

Government Gazette
Staatskoerant

REPUBLIC OF SOUTH AFRICA
REPUBLIEK VAN SUID AFRIKA

Regulation Gazette **No. 11951** *Regulasiekoerant*

Vol. 729 **6** **March Maart** **2026** **No. 54273**

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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.

Contents

No.		Gazette No.	Page No.
GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS			
Employment and Labour, Department of / Indiensneming en Arbeid, Departement van			
R. 7205	Occupational Injuries and Diseases Act (130/1993): Compensation for the Act; Regulations on Chapter XA Inspection Compliance and Enforcement; Rehabilitation, Reintegration and Return-to-Work Regulations and Regulation for the Registration of Third Parties that are Transacting with the Compensation Fund	54273	13
R. 7206	Labour Relations Act, 1995: Furniture Bargaining Council: Extension of period of Operation of the Collective Bargaining Fee Collective Agreement	54273	51
Justice and Constitutional Development, Department of / Justisie en Staatkundige Ontwikkeling, Departement van			
R. 7207	Debt Collectors Act (114/1998): Amendment of Regulations relating to Debt Collectors, 2003	54273	52
R. 7207	Wet op Skuldinvorderaars (114/1998): Wysiging van Regulasies Betreffende Skuldinvorderaars, 2003	54273	54

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** *REGULATION GAZETTE* 2026

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

- **23 December,** Tuesday for the issue of Friday **02 January 2026**
- **02 January,** Friday for the issue of Friday **09 January 2026**
- **09 January,** Friday for the issue of Friday **16 January 2026**
- **16 January,** Friday for the issue of Friday **23 January 2026**
- **23 January,** Friday for the issue of Friday **30 January 2026**
- **30 January,** Friday for the issue of Friday **06 February 2026**
- **06 February,** Friday for the issue of Friday **13 February 2026**
- **13 February,** Friday for the issue of Friday **20 February 2026**
- **20 February,** Friday for the issue of Friday **27 February 2026**
- **27 February,** Friday for the issue of Friday **06 March 2026**
- **06 March,** Friday for the issue of Friday **13 March 2026**
- **13 March,** Friday for the issue of Thursday **20 March 2026**
- **20 March,** Friday for the issue of Friday **27 March 2026**
- **26 March,** Thursday for the issue of Thursday **02 April 2026**
- **01 April,** Wednesday for the issue of Friday **10 April 2026**
- **10 April,** Friday for the issue of Friday **17 April 2026**
- **17 April,** Friday for the issue of Friday **24 April 2026**
- **22 April,** Wednesday for the issue of Thursday **30 April 2026**
- **30 April,** Thursday for the issue of Friday **08 May 2026**
- **08 May,** Friday for the issue of Friday **15 May 2026**
- **15 May,** Friday for the issue of Friday **22 May 2026**
- **22 May,** Friday for the issue of Friday **29 May 2026**
- **29 May,** Friday for the issue of Friday **05 June 2026**
- **05 June,** Friday for the issue of Friday **12 June 2026**
- **11 June,** Thursday for the issue of Friday **19 June 2026**
- **19 June,** Friday for the issue of Friday **26 June 2026**
- **26 June,** Friday for the issue of Friday **03 July 2026**
- **03 July,** Friday for the issue of Friday **10 July 2026**
- **10 July,** Friday for the issue of Friday **17 July 2026**
- **17 July,** Friday for the issue of Friday **24 July 2026**
- **24 July,** Friday for the issue of Friday **31 July 2026**
- **31 July,** Friday for the issue of Friday **07 August 2026**
- **06 August,** Thursday for the issue of Friday **14 August 2026**
- **14 August,** Friday for the issue of Friday **21 August 2026**
- **21 August,** Friday for the issue of Friday **28 August 2026**
- **28 August,** Friday for the issue of Friday **04 September 2026**
- **04 September,** Friday for the issue of Friday **11 September 206**
- **11 September,** Friday for the issue of Friday **18 September 2026**
- **17 September,** Thursday for the issue of Friday **25 September 2026**
- **25 September,** Friday for the issue of Friday **02 October 2026**
- **02 October,** Friday for the issue of Friday **09 October 2026**
- **09 October,** Friday for the issue of Friday **16 October 2026**
- **16 October,** Friday for the issue of Friday **23 October 2026**
- **23 October,** Friday for the issue of Friday **30 October 2026**
- **30 October,** Friday for the issue of Friday **06 November 2026**
- **06 November,** Friday for the issue of Friday **13 November 2026**
- **13 November,** Friday for the issue of Friday **20 November 2026**
- **20 November,** Friday for the issue of Friday **27 November 2026**
- **27 November,** Friday for the issue of Friday **04 December 2026**
- **04 December,** Friday for the issue of Friday **11 December 2026**
- **10 December,** Thursday for the issue of Friday **18 December 2026**
- **17 December,** Thursday for the issue of Thursday **24 December 2026**
- **23 December,** Wednesday for the issue of Thursday **31 December 2026**

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

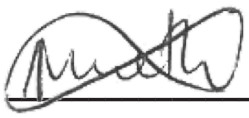
DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. R. 7205 **6 March 2026**

COMPENSATION FOR OCCUPATIONAL INJURIES AND DISEASES ACT, 1993 (ACT NO 130 OF 1993)

I, Nomakhosazana Meth, Minister of Employment and Labour, after consultation with the Compensation Board and the Compensation Commissioner, hereby make the following regulations in terms of Section 97 read with sections 38, 39, 43, 44, 65 and 73(3) of Compensation for Occupational Injuries and Diseases Act, 1993 (Act No 130 of 1993) as amended. The regulations are attached as Schedule A.

The regulations shall be effective on the date of publication hereof



N METH, MP

MINISTER OF EMPLOYMENT AND LABOUR

DATE 7 November 2025

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

SCHEDULE A

Definition of regulation

In these regulations, "the regulations" means the regulations relating to Prescription under the Compensation for Occupational Injuries and Diseases Act, 1993; as amended and any word or expression to which a meaning has been assigned in these regulations shall have that meaning unless the context otherwise indicates.

Table of Contents

Preamble 1

Application of prescription period.....2

Reporting…….3

1. Preamble

The objective of these regulations is to clearly define the period of prescription of claims.

2. Application of the prescription period

(1) The provisions of these regulations shall apply to all occupational accidents and diseases claims, including death arising out of occupational injuries and diseases.

(2) The provisions of these regulations shall include all accidents which occurred and all diseases which were diagnosed prior to the effective date in terms of the proclamation of Act 10 of 2022; and includes death arising out of occupational injuries and diseases.

(3) Claims reported in terms of sections 38, 39, 43, 44, and 65 shall prescribe 3-years after the date of accident or date of the diagnosis of occupational disease or date of treatment in terms of section 73(3).

(4) Claims for Domestic Employees shall be considered retrospectively to 27 April 1994, whether they were reported or not, however, such claims must be reported in the prescribed manner to the Compensation Commissioner within three (3) years from the effective date in terms of the proclamation of Act 10 of 2022.

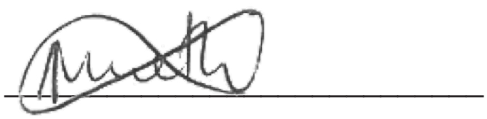
3. Reporting

(1) An employee shall be deemed to have given notice of an accident in terms of section 38(1) in the prescribed manner and for lodging a claim in terms of section 43 by completing and submitting to the Commissioner a duly completed form W.CI.3 (Notice of accident and claims for compensation) or W.CI.14 (Notice of occupational disease and claims for compensation).

