;

1.2.2 whether or not the designated clearing system participant (DCSP) has knowingly furnished information or documents which are false or misleading in any material respect to the SARB in connection with the designation;

1.2.3 whether or not it is in the public interest to revoke the designation; and

1.2.4 any other matters that the SARB considers appropriate.

2. Background to the variation of the conditions of the designation

2.1 The SARB designated Yoco Technologies (Pty) Limited (Yoco) as a DCSP in terms of section 6(3)(a) of the NPS Act in December 2021. The designation was published in *Government Gazette* No. 45649 dated 17 December 2021 (Designation Notice).

2.2 On 15 February 2024, the SARB received a request from Yoco seeking to replace its SARB settlement system participant, Absa Bank Limited (Absa), with Citibank N.A., South Africa Branch (Citibank).

2.3 In addition, Yoco applied for the removal of American Express (Amex) and Diners Club (Diners) from its designation, as Yoco would no longer participate in the Amex and Diners payment clearing houses (PCHs). The SARB has considered the requests and decided to vary the Designation Notice subject to the conditions specified in the Designation Notice and imposes additional conditions as outlined in paragraph 3.3 below.

3. Variation

3.1 The SARB considered the requests and deemed it necessary to vary the conditions of Yoco's designation as a DCSP as contained in the Designation Notice. The variation is in the interest of the safety and efficiency of the national payment system.

3.2 Therefore, I, Mr E L Kganyago, Governor of the SARB, hereby, in terms of section 6(3)(b) of the NPS Act and with effect from the date of publication in the *Government Gazette*:

3.2.1 Vary the Designation Notice by replacing Absa in paragraph 3.2.2 of the Designation Notice as the SARB settlement system participant for Yoco, and all references to Absa in paragraph 4 of the Designation Notice, with Citibank subject to the conditions in the Designation Notice and the following additional conditions:

a. All the conditions that were applicable to Absa under paragraph 4 of the Designation Notice shall remain unchanged and apply to Citibank.

b. Citibank must regularly monitor the settlement values and volumes of Yoco against the total settlement value and volumes for Citibank, and report Yoco's percentage of Citibank's total settlement values to the National Payment System Department (NPSD) of the SARB on an annual basis.

c. Citibank must furnish the NPSD with a post-implementation annual report on its association with Yoco and as the SARB settlement system participant for Yoco, including any impact on its available liquidity.

3.2.2 Vary the Designation Notice by removing all references to participation in the Amex and Diners PCHs in paragraph 4.1.6.

3.3 The conditions listed under paragraph 4 of the Designation Notice and the conditions of this Variation Notice apply exclusively to the designation of Yoco and may be varied or revoked and new conditions may be imposed by the SARB by way of a notice in the *Government Gazette*.

Signed at **Pretoria** on this **12th** day of **February 2025**

Lesetja Kganyago

……

E L Kganyago

Governor

GENERAL NOTICES • ALGEMENE KENNISGEWINGS

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NOTICE 3031 OF 2025

MINISTER
AGRICULTURE, LAND REFORM AND
RURAL DEVELOPMENT
REPUBLIC OF SOUTH AFRICA

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NOTICE IN TERMS SECTION 18 (3) OF THE SPATIAL PLANNING AND LAND USE MANAGEMENT ACT (ACT NO. 16 OF 2013)

I, Mzwanele Nyhontso, Minister of Land Reform and Rural Development, after consultation with the Premier of Mpumalanga Province and the Municipal Councils of Mkhondo, Msukaligwa, Chief Albert Luthuli, Emakhazeni, Thaba Chweu, City of Mbombela, Nkomazi and Bushbuckridge Local Municipality, hereby declare Eastern Escarpment Region, Mpumalanga as a region in terms of Section 18 (3) of the SPLUMA as delineated in the attached Map and schedule 1.

MR MZWANELE NYHONTSO (MP)
MINISTER OF LAND REFORM AND RURAL DEVELOPMENT
DATE: 30/01/25

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NOTICE IN TERMS SECTION 18 (3) OF THE SPATIAL PLANNING AND LAND USE MANAGEMENT ACT (ACT NO. 16 OF 2013)

SCHEDULE 1

DELINEATION OF THE REGION FOR THE MPUMALANGA (EASTERN ESCARPMENT) REGIONAL SPATIAL DEVELOPMENT FRAMEWORK

The region will cover the portion of the geographic areas of the Province of Mpumalanga, District and Local municipalities as per the attached Table 1 and Figure 1.

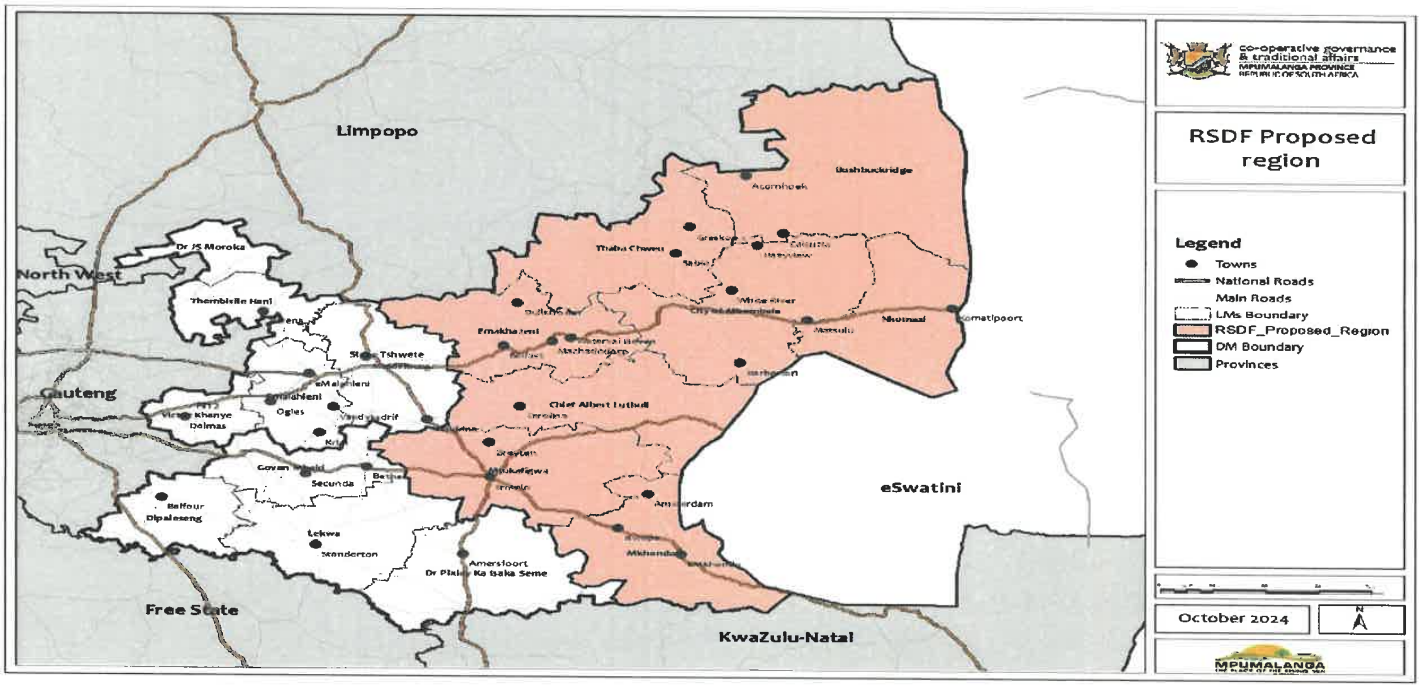
Table 1: List of affected Municipalities

MPUMALANGA PROVINCE :
GERT SIBANDE DISTRICT MUNICIPALITY
Chief Albert Luthuli Local Municipality
Msukaligwa Local Municipality
Mkhondo Local Municipality
NKANGALA DISTRICT MUNICIPALITY
Emakhazeni Local Municipality
EHLANZENI DISTRICT MUNICIPALITY
City of Mbombela Local Municipality
Thaba Chweu Local Municipality
Nkomazi Local Municipality
Bushbuckridge Local Municipality

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NOTICE IN TERMS SECTION 18 (3) OF THE SPATIAL PLANNING AND LAND USE MANAGEMENT ACT (ACT NO. 16 OF 2013)

FIGURE 1: THE PROPOSED EASTERN ESCARPMENT REGION MAP.



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DEPARTMENT OF EMPLOYMENT AND LABOUR

NOTICE 3032 OF 2025

NOTICE OF MARCH 2025

PLEASE FIND SET OUT BELOW A LIST OF BARGAINING COUNCILS AND STATUTORY COUNCIL THAT HAVE BEEN ACCREDITED BY THE CCMA IN TERMS OF THE PROVISIONS OF THE LABOUR RELATIONS ACT 66 OF 1995 (AS AMENDED) FOR CONCILIATION AND/ OR ARBITRATION AND/ OR INQUIRY BY ARBITRATOR, WITH THE TERMS OF ACCREDITATION ATTACHED FOR THE PERIOD 01 MARCH 2025 TO 29 FEBRUARY 2028.

BARGAINING COUNCILS AND STATUTORY COUNCIL ACCREDITED TO CONDUCT CONCILIATION AND ARBITRATION, SUBJECT TO CONDITIONS WHERE APPLICABLE *(RENEWAL OF ACCREDITATION)*

Name of Council	Accredited Functions
PRIVATE SECTOR BARGAINING COUNCILS AND STATUTORY COUNCIL	
National Bargaining Council for the Road Freight and Logistics Industry	Accredited for Conciliations and Arbitrations (including Inquiry by Arbitrator) from **01 March 2025 until 29 February 2028.**

(RENEWAL OF SUBSIDY)

The Governing Body of the CCMA resolved to grant renewal of subsidy to the following Bargaining Council:

1. National Bargaining Council for the Road Freight and Logistics Industry

TERMS OF ACCREDITATION FOR CONCILIATION, ARBITRATION, AND INQUIRY BY ARBITRATOR

1. SCOPE OF ACCREDITATION:

Herewith categories of disputes for which Councils are eligible to apply for accreditation.

