

Government Gazette
Staatskoerant

REPUBLIC OF SOUTH AFRICA
REPUBLIEK VAN SUID AFRIKA

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

IMPORTANT NOTICE:

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

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government printing
Department:
Government Printing Works
REPUBLIC OF SOUTH AFRICA

HIGH ALERT: SCAM WARNING!!!

TO ALL SUPPLIERS AND SERVICE PROVIDERS OF THE GOVERNMENT PRINTING WORKS

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

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

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

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

Example of e-mails these fraudsters are using:

PROCUREMENT@GPW-GOV.ORG

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

GPW has an official email with the domain as **@gpw.gov.za**

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

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

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

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

Fake Tenders

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

How tender scams work

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

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

OR

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

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

Protect yourself from being scammed

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

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

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

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

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

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

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NO. 6439 **18 July 2025**

GENERAL NOTICE IN TERMS OF RESTITUTION OF LAND RIGHTS ACT, 1994 [ACT 22 OF 1994] AS AMENDED

Notice is hereby given in terms of **Section 11[1] of the Restitution of the Land Rights Act 1994 [Act 22 of 1994] as amended,** that a land claims for **Restitution of Land Rights** has been lodged by the late Mr Amos Ngelosi Lukhele with **ID No. 640527 5350 085** on behalf **Mpakeni Community** on the properties mentioned hereunder situated in **the City of Mbombela Municipality under Ehlanzeni District Municipality in the Mpumalanga Province as per reference KRP's: 10322**

CURRENT PARTICULARS OF THE PROPERTIES

MTHETHOMUSHA 71 JU

Description of property	Owner of Property	Title Deed Number	Extent of Property	Bonds	Bond Holder	Other Endorsements
Portion 0	National Government of the Republic of South Africa	T149745/1999	7485.4758 H (The whole farm is affected by land claim)	N/A	N/A	N/A

BONGANI 567 JU

Description of property	Owner of Property	Title Deed Number	Extent of Property	Bonds	Bond Holder	Other Endorsements
Portion 0	National Government of the Republic of South Africa	T140685/1999	16.0090 HH (The whole farm is affected by land claim)	N/A	N/A	N/A

MPAKENI 966 JU

Description of property	Owner of Property	Title Deed Number	Extent of Property	Bonds	Bond Holder	Other Endorsements
Portion 0	National Government of the Republic of South Africa	T15268/2018	3880.6433 HH (The whole farm is affected by land claim)	N/A	N/A	N/A

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

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

CHECKED BY: MS T MATHEBULA
CHIEF RESTITUTION ADVISOR
DATE:

MR L H MAPHUTHA
THE REGIONAL LAND CLAIMS COMMISSIONER
MPUMALANGA PROVINCE
DATE: 2025/03/27

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DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NO. 6440 **18 July 2025**

GENERAL NOTICE IN TERMS OF THE RESTITUTION OF LAND RIGHTS ACT, 1994 (ACT 22 OF 1994) AS AMENDED

Notice is hereby given in terms of **Section 11 [1] of the Restitution of the Land Rights Act 1994 [Act 22 of 1994] as amended,** that the land claim for **Restitution of Land Rights** has been lodged by Mr. Robert Mfanyuza Mnisi [Identity 581031 5264 082] under file reference KRP 10311 on the property mentioned hereunder in the City of Mbombela Local Municipality, Ehlanzeni District, Mpumalanga Province:

PARTICULARS OF THE PROPERTY

BOSCHJESKOP 250 JT

Description of property	Owner of Property	Title Deed Number	Extent of Property	Bonds	Bond Holder	Other Endorsements
Remaining Extent of Portion 1 of the farm Boschjeskop 250 JT	Auslese Trust [3321/1994]	T14739/2016	284.6385H	B1209/2016	Standard Bank of South Africa Ltd	C353/1962-13982/42T

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

Commissioner for Restitution of Land Rights
Private Bag X7201
Witbank
1035

MR. L.H. MAPHUTHA
REGIONAL LAND CLAIMS COMMISSIONER
MPUMALANGA PROVINCE
DATE: 2025/07/07

DEPARTMENT OF HEALTH

NO. 6441 **18 July 2025**

PHARMACY ACT, 1974 (ACT NO. 53 OF 1974)

REGULATIONS RELATING TO THE PRACTICE OF PHARMACY: AMENDMENT, 2025

The Minister of Health intends, in consultation with the South African Pharmacy Council, in terms of section 49(1)*(a)* read with section 35A of the Pharmacy Act, 1974 (Act No. 53 of 1974), to make the regulations in the Schedule.

Interested persons are invited to submit substantiated comments or representations in writing on the proposed Regulations, to the Director-General: Health, Private Bag X828, Pretoria, 0001 (for the attention of the Director: Public Entities Governance, Ms M Mushwana, MushwM@health.gov.za and Godfrey.tsebe@health.gov.za), within three months of the date of publication of this Notice.

DR. PAKISHE AARON MOTSOALEDI, MP
MINISTER OF HEALTH
DATE: 10/6/2025

SCHEDULE

Definitions

1. In these regulations any word or expression to which a meaning has been assigned in the Act has the meaning so assigned and, unless the context otherwise indicates—

"Regulations" means the Regulations Relating to the Practice of Pharmacy, published under Government Notice No. R.1158 of 20 November 2000.

Amendment of regulation 14 of the Regulations

2. Regulation 14 is hereby amended by substitution of regulation 14 for the following:

"Supervision of pharmacy support personnel and pharmacist interns

14. (1) A pharmacist in a community or institutional pharmacy may have a maximum of three pharmacy support personnel under his or her direct supervision, provided that a pharmacist who is a tutor to a pharmacist intern or a pharmacy technician (trainee) may have a maximum of two pharmacy support personnel under his or her supervision.

(2) A pharmacist in wholesaler or manufacturing pharmacy may have a maximum of five pharmacy support personnel under his or her direct supervision, Provided that –

(a) a pharmacist has no more than three pharmacist's assistants (learner basic), pharmacist's assistants (learner post-basic), pharmacy technician (learner), or pharmacy technicians (trainee) under direct personal supervision; and

(b) a pharmacist who is a tutor to a pharmacist intern may have a maximum of four pharmacy support personnel under his or her supervision, of which only two

may be pharmacist's assistants (learner basic), pharmacist's assistants (learner post-basic), pharmacy technicians (learner), or pharmacy technicians (trainee).

(3) A pharmacist who is a tutor to a pharmacist intern undergoing internship at a provider of an education and training programme approved by the Council for purposes of registration as a pharmacist, may act as tutor to a maximum of five such interns and no pharmacy support personnel.

(4) A pharmacist who supervises pharmacist's assistants (post-basic) or Pharmacy Technicians at a Primary Health Care centre or any other facility approved by Council may have a maximum of five pharmacy support personnel under his or her indirect supervision.

(5) A pharmacist may supervise a combination of pharmacy support personnel and interns in accordance with sub-regulations (1) and (2) or in accordance with guidelines as provided by council from time to time.".

Short Title

3. These Regulations are called Regulations Relating to the Practice of Pharmacy: Amendment, 2025.

DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT

NO. 6442 **18 July 2025**

OFFICE OF THE LEGAL SERVICES OMBUD

LEGAL PRACTICE ACT, 2014 (ACT NO. 28 OF 2014)

LEGAL SERVICES OMBUD RULES

The Legal Services Ombud has, in terms of section 95(2) of the Legal Practice Act, 2014 (Act No. 28 of 2014), made the Rules as set out in the Schedule.

……

SCHEDULE

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DEFINITIONS

1. In these Rules, any word or expression to which a meaning has been assigned in the Act has the meaning so assigned and, unless the context indicates otherwise-

"**Annual Performance Plan**" means a document that outlines the goals, objectives and performance indicators and targets that the organisation aims to achieve over the course of the year;

"**complaint**" means a complaint made or referred to the Ombud in terms of section 48 of the Act;

"**complainant**" means any person who, or entity which, lodges a complaint with the Ombud in terms of section 48 of the Act;

"**Council**" means the South African Legal Practice Council established in terms of section 4 of the Act;

"**day**" means any day that excludes a Saturday, Sunday, or public holidays;

"**dispute**" means a dispute as referred to in section 48 of the Act;

"**dispute resolution**" means to endeavour to resolve a dispute or rectify any act or omission by means of mediation, conciliation, negotiation, the giving of advice or any other means considered expedient by the Ombud;

"**inquiry**" means the process of obtaining information and documentation as set out in section 48(2) of the Act;

"**investigation**" means an investigation as referred to in sections 14(2) and 48(1)(a) of the Act and may include an inquiry;

"**lay person**" means a person appointed in terms of Section 37(5)(e)(ii) of the Act;

"**parties**" means a complainant, a respondent, witness and any person or entity who may be affected by the outcome of the investigation;

"**referral**" means submitting to the bodies or authorities, as referred to in section 48, any aspect of a complaint which has a bearing on such entity; and

"**the Act**" means the Legal Practice Act, 2014 (Act No. 28 of 2014)

PURPOSE OF RULES AND FUNCTIONS OF THE OMBUD

2. The purpose of the Rules is to regulate the procedure for the execution by the Ombud, of its mandate and functions as referred to in Section 46 of the Act.

PART A

LODGING AND PROCESSING OF COMPLAINTS

3. (1) Every complaint shall—

(a) be in writing on Form 1 in Annexure 1 to these Rules;

(b) set out the complaint in clear and concise terms;

(c) state the material facts on which the complaint is based; and

(d) be signed by the complainant.

(2) The complaint shall be submitted to the Ombud –

(a) by hand delivery during office hours to any of the offices of the Ombud;

(b) by emailing it to OLSOenquiries@justice.gov.za; or

(c) by registered post to Spooral Park Building, 2007 Lenchen Avenue South, Centurion Central, 0157.

(3) The Ombud shall, within five days of receipt of the complaint, register the complaint and issue a reference number to the complainant: Provided that all the information required for assessment is available.

(4) The Ombud shall, within 30 days after the issue of a reference number, assess the complaint to determine whether the complaint falls within its mandate in terms of section 48 (1)(a) of the Act.

(5) The Ombud shall, within 10 days of the assessment referred to in sub-rule (4), inform the complainant in writing of the outcome of the assessment.

(6) If the Ombud is unable to comply with the timeframes set out in sub-rules (3) to (5), the complainant shall be informed of the delay and indicate the period in which the Ombud shall comply.

REFERRALS IN TERMS OF SECTION 48 OF THE ACT

4. If a referral is made in terms of section 48(1)(c) of the Act, the Ombud may –

(a) within 10 days of the referral notify the person or persons whom the Ombud deems advisable, in writing, of the referral; and

(b) notwithstanding the referral, decide whether to proceed with an investigation.

NOTICE TO AFFECTED PARTIES OF DECISION BY OMBUD TO INVESTIGATE

5. (1) The Ombud shall notify all affected parties, in writing, of the decision to investigate within 10 days of such decision.

(2) Should the Ombud become aware of the potential involvement of additional affected parties to the complaint, the Ombud shall notify such parties, in writing, within 10 days of becoming aware of such affected parties.

PROCEDURE FOR INVESTIGATION

6. (1) Unless otherwise determined by the Ombud, the format of the investigation may include the following or any combination thereof:

(a) Communication by telephone, letter, email or any other form of correspondence;

(b) meetings with affected parties or persons reasonably believed to have information relevant to the investigation;

(c) appearance of a person before the Ombud, physically or virtually, for purposes of obtaining or clarifying information or to produce any document in terms of section 48(2) of the Act;

(d) examining and copying records or documents relevant to the investigation which are in possession or under the control of a party; and

(e) a public hearing to obtain input or comment on a subject of general or broad public concern.

(2) The Ombud may, in addition to any other means as he or she may deem fit, obtain information for purposes of the investigation in the following ways or any combination thereof:

(a) A statement by a party, at the request of the Ombud, providing reasons for their act or omission;

(b) a statement, providing information relating to a matter inquired about by the Ombud, by a party or any other person reasonably believed to have information relevant to the matter; and

(c) information obtained by the Ombud in attending any hearing or proceedings relevant to the investigation.

(3) A person summonsed to furnish documents shall appear before the Ombud at a time and place specified in the summons with the book, document or other object requested.

(4) The Ombud must conclude an investigation within 90 days after assessment of the complaint unless there are circumstances justifying a longer period.

(5) The Ombud must, if the investigation cannot be concluded within the period referred to in sub-rule (4), inform the complainant of this fact and of the circumstances justifying a longer period and indicate the time period in which the investigation will be finalised.

FORMAT AND PROCEDURE FOLLOWED IN RESPECT OF AN INVESTIGATION IN TERMS OF SECTION 14(2) OF THE ACT

7. The procedures as set out in Rule 6 apply in respect of an investigation conducted by the Ombud in terms of Section 14(2) of the Act.

PROCEDURE IN RESPECT OF AN OWN INITIATIVE INVESTIGATION

8. The procedures as set out in Rule 6 apply in respect of an investigation conducted by the Ombud on an own initiative.

REQUEST FOR INFORMATION AND PRODUCTION OF DOCUMENTS

9. (1) The Ombud may request information in writing from a person who has information on the subject of the investigation or who has in his or her possession or under his or her control any book, document or other object relating to the investigation.

(2) Should the person fail to comply with a request in terms of sub-rule (1), the Ombud may issue a summons against that person to ensure compliance.

