

DEPARTMENT OF WATER AND SANITATION

NO. 1366

07 DECEMBER 2018

MZIMVUBU-TSITSIKAMMA WATER MANAGEMENT AREA (WMA 7) IN THE EASTERN CAPE PROVINCE: AMENDING AND LIMITING THE USE OF WATER IN TERMS OF ITEM 6 OF SCHEDULE 3 OF THE NATIONAL WATER ACT OF 1998; FOR URBAN, AGRICULTURAL AND INDUSTRIAL (INCLUDING MINING) PURPOSES

The Minister of Water and Sanitation has, in terms of item 6(1) of Schedule 3 of the National Water Act of 1998 (Act 36 of 1998) (The Act), empowered to limit the use of water in the area concerned if the Minister, on reasonable grounds, believes that a water shortage exists within the area concerned. This power has been delegated to me in terms of Section 63 (1) (b) of the Act.

Therefore, I, Deborah Mochotlhi, in my capacity as the Acting Director-General of the Department of Water and Sanitation hereby under delegated authority, in terms of item 6 (1) of Schedule 3 read with section 72(1) of the Act, publish a notice in the gazette to amend and limit the taking and storing of water in terms of section 21(a) and 21(b) by all users in the geographical areas listed and described below, as follows:

1. The Algoa Water Supply System (WSS) and associated primary catchments:

- a. Decrease the curtailment from 30% to 25% on all taking of water from surface or groundwater resources for domestic and industrial water use from the Algoa WSS and the relevant parts of the catchments within which the Algoa WSS occurs.
- b. Decreased the curtailment from 80% to 60% on all taking of water from surface or groundwater resources for agricultural water use from the Algoa WSS and the relevant parts of the primary catchments within which the Algoa WSS occurs.
- c. The taking of water from individual sub-systems and dams in the Algoa WSS be limited to the reduced allocations as specified in Table 1.

Table 1: Dams & sub-systems of the Algoa WSS with restricted allocations for 2018/9, (based on Annual Operating Analysis and Algoa WSS Operating Forum meeting decisions of 14th June 2018)

Scheme / Dam	River catchment	Restricted Allocation Availability
Kouga & Loerie Dams Scheme	Kouga River	13.41 Mm ³ /a for domestic use (NMBM), 23.82 Mm ³ /a for irrigation use, 0.88 Mm ³ /a for domestic use (Kouga LM)
Churchill & Impofu Dams	Kromme River	36.56 Mm ³ /a for domestic use (NMBM, including 3.38 Mm ³ /a for domestic use at Kouga LM) 0.8 Mm ³ / for irrigation use.
Noolgedagt	Sundays River	50 Mm ³ /a for domestic use (NMBM)
Groendael Dam	Kwazunga River	6.50 Mm ³ /a for domestic use (NMBM) and 1.44 Mm ³ /a for irrigation use
Van Stardens, Sand & Bulk Dams	various	3.33 Mm ³ /a for domestic use (NMBM)

- d. The Eastern Cape Provincial Head is delegated the power to lift the water restrictions should the Algoa WSS recover to above 65% before the next decision date on 1 June 2019.
 - e. I hereby direct the Eastern Cape Provincial Head to cease further releases from any system dams once an agricultural bulk water user association, irrigation board and /or individual water users have depleted their curtailed annual bulk volumes.
2. Other water schemes / dams and their catchments affected by drought, listed in table 2 below:
 - a. The taking of water from the water schemes/dams listed in Table 2 below for domestic, industrial and irrigation use be restricted by the percentages shown in the corresponding rows,
 - b. The taking of surface or ground water for domestic, industrial and irrigation water use within the catchments above the schemes/dams listed in table 2 be restricted at the same percentage level (as in Table 2) applicable to the scheme/dam in the corresponding catchment.

Table 2: Other Water Schemes with restricted use, (based on Dam Operating Rules and risk assessments).

Scheme / Dam	River catchment	DM / LM	Restriction Required
Nqweba Dam	Sundays River	Dr Beyers Naude LM	10% of allocation for domestic use
Oxkraal Dam	Oxkraal River	CHDM	30% of allocation for irrigation use
Howiesonspoort & Settlers Dams	Palmiet River	Makana LM	10% of allocation for domestic use & 70% of irrigation use
Jameson & Milner Dams	New Years River	Makana LM	10% of allocation for domestic use & 70% of irrigation use
Xilinx & Gcuwa Dams	Xilinx River	Amathole DM	10% of allocation for domestic use
Toleni Dam	Toleni River	Amathole DM	10% of allocation for domestic use
Mhlanga Dam	Mhlanga River	ORTambo DM	10% of allocation for domestic use
Ntenetyana	Ntenetyana River	Alfred Nzo DM	15% of allocation for domestic use

3. The curtailments in points (1) and (2) above are measured against the water allocations / water registrations or water demand of the users as per projected annual water use.
4. The limitation applies from the date of publication of this gazette until the next decision month of June 2019, or they are reviewed again.
5. All water use sectors groups and individuals taking water from any water resource (surface or groundwater) regardless of their authorisation type, in the geographical areas listed and described above in the Mzimvubu to Tsitsikamma Water Management Area, shall install electronic water recording, monitoring or measuring devices to enable monitoring of abstractions, storage and use of water by existing lawful users and

establish links with any monitoring or management system as well as keeping of records of the water used.

6. Records of metered volumes abstracted shall be provided, with effect from 30 days following the date of publication of this notice, in a format specified by the Department and shall continue such recording and reporting data monthly to the Department by the 5th day of each month to metering.mzitsidws.gov.za

All the affected Water Service Authorities must ensure that all domestic water users, at least, have access to basic water service and that potable water supply to all domestic water users is not completely restricted.

In exercising these powers I have given preference to, the maintenance of the Reserve, treated all water users on a basis, that is fair and reasonable, considered the actual extent of the water shortage, the likely effects of the shortage on the water users, the strategic importance of any water use and any water rationing or water use limitations by a Water Services Institution having jurisdiction in the area concerned, under the Water Services Act 108 of 1997.

Placing limitation on the taking of water use as set out in this notice is an administrative action, affecting the rights of the public as contemplated in section 4 of the Promotion of Administrative Justice Act 3 of 2000 (PAJA). After I have taken into consideration all relevant factors, including those referred in section 4 (4) (b), I have decided that it is reasonable and justifiable in the circumstances to depart from the requirements referred to in section 4 (1)(a) to (e), (2) and (3) and instituted these amendments and limitation without allowing the water users affected and other role players to comment on the matter before I institute the amendment / limitation.

This Notice replaces any other previous authorization on water use issued by the Department relating to water users from systems, dams and schemes specified in this Notice.


ACTING DIRECTOR-GENERAL
DATE: 07/11/2018

GENERAL NOTICES • ALGEMENE KENNISGEWINGS

DEPARTMENT OF AGRICULTURE, FORESTRY AND FISHERIES**NOTICE 770 OF 2018****ANIMAL DISEASES ACT, 1984 (ACT NO 35 OF 1984)****Veterinary Procedural Notice for African horse sickness control in South Africa or “AHS VPN” under the Animal Diseases Act, 1984 (Act No 35 of 84) and the Animal Diseases Regulations (R.2026 of 1986)**

I, Senzeni Zokwana, Minister of Agriculture, Forestry and Fisheries hereby

- (a) invite all interested institutions, organisations and individuals to submit written comments on the draft AHS VPN, and to do so within 90 days of the date of publication of this notice to the following address:

The Director
Directorate: Animal Health
Department of Agriculture
Private Bag X138
PRETORIA
0001

E-mail: KerryL@daff.gov.za and Camilla@saehp.com

- (b) inform all interested parties that the draft AHS VPN can be obtained from the Director: Animal Health or alternatively can be accessed on the DAFF website <http://www.daff.gov.za/daffweb3/Branches/Agricultural-Production-Health-Food-Safety/Animal-Health/information/dahpolicy>

MR. SENZENI ZOKWANA

Minister for Agriculture, Forestry and Fisheries

PUBLIC CONSULTATION NOTICE:**VETERINARY PROCEDURAL NOTICE FOR AFRICAN HORSE SICKNESS CONTROL
ALSO KNOWN AS THE "AHS VPN"**

African horse sickness (AHS) is a viral disease of equids (horses, donkeys, mules and zebras) that is transmitted by *Culicoides* midges. The disease is capable of causing severe illness and death in horses, which may adversely affect the livelihoods of the owners of working and sporting animals and the communities that depend upon them. AHS also has a significant impact on the international trade and movement of horses, donkeys, mules and zebra.

The majority of South Africa is considered to be naturally infected with AHS (endemic for AHS) and in this infected zone vaccination and decreasing exposure to midges are the main protective measures against AHS.

There is a region in the Western Cape Province (WCP) with low AHS infection pressure and this area is home to many horses, mules and donkeys that are naive and therefore vulnerable to severe infections of AHS. These areas in the WCP have been legislated under the Animal Diseases Act 1984 (Act no 35 of 84) as the "AHS controlled area". The AHS controlled area relies on movement control, vaccination control and surveillance to prevent incursions of AHS and safeguard its vulnerable equids and the status of the area.

The AHS controlled area is also an area from which trade in equids can take place internationally. There is great potential for rapid expansion of the equine industry and beneficial research into enhanced AHS preventive and treatment methods; especially should trade and competition with international markets be opened for South Africa.

Since 1996, various guidelines and procedure documents are used to manage AHS in South Africa. These guidelines and procedure documents for AHS control have been revised into a single, updated document, which is also in line with evolving international legislation, the current scientific knowledge on AHS and technological advances in animal traceability and database management. This consolidated document is known as the "Veterinary Procedural Notice for AHS Control" or "AHS VPN" and is applicable to persons who keep equids in the AHS controlled area or who want to move equids to or within the AHS controlled area. The draft of the consolidated AHS VPN, along with its associated standard operating procedures, is hereby presented for consultation before official approval of the document.

This notice serves to invite comment on the draft Veterinary Procedural Notice for African horse sickness control for a period of three (3) months from the date of publication of this notice. A copy of the draft AHS VPN can be accessed on the DAFF website (<http://www.daff.gov.za/daffweb3/Branches/Agricultural-Production-Health-Food-Safety/Animal-Health/information/dahpolicy>) or obtained on request from Kerryl@daff.gov.za and Camilla@saehp.com.

Comments on the draft Veterinary Procedural Notice for African horse sickness Control must be sent in writing, before the end of the consultation period, to the Director: Animal Health at the above address or preferably via email to Kerryl@daff.gov.za and Camilla@saehp.com

DEPARTMENT OF AGRICULTURE, FORESTRY AND FISHERIES**NOTICE 771 OF 2018****NON-GOVERNMENTAL ORGANIZATION****SOUTH AFRICAN MEAT INDUSTRY COMPANY (SAMIC)**

The South African Meat Industry Company (SAMIC) has been appointed as assignee in terms of section 2(3) of the Agricultural Product Standards Act (Act No. 119 of 1990), to apply the Regulations regarding the Classification and Marking of Meat intended for Sale in the Republic of South Africa (No. R. 55 of 30 January 2015) at all red meat abattoirs who participate in the voluntary classification and marking of meat system. In terms of section 3(1)(1A) of Agricultural Product Standards Act (Act No. 119 of 1990), SAMIC hereby impose the following fees as approved by the members of the Red Meat Industry Forum at SAMIC's AGM, which will be effective from **1 January 2019**:

1. Abattoir Service Fees:

Abattoir Grade	Service fee / Month (VAT excluded)
High Throughput	R 4,665.22
Low Throughput	R 2, 969.00

2. Fees for auditing of Quality Indication Marks:

Type of Quality Indication Audit	Service fee per Audit (VAT excluded)
Farm Audits – Woolworths	R3,875.54
Farm Audits – All other QI Marks	R1,179.14
Feedlot Audits	R2,891.14
Abattoir Audits	R2,289.80
Deboning Plant Audits	R2, 289.80
Trade Outlet Audits	R560.68
Franchise Audits	R560.68
Wholesale Audits	R560.68

Official Kilometres Travelled for Audits = R5.50/km

3. Inspection fee for imported meat:

R600.00 / audit

ECONOMIC DEVELOPMENT DEPARTMENT**NOTICE 772 OF 2018****COMPETITION TRIBUNAL****NOTIFICATION OF DECISION TO APPROVE MERGER**

The Competition Tribunal gives notice in terms of rules 34(b)(iii) 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
LM160Aug18	Philafrica Foods (Pty) Ltd	Sunshine Bakery Holdings (Pty) Ltd	07/11/2018	Approved
LM216Feb17	Newdisc	Card Transfer Business	07/11/2018	Approved
LM164Aug18	Globeleg South Africa Holdings (Pty) Ltd	SA Springbok Holdings (Pty) Ltd	09/11/2018	Approved
LM315Mar18	Sibanye Gold Limited	Lonmin PLC	21/11/2018	Approved Subject to Conditions
LM195Oct18	Equites Property Fund Ltd	Investec Property Fund Ltd	28/11/2018	Approved
LM196Oct18	Community Property Company (Pty) Ltd	The Crossing Shopping Centre	28/11/2018	Approved
LM197Oct18	Sea Harvest Group Ltd	Ladismith Cheese Company (Pty) Ltd	28/11/2018	Approved

**The Chairperson
Competition Tribunal**

**DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT
NOTICE 773 OF 2018**

PROMOTION OF ACCESS TO INFORMATION ACT, 2000

DESCRIPTION SUBMITTED IN TERMS OF SECTION 15(1)

I, Tshililo Michael Masutha, Minister of Justice and Correctional Services, hereby publish under section 15(2) of the Promotion of Access to Information Act, 2000 (Act No. 2 of 2000), the descriptions submitted to me in terms of section 15(1) of the said Act by the –

DEPARTMENT OF AGRICULTURE, FORESTRY AND FISHERIES

As set out in the Schedule



**TSHILOLO MICHAEL MASUTHA, MP (ADV)
MINISTER FOR JUSTICE AND CORRECTIONAL SERVICES**

FORM D
DEPARTMENT OF AGRICULTURE, FORESTRY AND FISHERIES
AUTOMATICALLY AVAILABLE RECORDS AND ACCESS TO SUCH RECORDS
(Section 15 of the Promotion of Access to Information Act, 2000 (Act 2 of 2000))
[Regulation 5A]

DESCRIPTION OF CATEGORY OF RECORDS AUTOMATICALLY AVAILABLE IN TERMS OF SECTION 15(1) (a) OF THE PROMOTION OF ACCESS TO INFORMATION ACT, 2000	MANNER OF ACCESS TO RECORDS (e.g. website) (SECTION 15(1) (b))
FOR INSPECTION IN TERMS OF SECTION 15(1)(a)(i)	
1. All DAFF Acts Agriculture	Website of DAFF at www.daff.gov.za
2. Plant Breeders Rights Act, 1976 <ul style="list-style-type: none"> • Inspection of the Register of the Plant Breeders' Rights 	Free of charge at the Office of the Registrar of the Plant Breeders Rights Act at telephone number (012) 319-6096 or e-mail ElnaDB@daff.gov.za , Address: Harvest House 255, 30 Hamilton Street
3. Plant Improvement Act, 1976 <ul style="list-style-type: none"> • Inspection of a document submitted to the Registrar in terms of the Plant Improvement Act, 1976 	Access can be obtained upon payment of the prescribed fee, through enquiry to the Registrar of the Plant Improvement Act, 1976 at JoanS@daff.gov.za or tel. nr (012) 319-6034
4. Animal Improvement Act, 1998 (Act No. 52 of 1998) <ul style="list-style-type: none"> • Registration of semen collectors, inseminators, embryo collectors, embryo transferors import agents, reproduction centres, donor animals, animal breeders' societies and registering authorities which have been registered and approved as such. Fees for this service are annually gazetted • List of all breeds registered in terms of the above mentioned Act, at payment of the prescribed fee 	<p>Can be obtained through written or telephonic request to the Director: Animal Production at e-mail JoelM@daff.gov.za or tel. nr. (012) 319-7597</p> <p>Can be obtained through written or telephonic request to the Director: Animal Production at e-mail JoelM@daff.gov.za or tel. nr. (012) 319-7597</p>
5. Genetically Modified Organisms Act, 1997 (Act No. 15 of 1997) <ul style="list-style-type: none"> • Permit application forms • Executive Council minutes • Permit list • Standard operating procedure with regard to regulation 4 of the GMO act • Standard Operating Procedures with 	Can be obtained through the departmental website www.daff.gov.za/Branches/Agricultural Production-Health and Food Safety/Genetic Resources/Biosafety or through enquiry to the Registrar of the GMO Act (012) 319-6382