COUNCILS ARE ACCEDITED TO PERFORM THE FOLLOWING DISPUTE RESOLUTIONS FUNCTIONS:

Unfair dismissal disputes	**- Section 191**
Unfair Labour practice	**- Section 191**
Mutual Interest disputes	**- Section 64**
Interpretation of Collective Agreement disputes	**- Section 24 (1)**
Essential Services disputes	**- Section 74**
Pre-dismissal arbitrations	**- Section 188A**
Temporary Employment Service	**- Section 198, 198A, 198B, 198Cand 198D**
Disputes about Interpretation and	**- Section 9**

Application of Chapter 2

COUNCILS MAY NOT SEEK ACCREDITATION FOR THE FOLLOWING DISPUTE RESOLUTION FUNCTIONS REGARDING DISPUTES OVER THE FOLLOWING (see FOOTNOTE 11 of SECTION 51):

Organisational rights (sections 16, 21 and 22);
Collective Agreements where the agreement does not provide for a dispute resolution procedure or the procedure is inoperative or any party frustrates the resolution of disputes (section 24(2) to (5));

Agency shops and closed shops (section 24(6) and (7) and section 26(11);

Determinations made by the Minister in respect of proposals made by a Statutory Council (section 45);

The interpretation and application of Collective Agreements of a Council whose registration has been cancelled (section 61(5) to (8));

Demarcation of sectors and areas of Councils (section 62);

The Interpretation or application of Part C (Bargaining Councils), Part D (Bargaining Councils in the Public Service), Part E (Statutory Councils) and Part F (General Provisions concerning Councils) (Section 63);

Picketing (section 69(8) to 10);

Proposals which are the subject of joint-decision making in a workplace forum (section 86);

Disclosure of information to workplace forums (section 89);

Interpretation or Application of the provisions of Chapter 5 of the LRA which deals with workplace forums (section 94);

Enforcement of the Collective Agreements by Bargaining Councils (section 33A) and;

Enforcement of arbitration awards in terms of section 143. Only the Director of the CCMA, unless the power has been delegated to a CCMA Senior Commissioner may certify awards as if it were an order of the Labour Court;

Facilitating mass retrenchment disputes section 189(A).

2. POWERS OF ACCREDITATION:

Only those persons who are accredited by the CCMA, or are part-time Commissioners appointed by the Governing Body of the Commission in the terms of section 117 (2) of the Labour Relations Act, may perform the accreditation functions of the council for the Council.

The following provisions of the LRA, as amended apply to Councils accredited for conciliation and arbitration:

(a) For the purpose of this paragraph any reference in Part C of Chapter VII of the LRA to:
"Commission" must be read as a reference to the Council;
"Commissioner" must be read as a reference to a conciliator or arbitrator appointed by the Council.
"Director" must be read as a reference to the Secretary of the Council.

(b) The provisions of the sections contained in Part C of Chapter VII (section 127(6)) of the LRA shall apply to the Council in the performance of its accredited functions subject to the Council's Constitution and/or Collective Agreements. For the purpose of this sub-paragraph the following applies:

(i) The provisions of section 133 to 136;
(ii) The provisions of section 138 to 142, S142A , S143, S144 and S145;

(iii) The provisions of section 146 unless the Collective Agreement of the Council provides that the Arbitration Act, Act 42 of 1965 applies to any arbitration conducted under its accredited function and which Collective Agreement is binding on the parties to the disputes; and

(iv) The provisions of section 148.

3. EXTENSION OF ACCREDITATION:

Despite the expiry of the period of accreditation as stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the period of accreditation, but not yet resolved by the time the period expires, until the dispute is resolved either through conciliation or arbitration.

4. TRANSGRESSION OF TERMS OF ACCREDITATION:

If the accredited Council fails to comply with the terms of accreditation, the Governing Body of the CCMA may revoke accreditation. In terms of section 130 of the LRA, as amended the Governing Body of the CCMA may withdraw accreditation after having given reasonable notice of withdrawal.

5. AMENDMENT OF ACCREDITATION:

An Accredited Council may apply to the Governing Body of the CCMA in terms of section 129 of the LRA to amend its accreditation.

DEPARTMENT OF TRADE, INDUSTRY AND COMPETITION

NOTICE 3033 OF 2025

INTERNATIONAL TRADE ADMINISTRATION COMMISSION

NOTICE OF INITIATION OF A SUNSET REVIEW OF THE ANTI-DUMPING DUTIES ON DISODIUM CARBONATE (SODA ASH) ORIGINATING IN OR IMPORTED FROM THE UNITED STATES OF AMERICA (USA)

Regulation 53.1 and 53.2 of South Africa's Anti-Dumping Regulations (ADR) state that "anti-dumping duties shall remain in place for a period not exceeding 5 years from the imposition or the last review thereof", and "if a sunset review has been initiated prior to the lapse of an anti-dumping duty, such anti-dumping duty shall remain in force until the sunset review has been finalised."

On 7 June 2024, the Commission through Notice No. 2550 in Government Gazette No. 50772 notified interested parties that unless a substantiated request was by or on behalf of the Southern African Customs Union's industry was made before 29 September 2024, indicating that the expiry of the ant-dumping duties on soda ash originating in or imported from the USA would likely result in the continuation or recurrence of dumping and injury, the anti-dumping duties on such imports would expire on 29 March 2025.

THE APPLICANT

The Government of Botswana submitted an application on behalf of Botswana Ash (Pty) Ltd (the Applicant), supported by Sappi Southern Africa (Pty) Ltd., to the Minister of Trade, Industry and Competition (DTIC). The Government of Botswana requested the Minister to instruct the Commission, in terms of the ITA Act, to consider this application. An instruction was received from the Minister of DTIC to ITAC to consider the application by Botswana Ash.

The application alleged that the expiry of the anti-dumping duty would likely lead to the continuation or recurrence of dumping and material injury. Customs Union (SACU) market, causing material injury to the SACU industry concerned. The Applicant submitted sufficient evidence and established a *prima facie* case to enable the Commission to arrive at a reasonable conclusion that a sunset review investigation of the anti-dumping duties on soda ash originating in or imported from the USA, be initiated.

THE PRODUCT

The anti-dumping duties on soda ash, subject to the sunset review are, classifiable under tariff subheading 2836.20, originating in or imported from the USA.

THE ALLEGATION OF CONTINUATION OR RECURRENCE OF DUMPING

The allegation of continuation or recurrence of dumping is based on the comparison between the normal value in the USA and the export price from the USA. The normal value is based on selling prices obtained from editions of “Global Soda Ash Monthly” publications, for the period 01 July 2023 to 30 June 2024. The export price was based on world average export prices of the subject product obtained from IHS Markit edition of “Global Soda Ash Monthly” publications for the period 01 July 2023 to 30 June 2024. The Applicant stated that import volumes of 19kg are not considered normal quantities, and therefore in accordance with the Commission’s practice where there are no imports of the subject product due to the effectiveness of the dumping duties, export prices be determined with exports from the USA to third countries. On this basis, the dumping margin was determined to be 2.89%.

On this basis, the Commission found that there was *prima facie* proof of the likelihood of a continuation of dumping.

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THE ALLEGATION OF RECURRENCE OF MATERIAL INJURY

The Applicant alleged and submitted *prima facie* proof that should the duties expire, it would experience price suppression, a decline in profit, decline in sales volumes and values, decline in profits, decline in output, loss of market share, decline in return on investment, decline in capacity utilisation, a decline in cash flow, increase in inventories, loss of employment and negative growth.

On this basis, the Commission found that there was *prima facie* proof of the likelihood of a recurrence of material injury.

PERIOD OF INVESTIGATION

The period of investigation for dumping is from 01 July 2023 to 30 June 2024. The period of investigation for material injury is from 01 July 2021 to 30 June 2024, and in the event the duties expire estimates, for 01 July 2024 to 31 June 2025 were provided.

LEGAL PROCEDURAL FRAMEWORK

Having decided that there is sufficient evidence and a prima facie case to justify the initiation of an 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 (ADR).

Both the ITA Act and the ADR are available on the Commission's website (www.itac.orq.za) or from the Trade Remedies section, on request.

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PROCEDURES AND TIME FRAMES

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 USA had also been notified. Importers and other interested parties are invited to contact the Commission as soon as possible to determine whether they have been listed and were furnished with the relevant documentation. If not, they should immediately ensure that they are sent copies. The questionnaire has to be completed, and any other representations must be made within the time limit set out below.

The Senior Manager: Trade Remedies II, should receive all responses, including non-confidential copies of the responses, not later than 30 days from the date hereof, or from the date on which the letter accompanying the questionnaire was received. The said letter shall be deemed to have been received 7 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-days 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

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submission of the information.

This period will only be extended if it is not feasible for the Commission to do it within this time period or upon good cause shown, and with the prior written consent of the Commission, which should be requested at the time of the submission. It should be noted that unavailability of, or inconvenience to consultants will not be considered 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 the 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. A failure to submit an adequate non-confidential version of the response that complies with the rules set out 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 submissions 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

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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.

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

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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."

ADDRESS

The response to the questionnaire and any information regarding this matter and any arguments concerning the allegation of dumping and the resulting material injury or threat of material injury must be submitted in writing to the following address:

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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

Should you have any queries, please do not hesitate to contact the investigating officers Mr. Siphumelele Mkwanazi at email address: emkwanazi@itac.org.za and Ms. Millicent Baloyi at email address: mbaloyi@itac.org.za

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DEPARTMENT OF TRADE, INDUSTRY AND COMPETITION

NOTICE 3034 OF 2025

STANDARDS ACT, 2008
STANDARDS MATTERS

In terms of the Standards Act, 2008 (Act No. 8 of 2008), the Board of the South African Bureau of Standards has acted in regard to standards in the manner set out in the Schedules to this notice.

SECTION B: ISSUING OF THE SOUTH AFRICAN NATIONAL STANDARDS

SCHEDULE B.1: NEW STANDARDS

The following standards have been issued in terms of section 24(1)(a) of the Standards Act.

Standard No. and year	Title, scope and purport
SANS 59004:2024 Ed 1	*Circular economy — Vocabulary, principles and guidance for implementation.* This document defines key terms, establishes a vision and principles for a circular economy, and gives guidance, including possible actions, for an organization to implement
SANS 59010:2024 Ed 1	*Circular economy — Guidance on the transition of business models and value networks.* This document gives guidance for an organization seeking to transition its value creation models and value networks from linear to circular
SANS 59020:2024 Ed 1	*Circular economy — Measuring and assessing circularity performance.* This document specifies requirements and gives guidance to organizations for measuring and assessing a defined economic system to determine their circularity performance at a specific time. Measurement and assessment are performed by the collection and calculation of data with the help of mandatory and optional circularity indicators

SCHEDULE B.2: AMENDED STANDARDS

The following standards have been amended in terms of section 24(1)(a) of the Standards Act.