SUMMONS

10. (1) A summons as contemplated in section 48(3)of the Act shall be in accordance with Form 2 in Annexure 2 to these Rules.

(2) The summons shall state the address of the person required to appear where such summons shall be served.

(3) In the case of an email address, the summons shall state the email address as furnished in the course of the investigation by the person to be summonsed.

(4) Where the information, book, document or other object is required from a juristic entity or trust the summons shall stipulate the director, official or trustee who is required to appear.

SERVICE OF SUMMONS

11. (1) Service of summons may be effected by means of-

(a) delivery by hand by an official of the Office of the Legal Services Ombud at the address for service given in the summons;

(b) electronically by an official of the Office of the Legal Services Ombud, in which event the provisions of Chapter III) of the Electronic Communications and Transactions Act, 2002 (Act No. 25 of 2002) shall apply; or

(c) by the sheriff of the court.

(2) Service as contemplated in sub-rule 1 shall be deemed to be properly effected if service of the summons took place –

(a) by serving a copy of the summons on the person named in the summons, personally-

(i) at the residence or place of business of the person named in the summons to someone not less than 16 years of age and residing on or employed on the premises; or

(ii) at the place of employment of the person named in the summons or to someone not less than 16 years of age and in authority over the person to be served or, in the absence of such person in authority, to someone not less than 16 years of age and in charge at his or her place of employment.

(b) by delivering a copy of the summons to any agent who is duly authorised, in writing, to accept service on behalf of the person upon whom service is to be effected.

(3) Juristic entities or trusts may be served by delivery of the summons at the local office or place of business of such entity or, in the absence of such office or place of business, by service on the director, trustee, chairperson, official or similar officer thereof in any manner prescribed in the Rules.

(4) The person serving a summons shall, on request of the person being served, present the original summons, except where summons is served electronically.

(5) All forms of service shall be effected, as near as possible, between the hours of 7:00 and 17:00.

(6) Summons shall not be served on a Saturday, Sunday or public holiday.

(7) Service on a person called to an inquiry shall be effected within a reasonable time, but no less than 10 days before attendance is required.

SUBSTITUTED SERVICE

12. (1) In the event that the service of a summons, as contemplated in Rule 10, cannot be carried out, and all reasonable avenues to locate a person for service of the summons have been exhausted, service shall be effected by-

(a) placing an advertisement in an English publication circulating in the area in which the person resides; and

(b) where appropriate, in any other official language.

(2) Proof of publication shall be a copy of the whole page containing the advertisement or a cutting thereof indicating the paper and date of publication.

PROCEDURE BEFORE COMMENCEMENT OF AN INQUIRY

13. The Ombud shall explain to a person who has been summonsed before the inquiry-

(a) the purpose of the inquiry;

(b) the inquisitorial nature of the inquiry;

(c) the procedure that will be followed;

(d) the confidentiality of the inquiry; and

(e) that the proceedings will be recorded.

MEDIATION, CONCILIATION AND NEGOTIATION

14. (1) In mediating the dispute, the Ombud shall facilitate discussions between the parties to enable the parties to arrive at a mutually suitable resolution of the dispute.

(2) In conciliating the dispute, the Ombud shall guide and advise the parties to enable the parties to arrive at a mutually suitable resolution of the dispute.

(3) In negotiating a settlement, the Ombud shall recommend proposals to resolve the dispute.

(4) The Ombud or the parties may propose, either in writing or orally, that the dispute be attempted to be resolved by mediation, conciliation or negotiation, either at the commencement of or during an investigation.

(5) Should the parties agree to attempt to resolve the dispute as referred to in sub-rule (4), the agreement shall be reduced to writing and signed by the parties and confirmed by the Ombud.

(6) Pending finalisation of mediation, conciliation or negotiation between the parties, the investigation shall be suspended: Provided that, should the dispute not be resolved within a reasonable time, to be determined in the sole discretion of the Ombud, or should any party withdraw from the dispute resolution process, the investigation shall resume and continue or the Ombud may deal with the matter by any other means that may be expedient in the circumstances.

SETTLEMENT

15. If a settlement is reached between the parties at any stage of the investigation, whether through mediation, conciliation, or negotiation or otherwise-

(a) the terms of the agreement shall be reduced to writing, and such agreement shall be signed by the parties;

(b) the agreement shall be concluded and signed under the supervision and direction of the Ombud; and

(c) the original signed agreement shall be kept by the Ombud.

REPORTING OF FINDINGS

16. (1) Upon conclusion of the investigation, the Ombud shall prepare a report, recommendation, finding or point of view.

(2) The Ombud shall, within 30 days after the compilation of the report contemplated in section 48(6)(b), make it available to the complainant and to any person or body implicated thereby

ESTABLISHMENT AND MAINTENANCE OF LAY PERSONS' LIST

17. (1) The Ombud shall establish and maintain the lay persons' list.

(2) The Ombud may, in maintaining the lay persons' list, withdraw the appointment of a lay person if the Ombud becomes aware that the person no longer meets the criteria set by the Ombud or a concern is raised by the Council regarding the conduct of such a lay person.

MONITORING IN TERMS OF SECTION 42 OF THE ACT

18. The Ombud may monitor the following processes by any Investigating Committee:

(a) The procedures followed by Investigating Committees;

(b) the protection of the rights of parties during the investigation; and

(c) the adequacy and fairness of the investigative process.

GENERAL PROVISIONS

19. (1) All inquiries shall be recorded mechanically unless the circumstances dictate otherwise.

(2) All proceedings during an investigation shall be confidential except where such disclosure is required by law.

PART B

ANNUAL REPORT

20. (1) The organisational performance of the Ombud shall be driven by a five- year strategic plan, the outlined mandate of the Ombud and strategic priorities. This will inform the Annual Performance Plan (APP).

(2) The Annual Performance Plan shall form the basis for the annual reports of accounting officers in terms of section 52 of the LPA as well as section 40(1)(d) and (e) of the PFMA.

SHORT TITLE AND COMMENCEMENT

These Rules shall be called the Legal Services Ombud Rules, and shall come into operation on the date of publication in the *Gazette*.

1

IHHOVISI LIKAMXAZULULI WEZINSIZAKALO ZEZOMTHETHO: UMBONO NGEMITHETHO KAMXAZULULI WEZINSIZAKALO ZOMTHETHO

Kwenziwe ngaphansi kwegunya lesigaba sama-95(2)
Qaphela futhi ukuthi le Mithetho ichitha futhi ithatha indawo yeMithetho eyashicilelwa mhla ziyi-14 kuMbasa 2022 ngaphansi kweSaziso seGazethi kaHulumeni lno.: 46242

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1. IZINCAZELO
Kule mithetho ngaphandle uma ingqikithi isho ngenye indlela —

‘Uhlelo Lokusebenza Lonyaka’ luchaza umqulu oveza izinjongo, izinhloso kanye nezinkomba zokusebenza kanye nemigomo inhlangano ehlose ukuyifinyelela phakathi nonyaka;
‘ummeli oqokelwe esikhundleni’ kushiwo ummeli njengoba kuchazwe eMthethweni;

‘isikhalo’ sichaza isikhalazo esenziwe noma esidluliselwe kumxazululi ngokwesigaba sama-48 soMthetho.

'ummangali' kushiwo noma yimuphi umuntu, noma inhlangano, efaka isikhalazo kumxazululi ngokwesigaba sama-48 soMthetho;

'UMkhandlu' kusho uMkhandlu Wokusebenza Kwezomthetho waseNingizimu Afrika osungulwe ngokwesigaba sesi-4 soMthetho.

'usuku' lusho noma yiluphi usuku olungafaki uMgqibelo, iSonto, noma amaholide omphakathi.

'umgwamanda wokuqondisa izigwegwe' kusho umgwamanda wokuqondisa izigwegwe njengoba uchazwe eMthethweni;

'ingxabano' ichaza ingxabano njengoba kushiwo esigabeni 48 soMthetho.

'ukuxazulula ingxabano' kusho ukuzama ukuxazulula ingxabano noma ukulungisa noma yisiphi isenzo noma ukweqiwa ngokulamula, ukubuyisana, ukuxoxisana, ukunikeza izeluleko nanoma iyiphi enye indlela uMxazululi ayibona ifanelekile.

‘uphenyo’ kusho inqubo yokuthola ulwazi kanye nemibhalo njengoba kubekwe esigabeni sama-48(2) soMthetho

‘uphenyo’ kushiwo uphenyo njengoba kubhekiswe kulo esigabeni 14(2) kanye no 48(1)(a) soMthetho futhi kungabandakanya uphenyo.

‘umuntu ovamile’ kushiwo umuntu oqokwe ngokweSigaba sama-37(5)(e)(ii) soMthetho;

'umsebenzi wezomthetho' kusho umsebenzi wezomthetho njengoba kuchazwe eMthethweni;.

'uNgqongqoshe' kusho uNgqongqoshe njengoba echazwe eMthethweni.

'ukuqapha' kusho ukuqapha ngokwesigaba sama-42 soMthetho;

'uMxazululi' kusho uMxazululi Wezinsizakalo Zezomthetho njengoba echazwe eMthethweni futhi kubandakanya nanoma yimuphi umuntu oqokwe uMxazululi;

'izinhlangothi' kushiwo ummangali, ummangalelwa, ufakazi nanoma yimuphi umuntu noma inhlangano engase ithikamezeke ngomphumela wophenyo;

'Umthetho Wokuphathwa Kwezimali Zikahulumeni' kusho uMthetho Wokuphathwa Kwezimali Zikahulumeni, we-1999 (uMthetho 1 we-1999)

'ukudlulisela' kusho ukuhambisa emigwaqweni noma iziphathimandla, njengoba kushiwo esigabeni sama-48, noma iyiphi ingxenye yesikhalazo enomthelela kulelo bhizinisi.

'ummangalelwa' kusho umuntu noma inhlangano okufakwe isikhalo ngaye kuMxazululi.

'imithetho' – ichaza imithetho eyenziwe ngokweSigaba sama-95(2) soMthetho;

'uMthetho' kushiwo uMthetho Wokusebenza Kwezomthetho, wezi-2014 (uMthetho 28 wezi-2014)

2. INHLOSO YEMITHETHO NEMISEBENZI KAMXAZULULI

Inhloso yale Mithetho ukulawula inqubo yokwenziwa nguMxazululi ngegunya nemisebenzi yakhe njengoba kushiwo eSigabeni sama-46 soMthetho, okungukuthi –

a. ukuvikela kanye nokukhuthaza intshisekelo yomphakathi maqondana nokunikezwa kwezinsiza zomthetho njengoba kuhlongozwe kulo Mthetho;
b. ukuqinisekisa uphenyo olunobulungiswa, olusebenzayo nolunempumelelo lwezikhalazo zezinsolo zokungaziphathi kahle kwabasebenzi bezomthetho;
c. ukugqugquzela izinga eliphezulu lobuqotho emsebenzini wezomthetho; futhi
d. ukuthuthukisa ukuzimela komsebenzi wezomthetho.

INGXENYE A

(Lesi sigaba seMithetho senziwa ngokweSigaba sama-95(2)(a) no (c) soMthetho)

3. UKUFAKA NOKUCUBUNGULA IZIKHALAZO

a. Zonke izikhalazo–
   i. zibhalwe kuFomu 1 kuSithasiselo 1 sale mithetho
   ii. zizobeka isikhalazo ngendlela ecacile nefingqiwe;
   iii. zizosho amaqiniso aphathekayo lapho isikhalazo sisekelwe khona; futhi
   iv. zizosayinwa ummangali.

   b. Isikhalo sizohanjiswa kuMxazululi ngale ndlela elandelayo:
   i. ngokuletha ngesandla ngesikhathi somsebenzi kunoma yimaphi amahhovisi kaMxazululi; noma
   ii. ngokuthumela imeyili ku- OLSOenquiries@justice.gov.za; noma
   iii. ngeposi elibhalisiwe ku- Spooral Park Building, 2007 Lenchen Avenue South, Centurion Central, 0157.

c. UMxazulu kufanele zingakapheli izinsuku ezi-5 etholile isikhalazo abhalise isikhalazo futhi anike ummangali inombolo yereferensi.

d. Kuncike ekutheni lonke ulwazi oludingekayo ukuze kucutshungulwe luyatholakala, uMxazululi kufanele zingakapheli izinsuku ezingama-30 ngemva kokukhishwa kwenombolo yereferensi ahlole isikhalazo ukuze anqume ukuthi isikhalazo siwela ngaphansi kwegunya laso ngokwesigaba sama-48 (1)(a) soMthetho.

e. UMxazululi kufanele, zingakapheli izinsuku eziyi-10 zokuhlaziya okukhulunywe ngakho emthethweni 3 (d), azise ummangali ngokubhala ngomphumela wokuhlolwa.

f. Uma uMxazululi engakwazi ukuthobela izikhathi ezibekiwe ku-(d) kanye no-(e) ngenhla, ummangali uzokwaziswa ngokubambezeleka futhi asho isikhathi uMxazululi azosithobela ngaso.

4. UKUDLULISELA NGOKWESIGABA SAMA-48 SOMTHETHO

Uma uMxazululi enquma ukuthi ukudluliselwa kuyadingeka, uMxazululi:

a. angadlulisela noma iyiphi ingxenye yesikhalazo ezinhlakeni okukhulunywe ngazo esigabeni sama-48 soMthetho;
b. zingakapheli izinsuku eziyi-10 zokudluliselwa angazisa ngokubhala umuntu noma abantu uMxazululi abona kufanele;
c. naphezu kokudluliselwa, anganquma ukuthi uzoqhubeka yini nophenyo.