<p>regard to regulation 2920 of the GMO Act</p> <ul style="list-style-type: none"> • Policy on GMO consignment in transit • Policy on extension of permits • List of GMO events currently approved in South Africa • Laboratories registered in terms of the GMO Act for issuance of the GMO status certificates 	
<p>6. Agricultural Pests Act, 1983 (Act No. 36 of 1983)</p> <ul style="list-style-type: none"> • Issuing of import permits for plants, plant products and other regulated articles in terms of the Agricultural Pests Act 	<p>Information can be accessed by clients/importers via the email PlantHealthPermits@daff.gov.za; Tel (012) 319-6102/6130/6396/6207 or Fax: (012) 319 6370.</p> <p>Fees are applicable</p>
<p>7. Animal Diseases Act, 1984 (Act No. 35 of 1984) and Meat Safety Act (Act No. 40 of 2000)</p> <ul style="list-style-type: none"> • Issuing of Veterinary Imports Permits in terms of the above mentioned two Acts) 	<p>Information can be assessed by clients/importers via the email: VelPermits@daff.gov.za; Tel (012) 319 7514/77461/7633/7503/7632/7406/7500/7510 or Fax: (012) 329 8292</p> <p>Fees are applicable</p>
FOR PURCHASING IN TERMS OF SECTION 15(1)(a)(ii)	
Annual Report on Commercial Timber Resources and Primary Roundwood Processing in South Africa	Resource Centre Forestry, Hamilton Street 110, Room 414
Plant Breeders Rights Act, 1976 Plant Breeders' Rights Distinctness, Uniformity and Stability (DUS) reports	<p>Can be obtained by other countries' PBR Authorities from the Office of the Registrar upon payment of the prescribed fee, through enquiry to the Registrar: PBR Act.</p> <p>Contact number (012) 319 6096 or e-mail at ElnaDB@daff.gov.za</p>
Plant Improvement Act, 1976 Reports for distinctness, uniformity and stability (DUS)	<p>Can be obtained by variety registration authorities of other countries from the Office of the Registrar through enquiry to the Registrar of Plant Improvement. Contact number (012) 3196034 or email at JoanS@daff.gov.za</p>
FOR COPYING IN TERMS OF SECTION 15(1)(a)(ii)	
Information on Info Packs and Publications of DAFF which are respectively free of charge and those that can be bought but are available from the Agricultural Resources Centre; Directorate: Knowledge and Information Management tel. nr. (012) 319-7141/7085 Sheila Flockton or on the DAFF website www.daff.gov.za	
Plant Breeders' Rights Act. 1976	
A copy of particulars in the register of a document submitted to the Registrar in connection with an application for the grant of a plant breeder's right (PBR)	<p>Can be obtained through written or telephonic request or e-mail correspondence from the Office of the Registrar of the PBR Act. Contact number (012) 319-6906 or e-mail at ElnaDB@daff.gov.za. Hard copy obtainable upon payment of prescribed fees</p>

<p>Plant Improvement Act, 1976</p> <p>Application for a copy of a document submitted to the registrar in terms of the Plant Improvement Act, 1976</p>	<p>Access can be obtained upon payment of the prescribed fee, through enquiry to the Registrar of the Plant Improvement Act, 1976, at JoanS@daff.gov.za or tel. nr. (012) 319-6034</p>
<p>AVAILABLE FREE OF CHARGE IN TERMS OF SECTION 15(1)(a)(iii)</p> <p>Annual report of DAFF</p> <p>Policy for managing locust outbreaks</p> <p>Policy for managing Red Billed Quelea outbreaks</p> <p>The following data pertaining to the potential, state of use of natural agricultural resources:</p> <ol style="list-style-type: none"> Grazing capacity 2018 Land capability 2016 Gully erosion 2011 Field crop boundaries 2017 <p>Status of applications lodged in terms of Subdivision of Agricultural Land Act (Act 70 of 1970) (SALA)</p> <p>Application Forms and Application Types:</p> <ol style="list-style-type: none"> LA 7/700 (Subdivision) LA 7/101 (Undivided shares) AGR 01/004 (Long Terms Lease, Servitude, Sectional Title, Habitation and Share Block Scheme) LEB 7/105 (Establish or enlarge area of jurisdiction) <p>Conservation of Agricultural Resources Act No. 43 (Act 43 of 1983) (CARA)</p> <ol style="list-style-type: none"> CARA Control Measures Application to burn veld and graze burnt veld Application to cultivate virgin soil 	<p>DAFF website</p> <p>DAFF website or by request to IkafengK@daff.gov.za (012) 309 5722/23</p> <p>E-mail to the Director of Climate Change and Disaster Management IkafengK@daff.gov.za or tel nr. (012) 309 5722/23</p> <p>Can be accessed by completing a data request form from: E-mail AnnelizaC@daff.gov.za or PaulA@daff.gov.za.</p> <p>Can be accessed by clients via the helpdesk: e-mail ThokoB@daff.gov.za; (012) 319-7634 Fax 012 329-5938 or via the website at http://www.agis.agric.za/agriland</p> <p>Can be accessed on the Departmental website at: http://www.daff.gov.za/daffweb3/Branches/Forestry-Natural-Resources-Management/LUSM/Documents</p>
<p>Plant Breeders' Rights Act, 1976</p> <p>- Plant Variety Journals which include:</p> <ul style="list-style-type: none"> List of approved and rejected PBR's List of transfers of PBR's List of denominations, including alterations thereof List of surrenders of PBR's List of withdrawals PBR's List of applicants and agents <p>Variety description in terms of a variety examined, including coloured illustrations thereof</p>	<p>PVJs can be obtained from the DAFF website www.daff.gov.za/Branches/APHFS/Genetic Resources/Plant Breeders' Rights</p> <p>Can be obtained through written or telephonic request or e-mail correspondence from the Office of the Registrar of the PBR Act. Contact number (012) 319-6906 or e-mail at</p>

<p>Plant Improvement Act 1976 Varietal lists for seed crops, fruit crops and potato</p>	<p>ElnaDB@daff.gov.za. Hard copy obtainable upon payment of prescribed fees</p> <p>Varietal lists can be obtained from the DAFF website: http://www.daff.gov.za/daffweb3/Branches/Agricultural-Production-Health-Food-Safety/Plant-Production/Varietal-Listing</p>
<p>Forestry</p> <p>From the body free of charge-</p> <ul style="list-style-type: none"> • State of the Forests (SOF) • Forest Sector Broad Based Black Economic Empowerment Charter • White paper on Sustainable Forest Development in SA • Policy regarding access to State Forests • Compliance and Enforcement Policy • The Participatory Forestry Management Policy and Strategy, 2004 • Policy on the formation of Umbrella Fire Protection Associates • Policy on exemptions from the duty to prepare and maintain firebreaks in terms of section 14 of the National Veld and Forest Fire Act • Policy Principles and Guidelines for Control of Development Affecting Natural Resources • Woodland Strategy Framework, June 2005 • Urban Greening Strategy, 2005 • List of Principle Criteria, Indicators & Standards (guidelines for Sustainable Forest Management) • User guide to the Forest Sector Board-Based Black Economic Empowerment Charter • List of protected trees species under the National Forests Act, 1998 (Act No. 84 of 1998) • List of particular trees and particular groups of trees "Champion Trees" under section 12(1) and (B) of the National Forests Act, 1998 (Act No. 84 of 1998) • Genesis Report Part I The contribution, costs and development opportunities of the Forests, Timbers, Pulp and Paper Industries • Genesis Report Part II South African Forestry Industry Market Analysis 	<p>Most of these documents are available on the Departmental Website: www.daff.gov.za Hard copies are obtainable from the National Office: Forestry and Natural Resources Management Branch to the National Forestry Office at e-mail: LihleM@daff.gov.za</p> <p>Forestry books and journals are also accessible from the Departmental Library Resource Centre. There is limited access to certain material archived in the electronic resource centre linked to the website: http://www.daff.gov.za/daffweb3/Resource-Centre</p>

<p>2005</p> <ul style="list-style-type: none"> • Fire Protection Association Annual Report 2009/2010 • Forestry Indaba Report 2009 (Proceedings) • The revised veldfire risk classification (veldfire risk assessment map) of South Africa, 2010 • Key Issues Paper on Forest Enterprise Development (FED), January 2005 • A Strategy Framework to support Forest Enterprise Development (FED) in South Africa, August 2005 • South African Forestry Industry Market Analysis, 2005 • Report on the Assessment of the Gauteng Firewood Market and the Origin of Protected Tree Firewood Products sold, 2007 • Eastern Cape Forest Sector Profile • Forestry Books and Journals • Forestry and Fire awareness materials • Forestry maps • Key Issues on Forestry Enterprise Development (FED) January, 2005 • Historical review of the Forestry Development in South Africa • Study of supply and demand of Industrial Roundwood in South Africa • Study and supply of softwood sawlog and sawn timber in South Africa • Logging reference 1, 2, 3 • Charcoal production, forestry and subsector studies • Forest Mushroom Sector Analysis • National, Forest Sector Research and Development Strategy • Green Heritage (Trees Forests and Woodlands of South Africa) • Integrated National Forest Protection Strategy • Agroforestry strategy framework for South Africa March 2017 • A guideline for rural communities to be successful in the forest sector: running a charcoal business • A guideline for rural communities to be successful in the forest sector: running a beekeeping business • A guideline for rural communities to be successful in the forest sector: running a planning, managing people and your business • A guideline for rural communities to be successful in the forest sector: 	
---	--

<p>running a tree growing business</p> <ul style="list-style-type: none"> • A guideline for rural communities to be successful in the forest sector: running a sawmill business • The determination of forestry transport requirements in relation to transport development plans at National, Provincial and Municipal Area 2012 • National Forest Sector Research and Development Strategy 2012 	
<p>Fisheries Management</p> <ul style="list-style-type: none"> • Chief Directorate: Aquaculture & Economic Development: <ul style="list-style-type: none"> - Marine permit application forms and requirements - Aquaculture guidelines • Chief Directorate: Monitoring, Control & surveillance: <ul style="list-style-type: none"> - Standard Operating Procedures for Honorary Marine Conservation Inspectors • Chief Directorate: Marine Resource Management: <ul style="list-style-type: none"> - Records of Decision (Fishing Rights Allocation Processes) - Summaries or General Published Reasons (GPR) - Registers - Permit Application forms and requirements - Permit conditions - Summaries of TAC and TAE per sector - Transfer of Fishing Right application forms and requirements - Performance review sector policies - Score sheets - Sector specific policy - General policy on Allocation and Management of Fishing Right fees • Chief Directorate: Fisheries Research & Development: <ul style="list-style-type: none"> - Scientific Working Group documents and reports that do not relate to the current year's TAC/TAE recommendation - Published scientific papers and reports • Other: <ul style="list-style-type: none"> - Strategic Plans - Recreational fishing brochure - State of South Africa's Marine Re- 	<p>For records of Fisheries Management ZugeraG@daff.gov.za. Share- call tel.0860003474;0214023256/3436/363 or fax(021) 4023362 can be contacted to gain access to these services. In certain instances these documents are available free of charge on the Departmental website.</p>

<p>sources</p> <ul style="list-style-type: none">- Annual Report MLRF- Financial statements- Human resource data- MLRA and Regulations- A guide to the small scale fisheries sector (4 coastal languages)- List of recognised small scale fishers in South Africa- Government Gazette in respect of fees (e.g.: permit, levy and licences)- Government gazette in respect of Grant of Right fees	
--	--

DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT**NOTICE 774 OF 2018****PROMOTION OF ACCESS TO INFORMATION ACT, 2000****DESCRIPTION SUBMITTED IN TERMS OF SECTION 15(1)**

I, Tshililo Michael Masutha, Minister of Justice and Correctional Services, hereby publish under section 15(2) of the Promotion of Access to Information Act, 2000 (Act No. 2 of 2000), the descriptions submitted to me in terms of section 15(1) of the said Act by the –

DEPARTMENT OF BASIC EDUCATION

As set out in the Schedule

**TSHILOLO MICHAEL MASUTHA, MP (ADV)****MINISTER FOR JUSTICE AND CORRECTIONAL SERVICES**



REPUBLIC OF SOUTH AFRICA

FORM D

AUTOMATICALLY AVAILABLE RECORDS AND ACCESS TO SUCH RECORDS:
 (Section 15 of the Promotion of Access to Information Act 2000 (Act no. 2 of 2000))
 [Regulation 5A]

DESCRIPTION OF CATEGORY OF RECORDS AUTOMATICALLY AVAILABLE IN TERMS OF SECTION 15(1)(a) OF THE PROMOTION OF ACCESS TO INFORMATION ACT, 2000	MANNER OF ACCESS TO RECORDS (e.g. website) (SECTION 15(1)(a))
FOR INSPECTION IN TERMS OF SECTION 15(1)(a)(i):	
(a) Reports (b) Forms (c) Booklets (d) Marketing material (e) Posters (f) Pamphlets (g) Leaflets (h) News articles (i) Speeches (j) Media releases (k) Information on the DBE's programmes (l) Examination papers (m) National Curriculum Statements and other curriculum-related material (n) Any other literature intended for public viewing which may be published	On request from leukes.c@dbe.gov.za or mokonyane.i@dbe.gov.za
FOR PURCHASING IN TERMS OF SECTION 15(1)(a)(ii):	
Not applicable	www.education.gov.za
FOR COPYING IN TERMS OF SECTION 15(1)(a)(ii)	
As under the heading "FOR INSPECTION ..."	www.education.gov.za
AVAILABLE FREE OF CHARGE IN TERMS OF SECTION 15(1)(a)(iii)	
As under the heading "FOR INSPECTION ..." Also – Promotion of Access to Information Act Manual Promotion of Access to Information Act section 32 and section 18 Annual Reports	Hard copies available on request www.education.gov.za

DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT

NOTICE 775 OF 2018

PROMOTION OF ACCESS TO INFORMATION ACT, 2000**DESCRIPTION SUBMITTED IN TERMS OF SECTION 15(1)**

I, Tshililo Michael Masutha, Minister of Justice and Correctional Services, hereby publish under section 15(2) of the Promotion of Access to Information Act, 2000 (Act No. 2 of 2000), the descriptions submitted to me in terms of section 15(1) of the said Act by the –

DEPARTMENT OF HIGHER EDUCATION AND TRAINING

As set out in the Schedule



TSHILILO MICHAEL MASUTHA, MP (ADV)

MINISTER FOR JUSTICE AND CORRECTIONAL SERVICES

FORM D**AUTOMATICALLY AVAILABLE RECORDS AND ACCESS TO SUCH RECORDS:
(Section 15 of the Promotion of Access to Information Act, 2000 (Act 2 of 2000))
[Regulation 5A]****DEPARTMENT OF HIGHER EDUCATION AND TRAINING**

DESCRIPTION OF CATEGORIES OF RECORDS AUTOMATICALLY AVAILABLE IN TERMS OF SECTION 15 (1) OF THE PROMOTION OF ACCESS TO INFORMATION ACT, 2000	MANNER OF ACCESS TO RECORDS
FOR INSPECTION IN TERMS OF SECTION 15(1) (a) (i)	
<ol style="list-style-type: none"> 1. Departmental Strategic Plans 2. Departmental Annual Reports 3. Departmental Annual Performance Plans 4. Tenders / Bid Documents 5. List of Public Higher Education Institutions 6. List of Public Technical and Vocational Education and Training (TVET) Colleges 7. List of Public Community Education and Training Colleges 8. Legislation administered by the Department 9. Vacancies 10. Promotion of Access to Information manual 11. Register of Private Higher Education Institutions 12. Register of Private TVET Colleges 13. Scarce skills list 14. Budget Speeches 15. Departmental Media Statements and Speeches 16. Departmental Publications 17. Policy documents 18. Forms 19. Parliamentary Questions and Replies 	<p>These records are available for inspection at the Department on request or addressed to the Office of the Deputy Information Officer, Department of Higher Education and Training, Private Bag x 174, Pretoria, 0001</p> <p>Or visit our website on www.dhet.gov.za</p>
FOR COPYING IN TERMS OF SECTION 15(1) (a) (ii)	
<ol style="list-style-type: none"> 1. Departmental Strategic Plans 2. Departmental Annual Reports 3. Departmental Annual Performance Plans 4. Tenders / Bid Documents 5. List of Public Higher Education Institutions 	<p>These records are available for copying at the Department on request or addressed to the Office of the Deputy Information Officer, Department of Higher Education and Training, Private Bag x 174, Pretoria, 0001</p> <p>Or visit our website on www.dhet.gov.za</p>

<ol style="list-style-type: none"> 6. List of Public Technical and Vocational Education and Training (TVET) Colleges 7. List of Public Community Education and Training Colleges 8. Legislation administered by the Department 9. Vacancies 10. Promotion of Access to Information manual 11. Register of Private Higher Education Institutions 12. Register of Private TVET Colleges 13. Scarce skills list 14. Budget Speeches 15. Departmental Media Statements and Speeches 16. Departmental Publications 17. Policy documents 18. Forms 19. Parliamentary Questions and Replies 	
AVAILABLE FREE OF CHARGE IN TERMS OF SECTION 15(1)(a)(iii):	
<ol style="list-style-type: none"> 1. Departmental Strategic Plans 2. Departmental Annual Reports 3. Departmental Annual Performance Plans 4. Tenders / Bid Documents 5. List of Public Higher Education Institutions 6. List of Public Technical and Vocational Education and Training (TVET) Colleges 7. List of Public Community Education and Training Colleges 8. Legislation administered by the Department 9. Vacancies 10. Promotion of Access to Information manual 11. Register of Private Higher Education Institutions 12. Register of Private TVET Colleges 13. Scarce skills list 14. Budget Speeches 15. Departmental Media Statements and Speeches 16. Departmental Publications 17. Policy documents 18. Forms 19. Parliamentary Questions and Replies 	<p>These records are available free of charge at the Department on request or addressed to the Office of the Deputy Information Officer, Department of Higher Education and Training, Private Bag x 174, Pretoria, 0001</p> <p>Or visit our website on www.dhet.gov.za</p>

DEPARTMENT OF LABOUR
NOTICE 776 OF 2018
RULES FOR THE CONDUCT OF PROCEEDINGS BEFORE THE CCMA

Act

As published under GNR1448 in GG 25515 dated 10 October 2003
as amended by

Notice	Government Gazette	Date
R1512	25607	17 October 2003
R1748	25797	05 December 2003
R1793	25826	12 December 2003
R530	26279	30 April 2004
R531	26279	30 April 2004
R532	26279	30 April 2004
R380	27490	22 April 2005
R 97	29587	09 February 2007
R1176	31564	07 November 2008
R705	34577	02 September 2011
R494	35435	12 June 2012
R223	38572	17 March 2015

COMMISSION FOR CONCILIATION, MEDIATION AND ARBITRATION

The Governing Body of the Commission for Conciliation, Mediation and Arbitration hereby, in terms of Section 115(2A) and (6) of the Labour Relations Act 66 of 1995, publishes the Rules as amended, effective from 1 January 2019.