Standard No. and year	Title, scope and purport
SANS 665-3:2024 Ed 1.2	*Wedge gate and resilient seal valves for general purposes Part 3: Resilient seal valves.* This part of SANS 665 covers the requirements for the design and construction of resilient seal valves of pressure rating (PN) up to 2 500 kPa and of sizes up to 600 mm
SANS 1056-2:2024 Ed2.3	*Ball valves Part 2: Heavy duty valves (not fire-safe).* This part of SANS 1056 covers the requirements for heavy duty ball valves of nominal sizes 8 mm to 400 mm and working pressures of 2 MPa, 5 MPa and 10 MPa at working temperatures of up to 50 °C
SANS 1118-7:2024 Ed 3.4	*School clothing Part 7: Girls' slacks and skirts.* This part of SANS 1118 specifies the materials, cut, make and trim of girls' slacks and skirts
SANS 1190:2024 Ed 1.3	*Malleable iron castings.* This specification covers three types of malleable iron castings, namely blackheart, whiteheart, and pearlitic. Three grades of blackheart, two of whiteheart, and five of pearlitic castings are specified, the grading being based, in each case, on mechanical properties
SANS 1291-1:2024 Ed 1.5	*Flexible polyurethane foam sleeping mats and mattresses Part 1: Mats and mattresses having unsupported polymeric covers.* This part of the specification covers two types of flexible polyurethane foam sleeping mats and mattresses having covers made from unsupported polymeric materials and intended for use in mine hostels and for similar applications.
SANS 60335-2-53:2024 Ed 4.1	*Household and similar electrical appliances — Safety Part 2-53: Particular requirements for sauna heating appliances and infrared cabins.* This International Standard deals with the safety of electric sauna heating appliances and infrared emitting units having a rated power input not exceeding 20 kW, their rated voltage being not more than 250 V for single-phase appliances and 480 V for other appliances.

SANS 61010-1:2024 Ed 3.1	*Safety requirements for electrical equipment for measurement, control, and laboratory use Part 1: General requirements.* This group safety publication is primarily intended to be used as a product safety standard for the products mentioned in the scope, but shall also be used by technical committees in the preparation of their publications for products similar to those mentioned in the scope of this standard, in accordance with the principles laid down in IEC Guide 104 and lSO/lEC Guide 51

SCHEDULE B.3: WITHDRAWN STANDARDS

In terms of section 24(1)(C) of the Standards Act, the following standards have been withdrawn.

Standard No. and year	Title
SANS 1371:2008	*Ceramic hollow insulators for standard transformer bushings*

SCHEDULE B.4: REINSTATEMENT OF WITHDRAWN STANDARD

For access to these draft standards, visit https://www.sabs.co.za/Standardss/

Should you wish to comment on the above documents, please send your comments to Dsscomments@sabs.co.za

Copies of the standards mentioned in this notice can be obtained from the Head Office of the South African Bureau of Standards at 1 Dr Lategan Road, Groenkloof, Private Bag X191, Pretoria 0001.

DEPARTMENT OF TRADE, INDUSTRY AND COMPETITION

NOTICE 3035 OF 2025

INTERNATIONAL TRADE ADMINISTRATION COMMISSION

CUSTOMS TARIFF APPLICATIONS

LIST 01/2025

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.

WITHDRAWAL OF THE APPLICATION FOR AN INCREASE IN THE RATE OF DUTY ON:

Roasted groundnuts classifiable under tariff subheadings 2008.11.20 and 2008.11.90 from 0.99c/kg (0.033% *ad valorem* equivalent) to 20% *ad valorem*

APPLICANT

C. Steinweg Bridge (Pty) Ltd

1 Bridge Close

City Deep

Johannesburg

The following reason for the withdrawal was submitted by South African Groundnuts Forum on behalf of the Applicant:

Steinweg Bridge, representing the SACU industry in applying for an amendment to the customs duty on roasted ground nuts as indicated above, on the Roasted Groundnut has since ceased its roasting groundnut operations. Steinweg has subsequently requested the Commission to withdraw its application. This decision according to the representatives of the applicant was influenced ostensibly by a range of operational and other factors, including but not limited to the prolonged uncertainty surrounding the decision on the amendment of the customs duty. The applicant alleges that such uncertainty has affected the viability of their business model.

[File: 18/2020 Enquiries: Ms. Khosi Mzinjana at kmzinjana@itac.org.za, Ms. Manini Masithela at mmasithela@itac.org.za, Mrs. Amina Varachia at avarachia@itac.org.za, Ms. Dolly Ngobeni at dngobeni@itac.org.za or Mr. Scelo Mshengu at smshengu@itac.org.za]

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DEPARTMENT OF TRADE, INDUSTRY AND COMPETITION

NOTICE 3036 OF 2025

INTERNATIONAL TRADE ADMINISTRATION COMMISSION OF SOUTH AFRICA

NOTICE OF INITIATION OF INVESTIGATION INTO THE ALLEGED CIRCUMVENTION OF THE ANTI-DUMPING DUTIES ON WINDSCREENS FOR VEHICLES CLASSIFIABLE UNDER TARIFF SUBHEADING 7007.21.20, TO BE USED IN THE SOUTHERN AFRICAN CUSTOMS UNION ("SACU") MARKET AS REPLACEMENT GLASS IN THE AFTERMARKET ORIGINATING IN OR IMPORTED FROM THE PEOPLE'S REPUBLIC OF CHINA ("CHINA") BY IMPORTING THE WINDSCREENS UNDER TARIFF SUBHEADING 8708.22.10

The International Trade Administration Commission of South Africa ("the Commission") received an application alleging that circumvention of the anti-dumping duties on windscreens for vehicles classifiable under tariff sub-headings 7007.21.20, to be used in the SACU market as replacement glass in the aftermarket originating in or imported from China through improper declaration of imports under an alternative tariff subheading that is not subjected to anti-dumping duties as a result of minor modification is taking place. Regulation 60.2 of the Anti-Dumping Regulation ("ADR") provides a list of types of circumvention that should be treated separately. According to regulation 60.2(a)(iii), the improper declaration of the nature or classification of the product and 60.2(b) minor modifications to the product subject to anti-dumping duty falls within such a type of circumvention.

THE APPLICANT

The Application was lodged by Shatterprufe, a division of PG Group (Proprietary) Limited ("the Applicant"), a major producer of the subject product in the Southern African Customs Union.

THE PRODUCT

The product allegedly being circumvented is laminated safety glass suitable for the incorporation in vehicles generally referred to as windscreens for vehicles, to be used in the SACU market as replacement glass in the aftermarket (“ARG"). Based on the information submitted by the Applicant, the Commission decided that the SACU products and the imported products are “like products” for purposes of comparison in terms of the ADR.

THE ALLEGATION OF CIRCUMVENTION (IMPROPER DECLARATION AS A RESULT OF MINOR MODIFICATION)

The Applicant alleged that, subsequent to the imposition of the provisional payments and definitive anti-dumping duties on imports of windscreens for vehicles to be used in the SACU market as replacement glass in the aftermarket originating in or imported from China, the incentive to import windscreens from China under tariff subheading 8708.22 has increased. This is being done as a way to circumvent the anti-dumping duties imposed under tariff subheading 7007.21.20.

The Applicant also alleged that in order to circumvent the anti-dumping duties on windscreens that should be imported under tariff subheading 7007.21.20, minor modifications can be made to the windscreens by sticking on connecting wires or connecters without any functional role for electrical / electronic devices at a minimum cost, which wires or connecters can then be removed and thrown away before fitment. Thus, a false pretence can be created of the windscreen being ‘electronic’ and classifiable under HS 8708.22.10.

The Applicant stated that tariff subheading 8708.22 is a new tariff subheading, which came into effect on 01 January 2022 to align with the World Customs Organisation ("WCO") Harmonised 2022 adjustments, to make a distinction between motor vehicle windows and other parts and accessories of motor vehicles that were previously classified under tariff subheading 8708.29. These windows can be front, rear or other windows that are framed and/or incorporating heating devices or other electrical or electronic devices which clearly differ from tariff subheading 7007.21.20 that provides for "Windscreens for vehicles" and excludes "accessories".

The Applicant further stated that on 16 August 2024, tariff subheading 8708.22.10 was created, with the creation of tariff subheading 8708.22.10, an important milestone was reached as tariff subheading 8708.22 catered for automotive glass and not specifically identifying windscreens only, which gave it the character of a basket code and therefore tariff subheading 8708.22.10 was more specific.

The Commission decided to conduct an analysis of tariff subheading 8708.22, both prior to and following the separation.

Based on the above, analysis of the change in the trade pattern of the import data between 7007.21.20, 8708.22 and 8708.22.10 pre and post imposition of provisional payments and final duties on windscreens for vehicles from China indicates the possibility of improper declaration of imports under alternative tariff subheading that is not subjected to anti-dumping duties as a result of minor modification in order to avoid paying duties.

On this basis, the Commission found that there was *prima facie* evidence to indicate that circumvention through improper declaration of imports under an alternative tariff subheading that is not subjected to anti-dumping duties as a result of minor modification, in terms of ADR 60.2(a)(iii) and 60.2(b) is taking place.

THE ALLEGATION OF DUMPING

The allegation of dumping is based on the comparison between the normal values previously established in the original investigation in accordance with ADR 62.3, and the export price determined in the same original investigation. On this basis, the Commission found that there was *prima facie* evidence of dumping, and the dumping margin was determined to be 129.15%.

THE ALLEGATION OF MATERIAL INJURY

The Applicant alleges and submitted sufficient evidence from original investigation, that the SACU industry is experiencing material injury and a threat of material injury with regard to the subject product. On this basis the Commission found that there was *prima facie* proof that material injury, or threat of material injury, and casual link in the original investigation that was considered for purposes of this application in line with ADR62.2.

PERIOD OF INVESTIGATION

The investigation period for dumping is from 1 January 2021 to December 2021.