(2) An employer shall be deemed to have reported an accident in terms of section 39 to the Commissioner in the prescribed manner by completing and submitting to the Commissioner a duly completed form W.CI.1 (An Employer's report of occupational disease) or W.CI.2 (Employer's report of an accident).

4. EFFECTIVE DATE OF REGULATIONS

These regulations will come into effect on the date of publication hereof in the Gazette.



N METH, MP

MINISTER OF EMPLOYMENT AND LABOUR

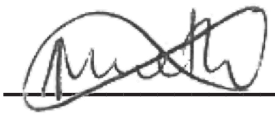
DATE: 7 November 2025

COMPENSATION FOR OCCUPATIONAL INJURIES AND DISEASES ACT, 1993 (ACT NO 130 OF 1993)

REGULATIONS ON CHAPTER XA INSPECTION COMPLIANCE AND ENFORCEMENT

I, Nomakhosazana Meth, Minister of Employment and Labour, after consultation with the Compensation Board, hereby make the following regulations in terms of Section 97 as read with Chapter XA of Compensation for Occupational Injuries and Diseases Act, 1993 (Act No 130 of 1993) as amended. The Regulations are attached as Schedule A.

These Regulations shall be effective on the date of publication hereof



N METH, MP

MINISTER OF EMPLOYMENT AND LABOUR

DATE 7 November 2025

SCHEDULE A

Regulation

In these regulations, "the regulations" means the regulations relating to inspections, compliance and enforcement under the Compensation for Occupational Injuries and Diseases Act, 1993; and any word or expression to which a meaning has been assigned in these regulations shall have that meaning unless the context otherwise indicates

1. DEFINITIONS

"Particulars" means any information, book, document, record or thing that in the opinion of the Commissioner may be considered as relevant for the administration of the Act;

"Letter of good standing" means a valid letter confirming employers' compliance with sections 80, 82, 83, 86, and 87 of the Act issued by the Commissioner.

2. Appointment and identification

(1) An Inspector appointed in terms of Section 93A shall be issued with a certificate stating:

(a) Full names of the Inspector;
(b) That a person is an inspector;
(c) Employee /Persal number; and
(d) Date of appointment; and
(e) Legislation an inspector is monitoring and enforcing.

(2) When conducting inspections in terms of Section 93B(1)(a), an inspector may advise employees of their rights and obligations in terms of the Act which includes amongst others:

(a) the obligation to report an accident in terms of the Act to her/his employer within the prescribed period;
(b) the right to receive benefits or compensation;

(c) the right of employees to object to a decision of the Commissioner in terms of Section 91;

(d) the right to request the Commissioner to vary a decision in terms of section 90;

(e) the obligation of employees to submit themselves for medical examination for any occupational injury or disease suffered or contracted; or

(f) the obligation to submit any information related to an accident.

(3) When conducting an inspection in terms of Section 93B, an inspector may advice employers terms of the Act which includes amongst others:

(a) the obligation to register with the Compensation Fund in terms of Section 80 of the Act;

(b) the obligation to keep records in terms of the Act;

(c) the obligation to submit annual returns to the Compensation Fund in terms of the Act in order to be assessed in terms of Section 82;

(d) the employers right to be assessed by the Commissioner on the earnings and related information declared;

(e) the employer's obligation to pay any assessments, fees, penalties or any other monies due to the Compensation Fund;

(f) the employers right to be refunded any amounts or monies due in terms of the Act;

(g) the right of employers to object to a decision of the Commissioner in terms of Section 91; or

(h) the right to request the Commissioner to vary a decision in terms of section 90.

(4) When conducting investigations in terms of section 93B(1)(c), inspectors shall:

(a) notify the employer of the complaint and request the employer to provide detailed reports or make written representations;

(b) notify the employer of the obligation to comply with any notices and related stipulated due dates as informed by the inspector;

(c) notify the employer of planned site visits in order to conduct further investigation on the complaint, detailing the date, time and where possible the information or records required;

(d) notify the employer of the right to attend or assign an official to attend such site visits by the inspector;

(e) notify the employer of the employer's right to access communication of the outcome of any enquiry, investigation, site inspection or audit;

(f) notify the employer of the inspector's right to issue the employer with a compliance notice and subsequent order of court; on or upon the expiry of the notification period in terms of section 93F or on finalisation of the inspection;

(g) notify the employer of the employer's right to object to a finding of the inspector.

4. Investigation of non-compliance in terms of Section 93F (2)(b)

(1) An inspector may, after issuing the compliance order, investigate with the employer to determine the extent of non-compliance in terms of sections 39(6) and 39(8) with regards to failure to notify the Commissioner of an accident and failure to report the accident in the prescribed manner.

(2) When conducting investigation in terms of section 93F(2)(b) the inspector shall:

(a) furnish the Commissioner with the particulars of the accident in terms of section 40(2)

(b) investigate the employer's failure to pay Temporary Total or partial Disablement to the employee in terms of section 47(3)(a);

(c) confirm with the employer the earnings for the purposes of calculating compensation benefits payable or calculating earning for assessment;

(d) investigate the incidents of negligence of the employer that contributes to accidents or diseases in terms of section 56;

(e) investigate unauthorised deductions of employee earnings in terms of section 64(1);

(f) investigate the failure to notify the Commissioner of an occupational disease in terms of section 68(2);

(g) investigate the failure of the employer to pay an assessment or failure to register and provide particulars in support of accident in terms of section 87; or

(h) conduct verification of the contractor's employee or that of the subcontractor

3.4 When conducting inspection to confirm or ensure compliance, the inspector shall:

(a) notify the employer of the purpose of the compliance inspection;

(b) notify the employer of the employers' obligation to comply with the inspection notice;

(c) notify the employer of planned site visits in order to conduct inspections, detailing the date, time and where relevant the information or records required;

(d) notify the employer of the employer's right to attend or assign an official to attend such site visits by the inspector; or

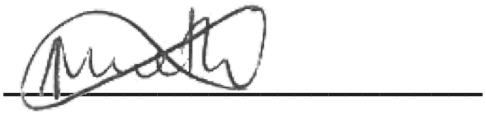
(e) notify the employer of the employer's right to communication of the inspector's outcome of any enquiry, investigation, site inspection or audit.

4. Notice Period

(1) The inspector shall for the purpose of investigation in terms of regulation 4 above, give the employer 14 days' notice to comply with the request for representation.

(2) The inspector shall, for the purpose of inspection in terms of regulation 5 above, give the employer 14 days' notice of its intention to conduct such inspection. The Commissioner may, on a good cause shown, extend the period contemplated in sub-regulations (a) and (b) by a further period of 14 days.

(3) The inspector may in certain exceptional circumstances conduct an inspection or investigation without prior notice to the employer.



N METH, MP

MINISTER OF EMPLOYMENT AND LABOUR

DATE 7 November 2025

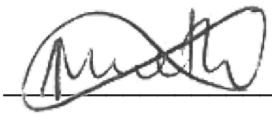
COMPENSATION FOR OCCUPATIONAL INJURIES AND DISEASES ACT, 1993 (ACT NO 130 OF 1993)

THE REHABILITATION, REINTEGRATION AND RETURN-TO-WORK REGULATIONS UNDER THE COMPENSATION FOR OCCUPATIONAL INJURIES AND DISEASES ACT 130 OF 1993

I, Nomakhosazana Meth, Minister of the Department of Employment and Labour, after consultation with the Compensation Board, hereby make the following attached regulations in terms of Section 97 read with Section 70A of Compensation for Occupational Injuries and Diseases Act, 1993 (Act No 130 of 1993) as amended. The regulations are attached hereto as Schedule A.

