

Government Gazette
Staatskoerant

REPUBLIC OF SOUTH AFRICA
REPUBLIEK VAN SUID AFRIKA

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

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

IMPORTANT NOTICE:

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

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government printing
Department:
Government Printing Works
REPUBLIC OF SOUTH AFRICA

HIGH ALERT: SCAM WARNING!!!

TO ALL SUPPLIERS AND SERVICE PROVIDERS OF THE GOVERNMENT PRINTING WORKS

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

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

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

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

Example of e-mails these fraudsters are using:

PROCUREMENT@GPW-GOV.ORG

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

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

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

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

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

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

Fake Tenders

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

How tender scams work

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

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

OR

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

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

Protect yourself from being scammed

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

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

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

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

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

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

GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT

NO. 7415 **30 April 2026**

INFORMATION REGULATOR (SOUTH AFRICA)
Ensuring protection of your personal information and effective access to information

Woodmead North Office Park, 54 Maxwell Drive, Woodmead
Johannesburg, 2191, Gauteng Province, South Africa
P.O Box 31533, Braamfontein, Johannesburg, 2017
Email: enquiries@inforegulator.org.za
Website: www.inforegulator.org.za
Toll Free: +27 80 001 7160

21 APRIL 2026

NOTICE IN TERMS OF SECTION 61(2) OF THE PROTECTION OF PERSONAL INFORMATION ACT NO 4 OF 2013 (POPIA) ABOUT THE OWN INITIATIVE CODE OF CONDUCT OF THE INFORMATION REGULATOR ON THE PROCESSING OF PERSONAL INFORMATION AT GATED ACCESSES IN SOUTH AFRICA, ISSUED UNDER SECTION 60(1) OF THE PROTECTION OF PERSONAL INFORMATION ACT 4 OF 2013 (POPIA).

1. In terms of the provisions of section 61(2) of POPIA, the Information Regulator (Regulator) gives notice of the proposed *Own Initiative Code of Conduct on the Processing of Personal Information at Gated Accesses in South Africa* that deals with how personal information will be processed in the gated accesses.

2. The purpose of the code of conduct is to-
   2.1 to prescribe sector specific obligations that give practical effect to the eight conditions for lawful processing under POPIA in gated access environments
   2.2 and promote appropriate practices by all gated accesses in governing the processing of personal information in terms of POPIA; to ensure proportionality between security needs and privacy rights; standardise lawful access control practices; regulate high risk technologies (including CCTV and biometric systems); strengthen governance and accountability; and provide effective complaints and enforcement mechanisms.

Adv. FDP Tlakula (Chairperson), **Adv. LC Stroom** (Full-time Member),
Mr. MV Gwala (Part-time Member).
Mr. M Mosala (Chief Executive Officer)

3. The code of conduct scope-

3.1 This Code applies to any public or private body that determines the purpose and means of processing personal information at a gated accesses where appropriate, the processing of personal information (including personal information of data subjects).
and

3.2 the enforcement by gated accesses of the provisions of the code of conduct.

4. A notice will be published in the Government Gazette in compliance with section 61(2) of POPIA. Affected persons are invited to submit written comments to the Regulator email address: POPIACompliance@inforegulator.org.za. within fourteen (14) days after publication of the notice in the Government Gazette. A copy of the code of conduct will be made available on the Regulator's website, alternatively, a request for a copy of the code may be made by addressing correspondence to email address: POPIACompliance@inforegulator.org.za

DEPARTMENT OF TRANSPORT

NO. 7416 **30 April 2026**

CIVIL AVIATION ACT, 2009 (ACT NO. 13 OF 2009)

CIVIL AVIATION REGULATIONS, 2011

The Minister of Transport intends, in terms of Section 155(1) of the Civil Aviation Act, 2009 (Act No. 13 of 2009) and on the recommendation of the Civil Aviation Regulations Committee (CARCom), to amend the Civil Aviation Regulations, 2011, by the Amendment of the following Parts set out in Schedules below:

Schedule 1	Part	71	RPAS Personnel Licensing (UASNT)
Schedule 2	Part	97	Drone Light Show
Schedule 3	Part	139	Aerodromes and Heliports
Schedule 4	Part	172.03.12	Airspace and air traffic service
Schedule 5	Part	185	Enforcement

The Director of Civil Aviation intends, in terms of Section 163 of the Civil Aviation Act and on recommendation of CARCom, to amend the Technical Standards by the Amendment of the following Parts set out in the Schedules below:

Schedule 6	SA-CATS	60	Flight Simulator training devices
Schedule 7	SA-CATS	64	Cabin Crew licensing
Schedule 8	SA-CATS	67	Medical certification
Schedule 9	SA-CATS	97	Drone Light Show
Schedule 10	SA-CATS	139	Aerodromes and Heliports

Electronic copies of the draft Amendments are available on the South African Civil Aviation Authority website at www.caa.co.za and may also be requested from Keitumetse Segami at RDSecretariat@caa.co.za. Interested persons are hereby invited to submit written comments on these draft Amendments on or before **29 May 2026** to the Chairperson of CARCom, for the attention of:

Ms. Keitumetse Segami
Ikhaya Lokundiza
Byls Bridge office Park, Boulevard
Dooringkloof
Centurion, 0157
Email: RDSecretariat@caa.co.za
Tel: (011) 545 1032

PARLIAMENT OF THE REPUBLIC OF SOUTH AFRICA

NOTICE 3912 OF 2026

PARLIAMENT OF THE REPUBLIC OF SOUTH AFRICA

NO. XXXX 2026

MS NOBUNTU HLAZO-WEBSTER, MP

NOTICE OF INTENTION TO INTRODUCE A PRIVATE MEMBER'S BILL AND INVITATION FOR COMMENT ON THE DRAFT BILL, NAMELY THE EMPLOYMENT EQUITY AMENDMENT BILL, 2026

Ms Nobuntu Hlazo-Webster, MP, acting in accordance with section 73(2) of the Constitution of the Republic of South Africa, 1996 ("the Constitution"), intends to introduce the Employment Equity Amendment Bill, 2026 ("the draft Bill) in the National Assembly of Parliament. An explanatory summary of the draft Bill is hereby published in accordance with Rule 276(1)(*c*) of the Rules of the National Assembly.

The draft Bill aims to eliminate certain employment practices that undermine the constitutional and statutory objectives of equality and fair labour practice, and that prevent the effective realisation of equal pay for work of equal value.

It intends to do this by:

1. Prohibiting any enquiry during recruitment or appointment processes into the current or past salary of a job applicant to determine their salary upon appointment; and
2. Promoting pay transparency in employment practices by providing for:
    a. The objective determination of remuneration during job classification, grading or evaluation processes;
    b. The disclosure upfront of the remuneration or remuneration range that an employer intends to pay for any vacancy, internal promotion or transfer opportunity; and
    c. An employee's right to request and share information regarding the range of remuneration paid for the position in which they are currently employed or for the position for which they want to apply.

Section 23(1) of the Constitution entrenches the right of everyone to fair labour practices. Section 9 provides for the right to equality and non-discrimination. The Employment Equity Act, 1998 (Act No. 55 of 1998) ("the Act"), was enacted to give effect to these rights in the workplace by promoting equal opportunity and fair treatment in employment through the elimination of unfair discrimination.

Since then, the promotion of equal pay for work of equal value has advanced in line with international law. In 2000, South Africa ratified the International Labour Organisation Convention, 1951 (No. 100) concerning Equal Remuneration.[1] Section 3 of the Employment Equity Amendment Act, 2013 (Act No. 47 of 2013), subsequently introduced section 6(4) into the Act to promote equal pay for work of equal value. Section 6(4) provides that a difference in terms and conditions of employment between employees of the same employer performing the same or substantially the same work or work of equal value, based on any of the listed

[1] To date, 175 of the 187 International Labour Organisation member states have signed this Convention.

grounds referred to in section 6(1) of the Act, is unfair discrimination. The Code of Good Practice on Equal Pay/Remuneration for Work of Equal Value issued in 2015 provides a guide to employers and employees on how to apply the principle of equal pay/remuneration for work of equal value in their workplaces. In addition, the Employment Equity Regulations, 2025 prescribe the criteria and methodology for assessing work of equal value, as envisaged by section 6(5) of the Act.

Despite these advancements, many employees continue to face employment practices that prevent the realisation of equal pay for work of equal value. The draft Bill is directed at two such practices that perpetuate cycles of economic exclusion.

The first is the widespread reliance on an applicant's current or past salary to determine their salary in a new role. Job applicants remain entrapped by low wages for life if prospective employers determine their remuneration based on previous salaries tainted by historic bias.