TABLE OF CONTENTS
PART ONE
SERVING AND FILING DOCUMENTS

- 1 How to contact the Commission
- 2 When are the offices of the Commission open
- 3 How to calculate time periods in these Rules
- 4 Who must sign documents
- 5 How to serve documents on other parties
- 5A Notice of proceedings before the Commission
- 6 How to prove that a document was served in terms of the Rules
- 7 How to file documents with the Commission
- 8 Documents and notices sent by registered post
- 9 How to seek condonation for documents delivered late

PART TWO
CONCILIATION OF DISPUTES

- 10 How to refer a dispute to the Commission for conciliation
- 11 How must the commission notify parties of the conciliation
- 12 Commission may seek to resolve dispute before conciliation
- 13 What happens if a party fails to attend at conciliation
- 14 How to determine whether a commissioner may conciliate a dispute
- 14A Extension of conciliation period in terms of Section 135(2A)
- 15 Issuing a certificate in terms of Section 135(5)
- 16 Conciliation proceedings may not be disclosed

**PART THREE
CON-ARB IN TERMS OF SECTION 191(5A)**

- 17 Conduct of con-arb in terms of Section 191(5A)

**PART FOUR
ARBITRATIONS**

- 18 How to request arbitration
19 When must the parties file statements
20 When the parties must hold a pre-arbitration conference
21 When must the Commission notify parties of an arbitration
22 How to determine whether a Commissioner may arbitrate a dispute
23 How to postpone an arbitration

**PART FIVE
RULES THAT APPLY TO CONCILIATIONS AND ARBITRATIONS AND CON-ARBS**

- 24 Where a conciliation or arbitration will take place
25 Representation before the Commission
26 How to join or substitute parties to proceedings
27 How to correct a citation of a party
28 When the Commission may consolidate disputes
29 Disclosure of documents
30 What happens if a party fails to attend proceedings before the Commission

**PART SIX
APPLICATIONS**

- 31 How to bring an application
31A How to apply for picketing rules or the determination of disputes relating thereto
31B How to apply for the enforcement of written undertakings and/or compliance orders
32 How to apply to vary or rescind arbitration awards or rulings
33 How to apply to refer a dismissal dispute to the Labour Court

**PART SEVEN
INQUIRY IN TERMS OF SECTION 188A**

- 34 How to request an inquiry in terms of Section 188A

**PART EIGHT
GENERAL**

- 35 Condonation for failure to comply with the Rules and form
36 Recordings of Commission proceedings
37 How to have a subpoena issued and served
37A Expert witnesses
38 Payment of witness fees
39 Order of costs in an arbitration
40 Certification and enforcement of arbitration awards
40A Payment of an arbitration fee ordered in terms of Section 140 of the Act
41 What words mean in these Rules

PART ONE SERVING AND FILING DOCUMENTS

1 How to contact the Commission

- (1) The addresses, telephone, telefax numbers and e-mail addresses of the offices of the Commission are listed in Schedule One to these Rules.
- (2) Subject to Rule 7, documents may only be filed with the Commission at the addresses, telefax numbers and e-mail addresses listed in Schedule One.

2 When are the offices of the Commission open

- (1) The head office and the regional offices of the Commission will be open every day from Monday to Friday, excluding public holidays, between the hours of 08h30 and 16h30, or as determined by the Commission.
- (2) Documents may be filed with the Commission during the hours referred to in sub-rule (1).
- (3) Notwithstanding sub-rule (2), documents may be faxed and e-mailed at any time and on any day of the week to the Commission.

3 How to calculate time periods in these Rules

- (1) For the purpose of calculating any period of time in terms of these Rules -
 - (a) day means a calendar day; and
 - (b) the first day is excluded and the last day is included, subject to sub-rule (2).
- (2) The last day of any period must be excluded if it falls on a Saturday, Sunday, public holiday or on a day during the period between 16 December to 7 January¹.

4 Who must sign documents

- (1) A document that a party must sign in terms of the Act or these Rules may be signed by the party or by a person entitled in terms of the Act or these Rules to represent that party in the proceedings.
- (2) If proceedings are jointly instituted or opposed by more than one employee, documents may be signed by an employee who is mandated by the other employees to sign documents. A list in writing of the employees who have mandated the employee to sign on their behalf must be attached to the referral document.

¹ This Rule is not applicable to timelines regulated by the Labour Relations Act, Employment Equity Act and/or the Basic Conditions of Employment Act and/or the National Minimum Wage Act, which timelines shall be governed by the provisions of the relevant legislation, alternatively, the Interpretation Act.

5 How to serve documents on other parties

- (1) Unless otherwise provided for in these Rules, a party must serve a document on the other parties -
- (a) by handing a copy of the document to -
 - (i) the person concerned;
 - (ii) a representative authorised in writing to accept service on behalf of the person;
 - (iii) a person who appears to be at least 16 years old and apparently in charge of the person's place of residence, business or place of employment at the time; or
 - (iv) a person identified in sub-rule (2);
 - (b) by leaving a copy of the document at -
 - (i) an address chosen by the person to receive service; or
 - (ii) any premises in accordance with sub-rule (3);
 - (c) by e-mailing, faxing or telexing a copy of the document to the person's e-mail, fax or telex number respectively, or an e-mail address, fax or telefax number chosen by that person to receive service;
 - (d) by sending a copy of the document by registered post or telegram to the last known address of the party or an address chosen by the party to receive service.
- (2) A document may also be served -
- (a) on a company or other body corporate by handing a copy of the document to a responsible employee of the company or body at its registered office, its principal place of business within the Republic or its main place of business within the magisterial district in which the dispute first arose;
 - (b) on an employer by handing a copy of the document to a responsible employee of the employer at the workplace where the employee(s) involved in the dispute ordinarily work or worked;
 - (c) on a trade union or employers' organisation by handing a copy of the document to a responsible employee or official at the main office of the union or employers' organisation or its office in the magisterial district in which the dispute arose;
 - (d) on a partnership, firm or association by handing a copy of the document to a responsible employee or official at the place of business of the partnership, firm or association or, if it has no place of business, by serving a copy of the document on a partner, the owner of the firm or the chairman or secretary of the managing or

other controlling body of the partnership, firm or association, as the case may be;

- (e) on a municipality, by serving a copy of the document on the municipal manager or any person acting on behalf of that person;
 - (f) on a statutory body, by handing a copy to the secretary or similar officer or member of the board or committee of that body, or any person acting on behalf of that body; or
 - (g) on the State or a province, a state department or a provincial department, a minister, premier or a member of the executive committee of a province by handing a copy to a responsible employee at the head office of the party or to a responsible employee at any office of the State Attorney.
- (3) If no person identified in sub-rule (2) is willing to accept service, service may be effected by affixing a copy of the document to -
- (a) the main door of the premises concerned; or
 - (b) if this is not accessible, a post-box or other place to which the public has access.
- (4) The Commission or a commissioner may order service in a manner other than prescribed in this Rule.

5A Notice of proceedings before the Commission

The Commission may provide notice of a conciliation or arbitration hearing, or any other proceedings before it, by means of any of the methods prescribed in Rule 5 and/or by means of short message service.

6 How to prove that a document was served in terms of the Rules

- (1) A party must prove to the Commission or a commissioner that a document was served in terms of these Rules, by providing the Commission or a commissioner -
- (a) with a copy of proof that the document has been mailed by registered post to the other party;
 - (b) with a copy of the telegram or telex transmitting the document to the other party;
 - (c) with a copy of the telefax transmission report indicating the successful transmission to the other party of the whole document;
 - (d) if a document was served by hand -
 - (i) with a copy of a receipt signed by, or on behalf of, the other party clearly indicating the name and designation of the recipient and the place, time and date of service; or

- (ii) with a statement confirming service signed by the person who delivered a copy of the document to the other party or left it at any premises; and
 - (e) if a document was served by e-mail, with a copy of the sent e-mail indicating the successful dispatch to the other party of the e-mail and any attachments concerned.
- (2) If proof of service in accordance with sub-rule (1) is provided, it is presumed, until the contrary is proved, that the party on whom it was served has knowledge of the contents of the document. The relevant provisions of the Electronic Communications and Transactions Act 25 of 2002 are applicable in respect of any issue concerning service by e-mail or the service of a notice of proceedings by short message service as permitted by rule 5A.
- (3) The Commission may accept proof of service in a manner other than prescribed in this Rule, as sufficient.

7 How to file documents with the Commission

- (1) A party must file documents with the Commission -
 - (a) by handing the document to the regional office of the CCMA or the office of the Department of Labour at the address listed in Schedule One;
 - (b) by sending a copy of the document by registered post to the regional office of the CCMA at the address listed in Schedule One; or
 - (c) by faxing or e-mailing the document to the regional office of the CCMA using a fax number or e-mail address listed in Schedule One. Documents filed by means of e-mail must be transmitted in MS Word or PDF ²format
- (2) A document is filed with the Commission when -
 - (a) the document is handed to the regional office or an office of the Department of Labour listed in Schedule One;
 - (b) a document sent by registered post is received, or presumed to be received as provided for in Rule 8, by the regional office of the CCMA listed in Schedule One;
 - (c) the transmission of a fax is successfully completed; or
 - (d) the e-mail is received in the regional office of the CCMA, as provided for in the Electronics Communications and Transactions Act 25 of 2002.

² Microsoft Word or MS-WORD (often called Word) is a graphical word processing program that allows users to type and save documents. Portable Document Format (PDF) is a file format used to present and exchange documents reliably.

- (3) A party must only file the original of a document, if requested to do so by the Commission or a commissioner. A party must comply with a request to file an original document within seven (7) days of the request,

8 Documents and notices sent by registered post

Any document or notice sent by registered post by a party or the Commission is presumed, until the contrary is proved, to have been received by the person to whom it was sent seven (7) days after it was posted.

9 How to seek condonation for documents delivered late

- (1) This Rule applies to any referral document or application delivered outside of the applicable time period prescribed in the Act or these Rules.
- (2) A party must apply for condonation, in terms of Rule 31, when delivering the document late to the Commission.
- (3) An application for condonation must set out the grounds for seeking condonation and must include details of the following:
 - (a) the degree of lateness;
 - (b) the reasons for the lateness;
 - (c) the referring parties' prospects of succeeding with the referral or application and obtaining the relief sought against the other party;
 - (d) any prejudice to the other party; and
 - (e) any other relevant factors.
- (4) The Commission may assist a referring party to comply with this Rule.

PART TWO CONCILIATION OF DISPUTES

10 How to refer a dispute to the Commission for conciliation

- (1) A party must refer a dispute to the Commission for conciliation by delivering a completed prescribed LRA Form 7.11 ('the referral document').
- (2) The referring party must -
 - (a) sign the referral document in accordance with Rule 4; and
 - (b) attach to the referral document, written proof, in accordance with Rule 6, that the referral document was served on the other parties to the dispute.

- (c) if the referral document is filed out of time, attach an application for condonation in accordance with Rule 9(3) read with Rule 31.
- (3) The Commission must accept, but may refuse to process, a referral document until sub-rule (2) has been complied with.

11 When must the Commission notify parties of a conciliation

- (1) The Commission must notify the parties in writing of a conciliation hearing at least –
 - (a) seven (7) days prior to the scheduled date in matters relating to Section 64, Section 65(2)(a) or Section 189A(8) of the Act;
 - (b) fourteen (14) days prior to the scheduled date, in the case of any other matter.
- (2) Despite sub-rule (1), the Commission may give the parties a shorter notice period, if the parties have agreed or reasonable circumstances require a shorter notice period.
- (3) An additional seven (7) days must be provided, if a notice of conciliation in terms of this rule is sent by registered mail only.

12 Commission may seek to resolve dispute before conciliation

The Commission or a commissioner may contact the parties by telephone or other means, prior to the commencement of the conciliation, in order to seek to resolve the dispute.

13 What happens if a party fails to attend at conciliation

- (1) If a party who has referred a dispute fails to attend or to be represented at conciliation as contemplated in Rule 25(1)(a), the commissioner may –
 - (a) continue with the proceedings;
 - (b) adjourn the conciliation to a later date within the 30-day period; or
 - (c) conclude the proceedings by issuing a certificate that the dispute remains unresolved.
- (2) In exercising a discretion in terms of sub-rule (1), a commissioner should take into account, amongst other things –
 - (a) whether the party has previously failed to attend a conciliation in respect of that dispute;
 - (b) any reason given for that party's failure to attend;
 - (c) whether conciliation can take place effectively in the absence of one or more of the parties;
 - (d) the likely prejudice to the other party of the commissioner's ruling; and

- (e) any other relevant factors.

14 How to determine whether a commissioner may conciliate a dispute

If it appears during conciliation proceedings that a jurisdictional issue has not been determined, the commissioner must require the referring party to prove that the Commission has the jurisdiction to conciliate the dispute through conciliation.

14A Extension of conciliation period in terms of Section 135 (2A) of the Act

- (1) The conciliating commissioner or a party to a conciliation process may request an extension of the conciliation period referred to in Section 135.
- (2) The request must be made on the prescribed form³ and before the expiry of the conciliation period as determined in terms of Section 135.
- (3) The Director must within two (2) days of receipt of the request -
 - (a) consider whether:
 - (i) An extension is necessary to ensure a meaningful conciliation process;
 - (ii) The refusal to agree to the extension is unreasonable; and
 - (iii) There are reasonable prospects of reaching agreement; and
 - (b) Advise the parties on whether or not the extension is granted and where the extension is granted, the period of such extension.
- (4) The Director may not extend the conciliation period if the employer party is the State.

15 Issuing of a certificate in terms of Section 135(5)

A certificate issued in terms of Section 135(5) that the dispute has or has not been resolved, must identify the nature of the dispute and the parties as described in the referral document or as identified by the Commissioner during the conciliation proceedings.

16 Conciliation proceedings may not be disclosed

- (1) Conciliation proceedings are private and confidential and are conducted on a without prejudice basis. No person may refer to anything said at conciliation proceedings during any subsequent proceedings, unless the parties agree in writing or as ordered otherwise by a court of law.
- (2) No person, including a commissioner, may be called as a witness during any subsequent proceedings in the Commission or in any court to give evidence about what transpired during conciliation unless as ordered by a court of law or a Commissioner conducting an arbitration.

³ LRA FORM 7.23

PART THREE
CON-ARB IN TERMS OF SECTION 191(5A)

17 Conduct of con-arb in terms of Section 191(5A)

- (1) The Commission must notify the parties in writing of a con-arb hearing at least fourteen (14) days prior the scheduled date, unless the parties agree to a shorter period or reasonable circumstances require a shorter period. If a notification is sent by registered mail an additional seven (7) days must be allowed.
- (2) A party that intends to object to a dispute being dealt with in terms of Section 191(5A), must deliver a written notice to the Commission and the other party, at least seven (7) days prior to the scheduled date in terms of sub-rule (1).
- (3) Sub-rule (2) does not apply to:
 - (a) a dispute relating to the dismissal of an employee for any reason related to probation or an unfair labour practice relating to probation;
 - (b) a dispute relating to a compliance order referred in terms of section 69(5) of the BCEA; or
 - (c) a claim for failure to pay any amount owing referred in terms of section 73A of the BCEA
- (4) If a party fails to appear or be represented at a hearing scheduled in terms of sub-rule (1):
 - (a) the commissioner must conduct the conciliation on the date specified in the notification issued in terms of sub-rule (1), irrespective of whether a party has lodged a notice of objection in terms of sub-rule (2).
 - (b) Where the provisions of sub-rule 3 are applicable or no notice of objection has been lodged in terms of sub-rule (2), the commissioner must commence with the arbitration immediately after certifying that the dispute remains unresolved.
 - (c) Notwithstanding sub-rule (4)(b), the commissioner having commenced the arbitration, retains a discretion, as contemplate in Section 138(5) of the Act, to adjourn the proceedings to a later date.
- (5) The provisions of these Rules that are applicable to conciliation and arbitration respectively, including rules on representation, apply with the changes required by the context, to the conciliation and arbitration parts of con-arb proceedings, respectively.
- (6) If the arbitration does not proceed or is not concluded on the date specified in terms of the notice in sub-rule (1), the Commission must schedule the

matter for arbitration either in the presence of the parties or by notifying the parties in terms of Rule 21.

PART FOUR ARBITRATIONS

18 How to request arbitration

- (1) A party may request the Commission to arbitrate a dispute by delivering a duly completed LRA form 7.13.
- (2) The requesting party must -
 - (a) sign the request in accordance with Rule 4;
 - (b) attach to the request written proof that the request was served on the other parties to the dispute in accordance with Rule 6; and
 - (c) if the request is served out of time, attach an application for condonation in accordance with Rule 9(3).
- (3) The Commission must accept, but may refuse to process a request until the provisions of sub-rule (2) have been complied with.
- (4) This Rule does not apply to con-arb proceedings held in terms of Section 191(5A) read together with Rule 17.

19 When must the parties file statements

- (1) The Commission or a commissioner may direct -
 - (a) the requesting party in an arbitration to deliver a statement of case; and
 - (b) the other parties to deliver an answering statement.
- (2) A statement in terms of sub-rule (1) must -
 - (a) set out the material facts upon which the party relies and the legal issues that arise from the material facts; and
 - (b) be delivered within the time-period specified by the Commission or commissioner.
- (3) The commissioner has a discretion to continue with the matter despite non-compliance with a directive of the Commission or commissioner in terms of sub-rule (1). However, any non-compliance may be taken into account when considering costs at the conclusion of the arbitration hearing.