EFFECTIVE DATE OF REGULATIONS

The regulations will come into effect on the publication date hereof in the Gazette.



Ms N Meth, MP
MINISTER OF EMPLOYMENT AND LABOUR
DATE 7 November 2025

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SCHEDULE A

REGULATIONS ON REHABILITATION, REINTEGRATION AND RETURN-TO-WORK OF EMPLOYEES WHO SUSTAINED OCCUPATIONAL INJURIES OR CONTRACTED OCCUPATIONAL DISEASES

The Regulation

These regulations relate to the Rehabilitation, Reintegration, and Return-to-work of employees who sustained occupational injuries or contracted occupational diseases. These regulations are made under the Compensation for Occupational Injuries and Diseases (Act 130 of 1993) as amended.

TABLE OF CONTENTS

1. **Definitions and Interpretation** 4
2. **Application of regulations** 7
3. **Appointment of Employee Health and Wellness Representative** 8
4. **Obligations of Employee Health and Wellness representatives** 8
4. **Compensation Fund, Licensee, or Employer individually liable to provide Rehabilitation, Reintegration and Return-to-Work** 8
5. **Requirement for enrolment into Rehabilitation, Reintegration and Return-to-Work Programme** 9
6. **Access to information** 10
7. **Roles of the Compensation Fund and Licensee** 11
8. **Functions of Rehabilitation Case Managers** 11
9. **Roles of employers and employers individually liable** 12
11. **Rehabilitation, Reintegration and Return-to-Work Policy Provisions** 14
12. **Assessment of employers participating in a Rehabilitation, Reintegration and Return-to-Work Programme** 14
13. **Obligations of the employee** 15
14. **The Compensation Fund, Licensee or employer individually liable may require assessments and rehabilitation plans** 15
15. **Requirements of rehabilitation healthcare providers** 16
16. **Obligations of rehabilitation healthcare providers** 17
17. **Requirements for the rehabilitation healthcare and frail care facilities** 17
18. **Pre-Authorisation and Liability for Rehabilitation Healthcare Costs** 18
19. **Benefits and costs provided for under Rehabilitation** 18
20. **Payment of Compensation of Benefits** 19

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1. Definitions and Interpretation

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

"Assistive devices" means any device, product, equipment, or tool designed or adapted to enable persons with disabilities to participate in activities, tasks or actions. They may include (i) Mobility aids such as wheelchairs, prostheses and crutches; (ii) Communication aids such as hearing aids FM systems; (iii) Sensory aids such as white canes; noise-reducing headphones and coloured lenses (iv) Technology aids such as computers for alternate and augmentative communication, screen readers, magnifiers, text in audio format;

"Assistive technology" includes assistive, adaptive, and rehabilitative devices and services for persons with disabilities, which enable them to attain independence in functional areas of living;

"Case Manager" means the health professional appointed by the Compensation Fund or the Licensee to conduct case management interventions, which include assessment/evaluation of treatment and rehabilitation, monitoring the implementation of care plans for the employees who sustained occupational injuries or contracted occupational or diseases;

"Clinical Rehabilitation" means the specialised medical and clinical process that focuses on enhancing and restoring functional ability and quality of life for individuals who have experienced impairments or disablement due to occupational injury/disease. This encompasses comprehensive assessment, treatment, and management by a multi-disciplinary team of healthcare professionals to address sensory, physical, cognitive, emotional and social limitations to achieve their maximum potential and attain independence in their daily activities and social participation;

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"Employee health and wellness representative" means an appointed employee or representative acting on behalf of the employer as liaison officer between the Compensation Fund or Licensee with regards to the organisation's Return-to-Work and Occupational Health and Safety programmes;

"Employers" means employers as defined in the Act;

"Employers Individually liable" means Employers as defined in the Act;

"Employees who sustained occupational injuries or contracted occupational diseases" means an employee whose prospects of securing, returning to, retaining and advancing in current employment are substantially reduced because of a physical, psychosocial, cognitive and sensory impairment which was sustained at work or during the cause and scope of employment and liability accepted by the Compensation Fund and/or Licensees;

"Frail Care facility" means a full-time residential health-care facility that provides nursing and specialised care for employees who sustained or contracted occupational injuries/diseases. These are employees who are unable to live independently after reaching Maximum Medical Improvement (MMI);

"Healthcare Practitioner" means an individual registered and licensed to practice within the healthcare profession in terms of the laws and regulations of Republic South Africa. This includes medical doctors, nurses, therapists, psychologists and other healthcare professionals legally authorised to provide medical and clinical rehabilitation services;

"Healthcare service providers" means healthcare professionals or organisations offering medical care, treatment or support to employees who sustained or contracted occupational injuries or disease seeking health-related services;

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"Incapacity" means a state in which an employee who sustained or contracted occupational injuries or diseases is unable to perform certain activities or fulfil specific responsibilities due to physical or mental impairment, disease, injury or disablement;

"Maximum Medical Improvement (MMI)" is described as the point at which the medical condition of an employee who sustained or contracted occupational injuries or diseases has stabilised and is unlikely to improve significantly with further medical treatment;

"Reasonable Accommodation" means necessary and appropriate modifications and adjustments made in the workplace, which may include adaptive assistive devices and technology, not imposing a disproportionate or undue burden, where needed in a particular case, to ensure employees who sustained or contracted occupational injuries or diseases to reintegrate to work**;**

"Rehabilitation" means Rehabilitation as defined in the Act;

"Rehabilitation Healthcare Facilities" means specialised healthcare facilities where medical and/or rehabilitation services are provided by healthcare service providers and designed to provide comprehensive care, therapies and support services for employees recovering from occupational injuries/diseases;

"Rehabilitation, Reintegration and Return-to-Work Programme" is a structured and comprehensive programme that supports employees who sustained or contracted occupational injuries or diseases to recover from occupational injuries, disablement or disease. This includes providing necessary support, therapies, assistive devices, assistive technologies and vocational rehabilitation interventions to facilitate successful transition back into productive employment and seamless reintegration into the workforce;

"Rehabilitation service providers" means professionals or organisations that offer a range of specialised services aimed at helping employees who sustained or

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contracted occupational injuries or diseases to recover from injuries, diseases, or disablement and regain their functional abilities;

"Reasonable, transitional and temporary work" means employment opportunities that may be short-term or serve as a developmental stepping stone for a career path after rehabilitation interventions for employees who sustained or contracted occupational injuries or diseases. These types of work can be beneficial for various reasons, such as gaining experience, acquiring new skills, and income generating whilst searching for long-term employment;

"Return-to-work" means the process of reintegrating an employee into the workplace or Supported Employment Enterprises (SEE) after they have suffered an occupational injury or disease, include enterprise development initiatives that offer support for entrepreneurial endeavours to help the employee attain sustainable income; and

"Statutory councils" refer to governance structures that health professionals must be registered with, including but not limited to the Health Professions Council of South Africa, the South African Nursing Council, and the South African Council for Social Service Professions.