PROCEDURAL FRAMEWORK

Having decided that there is sufficient evidence and a *prima facie* case to justify the initiation of an 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, the World Trade Organisation Agreement on Implementation of Article VI of the

GATT 1994(the Anti-Dumping Agreement) and the Anti-Dumping Regulations of the International Trade Administration Commission of South Africa (ADR). 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 representatives of the exporting countries have 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 copies. 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:

- X where confidential information has been omitted and the nature of such information;
- X reasons for such confidentiality;
- X a summary of the confidential information which permits a reasonable understanding of the substance of the confidential information; and
- X 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

ADDRESS

The response to the questionnaire and any information regarding this matter and any arguments concerning the allegation of dumping and the resulting material injury must be submitted in writing to the following address:

Physical address	**Postal address**
The Senior Manager: Trade Remedies I	The Senior Manager:
International Trade Administration Commission	Trade Remedies I
Block E – The DTI Campus	Private Bag X753
77 Meintjies Street	PRETORIA
SUNNYSIDE	0001
PRETORIA	SOUTH AFRICA
SOUTH AFRICA	

PROCEDURES AND TIME LIMITS

The Senior Manager: Trade Remedies I, should receive all responses, including non-confidential copies of the 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 an extension. Please note that the Commission will not consider requests for extension by the Embassy on behalf of foreign producers.

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. Specifically, it is planned to verify the information submitted by the foreign producers within three to five weeks subsequent to the submission of the information. This period will only be extended if it is not feasible for the Commission to do it within this time period or upon good cause shown, and with the prior written consent of the Commission, which should be requested at the time of the submission. It should be noted that unavailability of, or inconvenience to appointed representatives, will not be considered to be good cause.

Parties should also ensure when they engage representatives 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 ITA Act and the ADR. 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. A failure to submit a 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 information in the format required, are 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 submissions 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 must 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 is 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.

Should you have any queries, please do not hesitate to contact the investigating officers, Mr Busman Makakola at email address bmakakola@itac.org.za and Ms. Charity Mudzwiri at email address cramaposa@itac.org.za.

DEPARTMENT OF TRADE, INDUSTRY AND COMPETITION

NOTICE 3037 OF 2025

INTERNATIONAL TRADE ADMINISTRATION COMMISSION OF SOUTH AFRICA

NOTICE OF INITIATION OF AN INVESTIGATION INTO THE ALLEGED CIRCUMVENTION OF THE ANTI-DUMPING DUTIES ON WINDSCREENS FOR VEHICLES CLASSIFIABLE UNDER TARIFF SUBHEADING 7007.21.20, TO BE USED IN THE SOUTHERN AFRICAN CUSTOMS UNION ("SACU") MARKET AS REPLACEMENT GLASS IN THE AFTERMARKET THROUGH COUNTRY HOPPING FROM THE PEOPLE'S REPUBLIC OF CHINA ("CHINA") TO MALAYSIA

The International Trade Administration Commission of South Africa ("the Commission") received an application alleging that circumvention through country hopping from China to Malaysia of windscreens for vehicles classifiable under tariff sub-headings 7007.21.20, to be used in the SACU market as replacement glass in the aftermarket is taking place. Regulation 60.8 of the Anti-Dumping Regulation (ADR) states that "Country hopping shall be deemed to take place if imports, following the imposition of anti-dumping duties or provisional payment or the initiation of an anti-dumping investigation, switch to a supplier related to the supplier against which an anti-dumping investigation has been or is being conducted and that is based in another country or customs territory."

THE APPLICANT

The Application was lodged by Shatterprufe, a division of PG Group (Proprietary) Limited ("the Applicant"), a major producer of the subject product in the Southern African Customs Union.

THE PRODUCT

The product allegedly being circumvented is laminated safety glass suitable for the incorporation in vehicles generally referred to as windscreens for vehicles, to be used in the SACU market as replacement glass in the aftermarket (“ARG"). Based on the information submitted by the Applicant, the Commission decided that the SACU products and the imported products are “like products” for purposes of comparison in terms of the ADR.

THE ALLEGATION OF CIRCUMVENTION (COUNTRY HOPPING)

The Applicant alleged that subsequent to the imposition of the provisional payments and definitive anti-dumping duties on imports of windscreens for vehicles to be used in the SACU market as replacement glass in the aftermarket originating in or imported from China, Chinese exporters have shifted sourcing of the subject products from China to some of their related companies in Malaysia.

Further to that, analysis of the change in the trade pattern of the import data from China and Malaysia pre and post imposition of provisional payments and final duties on windscreens for vehicles from China indicates the possibility of country hopping from China to Malaysia.

On this basis, the Commission found that there was *prima facie* evidence to indicate that country hopping, in terms of ADR 60.8, is taking place.

THE ALLEGATION OF DUMPING

The allegation of dumping is based on the comparison between the normal values previously established in the original investigation in accordance with ADR 62.3, and the export price derived from the import statistics obtained from South African Revenue

Services (SARS). On this basis, the Commission found that there was *prima facie* evidence of dumping, and the dumping margin was determined to be 44.34%.

THE ALLEGATION OF MATERIAL INJURY

The Applicant alleges and submitted sufficient evidence from original investigation, that the SACU industry is experiencing material injury and a threat of material injury with regard to the subject product. On this basis the Commission found that there was *prima facie* proof that material injury, or threat of material injury, and casual link in the original investigation that was considered for purposes of this application in line with ADR62.2.

PERIOD OF INVESTIGATION

The investigation period for dumping is from 1 January 2024 to 31 October 2024.

PROCEDURAL FRAMEWORK

Having decided that there is sufficient evidence and a *prima facie* case to justify the initiation of an 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, the World Trade Organisation Agreement on Implementation of Article VI of the GATT 1994(the Anti-Dumping Agreement) and the Anti-Dumping Regulations of the International Trade Administration Commission of South Africa (ADR). 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 representatives of the exporting countries have 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 copies. 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:

- X where confidential information has been omitted and the nature of such information;
- X reasons for such confidentiality;
- X a summary of the confidential information which permits a reasonable understanding of the substance of the confidential information; and
- X 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

ADDRESS

The response to the questionnaire and any information regarding this matter and any arguments concerning the allegation of dumping and the resulting material injury must be submitted in writing to the following address:

Physical address	**Postal address**
The Senior Manager: Trade Remedies I	The Senior Manager:
International Trade Administration Commission	Trade Remedies I
Block E – The DTI Campus	Private Bag X753

77 Meintjies Street
SUNNYSIDE
PRETORIA
SOUTH AFRICA

PRETORIA
0001
SOUTH AFRICA

PROCEDURES AND TIME LIMITS

The Senior Manager: Trade Remedies I, should receive all responses, including non-confidential copies of the 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 an extension. Please note that the Commission will not consider requests for extension by the Embassy on behalf of foreign producers.

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. Specifically, it is planned to verify the information submitted by the foreign producers within three to five weeks subsequent to the submission of the information. This period will only be extended if it is not feasible for the Commission to do it within this time period or upon good cause shown, and with the

prior written consent of the Commission, which should be requested at the time of the submission. It should be noted that unavailability of, or inconvenience to appointed representatives, will not be considered to be good cause.

Parties should also ensure when they engage representatives 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 ITA Act and the ADR. 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. A failure to submit a 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 information in the format required, are 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 submissions 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 must 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 is 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.

Should you have any queries, please do not hesitate to contact the investigating officers, Mr Busman Makakola at email address bmakakola@itac.org.za and Ms. Charity Mudzwiri at email address cramaposa@itac.org.za.

DEPARTMENT OF TRADE, INDUSTRY AND COMPETITIONR

NOTICE 3038 OF 2025

COMPETITION TRIBUNAL

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

Case No.	Complainant	Respondent	Date received	Sections of the Act
CRP165Nov24	Masbandi (Pty) Ltd	WBHO	21/11/2024	4(1)(b)(iii),8(1)(c),5(1),9(1)

The Chairperson
Competition Tribunal

DEPARTMENT OF TRANSPORT

NOTICE 3039 OF 2025

NOTICE 2045 OF 2023
AIR SERVICE LICENSING ACT, 1990 (ACT NO.115 OF 1990)
APPLICATION FOR THE GRANT OR AMENDMENT OF DOMESTIC AIR SERVICE LICENCE

Pursuant to the provisions of section 15 (1) (b) of Act No. 115 of 1990 and Regulation 8 of the Domestic Air Regulations,1991, it is hereby notified for general information that the application detail of which appear in the appendix, will be considered by the Air Service Licensing Council. Representation in accordance with section 15 (3) of the Act No.115 of 1990 in support of, or in position, an application, should reach the Air Service Licensing Council. Private Bag X73, Halfway House, 1685 or by email at: ASLapplication@caa.co.za within 21 days of date of the publication thereof.

APPENDIX II (Amendment Applications)

(A) Full Name and trade name of the applicant. (B) Full business or residential address the applicant. (C) The Class and number of license in respect of which the amendment is sought (D) Type of air service and the amendment thereto which is being applied for (E) Category of aircraft and the amendment thereto which is being applied for. (F) Amendment referred to in section 14(2) (b) to (e).

A) Saphire Blue Drones (Pty) Ltd (G1370D) (B) Hangar J One A, Nelspruit Airport. (C) Class III (D) Type G3, G4, G5 (E) Category H1 (F) Amendment application: addition of Type G5.

(A) **Grace Air (Pty) Ltd (G903D).** (B) Grace Air Hangar, General Aviation Area, George Airport, George. (C) Class III. (D) Type G3, G4, G8, G10, G15 & G16(flipping with non-type certificated aircraft). (E) Category A4 & H2. (F) Amendment application: Safety Officer: S. Barnard. Changes in shareholding: Director: J.J Rossouw; 100% shareholder: Pearl Coral 1173 CC.

INTERNATIONAL AIR SERVICE ACT, (ACT NO.60 OF 1993)
GRANT /AMENDMENT OF INTERNATIONAL AIR SERVICE LICENSE

Pursuant to the provisions of section 17 (12) of Act No.60 of 1993 and Regulation 15 (1) and 15 (2) of the International Air Regulations,1994, it is hereby notified for general information that the applications, detail of which appear in the Schedules hereto, will be considered by the International Air Services Council (Council) representation in accordance with section 16(3) of the Act No. 60 of 1993 and regulation 25(1) of International Air Services Regulation, 1994, against or in favour of an application, should reach the Chairman of the International Air Services Council at Department of Transport, Private Bag X 193, Pretoria, 0001,within 28 days of the publication hereof. It must be stated whether the party or parties making such representation is / are prepared to be represent or represented at the possible hearing of the application.

APPENDIX II (Amendment Applications)

A) Vortx Aviation cc. **(B)** 80 Forest Lane, Dunkirk Estate, Salt Rock 4390. **(C)** Class II. **(D)** Type N1 & N2. **(E)** Category H2. **(F)** Amendment of postholders: Responsible Person Aircraft: TR Roux; Air Safety Officer: K Mare; Quality Manager: K**.** Mare. **(G)** Various.