20 When the parties must hold a pre-arbitration conference

- (1) The parties to an arbitration must hold a pre-arbitration conference dealing with the matters referred to in sub-rule (3), if:

- (a) both parties are represented by a trade union, employer's organisation, legal practitioner and/or candidate attorney.
 - (b) both parties agree to hold a pre-trial conference; or
 - (c) directed to do so by the Convening Senior Commissioner, the Senior Commissioner in charge of a region or the presiding commissioner.
- (2) A pre-trial conference convened in terms of sub-rule (1)(a) and (b) must be convened at least fourteen (14) days prior to the date of the scheduled arbitration.
- (3) In a pre-arbitration conference, the parties must attempt to reach consensus on the following -
 - (a) any means by which the dispute may be settled;
 - (b) facts that are agreed between the parties;
 - (c) facts that are in dispute;
 - (d) the issues that the Commission is required to decide;
 - (e) the precise relief claimed and if compensation is claimed, the amount of the compensation and how it is calculated;
 - (f) the sharing and exchange of relevant documents, and the preparation of a bundle of documents in chronological order with each page numbered;
 - (g) the manner in which documentary evidence is to be dealt with, including any agreement on the status of documents and whether documents, or parts of documents, will serve as evidence of what they appear to be;
 - (h) whether evidence on affidavit will be admitted with or without the right of any party to cross-examine the person who made the affidavit;
 - (i) which party must begin;
 - (j) the necessity for any on-the-spot inspection;
 - (k) securing the presence at the Commission of any witness;
 - (l) the resolution of any preliminary points that are intended to be taken;
 - (m) the exchange of witness statements;
 - (n) expert evidence;
 - (o) any other means by which the proceedings may be shortened;

- (p) an estimate of the time required for the hearing;
 - (q) the right of representation; and
 - (r) whether an interpreter is required and, if so, for how long and for which languages.
- (4) Unless a dispute is settled, the parties must draw up and sign a minute setting out the facts on which the parties agree or disagree.
- (5) A minute in terms of sub-rule (4) may also deal with any other matter listed in sub-rule (3).
- (6) The referring party must ensure that a copy of the pre-arbitration conference minute is delivered to the appointed commissioner seven (7) days prior to the date scheduled for the arbitration.
- (7) The commissioner may, after receiving a pre-arbitration minute -
- (a) direct the parties to hold a further pre-arbitration conference; and / or
 - (b) issue any other directive to the parties concerning the conduct of the arbitration, including rescheduling the matter for hearing on another date.
- (8) The commissioner has a discretion to continue with the arbitration proceedings despite non-compliance with the provisions of sub-rule (1), (4), (5) and/or (6). However, any non-compliance may be taken into account when considering costs at the conclusion of the arbitration hearing.

21 When must the Commission notify parties of an arbitration

The Commission must notify the parties in writing of an arbitration hearing at least twenty-one (21) days prior to the scheduled date, unless the parties agree to a shorter period or reasonable circumstances require a shorter period. If a notification is sent by registered mail only an additional seven (7) days must be allowed.

22 How to determine whether a commissioner may arbitrate a dispute

If during the arbitration proceedings it appears that a jurisdictional issue has not been determined, the commissioner must require the referring party to prove that the Commission has jurisdiction to arbitrate the dispute.

23 How to postpone an arbitration

- (1) An arbitration may be postponed -
- (a) by written agreement between the parties; or
 - (b) by application to the Commission and on notice to the other parties in terms of sub-rule (3).
- (2) The Commission must postpone an arbitration without the parties appearing if -

- (a) all the parties to the dispute agree in writing to the postponement; and
 - (b) the written agreement for the postponement is received by the Commission at least seven (7) days prior to the scheduled date of the arbitration.
- (3) If the conditions of sub-rule (2) are not met, any party may apply in terms of Rule 31 to postpone an arbitration by delivering an application to the other parties to the dispute and filing a copy with the Commission before the scheduled date of the arbitration.
- (4) After considering the written application, the Commission may -
- (a) without convening a hearing, postpone the matter; or
 - (b) convene a hearing to determine whether to postpone the matter.

PART FIVE

RULES THAT APPLY TO CONCILIATIONS AND ARBITRATIONS AND CON-ARBS

24 Where a conciliation or arbitration will take place

- (1) A dispute must be conciliated or arbitrated in the region in which the dispute arose or the employer's principle place of business is located, unless a senior commissioner in the head office of the Commission directs otherwise.
- (2) The Commission within a region determines the venue for conciliation or arbitration proceedings.

25 Representation before the Commission

- (1) (a) In conciliation proceedings a party to the dispute may appear in person or be represented only by -
 - (i) if the party is an employer, *a director or employee* of that party and, in addition, if it is a close corporation, a member or employee of that close corporation;
 - (ii) any member of that party's registered *trade union* or *registered employers' organization* or an *office bearer* or *official* as defined in the Act;
 - (iii) if the party is a registered *trade union*, any member of that trade union or any *office bearer* or *official* as defined in the Act and authorized to represent that party; or
 - (iv) if the party is a registered *employers' organization*, any *director* or *employee* of an employer that is a member of that employers' organization or any official or office bearer

as defined in the Act and authorised to represent that party.

- (v) if a party is the department of labour, any employee or official of the department of labour.
- (b) Subject to paragraph (c), in any arbitration proceedings a party to the *dispute* may appear in person or be represented only by -
 - (i) a *legal practitioner*;
 - (ii) a *candidate attorney*; or
 - (iii) an individual entitled to represent the party at conciliation proceedings in terms of sub-rule (1)(a).
- (c) If the *dispute* being arbitrated is referred in terms of section 69(5), 73 or 73A of the BCEA or is *about the* fairness of a *dismissal* and a party has alleged that the reason for the dismissal relates to the *employee's* conduct or capacity, a party is not entitled to be represented by a *legal practitioner* or a *candidate attorney* in the proceedings unless -
 - (i) the commissioner and all the other parties consent;
 - (ii) the commissioner concludes that it is unreasonable to expect a party to deal with the *dispute* without legal representation, after considering -
 - (a) the nature of the questions of law raised by the *dispute*;
 - (b) the complexity of the *dispute*;
 - (c) the public interest; and
 - (d) the comparative ability of the opposing parties or their representatives to deal with the *dispute*.
- (d) In any facilitation of large scale retrenchments as contemplated in section 189A(3) of the Act, a party may appear in person or be represented by:
 - (i) if the party is the the employer, a director or employee of the party, and, if a close corporation, a member or employee of that close corporation;
 - (ii) any member of that party's registered trade union or employers' organisation or office-bearer or official as defined in the Act and authorised to represent the party.
- (e) No representation by a legal practitioner or candidate attorney shall be allowed in facilitations of large scale retrenchments as contemplated in section 189A(3).

- (f) No person representing a party in proceedings before the Commission in a capacity contemplated in sub-rule (1)(a) or (b), other than a legal practitioner or candidate attorney contemplated in sub-rule (1)(b)(i) and (ii), may charge a fee or receive a financial benefit in consideration for agreeing to represent that party.
- (2) If the party to the dispute objects to the representation of another party to the dispute or the commissioner suspects that the representative of a party does not qualify in terms of this Rule, the commissioner must determine the issue.
- (3) The commissioner may call upon the representative to establish why the representative should be permitted to appear in terms of this Rule.
- (4) A representative must tender any documents requested by the commissioner for the purposes of sub-rule (3), including constitutions, payslips, contracts of employment, documents and forms or recognition agreements and/or proof of membership of a trade union or employers' organization.
- (5) Despite the provisions of sub-rule (1), a commissioner may exclude any person who is representing a party in any proceedings on the basis that they are a member of the same employers' organization as an employer party, or a member of an employers' organization that is a party to proceedings, if the commissioner, after enquiring into the matter and considering relevant representations, believes that –
 - (a) the representative joined the employer's organization for the purpose of representing parties at the Commission; or
 - (b) the representative's participation in the dispute resolution process –
 - (i) would be contrary to the purpose of the Rule which is to promote inexpensive and expeditious dispute resolution in a manner that is equitable to all parties;
 - (ii) is not in keeping with the objectives of the Labour Relations Act 66 of 1995; or
 - (iii) may have the consequence of unfairly disadvantaging another party to the dispute.
- (6) Despite the provisions of this Rule, but subject to the provisions of sub-rule (1)(f), the commissioner may, on application brought in accordance with rule 31, allow a person not contemplated in sub-rule (1) to represent a party at arbitration proceedings before the commission, after considering –
 - (a) whether it is unreasonable to expect the applicant party to deal with the dispute without representation, after considering the factors set out in sub-rule 1(c)(ii)(a) to (d);
 - (b) the reason why a person contemplated in Rule 25(1)(b) cannot represent the applicant party, which includes affordability, if applicable;

- (c) the ability of the proposed representative to meaningfully represent the applicant;
- (d) whether the proposed representative is subject to the oversight and discipline of a professional or statutory body;
- (e) whether the proposed representative will contribute to the fairness of the proceedings and the expeditious resolution of the dispute;
- (f) prejudice to the other party; and
- (g) any other relevant factors.

26 How to join or substitute parties to proceedings

- (1) The Commission or a commissioner may, at any stage prior to the conclusion of an arbitration or hearing, make an order joining any number of persons as parties in the proceedings if:
 - (a) The right of the referring party to relief depends on substantially the same question of law or fact, which, if a dispute were to be referred separately against the person sought to be joined, it would arise in a separate claim;
 - (b) the party to be joined has a substantial interest in the subject matter of the proceedings; or
 - (c) the party to be joined may be prejudicially affected by the outcome of the proceedings.
- (2) A Commission or commissioner may make an order in terms of sub-rule (1) -
 - (a) on its own accord;
 - (b) on application by a party; or
 - (c) if a person entitled to join the proceedings applies at any time during the proceedings to intervene as a party.
- (3) An application in terms of this Rule must be made in terms of Rule 31.
- (4) When making an order in terms of sub-rule (1), a commissioner may -
 - (a) give appropriate directions as to the further procedure in the proceedings; and
 - (b) make an order of costs in accordance with these Rules.
- (5) If in any proceedings it becomes necessary to substitute a person for an existing party, any party to the proceedings may apply to the Commission or a commissioner for an order substituting that party for an existing party, and

a commissioner may make such order or give appropriate directions as to the further procedure in the proceedings.

- (6) An application to join any person as a party to proceedings or to be substituted for an existing party must be accompanied by copies of all documents previously delivered, including the referral form, unless the person concerned or that person's representative is already in possession of the documents. The application may be made at any stage prior to the conclusion of an arbitration hearing.
- (7) Subject to any order made in terms of sub-rules (4) and (5), a joinder or substitution in terms of this Rule does not affect any steps already taken in the proceedings.

27 How to correct the citation of a party

If a party to any proceedings has been incorrectly or defectively cited, the Commission may of its own accord, by consent of the parties or on application and on notice to the parties concerned, correct the error or defect.

28 When the Commission may consolidate disputes

- (1) The Commission or a commissioner may, of its own accord, by consent of the parties or on application, and on notice to the parties concerned, consolidate more than one (1) dispute so that the disputes may be dealt with in the same proceedings.
- (2) The Commission or a commissioner may order consolidation of separate disputes of right, where-
 - (a) the relief sought in each of the separate dispute to be consolidated, depends on the determination of similar or substantially the same questions of law and fact.
 - (b) there will be no substantial prejudice on the party or parties sought to be joined through a consolidation order;
 - (c) the balance of convenience favour such consolidation; and
 - (d) the CCMA has jurisdiction on all disputes sought to be consolidated.

29 Disclosure of documents

- (1) At any time after the request for arbitration, but not less than fourteen (14) days prior to the hearing date, either party may request the other party to disclose any documents or material relevant to the dispute.
- (2) The party to whom the request is made must respond to the request within five (5) days from the date on which the request was received.
- (3) A commissioner may either before or during the proceedings on his/her own accord, or on application, make an order as to the disclosure of relevant documents or other evidence.

- (4) Notwithstanding the above, the parties may agree on the disclosure of documents or other relevant evidence.

30 What happens if a party fails to attend arbitration proceedings before the Commission

- (1) If a party to the dispute fails to attend or be represented at any arbitration proceedings before the Commission, and that party-
- (a) had referred the dispute to the Commission, a commissioner may dismiss the matter by issuing a written ruling; or
 - (b) had not referred the matter to the Commission, the commissioner may -
 - (i) continue with the proceedings in the absence of that party; or
 - (ii) adjourn the proceedings to a later date.
- (2) A commissioner must be satisfied that the party had been properly notified of the date, time and venue of the proceedings, before making any decision in terms of sub-rule (1).
- (3) If a matter is dismissed, the Commission must send a copy of the ruling to the parties within fourteen (14) days.

**PART SIX
APPLICATIONS**

31 How to bring an application

- (1) This Rule applies to any -
- (a) application for condonation, joinder, substitution, variation, rescission, or postponement;
 - (b) application in a jurisdictional dispute; and
 - (c) other preliminary or interlocutory application.
- (2) Subject to Rule 32, an application must be brought at least fourteen (14) days prior to the date of the hearing and on notice to all persons who have an interest in the application.
- (3) The party bringing the application must sign the notice of application in accordance with Rule 4 and must state -
- (a) the title of the matter;
 - (b) the case number assigned to the matter by the Commission, if available;

- (c) the relief sought;
 - (d) the address at which the party delivering the document will accept delivery of all documents in the proceedings;
 - (e) that any party that intends to oppose the matter must deliver a notice of opposition and answering affidavit within five (5) days after the application has been delivered to it;
 - (f) that the application may be heard in the absence of a party that does not comply with subparagraph (e); and
 - (g) that a schedule is included listing the documents that are material and relevant to the application.
- (4) The application must be supported by an affidavit. The affidavit must clearly and concisely set out -
 - (a) the names, description and addresses of the parties;
 - (b) a statement of the material facts, in chronological order, on which the application is based, in sufficient detail to enable any person opposing the application to reply to the facts;
 - (c) a statement of legal issues that arises from the material facts, in sufficient detail to enable any party to reply to the document;
 - (d) if the application is filed outside the relevant time period, grounds for condonation in accordance with Rule 9; and
 - (e) if the application is brought urgently, the circumstances why the matter is urgent and the reasons why it cannot be dealt with in accordance with the time frames prescribed in these Rules.
- (5)
 - (a) Any party opposing the application may deliver a notice of opposition and an answering affidavit within five (5) days from the day on which the application was served on that party.
 - (b) A notice of opposition and an answering affidavit must contain, with the changes required by the context, the information required by sub-rules (3) and (4) respectively.
- (6)
 - (a) The party initiating the proceedings may deliver a replying affidavit within three (3) days from the day on which any notice of opposition and answering affidavit are served on it.
 - (b) The replying affidavit must address only issues raised in the answering affidavit and may not introduce new issues of fact or law.
- (7) A commissioner may permit the affidavits referred to in this Rule to be substituted by a written statement.
- (8) In an urgent application, the Commission or a commissioner-

- (a) may dispense with the requirements of this Rule; and
 - (b) may only grant an order against a party that has had reasonable notice of the application.
- (9)
 - (a) The Commission must allocate a date for the hearing of the application once a replying affidavit is delivered, or once the time limit for delivering a replying affidavit has lapsed, whichever occurs first.
 - (b) The Commission must notify the parties of the date, time and place of the hearing of the application.
 - (c) Applications may be heard on a motion roll.
- (10) Despite this Rule, the Commission or a commissioner may determine an application in any manner it deems fit, provided that the Commission or the commissioner informs the parties of how the process will be conducted and gives the parties an opportunity to be heard.

31A How to apply for Picketing Rules or the determination of disputes relating thereto

- (1) This Rule applies to:
 - (a) applications for Picketing Rules in terms of Section 69(6B);
 - (b) disputes relating to the application or interpretation of a picketing agreement or picketing rules determined by the commissioner; and
 - (c) disputes relating to an issue concerning picketing contemplated by section 69(8).
- (2) An application must be brought in a prescribed form with supporting documentation.⁴
- (3) The application must be served on all relevant parties.
- (4) Unless the parties agree otherwise, the Commission must set down the Application within two (2) days of receipt of the application.

31B How to apply for the enforcement of Written Undertakings and/or Compliance orders

- (1) This Rule applies to any -
 - (a) application for an undertaking to be made an arbitration award in terms of Section 68(3) of the BCEA; and

⁴ LRA Form 7.11

- (b) application for a compliance order to be made an arbitration award in terms of Section 73(1) of the BCEA;
- (2) An application must be brought in a prescribed form⁵ and set out the following information:
 - (a) the full name and authority of the applicant;
 - (b) date on which the written undertaking was secured or compliance order issued;
 - (c) date on which the employer ought to have complied with the written undertaking or compliance order;
 - (d) whether the employer failed to fully or partially comply with written undertaking or compliance order; and where the employer partially failed to comply with the written undertaking or compliance order, the relevant provisions which the employer failed to comply with.
 - (e) Relief sought.
- (3) The application must be supported by the following documents:
 - (a) a copy of the undertaking or compliance order;
 - (b) in the case of a compliance order, proof that the compliance order was served on the employer in accordance with the BCEA;
 - (c) if applicable, any documents related to securing a written undertaking or issuing a compliance order, including, a complaint or grievance, an inspection report or other notes made during an inspection and any relevant records of the employer;
 - (d) if the inspector is not the person signing the prescribed form, a Confirmatory Affidavit signed by the inspector;
 - (e) supporting witness or third party affidavits, where applicable; and
 - (f) Any other relevant documents.
- (4) The application must be signed and commissioned by the applicant and served on all persons who have an interest in the matter, including the employer and the employee.
- (5) An employer may, subject to the provisions of the BCEA, object to a written undertaking or compliance order being made an arbitration award by serving and filing an affidavit setting out its grounds for objection in accordance with the provisions of this Rule.
- (6) An objection affidavit in terms of sub-rule (5) must be delivered, supported by relevant documents, to the Department of Labour and any affected

⁵ BCEA Form 15

employee(s) and filed with the Commission within five (5) days from the date on which the application was served on the employer.