2. Application of regulations

(1) The provisions of these regulations shall prioritise a comprehensive and person-centred approach to facilitate the seamless transition of employees who sustained or contracted occupational injuries or diseases into the workforce. This application encompasses early intervention, holistic rehabilitation programmes, sustainable reintegration, provision of assistive devices & technology and collaboration between relevant stakeholders, reasonable workplace accommodations, vocational rehabilitation interventions, and ongoing support to optimise the affected employees' physical, psychological, and social well-being.

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3. Appointment of Employee Health and Wellness Representative

(1) An employer or an employer individually liable shall designate or appoint an employee health and wellness representative to act as a liaison officer between the Compensation Fund or the Licensee relating to Rehabilitation, Reintegration, and Return-to-Work matters for their business establishment.

4. Obligations of Employee Health and Wellness representatives

(1) An employer shall be responsible for identifying or appointing an employee health and wellness representative, who will act as a liaison officer between the Compensation Fund or Licensee, the employees who contracted occupational injuries/disease and the medical and rehabilitation service providers. The representative shall have the necessary knowledge, skill and competencies in the application of this regulation and shall have the right to: -

(a) request and be provided with all relevant medical and rehabilitation reports, with the employee's consent, pertaining to the employee who contracted occupational disease or sustained occupational injuries;
(b) in consultation with the Rehabilitation Case Manager, collaborate regarding the employee who sustained or contracted occupational injuries or diseases to confirm potential reintegration into the workplace;
(c) coordinate the provision of occupational assistive devices and technology to promote inclusion and independence in the workplace;
(d) coordinate and monitor the approved vocational rehabilitation and return-to-work programme within the relevant functions of the employer;
(e) provide information and support to the employee who contracted occupational injuries/diseases; and
(f) maintain a case/claim file and protect the confidentiality of the information.

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5. Compensation Fund, Licensee, or Employer individually liable to provide Rehabilitation, Reintegration and Return-to-Work

(1) Subject to the provisions of the Act, the Compensation Fund, Licensee and employer individually liable shall provide access to facilities, services and benefits to rehabilitate employees who sustained or contracted occupational injuries/diseases to return-to-work.

(2) Where an employee suffered a permanent or temporary total disablement because of an occupational injury or disease, the Compensation Fund, Licensee, or Employer individually liable shall, with the consent of the employee, provide the employee with access to rehabilitation programmes to assist in restoring the employee's health, independent living and participation in the labour market and society.

(3) The Compensation Fund, Licensee, Employer individually liable or healthcare practitioner may recommend that an employee with occupational injury or disease likely to result in temporary total and/or permanent disablement be referred for a rehabilitation, reintegration and return-to-work programme.

(4) The Compensation Fund, Licensee or Employer individually liable may approve the referral for Rehabilitation, Reintegration and Return-to-Work Programme upon the recommendation of the employer's employee health and wellness representative or a healthcare service provider.

6. Requirement for enrolment into Rehabilitation, Reintegration and Return-to-Work Programme

(1) Enrolment in the Rehabilitation, Reintegration and Return-to-Work Programme will be permitted if liability for the accident or disease is accepted by the Compensation Commissioner or Licensee, as the case may be.

(2) The injury is classified as a temporary and/or permanent disablement as defined in section 1 of the Act.

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(3) The healthcare service provider shall request electronically the Compensation Fund, Licensee or employer individually liable about the further information of employee's who contracted occupational injuries or diseases to recommend enrolment in the Rehabilitation, Reintegration and Return-to-Work Programme.

(4) The Compensation Fund, Licensee or Employer individually liable shall, upon receipt of the request for enrolment and recommendation from the healthcare service provider, consider granting or rejecting the requested services.

7. Access to information

(1) The Compensation Fund, Licensee or employer individually liable may request access to medical records and any information that will assist the Compensation Fund, Licensee or Employer individually liable in discharging their duties in terms of the Act, taking into consideration relevant legislative requirements governing the release of confidential and personal information.

(2) Employees who sustained or contracted occupational injuries or diseases or their representative may provide consent for obtaining personal/health information and/or medical records.

8. Roles of the Compensation Fund and Licensee

The Compensation Fund and/or Licensee shall:

(1) Found, establish, subsidise or assist with the founding, establishment or subsidising of a body or, organisation, or scheme whose objective includes one or more of the following:

(a) facilities designed to provide rehabilitation and assist employees who sustained or contracted occupational injuries or diseases upon their return to work;

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(b) carry out any activity which will contribute to the attainment of any of the objectives referred to in the sub-regulation (1) (a) above;

(c) ensure that employers and employees are informed of their obligations within the occupational setting and the Compensation Fund or Licensees' rehabilitation, reintegration and return-to-work processes;

(d) ensure that appropriate resources are available to support the establishment, implementation and maintenance of the rehabilitation, reintegration and return-to-work programmes;

(e) provide appropriate support to all multi-disciplinary teams, employers, employees, and healthcare providers to ensure that they meet expected goals, objectives and responsibilities in compliance with these regulations;

(f) institute steps to increase stakeholder awareness;

(g) cover authorised medical expenses, clinically appropriate and cost-effective assistive devices and technology for rehabilitation of employees who sustained or contracted occupational injuries or diseases**;**

(h) foster stakeholder relations to streamline services and ensure that qualitative clinical and non-clinical outcomes are achieved for employees who sustained or contracted occupational injuries or diseases;

(i) monitor, evaluate and review the implementation of rehabilitation, reintegration, and return-to-work Programme.

9. Functions of Rehabilitation Case Managers

(1) A case manager, as appointed by the Compensation Fund or Licensee, shall: -

(a) set guidelines for referral of the employees who contracted occupational injuries or diseases for consultation with the relevant multi-disciplinary team involved in rehabilitating employees who sustained or contracted occupational injuries or diseases;

(b) coordinate and, where necessary, recommend a revised individual rehabilitation plan in consultation with the family, support structures, employer, affected employee and multi-disciplinary team;

(c) coordinate the interventions required from the various healthcare and vocational rehabilitation providers;

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(d) approve the rehabilitation plan;

(e) facilitate the implementation of the return-to-work of employees who sustained or contracted occupational injuries or diseases;

(f) monitor the overall progress of the employee's capacity to return to work; and

(g) compile a detailed report to the Compensation Fund or Licensee and employer.

10. Roles of employers and employers individually liable

(1) An employer or employer individually liable must facilitate access to rehabilitation for employees who sustained or contracted occupational injuries or diseases, and assist in their reintegration into the workplace as far as reasonably practicable and in so doing, the employer or employer individually liable must:

(a) facilitate required access and assistance to enable a Case Manager from the Compensation Fund or Licensee to perform their functions upon or prior to the planned request;

(b) submit the reporting data on enrolled rehabilitation, reintegration and return-to-work cases to the Compensation Fund or Licensee in the prescribed manner on an annual basis;

(c) maintain a secure and readily accessible data system containing relevant employee health and rehabilitation information;

(d) keep Rehabilitation, Reintegration and Return-to-Work reports for a period of not less than thirty years;

(e) in the event of business closure or winding up of operations, the employer shall ensure, taking legislative requirements into account, that the medical records of an employee under rehabilitation are transferred to the Compensation Fund or the Licensee as the case may be;

(f) facilitate access to vocational guidance, skills development initiatives, provide reasonable accommodation and assist with job placement opportunities;

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(g) provide support and assistance to employees who sustained or contracted occupational injuries or diseases to enable rehabilitation, medical treatment or assessment**;**