5. ISAZISO EZINHLANGOTHINI EZITHINTEKAYO NGESINQUMO SIKAMXAZULULI SOKUPHENYA

a. UMxazululi uzokwazisa ngokubhala zonke izinhlangothi ezithintekayo ngesinqumo sokuphenya zingakapheli izinsuku eziyi-10 zaleso sinqumo.

b. Uma kwenzeka uMxazululi azi ngokubandakanyeka okungenzeka kwezingxenye ezengeziwe ezithintekayo esikhalazweni, uMxazululi uzokwazisa lezo zinhlangothi, ngokubhala phansi ezinsukwini eziyi-10 zokwaziswa ngalezo zinhlangothi ezithintekayo.

6. INQUBO YOKUPHENYA

a. Ngaphandle kwalapho kunqunywe uMxazululi, indlela yophenyo ingase ihlanganise okulandelayo noma iyiphi inhlanganisela yakho;
   i. ukuxhumana ngocingo, incwadi, i-imeyili nanoma yiluphi olunye uhlobo lokuxhumana;
   ii. imihlangano nabathintekayo noma abantu okukholakala ukuthi banolwazi olufanele ophenyweni;
   iii. ukuvela komuntu phambi kukaMxazululi, ngokomzimba noma ngokohleloxhumano, ngenjongo yokuthola noma yokucacisa ulwazi noma ukukhiqiza noma yimuphi umbhalo ngokwesigaba sama-48(2) soMthetho;
   iv. ukuhlola nokukopisha amarekhodi noma imibhalo efanele ophenyweni ephethwe noma engaphansi kokulawulwa uhlangothi; futhi
   v. ukulalelwa kwezimvo zomphakathi ukuze kutholwe imibono noma ukuphawula ngesihloko esikhathaza umphakathi ngokujwayelekile

b. UMxazululi, ngaphezu kwanoma yiziphi ezinye izindlela abona kufanele, angathola ulwazi ngezinjongo zophenyo ngalezi zindlela ezilandelayo nanoma iyiphi inhlanganisela yalokho:
   i. isitatimende sohlangothi, ngesicelo sikaMxazululi, esinikeza izizathu zesenzo salo noma sokweqisa;

ii. isitatimende, esihlinzeka ngolwazi oluphathelene nodaba olubuzwa nguMxazululi, yiqembu nanoma yimuphi omunye umuntu okukholakala ukuthi unolwazi olufanele lolo daba; futhi

iii. ulwazi olutholwe uMxazululi ekwethamele noma yikuphi ukulalelwa kwecala noma ukuqhubeka okuhambisana nophenyo.

c. Umuntu obizelwe ukuzoletha imibhalo kufanele avele phambi kukaMxazululi ngesikhathi nasendaweni eshiwo kumasamanisi nencwadi, idokhumenti noma enye into eceliwe.

d. UMxazululi kufanele aqedele uphenyo zingakapheli izinsuku ezingama-90 ngemuva kokucubungula isikhalazo ngaphandle uma kunezimo ezivuma isikhathi eside.

e. UMxazululi kufanele, uma uphenyo lungenakuphothulwa phakathi nesikhathi esishiwo kwisigatshana somthetho (d), azise ummangali ngaleli qiniso kanye nezimo ezivuma isikhathi eside futhi asho isikhathi uphenyo oluzophothulwa ngaso.

7. IFOMU KANYE NENQUBO ELANDELWAYO MAYELANA NOPHENYO NGEMIBANDELA NGOKWESIGABA SE-14(2) SOMTHETHO

Izinqubo njengoba zibekwe kuMthetho 6(a) kanye no (b) ziyasebenza maqondana nophenyo olwenziwa uMxazululi ngokweSigaba se-14(2) soMthetho.

8. IFOMU KANYE NENQUBO ELANDELWAYO MAYELANA NOPHENYO EZIQALELE LONA

a. UMxazululi angazihlonza ngokwakhe udaba njengoba kukhulunywe ngalo eSigabeni sama-48(1)(a) soMthetho, olungena ngaphansi kwegunya lakhe;

b. Izinqubo njengoba zibekwe kuMthetho 6(a) kanye no (b) ziyasebenza maqondana nophenyo olwenziwa nguMxazululi ngokuzenzela.

9. ISICELO SOKUTHOLA ULWAZI NOKUKHIQIZWA KWAMADOKHUMENTI

a. UMxazululi angacela ulwazi ngokusebenzisa amasamanisi okukhulunywe ngawo kuMthetho we-10 noma ngencwadi evela kunoma yimuphi umuntu njengoba kushiwo esigabeni sama-48(2)(a).

b. Lapho ulwazi noma ukukhiqizwa kwemibhalo kucelwe ngencwadi, leyo ncwadi iyobeka usuku lapho umuntu noma inhlangano kudingeke ukuba inikeze lolo lwazi noma ikhiphe

leyo mibhalo, inqobo nje uma kufanele kunikezwe isaziso esingekho ngaphansi kwezinsuku ezi-5.

c. Uma kwenzeka uhlangothi luhluleka ukuthobela isicelo ngokoMthetho 9(b), uMxazululi angakhipha amasamanisi ukuze aqinisekise ukuthotshelwa kwesicelo.

10. AMASAMANISI

a. Ngemva kokucubungula isikhalazo futhi ethola isidingo sokuqhubeka nophenyo, uMxazululi ngokwesigaba sama-48 (2) soMthetho angabiza noma yimuphi umuntu ongakwazi ukunikeza noma yiluphi ulwazi, incwadi, incwadi noma enye into mayelana nophenyo.

b. Amasamanisi azohambisana neFomu 2 eSithasiselweni sesi-2 sale Mithetho.

c. Amasamanisi azokhombisa imininingwane yodaba oluphenywayo.

d. Amasamanisi kufanele asho ikheli lomuntu okufanele avele lapho lawo masamani ezonikezwa khona.

e. Endabeni yekheli le-imeyili, amasamanisi azosho ikheli le-imeyili njengoba linikeziwe ngesikhathi sophenyo ngumuntu ozobizwa.

f. Lapho ulwazi, incwadi, idokhumenti noma enye into idingeka enkampanini esemthethweni noma i-trust amasamanisi ayobeka umqondisi, isikhulu noma umphathiswa okufanele avele.

g. Amasamanisi ayosayinwa nguMxazululi noma umuntu oqokwe nguye.

11. UKUHANJISWA KWAMASAMANISI

a. Ukuhanjiswa kwamasamanisi kungenziwa ngale ndlela elandelayo:
   i. ukulethwa ngesandla yisikhulu seHhovisi Lomxazululi Wezinsizakalo Zezomthetho ekhelini lomsebenzi elinikezwe kumasamanisi; noma
   ii. nge-elekthronikhi ngesikhulu seHhovisi Lomxazululi Wezinsizakalo Zezomthetho, lapho imihlinzeko yeSahluko III) se-*Electronic Communications and Transactions Act*, 2002 (*Act No.* 25 *of* 2002) izosebenza; noma
   iii. ngosherifu wenkantolo.

b. Yonke inqubo ehlinzekwa ngesandla noma usherifu izothathwa ngokuthi yenziwe ngendlela efanele uma ihanjiswa ngenye yalezi zindlela ezilandelayo:
   i. ngokuletha ikhophi yakho kumuntu oshiwo mathupha; noma
   ii. endaweni yokuhlala noma endaweni yebhizinisi lalowo muntu kumuntu othile ngokusobala ongekho ngaphansi kweminyaka eyi-16 futhi ngokusobala ehlala noma eqashwe lapho; noma
   iii. endaweni yokuqashwa kwalowo muntu oshiwoyo noma komunye umuntu ngokusobala ongekho ngaphansi kweminyaka eyi-16 futhi ngokusobala enegunya phezu komuntu okufanele ahlinzekwe noma, lapho engekho lowo muntu onegunya, kumuntu ngokusobala ongekho ngaphansi kwe-16 iminyaka yobudala futhi ngokusobala ophethe lapho esebenza khona; noma
   iv. ngokuletha ikhophi yakho kunoma iyiphi i-ejenti egunyazwe ngokusemthethweni ngokubhalwe phansi ukuthi yamukele amasamanisi egameni lomuntu okumele alethwe kuye;
   v. endabeni yezinhlangano ezingokomthetho noma amathrasti, isevisi ingase yenziwe ngokudiliva ehhovisi lendawo noma endaweni yebhizinisi yalelo bhizinisi noma, uma lingekho lelo hhovisi noma indawo yebhizinisi, ngokuhanjiswa kumqondisi, umphathiswa, usihlalo, isikhulu noma isikhulu esifanayo nganoma iyiphi indlela eshiwo ngaphambili.

c. Umuntu owahambisayo kufanele, ngokufunwa ngumuntu onikezwe amasamanisi, abonise lowo muntu i-orijinali yenqubo, ngaphandle kwalapho amasamanisi enikezwa nge-elekthronikhi.

d. Zonke izinhlobo zesevisi zizokwenziwa eduze ngangokunokwenzeka phakathi kwamahora ka-7:00 no-17:00 kumuntu oshiwoyo noma kwi-ejenti wakhe egunyazwe ngokufanele.

e. Amasamanisi ngeke anikezwe ngoMgqibelo, ngeSonto noma ngeholide lomphakathi.

f. Isevisi yomuntu obizelwe ophenyweni izokwenziwa ngesikhathi esifanele, kodwa kungabi ngaphansi kwezinsuku eziyi-10 ngaphambi kokuba abekhona.

12. UKUNIKEZWA KWAMASAMANISI LAPHO UMUNTU ENGAFINYELELEKI KHONA

a. Esimeni lapho kwenziwa isevisi ngokomthetho 11 ngenhla kungenzeki nganoma yisiphi isizathu futhi uMxazululi esesebenzise zonke izindlela eziphusile ukuze athole abathintekayo ukuze banikeze amasamanisi, iseveisi iyokwenziwa ngokuthi;
   i. ngesikhangiso eshicilelwe ngolimi lwesiNgisi esizungeza endaweni lapho umuntu ehlala khona; futhi
   ii. lapho kufanele, ngolimi olusetshenziswa kakhulu endaweni ahlala kuyo.
b. Ubufakazi bokushicilelwa buzoba ikhophi yekhasi lonke eliqukethe isikhangiso noma ukusika kwaso okubonisa iphepha nosuku lokushicilelwa.

13. UKWEHLULEKA UKUHAMBISANA NAMASAMANISI KANYE/NOMA UKUBAMBA IQHAZA OPHENYWENI NGAPHANDLE KWESIZATHU ESANELE

Uma umuntu obizwe ngokwamasamanisi ehluleka ukuvela noma ehluleka ukubambisana nophenyo njengoba kuchazwe eSigabeni sama-93(5) soMthetho, uMxazululi:

a. angafaka isicelo eNkantolo Ephakeme ukuze athole usizo olufanele;

b. Angabika ukungahambisani namasamanisi noma ukwehluleka ukubamba iqhaza ophenyweni njengoba kuchazwe eSigabeni sama-93(5) soMthetho Wombutho Wamaphoyisa aseNingizimu Afrika.

14. UKUMELWA NGOKOMTHETHO OPHENYWENI

a. Umuntu obizwe ngokwamasamanisi angasizwa ummeli ngesikhathi sophenyo.

b. Umuntu obizwe ngokwamasamanisi unegunya lokukhokhelwa imali yofakazi ngokweTharifi yezibonelelo zofakazi boMbuso ekuqulweni kwamacala obugebengu eNkantolo Yezimantshi.

15. INQUBO NGAPHAMBI KOKUQALA UPHENYO

UMxazululi kufanele achazele umuntu onikezwe amasamanisi ngaphambi kophenyo:

a. inhloso yophenyo;
b. uhlobo lokubuza lophenyo;
c. inqubo ezolandelwa;
d. ukugcinwa kuyimfihlo kophenyo;
e. ukuthi alikho ilungelo lokuzibophezela;
f. ukuthi ukuqulwa kwamacala kuzoqoshwa.

16. INQUBO NGESIKHATHI SOPHENYO

a. UMxazululi angathola ubufakazi ngaphansi kwesifungo noma isiqinisekiso esivela kumuntu obizwe ngokwamasamanisi ngokweSigaba sama-48(2); ummangali nanoma yimuphi omunye umuntu ogunyazwe uMxazululi ukuba avele ngaphambi kophenyo.

b. Ubufakazi buzothathwa ngomlomo noma ngokukhiqizwa kwemibhalo, ama-athikili noma izinto.

c. UMxazululi angahlola noma agcine izincwadi ezifanele, imibhalo, noma into enikezwe ubufakazi futhi ezobuyiswa ekupheleni kophenyo.