- (7) The party initiating the proceedings may deliver a reply within three (3) days from the day on which any objection is served on it.
- (8) The reply must address only issues raised in the objection affidavit contemplated in sub-rule (5) and may not introduce new issues of fact or law.
- (9) The Commission must, once a reply is delivered or the time period within which a reply may be delivered has lapsed, whichever occurs first, appoint a commissioner to determine the application by considering the documents filed in terms of this Rule.
- (10) Despite sub-rule (9), the commissioner may, if he/she considers it appropriate, request allocation of a hearing date, in which event:
 - (a) the Commission must notify the parties of the date, time and place of the hearing of the application;
 - (b) the Applications may be heard on a motion roll.

32 How to apply to vary or rescind arbitration awards or rulings

An application for the variation or rescission of an arbitration award or ruling must be made within fourteen (14) days of the date on which the applicant became aware of the arbitration award or ruling.

33 How to apply to refer a dismissal dispute to the Labour Court

- (1) An application in terms of Section 191(6) of the Act to refer a matter to the Labour Court, must be delivered -
 - (a) within ninety (90) days of a certificate that the dispute has not been resolved being issued; or
 - (b) by a party that has not requested arbitration, within fourteen (14) days of the referral for arbitration being filed.
- (2) Despite sub-rule (1), a party that requests arbitration may not thereafter make an application in terms of Section 191(6).
- (3) The application must state the grounds on which a party relies in requesting that the dispute be referred to the Labour Court.
- (4) If any party to the dispute objects to the matter being referred to the Labour Court, that party must state the grounds for the objection within seven (7) days of receipt of the application.
- (5) The Commission must notify the parties of its decision in terms of Section 191(8) within fourteen (14) days of receiving the objection.

- (6) In the event that the request has been granted, the party who applied for the dispute to be referred to the Labour Court must refer the matter to the Labour Court in line with Rule 11 of the Labour Court Rules.

PART SEVEN

Section 188A INQUIRY

34 How to request an inquiry in terms of Section 188A

- (1) An employer requesting the Commission to conduct an inquiry, must do so by delivering a completed LRA Form 7.19 to the Commission.
- (2) The employee must sign the LRA Form 7.19 unless the employee has agreed in terms of Section 188A(4)(b)6 to the inquiry in a contract of employment or the inquiry is held in accordance with a collective agreement, in which case a copy of the contract or the collective agreement must be attached to the Form.
- (3) When filing the LRA Form 7.19, the employer must pay the prescribed fee to the Commission. Payment of the fee may only be made by -
- (a) bank guaranteed cheque; or
 - (b) electronic transfer into the bank account of the Commission.
- (4) Within seven (7) days of receiving a request in terms of sub-rule (1) and payment of the prescribed fee, the Commission must notify the parties to the inquiry of when and where the inquiry will be held.
- (5) Unless the parties agree otherwise, the Commission must give the parties at least seven (7) days notice of the commencement of the Inquiry.
- (6) The Commission is only required to refund a fee paid in terms of sub-rule (3), if the Commission is notified of the resolution of the matter prior to issuing a notice in terms of sub-rule (4).

PART EIGHT

GENERAL

35 Condonation for failure to comply with the Rules and form

- (1) Subject to sub-rule (3), the Commission or a commissioner may condone any failure to comply with any provision of these Rules, on good cause shown.

⁶ Only an employee whose earning exceed the amount determined by the Minister in terms of section 6(3) of the Basic Conditions of Employment Act, (currently R205 433.30 per annum) may consent to an inquiry in a contract of employment

- (2) In exercising its powers and performing its functions the Commission may act in such a manner as it deems expedient in the circumstances in order to achieve the objects of the Act. In doing so, it shall have regard to substance rather than form, save where the Act provides otherwise.
- (3) The provisions of this Rule do not apply to Rule 25.

36 Recordings of Commission proceedings

- (1) The Commission must keep a record of -
 - (a) all processes except conciliations, unless otherwise stated in these Rules;
 - (b) any arbitration award or ruling made by a Commissioner.
- (2) The record must be kept by means of a digital recording and, if practically possible, also by legible notes.
- (3) A party may request a copy of the record or a portion of a record kept in terms of sub-rule (2), on payment of the relevant costs, where applicable.

37 How to have a subpoena issued and served

- (1) Any party who requires the Commission or a commissioner to subpoena a person in terms of Section 142(1) of the Act, must file a completed LRA Form 7.16 together with a written motivation setting out why the evidence of the person to be subpoenaed is necessary.
- (2) A party requesting the Commission to waive the requirement for the party to pay witness fees in terms of Section 142(7) (c) must set out the reasons for the request in writing at the time of requesting the Commission to issue a subpoena in respect of that witness. The Commission's decision must be made in writing and delivered when issuing the subpoena.
- (3) An application in terms of sub-rule (1) must be filed with the Commission at least fourteen (14) days prior to the arbitration hearing, or as directed by the commissioner hearing the arbitration.
- (4) The Commission may refuse to issue a subpoena if-
 - (a) the party does not establish why the evidence of the person is necessary;
 - (b) the party subpoenaed does not have seven (7) days within which to comply with the subpoena;
 - (c) not satisfied that the party requesting the subpoena has paid the prescribed witness fees, reasonable travel costs and/or subsistence expenses of the person subpoenaed.
- (5) A subpoena must be served by the person who has requested the issuing of the subpoena or by the Sheriff, at least seven (7) days prior to the scheduled date of the arbitration by:

- (a) delivering a copy of it to the person subpoenaed personally;
 - (b) sending a copy of it by registered post to the subpoenaed person's –
 - (i) residential address;
 - (ii) place of business or employment; or
 - (iii) post office box or private bag number;
 - (c) leaving a copy of it at the subpoenaed person's place of residence or place of business or employment with a person who apparently is at least sixteen (16) years of age and is residing or employed there.
- (6) Service of a subpoena must be accompanied by proof of payment of the prescribed witness fees for one day in accordance with the tariff of allowances published by notice in the Government Gazette in terms of Section 142(7) of the Act and the witnesses' reasonable travel costs and subsistence expenses.
- (7) Sub-rules (4)(c) and (5)(b) do not apply if the Commission, in terms of Section 142(7)(c), has waived the requirement to pay witness fees.

37A Expert witnesses

A party intending to call an expert witness shall give seven (7) days, prior to the hearing, notice thereof to the Commission and the other party to the dispute together with a summary of the proposed evidence of such witness, any document on which the witness will rely during evidence and the basis on which the witness is regarded to be an expert to enable the other party to consider the summary and obviate the need for any postponement.

38 Payment of witness fees

- (1) A witness subpoenaed in any proceedings in the Commission must be paid a witness fee in accordance with the tariff of allowances published by notice in the *Government Gazette* in terms of Section 142(7) of the Act.
- (2) The witness fee must be paid by -
 - (a) the party who requested the Commission to issue the subpoena; or
 - (b) the Commission, if the issuing of the subpoena was not requested by a party or if the Commission waives the requirement to pay witness fees in terms of Section 142(7)(c) .
- (3) Despite sub-rule (1), the commissioner may, in appropriate circumstances, order that a witness receives no fee or reasonable travel costs and subsistence expenses or only part of such fees or expenses.

39 Order of costs in an arbitration

- (1) In any arbitration proceedings, the commissioner may make an order for the payment of costs according to the requirements of law and fairness and when doing so should have regard to –
 - (a) the measure of success that the parties achieved;
 - (b) considerations of fairness that weigh in favour of or against granting a cost order;
 - (c) any with prejudice offers that were made with a view to settling the dispute;
 - (d) whether a party or the person who represented that party in the arbitration proceedings acted in a frivolous and vexatious manner –
 - (i) by proceeding with or defending the dispute in the arbitration proceedings, or
 - (ii) in its conduct during the arbitration proceedings;
 - (e) the effect that a cost order may have on a continued employment relationship;
 - (f) any agreement concluded between the parties to the arbitration concerning the basis on which costs should be awarded;
 - (g) the importance of the issues raised during the arbitration to the parties as well as to the labour community at large;
 - (h) any other relevant factors.
- (2) A commissioner may make an award of costs in favour of a party who appears or is represented in arbitration by a person contemplated in rule 25(1)(a) in respect of reasonable disbursements actually incurred in the conduct of its case in the arbitration. A commissioner who makes an award in terms of this provision must specify clearly the items and amounts in respect of which costs are ordered.
- (3) A commissioner may make an award of costs in respect of the legal fees of a party that is represented in an arbitration by a legal practitioner or candidate attorney, only if the other parties to the arbitration were represented by a legal practitioner or candidate attorney.
- (4) An award for costs in respect of a legal practitioner as per sub-rule (3) must be in the amount of –
 - (a) in respect of the first day of an arbitration (including any arbitration concluded in a single hearing) – R7 000-00 (VAT inclusive);
 - (b) in respect of each additional day of an arbitration – R4 700-00 (VAT inclusive).

- (5) An award for costs in respect of a candidate attorney must be 50 percent of the amount set out in sub-rule (4).

40 Certification and enforcement of arbitration awards

- (1) An application to have an arbitration award certified must be made on -
- (a) LRA Form 7.18 in respect of an award issued by a commissioner;
 - (b) LRA Form 7.18A in respect of an award issued in an arbitration conducted under the auspices of a bargaining council.
- (2) Any arbitration award that has been certified in terms of Section 143 of the Act that -
- (a) orders the payment of an amount of money may be enforced by execution against the property of the employer party by the Sheriff of the court in the Magisterial district where the employer party resides, or conducts business;
 - (b) orders the performance of an act other than the payment of money may be enforced by way of contempt proceedings instituted in the Labour Court.
- (3) The amount of money that may be enforced through execution by the Sheriff in terms of this sub-rule (2)(a) shall include—
- (a) the amount ordered to be paid in terms of the award;
 - (b) an award of costs in terms of Section 138(10) read with Rule 39;
 - (c) an arbitration fee charged in terms of Section 140(2);
 - (d) any interest on the amount set out in the award, calculated in terms of section 143(2); and
 - (e) the Sheriff's costs permitted in terms of the Magistrate's Court Tariff for Sheriffs.
- (4) In the event that the CCMA financially assisted the party in whose favour the award was granted in the enforcement or execution thereof, the CCMA may, if the costs of the execution were not realized therein, collect such costs, with interest, directly from the defaulting party.

40A Payment of an arbitration fee ordered in terms of section 140 of the Act

- (1) Where the commissioner, having found that the dismissal was procedurally unfair, orders payment of an Arbitration fee in terms of 140(1) of the Act:
- (a) The arbitration fee shall be the fee set out in the Commission's Tariff of Fees, as gazette annually.

- (b) The employer must pay the prescribed fee to the Commission within fourteen (14) days of receipt of the award ordering payment of such a fee.
- (c) Payment of the fee may only be made by –
 - (i) bank guaranteed cheque, delivered to any of the CCMA's offices; or
 - (ii) electronic transfer into the bank account of the Commission.

41 What words mean in these Rules

- (1) Any expression in these Rules that is defined in the Labour Relations Act, 1995 (Act 66 of 1995), has the same meaning as in that Act and –
 - (a) **'Act'** means the Labour Relations Act, 1995 (Act 66 of 1995), and includes any regulation made in terms of that Act;
 - (b) **'Association'** means any unincorporated body of persons;
 - (c) **'BCEA'** means Basic Conditions of Employment Act;
 - (d) **'Commission'** means the Commission for Conciliation, Mediation and Arbitration established by Section 112 of the Act;
 - (e) **'Commissioner'** means a Commissioner appointed in terms of Section 117 of the Act;
 - (f) **'Con-arb'** means proceedings held in terms of Section 191(5A);
 - (g) **'Deliver'** means serve on other parties and file with the Commission;
 - (h) **'Director'** means the Director of the Commission appointed in terms of Section 118 of the Act, and includes any person delegated by the Director to perform any of the functions of the Director;
 - (i) **'File'** means to lodge with the Commission in terms of Rule 7;
 - (j) **'Labour Court'** means the Labour Court established by Section 151 of the Act and includes any judge of the Labour Court;
 - (k) **'Party'** means any party to proceedings before the Commission;

- (l) **'Regional Registrar'** means the regional registrar of the Commission appointed in terms of Section 120 of the Act in each of the regions, or any other person authorised to act in the place of the regional registrar;
- (m) **'Public holiday'** means a public holiday referred to in Section 1 of the Public Holidays Act, 1994 (Act 36 of 1994);
- (n) **'Rules'** means these Rules and includes any footnote to a rule;
- (o) **'Senior Commissioner'** means a senior commissioner appointed in terms of Section 117 of the Act and includes any person delegated by the senior commissioner to perform any of the functions of the senior commissioner;
- (p) **'Serve'** means to serve in accordance with Rule 5 and 'service' has a corresponding meaning;

(q) SCHEDULE ONE**ADDRESSES OF THE COMMISSION**

The addresses of the Commission are as follows:

CCMA OFFICES**National Office**

28 Harrison Street, Johannesburg, 2001

Private Bag X94, Marshalltown, 2107

Tel: 011-377-6650/01/00

Fax: 011-834-7351

Email: ho@ccma.org.za

Gauteng - Johannesburg Regional Office

CCMA House, 127 Fox Street (Cnr. Eloff), Johannesburg, 2001

Private Bag X96, Marshalltown, 2107

Tel: 011-220-5000

Fax: 011-220-5101/02/03/04/05/0861-392-262

Email: johannesburg@ccma.org.za

Gauteng - Ekurhuleni

CCMA Place, Cnr. Woburn & Rothsay Streets, Benoni, 1501

Private Bag X23, Benoni, 1500

Tel: 011-845-9000

Fax: 011-421-4723/48

Email: Ekurhuleni@CCMA.org.za

Gauteng - Tshwane

CCMA Towers, 1st Floor, 345 Pretorius Street, (Corner of Pretorius and Prinsloo Street, opposite the State Theatre), Pretoria, 0002

Private Bag X176, Pretoria, 0001

Tel: 012-317 7800

Fax: 012-320-6600/6602/6597/6598

Email: pta@ccma.org.za

Gauteng - Vaal

Cnr. Kruger Avenue & Edward Street, Vereeniging, 1939

Private Bag X010, Vereeniging, 1930

Tel: 016-440-2700

Fax: 016-422-6837/5285/1859/1959

Email: johannesburg@ccma.org.za

Eastern Cape - East London

31 Church Street, East London, 5201
Private Bag X9068, East London, 5200
Tel: 043-711-5400
Fax: 043-743-0810
Email: el@ccma.org.za

Eastern Cape - Port Elizabeth

97 Govan Mbeki Avenue, Port Elizabeth, 6001
Private Bag X22500, Port Elizabeth, 6000
Tel: 041-509-1000
Fax: 041-586-4410/4585
Email: pe@ccma.org.za

Free State - Bloemfontein

CCMA House, Cnr. Elizabeth & West Burger Streets, Bloemfontein, 9301
Private Bag X20705, Bloemfontein, 9300
Tel: 051-411-1700
Fax: 051-448-4468/9
Email: blm@ccma.org.za

Free State - Welkom

Phakisa House, Cnr. Ryk & Heeren Streets, Welkom, 9459
Private Bag X10213, Welkom, 9460
Tel: 057-910-8300
Fax: 057-352-8774/8409
Email: blm@ccma.org.za

KwaZulu Natal - Durban

1st & 3rd Floors, Aquasky Building, 275 Anton Lembede Street, Durban, 4001
Private Bag X54363, Durban, 4000
Tel: 031-362-2300
Fax: 031-301-1344/0988
Email: kzn@ccma.org.za

KwaZulu Natal - New Castle

Rams TV Centre, 71 Scott Street, Newcastle, 2940
Private Bag X6622, Newcastle, 2940
Tel: 034-328-2400

Fax: 034-312-5964

Email: kzn@ccma.org.za

KwaZulu Natal - Pietermaritzburg

CCMA House, 180 Langalibalele Street, Pietermaritzburg, 3201

P.O. Box 72, Pietermaritzburg, 3200

Tel: 033-328-5000

Fax: 033-345-9790

Email: kzn@ccma.org.za

KwaZulu Natal - Port Shepstone

The Chambers, 68 Nelson Mandela Drive, Port Shepstone, 4240

Private Bag X849, Port Shepstone, 4240

Tel: 039-688-3700/02

Fax: 039-684-1771

Email: kzn@ccma.org.za

KwaZulu Natal - Richards Bay

2nd Floor, ABSA Building, Lakeview Terrace, 7 Trinidad Parking Area, Richards Bay, 3901