(h) incorporate workplace Rehabilitation, Reintegration and Return-to-Work cases into concrete, predefined internal structures, such as relevant management or operational committees to monitor and implement the programme within the workplace. These structures should include, but not be limited to, Human Resource departments, Health and Safety committees, Workplace Consultative Committees and any other relevant operational groupings that are regularly involved in employee health, safety, and overall workplace management;

(i) provide reasonable accommodation and transitional or temporary work to allow the employees who sustained or contracted occupational injuries or diseases to work safely in the return-to-work process. This may involve changing the physical environment, providing assistive devices or technology, adjusting work schedules, modifying job tasks, transferring the employees who contracted occupational injuries or diseases to an alternative job placement, making provision for a work trial, and/or giving the employees training or any other necessary measure that reasonably accommodates the occupationally injured employees' specific needs;

(j) communicate as soon as reasonably practicable with employees who sustained or contracted occupational injuries/diseases regarding the Return-to-Work process and methods to find appropriate alternative job placements;

(k) educate or raise awareness to co-workers to enhance insight for effective disability inclusion;

(l) consult when the need arises, with all relevant stakeholders to resolve challenges at the workplace that impact the outcomes of the Rehabilitation, Reintegration and Return-to-Work programme;

(m) not to dismiss an employee based on incapacity or reduce the rate of their remuneration or alter terms of their employment conditions to a less favourable one because of being injured on duty or contracting an occupational disease without adhering to labour legislation. Should the employee be dismissed the employer must report such a dismissal to the

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Chief Inspector and the Compensation Fund or Licensees in writing, stating the reasons for dismissal;

(n) in the event of employer dismissing or reducing the remuneration of the injured or occupationally diseased employee, the employer shall notify the Compensation Fund or Licensee of its intention to dismiss or reduce remuneration of the injured or diseased employee; and

(o) notify the Compensation Fund or Licensee in writing (preferably electronically) about the resumption of duty or inability to retain the employee after reasonable efforts have been made to preserve the employment of the employee who sustained or contracted occupational injuries or diseases.

11. Rehabilitation, Reintegration and Return-to-Work Policy Provisions

(1) An employer who participates in rehabilitation, reintegration and return-to-work in terms of section 85(3) or an employer individually liable shall include Rehabilitation, Reintegration and Return-to-Work provisions within their applicable human resources policies. The policy provisions must be freely accessible and communicated to all employees in writing, and they must outline the following: -

(a) procedures that aim and facilitate, where reasonably practicable, to allow an employee to return-to-work;

(b) provision of reasonable accommodation and Assistive Devices and Technology for return-to-work purposes;

(c) an employee health and wellness plan that returns the employee to work early; and

(d) re-skilling of employees for alternative work;

12. Assessment of employers participating in a Rehabilitation, Reintegration and Return-to-Work Programme

(1) Subject to the provisions of section 85, the Compensation Commissioner may assess the employers participating in the Rehabilitation, Reintegration and Return-to-Work programme at a lower rate as the Fund may deem necessary.

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(2) The employers must prepare a report for submission in terms of section 85 for rebate consideration.

13. Obligations of the employee

(1) An employee shall:

(a) avail himself or herself and actively participate in the implementation of the Rehabilitation, Reintegration and Return-to-Work programme;

(b) return to his or her pre-injury workplace and perform pre-injury duties where functionally and medically reasonable; and

(c) accept an offer of reasonable accommodation by the employer, which can include alternative job placement, with or without assistive devices, technology, or duties where this is part of an agreed Return-to-Work plan.

14. The Compensation Fund, Licensee or employer individually liable may require assessments and rehabilitation plans

(1) Before providing clinical, vocational or social rehabilitation to an employee under the Act, the Compensation Fund, Licensee, or employer individually liable, as the case may be, may require the employee to: –

(a) undergo relevant assessment of current functional abilities and limitations for the purposes of rehabilitation; and

(b) cooperate with the Compensation Fund, Licensee, the employer or the employer individually liable in developing and implementing an individual rehabilitation plan.

(2) The individual rehabilitation plan contemplated in sub-regulation (1) (b) shall be approved by the Compensation Fund or Licensee.

(3) The individual rehabilitation plan contemplated in sub-regulation (1) (b) shall be paid for by the Compensation Fund, Licensee or employer individually liable.

(4) The Compensation Fund or the Licensee will authorise the rehabilitation plans in accordance with the relevant Gazettes.

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(5) An individual rehabilitation plan made under sub-regulation (1) (b) shall include but not be limited to the following: -

(a) clinical assessments conducted by various healthcare providers;

(b) identifying and implementing the employee treatment requirements for rehabilitation;

(c) vocational rehabilitation assessments and implementation of vocational rehabilitation interventions, assessment and provision of Assistive Devices and Technology as prescribed in the Gazette and in alignment with the healthcare provider's assessment; and

(d) identifying and monitoring the achievement of the desired treatment outcomes.

(6) The Compensation Fund or Licensee shall provide information to the employee regarding the process to be followed as well as the employee's rights.

(7) An employee who receives rehabilitation benefits shall comply with the terms of an individual rehabilitation plan.

(8) The liability of the Compensation Fund or Licensee for payment for the healthcare service shall be limited to the healthcare services provided in the treatment plan

15. Requirements of rehabilitation healthcare providers

(1) The Compensation Fund or Licensee may only trade with a Rehabilitation healthcare provider who meets the following requirements:

(a) appropriately qualified and experienced to provide rehabilitation and related services;

(b) registered and compliant under the relevant statutory councils, and

(c) provide services according to the appropriate discipline-gazetted codes, rules and pricing.

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16. Obligations of rehabilitation healthcare providers

(1) Approved rehabilitation healthcare provider shall be responsible for the following: -

(a) performing professional duties only in the field where they have been educated and trained and where they have gained experience and professional competencies, considering the extent and limits of such professional expertise;

(b) designing treatment and rehabilitation plans and rendering suitable services, considering the employees' vocational, reintegration and social needs;

(c) liaising with all parties concerned to maximise the efficiency and effectiveness of the rehabilitation plan for the individual employee; and

(d) only rendering products and/or services approved and authorised by the Compensation Fund or Licensee.

17. Requirements for the rehabilitation healthcare and frail care facilities

(1) The Compensation Fund or Licensee will only recognise and utilise a rehabilitation healthcare and frail care facility to render services if:

(a) registered with the Company and Intellectual Property Commission (CIPC);

(b) accredited by the Department of Health and/or Department of Social Development(DSD);

(c) registered with the Compensation Fund/Licensee as a rehabilitation healthcare or frail care facility;

(d) registered with the Board of Healthcare Funders (BHF); and

(e) compliant with the Occupational Health and Safety(OHS) Act.

(2) The Compensation Fund or Licensee will only recognise and utilise a frail care facility to render services if it complies with sub-regulation (1) above.

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18. Pre-Authorisation and liability for Rehabilitation Healthcare Services

(1) The Compensation Fund or Licensee may, in the manner set out in the Gazette and regulated procedures, require that the healthcare service provider comply with a pre-authorisation procedures with respect to non-emergency healthcare services.

(2) The Compensation Fund or Licensee may not be liable for the healthcare services mentioned in sub-regulation (1) where the pre-authorisation has not been granted.