The second involves the lack of pay transparency in employment practices. Not determining the remuneration for every job or position on an objective basis, and not disclosing proposed remuneration or clear remuneration ranges during recruitment and appointment processes, disempower applicants for jobs, transfers and promotions. This is exacerbated if employees and applicants are not free to request or share remuneration information. A lack of pay transparency deters qualified applicants from applying for jobs, promotions and transfers, and limits their ability to negotiate fairly during recruitment and appointment processes.

The combined impact of relying on current or past remuneration information and the lack of pay transparency reduces mobility for talented individuals and contributes to their underpayment once employed. This entrenches inequality and diminishes trust in the labour market. Given South Africa's history of pay discrimination, this impact is felt disproportionately along lines of race, gender and disability.

By prohibiting the reliance on current or past remuneration information and promoting pay transparency, the draft Bill accordingly seeks to encourage a job market that is more equitable and more competitive. It seeks to address persistent salary disparities based on race, gender and disability by creating the opportunity for previously disadvantaged applicants to escape the impact of past pay discrimination through prohibiting reliance on their current or past pay. It empowers all applicants for jobs, transfers and promotions by reducing information asymmetry and protecting their right to request and share remuneration information.

The draft Bill aligns with the growing international trend of jurisdictions that have passed and implemented salary history bans and laws that compel pay transparency to expose and eliminate disparities. It builds on the existing provisions of the Act that seek to promote equal pay for work of equal value. It reinforces the principle that the value of work must be assessed on an objective and rational basis by requiring the same approach when remuneration is determined. It is a necessary step to break the systemic inequality that has defined the South African labour market and to move towards the constitutional promise of employment justice.

Interested parties and institutions are invited to submit written representations on the proposed content of the draft Bill to the Speaker of the National Assembly within 30 days of the publication of this notice. Representations can be delivered to the Speaker, New Assembly Building, Parliament Street, Cape Town; mailed to the Speaker at PO Box 15, Cape Town 8000; or e-mailed to speaker@parliament.gov.za and copied to info@fairpaybill.co.za.

Copies of the draft Employment Equity Amendment Bill, 2026 may be requested from Build One South Africa (BOSA) at info@fairpaybill.co.za. The draft Bill and information related to the processing of the Bill are also available at https://fairpaybill.co.za.

DEPARTMENT OF TRADE, INDUSTRY AND COMPETITION

NOTICE 3913 OF 2026

COMPETITION TRIBUNAL
NOTIFICATION OF DECISION TO APPROVE MERGER

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

Case No.	Acquiring Firm	Target Firm	Date of Order	Decision
LM175Jan26	DHL Supply Chain (South Africa) (Pty) Ltd	Vital Distribution Solutions (Pty) Ltd, Staffing Logistics (Pty) Ltd	02/04/2026	Approved
LM181Feb26	Shoprite Financial Services Ltd	Shoprite Financial Services Ltd	07/04/2026	Approved
LM188Feb26	Super Group Dealerships, a division of Super Group Trading (Pty) Ltd	Stucky Motors Multi-Franchise (Pty) Ltd	08/04/2026	Approved
LM183Feb26	WBHO Construction (Pty) Ltd	Zamori 172 (Pty) Ltd	14/04/2026	Approved
LM200Mar26	ATTBID (Pty) Ltd	RMB Holdings Ltd	14/04/2026	Approved

The Chairperson Competition Tribunal

BOARD NOTICE 915 OF 2026

CONSTRUCTION INDUSTRY DEVELOPMENT BOARD

NAMES OF CONTRACTORS REMOVED FROM THE CIDB REGISTER OF CONTRACTORS PUBLISHED IN TERMS OF THE CONSTRUCTION INDUSTRY DEVELOPMENT REGULATIONOF 2024

The Construction Industry Development Board hereby publishes in terms of regulation 30(2) of the Construction Industry Development Regulations, the particulars of the findings of the Board as set out in the **Schedule**.

Contractor name	**CRS** (Contractor Registration Service) number	**Company/Corporation Registration Number**	**Nature of Complaint**
Denzhelashu Trading and Projects	10230088	2018/198934/07	The contractor breached the requirements and conditions of registration by submitting fraudulent documents as track record for grading purpose.
Sanction imposed by CIDB			
Effective date: 31 March 2026 The Board orders that: 1. The contractor be removed from the CIDB Register of Contractors database.			

Contractor name	**CRS** (Contractor Registration Service) number	**Company/Corporation Registration Number**	**Nature of Complaint**
Tintswalo Construction and Engineering Solutions	10383159	2019/307511/07	The contractor breached the requirements and conditions of registration by submitting fraudulent documents as track

			record for grading purpose.
Sanction imposed by CIDB			
Effective date: 31 March 2026 The Board orders that: 1. The contractor be removed from the CIDB Register of Contractors database.			