17. UKULAMULA, UKUBUYISANA KANYE NOKUBONISANA

a. UMxazululi angase azame ukuxazulula izingxabano phakathi kwezinhlangothi:
   i. ngokusebenza njengomlamuli; noma
   ii. ngokusebenza njengomuntu owakha ukubuyisana; noma
   iii. ngokubonisana ngesixazululo.

b. Noma yiluphi ulwazi noma imibhalo edalulwe ngesikhathi sokulamula, ukubuyisana noma ukubonisana ngobuqotho angeke isetshenziswe njengobufakazi kunoma iyiphi inkantolo esemthethweni, inkantolo noma izinqubo zoMxazululi.

c. Ekulamuleni ingxabano, uMxazululi uzoqhuba izingxoxo phakathi kwezinhlangothi ukuze izinhlangothi zikwazi ukufinyelela esixazululweni esifanele sokungaboni ngaso linye kwazo.

d. Ekulungiseni ukungaboni ngaso linye, uMxazululi uzoqondisa futhi eluleke izinhlangothi ukuze izinhlangothi zikwazi ukufinyelela esixazululweni esifanele sokungaboni ngaso linye kwazo.

e. Ekuxoxisaneni ngesixazululo, uMxazululi uzoncoma iziphakamiso zokuxazulula ingxabano.

f. UMxazululi noma abathintekayo bangaphakamisa, ngokubhala noma ngomlomo, ukuthi ingxabano izanywe ukuxazululwa ngokulamula, ukubuyisana noma ukuxoxisana, kungaba ekuqaleni noma ngesikhathi sophenyo.

g. Uma izinhlangothi zivuma ukuzama ukuxazulula ingxabano njengoba kushiwo emthethweni 17 (f) ngenhla, isivumelwano siyobhalwa phansi futhi sisayinwe yizinhlangothi futhi siqinisekiswe uMxazululi.

h. Kusalindwe ukuphothulwa kokulamula, ukubuyisana noma ukuxoxisana phakathi kwezinhlangothi, uphenyo luyomiswa, inqobo nje uma ingxabano ingaxazululeki ngesikhathi esifanele, kunqunywe ngokubona kukaMxazululi, noma uma kukhona uhlangothi oluhoxile engxabanweni. Isixazululo, uphenyo luzophinda luqhubeke futhi luqhubeke noma uMxazululi angabhekana nodaba nganoma iyiphi enye indlela engase ifaneleke ngaphansi kwezimo.

i. Phakathi nokuqulwa kwamacala, ummeli wezomthetho wezinhlangothi angabakhona futhi anikeze iseluleko sezomthetho.

18. ISIXAZULULO

a. Uma kufinyelelwa esivumelwaneni phakathi kwezinhlangothi kunoma yisiphi isigaba sophenyo, kungaba ngokulamula, ukubuyisana, noma ukuxoxisana noma ngenye indlela: -

i. imigomo yesivumelwano izobhalwa phansi, futhi leso sivumelwano siyosayinwa yizinhlangothi;
ii. isivumelwano siyoqedwa futhi sisayinwe ngaphansi kokuqashwa nokuqondisa kukaMxazululi; futhi
iii. isivumelwano sokuqala esayiniwe sizogcinwa nguMxazululi.

b. Naphezu kwanoma yisiphi isivumelwano esiphethwe phakathi kwezinhlangothi, amandla kaMxazululi ngaphansi kwesigaba sama-48(1)(c) soMthetho awanqunyelwe nganoma iyiphi indlela.

19. UKUBIKA NGOKUTHOLAKELE

a. Ekupheleni kophenyo, uMxazululi uzolungisa umbiko, izincomo, okutholiwe noma umbono.

b. UMxazululi kufanele zingakapheli izinsuku ezingama-30 ngemuva kokuhlanganiswa kombiko, izincomo, okutholiwe noma umbono enze ukuba utholakale kummangali kanye nanoma yimuphi umuntu noma umgwamanda othintekayo ngalokho.

20. UKUSUNGULA NOKUGCINA UHLU LWABANTU ABAVAMILE

a. UMxazululi uzosungula futhi agcine uhlu lwabantu abavamile.

b. UMxazululi uzosungula indlela yokuqashwa kwabantu abavamile.

c. UMxazululi, ekulondolozeni uhlu lwabantu abavamile angahoxisa ukuqokwa komuntu nje kuphela uma uMxazululi eqaphela ukuthi lowo muntu akasahlangabezani nenqubo ebekwe uMxazululi noma udaba oluvezwe nguMkhandlu mayelana nokuziphatha kwalowo muntu ovamile.

21. UKUQAPHA NGOKWESIGABA SAMA-42 SOMTHETHO

a. UMxazululi uzoba nelungelo lokusebenzisa amandla ngaphansi kweSigaba sama-42 soMthetho lapho ethola isikhalazo noma ngokuzenzela kwakhe.

b. UMxazululi uzokwazisa uMkhandlu ngokubhala phansi zingakapheli izinsuku ezingama-20 ngemuva kwesinqumo sawo sokuqapha ngokweSigaba 42 soMthetho.

c. UMxazululi, ngokubhala, angacela kuMkhandlu: -
   i. amakhophi awo wonke amarekhodi afanelekile kanye nemibhalo ehlobene nokuqulwa kwecala lokuqondiswa kwezigwegwe;
   ii. izinsuku zokulalelwa kwanoma yiziphi izinyathelo zokuqondiswa kwezigwegwe.

d. UMxazululi uzoba nelungelo lokwenza uphenyo oluvela ohlelweni lokuqapha.

e. Uma kwenzeka uMkhandlu wehluleka ukuthobela noma yisiphi isicelo esingaphansi kuka-(b) ngenhla, uMxazululi angase alethe isicelo eNkantolo Ephakeme ukuze uthole usizo olufanele.

22. UKUQASHWA KOPHENYO OLWENZIWA UMKHANDLU

Ngaphandle kokunciphisa amandla anikezwe uMxazululi ngaphansi kweSigaba sama-42 soMthetho, uMxazululi angaqapha lezi zinqubo ezilandelayo nganoma yiliphi iKomidi Eliphenyayo loMkhandlu:

a. izinqubo ezilandelwa amaKomidi Aphenyayo;
b. ukuthi amalungelo ezinhlangothi avikelwe ngesikhathi sophenyo;
c. ukwanela kanye nokungachemi kwenqubo yophenyo.

23. UKUQAPHA UKUZIPHATHA KWAMAKOMIDI OKUQONDISA IZIGWEGWE KANYE NAMABHODI OKUDLULISWA KWEZIKHALO NGESIKHATHI SOKULALELWA KODABA

Ngaphandle kokunciphisa amandla anikezwe uMxazululi ngaphansi kweSigaba sama-42 soMthetho, uMxazululi angaqapha ukuziphatha ezigcawini zokuqondiswa kwezigwegwe nezinkantolo zezikhalo ezingase zihlanganise ukuhambisana nezidingo zomthetho nezinqubo.

24. IMIHLINZEKO EJWAYELEKILE

a. Ukuqoshwa kophenyo - yonke imibuzo izoqoshwa ngomshini ngaphandle uma izimo zisho okuhlukile.

b. Indlela ulimi olusetshenziswa ngayo ngesikhathi sophenyo
   i. Ulimi lokuxhumana, noma ngabe ngomlomo noma ngokubhaliwe, lukaMxazululi kuyoba isiNgisi;
   ii. Umuntu ongakwazi ukukhuluma ngesiNgisi futhi odinga usizo likatolika wolimi waseNingizimu Afrika uzokwazisa uMxazululi ngokumbhalela kusasele izinsuku eziyi-15 ngaphambi kophenyo lapho-ke uMxazululi ngezindleko zakhe uyohlinzeka ngotolika wolimi waseNingizimu Afrika ogunyaziwe ukuze enze uphenyo lwakhe.

c. Ukugcinwa kuyimfihlo - zonke izinyathelo ngesikhathi sophenyo zizoba yimfihlo ngaphandle kwalapho lokho kudalulwa kudingwa ngumthetho.

INGXENYE B

(Lesi sigaba seMithetho senziwa ngokweSigaba sama-95(2)(b) esifundwa kanye neSigaba sama-52 soMthetho.)

25. UKUBIKA NGEZEZIMALI (UMBIKO WONYAKA)

a. **UHlaka Lwesu Lwamaphakathi Nonyaka**

i. Unyaka wezimali weHhovisi likaMxazululi uyoqala mhla ziyi-1 kuMbasa kunoma yimuphi unyaka ukuya zingama-31 kuNdasa onyakeni olandelayo njengoba kubekwe esigabeni sama-51 soMthetho.

ii. Ukusebenza kwenhlangano kuyoqhutshwa yisu leminyaka emihlanu, umgomo obaluliwe woMxazululi kanye namasu abalulekile. Lokhu-ke kuzobe sekwazisa uHlelo lokuSebenza loNyaka.

iii. UHlelo lokuSebenza loNyaka luyoba yisisekelo semibiko yaminyaka yonke yezikhulu zokuhlelwa kwamabhuku ezimali ngokwesigaba sama- 52 se-LPA kanye nesigaba sama-40(1)(d) kanye no (e) se-PFMA.

b. **UHlaka Lwemalinsebenzo Yamaphakathi Nonyaka**

i. IHhovisi likaMxazululi njengebhizinisi elixhaswe uMnyango Wezezimali Kazwelonke lizothobela izimfuneko ze-PFMA kanye neziqondiso zoMgcinimafa.

ii. UMqondisi (i-CEO) uzogcina amarekhodi aphelele nafanele ezindabeni zezezimali zeHhovisi likaMxazululi ngezinjongo zokucwaningwa kwamabhuku nokubalwa kwezimali okufanele.

iii. UMqondisi (i-CEO) weHhovisi likaMxazululi uzogcina izinhlelo ezisebenzayo, ezisebenza kahle nezingafihli lutho zokulawulwa kwezezimali nezinhlekelele, kanye nokulawula kwangaphakathi.

iv. UMqondisi (i-CEO) weHhovisi likaMxazululi uzoba nesibopho sokuphatha ihhovisi, okuhlanganisa nokuvikela ukugcinwa kwempahla nokuphathwa kwezinkinga zehhovisi.

v. Umqondisi (i-CEO) uzolungisa izitatimende zezimali zonyaka wezimali ngamunye ngokuhambisana ne*Generally Recognised Accounting Practice* (GRAP). Izitatimende zezimali zizothunyelwa zingakapheli izinyanga eziyisithupha (6) ngemva kokuphela konyaka wezimali.

vi. Umbiko wonyaka kanye nezitatimende zezimali zizokwethula isimo sezindaba zikaMxazululi, imiphumela yakhe yezezimali, ukusebenza kwenhlangano

kuqhathaniswa nezinjongo zohlelo lokusebenza lonyaka kanye nesimo sakhe sezezimali ekupheleni konyaka wezimali onikeziwe.

vii. Umbiko wonyaka kanye nezitatimende zezimali zizofaka

1. noma yikuphi ukulahlekelwa kwezinto ezibonakalayo ngokuziphatha kobugebengu, ukusetshenziswa kwemali ngendlela engafanele, ukusetshenziswa kwemali okungenanzuzo nokumosha okwenzeka phakathi nonyaka wezimali;
2. noma yiziphi izinyathelo zobugebengu noma zokuqondiswa kwezigwegwe ezithathwe ngenxa yalokho kulahlekelwa noma ukusetshenziswa kwemali ngendlela engafanele noma ukusetshenziswa kwemali okungenanzuzo nokumoshayo;
3. noma yikuphi ukulahlekelwa okutholiwe noma okusuliwe;
4. noma yiluphi usizo lwezezimali olutholwe eMnyangweni wezobuLungiswa nokuThuthukiswa koMthethosisekelo kanye nezibopho ezenziwa uhulumeni egameni lawo; kanye
5. nanoma yiziphi ezinye izindaba ezingahle zinqunywe kubandakanya nezitatimende zezimali zanoma yiziphi izinkampani ezingaphansi.

DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT

NO. 6443 **18 July 2025**

MINE HEALTH AND SAFETY ACT, 1996 (ACT NO. 29 OF 1996)

GUIDANCE NOTE FOR THE PREVENTION AND MANAGEMENT OF NON-COMMUNICABLE DISEASES AND MENTAL HEALTH DISORDERS IN THE SOUTH AFRICAN MINING INDUSTRY

I **DAVID MSIZA**, the Chief Inspector of Mines, in terms of section 49 (6) read together with Sections 9 (2) and 9 (3) of the Mine Health and Safety Act, 1996 (Act No. 29 of 1996) as amended, hereby issue the Guidance Note for the Prevention and Management of Non-communicable Diseases and Mental Health Disorders in the South African Mining Industry, as set out in the schedule below.

DAVID MSIZA
CHIEF INSPECTOR OF MINES
DEPARTMENT OF MINERAL AND PETROLEUM RESOURCES

SCHEDULE

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DEPARTMENT OF MINERAL AND PETROLEUM RESOURCES

MINE HEALTH AND SAFETY INSPECTORATE

GUIDANCE NOTE FOR

THE PREVENTION AND MANAGEMENT OF NON-COMMUNICABLE DISEASES AND MENTAL HEALTH DISORDERS IN THE SOUTH AFRICAN MINING INDUSTRY

CHIEF INSPECTOR OF MINES

mineral & petroleum resources
Department:
Mineral and Petroleum Resources
REPUBLIC OF SOUTH AFRICA

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PART A: THE GUIDANCE NOTE

1. Foreword

1.1 **NCDs**, also known as chronic diseases, are diseases that are neither spread through infection nor other people. It tends to be of long duration and are the result of a combination of genetic, physiological, environmental behavioural and lifestyle factors. **NCDs** may be modified through lifestyle interventions or behaviours.