19. Benefits and costs provided for under Rehabilitation

(1) The rehabilitation benefits provided in this sub-regulation consist of the following:

(a) clinical rehabilitation for the physical, cognitive, sensory and psycho-social recovery of the employee and to reduce or remove any physical or functional limitations resulting from an occupational injury or disease;

(b) vocational rehabilitation, as far as it is necessary to assist an employee in preserving, obtaining or regaining employment through vocational counselling, re-skilling/up-skilling, advice on altering the work environment, adjusting and enhancement of tools of trade;

(c) agreed social rehabilitation, as far as it is necessary to assist in restoring an employee's independence and social integration to the maximum extent practical; and

(d) the provision of assistive devices and assistive technology as part of an agreed return-to-work and social reintegration plan.

(2) The following costs of Rehabilitation are covered: -

(a) for clinical rehabilitation, social rehabilitation, and assistive devices & technology for the beneficiaries with permanent and/or temporary total disablement, as contemplated in sub-regulation (1), shall be borne by the Compensation Fund, Licensee, and/or employer individually liable as far as it is deemed necessary, including the costs of supplying, maintaining, and

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repairing Assistive Devices and Technology which have been issued in accordance with the guidelines and costs as published annually in the government gazette;

(b) the non-clinical vocational rehabilitation costs for the unemployed beneficiaries with permanent disablement shall also be borne by the Compensation Fund, or Licensee, as mandated by the specific vocational rehabilitation plan designed for each beneficiary. This includes, amongst others, Vocational Training; and

(c) the costs of non-clinical vocational rehabilitation for employees who returned to work, as contemplated in sub-regulation (1), shall be borne by the employer and the employer individually liable for participating in the rehabilitation, reintegration and return to work of employees. This includes covering the costs of reasonable accommodation and any vocational rehabilitation measures undertaken to support the employee's return-to-work, including, amongst others, Vocational Training.

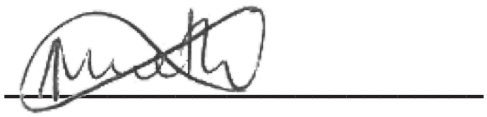
(3) The provision of rehabilitation benefits contemplated in sub-regulation (1) and the resumption of work by an affected employee does not disentitle or disqualify the employee from receiving compensation benefits which would otherwise be payable under this Act.

(4) Notwithstanding sub-regulation (3), the Commissioner may adjust any compensation benefits to a level or levels deemed equitable if the affected employee resumes work or permanent disablement improves or deteriorates based on a rehabilitation plan developed in terms of this regulation.

20. Payment of Compensation of Benefits

(1) The employees undergoing rehabilitation shall not forfeit their Compensation Benefits payable under the Act as the case may be.

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N METH, MP

MINISTER OF EMPLOYMENT AND LABOUR

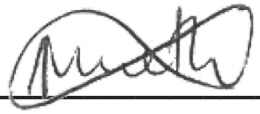
DATE: 7 November 2025

COMPENSATION FOR OCCUPATIONAL INJURIES AND DISEASES ACT, 1993 (ACT NO 130 OF 1993)

REGULATION FOR THE REGISTRATION OF THIRD PARTIES THAT ARE TRANSACTING WITH THE COMPENSATION FUND

I, Nomakhosazana Meth, Minister of Employment and Labour, after consultation with the Compensation Board and the Commissioner, hereby make the following regulations in terms of Section 97 read with section 73(4) (a) and (b) and 73(5) of Compensation for Occupational Injuries and Diseases Act, 1993 (Act No 130 of 1993) as amended.

The regulations are attached as Schedule A.



N METH, MP

MINISTER OF EMPLOYMENT AND LABOUR

DATE 7 November 2025

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SCHEDULE A

REGULATIONS

In these regulations, “the regulations” means the regulations made in terms of section 97 of the Compensation for Occupational injuries and diseases Act, 1993 relating to third parties that are transacting with Compensation Fund; and any word or expression to which a meaning has been assigned in the regulations, shall have that meaning unless the context indicates otherwise

TABLE OF CONTENTS:

1. Purpose……..…2

2. Definitions…….……...3

3. Requirements for third parties’ registration with the Compensation Fund…3

4. Requirements for third parties transacting on behalf of the employers……..6

5. Handling of documents and medical invoices…….....6

6. Terms and conditions for transacting with Compensation Fund…….6

7. Suspension, cancellation or Termination of Third-Party Registration……8

8. Compliance Requirements……...8

7. Effective Date of Regulations……...9

1. PURPOSE

Section 73(4)(a) and (b) require that all third parties that transact with the Fund must be registered with the Fund aiming to enhance transparency and accountability.

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2. DEFINITIONS

"Medical invoice" is a formal billing document submitted by a registered Medical Service Provider (MSP) to the Compensation Fund detailing the medical services rendered to an injured employee or occupationally diseased employee. It includes itemized charges for consultations, treatments, procedures, and other healthcare-related expenses incurred during the treatment or rehabilitation process;

"**Medical Service providers"** means a person who provides health-care services in terms of the law, but not limited to medical practitioners, allied health-care workers, nurses, as defined in section 79 of the Act.

"Health-care facilities" means specialised health-care facilities where medical and/or rehabilitation services are provided by health-care service providers and designed to provide comprehensive care, therapies and support services for employees recovering from occupational injuries or diseases;

"**Registration"** means a process of informing the Commissioner of the existence of a third-party that represents an employer, employee or a Medical Service Provider;

"**Supporting documents"** means official forms that are prescribed by the Commissioner as well as any other specified supporting documents that must be submitted; or

"**Third-party"** means any registered person transacting on behalf of the employee, employer, medical service provider to transact with the Fund. The mandate to transact with the Fund may be given through power of attorney, proxy appointment or a service level agreement.

3. REQUIREMENTS FOR THIRD PARTIES' REGISTRATION WITH THE COMPENSATION FUND

(1) For an entity or individual to register as a third party, the following shall be required in respect of the third party:

(a) A duly completed third-party registration form;

(b) A certified copy of ID of the owner or Director of the company or Board Resolution;

(c) Valid CIPC documents;

(d) Valid proof of registration NPO, NPC, Trust;

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(e) Power of Attorney;
(f) Proof of address of the business;
(g) Valid tax clearance certificate;
(h) Valid Letter of good standing;(issued by Fund, SAICA, etc)
(i) Proof of registration with recognised professional bodies (SAIPA, Regulatory bodies. FSCA, NCR).

(2) The registration shall be valid for a period of 24 months and renewable by giving the Commissioner three months' notice prior to the expiry of the initial registration or renewal period.

(3) The Commissioner shall receive the registration and consider the information and documentation contained therein within 60 working days, in which he or she shall decide to accept or reject the request for registration or make further enquiry.

(4) The registration of third parties shall be from 1st March every year and close at the end of June of the same year.

(5) The Commissioner may reject a third-party registration if the requirements in sub-regulation 1 above are not complied with, or-
(a) If a third party submits false information or records on behalf of the employee, the employer, or medical services provider; or
(b) If a third party is no longer compliant with their statutory requirements.

(6) Until such time as the Commissioner has decided to accept or reject the registration, the third party may continue to operate as if it was registered, provided:

(a) The third party was in operation prior to the promulgation of these regulations; or

(b) If the Commissioner permits it.

(7). The Commissioner shall communicate the rejection outcome in writing.

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(8) Should the Commissioner not process a third party's registration within 60 days, the registration shall be deemed as rejected, and the Commissioner shall on request provide written reasons to the third party.

(9) A third-party that disagrees with the written reasons contemplated in sub-regulation 3.7 may lodge an objection in terms of section 91.