Private Bag X1026, Richards Bay, 3900

Tel: 035-799-3300

Fax: 035-789-7148

Email: kzn@ccma.org.za

Limpopo - Polokwane

CCMA House, 104 Hans van Rensburg Street, Polokwane, 0699

Private Bag X9512, Polokwane, 0700

Tel: 015-287-7400

Fax: 015- 297-1649

Email: ptb@ccma.org.za

Mpumalanga - Nelspruit

25 Samora Machel, Sanlam Centre Building, 7th Floor Nelspruit

Tel: 013 752 2155

Fax: 013 753 3835/2785

Email: wtb@ccma.org.za

Mpumalanga - Witbank

CCMA House, 69 Kruger Street, Witbank, 1035

Private Bag X7290, Witbank, 1035

Tel: 013- 655-2600/1/2

Fax: 013- 656-2885/6

Email: wtb@ccma.org.za

Northern Cape - Kimberly

CCMA House, 5-13 Compound Street, Kimberley, 8301

Private Bag X6100, Kimberley, 8300

Tel: 053- 836-7300

Fax: 053- 831-5947/8

Email: kmb@ccma.org.za

North West - Klerksdorp

CCMA House, 47 Siddle Street, Klerksdorp, 2570

Private Bag X5004, Klerksdorp, 2571

Tel: 018-487-4600

Fax: 018-462-4126/4053/018-487-4148

Email: kdp@ccma.org.za

North West - Rustenburg

1st Floor, CCMA House, 43-45 Boom Street, Rustenburg, 0299

Private Bag X82104, Rustenburg, 0300

Tel: 014-591-6400

Fax: 014-592-5236

Email: kdp@ccma.org.za

Western Cape - Cape Town

CCMA House, 78 Darling Street, Cape Town, 8001

Private Bag X9167, Cape Town, 8000

Tel: 021- 469-0111

Fax: 021-465-7193/97/87/021- 462-5006

Email: ctn@ccma.org.za

Western Cape - George

2 Cathedral Square, 62 Cathedral Street, George, 6529

Private Bag X6650, George, 6530

Tel: 044-805-7700/01

Fax: 044-873-2906

Email: ctn@ccma.org.za

ADDRESSES OF THE DEPARTMENT OF LABOUR**LABOUR CENTRES****EASTERN CAPE****Aliwal North**

80 Somerset Street, Aliwal North, 9750
Tel: (051) 633 2633

Butterworth

Corner Merrimen and Umtata Streets, Bungalow Mall, Butterworth,
Tel: (047) 491 0656/0490

Cradock

73 Frere Street, Cradock, 5880
Tel: (048) 881 3010

East London

Corner Hill and Oxford Streets, East London, 5201
Tel: (043) 702 7500

Fort Beaufort

529 Old Kwateba Building, Alice Road, Fort Beaufort
Tel: (046) 645 4686

Graaff-Reinet

Launder Building, 63 Church Street, Graaff-Reinet, 6280
Tel: (049) 892 2142

Grahamstown

20 High Street, Grahamstown, 6140
Tel: (046) 622 2104

King Williams Town

34 Arthur Street, King Williams Town, 5601
Tel: (043) 643 4756/7

Lusikisiki

Corner Stanford and Jakaranda Streets, Lusikisiki
Tel: (039) 253 1996/7

Maclear

133 Van Riebeeck Street, Maclear, 5480
Tel: (045) 932 1424/6

Mdantsane

1 Mazaule, NU 1, Mfafa Street, Mdantsane
Tel: (043) 761 3151

Mount Ayliff

26 Bridge Street, Mount Ayliff, 4735
Tel: (039) 254 0282/89/91

Mthatha

Standard Bank Building, 106 Chatam Street, Umtata, 5990
Tel: (047) 501 5620/17

Port Elizabeth

1162134 Govan Mbeki Avenue, Port Elizabeth, 600
Tel: (041) 506 5000/0

Queenstown

10 Robinson Road, Queenstown, 5320
Tel: (045) 807 5400

Uitenhage

15A Chase Street, Uitenhage, 6230
Tel: (041) 992 4627

FREE STATE**Bethlehem**

37 Louw Street, Bethlehem
Tel: (058) 303 5293

Bloemfontein

Corner Maitland & West Burger Streets, Bloemfontein
Tel: (051) 411 6400

Botshabelo

158 Canon Building, Botshabelo, 9781
Tel: (051) 534 3789

Ficksburg

Quart House A and B, 28 Voortrekker Street, Ficksburg
Tel: (051) 933 2299

Harrismith

43 Stuart Street, Harrismith
Tel: (058) 623 2977

Kroonstad

Corner 2 Buitekant and Statton Streets, Kroonstad
Tel: (056) 215 1812

Petrusburg

34 Ossewa Street, Petrusburg
Tel: (053) 574 0932

Phuthaditjhaba

Corner Lieta and Moropotsane Streets, Phuthaditjhaba
Tel: (058) 713 0373

Sasolburg

No 1, Die Akker Building, Fichardt Street, Sasolburg

Tel: (016) 970 3200

Welkom

Raymond House, 53 Mooi Street, Welkom
Tel: (057) 391 0200

Zastron

24 A Gustavus Street, Zastron
Tel: (051) 673 1471

GAUTENG**Alberton**

Mercedes Place, 89 Voortrekker Road, Alberton, 1450
Tel: (011) 861 6130 / 31

Atteridgeville

Corner WF Nkomo Street and Kalafong Road, Pretoria West, Pretoria
Tel: (012) 373 4434/5/8

Benoni

10 Woburn Avenue, Woburn Heights, Benoni
Tel: (011) 747 9600/06

Boksburg

Lakeside Building, Corner Market and Bank Street, Boksburg, 1459
Tel: (011) 898 3340/2/9

Brakpan

Old Post Office Building, Corner Voortrekker and High Streets, Brakpan
Tel: (011) 744 9000

Bronkhorstspuit

40 Botha Street, Bronkhorstspuit
Tel: (013) 932 0197/8

Carletonville

Corner Osmium and Amethyst Streets, Carletonville
Tel: (018) 788 3281

Garankuwa

Setlalentoa Street, Zone 5, Garankuwa
Tel: (012) 700 0290/ 0255

Germiston

Volkskas Building, 141 Victoria Street, Germiston
Tel: (011) 345 6300/2

Johannesburg

145 Commissioner Street, (Corner Small Street), Nedbank Mall Building, Johannesburg, 2000
Tel: (011) 223 1000/01

Kempton Park

Trust Bank Building, Ground Floor, Corner Voortrekker and Wolff Streets, Kempton Park
Tel: (011) 975 9301/7

Krugersdorp

Foley Street, 6 Factoria, Luipaardsvlei
Tel: (011) 955 4420/3

Mamelodi

Mini Munitoria Building, 17281 Makhubela Street, Mamelodi West
Tel: (012) 812 9502

Nigel

Corner 4th Avenue and Hendrik Verwoerd Street, SARS building, Nigel
Tel: (011) 814 7095/7

Pretoria

239 Concillium Building, Corner Nana Sita and Thabo Sehume Streets, Pretoria
Tel: (012) 309 5000

Randburg

Corner Oak & Hill Street, Hillview Centre, Ground Floor, Randburg
Tel: (011) 781 8144

Randfontein

Fountain Plaza, 2 Main Reef Road, Randfontein
Tel: (011) 693 3618/9/3650/3731/2/3

Roodepoort

125 Main Reef Road, Technikon, Roodepoort
Tel: (011) 766 2000

Sandton

9th Street, 424 Marlboro, Sandton
Tel: (011) 444 7631

Soshanguve

2322 Block F, Neat & Fast Building, Soshanguve
Tel: (012) 730 0500

Soweto

2 Khumalo Road, A Centre, Orlando West, Soweto
Tel: (011) 983 8700

Springs

Expo Building, 2nd Floor Corner 7th Street and Park Avenue, Springs, 1559
Tel: (011) 365 3700/03

Temba

Shop no 4 Jubilee Mall, Corner Harry Gwala & Jubilee Road, Temba
Tel: (012) 727 1364/1367/1369/1429/1435/1436/1437

Vanderbijlpark

Nashua Centre, 64 Eric Louw Street, Vanderbijlpark
Tel: (016) 981 0280

Vereeniging

14 Andasta Building, 22 Merriman Avenue, Vereeniging
Tel: (016) 430 0000

KWAZULU-NATAL**Dundee**

63 Victoria Street, Dundee
Tel: (034) 212 3147/8

Durban

Government Buildings, Masonic Grove, Durban
Tel: (031) 336 1500

Estcourt

75 Phillip Street, Estcourt
Tel: (036) 342 9361/9369

Kokstad

Corner Parker and Hope Street, Kokstad
Tel: (039) 727 2140/5643/4931/5361

Ladysmith

35 Keate Street, Ladysmith
Tel: (036) 638 1900/1/2/3

Newcastle

29 Scott Streets, Newcastle
Tel: (034) 312 6038/3334

Pietermaritzburg

370 Langalibalele Street, Pietermaritzburg
Tel: (033) 341 5300

Pinetown

49 Kings Road, Pinetown, 3610
Tel: (031) 701 7740

Port Shepstone

17 Bisset Street, Port Shepstone
Tel: (039) 682 2406/7

Prospecton

1 Prospecton Place, Prospecton
Tel: (031) 913 9700

Richards Bay

11 Lira Rink Road, Richards Bay
Tel: (035) 780 870

Richmond

60 Shepstone Street, Richmond
Tel: (033) 212 2768

CONTINUES ON PAGE 130 - PART 2



Government Gazette Staatskoerant

REPUBLIC OF SOUTH AFRICA
REPUBLIEK VAN SUID AFRIKA

Vol. 642

7 December 2018
Desember

No. 42092

PART 2 OF 2

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

ISSN 1682-5843



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

Stanger

12 Cato Street, Stanger
Tel: (032) 551 4291/7300

Ulundi

Unit A, Wombe Street, Block 2C, Ulundi
Tel: (035) 879 8800/02/42

Verulam

13 Wick Street, Verulam
Tel: (032) 541 5600/03

Vryheid

99 Landrose Street, Vryheid
Tel: (034) 980 8992/8820

LIMPOPO**Giyani**

Government Building, Giyani Main Road, Giyani
Tel: (015) 812 9041

Groblersdal

1 Second Avenue, Groblersdal
Tel: (013) 262 3150/2983

Jan Furse

116 Lefa Building, Schoonoord Road
Tel: (013) 265 7210/7125

Lebowakgomo

Magistrate's Complex, Lebowakgomo
Tel: (015) 633 9360

Lephalale

Nicolet Building, 4 Muller Street, Lephalale
Tel: (014) 763 2162

Makhado

Ground Floor, Progress Paleis, 102 Krogh Street, Louis Trichardt
Tel: (015) 516 0207/1025

Modimolle

84 Limpopo Street, Modimolle
Tel: (014) 717 1046/8

Mokopane

52 Rabe Street, Mokopane
Tel: (015) 491 5973

Phalaborwa

21 Potgieter Avenue, Phalaborwa
Tel: (015) 781 5114

Polokwane

99 A Landdros Maries Street, Polokwane
Tel: (015) 299 5000/5010

Seshego

4004 G Nelson Mandela Drive, Seshego
Tel: (015) 223 7020/7220

Thohoyandou

Investec Building, Mphephu Street, Thohoyandou
Tel: (015) 960 1300/16

Tzaneen

Boulevard Building, 73 Agatha Street, Tzaneen
Tel: (015) 306 2600

MPUMALANGA**Barberton**

Shop No 11, Eurika Centre, Nourse Street, Barberton
Tel: (013) 712 3066/3353

Bethal

9 Vuyisile Mini Street, Bethal
Tel: (017) 647 2383/5212

Carolina

Chief Albert Luthuli Municipality Premises, Corner Voortrekker & Fersveldt Streets, Carolina
Tel: (017) 843 1077/2111

Emalahleni (Witbank)

36 Mandela Avenue, Corner Escombe & Nelson Mandela Streets, Emalahleni
Tel: (013) 653 3800/656 1422-28

Eestehoeck

89 Embhuleni Hospital Road, Mkwanazi Complex, Elukwatini
Tel: (017) 883 2414

Ermelo

Merino Trust Building, Corner De Jager and Joubert Streets, Ermelo
Tel: (017) 819 7632/3010

KwaMhlanga

Building No 6, Government Building, KwaMhlanga
Tel: (013) 947 3173/2484/3378

Malelane

Malelane Labour Centre, 1st Floor ABSA Building, 19 Lorenzo Road, Malelane
Tel: (013)-7901528 /1682/1359

Mashishing (Lydenburg)

51 De Klerk Street, Lydenburg
Tel: (013) 235 2368/9

Mbombela (Nelspruit)

29 Brown Street, Aloe Park, Nelspruit
Tel: (013) 753 2844/5/6 or (013) 755 2640

Middelburg

Emily Hobhouse Building, 175 Cowen Ntuli Street, Middelburg
Tel: (013) 283 3600

Piet Retief

Balalas Building, 42 Kotze Street, Piet Retief
Tel: (017) 826 1883/4

Sabie

Old Spar Centre, 10th Avenue, Sabie
Tel: (013) 764 2105/6

Secunda

4 Waterson Street, Sunset Park, Secunda
Tel: (017) 631 2585/2652

Standerton

Caroto Building, 14 Vry Street, Standerton
Tel: (017) 712 1351/4809

NORTH WEST**Brits**

Reinaldo Building, Corner McClean and Korporasie Streets, Brits
Tel: (012) 252 3068

Christiana

Suidwes Building, 3 Pretorius Street, Christiana
Tel: (053) 441 2120

Klerksdorp

Corner Voortrekker and Anderson Streets, Klerksdorp
Tel: (018) 464 8700

Lichtenburg

45 Church Street, Lichtenburg, 2748
Tel: (018) 632 4323

Mafikeng

25 Lex Court Building, Tillard Street, Mafikeng
Tel: (018) 381 1010/11

Mogwase

Block K, Ground Floor, Mogwase Shopping Complex, Mogwase
Tel: (014) 555 5693

Potchefstroom

Old Volkshuis Building, 90 Church Street, Potchefstroom
Tel: (018) 297 5100

Rustenburg

1st Floor, Shoprite Checkers Building, Church Street, Rustenburg
Tel: (014) 592 8214

Taung

Stand 232, Behind Taung Station Post Office, Taung Station
Tel: (053) 994 1679

Vryburg

27 Nelson Street, Vryburg, 8600
Tel: (053) 927 5221

NORTHERN CAPE**Calvinia**

Department of Labour, 21 Dorp Street, Calvinia
Tel: (027) 341 1280

De Aar

New Lisbon Building, 23 Main Street, Corner Main and Voortrekker Streets, De Aar
Tel: (053) 631 0455

Kimberley

Laboria House, Corner Pniel & Compound Streets, Kimberley, 8300
Tel: (053) 838 1500

Kuruman

Magistrate Complex, 818 Seweding Road, Kuruman
Tel: (053) 712 3870

Postmasburg

Laboria House, 46 Main Street, Postmasburg
Tel: (053) 313 0641

Springbok

126B Overberg Avenue, Springbok
Tel: (027) 718 1058/9

Upington

Old Post Office Building, Schroder Street, Upington
Tel: (054) 331 1098;

WESTERN CAPE**Beaufort West**

4 Voortrekker Street, Beaufort West
Tel: (023) 414 3427

Bellville

1st Floor, 20 Charl Malan Street, Bellville
Tel: (021) 941 7000

Cape Town

Thomas Boydell Building, 22 Parade Street, Cape Town
Tel: (021) 468 5500/02/04

George

Labour Centre, 35 Albert Street, Albert, George
Tel: (044) 801 1200

Knysna

Old Van Halderens Building, Clyde Street, Knysna
Tel: (044) 302 6800

Mitchell's Plain

Old Post Office Building, 5th Ave Polka Square, Town Centre, Mitchell's Plain
Tel: (021) 391 0591

Mossel Bay

Shoprite Building, Corner Marsh and Church Streets, Mosselbay
Tel: (044) 691 1140/1

Oudtshoorn

13 Regent Street, Oudtshoorn
Tel: (044) 203 6100/279 2386

Paarl

68 Breda Street, Paarl
Tel: (021) 872 2020/74

Somerset West

Standard Bank Building, 1st Floor, 117 Main Road, Somerset West
Tel: (021) 852 6535

Vredenburg

85 Main Road, Vergelegenpark, Vredenburg
Tel: (022) 713 1952

Worcester

90A Durban Street, Worcester
Tel: (023) 346 5200

**DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM
NOTICE 777 OF 2018**

GENERAL NOTICE IN TERMS OF THE RESTITUTION OF LAND RIGHTS ACT, 1994 (ACT NO. 22 OF 1994)

Notice is hereby given in terms of Section 11 (1) of the Restitution of Land Rights Act, 1994 (Act No. 22 of 1994) that a claim for the restitution of land rights on the following properties have been lodged with the Regional Land Claims Commissioner: KwaZulu-Natal and that the Commission on Restitution of Land Rights will further investigate the claim in terms of provisions of the Act in due course:

Property	:	1. That portion of Durban, commonly known as 36 North Street Block AK 2. That portion of Durban, commonly known as 94 North Street Block AK 3. That portion of Durban, commonly known as 116 May Street Block AK
Magisterial District	:	Ethekwini
Administrative District	:	KwaZulu-Natal
Claimant	:	1. Mahomed Amod Paruk 2. Essop Mahomed Paruk 3. Suleman Ebrahim Dala
Date claim lodged	:	1. 30 November 1998 2. 30 November 1998 3. 30 November 1998
Reference number	:	1. KRN6/2/3/E/8/817/18/223 2. KRN6/2/3/E/8/817/18/106 3. KRN6/2/3/E/8/817/18/258

Any party/parties who have an interest in the above-mentioned properties is hereby invited to submit, within **30 days** from the date of publication of this notice, any representations and/ or information which shall assist the Commissioner in proving or disproving this claim.

Should no information and/ or representations from the affected party/ parties be forthcoming within the stipulated period, the affected party/parties shall be *ipso facto* barred from further doing so and the Commission shall continue with the subsequent processes towards completion of the investigation.

Any comments and information should be submitted to:

The Regional Land Claims Commissioner: KwaZulu-Natal
Private Bag X9120
Pietermaritzburg 3200

Tel: (033) 355 - 8400
Fax: (033) 342 - 3409

Submissions may also be delivered to Second Floor, African Life Building, 200 Church Street, Pietermaritzburg.