1.2 Globally, **NCDs** are responsible for the majority of deaths (most of which are premature deaths of people under the age of 70) and **disability**, according to the **WHO**. Low and middle-income countries are disproportionately affected the most, accounting to 77% of all **NCD** deaths.

1.3 There are four groups of **NCDs** that are the leading cause of morbidity and mortality globally and these are: cardiovascular diseases (17.9 million deaths annually), followed by cancers (9.3 million), chronic respiratory diseases (4.1 million) and diabetes (2.0 million including kidney disease deaths caused by diabetes).

1.4 Globally, 15% of working-age adults were estimated to have a mental disorder in 2019. Furthermore 12 billion working days are estimated to be lost every year to depression and anxiety at a cost of US$ 1 trillion per year in lost productivity.

1.5 In South Africa, **NCDs** and **mental health disorders** are not only the leading causes of mortalities, but also morbidity and **disability**. The following **NCD** groups are prevalent in South Africa: cardiovascular diseases, endocrine and metabolic disorders, cancers and chronic respiratory diseases.

1.6 The South African mining industry started collecting data on **NCDs** in 2019 through the **DMPR**'s Annual Medical Reporting form. Findings from the data show that the main **NCD** groups in the South African mining industry are categorised as follows: autoimmune disease, cancer, cardiovascular disease, cerebrovascular disease, chronic respiratory disease, endocrine and metabolic system disorders, genitourinary disorders, infectious diseases, mental and behavioural disorders, metabolic syndrome, musculoskeletal conditions, nervous system and sense organs disease. The national picture of **NCDs** shows the metabolic syndrome as the most prevalent **NCDs** in the industry. These are followed by endocrine and metabolic system disorders. The industry also noted a rise in mental and behavioural disorders in 2020 (during COVID-19).

1.7 **NCDs** may affect employees' overall state of health and safety, and fitness to perform work.

2. Scope of the guidance note

2.1 The practice standards set out in this guidance note should apply to:

2.1.1 The South African mining industry and mining communities.

2.1.2 All mine workers, irrespective of employment categories, as well as contract workers.

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2.2 This guidance note has been developed to provide information for the employer to use in developing and implementing a programme to assist employees in the **prevention** and **management** of **NCDs** and **mental health disorders**. The employer is therefore expected to review the mine's health and safety policy to include the **prevention** and **management** of **NCD** and **mental health disorder** programme.

2.3 Developing and implementing a programme for **NCDs** and **mental health disorders** requires a multi-stakeholder collaborative approach including employer, employee, employee representative and associated parties in the public sector (such as the **NDoH**). For this reason, this guidance note only sets out minimum requirements and good practices for the development and implementation of the programme for the **prevention** and **management** of **NCDs** and **mental health disorders**.

2.4 This guidance note does not replace any official public health guiding principles, practice and services offered for **NCDs** and **mental health disorders** such as those from the **WHO**, the **NDoH**, the **ILO**, the **UN** etc. and therefore shall be read in conjunction with other related official documents. These include but are not limited to:

2.4.1 The **UN**'s Sustainable Development Goals.

2.4.2 The **WHO**'s Global Action Plan to 2030 on advancing the global agenda on **prevention** and control of **non-communicable diseases**.

2.4.3 The **NDoH**'s National Strategic Plan for the **prevention** and **management** of **NCDs** (2022-2027).

2.4.4 The **National Mental Health** Policy Framework and Strategic Plan 2023-2030.

2.4.5 The Guideline for the Compilation of a Mandatory Code of Practice on Minimum Standards of Fitness to Perform Work at a Mine (DMR 16/3/2/3-A3).

2.4.6 The Guideline for the Compilation of a Mandatory Code of Practice for the **Management** of **Medical Incapacity** due to Ill-health and Injury (DMR 16/3/2/4 – B8).

2.4.7 ISO 45003: Occupational health and safety **management** - Psychological health and safety at work - guidelines for managing psychosocial risks.

2.4.8 ISO 45001: Occupational health and safety **management** systems - requirements with guidance for use.

2.4.9 SANS 16001: Wellness, health and disease **management** systems.

2.5 The employer is expected to keep abreast of relevant developments on the **prevention** and **management of NCDs** and **mental health disorders** and update the programme accordingly.

3. Status of the guidance note

3.1 The guidance note has been compiled specifically with the view to provide guidance to all stakeholders regarding their roles and responsibilities with regard to the programme aimed at preventing and managing **NCDs** and **mental health disorders** in the South African mining industry**.**

3.2 This guidance note sets out good practice for the **prevention** and **management** of **NCDs** and **mental health disorders** in the South African mining industry.

3.3 The preparation and implementation of this type of programme is encouraged as it promotes a pro-active approach to improve the health of employees. **NCDs** can affect all individuals and therefore it is expected that thorough risk assessments be conducted to identify hazards and the associated risks as well to identify risk populations.

3.4 Based on the outcomes of the risk assessment, a programme should be developed to outline measures that will be put in place to prevent and manage **NCDs** and **mental health disorders** among employees in the South African mining industry.

3.5 It is crucial that continuous monitoring of the programme is undertaken by the employer.

4. Objective of the guidance note

4.1 The objective of this guidance note is to provide information for the employer to use in developing and implementing a programme to assist employees in the **prevention** and **management** of **NCDs** and **mental health disorders**.

5. Definitions and acronyms

5.1 For the purpose of this guidance note, unless the context otherwise indicates, the definitions and acronyms are as follows:

5.1.1 **CIOM** means Chief Inspector of Mines.

5.1.2 **Disability** means a recurring physical or mental impairment which substantially limits the capacity of the individual to meet either occupational demands or statutory or regulatory requirements.

5.1.3 **DMPR** means the Department of Mineral and Petroleum Resources.

5.1.4 **Health promotion** means the process of enabling people to increase **management** over, and to improve their health to reach a state of physical, mental and social well-being.

5.1.5 **ILO** means International Labour Organization.

5.1.6 **Management** means the systematic process of addressing **NCDs** and **mental health disorders** among employees through the implementation of strategies and practices including:

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5.1.6.1 Improving workplace policies.

5.1.6.2 Identifying and assessing **NCDs** and **mental health disorders** through screening, risk assessments and diagnosis.

5.1.6.3 **Treatment**, care and referral including psychological care, rehabilitation and palliative care.

5.1.7 **Medical incapacity** means the inability to retain a normal occupation due to temporary or permanent impairment on the grounds of ill-health or injury that prevents the performance of the customary duties of an employee.

5.1.8 **Medical surveillance** means a planned programme of periodical examinations which may include clinical examinations, biological monitoring or the medical testing of employees by an occupational health practitioner or an occupational medical practitioner contemplated in Section 13 of the **MHSA**.

5.1.9 **Mental health** means a state of mental well-being that enables people to cope with the stresses of life, to realize their abilities, to learn and work well, and to contribute to their communities.

5.1.10 **Mental health disorders** means a positive diagnosis of a **mental health** related illness in terms of diagnostic criteria made by a **mental health** care practitioner authorised to make such diagnosis. It is characterised by a clinically significant deviation in an individual's cognition, emotional regulation or behaviour. It is usually associated with distress or impairment in important areas of functioning.

5.1.11 **MHSA** means the Mine Health and Safety Act, 1996 (Act No 29 of 1996) as amended.

5.1.12 **Modifiable risk factors** means risk factors that can be reduced or managed by intervention thereby reducing the probability of disease.

5.1.13 **Natural deaths** means deaths that are due entirely as a result of natural causes and are not precipitated by any other event.

5.1.14 **NCD(s)** means non-communicable diseases.

5.1.15 **NCDs+** means non-communicable diseases plus.

5.1.16 **NDoH** means the National Department of Health.

5.1.17 **NSP** means the national strategic plan.

5.1.18 **PHC** means primary healthcare.

5.1.19 **Prevention** means the action taken to prevent disease and secondly, should disease occur, efforts to eliminate or minimise its impact (such as **disability** or death). Levels of disease **prevention** (i.e. primordial, primary, secondary and tertiary) are defined below:

5.1.19.1 **Primordial prevention** means population-level measures to prevent the development of **modifiable risk factors** and includes policy, programmes, education and environmental changes to support healthy ways of living.

5.1.19.2 **Primary prevention** means actions taken to protect the health of individuals by modifying risk factors for diseases through personal and communal efforts.

5.1.19.3 **Secondary prevention** means health intervention for early detection (screening and diagnosis) and prompt intervention to manage diseases, reduce mortality and minimise **disability** and the burden of the disease (morbidity).

5.1.19.4 **Tertiary prevention** means softening the impact of chronic disease and **disability** by minimising suffering and maximising years of useful life. It includes **rehabilitation** and palliative care.

5.1.20 **Rehabilitation** means a structured programme developed to ensure the optimal recovery and deployment of employees who suffer impairment from a **disability**.

5.1.21 **Risk factor** means the characteristic that increases a person's chance of getting a disease.

5.1.22 **Treatment** means the **management** and care of a person to manage or cure a disease, an injury or a disorder and includes both medical and surgical intervention.

5.1.23 **UN** means the United Nations

5.1.24 **WHO** means the World Health Organization

6. Members of the task team

6.1 This document was prepared and drafted by members of the task team which comprised of:

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7. Background

7.1 The South African mining industry has been reporting on **NCDs** and **mental health disorders** since 2019. The **DMPR** has been analysing data and continually monitor and formulate trends. There has been a significant increase in the number of **NCDs** in the South African mining industry since then and it has become imperative that a guidance note be developed to guide the employer on the **prevention** and **management** of **NCDs** and **mental health disorders**.

7.2 The primary aim is to prevent the development of **NCDs** and **mental health disorders** as far as possible, to protect and promote the health of employees. However, since these disorders are as a result of multiple factors, some of which are not modifiable, other levels of **prevention** should be prioritised to reduce its negative impact on the health of employees. Support should also be provided to those employees living with **NCDs** and **mental health disorders**.

7.3 This guidance note supports the **UN**'s SDG Target 3.4 of 2018 on **NCDs** and **mental health**, which states that: By 2030, reduce by one third premature mortality from **NCDs** through **prevention** and **treatment** and promote **mental health** and well-being.

7.4 The guidance note further supports the implementation of the 2024 Milestones on **NCDs** and **mental health** as follows:

	OBJECTIVE	2024 MILESTONE
Mental health awareness in South African mining industry	Promotion and support of **mental health** of employees in the South African mining industry.	· 95% of employees should be screened annually for **mental health**. · 100% of screened employees with **mental health** challenges to be linked to care (this includes in-house or referral) annually.
NCDs awareness in the South African mining industry	**Prevention** and **management** of **NCDs** in the South African mining industry.	· 100% of employees presenting during **medical surveillance** programme should be screened for **NCD** metabolic **risk factors**.

8. Risk management

8.1 In view of multiple factors that may result in the development of **NCDs** and **mental health disorders**, it is advisable that the employer conducts a workplace risk assessment to identify **risk factors** and identify high risk employees or those vulnerable to the **risk factors**.

8.2 The employer is also expected to empower employees with **NCDs** and **mental health** literacy, to be able to identify and manage personal **risk factors** that may predispose it to developing **NCDs** and **mental health disorders**.

8.3 The employer to put systems in place to enhance and promote a workplace culture of safe declaration if an employee has identified a possible **risk factor**(s), if they have been diagnosed with metabolic **risk factors** of **NCDs**, an **NCD** or **mental health disorder**. This is to assist in providing mechanisms for dealing with **NCDs** and **mental health disorders** or its associated **risk factors**.

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8.4 The employer to identify employees diagnosed with **NCDs** or **mental health disorders**, whose health and safety is at risk by virtue of their nature of work.

8.5 To assist the employer with the risk assessment, all reasonable available information such as employees' statistics on **NCDs** and **mental health disorders**, research reports, occupational hygiene exposure trends, records of absenteeism, sick leave, **medical incapacity** reports, information from the system of **medical surveillance** and statistics on **natural deaths** should be obtained and considered.

8.6 The risk assessment is to be reviewed annually and updated as and when the need arises. In the review, the following should be considered:

8.6.1 Changes in the prevalence and disease burden of **NCDs** and **mental health disorder** cases at the mine.

8.6.2 Changes in work such as the introduction of hybrid working arrangements which may affect the level of physical activity, diet, stress due to isolation, etc.

8.6.3 Mine disasters that could impact the **mental health** of employees.

8.6.4 Major changes in the industry that may affect employees such as retrenchments, mergers, acquisitions, health outbreaks, etc.

8.6.5 National and global targets or any other reason that may warrant a review.

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PART B: ASPECT TO BE ADDRESSED IN THE GUIDANCE NOTE

1. Risk assessment and review

1.1 The **NSP** for the **prevention** and **management** of **NCDs** aligns itself to the global approach of targeting the five major groups of **NCDs+** (cardiovascular diseases, cancer, chronic respiratory diseases, diabetes and **mental health**, including neurological conditions) which have the highest morbidity and mortality rates of the **NCDs+.** It also aligns with the five shared behavioural **risk factors** (tobacco use, unhealthy diet, physical inactivity, harmful use of alcohol and air pollution). However, because it is recognised that all **NCD+** conditions are of utmost public health importance, an integrated people-centred system approach is used to ensure it receive policy attention and consideration.