A) Vortx Aviation cc. (I/N185) **(B)** 80 Forest Lane, Dunkirk Estate, Salt Rock 4390. **(C)** Class III. **(D)** Type G2, G3, G5, G10, G11, G15. **(E)** Category H2. **(F)** . Amendment of postholders: Responsible Person Aircraft: TR Roux; Air Safety Officer: K Mare; Quality Manager: K. Mare. **(G)** Various.

APPENDIX II (FOP Amendment Applications)

(A) Delta AIR LINES, INC. (B) World Headquarters, Hartsfield Jackson International Airport, Atlanta, GA 30320, USA. (C)Class I. (D) Type S1 (E) Category A1. A350-941; N501DN, N502DN, N503DN, N504DN, N505DN, N506DN, N507N, N508DN, N509DN, N510DN, N511DN, N512DN, N513DN, N514DN, N515DN, N516DN, N517DN, N518DN, N519DN, N520DN, N521DN, N522DN, N523DN, N524DN, N525DN, N568DN, N569DN, N570DN, N571DN, N572DN, N573DN, N574DN, N575DN, N576DN (F) and (G) Atlanta Johannesburg – Atlanta; Atlanta – Cape Town – Atlanta; Atlanta – Johannesburg – Cape Town – Atlanta. (H) Ten (10) flights per week corresponding with any choice of the two route options, Seven (7) fights on Atlanta – Johannesburg – Atlanta and Three (3) frequencies on the Atlanta – Cape Town Atlanta. Alternatively equal number of frequencies is applicable on the Atlanta – Johannesburg – Cape Town – Atlanta.

(A) TAAG – LINHAS AEREAS DE ANGOLA S.A (B) Avenida Luanda Sul Predio A-One, Metropolis 5, Andar Luanda - Angola. (C) Class I. (D) Type S1 (E) Category A1. B787-9; D2-TEQ (F) and (G) Luanda – Johannesburg – Luanda, Luanda – Cape Town – Luanda and Luanda – Durban – Luanda. (H) Seven (7) flights on Luanda – Johannesburg – Luanda, Seven (7) on Luanda – Cape Town – Luanda and Seven (7) on Luanda – Durban – Luanda

BOARD NOTICE 748 OF 2025

22 Mac Mac Road,
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THE SA COUNCIL FOR THE QUANTITY SURVEYING PROFESSION
Established in terms of the Quantity Surveying Profession Act 2000 (Act No 49 of 2000)

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Board Notice

With effect from 1 April 2024, the following persons were no longer registered in terms of Section 20(1)(iii) the Quantity Surveying Professions Act 49 of 2000 due to non-payment of the prescribed annual fee.

	No.	Title	Last_Name	First_Name	QS
1	**IT3874**	Ms	Mantsolo	Lebeko	CANDIDATE QS
2	**IT4183**	Ms	Madeniya	Lillah	CANDIDATE QS
3	**IT4220**	Ms	Zodwa	Malwane	CANDIDATE QS
4	**IT4704**	Ms	Joyce	Sekano	CANDIDATE QS
5	**IT5035**	Ms	Elmien	Koch	CANDIDATE QS
6	**IT5067**	Ms	Nomnikelo	Mangquku	CANDIDATE QS
7	**IT5169**	Ms	Matshidiso	Monyane	CANDIDATE QS
8	**IT5357**	Ms	Kgaugelo	Moreroa	CANDIDATE QS
9	**IT5359**	Ms	Thembakazi	Nelson	CANDIDATE QS
10	**IT5846**	Ms	Zanele	Zola	CANDIDATE QS
11	**IT5980**	Ms	Natasha	Moller	CANDIDATE QS
12	**IT6628**	Ms	Boitumelo	Masilela	CANDIDATE QS
13	**IT7392**	Ms	Kgomotso	Mokhesi	CANDIDATE QS
14	**IT7458**	Ms	Thandolwethu	Mfuku	CANDIDATE QS
15	**IT7535**	Ms	Zukiswa	Manitshana	CANDIDATE QS
16	**IT7537**	Ms	Nokukhanya	Mahlobo	CANDIDATE QS
17	**IT7585**	Ms	Anda	Zantsi	CANDIDATE QS
18	**IT7624**	Ms	Mandilakhe	Tutu	CANDIDATE QS
19	**IT7671**	Ms	Thobile	Mdlalose	CANDIDATE QS
20	**IT7693**	Ms	Anda	Ngxukumeshe	CANDIDATE QS
21	**IT7746**	Ms	Linience	Moyo	CANDIDATE QS
22	**IT7858**	Ms	Tandokazi	Mkhwe	CANDIDATE QS
23	**IT7943**	Ms	Qaqamba	Xoseni	CANDIDATE QS
24	**IT7957**	Ms	Ntombmpela	Mngoma	CANDIDATE QS
25	**IT7960**	Ms	Busisiwe	Njomba	CANDIDATE QS
26	**IT7992**	Ms	Ipeleng	Maila	CANDIDATE QS
27	**IT7993**	Ms	Boitumelo	Mogashoa	CANDIDATE QS
28	**IT8055**	Ms	Sanelisiwe	Myeni	CANDIDATE QS
29	**IT8065**	Ms	Lwetu	Nkuhlu	CANDIDATE QS
30	**IT8076**	Ms	Mokhothatsi	Letsie	CANDIDATE QS
31	**IT8101**	Ms	Reneiloe	Malomane	CANDIDATE QS
32	**IT8147**	Ms	Azola	Mbokodi	CANDIDATE QS
33	**IT8252**	Ms	Nosipho	Maphalala	CANDIDATE QS
34	**IT8316**	Ms	Bavelile	Myeza	CANDIDATE QS
35	**IT8323**	Ms	Kwakhanya	Mawusi	CANDIDATE QS
36	**IT8429**	Ms	Chipo	Mazonde	CANDIDATE QS
37	**IT3796**	Ms	Thobile	Kunene	CANDIDATE QS
38	**IT4346**	Ms	Phumlani	Sityebi	CANDIDATE QS
39	**IT4868**	Ms	Susanna	Hendriks	CANDIDATE QS
40	**IT4881**	Ms	Martha	Mkhize	CANDIDATE QS
41	**IT5119**	Ms	Lwandlekazi	Guzana	CANDIDATE QS
42	**IT5260**	Ms	Bongiwe	Ngcece	CANDIDATE QS
43	**IT5446**	Ms	Thobeka	Hlatshwayo	CANDIDATE QS
44	**IT5460**	Ms	Babalwa	Mazomba	CANDIDATE QS
45	**IT5936**	Ms	Mante	Masela	CANDIDATE QS
46	**IT6017**	Ms	Nomampondo	Tomson	CANDIDATE QS

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47	**IT6316**	Ms	Candice	Van Eck	CANDIDATE QS
48	**IT6414**	Ms	Nthuseni	Marageni	CANDIDATE QS
49	**IT6492**	Ms	Bukeka	Noganta	CANDIDATE QS
50	**IT6604**	Ms	Emmy	Cherono	CANDIDATE QS
51	**IT6783**	Ms	Linda	Bikitsha	CANDIDATE QS
52	**IT6862**	Ms	Ntombizandile	Hlekane	CANDIDATE QS
53	**IT6895**	Ms	Nombuso	Chiliza	CANDIDATE QS
54	**IT6903**	Ms	Moira	Phathwa	CANDIDATE QS
55	**IT6964**	Ms	Molebogeng	Maluleke	CANDIDATE QS
56	**IT7062**	Ms	Refilwe	Kgwebane	CANDIDATE QS
57	**IT7067**	Ms	Anelisiwe	Gaya	CANDIDATE QS
58	**IT7083**	Ms	Phindile	Sibisi	CANDIDATE QS
59	**IT7093**	Ms	Humairah	Asmal	CANDIDATE QS
60	**IT7310**	Ms	Emerenciana	Kunyavapa	CANDIDATE QS
61	**IT7453**	Ms	Thembi	Nkosi	CANDIDATE QS
62	**IT7475**	Ms	Zama	Ndlovu	CANDIDATE QS
63	**IT7536**	Ms	Andisiwe	Songca	CANDIDATE QS
64	**IT7540**	Ms	Mbalenhle	Ndweni	CANDIDATE QS
65	**IT7772**	Ms	Nyasha	Nyandoro	CANDIDATE QS
66	**IT7872**	Ms	Belukazi	Nkubungu	CANDIDATE QS
67	**IT7902**	Ms	Mahali	Makhakhe	CANDIDATE QS
68	**IT7915**	Ms	Kidibone	Bopape	CANDIDATE QS
69	**IT7931**	Ms	Portia	Baloyi	CANDIDATE QS
70	**IT7938**	Ms	Yvette	Van Schalkwyk	CANDIDATE QS
71	**IT7946**	Ms	Naledi	Khanyile	CANDIDATE QS
72	**IT7948**	Ms	Andile	Ngubane	CANDIDATE QS
73	**IT7951**	Ms	Reshoketsoe	Sebela	CANDIDATE QS
74	**1644**	Ms	Lizette	Koekemoer	PRQS
75	**3035**	Ms	Margaret Vaz	Monteiro	PRQS
76	**3763**	Ms	Karen	Geldenhuys	PRQS
77	**4544**	Ms	Nolonwabo	Biyongo	PRQS
78	**4545**	Ms	Nonhlakanipho	Ndwandwe	PRQS
79	**4995**	Ms	Lizanie	Le Roux	PRQS
80	**5284**	Ms	Yolene	Cremer	PRQS
81	**3681**	Ms	Michelle	Steyn	PRQS
82	**4145**	Ms	Tebogo	Mabunda	PRQS
83	**4360**	Ms	Tapiwa	Bhunu	PRQS
84	**4851**	Ms	Nokuthula	Janda	PRQS
85	**5827**	Ms	Gillian	Oosthuizen	PRQS
86	**IT1550**	Mr	Bruce	Kirchmann	CANDIDATE QS
87	**IT3208**	Mr	Andrew	Sekgobela	CANDIDATE QS
88	**IT3639**	Mr	Johannes	Steyn	CANDIDATE QS
89	**IT3725**	Mr	Frank	Bouwmeester	CANDIDATE QS
90	**IT4043**	Mr	Muhammad	Fakir	CANDIDATE QS
91	**IT4139**	Mr	Iain	Tracey	CANDIDATE QS
92	**IT4325**	Mr	Linda	Sithole	CANDIDATE QS
93	**IT4389**	Mr	Raphael	Bagarette	CANDIDATE QS
94	**IT4697**	Mr	Jeremiah	Mohlakoana	CANDIDATE QS
95	**IT4821**	Mr	Hishaam	Tayob	CANDIDATE QS
96	**IT5337**	Mr	Owen	Chikukwa	CANDIDATE QS
97	**IT5488**	Mr	Richard	Ngema	CANDIDATE QS
98	**IT5646**	Mr	Gerhardus	Loubser	CANDIDATE QS
99	**IT5664**	Mr	Pagel	Cloete	CANDIDATE QS
100	**IT5763**	Mr	Mandla	Chabalala	CANDIDATE QS
101	**IT5797**	Mr	Rory	Williams	CANDIDATE QS
102	**IT5941**	Mr	Sanelisiwe	Konya	CANDIDATE QS
103	**IT6141**	Mr	Frederik	van Eeden	CANDIDATE QS