(10) A third-party must be capable of obtaining the exact or unaltered electronic or paper copy of the Compensation Fund employer assessment information, employee claim documents, medical invoices and reports from and with the permission of employer, Medical Service Providers or employees to submit the documents and invoices on their behalf for processing.

(11) A third-party, who is an employer as defined in the Act, must be duly registered with the Fund and maintain its good standing in terms of all Fund compliance obligations.

(12) The third-party shall annually supply the Commissioner with documentary evidence confirming:

(a) Good standing with the Fund.

(b) Tax clearance certificate/SARS PIN;

(c) Confirmation on the letterhead that:

(i) The directors are unchanged;

(ii) Alternatively copy/ies of identity document/s of newly appointed director/s;

(iii) The address is unchanged, alternatively updated proof of address.

(13) Where a third-party changes representation with an employee, employer or medical service provider, the third party must notify the Commissioner in writing within 7 days from the date of termination of the mandate.

(14) An employee, employer or medical service provider may not submit a claim or medical invoices to the Commissioner through more than 1 third-party in the same year unless the prior written notification has been given to the Commissioner.

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4. REQUIREMENTS FOR THIRD PARTIES TRANSACTING ON BEHALF OF EMPLOYERS

(1) A third-party must at registration submit a signed list of employers to be represented.

(2) A third-party must ensure that each employer represented is duly registered with the Fund and compliant with all employer obligations in terms of the Act and keep all records as required by the Fund in terms of the Act.

5. HANDLING OF DOCUMENTS AND MEDICAL INVOICES

(1) A third-party must comply with the following requirements when administering medical claims on behalf of their valid contracted medical service providers.

(2) A third-party must:

(a) Keep the claim documents or data in the exact, unaltered paper or electronic form as obtained from the medical service provider; including the unaltered medical invoice number as received;
(b) Provide the Fund with relevant claim documents within the requested time period; and
(c) Notify the Commissioner within 30 days of any financial or procedural irregularities identified when transacting with the Fund.

6. TERMS AND CONDITIONS FOR TRANSACTING WITH THE FUND

(1) The Commissioner reserves the right to register only a third party that fully meets the requirements as set out in regulation 3 and/or 4 above.

(2) The Commissioner may after giving a third party a notice, suspend or terminate the registration if a registered third party does not comply with the provisions of Act or its regulations.

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(3) A Medical Service Provider who treated an occupational injured or diseased employee is legally accountable for all medical claims and reports submitted to the Commissioner on their behalf by a third-party. As such the Commissioner reserves the right to contact the Medical Service Provider directly in relation to any claims that have been lodged or submitted to the Commissioner by a third-party.

(4) An employer, employee or Medical Service Provider is legally accountable to the Commissioner for any claim or assessment documents or records submitted on their behalf by a third party. As such the Fund reserves the right to contact the employee, employer or Medical Service Provider directly in relation to any claim that have been lodged or submitted to the Fund by a third-party.

(5) Prior to submitting invoices, a third party must ensure that medical service providers contracted to it are registered and compliant with the relevant statutory and health professional organizations, during the period(s) of service for which they are submitting invoices. Medical invoices of Medical Service Provider who is not in good standing with their relevant statutory health professional organization shall not be processed by the Fund.

(6) The Fund shall not provide or disclose any information for services rendered by the Medical Service Provider prior to the commencement of a contract between Medical Service Provider and a third-party, unless appropriate consent and authorization have been granted by the Medical Service Provider for such disclosure.

(7) The Commissioner may, after giving notice to a third-party, cancel a third-party's registration where it no longer complies with the registration requirements.

(8) The third-party must keep such records in their original state as received from employees, employers or Medical Service Providers and must furnish the Commissioner with such documents on request.

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(9) A third party may not be allowed to receive payment for the fees due to the employee, employer or medical services provider by the Commissioner unless such a third party is registered and authorized to handle the finances of another person.

7. SUSPENSION CANCELLATION OR TERMINATION OF THIRD-PARTY REGISTRATION

(1) The Commissioner may suspend or terminate the registration of a third-party:

(a) If a registered third-party does, after being requested and granted reasonable opportunity to rectify any non-compliance issues, fails or refuses to comply with the Act, its regulations, and all applicable policies of Compensation Fund;

(b) If a registered third-party or its directors are found to have conducted themselves in a manner that creates a conflict of interest between the third-party and its represented employers or Medical Service Providers;

(c) If a third-party is placed under sequestration, liquidation or placed under business rescue and the business rescue practitioner has not proven that the business of the third-party can be rescued.

(d) If the employers represented are not compliant in terms of the Act; including the represented employers' contractors who are non-compliant in terms of section 89.

(e) If the Third-Party has issued a statement which is offensive or false to the Fund, and has upon request to withdraw or retract such a statement refused or fails to do so.

8. COMPLIANCE REQUIREMENTS

(1) The employer, third-party representatives, including employers and Medical Service Providers represented may be subjected to an audit on their processes on compliance obligations in terms of the Act.

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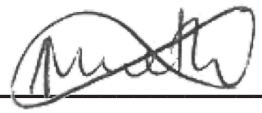
(2) A third-party must, upon receipt of reasonable written notice of the Commissioner be available for physical or virtual meetings with representatives of the Fund for the following reasons:

(a) a review of its business and systems processes; and

(b) verification of electronically submitted invoices, claims and employers' assessment information.

9. **EFFECTIVE DATE OF REGULATIONS**

These regulations will come into effect on the date of publication hereof in the Gazette.



N METH, MP

MINISTER OF EMPLOYMENT AND LABOUR

DATE 7 November 2025

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DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. R. 7206 **6 March 2026**

LABOUR RELATIONS ACT, 1995

FURNITURE BARGAINING COUNCIL: EXTENSION OF PERIOD OF OPERATION OF THE COLLECTIVE BARGAINNG FEE COLLECTIVE AGREEMENT

I, **STEPHEN RATHAI**, Director: Collective Bargaining, duly authorised thereto by the Minister of Employment and Labour, hereby, in terms of section 32(6)(a)(i) of the Labour Relations Act, 1995, extend the period fixed in Government Notices Nos R.20 of 20 January 2017, R. 752 of 28 July 2017, R. 496 of 18 May 2018, R.1037 of 5 August 2019, R. 436 of 14 August 2020, R. 213 of 23 April 2021, R. 998 of 28 April 2-22, R. 1686 of 17 March 2023, R. 4951 of 7 June 2024 and R.6205 of 15 May 2025 by a further period ending **30 April 2027**.

.....
DIRECTOR: COLLECTIVE BARGAINING

DATE: 25/02/2026

DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT

NO. R. 7207 **6 March 2026**

AMENDMENT OF REGULATIONS RELATING TO DEBT COLLECTORS, 2003: DEBT COLLECTORS ACT, 1998

The Minister of Justice and Constitutional Development has, under section 23 of the Debt Collectors Act, 1998 (Act No. 114 of 1998), and after consultation with the Council for Debt Collectors, made the regulations in the Schedule.

SCHEDULE

Definitions

1. In this Schedule **"the Regulations"** means the regulations published by Government Notice No. R. 185 of 7 February 2003, as amended by Government Notices Nos. R. 1623 of 7 November 2003, R. 741 of 29 July 2005, R. 1044 of 2 November 2007, as corrected by Government Notice No. R. 1093 of 23 November 2007 and amended by Government Notices Nos. R. 1120 of 27 November 2009, R. 162 of 1 March 2011, R. 623 of 10 August 2012, R. 381 of 7 June 2013, R. 1272 of 23 December 2015, R. 1141 of 27 October 2017 and R. 580 of 22 May 2020.