1.2 This guidance note supports the same global approach in identifying, preventing and managing **NCDs** and **mental health disorders**. In addition to focusing on the five main groups of **NCDs+** and the five shared behavioural **risk factors**, the heightened attention will be given to **NCDs+** and the associated **risk factors** which are prevalent in the South African mining industry. Environmental factors in the South African mining industry should also be given attention during risk **management**. See **Annexure A** for some examples of **NCD** and **mental health disorders risk factors**.

NOTE 1:
A risk assessment questionnaire to assist the employer in identifying **NCDs** and **mental health disorders risk factors** and vulnerable employees is attached as **Annexure 2**.

NOTE 2:
A self- assessment questionnaire to assist the employee in identifying **NCDs** and **mental health disorders risk factors** is attached as **Annexure 3**.

1.3 In terms of Section of 11 of the **MHSA**, the employer must assess and respond to risk. This is to be conducted through a thorough risk assessment which should as a minimum include the following:

1.3.1 Quantifying the burden of **NCDs** and **mental health disorders** at a mine.

1.3.1.1 This can be done through accessing employees' medical records at the mine in accordance with the ethics of medical practice.

1.3.2 Identifying vulnerable or high risk employees.

1.3.2.1 While **NCDs** are often associated with older age groups, evidence shows that 17 million **NCD** deaths occur before the age of 70 years.

1.3.2.2 Persons across all age groups are vulnerable to the **risk factors** contributing to **NCDs**, whether from unhealthy diets, physical inactivity, exposure to tobacco smoke, the harmful use of alcohol or air pollution. Poor working environments associated with a negative workplace culture, discrimination and inequality, excessive workloads, workplace violence, low job control and job insecurity have been found to pose a risk to **mental health**.

1.3.2.3 In essence, all employees in the South African mining industry are vulnerable to the **risk factors** contributing to **NCDs** and **mental health disorders**, however others may be at a higher risk and for the purpose of this guidance note, such employees are referred to as high-risk employees. These include employees who:

1.3.2.3.1 Have a genetic predisposition to **NCDs** and **mental health disorders** because of family history.

1.3.2.3.2 Employees who are immunocompromised.

1.3.2.3.3 Employees with chronic occupational respiratory diseases.

1.3.2.3.4 Employees with multiple chronic diseases.

1.3.2.3.5 Employees who have been affected by mine accidents (The Mine Health and Safety Council research project SIM 050803 identified that the main determinant of post-traumatic stress disorder in the mines was a work-related factor which was the advent of a traumatic mines accident – most of these employees were underground workers).

NOTE 3:
The Mine Health and Safety Council website provides more information on the research project SIM 050803.

1.3.2.3.6 Employees who are dependent on alcohol and other harmful substances as coping mechanisms (the Mine Health and Safety Council research project SIM 020103 discovered that some employees rely on alcohol and cannabis for reasons such as: coping with mental stress linked to production target pressure, isolation from families and partners while staying in single sex hostels for prolonged periods and nightshift employees keeping entertained during the day when they struggle to sleep).

NOTE 4:
The Mine Health and Safety Council website provides more information on the research project SIM 020103.

1.3.2.4 High risk employees can be identified through:

1.3.2.4.1 A medical screening questionnaire which are self-administered or administered by a health practitioner during wellness days.

1.3.2.4.2 A **mental health** screening tool which is self-administered or administered by a health practitioner during wellness days (see Annexure C for the **NCDs** and **mental health** screening tool).

1.3.2.4.3 **Medical surveillance**.

1.3.2.4.4 Self-reporting or voluntary disclosure.

1.3.2.5 The risk assessment must have clearly defined roles and responsibilities with competent people undertaking the process.

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1.3.3 Identifying **risk factors** associated with **NCDs** and **mental health disorders**.

1.3.3.1 In identifying **risk factors** associated with **NCDs** and **mental health disorders**, the following approach can be used:

1.3.3.1.1 Health screening questionnaires.

1.3.3.1.2 **Medical surveillance.**

1.3.3.1.3 **Mental health** screening tools.

1.3.3.1.4 Mine environmental control practices.

1.3.3.2 Where screening and testing is conducted, it must be done by competent persons.

1.3.3.3 Once all the relevant data has been collected and analysed, based on the outcome, the mine may develop and implement a programme for the **prevention** and **management** of **NCDs** and **mental health disorders**.

1.3.3.4 Below are the core **NCD risk factors** that should be considered as a minimum when undertaking risk assessment. In addition, environmental factors such as exposure to airborne pollutants should be considered:

1.3.3.4.1 **Modifiable risk factors**

a) Substance and drug abuse.

b) Physical inactivity.

c) Unhealthy diet e.g. low fruit and vegetable consumption, diet high in salt, etc. This includes assessing the nature of food sold to employees at the mines' canteens, drinks sold at vending machines, food served at mine compounds or residence and food prepared for mine events.

d) Negative appraisals of life events.

e) Psychosocial factors or issues (e.g. occupational stress, social interaction, cultural diversity, sleep quality, etc.)

1.3.3.4.2 Metabolic **risk factors**

a) Metabolic **risk factors** contribute to four key metabolic changes that increase the risk of **NCDs**:

i. Raised blood pressure.

ii. Overweight and obesity.

iii. Hyperglycaemia (high blood glucose levels).

iv. Hyperlipidaemia (high levels of fat in the blood).

1.3.3.4.3 Environmental **risk factors**

a) These include excessive exposure to airborne pollutants and ionizing radiation in the workplace. Environmental factors which may lead to mine accidents should also be considered. In assessing environmental **risk factors**, the following should be considered:

i. Nature of the work and the key workplace operations and activities that pose potential risks of **NCDs** and **mental health disorders**.

ii. Occupations and number of employees exposed to environmental **risk factors**.

iii. Essential occupations or critical skills of the mine that might be impacted by **NCDs** and **mental health disorders**.

iv. Control measures in place i.e. engineering, administrative, personal protective equipment, etc.

1.3.4 Early identification and **management** of **risk factors** associated with **NCDs** and **mental health disorders** as part of **primordial prevention**.

1.3.4.1 Wellness campaigns.

1.3.4.2 Health questionnaires.

1.3.4.3 Self-reporting or voluntary disclosure.

1.3.4.4 **Medical surveillance**.

1.3.4.5 Fitness assessment.

1.3.5 Detection of **NCDs** and **mental health disorders** to promote other levels of **prevention** and **management**.

1.3.5.1 Referral and/or linkage of employees to relevant health care service providers for further **management**. This may include but is not limited to:

1.3.5.1.1 Psychiatric institutions.

1.3.5.1.2 Specialists.

1.3.5.1.3 Alternative medicine.

1.3.5.1.4 Provision of employee assistance programmes through an in-house or outsourced service model.

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2. **NCDS and mental health disorders programme**

2.1 Establishment of a committee to run the programme

2.1.1 Based on the outcomes of the risk assessment, the employer shall establish a committee for the development, implementation and monitoring of the programme for the **prevention** and **management** of **NCD** and **mental health disorder** programme, after consultation with the employees in terms of the **MHSA**. The roles and responsibilities of the committee members shall be clearly outlined and documented (including those of outsourced professionals).

2.1.2 The committee shall as a minimum be comprised of the following persons:

2.1.2.1 Persons responsible for providing health services in mines.

2.1.2.2 The **Occupational Medical Practitioner** appointed in terms of Section 13 (3) (a) (i) of the **MHSA.**

2.1.2.3 Occupational health nurses.

2.1.2.4 Health and wellness coaches.

2.1.2.5 Nutritionists.

2.1.2.6 The Health and Safety Committee or a representative.

2.2 **Prevention** strategies

2.2.1 The most common causes of **NCDs** are metabolic and behavioural **risk factors** and can be preventable by several available means. Many **mental health disorders** are also preventable.

2.2.1.1 **Primordial prevention**

2.2.1.1.1 Education and awareness: The employer to empower the employees with education relating to healthy living and positive social behaviour using relevant platforms for engagement with relevant stakeholder groups. This can take place during induction, various health and safety meetings, health campaigns and using peer educators. The following should be considered:

a) Education and awareness should include issues of discrimination in relation to race, gender, tribalism, organisational culture or inclusivity or multilingualism, culture and xenophobia.

b) It is vital to raise awareness of **mental health** and identify employees who may be at risk for **mental health**-related problems.

c) Improve awareness of available wellness services and reducing stigma should be addressed through health awareness campaigns. This will assist to normalise seeking help and motivate individuals to act when they need support.

d) Developing and implementing a specific education programme for the **mental health** of employees is very vital.

2.2.1.1.2 Programme and policy: Through the implementation of this programme for the **prevention** and **management** of **NCDs** and **mental health disorders** as well as alignment or synergies with other related mine policies including alcohol and substance abuse, employee wellness, workplace violence, sexual harassment, etc.

2.2.1.1.3 Environmental control: Control measures to prevent and manage environmental or occupational hygiene hazards e.g. airborne pollutants, radiation and hazards related to ergonomics.

2.2.1.1.4 Preventing and managing **modifiable risk factors**: Early identification and **management** of **risk factors** associated with **NCDs** and **mental health disorders** as part of **primordial prevention**.

2.2.1.2 **Primary prevention**

2.2.1.2.1 Nutrition: As mine employees spend a large proportion of their time at work, access to healthy food options and education about nutrition in the workplace can have a large impact on their diets and overall health. Implementing healthy nutrition policies in the workplaces (support the provision of healthy food options at canteens and mine hostels or residences, kitchens and hospitals) is crucial. This includes, but is not limited to lower sodium, lower sugar, lower carbonated, lower caffeine and lower saturated fatty foods and drinks options. Hydration and the consumption of fruits and vegetables is encouraged.

2.2.1.2.2 In developing and implementing the nutrition policy, nutritionist should be consulted. Employees should also be motivated about home or backyard or community gardening for access to organic food production.

2.2.1.2.3 Physical activity and social interactions: Depending on the tasks at a specific workplace, workers may be either sedentary for extended periods of time or physically active, while others work in solitude which may have an impact on the **mental health** of employees. Mines should implement a multi-component workplace activity programme aimed at promoting the holistic wellbeing of employees e.g. physical, mental and emotional wellbeing. These may include:

a) Gymnasiums at the mines or multi-purpose sport facilities. This would enable the possibility of mine employees practising different sporting disciplines within the same space.

b) Initiating and supporting employee participation in different sporting codes that will keep employees active.

c) Mind or board games (e.g. morabaraba, chess, crossword, etc.).

d) Encouraging the use of staircases and walking (where applicable).

e) Activities for physically challenged employees.

f) Various social interactions or events.

2.2.1.2.4 Environment: Promotion of environmental risk reduction and enhance public awareness of environmental, biological and occupational hazards (the use of a policy to control smoking areas and the monitoring of air quality).

2.2.1.2.5 Psychosocial support: Various factors can affect the **mental health** of employees at the mine. These include when workers experience an imbalance between perceived responsibilities and their abilities and resources, underutilisation of talent, bullying, harassment, repetitive tasks, economic stress, precarious work and other factors and situations. In addition, **mental health** conditions can affect workers' productivity and their ability to complete tasks safely. **Mental health** screening, the provision of wellness services and linkage to care are important. Mines should provide education and support for workers in **mental health**. Other interventions may include the promotion of a positive work culture, the modification of workstations, managing environmental factors, training, career progression and support groups (refer to **Annexure E: WHO** and **ILO**'s **mental health** policy brief provides in-depth strategies to address **mental health** at work).

2.2.1.2.6 Addressing violence and harassment: Violence and harassment in the workplace can be horizontal (between co-workers), vertical (between supervisor and worker) or external (between worker and the public, customers or vendors). Violence and harassment can affect the mental and physical health of workers as well as their productivity and safety on the job. Workplaces should have training, clear policies and procedures in place to protect workers.

NOTE 5:
The Mine Health and Safety Council website provides more information on measures to address violence and harassment in mines.

2.2.1.2.7 Alcohol and drug abuse: Alcohol and drug use, occurring both during working hours or outside of the workplace, can affect workers' ability to safely complete tasks and can increase risks of diseases and injuries. Workplaces can provide cessation support and education about these substances as part of their **health promotion** strategies. Regulations concerning the consumption of alcohol and drugs in the workplace can also protect workers' health and safety.

2.2.1.2.8 Harmful substance **management**: Harmful substances such as tobacco in the workplace can affect workers through primary exposure as well as second-hand smoke from other workers. Smoking breaks can also result in reduced productivity from workers. Smoking in the workplace also has the potential to cause fires or explosions, further posing a risk to safety and health. Providing workers with education, cessation support and regulations concerning smoking on workplace premises can protect workers from the harmful effects of smoking.

2.2.1.2.9 Promotion of healthy sleep: Working schedules, long hours, stress and other factors can impact healthy sleep, increasing the risk of workplace

injury and **NCDs**. Promoting healthy sleep patterns will not only assist in reducing risk to **NCDs** and **mental health disorders** but also fatigue **management**.