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104	**IT6387**	Mr	Tshepo	Lebona	CANDIDATE QS
105	**IT6417**	Mr	Johannes	Swanepoel	CANDIDATE QS
106	**IT6498**	Mr	Christiaan	Strauss	CANDIDATE QS
107	**IT6509**	Mr	Athi	Magqashela	CANDIDATE QS
108	**IT6517**	Mr	Thingazwikoni	Modzanani	CANDIDATE QS
109	**IT6635**	Mr	Waldo	van der Nest	CANDIDATE QS
110	**IT6794**	Mr	Calvin	Ushe	CANDIDATE QS
111	**IT6995**	Mr	Bruce	Mafumo	CANDIDATE QS
112	**IT7082**	Mr	Zainah	Mavunda	CANDIDATE QS
113	**IT7090**	Mr	Gudani	Maselesele	CANDIDATE QS
114	**IT7195**	Mr	Wallace	Khumalo	CANDIDATE QS
115	**IT7239**	Mr	Dean	Gelderbloem	CANDIDATE QS
116	**IT7286**	Mr	Lawrence	Olivier	CANDIDATE QS
117	**IT7311**	Mr	Basil	Mpe	CANDIDATE QS
118	**IT7326**	Mr	Manowa	Chikasha	CANDIDATE QS
119	**IT7359**	Mr	Grant	Gibbons	CANDIDATE QS
120	**IT7388**	Mr	Tinus	Hunlun	CANDIDATE QS
121	**IT7479**	Mr	Daniel	Pretorius	CANDIDATE QS
122	**IT7491**	Mr	Lunga	Dlamini	CANDIDATE QS
123	**IT7500**	Mr	Shepherd	Chikomo	CANDIDATE QS
124	**IT7578**	Mr	Stefano	de Koker	CANDIDATE QS
125	**IT7601**	Mr	Sandile	Mlotshwa	CANDIDATE QS
126	**IT7701**	Mr	Samukelo	Vilakazi	CANDIDATE QS
127	**IT7744**	Mr	Hitekani	Makhuvele	CANDIDATE QS
128	**IT7781**	Mr	Moses	Mdaka	CANDIDATE QS
129	**IT7871**	Mr	Karabo	Mampana	CANDIDATE QS
130	**IT7994**	Mr	Derrick	Ndebele	CANDIDATE QS
131	**IT8020**	Mr	Mahlomola	Mosikili	CANDIDATE QS
132	**IT8068**	Mr	Lindani	Khumalo	CANDIDATE QS
133	**IT8075**	Mr	Seth	Hume	CANDIDATE QS
134	**IT8120**	Mr	Mphumzi	Msongelwa	CANDIDATE QS
135	**IT8146**	Mr	Killian	Mungwadzi	CANDIDATE QS
136	**IT8176**	Mr	Siseko	Ntombini	CANDIDATE QS
137	**IT8191**	Mr	Jossiah	Tetteh	CANDIDATE QS
138	**IT8200**	Mr	Khwezi	Hogana	CANDIDATE QS
139	**IT8205**	Mr	Neo	Ledwaba	CANDIDATE QS
140	**IT8238**	Mr	Deshan	Naidoo	CANDIDATE QS
141	**IT8254**	Mr	Ernest	Goto	CANDIDATE QS
142	**IT8279**	Mr	Sibusiso	Mbeka	CANDIDATE QS
143	**IT8382**	Mr	Tumelo	Tshabalala	CANDIDATE QS
144	**IT3647**	Mr	Ishaaq	Ebrahim	CANDIDATE QS
145	**IT3762**	Mr	Sibusiso	Mthembu	CANDIDATE QS
146	**IT3823**	Mr	Freeman	Muche	CANDIDATE QS
147	**IT4149**	Mr	Philip	Smallman	CANDIDATE QS
148	**IT4207**	Mr	Xhanti	Goba	CANDIDATE QS
149	**IT4318**	Mr	Ahmed	Aziz	CANDIDATE QS
150	**IT4388**	Mr	Nazeem	Boltman	CANDIDATE QS
151	**IT4407**	Mr	Mawabo	Ntolosi	CANDIDATE QS
152	**IT4605**	Mr	David	Briers-Danks	CANDIDATE QS
153	**IT4622**	Mr	Ernst	Erasmus	CANDIDATE QS
154	**IT4693**	Mr	Bright	Mahime	CANDIDATE QS
155	**IT5089**	Mr	Blessing	Rusinga	CANDIDATE QS
156	**IT5090**	Mr	Fuzile	Mama	CANDIDATE QS
157	**IT5146**	Mr	Wesi	Moche	CANDIDATE QS
158	**IT5187**	Mr	Lukas	Janse Van Vuuren	CANDIDATE QS
159	**IT5226**	Mr	Kabelo	Temba	CANDIDATE QS
160	**IT5259**	Mr	Phalo	Mdingi	CANDIDATE QS

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162	**IT5396**	Mr	Denver	Siljeur	CANDIDATE QS
163	**IT5450**	Mr	Virgil	Wilson	CANDIDATE QS
164	**IT5498**	Mr	Theophilus	Ganessan	CANDIDATE QS
165	**IT5621**	Mr	Khulekani	Ngubane	CANDIDATE QS
166	**IT5634**	Mr	Lebabo	Mootisa	CANDIDATE QS
167	**IT5643**	Mr	Detlev	Booysen	CANDIDATE QS
168	**IT5651**	Mr	Matshipa	Mohale	CANDIDATE QS
169	**IT5690**	Mr	Barend	Claassen	CANDIDATE QS
170	**IT5694**	Mr	George	Baloyi	CANDIDATE QS
171	**IT5697**	Mr	Malusi	Juqu	CANDIDATE QS
172	**IT5710**	Mr	Mokoenihi	Phooko	CANDIDATE QS
173	**IT5850**	Mr	Leon	Kriel	CANDIDATE QS
174	**IT5865**	Mr	Wayne	Burrows	CANDIDATE QS
175	**IT5895**	Mr	Khanyiso	Bell	CANDIDATE QS
176	**IT5899**	Mr	Lehumo	Mabitsela	CANDIDATE QS
177	**IT5979**	Mr	Lukanyo	Matyila	CANDIDATE QS
178	**IT6018**	Mr	Ndyebo	Velem	CANDIDATE QS
179	**IT6165**	Mr	Sibongiseni	Magwaza	CANDIDATE QS
180	**IT6183**	Mr	Sabelo	Muthwa	CANDIDATE QS
181	**IT6258**	Mr	Siphesihle	Sithole	CANDIDATE QS
182	**IT6261**	Mr	Colin	Howe	CANDIDATE QS
183	**IT6338**	Mr	Brezhnev	Ndou	CANDIDATE QS
184	**IT6375**	Mr	Webster	Fira	CANDIDATE QS
185	**IT6422**	Mr	Talha	Ashruf	CANDIDATE QS
186	**IT6474**	Mr	Stian	Bosman	CANDIDATE QS
187	**IT6488**	Mr	Tshireletso	Mohale	CANDIDATE QS
188	**IT6500**	Mr	Man	Tam	CANDIDATE QS
189	**IT6526**	Mr	Abongile	Pama	CANDIDATE QS
190	**IT6679**	Mr	Phiwe	Mjekula	CANDIDATE QS
191	**IT6714**	Mr	Juan	Erasmus	CANDIDATE QS
192	**IT6728**	Mr	Lungani	Cele	CANDIDATE QS
193	**IT6768**	Mr	Thabang	Dikgweli	CANDIDATE QS
194	**IT6857**	Mr	Mabunchi Caiphus	Ramogayane	CANDIDATE QS
195	**IT6909**	Mr	Scott	Donaldson	CANDIDATE QS
196	**IT6934**	Mr	Daluxolo	Ludwaba	CANDIDATE QS
197	**IT6945**	Mr	Kudzai	Mawoyo	CANDIDATE QS
198	**IT6952**	Mr	Naeem	Ismail	CANDIDATE QS
199	**IT6955**	Mr	Christiaan	van Heerden	CANDIDATE QS
200	**IT7086**	Mr	Phillip	Masinga	CANDIDATE QS
201	**IT7100**	Mr	Humphrey	Ndimande	CANDIDATE QS
202	**IT7104**	Mr	Nhlaluko	Mthombeni	CANDIDATE QS
203	**IT7116**	Mr	Justin	Chivasa	CANDIDATE QS
204	**IT7129**	Mr	Nkhumeleni	Mamphodo	CANDIDATE QS
205	**IT7182**	Mr	Arthur	Chisango	CANDIDATE QS
206	**IT7211**	Mr	Joseph	Maguranyanga	CANDIDATE QS
207	**IT7267**	Mr	Langton	Nthala	CANDIDATE QS
208	**IT7291**	Mr	Mpumelelo	Sibanda	CANDIDATE QS
209	**IT7313**	Mr	Enele	Zwane	CANDIDATE QS
210	**IT7361**	Mr	Chad	Arendse	CANDIDATE QS
211	**IT7394**	Mr	Pfunzo	Rasila	CANDIDATE QS
212	**IT7431**	Mr	Theo	Munien	CANDIDATE QS
213	**IT7433**	Mr	Yanga	Sibelekwana	CANDIDATE QS
214	**IT7459**	Mr	Ermano	Giacovazzi	CANDIDATE QS
215	**IT7483**	Mr	Madimetja	Aphane	CANDIDATE QS
216	**IT7489**	Mr	Keenan	Adams	CANDIDATE QS
217	**IT7589**	Mr	Thulasizwe	Ndzhukule	CANDIDATE QS