Contractor name	**CRS** (Contractor Registration Service) number	**Company/Corporation Registration Number**	**Nature of Complaint**
Lufuno Lwashu Trading	10128976	2011/019279/23	The contractor breached the requirements and conditions of registration by submitting fraudulent documents as track record for grading purpose.
Sanction imposed by CIDB			
Effective date: 31 March 2026 The Board orders that: 1. The contractor be removed from the CIDB Register of Contractors database.			

Contractor name	**CRS** (Contractor Registration Service) number	**Company/Corporation Registration Number**	**Nature of Complaint**
Manobath Investment	10267038	2017/109454/07	The contractor breached the requirements and conditions of registration by submitting fraudulent documents as track

			record for grading purpose.
Sanction imposed by CIDB			
Effective date: 31 March 2026 The Board orders that: 1. The contractor be removed from the CIDB Register of Contractors database.			

Contractor name	**CRS** (Contractor Registration Service) number	**Company/Corporation Registration Number**	**Nature of Complaint**
Precede Enterprise (Pty)Ltd	10165307	2018/107293/07	The contractor breached the requirements and conditions of registration by submitting fraudulent documents as track record for grading purpose.
Sanction imposed by CIDB			
Effective date: 31 March 2026 The Board orders that: 1. The contractor be removed from the CIDB Register of Contractors database.			

Contractor name	**CRS** (Contractor Registration Service) number	**Company/Corporation Registration Number**	**Nature of Complaint**
Ruach Civils	10159141	2014/068865/07	The contractor breached the requirements and conditions of registration by submitting fraudulent documents as track record for grading purpose.

Sanction imposed by CIDB
Effective date: 31 March 2026 The Board orders that: 1. The contractor be removed from the CIDB Register of Contractors database.

Contractor name	**CRS** (Contractor Registration Service) number	**Company/Corporation Registration Number**	**Nature of Complaint**
MMM Batau Trading and Projects	10245824	2018/398396/07	The contractor breached the requirements and conditions of registration by submitting fraudulent documents as track record for grading purpose.
Sanction imposed by CIDB			
Effective date: 31 March 2026 The Board orders that: 1. The contractor be removed from the CIDB Register of Contractors database.			

Contractor name	**CRS** (Contractor Registration Service) number	**Company/Corporation Registration Number**	**Nature of Complaint**
Package Direct (Pty)Ltd	10227232	2016/406614/07	The contractor breached the requirements and conditions of registration by submitting fraudulent documents as track record for grading purpose.
Sanction imposed by CIDB			
Effective date: 31 March 2026			

The Board orders that:

1. The contractor be removed from the CIDB Register of Contractors database.

Contractor name	**CRS** (Contractor Registration Service) number	**Company/Corporation Registration Number**	**Nature of Complaint**
RM Mashaba Projects	10130740	2017/213123/07	The contractor breached the requirements and conditions of registration by submitting fraudulent documents as track record for grading purpose.
Sanction imposed by CIDB			
Effective date: 31 March 2026 The Board orders that: 1. The contractor be removed from the CIDB Register of Contractors database.			

Contractor name	**CRS** (Contractor Registration Service) number	**Company/Corporation Registration Number**	**Nature of Complaint**
Lumay Projects	10195195	2018/380810/07	The contractor breached the requirements and conditions of registration by submitting fraudulent documents as track record for grading purpose.
Sanction imposed by CIDB			
Effective date: 31 March 2026 The Board orders that:			

1. The contractor be removed from the CIDB Register of Contractors database.

Contractor name	**CRS** (Contractor Registration Service) number	**Company/Corporation Registration Number**	**Nature of Complaint**
Zinhlebulosieco	10206399	2015/165364/07	The contractor breached the requirements and conditions of registration by submitting fraudulent documents as track record for grading purpose.
Sanction imposed by CIDB			
Effective date: 31 March 2026 The Board orders that: 1. The contractor be removed from the CIDB Register of Contractors database.			

Contractor name	**CRS** (Contractor Registration Service) number	**Company/Corporation Registration Number**	**Nature of Complaint**
Sgubudu Contractors	10376298	2016/544953/07	The contractor breached the requirements and conditions of registration by submitting fraudulent documents as track record for grading purpose.
Sanction imposed by CIDB			
Effective date: 31 March 2026 The Board orders that: 1. The contractor be removed from the CIDB Register of Contractors database.			

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