2.2.1.2.10 Wellness programme: Many of the **prevention** strategies above may be undertaken under a wellness programme which will be part of the **NCDs** and **mental health disorders** programme. A wellness committee comprising of all relevant stakeholders including the trade unions is to be established. The committee will be responsible for the following as a minimum:

a) Wellness policy whether as a standalone or an integrated policy.

b) Wellness budget.

c) Annual health and wellness calendar aligned to the company statistics and trends and further aligned to the **NDoH** health calendar.

d) Health and wellness promotion materials from other stakeholders such the **DMPR**, the Mine Health and Safety Council, the Mineral Council of South Africa, etc.

e) Employee assistance programmes in place to address employees' psychosocial issues.

f) The programme should cover initiatives such as a smoking cessation programme, fitness and weight loss, diet, discouraging the use of alcohol and drugs, **mental health promotion**, etc.

g) Adopt leading health and wellness practices and systems such as the SANS 1600, ISO 45003 etc. in order to have a structured approach to health and wellness in the workplace.

h) Collaborative efforts with the communities in which they operate to implement community health initiatives to empower the communities. This works well if the employers collaborate with the **NDoH.**

2.2.1.3 **Secondary prevention**

2.2.1.3.1 Screening: Integrate **NCDs** screening within the **medical surveillance** programme to screen high risk employees to increase the rate of early detection and diagnosis.

2.2.1.3.2 Diagnosis: Employees whose screening results indicate the need for further investigations are to be referred to **PHC**. Those employees with a positive diagnosis for **NCDs** or **mental health disorders** metabolic **risk factors** are to be linked to care to ensure that the **risk factors** are controlled and do not lead to the development of an **NCD** or **mental health disorder**. Employee assistance programme support is also crucial during these stages.

2.2.1.3.3 **Treatment**: If the mine offers **PHC** services on site, employees should be put on **treatment** and be placed on a chronic disease register for

monitoring. If there are no **PHC** services on site, the mine should link the employees with their preferred **treatment** providers (general practitioners or the **NDoH** facilities) for the provision of **treatment**.

2.2.1.3.4 Linkage to care is crucial for employees diagnosed with **NCDs** and **mental health disorders**. Regular check-ups (blood test, reports from own general practitioner and the **NDoH** clinics) and continuous support is also important. Through the **medical surveillance** programme, the Occupational Medical Practitioner may deem it fit to conduct a fitness to work assessment and if the employee is no longer fit to perform work optimally, the **medical incapacity** process should be initiated.

2.2.1.4 **Tertiary prevention**

2.2.1.5 In the tertiary level of care, measures should be put in place to ensure that employees living with **NCDs** and **mental health disorders** receive care to prevent and manage related complications. This also includes **rehabilitation** and palliative care.

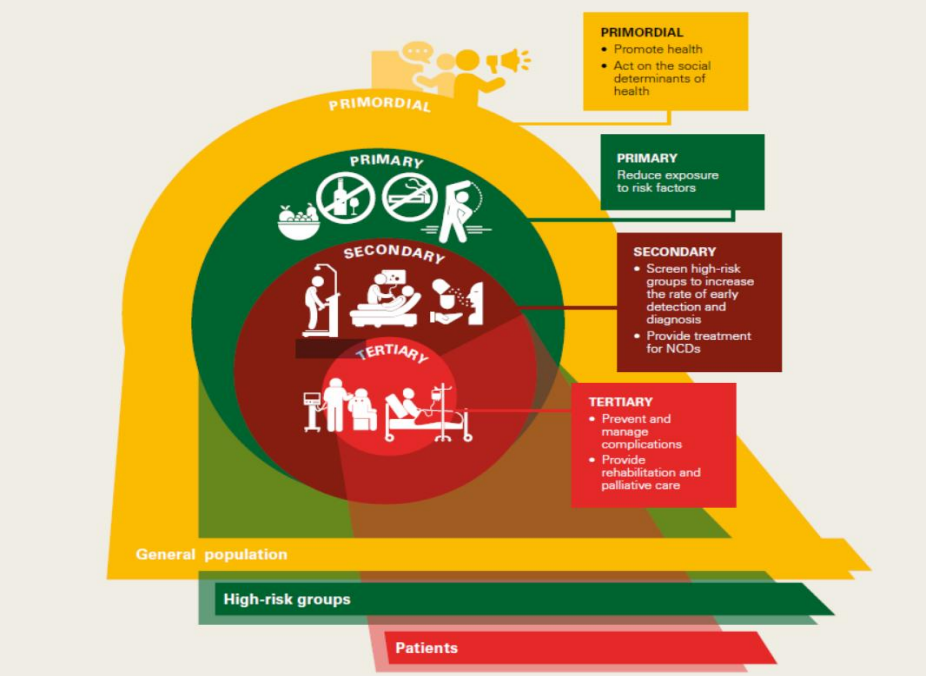


Figure 18: Example of **NCD** interventions across the life course and levels of **prevention** (NCDs **NSP**: 2022-2030)

3. Monitoring and evaluation of the NCDs and mental health disorders programme

3.1 The employers should ensure that the internal monitoring and evaluation of the employer's **NCDs** and **mental health disorders** programme is conducted and recorded.

3.2 It is also recommended that an employer's **NCDs** and **mental health disorders** programme be subjected to annual monitoring. **Annexure D** outlines the employer **NCDs** and **mental health disorders** programme monitoring and evaluation tool.

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PART C: IMPLEMENTATION

1. Implementation plan

1.1. The employer must prepare an implementation plan for a guidance note that makes provision for issues such as organisational structures, responsibilities of functionaries and programmes and schedules for the guidance note, which will enable proper implementation of the guidance note (a summary of and a reference to, a comprehensive implementation plan may be included).

1.2. Information may be graphically represented to facilitate easy interpretation of the data and to highlight trends for the purposes of risk assessment.

2. Compliance with the guidance note

2.1. The employer must institute measures for auditing, monitoring and ensuring compliance with the guidance note.

3. Access to the guidance note and related documents

3.1. The employer must ensure that a complete guidance note and related documents are kept readily available at the mine for examination by any affected person.

3.2. A registered trade union with members at the mine, or where there is no such union, a health and safety representative on the mine, or if there is no health and safety representative, an employee representing the employees on the mine, must be provided with a copy. A register must be kept of such persons or institutions with copies to facilitate the updating of such copies.

3.3. The employer must ensure that all employees are fully conversant with those sections of the guidance note relevant to their respective areas of responsibilities.

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ANNEXURE A: Examples of NCDS and mental health disorders risk factors

Genetic factors	Envrionmental factors	Sociodemographic factors	Behavioural factors	Metabolic factors
• Family diseases history • Genetic inheritance • Epigenetic changes • Environmemental exposure-based (e.g radiation) • Toxic material-based mutations	• Air pollution • Weather chnages • Sunlight (ultraviolet radiation) • Substances with radiological properties, e.g. uranium	• Age • Gender • Race • Ethnicity • Education • Income	• Harmful substance abuse (e.g tobacco) • Alcohol abuse • Physical inactivity • Unhealthy diet	• High blood pressure • High glucose levels • Very low blood pressure • Obesity • Stress

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ANNEXURE B: Guide for the employer – Risk assessment questionnaire

Aim:
To help employers in the mining industry to identify **risk factors** and vulnerable employees for **NCDs**, **mental health disorders** and substance abuse.

SECTION A: Employee health data

	0	1	2
What was the absenteeism rate due to health issues last year?	Less than 5%	5-10%	Over 10%
TOTAL SCORE			

SECTION B: Occupational health and safety

	0	1	2
Is there a regular health screening programme for employees?	Fully implemented	Partially implemented	Not implemented
Are there comprehensive records of employees exposed to hazardous substances?	Well-documented	Incompletely documented	Poorly documented
TOTAL SCORE			

SECTION C: Mental health and substance use

	0	1	2
Is a **mental health** support system available and accessible to employees?	Fully available	Limited availability	Not available
Is there a policy in place for managing substance abuse?	Fully enforced	Partially enforced	Not enforced
TOTAL SCORE			

SECTION D: Workplace environment

	0	1	2
How would you rate the air quality and ventilation in the workplace?	Meets or exceeds standards	Adequate	Below standards
How would you rate the nutritional quality of food provided to employees?	High quality	Moderate quality	Poor quality
TOTAL SCORE			

SECTION E: Risk management and training

	0	1	2
How frequently are training programmes on **NCDs** and **mental health** conducted?	Regularly	Occasionally	Rarely/Never
TOTAL SCORE			

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SECTION F: Policy and compliance

	0	1	2
Is there a strong policy in place to support employees diagnosed with **NCDs** or **mental health** issues?	Fully established	Needs improvement	No policy
How frequently is the risk assessment for **NCDs** and **mental health** updated?	Regularly (Bi-annually or more)	Occasionally (Annually)	Seldom (Less frequently than annually)
TOTAL SCORE			

SECTION G: Referral and support actions

	0	1	2
Is there an effective referral system in place for employees identified at high risk for **NCDs** or **mental health** issues?	Fully effective	Somewhat effective	Ineffective or absent
TOTAL SCORE			

Calculate overall score

	+		+		+		+		+		+		=	
Section A	+	Section B	+	Section C	+	Section D	+	Section E	+	Section F	+	Section G	=	OVERALL

Instructions for scoring:

- **Refer to the table:** As you complete each section of the questionnaire, refer to the point values listed above each response option in the table. These are pre-allocated as 0, 1 or 2 points based on the risk associated with each answer.
- **Calculate section scores:** For each section you have completed, tally the points for each response to get the total score for that section.
- **Sum the totals:** Add the scores from all completed sections to get the final total score.
- **Interpret your score:** Use the total score to refer to the interpreting scores section, which provides guidelines and suggests appropriate actions based on your risk level.

Interpreting scores

TOTAL SCORE	RISK LEVELS	ACTION
0 - 7	Low risk	Adequate controls and preventive measures are in place.
8 - 15	Moderate risk	Some areas require immediate attention and enhancement.
16+	High risk	Urgent action required to implement effective health and safety measures.

**** This questionnaire has been developed using evidence-based tools to provide guidance and has been structured for quick assessment across large groups of employees in the mining industry. It has not been empirically tested and is not a standardised measurement scale. It is intended to help employers identify risk levels and areas requiring urgent attention within their operations. This tool should not be used as a substitute for professional advice or **treatment**. The creators of this questionnaire assume no liability for its use or for the outcomes resulting from its application.*

ANNEXURE C: Guide for employee self-assessment– Risk assessment tool

Aim:
To enable employees to self-identify **risk factors** for **NCDs**, **mental health disorders** and substance abuse.

SECTION A: Demographic and employment information

Age:		Gender:	
Job role:		Years in mining:	

SECTION B: Health and lifestyle assessment

	0	1	2
How many glasses of water do you drink daily?	8 glasses or more	4 to 7 glasses	Less than 4 glasses
How often do you eat 3 meals a day?	Frequently	Occasionally	Never
How often do you eat a balanced meal?	Frequently	Occasionally	Never
How often do you eat fast foods?	Never	Occasionally	Frequently
How often do you use vitamins or supplements?	Daily	Occasionally	Never
How often do you engage in physical activity?	Often	Sometimes	Rarely
How often do you engage in hobbies and leisure activities?	Often	Sometimes	Rarely
Have you been diagnosed with conditions such as high blood pressure, diabetes, etc.?	No	Yes, receiving treatment and managing well	Yes, treatment needed or not managing well
How often are you plagued by stress and anxiety?	Rarely	Sometimes	Often
Have you ever been diagnosed with or sought help for a **mental health disorder**?	No	Yes, receiving treatment and managing well	Yes, treatment needed or not managing well
How often do you get enough sleep?	Often	Sometimes	Rarely
How often do you consume caffeine?	Never	Occasionally	Frequently
TOTAL SCORE			

SECTION C: Work environment and exposure

	0	1	2
How often are you exposed to harmful substances (i.e. airborne pollutants or hazardous substances) at work?	Never	Occasionally	Frequently
How safe do you feel in your workplace?	Very safe	Somewhat safe	Unsafe
How often are you exposed to ergonomic risks (repetitive motions, poor posture, inadequate equipment, heavy lifting, etc.) at work?	Never	Occasionally	Frequently
TOTAL SCORE			

SECTION D: Substance use and mental health

	0	1	2
How often do you use tobacco products?	Never	Occasionally	Frequently
How often do you use alcohol?	Never	Occasionally	Frequently
How often do you have blackouts as a result of alcohol abuse?	Never	Occasionally	Frequently
How often do you use mood altering substances or non-prescribed medication?	Never	Occasionally	Frequently

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How often do you seek help for stress and anxiety?	Never	Occasionally	Frequently
How often do you feel unheard or unseen?	Never	Occasionally	Frequently
How supported do you feel at home?	Well supported	Somewhat supported	Unsupported
How supported do you feel at work?	Well supported	Somewhat supported	Unsupported
How would you rate your work-life balance?	Excellent	Fair	Poor
TOTAL SCORE			

	+		+		=	
Section B	+	Section C	+	Section D	=	TOTAL SCORE

Instructions for scoring:

- **Refer to the table:** As you complete each section of the questionnaire, refer to the point values listed next to each response option in the table. These are pre-allocated as 0, 1 or 2 points based on the risk associated with each answer.
- **Calculate section scores:** For each section you have completed, tally the points for each response to get the total score for that section.
- **Sum the totals:** Add the scores from all completed sections to get the final total score.
- **Interpret your score:** Use the total score to refer to the interpreting scores section, which provides guidelines and suggests appropriate actions based on your risk level.

Interpreting scores

TOTAL SCORE	RISK LEVELS	ACTION
0 – 15	Low risk	Maintain current health practices and consider basic health education or wellness tips.
16 – 32	Moderate risk	Engage in targeted wellness programmes and internal support measures and monitor closely for any health improvements or deteriorations.
33+	High risk	Immediate professional health evaluations are recommended and consider comprehensive external support services and significant workplace adjustments.