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218	**IT7605**	Mr	Olawale	Abereoje	CANDIDATE QS
219	**IT7633**	Mr	Songezo	Mpelwane	CANDIDATE QS
220	**IT7634**	Mr	Ayanda	Malusi	CANDIDATE QS
221	**IT7661**	Mr	Sijabuliso	Ndlovu	CANDIDATE QS
222	**IT7665**	Mr	Paul-Hendrik	van Dyk	CANDIDATE QS
223	**IT7669**	Mr	Mmusa	Ngakane	CANDIDATE QS
224	**IT7676**	Mr	Themba	Mahlalela	CANDIDATE QS
225	**IT7685**	Mr	Josias	Mahlangu	CANDIDATE QS
226	**IT7708**	Mr	Charles	Adams	CANDIDATE QS
227	**IT7718**	Mr	Mfundo	Mkhonto	CANDIDATE QS
228	**IT7728**	Mr	Shaquile	Engelbrecht	CANDIDATE QS
229	**IT7747**	Mr	Jean-Pierre	Crawford	CANDIDATE QS
230	**IT7754**	Mr	Nzuzo	Mfingwana	CANDIDATE QS
231	**IT7784**	Mr	Ntsako	Maluleke	CANDIDATE QS
232	**IT7786**	Mr	Michael	Rametsi	CANDIDATE QS
233	**IT7800**	Mr	Suthu	Zangqa	CANDIDATE QS
234	**IT7830**	Mr	Samkelo	Kubuli	CANDIDATE QS
235	**IT7834**	Mr	Ceasar	Manzungu	CANDIDATE QS
236	**IT7964**	Mr	Mametja	Ragophala	CANDIDATE QS
237	**IT8005**	Mr	Ntokozo	Mathenjwa	CANDIDATE QS
238	**IT8033**	Mr	Xolani	Mchunu	CANDIDATE QS
239	**IT8092**	Mr	Ndumiso	Ndiweni	CANDIDATE QS
240	**IT8115**	Mr	Eduan	Smit	CANDIDATE QS
241	**IT7319**	Mr	Athenkosi	Sogaxa	CANDIDATE QS
242	**27**	Mr	Michael	Arnott	PRQS
243	**639**	Mr	Ian James	Finnie	PRQS
244	**902**	Mr	Brian	Veldsman	PRQS
245	**970**	Mr	Gordon James	Bentley	PRQS
246	**984**	Mr	Cornelius	Heunis	PRQS
247	**1262**	Mr	Al Floris	Alexander	PRQS
248	**1414**	Mr	Gideon Jordaan	Meintjes	PRQS
249	**1689**	Mr	Robert	Clayton	PRQS
250	**2647**	Mr	Maama	Lerotholi	PRQS
251	**2777**	Mr	Elken	Chiloane	PRQS
252	**2839**	Mr	Paul	Miller	PRQS
253	**2893**	Mr	Hendrik	Rothmann	PRQS
254	**2898**	Mr	Stanley	Towani	PRQS
255	**2963**	Mr	Anthony	Da Silva	PRQS
256	**2976**	Mr	Daniel	Nyathikazi	PRQS
257	**3022**	Mr	Hendrik	Boshoff	PRQS
258	**3160**	Mr	Maseru	Mphati	PRQS
259	**3203**	Mr	Ravichundren	Pillay	PRQS
260	**3248**	Mr	Atsu	Fiadjoe	PRQS
261	**3323**	Mr	Alric	Mesane	PRQS
262	**3829**	Mr	Johannes	Du Randt	PRQS
263	**3841**	Mr	Patrick	Ntobeng	PRQS
264	**3944**	Mr	Mohammed	Yusuf	PRQS
265	**4064**	Mr	Thomas Koigi	Kahuria	PRQS
266	**4968**	Mr	Henderik	Van Zyl	PRQS
267	**5133**	Mr	Lodewyk	Jonkers	PRQS
268	**6263**	Mr	Pieter	De Bruyn	PRQS
269	**7026**	Mr	Stanford	Zvirikure	PRQS
270	***2931**	Mr	Lesley	Chocho	PRQS
271	**40**	Mr	Jean	Blignaut	PRQS
272	**90**	Mr	Albertus	Frylinck	PRQS
273	**368**	Mr	Paul Francis	Harris	PRQS
274	**537**	Mr	Petrus Cornelius	Venter	PRQS

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277	**1118**	Mr	Jean	Du Plessis	PRQS
278	**1131**	Mr	Allan	Dowie	PRQS
279	**1157**	Mr	Petrus	Bestbier	PRQS
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285	**1551**	Mr	Andries	Cilliers	PRQS
286	**2083**	Mr	Wynand Johannes	Bradfield	PRQS
287	**2131**	Mr	Hendrik	Barnard	PRQS
288	**2585**	Mr	Mziwonke	Mazwi	PRQS
289	**3245**	Mr	Marope	Kgorane	PRQS
290	**3354**	Mr	Juan	Bosch	PRQS
291	**3646**	Mr	Olaosebikan	Ogunfiditimi	PRQS
292	**3903**	Mr	Siza	Diko	PRQS
293	**4081**	Mr	Siyabonga	Jikeka	PRQS
294	**4193**	Mr	Etienne	De Beer	PRQS
295	**4222**	Mr	Terence	Fick	PRQS
296	**4227**	Mr	Grant Langley	Wilson	PRQS
297	**4835**	Mr	Ross	Trusler	PRQS
298	**4862**	Mr	Emanuel	Potgieter	PRQS
299	**5474**	Mr	Ziyaad	Motala	PRQS
300	**6056**	Mr	Bhavesh	Mistry	PRQS
301	**6162**	Mr	Sean	Heydenrych	PRQS
302	**6262**	Mr	Alan	Lemberger	PRQS
303	**6343**	Mr	Simbai	Mupasi	PRQS
304	**6762**	Mr	Richard	Russell	PRQS
305	**IT6435**	Ms	Tshegofatso	Matshwi	CANDIDATE QS
306	**IT7427**	Ms	Tukiso	Molokoane	CANDIDATE QS
307	**IT7499**	Mr	Sandile	Tagwira	CANDIDATE QS
308	**IT7590**	Ms	Akhulule	Ndonyana	CANDIDATE QS
309	**IT5229**	Ms	Sheila	Tsoaledi	CANDIDATE QS
310	**IT5830**	Mr	Bongani	Shivambu	CANDIDATE QS
311	**IT7789**	Ms	Kemoratile	Mashego	CANDIDATE QS

BOARD NOTICE 749 OF 2025

PanSALB
PAN SOUTH AFRICAN LANGUAGE BOARD



REPORT

ON THE NATIONAL ORGANS OF STATES' READINESS FOR THE IMPLEMENTATION OF THE CONSTITUTION EIGHTEENTH AMENDMENT ACT, NO. 03 OF 2023

Date of Issue: January 2025

"One nation many languages"

www.pansalb.org

1. INTRODUCTION

1.1 The Pan South African Language Board (PanSALB) is a constitutional institution established in terms of Section 6(1)(5) of the Constitution of the Republic of South Africa to promote and create conditions for, the development and use of all official languages including the Khoi and San languages.

1.2 In terms of section 8(1)(a) of the PanSALB Act, PanSALB requested the national departments and their public entities and/or public enterprises to supply it with any legislative, executive, and/or administrative measures adopted by these departments and their public entities and enterprises relating to language policy and language practice (use) in terms of Use of Official Languages Act No. 12 of 2012 (UOLA).

1.3 PanSALB requested, in terms of section 8(1)(j) of the PanSALB Act, that the national organs of state to supply it with executive and administrative measures that they adopted to implement the Constitution Eighteenth Amendment Act 3 of 2023 which recognizes South African Sign Language as one of the official languages of the Republic of South Africa.

1.4 This recognition mandated the inclusion of SASL in government communications, ensuring equitable access to information and services for the Deaf community.

1.5 Further noting that section 14(c) of the PanSALB Act makes its recommendations binding.

2. BACKGROUND

2.1 The Constitutional Eighteenth Amendment Bill was signed into law by Mr President Cyril Ramaphosa on the 19th of July 2023. The Act has effected a change in the Constitution in that the Constitution now lists South African Sign Language (SASL) as an official language of South Africa. It is hoped that the official recognition of SASL will redress issues of access to quality education, socioeconomic opportunities, and public participation for Deaf South Africans.

2.2 The Use of Official Languages Act No. 12 of 2012 requires government institutions to promote and use all official languages, including newly recognized languages like SASL. In the first quarter of the 2024/2025 budget year, notice letters were sent to all national departments, public entities, and enterprises to report on their compliance on the administrative measures adopted to implement the Constitution Eighteenth Amendment Act. No. 3 of 2023.

2.3 The 2023/2024 Annual Report on the Use of Languages and national department's, public entities, or public enterprise's readiness to implement South African Sign Language as an official must submit reports to PanSALB not later than 30 June 2024. The narrative below and graphs indicate the state of readiness for the submission of SASL.

3. OBJECTIVE

3.1 The objective of this report is to assess the measures adopted by national department, public entity, and enterprise in implementing the provisions of the Constitution Eighteenth Amendment Act 3 of 2023.

3.2 The report aims to identify challenges, evaluate the current state of readiness, and provide recommendations to ensure comprehensive integration of SASL across the public sector.

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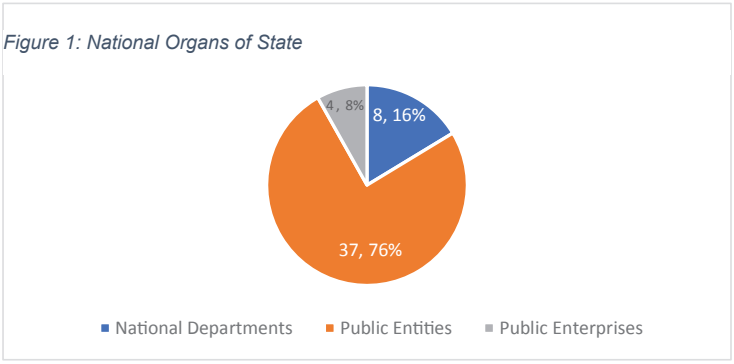
4. OVERALL DATA ANALYSIS

4.1 As illustrated in *Figure 1*, data was collected from a total of forty-nine (49) submissions categorized as follows: (i) eight (8) National Departments which makes about 16% of the total submissions. National public entities were the largest category to submit, 37 of them making about 76% of the total submissions. Only four (4) national public enterprises stated their readiness which makes it about 8% of the total submissions.

4.2 The following excerpts were extracted from the reports indicating whether these national organs of state are ready to implement the Constitution Eighteenth Amendment Act.