Amendment of regulation 11 of the Regulations

2. Regulation 11 of the Regulations is hereby amended by the substitution for the expression "R1023,00" of the expression "R1225,00".

Substitution of Annexure B of the Regulations

3. The following Annexure is hereby substituted for Annexure B to the Regulations:

"ANNEXURE B
Expenses and fees
[Regulation 11]

Note: The total amount to be recovered from the debtor in respect of items 1 to 7 of the Annexure shall not exceed the capital amount of the debt or R1225,00, whichever is the lesser.

Item	Description	Amount
1.(a)	Necessary ordinary letter, registered letter, facsimile or e-mail:	R25.00 (and in the case of a registered letter, the costs of the registration fee to be added).
1.(b)	Registered letter (section 57 of the Magistrates' Courts Act, 1944 (Act No. 32 of 1944)):	The amount as prescribed from time to time in item 8 of Annexure

Item	Description	Amount
		2, Table A, Part II of the Rules Regulating the Conduct of the Proceedings of the Magistrates' Courts of South Africa.
1.(c)	Necessary electronic communication, other than facsimile or e-mail, (per electronic communication):	R3.50 (maximum of ten electronic communications per month).
2.	Necessary phone call, which is not a consultation (per call):	R25.00
3.	Other necessary expenses not specifically provided for, a total amount of:	R25.00
4.(a)	Acknowledgement of debt and undertaking to pay debt in terms of section 57 or section 58 of the Magistrates' Courts Act, 1944 (Act No. 32 of 1944) (including the necessary consultation with debtor):	The amount as prescribed from time to time in items 9 and 10 of Annexure 2, Table A, Part II of the Rules Regulating the Conduct of the Proceedings of the Magistrates' Courts of South Africa.
4.(b)	Original documents signed by the debtor under item 4(a) at the debtor’s residence or place of work:	R250.00
4.(c)	Necessary registered credit bureau search:	R16.00 (maximum of four searches per month).
5.	At the request of the debtor, the drawing up and furnishing of a settlement account, other than the six monthly settlement account:	R50.00
6.	Correspondence received and attended to:	R13.00
7.	Necessary consultation with debtor:	R60.00
8.	Attending taxation:	R98.00
9.	On receipt of an instalment (one or more) in redemption of the debt inclusive of instalments made directly to the client:	A fee of 10% of the instalment received, subject to a maximum amount of R 610.00 No additional fee shall be charged for any attendance in connection with the receipt or payment of any instalment.".

DEPARTEMENT VAN JUSTISIE EN STAATKUNDIGE ONTWIKKELING

NO. R. 7207 **6 Maart 2026**

WYSIGING VAN REGULASIES BETREFFENDE SKULDINVORDERAARS, 2003: WET OP SKULDINVORDERAARS, 1998

Die Minister van Justisie en Staatkundige Ontwikkeling het kragtens artikel 23 van die Wet op Skuldinvorderaars, 1998 (Wet No. 114 van 1998), en na oorleg met die Raad vir Skuldinvorderaars, die regulasies in die Bylae uitgevaardig.

BYLAE

Woordomskrywing

1. In hierdie regulasies beteken **"die Regulasies"** die regulasies afgekondig by Goewermentskennisgewing No. R. 185 van 7 Februarie 2003, soos gewysig deur Goewermentskennisgewings Nos. R. 1623 van 7 November 2003, R. 741 van 29 Julie 2005, R. 1044 van 2 November 2007, soos reggestel deur Goewermentskennisgewing No. R. 1093 van 23 November 2007 en gewysig deur Goewermentskennisgewings Nos. R. 1120 van 27 November 2009, R. 162 van 1 Maart 2011, R. 623 van 10 Augustus 2012, R. 381 van 7 Junie 2015, R. 1272 van 23 Desember 2015, R. 1141 van 27 Oktober 2017 en R. 580 van 22 Mei 2020.

Wysiging van regulasie 11 van die Regulasies

2. Regulasie 11 van die Regulasies word hierby gewysig deur die uitdrukking "R1023,00" deur die uitdrukking " R1225,00" te vervang.

Vervanging van Aanhangsel B tot die Regulasies

3. Aanhangsel B tot die Regulasies word hierby deur die volgende Aanhangsel vervang:

"AANHANGSEL B
Uitgawes en gelde
[Regulasie 11]

Let wel: Die totale bedrag wat van 'n skuldenaar ingevolge items 1 tot 7 van die Aanhangsel gevorder staan te word, mag nie die kapitale bedrag van die skuld of R1225, 00, na gelang van watter die minste is, oorskry nie.

Item	Beskrywing	Bedrag
1.(a)	Noodsaaklike gewone brief, geregistreerde brief, faksimilee of e-pos:	R25,00 (en in die geval van 'n geregistreerde brief, die koste vir registrasie bykomend).

1.(b)	Geregistreerde brief (artikel 57 van die Wet op Landdroshowe, 1944 (Wet No. 32 van 1944)):	Die bedrag soos van tyd tot tyd voorgeskryf in item 8 van Aanhangsel 2, Tabel A, Deel II van die 'Rules Regulating the Conduct of the Proceedings of the Magistrates' Courts of South Africa'.
Item	**Beskrywing**	**Bedrag**
1.(c)	Noodsaaklike elektroniese kommunikasie, anders as faksimilee of e-pos (per elektroniese kommunikasie):	R3,50 (maksimum van tien elektroniese kommunikasies per maand).
2.	Noodsaaklike telefoonoproep, wat nie 'n konsultasie daarstel nie (per oproep):	R25,00.
3.	Ander noodsaaklike uitgawes waarvoor daar nie spesifiek voorsien is nie, 'n totale bedrag van:	R25,00.
4.(a)	Erkenning van skuld en onderneming om skuld ingevolge artikel 57 of artikel 58 van die Wet op Landdroshowe, 1944 (Wet No. 32 van 1944), (insluitende nodige konsultasie met skuldenaar) te betaal:	Die bedrag soos van tyd tot tyd voorgeskryf in items 9 en 10 van Aanhangsel 2, Tabel A, Deel II van die 'Rules Regulating the Conduct of the Proceedings of the Magistrates' Courts of South Africa'.
4.(b)	Oorspronklike dokumente deur die skuldenaar onder item 4(a) by die skuldenaar se woning of werksplek geteken:	R250,00.
4.(c)	Noodsaaklike geregistreerde kredietburo soek:	R16,00 (maksimum van vier soeke per maand).
5.	Op versoek van die skuldenaar, die opstel en verskaffing van 'n ander afrekeningstaat, as die sesmaandelikse afrekeningstaat:	R50,00.
6.	Korrespondensie ontvang en hanteer:	R13,00.
7.	Noodsaaklike konsultasie met skuldenaar:	R60,00.
8.	Bywoning van taksasie:	R98,00.
9.	By ontvangs van 'n paaiement (een of meer) ter delging van die skuld, insluitend betalings direk aan kliënt gemaak:	Gelde van 10% van die paaiement ontvang, onderhewig aan 'n maksimum bedrag van R610,00. Geen bykomende fooi sal gehef word vir enige verskyning in verband met die ontvangs of betaling van enige paaiement nie.".

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