LEBJANE MAPHUTHA
REGIONAL LAND CLAIMS COMMISSIONER: KWAZULU NATAL
DATE:

**DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM
NOTICE 778 OF 2018**

GENERAL NOTICE IN TERMS OF THE RESTITUTION OF LAND RIGHTS ACT, 1994 (ACT NO. 22 OF 1994)

Notice is hereby given in terms of Section 11 (1) of the Restitution of Land Rights Act, 1994 (Act No. 22 of 1994) that a claim for the restitution of land rights on the following properties have been lodged with the Regional Land Claims Commissioner: KwaZulu-Natal and that the Commission on Restitution of Land Rights will further investigate the claim in terms of provisions of the Act in due course:

Property : **see attached schedule**

Magisterial District : **Durban Metro**

Administrative District : **KwaZulu-Natal**

Claimant : **see attached schedule**

Date claim lodged : **see attached schedule**

Reference number : **see attached schedule**

Any party/parties who have an interest in the above-mentioned properties is hereby invited to submit, within **30 days** from the date of publication of this notice, any representations and/ or information which shall assist the Commissioner in proving or disproving this claim.

Should no information and/ or representations from the affected party/ parties be forthcoming within the stipulated period, the affected party/parties shall be *ipso facto* barred from further doing so and the Commission shall continue with the subsequent processes towards completion of the investigation.

Any comments and information should be submitted to:

The Regional Land Claims Commissioner: KwaZulu-Natal
Private Bag X9120
Pietermaritzburg 3200

Tel: (033) 355 - 8400
Fax: (033) 342 - 3409

Submissions may also be delivered to Second Floor, African Life Building, 200 Church Street, Pietermaritzburg.

LEBJANE MAPHUTHA
REGIONAL LAND CLAIMS COMMISSIONER: KWAZULU NATAL
DATE:

SCHEDULE

NO.	REFERENCE NUMBER	NAME OF CLAIMANT	PROPERTY DESCRIPTION	LODGMET DATE
1	KRN6/2/3/E/8/8/17/2716/2402	Muntu Alfred Gwala	That portion of Durban commonly known as 136 Chateau Estate, Cato Manor	03 December 1996
2	KRN6/2/3/E/8/8/17/2716/2515	Bekuyise Julius Mkhize	That portion of Durban commonly known as 38 Denis Shepstone Road	13 January 1997
3	KRN6/2/3/E/8/8/17/2716/5039	Mandlenkosi Eliot Rabede	That portion of Durban commonly known as 175 Shumville, Cato Manor	30 December 1998
4	KRN6/2/3/E/8/8/17/2716/2722	Vitalis Ngodo Khasibe	That portion of Durban commonly known as Ezimangweni, Cato Manor	19 October 1996
5	KRN6/2/3/E/8/8/17/2716/2165	Boyi Alson Mahlaba	That portion of Durban commonly known as 27 Dabulamanzi, Cato Manor	22 July 1996
6	KRN6/2/3/E/8/8/17/2716/1251	Khanyisile Winfred Shezi	That portion of Durban commonly known as Good Hope, Cato Manor	August 1996
7	KRN6/2/3/E/8/8/17/2716/2687	Punyuka Ngcobo	That portion of Durban commonly known as Cabazini Place, Cato Manor	4 May 1998
8	KRN6/2/3/E/8/8/17/2716/2417	Bhekizitha David Nzimande	That portion of Durban commonly known as ND 16, Phathane Road, Cato Manor	17 December 1996
9	KRN6/2/3/E/8/8/17/2716/5135	Angeline Zwane	That portion of Durban commonly known as 31 Dlamini, Cato Manor	31 December 1998
10	KRN6/2/3/E/8/8/17/2716/5617	Veronica N Takata	That portion of Durban commonly known as Ridgeview Road No. 39 KM, Cato Manor	6 December 1997
11	KRN6/2/3/E/8/8/17/2716/5088	Albertina Matsimela	That portion of Durban commonly known as 210Kwamafutha, Cato Manor	29 December 1998
12	KRN6/2/3/E/8/8/17/2716/3152	Ntinini William Mbatha	That portion of Durban commonly known as No. 367, Road 6, Shamville, Cato Manor	8 January 1997
13	KRN6/2/3/E/8/8/17/2716/5620	Nomfundiso Soboyise	That portion of Durban commonly known as Ridgeview Road No. 39 KM, Cato Manor	6 December 1997
14	KRN6/2/3/E/8/8/17/2716/2273	Mandlenkosi Henry Tinga	That portion of Durban commonly known as 42 Orlando, Cato Manor	February 1997
15	KRN6/2/3/E/8/8/17/2716/4010	Mantombi Eveline Mthembu	That portion of Durban commonly known as Mkhalandoda, Cato Manor	14 December 1998
16	KRN6/2/3/E/8/8/17/2716/2937	Thandiwe Beatrice Maphuhulo	That portion of Durban commonly known as KK near Bank Store, Cato Manor	16 March 1998
17	KRN6/2/3/E/8/8/17/2716/1228	Mandlenkosi Ngiba	That portion of Durban commonly known as Ezinkaweni, Cato Manor	8 September 1998
18	KRN6/2/3/E/8/8/17/2716/5316	Fana Alfred Mkhize	That portion of Durban commonly known as Cato Manor	30 December 1998
19	KRN6/2/3/E/8/8/17/2716/1938	Gertrude Mbanjwa	That portion of Durban commonly known as 8 New Look, Cato Manor	11 September 1996
20	KRN6/2/3/E/8/8/17/2716/2040	Agnes Ntombi Sithole	That portion of Durban commonly known as New Clare, Cato Manor	29 June 1996
21	KRN6/2/3/E/8/8/17/2716/416	Israel Tubha Malupi	That portion of Durban commonly known as Bank Road, now 18 Wakesleigh Road, Cato Manor	23 July 1996
22	KRN6/2/3/E/8/8/17/2716/873	Primrose Cebekhulu	That portion of Durban commonly known as Good Hope, Cato Manor	8 August 1996
23	KRN6/2/3/E/8/8/17/2716/5483	Thokozile Sokhela	That portion of Durban commonly known as Good Hope, Cato Manor	30 December 1998
24	KRN6/2/3/E/8/8/17/2716/1264	Ntombizonke Regina Joyce Mthembu	That portion of Durban commonly known as KB Umkhumbane, Cato Manor	25 July 1996
25	KRN6/2/3/E/8/8/17/2716/3603	Yoliswa Floridah Ndzamela	That portion of Durban commonly known as 245 Manase, Cato Manor	24 May 1992

DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM**NOTICE 779 OF 2018****GENERAL NOTICE IN TERMS OF THE RESTITUTION OF LAND RIGHTS ACT, 1994 (ACT NO. 22 OF 1994)**

Notice is hereby given in terms of Section 11 (1) of the Restitution of Land Rights Act, 1994 (Act No. 22 of 1994) that a claim for the restitution of land rights on the following properties have been lodged with the Regional Land Claims Commissioner: KwaZulu-Natal and that the Commission on Restitution of Land Rights will further investigate the claim in terms of provisions of the Act in due course:

Property : **see attached schedule**

Magisterial District : **Durban Metro**

Administrative District : **KwaZulu-Natal**

Claimant : **see attached schedule**

Date claim lodged : **see attached schedule**

Reference number : **see attached schedule**

Any party/parties who have an interest in the above-mentioned properties is hereby invited to submit, within **30 days** from the date of publication of this notice, any representations and/ or information which shall assist the Commissioner in proving or disproving this claim.

Should no information and/ or representations from the affected party/ parties be forthcoming within the stipulated period, the affected party/parties shall be *ipso facto* barred from further doing so and the Commission shall continue with the subsequent processes towards completion of the investigation.

Any comments and information should be submitted to:

The Regional Land Claims Commissioner: KwaZulu-Natal
Private Bag X9120
Pietermaritzburg 3200

Tel: (033) 355 - 8400
Fax: (033) 342 - 3409

Submissions may also be delivered to Second Floor, African Life Building, 200 Church Street, Pietermaritzburg.

LEBJANE MAPHUTHA
REGIONAL LAND CLAIMS COMMISSIONER: KWAZULU NATAL
DATE:

SCHEDULE

NO.	REFERENCE NUMBER	NAME OF CLAIMANT	PROPERTY DESCRIPTION	LODGMET DATE
1	KRN6/23/E/8/817/2716/1392	Bongiwe Alphosina Mokoena	That portion of Durban commonly known as 262 Kumalo, Cato Manor	30 September 1996
2	KRN6/23/E/8/817/2716/5648	Sibusiso Francis Mkhize (Msawenkosi Innocent Dlamini)	That portion of Durban commonly known as Ridgeview Road No. 39 KM, Cato Manor	23 December 1997
3	KRN6/23/E/8/817/1445/53	Brigitte Nonhlanhla Kubeka	That portion of Durban commonly known as Mnyasane Place, Dunbar Road	23 October 1998
4	KRN6/23/E/8/817/2716/4913	Louisa Masikane	That portion of Durban commonly known as 39 Bellair, Cato Manor	30 December 1998
5	KRN6/23/E/8/817/2716/4356	Layekile Julia Kubeka	That portion of Durban commonly known as No. 2 Dunbar Road	22 December 1998
6	KRN6/23/E/8/817/2716/4666	Angela Mkhize	That portion of Durban commonly known as Cabazini, Cato Manor	21 December 1998
7	KRN6/23/E/8/817/2716/1317	Lizzy Mkhwanazi	That portion of Durban commonly known as 145 Kwa-Madondo	26 April 1996
8	KRN6/23/E/8/817/2716/910	Pawu Paulos Mlotshwa	That portion of Durban commonly known as 260 Manase, Cato Manor	21 August 1996
9	KRN6/23/E/8/817/2716/1290	Alzina Mashinini	That portion of Durban commonly known as 225 Nsimbini Cato Manor	29 August 1996
10	KRN6/23/E/8/817/2716/5611	Promise Qinisile Ngidi	That portion of Durban commonly known as Ridgeview Road No. 39 KM, Cato Manor	6 December 1997
11	KRN6/23/E/8/817/2716/5626	Duduzile Florence Bilose	That portion of Durban commonly known as Ridgeview Road No. 39 KM, Cato Manor	6 December 1997
12	KRN6/23/E/8/817/2716/1408	Mandla Ernest Mkhwanazi	That portion of Durban commonly known as 323 Kumalo, Cato Manor	19 August 1996
13	KRN6/23/E/8/817/2716/1445	Bonizwe Wilson Ngobese	That portion of Durban commonly known as Cato Manor	23 May 1996
14	KRN6/23/E/8/817/2716/2587	Phindile Beauty Ngcobo	That portion of Durban commonly known as 63 Havelock Road, Cato Manor	31 January 1997
15	KRN6/23/E/8/817/2716/595	Mitchell Sakhile Nxumalo	That portion of Durban commonly known as 206 Fairbreeze, Cato Manor	23 June 1996
16	KRN6/23/E/8/817/2716/506	Fanithole Christopher Ngidi	That portion of Durban commonly known as Dryhoek, Cato Manor	23 August 1996
17	KRN6/23/E/8/817/2716/468	Donald Thami Kumalo	That portion of Durban commonly known as 46 Mount Carmel, Cato Manor	17 May 1996
18	KRN6/23/E/8/817/2716/1459	Bathobile Jeanette F. Mhlongo	That portion of Durban commonly known as 45 KwaMafethe, Cato Manor	9 June 1996
19	KRN6/23/E/8/817/2716/2994	Mandlakayise Tinga	That portion of Durban commonly known as 129 Njomane Road, Two Sticks, Cato Manor	31 August 1998
20	KRN6/23/E/8/817/2716/4240	Johannes Ambrose Africa	That portion of Durban commonly known as Kwamafutha, Dabulamanzi, Cato Manor	21 December 1998
21	KRN6/23/E/8/817/2716/1754	Zwelibantu Joseph Majola	That portion of Durban commonly known as Dryhoek and Benoni, Cato Manor	23 July 1996

DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM

NOTICE 780 OF 2018

GENERAL NOTICE IN TERMS OF THE RESTITUTION OF LAND RIGHTS ACT, 1994 (ACT NO. 22 OF 1994)

Notice is hereby given in terms of Section 11 (1) of the Restitution of Land Rights Act, 1994 (Act No. 22 of 1994) that a claim for the restitution of land rights on the following properties have been lodged with the Regional Land Claims Commissioner: KwaZulu-Natal and that the Commission on Restitution of Land Rights will further investigate the claim in terms of provisions of the Act in due course:

Property	:	see attached schedule
Magisterial District	:	Durban Metro
Administrative District	:	KwaZulu-Natal
Claimant	:	see attached schedule
Date claim lodged	:	see attached schedule
Reference number	:	see attached schedule

Any party/parties who have an interest in the above-mentioned properties is hereby invited to submit, within **30 days** from the date of publication of this notice, any representations and/or information which shall assist the Commissioner in proving or disproving this claim.

Should no information and/or representations from the affected party/parties be forthcoming within the stipulated period, the affected party/parties shall be *ipso facto* barred from further doing so and the Commission shall continue with the subsequent processes towards completion of the investigation.

Any comments and information should be submitted to:

The Regional Land Claims Commissioner: KwaZulu-Natal
Private Bag X9120
Pietermaritzburg 3200

Tel: (033) 355 - 8400
Fax: (033) 342 - 3409

Submissions may also be delivered to Second Floor, African Life Building, 200 Church Street, Pietermaritzburg.

LEBJANE MAPHUTHA
REGIONAL LAND CLAIMS COMMISSIONER: KWAZULU NATAL
DATE:

SCHEDULE

NO.	REFERENCE NUMBER	NAME OF CLAIMANT	PROPERTY DESCRIPTION	LODGMET DATE
1	KRN6/2/3/E/8/817/2716/3	Thokozile Ruth Mokoana	That portion of Durban commonly known as 257 Ensimbini Patani Rd, Umkhumbane	20 August 1996
2	KRN6/2/3/E/8/817/2716/751	Ntombizodwa Beauty Ngubane	That portion of Durban commonly known as 6 Ridge View, Cato Manor	3 July 1996
3	KRN6/2/3/E/8/817/2716/2495	Constance Stobhi Mdladla	That portion of Durban commonly known as 69 Benoni Road, Cato Manor	18 November 1996
4	KRN6/2/3/E/8/817/2716/2504	Dululu Grace Mabanga	That portion of Durban commonly known as Bank 87	23 May 1996
5	KRN6/2/3/E/8/817/2716/3632	Eudora Thembi Kubheka	That portion of Durban commonly known as MN 23 Patern Rd, Cato Manor	6 December 1997
6	KRN6/2/3/E/8/817/2716/4521	Dlangamandla Amon Mngoma	That portion of Durban commonly known as 277 New Clare, Cato Manor	31 December 1998
7	KRN6/2/3/E/8/817/2716/5312	Thandekile Gasa	That portion of Durban commonly known as 221 Cabazini, Cato Manor	14 November 1998
8	KRN6/2/3/E/8/817/2716/5641	Makhozi Garnet Jakalashe	That portion of Durban commonly known as HL 8 Hlophe Ridge View Road	13 December 1997

DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM**NOTICE 781 OF 2018****GENERAL NOTICE IN TERMS OF THE RESTITUTION OF LAND RIGHTS ACT, 1994 (ACT NO. 22 OF 1994)**

Notice is hereby given in terms of Section 11 (1) of the Restitution of Land Rights Act, 1994 (Act No. 22 of 1994) that a claim for the restitution of land rights on the following properties have been lodged with the Regional Land Claims Commissioner: KwaZulu-Natal and that the Commission on Restitution of Land Rights will further investigate the claim in terms of provisions of the Act in due course:

Property : **A portion of Winklespruit, Kingsburgh**

Province : **KwaZulu-Natal**

District Municipality : **Ethekwini**

Local Municipality : **Ethekwini**

Claimant : **Jacob Bhekumbuso Shandu**

Date claim lodged : **29 December 1998**

Reference number : **KRN6/2/2/E/8/0/0/29**

Any party/parties who have an interest in the above-mentioned properties is hereby invited to submit, within **30 days** from the date of publication of this notice, any representations and/ or information which shall assist the Commissioner in proving or disproving this claim.

Should no information and/ or representations from the affected party/ parties be forthcoming within the stipulated period, the affected party/parties shall be *ipso facto* barred from further doing so and the Commission shall continue with the subsequent processes towards completion of the investigation.

Any comments and information should be submitted to:

The Regional Land Claims Commissioner: KwaZulu-Natal
Private Bag X9120
Pietermaritzburg 3200

Tel: (033) 355 - 8400
Fax: (033) 342 - 3409

Submissions may also be delivered to Second Floor, African Life Building, 200 Church Street, Pietermaritzburg.

LEBJANE MAPHUTHA
REGIONAL LAND CLAIMS COMMISSIONER: KWAZULU NATAL
DATE:

DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM
NOTICE 782 OF 2018

GENERAL NOTICE IN TERMS OF THE RESTITUTION OF LAND RIGHTS ACT, 1994 (ACT NO. 22 OF 1994)

Notice is hereby given in terms of Section 11 (1) of the Restitution of Land Rights Act, 1994 (Act No. 22 of 1994) that a claim for the restitution of land rights on the following properties have been lodged with the Regional Land Claims Commissioner: KwaZulu-Natal and that the Commission on Restitution of Land Rights will further investigate the claim in terms of provisions of the Act in due course:

Property	:	see attached schedule
Extent of property	:	see attached schedule
Magisterial District	:	Vryheid
Administrative District:	:	KwaZulu-Natal
Current Title Deed No.	:	see attached schedule
Current Owner	:	see attached schedule
Bonds & Restrictive Conditions (Interdicts)	:	see attached schedule
Claimant	:	Sithenga Isaac Sangweni on behalf of the Sangweni Family
Date claim lodged	:	23 January 1998
Reference number	:	KRN6/2/2/E/50/0/0/111

Any party/parties who have an interest in the above-mentioned properties is hereby invited to submit, within **30 days** from the date of publication of this notice, any representations and/ or information which shall assist the Commissioner in proving or disproving this claim.