5. NATIONAL DEPARTMENTS

Figure 1: National Organs of State



5.1 Department of Forestry, Fisheries & Environment

The Department of Forestry, Fisheries and Environment's language sub-directorate makes provision for Braille and SASL by outsourcing the language service required. SANParks, one of the departments' entities hosts events at the Kruger National Park and with the assistance of the Mpumalanga Department of Social Development, provides sign language interpreting at these events.

5.2 National Treasury

National Treasury reports that Braille and Sign Language are currently not provided for publications due to budgetary and capability constraints, however, in the feedback response letter submitted along with the report, the Treasury states that Braille and SASL services will be outsourced, as necessary.

5.3 Department of Tourism

The department has already utilized SASL at flagship events such as the National Tourism Career Expo. However, they acknowledge challenges in procuring Sign Language interpreters, especially in rural areas where most departmental events are hosted. To address these issues, the department plans to review its language policy to include SASL, thereby supporting its implementation and use in official communications and public services. Additionally, they intend to raise awareness through internal communication channels to inform staff about the inclusion of SASL as one of the official languages. To further support this initiative, the department is scheduling SASL training sessions for staff to ensure effective communication and service delivery.

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5.4 **Department of Public Services and Administration**

The DPSA's language policy was renewed and approved by the Director-General, encompassing all twelve official languages, including South African Sign language. Furthermore, South African Sign Language was included in the list of the DPSA's language policy.

5.5 **Department of Science and Innovation**

The department submitted its language policy, language unit operation, the language policy's execution, and additional multilingualism promotion initiatives which also include SASL. In the language policy, it was stated that every effort would be made to accommodate the SASL members. However, the required action to support and promote South African Sign Language was not mentioned in their report.

5.6 **Department of Public Works and Infrastructure**

The department has acknowledged its inclusion of South African Sign Language in its language policy and acknowledges the lack of resources and finances to find adequate interpreters for South African Sign Language. It suggested outsourcing interpreters until further notice.

5.7 **Department of Sports, Arts and Culture**

The department submitted a report that highlighted the activities of DSAC's language unit, the implementation of its language policy, and other activities aimed at the promotion of multilingualism. The report made mention of the necessary initiatives that are aimed at the promotion and support of the South African Sign Language. It has one full-time sign language interpreter and is recruiting the second one to meet the demand.

The department is also engaged through REAH Sign in the project of digitalizing the South African Sign Language. The project aims to develop a Sign Language Interpreter System and Online SASL Dictionary. Furthermore, the department is advancing South African Sign Language (SASL) for 4IR Technological Development Using Place Names with the University of Free State. The project aims to develop a usable computer-readable data repository for SASL toponomy so that technologies for the SASL can be created and developed. The developed resources will be publicly accessible to researchers, stakeholders in the Deaf community, government agencies, and the public of South Africa.

The department sought advice from the department's legal services on the amendment of the Use of Official Languages Act (Act 12) of 2012, which will affect national government institutions when reviewing their language policies. The Amendment Bill is in the process of being drafted.

5.8 **Department of Mineral Resources**

5.8.1 The Department of Mineral Resources and Energy stated that it had a sign language interpreter in its establishment. However, the person resigned and attempts to fill the post were unsuccessful as suitable candidates preferred to freelance rather than taking up a full-time post.

6. <u>NATIONAL DEPARTMENTS DATA ANALYSIS</u>

The data depicts a story that there are efforts undertaken by the national departments to implement the Constitution Eighteenth Amendment Act even before its promulgated. Using the simple random sampling methodology where each national department may be chosen for participation, the eight national departments that responded project 20% of the total number of national departments which becomes a fair representation of the national government's efforts to include the

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SASL within a year from the date of promulgation. This percentage may even increase if one would consider the National Department of Basic Education which made SASL official in schools since 2012.

7. PUBLIC ENTITIES DATA ANALYSIS

There are forty-one (41) public entities and enterprises that submitted their UOLA reports. The evaluations of the reports reveal a mixed landscape regarding the inclusion of South African Sign Language (SASL). As SASL has been formally recognized as an official language, there is an increasing awareness among some entities of the necessity to incorporate it into their communication strategies.

Analyzing the public entities and enterprises reports, the picture becomes blur as only about ten (10) out of forty-one (41) public entities indicated their efforts to provide SASL. This represents about 24% of the total number of reports submitted by the national public entities and enterprises. These figures project a fraction when compared to almost 190 national public entities and public enterprises.

8. FINDINGS

8.1 The reports received reveal mixed measures regarding the implementation of the Constitution Eighteenth Amendment Act 3 of 2023. A few national organs of state have made commendable efforts to incorporate SASL into their language policies and practices.

8.2 Non-compliance with the Use of Official Languages Act presents difficulty to determine whether there are adequate measures implemented to the language provisions of the Constitution and the related-language legislation.

8.3 Funding of the language related-programmes and projects in compliance with the Constitution and UOLA is cited as the biggest stumbling block to implementation. The national organs of state always report a lack of funding to implement these language provisions.

8.4 The lack of funding has ripple effect on the number of skilled and professional personnel, establishment of the departmental or institutional language units as prescribed by UOLA and section 6(4) of the Constitution, the development and use of previously marginalized languages in compliance with section 6(4) of the Constitution, redress of the past injustices which are colonialization, linguicism, and Apartheid.

8.5 Positive measures highlighted in the reports include digitization and digitalization of the SASL to enhance SASL accessibility through online SASL dictionaries and interpreter systems, training frontline public servants on the basics of SASL and provision of interpreting in most public engagements by the national government.

9. RECOMMENDATIONS

PanSALB hereby gives a recommendation in terms of section 8(1) of the PanSALB Act based on the following:

9.1 That the state is deemed to be taking positive measures such the amendment of UOLA to include the development and use of SASL.

9.2 That the national organs of state have adopted while some are revising their language policies to include SASL as an official language.

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Thus, the Constitution Eighteenth Amendment Act 3 of 2023 which makes SASL an official language must proclaim its implementation to ensure:

a. **That the law is put into effect.**

b. **That budgets are allocated by organs of state to improve the implementation and then compliance.**

OFFICIAL SIGN OFF

By signing this document, I am acknowledging having read and accepted the content(s) of the report.

COMPILED BY CO-ORDINATOR LANGUAGES	**RECOMMENDED BY EXECUTIVE HEAD OF LANGUAGES**
Name: Nonkululeko W. Mkhize	**Name:** Julius Jabavu Dantile
Signature:	**Signature:**
Date: 21 January 2025	**Date:** 21 January 2025
APPROVED BY THE CHIEF EXECUTIVE OFFICER & INTERIM ACCOUNTING AUTHORITY	
Name: Mr Lance Schultz	**Comment:**
Signature:	
Date: 21 January 2025	

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BOARD NOTICE 750 OF 2025

SOUTH AFRICAN DENTAL TECHNICIANS COUNCIL

DENTAL TECHNICIANS ACT, 1979 (ACT 19 OF 1979) AS AMENDED ELECTIONS OF MEMBERS OF THE SOUTH AFRICAN DENTAL TECHNICIANS COUNCIL

Notice is hereby given in terms of regulations R. 1136 of 1 June 1979 sub- regulation 7 of the regulations made under section 50 (1) (a) of the Dental Technicians Act, 1979 (Act No 19 of 1979) as amended, that the following persons have been validly nominated as candidates for election as members of the South African Dental Technicians Council.

A. DENTAL TECHNICIAN CONTRACTORS FOR ELECTION BY DENTAL TECHNICIAN CONTRACTORS

Name of Nominated Persons	Address
ALMINAH BANDA	AMU DENTAL LABORATORY 320 NYATHI STREET SOUTHERN GATEWAY POLOKWANE, LIMPOPO 0699
IRFAAN NOORSHIB	MINNAARS DENTAL LABORATORY 59 CAMPBELL STREET CENTRAL, PORT ELIZABETH 6001
MICHAEL JOHN LAZAREVIC	CERAMIDENT DENTAL LAB INC 2C TRE MONDI OFFICE PARK NIBLICK WAY, SOMERSET WEST, 7130
RUDOLPH JOHANNES HEYNEMANN	TIJGER DENTAL STUDIO 16 CLEVELAND STREET BOSTON, BELLVILLE 7530

B. DENTISTS FOR ELECTION BY DENTISTS

Name of Nominated Persons	Address
PROF. CHRISTOPHER PETER OWEN	17 COTSWOLD DRIVE SAXONWOLD 2196

C. DENTAL TECHNICIAN EMPLOYEES FOR ELECTION BY DENTAL TECHNICIAN EMPLOYEES

Name of Nominated Persons	Address

MELANIE KILIAN	47 ELIZABETH STREET NORTH END, PORT ELIZABETH 6001
NANCY ESBEE DOROTHY PARRING	113 PARKDENE STREET RAVENSMEAD, CAPE TOWN 7493
NKULULO NTSHIKILANA	3 HEUWILSIG ESTATE CELTISDAL, CENTURION 0157
BOHLALE MORONGOA NGOEPE	128 GARDENIA AVENUE FLORA PARK, POLOKWANE 0699
MATSHEPE LYDIA MATABANE	28937 FOKSLAKE MEADOWLANDS 1852
BOITUMELO MAMOKETE PORTIA RAMMILA	448 BLOCK U MABOPANE 0190
KHUTSO MOLOKO PETRUS TSITA	HOUSE NO 50 R71 ROAD GA-MAKANYE, SOVENGA 0727

As the number of persons validly nominated in category **A** exceeds the number of persons to be elected, Monday the 14th of April 2025 at 16h00 has been determined by the Returning Officer as being the day on or before which every person entitled to vote at this election, may sign and transmit to either the Street or Postal Address indicated herein below. Voting papers will be posted to the people who are eligible to vote (Dental Technician Contractors).

As the persons validly nominated in category **B** does not exceed the number of persons to be elected, the person so nominated is deemed to be dully elected.

As the number of persons validly nominated in category **C** exceeds the number of persons to be elected, Monday the 14th of April 2025 at 16h00 has been determined by the Returning Officer as being the day on or before which every person entitled to vote at this election, may sign and transmit to either the Street or Postal Address indicated herein below. Voting papers will be posted to the people who are eligible to vote (Dental Technician Employees).

Street Address	Postal Address
The Returning Officer 954 Corner Arcadia & Hill Street Arcadia Pretoria 0083	The Returning Officer P. O. Box 29766 Sunnyside 0132

Due to the Post office being unreliable, we encourage members who are entitled to vote to either courier the ballot papers or hand deliver at the Council's Offices.

Mrs PT Nkuna
Returning Officer
Date: 07- 03 - 2025

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