**** This questionnaire has been developed using evidence-based tools to provide guidance. It has not been empirically tested and is not a standardised measurement scale. It is intended as a self-assessment guide for employees to identify their own risk levels. This tool should not be used as a substitute for professional advice or **treatment**. The creators of this questionnaire assume no liability for its use or for the outcomes resulting from its application.*

ANNEXURE D: Employer NCDS and mental health disorders programme monitoring and evaluation tool

Aim:
This tool is designed to help employers conduct an annual review of their **NCDs** and **mental health disorders** programmes to ensure they are effectively addressing employee health needs within the mining industry.

Evaluation frequency:

Annually	Bi-annually	Quarterly	Monthly	Weekly	Daily

Annual review date: _____

Completed by: _____

PART 1: Programme implementation and coverage

Programme coverage	
How many employees form part of the **NCDs** and **mental health disorders** programme?	
Are all departments or sections within the mining operation covered?	
For any departments or sections not covered, please provide reasons and any plans for future inclusion.	
Programme components implemented	
List the key components of the **NCDs** and **mental health disorders** programme that have been implemented this year.	
Have there been any components that were planned but not implemented? If so, why?	

PART 2: Programme effectiveness

Health outcomes	
What improvements in employee health outcomes have been observed this year (e.g. reduction in reported cases of **NCDs**, enhanced **mental health** support uptake)?	
Are there specific health metrics or indicators (like blood pressure, glucose levels, etc.) that have shown significant improvements?	
How has the programme impacted the rate of absenteeism and productivity among employees?	
Employee satisfaction	
Based on internal surveys or feedback, how satisfied are employees with the **NCDs** and **mental health disorders** support provided?	
What aspects of the **NCDs** and **mental health disorders** programme do employees feel are most beneficial?	
Are there any suggestions from employees for enhancing the support provided?	

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PART 3: Challenges and barriers

Challenges encountered	
What are the major challenges faced in implementing or running the **NCDs** and **mental health disorders** programme this year?	
Which components of the programme were the most difficult to implement, and why?	
How have internal or external factors affected the delivery and effectiveness of the programme?	
Barrier analysis	
Identify any barriers that have prevented effective implementation or access to the programme components.	
Are there specific logistical, financial or personnel-related barriers that have impacted the programme?	
How have employee attitudes or cultural factors influenced the programme's uptake and success?	

Part 4: Financial and resource allocation

Budget utilisation	
What percentage of the allocated budget for **NCDs** and **mental health disorders** was utilised?	
Were there any financial overruns or shortfalls? What were the causes?	

PART 5: Recommendations and improvements

Recommendations for improvement	
Based on the evaluation, what are the key areas for improvement in the programme?	
Are there any additional resources or changes required to enhance programme effectiveness?	
Action plan for next year	
Outline the steps planned to address the identified challenges and improvements for the coming year.	

PART 6: Documentation and reporting

Record keeping	
Confirm that all programme activities and outcomes have been documented according to internal standards.	
Is there a need to improve documentation practices?	

ANNEXURE E: WHO and ILO's mental health policy brief

https://www.ilo.org/sites/default/files/wcmsp5/groups/public/%40ed_protect/%40protrav/%40safework/documents/publication/wcms_856976.pdf

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

ANNEXURE F: References

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GENERAL NOTICES • ALGEMENE KENNISGEWINGS

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NOTICE 3377 OF 2025

DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM

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

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

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

The Director General
c/o Deputy Director: Tenure Reform Implementation
Department of Rural Development and Land Reform
23 corner Henshall & Brander street, Home affairs Building 4th Floor
Nelspruit 1200. Tel: 0137522064; Fax: 013752820
File Reference: ET6/5/L12470L

SCHEDULE

Applicants:

No.	Name and Surname	Identity Number
1.	MNISI NTOMBIZODWA JOHANNA	380612 0198 088

Property:

No.	Property Description	Locality (District)	Current Title Deed No	Current Owner	Bonds and Restrictive Conditions
1.	Remaining Extend of Portion 2 of the farm Mooiplaats 147 JT 142 JT. Mpumalanga Province	Highlands	T12608/1996	Somkor Boerdery CC	n/a

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

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NOTICE 3378 OF 2025

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

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

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c/o Deputy Director: Tenure Reform Implementation
Department of Rural Development and Land Reform
23 corner Henshall & Brander street, Home affairs Building 4th Floor
Nelspruit 1200. Tel: 0137522064; Fax: 013752820
File Reference: ET6/5/L2616

SCHEDULE

Applicants:

No.	Name and Surname	Identity Number
1.	JOHN THULELA MKHABELA	510620 5526 080
2.	MARUBE KNIGHT MKHABELA	171201 5073 082

No.	Property Description	Locality (District)	Current Title Deed No	Current Owner	Bonds and Restrictive Conditions
1.	Portion 4 of the farm Rooikrans 57 JT. Mpumalanga Province	Ehlanzeni	T1386/2008	Dirk Grobler Trust	n/a

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

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NOTICE 3379 OF 2025

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

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

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The Director General
c/o Deputy Director: Tenure Reform Implementation
Department of Rural Development and Land Reform
23 corner Henshall & Brander street, Home affairs Building 4th Floor
Nelspruit 1200. Tel: 0137522064; Fax: 013752820
File Reference: ET6/5/L12086

SCHEDULE

Applicants:

No.	Name and Surname	Identity Number
1.	MNISI MBUTI MAXIN	240217 5144 084

Property:

No.	Property Description	Locality (District)	Current Title Deed No	Current Owner	Bonds and Restrictive Conditions
1.	Portion 31 of Manchester 121 JU. Mpumalanga Province	Ehlanzeni	T170/2023	Okuhle Lodge Pty Ltd	n/a

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

DEPARTMENT OF TRADE, INDUSTRY AND COMPETITION

NOTICE 3380 OF 2025

COMPETITION TRIBUNAL
NOTIFICATION OF DECISION TO APPROVE MERGER

The Competition Tribunal gives notice in terms of rules 34(b)(ii) and 35(5)(b)(ii) of the "Rules for the conduct of proceedings in the Competition Tribunal" as published in Government Gazette No. 22025 of 01 February 2001 that it approved the following mergers:

Case No.	Acquiring Firm	Target Firm	Date of Order	Decision
LM013Apr25	New Seasons Security Services (Pty) Ltd	Fidelity Services Group (Pty) Ltd	11/06/2025	Approved
LM025May25	Nedbank Ltd	Citosolve Investments (Pty) Ltd	01/07/2025	Approved

The Chairperson Competition Tribunal

BOARD NOTICES • RAADSKENNISGEWINGS

BOARD NOTICE 809 OF 2025

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2022-2032 | INTERNATIONAL DECADE OF Indigenous Languages

PanSALB
PAN SOUTH AFRICAN LANGUAGE BOARD

PITSO YA HO THONYA DITHO TSA BOTO YA BALAODI YA YUNITI YA LEKSIKHOGRAFI YA NAHA YA SESOTHO

Molao wa Lekgotla la Dipuo Tsohle tsa Afrika Borwa (wa 59 wa 1995, o fetotsweng), karolong ya 8(8)(c), o dumella PanSALB ho theha Diyuniti tsa Naha tsa Leksikhografi (Diyuniti) ho ngola dikshinari e akaretsang ya puo e le nngwe ya puo ka nngwe ya semmuso. Diyuniti di phahamisa ntshetsopele ya puo ka ho rala didikshinari le disebediswa tse ding tsa dipuo tse amehang tsa semmuso tsa Afrika Borwa. Di sebetsa jwalo ka dikhamphani tse laolwang ke Molao wa Dikhamphani (wa 71 wa 2008).

Sena ke pitso ho setjhaba mmoho le mekgatlo le ditheo tsa thuto, botjhaba le setso ho thonya batho ho ba ditho tsa Boto ya Balaodi ya **Yuniti ya Naha ya Leksikhografi ya Sesiu sa Sesotho**. Boto ya Balaodi ya **Yuniti ya Sesiu sa Sesotho** e tla tataisa Yuniti ya yona tlhahisong ya dikshinari e akaretsang ya puo e le nngwe le disebediswa tse ding tsa leksikhografi tse ka phahamisang ntshetsopele le tshebediso ya puo ka dibui tsa yona, thutong, le mekgweng e meng ya seprofeshenale. Hara tse ding, boikarabelo ba Diboto tsa Balaodi e tla ba ho laola ditjhelete, basebetsi, le disebediswa tse ding tseo ho tla fanwa ka tsona bakeng sa ntshetsopele ya tlotlontswe ya puo, le ho rala le ho lokisa leano le merero e tla latelwa ho fihlela maikemisetso a ho phatlalatsa, ho hatisa, le ho rekisa didikshinari le disebediswa tse ding tsa leksikhografi.

DIPEHELO/BOKGONI

Mothonngwa o tlameha ho ba le thahasello ditabeng tsa ntshetsopele ya puo. Hodima moo, o tlameha hore bonyane a be le bokgoni ba tse latelang:

1. Tsebo ditabeng tsa leksikhografi (ho rala didikshinari), e leng se kgothalletswang haholo,
2. Bokgoni ba botsamaisi le boetapele,
3. Bokgoni ba tsamaiso ya ditjhelete,
4. Tsebo ya ditaba tsa molao, kapa
5. Bokgoni ba thekiso,
6. Tsebo ya Tshebetso ya Theknoloji ya Lesedi,
7. Theknoloji ya Dipuo.

Mme puo e tshwanetse hore e be ya lapeng ya mothonngwa.
Dithonyo di ngolwe fatshe mme di tlameha ho kenyelletsa dintlha tse latelang:

- Sehlooho, mabitso a felletseng, aterese (ya ntlo le ya poso), le dintlha tsa mothonngwa (imeili le dinomoro tsa mohala), le
- maqephe a mabedi a boitlhaloso (CV) ba mothonngwa. CV e tlameha ho kenyelletsa mabitso a felletseng a mothonngwa, nomoro ya boitsebiso, bong, dintlha tsa ho iteanya le yena (aterese ya imeili le dinomoro tsa mohala), diaterese (ya ntlo le ya poso), lebitso la provense eo a dulang ho yona, botho ba mekgatlo ya seprofeshenale, le tlhaloso e kgutshwane ya boiphihlelo ba hae, tsebo, le bokgoni ba puo kapa/le botjhaba bo amehang.
- Dikhophi tse nnetefaditsweng tsa bukana ya boitsebiso ya mothonngwa le mangolo a thuto le a mosebetsi a mothonngwa.
- Dintlha tse ding tse ka tshehetsang, ho kenyelletsa le mabitso le dintlha tsa dipaki tse pedi (2) bonyane. E nngwe ya dipaki e tlameha ho tswa mokgatlong wa setjhaba kapa setheong sa puo, botjhaba kapa setso.
- Lengolo la kgothaletso leqepheng le le leng le saennweng ke mothonyi le hlalosang hore hobaneng mothonngwa a tshwanelwa ke ho ba le seabo tlhabollong le tshebedisong ya puo e amehang.
- Foromo ya kopo e tlatsitsweng e tlameha ho saenwa ke mothonyi, le motho e mong ya mo tlatsang, mmoho le mothonngwa.

Ha ho thonyo e tla amohelwa ha feela dintlha tse boletsweng ka hodimo di sa fella

Bakeng sa lesedi le felletseng ka tsamaiso le dipehelo, ka kopo etela websaete ya PanSALB ho www.pansalb.org kapa o ikopanye le**:**

Mofts. Nonkululeko Mkhize
Mohala: (012) 341 9638
Imeili: nonkululeko@pansalb.org

Dithonyo di fetisetswe ho: Mohlanka ya ka Sehloohong wa Phethahatso,
Tlhokomediso: Ntshetsopele le Tshebediso ya Dipuo,
Lekgotla la Dipuo Tsohle tsa Afrika Borwa Ka:
Imeili: nominations-nlu@pansalb.org
Ka poso ho: Private Bag X08, Arcadia, 0007

Ka letsoho: 5th Floor, Provisus Building, 523 Stanza Bopape Street, Arcadia, 0083
Letsatsi la ho kwala: 27 Phupjane 2025

Ka kopo tseba hore dikopo tse feksitsweng di keke tsa amohelwa.

"Setjhaba se le seng sa, dipuo tse ngata"

www.pansalb.org

BOARD NOTICE 810 OF 2025

SACPCMP
The South African Council for the Project and Construction Management Professions
— CONSTRUCTING NEW PERSPECTIVES —

AMENDMENT GAZETTE TO BOARD NOTICE 802 OF 2025

THE SOUTH AFRICAN COUNCIL FOR THE PROJECT AND CONSTRUCTION MANAGEMENT PROFESSIONS (SACPCMP)

The South African Council for the Project and Construction Management Professions (SACPCMP) is a statutory body established in terms of the Project and Construction Management Professions Act **(Act No.48 of 2000)**.

In terms of **Section 36(1)** of the Act, the Council is empowered to make rules relating to Registration, as required or permitted by the Act, in order to protect the public interest and regulate the Project and Construction Management professions.

As published for public comment in Board Notice **545 of 2024** in Government Gazette No. **50070** dated **2nd of February 2024**, the Council has now approved the amended Rules for Registration. These rules will come into effect on**1st August 2025**

The approved Rules for Registration can be downloaded at www.sacpcmp.org.za

By Notice on behalf of Council:

Registrar: Mr MIB Matutle

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