Should no information and/ or representations from the affected party/ parties be forthcoming within the stipulated period, the affected party/parties shall be *ipso facto* barred from further doing so and the Commission shall continue with the subsequent processes towards completion of the investigation.

Any comments and information should be submitted to:

The Regional Land Claims Commissioner: KwaZulu-Natal
Private Bag X9120
Pietermaritzburg 3200

Tel: (033) 355 - 8400
Fax: (033) 342 - 3409

Submissions may also be delivered to Second Floor, African Life Building, 200 Church Street, Pietermaritzburg.

LEBJANE MAPHUTHA
REGIONAL LAND CLAIMS COMMISSIONER: KWAZULU NATAL
DATE:

SCHEDULE

NO.	PROPERTY DESCRIPTION	EXTENT	CURRENT TITLE DEED NO.	CURRENT OWNER	BONDS & RESTRICTIVE CONDITIONS (INTERDICTS)
1	Remainder of Erf 31 Vryheid East	1, 3132 ha	T35567/2000	Hans Jurie Myburgh	VA2017/2016
2	Portion 7 of Erf 31 Vryheid East	0, 7109 ha	T23477/1985	RSA	None

DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM

NOTICE 783 OF 2018

**GENERAL NOTICE IN TERMS OF THE RESTITUTION OF LAND RIGHTS ACT, 1994
(ACT No. 22 OF 1994) AS AMENDED.**

Notice is hereby given in terms of Section 11(1) of the Restitution of Land Rights Act, 1994 (Act No. 22 of 1994), as amended. The claim for the restitution of land rights has been submitted to the Regional Land Claims Commissioner of the Western Cape. The particulars regarding this claim are as follows:

Project Name : Clayton Family Claim
Reference Number : C181
Dispossessed Party : Maria Clayton
Property Description : Rem of Erf 60145 Lansdowne.
Extent : 595m²
Capacity : Ownership
Area : Lansdowne
Date submitted : 29 November 1997

The Regional Land Claims Commission will investigate this claim in terms of provisions of the Act in due course. Any party who has an interest in the above-mentioned land is hereby invited to submit, within 60 days from the publication of this notice, any comments / information to:

The Office of the Regional Land Claims Commissioner: Western Cape
Private Bag X9163
Cape Town
8000

Tel: 021*4090300

Fax: 021*424-5146

Regional Land Claims Commissioner: Western Cape

CHECKED
MR B.MARS
SENIOR ADMIN OFFICER: LEGAL
DATE: 18/03/16

APPROVED.....
MR L.H MAPHUTHA
REGIONAL LAND CLAIMS COMMISSIONER
DATE: 20/6/03/29

DEPARTMENT OF TELECOMMUNICATIONS AND POSTAL SERVICES**NOTICE 784 OF 2018****INVITATION OF NOMINATIONS FOR APPOINTMENTS AS NON-EXECUTIVE MEMBERS OF THE BOARD OF THE ZA DOMAIN NAME AUTHORITY)**

Mrs Stella Ndabeni-Abrahams, MP, the Minister responsible for Telecommunications and Postal Services, invites the public to nominate suitable persons to be considered for appointment as non-executive members of the Board of ZADNA in terms of section 62 (2)(b) of the Electronic Communications and Transactions Act, 2002 (Act No. 25 of 2002) ("ECTA").

Written nominations must contain the following:

In respect of the nominator; a signed nomination letter bearing the full name, identity number, physical and postal address, telephone number and e-mail address of the nominator.

In respect of nominee; a signed letter of acceptance of the nomination must be accompanied by:

A comprehensive curriculum vitae (CV); certified proof of academic qualifications including a copy of a matric certificate; and identity document (ID). The CV must have the following information: physical and postal addresses; telephone and facsimile number and e-mail address. An indication of Board and Board Committees participation is required where applicable.

Candidates representing the following sectors of stakeholders will be considered:

- The existing Domain Name community;
- Academic and Legal sectors;
- Science, Technology and Engineering sectors;
- Labour and Human Capital;
- Business and Private sector;
- Culture and Language;
- Public sector leadership and experience in relevant legislation; and
- the internet user community.

The following skills and experience will be considered to ensure appointment of a balanced Board with a mix of skills to provide proper governance for the successful implementation of the ZADNA's mandate:

- Finance, Accounting and Auditing
- Human Resource Management;
- Legal with corporate and contract law;
- Information and Communications Technology (ICT)
- Corporate Governance and Risk Management
- Any other skills relevant to the business of ZADNA

Successful candidates must submit themselves to verification of qualifications and security clearance.

An Independent Selection Panel will conduct the selection process and make appointment recommendations to the Minister in terms of the ECTA.

NB: Nominations will not be considered unless all the requirements set out above are met. Correspondence will be entered into with shortlisted candidates only.

Written Nominations must be addressed to:

The Director-General, Department of Telecommunications and Postal Services
For attention: Ms Precious Tsolo , The Director, SOE Governance and Support,
First Floor, Block B, iParoli Office Park, 1166 Park Street, Hatfield, Pretoria
Private Bag X860, Pretoria, 0001
Enquiries: Tel: (012) 421 7025 or (012) 427 8243

Alternatively, email to NEDAPPOINTMENT@dtps.gov.za

CLOSING DATE FOR NOMINATIONS: Monday, 31 December 2018



Mrs Stella Ndabeni-Abrahams, MP
Minister of Telecommunications and Postal Services
Date:

BOARD NOTICES • RAADSKENNISGEWINGS

BOARD NOTICE 178 OF 2018

SOUTH AFRICAN VETERINARY COUNCIL

ELECTION NOTICE OF
FRIDAY, 07 DECEMBER 2018

NOMINATION OF CANDIDATES FOR THE
ELECTION OF COUNCIL MEMBERS FOR THE
TERM OF OFFICE TO COMMENCE
ON 1 AUGUST 2019 TO 31 JULY 2022

Notice is hereby given in terms of the Regulations relating to the Veterinary and Para-Veterinary Professions Act, 1982 published under Notice R2085 in Government Gazette 8402 of 1 October 1982, as amended, that I await the nominations of

Ten Veterinarians or Veterinary Specialists

One Veterinary Nurse

One Veterinary Technologist

One Laboratory Animal Technologist

One Animal Health Technician

to serve on the South African Veterinary Council

Registered veterinarians or veterinary specialists are entitled to nominate ten veterinarians or veterinary specialists for membership of the Council whilst

registered veterinary nurses are entitled to nominate one veterinary nurse,

registered veterinary technologists one veterinary technologist,

registered laboratory animal technologists one laboratory animal technologist, and

registered animal health technicians one animal health technician.

The nomination form must be lodged with me before 16h00 on Wednesday, 23 JANUARY 2019.

Nomination forms are available on request from the South African Veterinary Council offices, Tel (012) 345 6347 or can be downloaded at www.savc.org.za.

An election manifesto must accompany the nomination form. The manifesto must not exceed two hundred words and include the following:

Academic qualifications
Career record and achievements
Special Interest
Public and professional service
A mission statement



HAVINGA
REGISTRAR

BOARD NOTICE 179 OF 2018

Building 2 Greenstone Hill Office Park Emerald Boulevard Modderfontein
PO Box 8237 Greenstone 1616 Johannesburg South Africa
Tel 087 940 8800 Fax 087 940 8873 E-mail board@irba.co.za
Docex DX008 Edenvale Internet www.irba.co.za

**PROPOSED REVISED SECTION 321 OF THE CODE OF PROFESSIONAL CONDUCT
FOR REGISTERED AUDITORS: SECOND OPINIONS**

In accordance with the provisions of Section 10(1)(a) of the Auditing Profession Act No. 26 of 2005 (the Act), the Independent Regulatory Board for Auditors (IRBA) publishes, pursuant to the provision of Section 4(1)(c) of the Act, the following for public information and comment:

1. Proposed Revised Section 321 of the IRBA Code of Professional Conduct for Registered Auditors (the IRBA Code): Second Opinions.

To ensure that all relevant stakeholders are consulted, and to streamline the consultation process, interested and affected stakeholders are invited to submit written comments to the IRBA by 5 February 2019.

Please be advised that the proposed Revised Section 321 of the IRBA Code is available and may be downloaded from the IRBA website at <https://www.irba.co.za/guidance-to-ras/technical-guidance-for-auditors/exposure-drafts-and-comment-letters>.

The IRBA's Committee for Auditor Ethics (CFAE) will consider comments received on the proposed amendments. All comments received will be regarded as being on public record, unless confidentiality is requested.

Please submit written comments, in both Word and PDF formats, by email to:

The Director: Standards

Independent Regulatory Board for Auditors

Attention: Mr I Vanker

Email: standards@irba.co.za

For any enquiries, please contact Mr Y Choonara via email using the abovementioned email address or call him directly on +27 87 940-8867.

Bernard Peter Agulhas

Chief Executive Officer

BOARD NOTICE 180 OF 2018

Building 2 Greenstone Hill Office Park Emerald Boulevard Modderfontein
PO Box 8237 Greenstone 1616 Johannesburg South Africa
Tel 087 940 8800 Fax 087 940 8873 E-mail board@irba.co.za
Docex DX008 Edenvale Internet www.irba.co.za

**CALL FOR NOMINATION OF PERSONS TO SERVE ON THE BOARD AND STATUTORY COMMITTEES
OF THE INDEPENDENT REGULATORY BOARD FOR AUDITORS (IRBA)**

The objective of the IRBA is to endeavour to protect the financial interests of the South African public and international investors in South Africa through the effective and appropriate regulation of audits conducted by registered auditors, in accordance with internationally recognised standards and processes.

The statutory functions of the IRBA are to:

- Take steps to promote the integrity of the auditing profession, including:
 - Investigating alleged improper conduct;
 - Conducting disciplinary hearings;
 - Imposing sanctions for improper conduct; and
 - Conducting inspections
- Take steps it considers necessary to protect the public in their dealings with registered auditors.
- Prescribe the standards of professional competence, ethics and conduct of registered auditors.
- Encourage education in connection with, and research into, any other matter affecting the auditing profession.
- Prescribe auditing standards.

1. NOMINATIONS TO THE IRBA BOARD

In terms of section 11 of the Auditing Profession Act, Act 26 of 2005 (the Act), the Minister of Finance must appoint not more than ten non-executive members to the Board of the IRBA. The Minister of Finance must appoint competent persons, including registered auditors, to effectively guide the activities of the IRBA, based on their knowledge and experience.

A member of the IRBA appointed in terms of section 11 of the Act will hold office for a period not exceeding two years, and may be reappointed, but may not serve more than two consecutive terms of office.

Established in terms of Act 26 of 2005

The term of the current Board comes to an end on 9 May 2019. The first term of a member appointed as a result of this call for nominations will commence on 10 May 2019 and expire on 9 May 2021.

The following criteria will, inter alia, be considered:

- Independence from the profession;
- The minimum criteria as set out in the Auditing Profession Act;
- Experience relevant to the auditing profession;
- Race and gender;
- Any conflicting professional affiliations;
- Number of directorships and Boards on which proposed member serves;
- Professional memberships (e.g. RA, CA – to ensure meeting the requirements of the Act)
- Required professional qualifications, experience and skills to support the IRBA with the implementation of its Strategy.

Applications must include a curriculum vitae detailing the applicant's knowledge, experience and suitability as a Board member, together with copies of the applicant's qualifications.

2. NOMINATIONS TO THE INSPECTIONS COMMITTEE (INSCOM)

In terms of section 20(2)(d) of the Act, the IRBA Board must establish an inspection committee. Currently, three vacancies are required to be filled.

A member of the INSCOM appointed in terms of section 20(2)(d) of the Act will hold office for a period not exceeding three years, and may be reappointed, but may not serve more than two consecutive terms of office. The first term of a member appointed as a result of this call for nominations will commence on 1 March 2019 and expire on 28 February 2022.

Applications must include a curriculum vitae detailing the applicant's knowledge and experience in Audit (including as an academic), Financial Reporting, IT Audit and/or Investor/Financial Analyst, with a CA (SA) qualification, together with copies of the applicant's qualifications. Applicants must not be directly or indirectly involved in public practice or members of the IRBA Investigations Committee or Disciplinary Committee.

3. NOMINATION TO THE COMMITTEE FOR AUDITOR ETHICS (CFAE)

In terms of section 20(2)(a) of the Act, the IRBA Board must establish a committee for auditor ethics in accordance with section 21 of the Act. Currently, one vacancy is required to be filled.

A member of the CFAE appointed in terms of section 21(1)(b) of the Act will hold office for a period not exceeding three years, and may be reappointed, but may not serve more than two consecutive terms of office. The first term of a member appointed as a result of this call for nominations will commence on 1 April 2019 and expire on 31 March 2022.

Applications must include a curriculum vitae detailing the applicant's knowledge, experience in the use of audit, together with copies of the applicant's qualifications.

4. NOMINATION TO THE EDUCATION, TRAINING AND PROFESSIONAL DEVELOPMENT COMMITTEE (EDCOM)

In terms of section 20(2)(c) of the Act, the IRBA Board must establish an education, training and professional development committee. Currently, three vacancies are required to be filled.

A member of the EDCOM appointed in terms of section 20(2)(c) of the Act will hold office for a period not exceeding three years, and may be reappointed, but may not serve more than two consecutive terms of office. The first term of a member appointed as a result of this call for nominations will commence on 1 April 2019 and expire on 31 March 2022.

Applications must include a curriculum vitae detailing the applicant's knowledge and/or experience of industrial or educational psychology or an education background in another profession or a person with current audit experience at an audit firm, together with copies of the applicant's qualifications.

5. NOMINATION TO THE INVESTIGATING COMMITTEE (INVESCO)

In terms of section 20(2)(e) of the Act, the IRBA Board must establish an an investigating committee. Currently, one vacancy is required to be filled.

A member of the INVESCO appointed in terms of section 20(2)(e) of the Act will hold office for a period not exceeding three years, and may be reappointed, but may not serve more than two consecutive terms of office. The first term of a member appointed as a result of this call for nominations will commence on 1 April 2019 and expire on 31 March 2022.

Applications must include a curriculum vitae detailing knowledge and experience as a CA(SA) with a minimum

of 7 years post qualification audit experience and who is not in the employ of an external audit firm or related entity. As most cases dealt with involve work related to auditing, accounting, and ethics, and are conducted through general legal principles, a sound and thorough understanding of these disciplines is required.

Eligible persons who wish to be considered for appointment are invited to submit applications to:

The Chief Executive Officer
Independent Regulatory Board for Auditors
c/o The Board Secretary
PO Box 8237
Greenstone
1616

Or by e-mail to board@irba.co.za.

An application form, as well as further information regarding the Board and the Statutory Committees, are available on the IRBA website, [www.irba.co.za/what is the IRBA/Board Members](http://www.irba.co.za/what-is-the-IRBA/Board-Members).

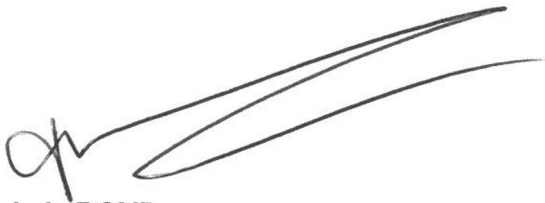
The application form must be completed by all applicants.

Closing date for all nominations: 31 January 2019.

Enquiries should be directed to the Board Secretary, Jill Levendal at 087 940 8800 or via e-mail to board@irba.co.za.

BOARD NOTICE 181 OF 2018**FINANCIAL SECTOR CONDUCT AUTHORITY****FINANCIAL MARKETS ACT, 2012****PROPOSED AMENDMENTS TO THE LISTING REQUIREMENTS OF EQUITY EXPRESS
SECURITIES EXCHANGE ("EESE")****PUBLICATION FOR COMMENT**

The Financial Sector Conduct Authority ("**FSCA**") hereby gives notice under section 11(6)(c) of the Financial Markets Act, 2012 (Act No. 19 of 2012) that the proposed amendments to the Listing Requirements of EESE have been published on the official website of the FSCA (www.fsca.co.za) for public comment. All interested persons who have any objections to the proposed amendments are hereby called upon to lodge their objections with the FSCA, at the following email address: michael.kabai@fsca.co.za within a period of fourteen (14) days from the date of publication of this notice.

**J. A. BOYD****FINANCIAL SECTOR CONDUCT AUTHORITY**

WARNING!!!

To all suppliers and potential suppliers of goods to the Government Printing Works

The Government Printing Works would like to warn members of the public against an organised syndicate(s) scamming unsuspecting members of the public and claiming to act on behalf of the Government Printing Works.

One of the ways in which the syndicate operates is by requesting quotations for various goods and services on a quotation form with the logo of the Government Printing Works. Once the official order is placed the syndicate requesting upfront payment before delivery will take place. Once the upfront payment is done the syndicate do not deliver the goods and service provider then expect payment from Government Printing Works.

Government Printing Works condemns such illegal activities and encourages service providers to confirm the legitimacy of purchase orders with GPW SCM, prior to processing and delivery of goods.

To confirm the legitimacy of purchase orders, please contact:

Anna-Marie du Toit (012) 748-6292 (Anna-Marie.DuToit@gpw.gov.za) and

Siraj Rizvi (012) 748-6380 (Siraj.Rizvi@gpw.gov.za)

Printed by and obtainable from the Government Printer, Bosman Street, Private Bag X85, Pretoria, 0001
Contact Centre Tel: 012-748 6200. eMail: info.egazette@gpw.gov.za
Publications: Tel: (012) 748 6053, 748 6061, 748 6065