

PAIA MANUAL

ASSEGAI RECRUITMENT (PTY) LTD

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Interpretation

- 1.1 The Promotion of Access to Information Act No. 2 of 2000, (“the **Act**”) came into operation on 23 November 2001. Section 51 of this Act requires that private bodies compile a manual giving information to the public regarding the procedure to be followed in requesting information for the purpose of exercising or protecting rights.
- 1.2 Assegai Recruitment (Pty) Ltd (the **Company**) owns and operates a recruitment agency.
- 1.3 We have compiled this manual, not only to comply with the provisions of the Act, but also to foster a culture of transparency and accountability in our environment and to ensure that members of the public have effective access to information in our possession which will assist them in the exercise and protection of their rights.
- 1.4 The categories of information which we possess, which you are able to access, is dealt with herein. You will also be shown the correct procedure to follow should you require access to any of this information.
- 1.5 A copy of this manual is also available on our website.

Section A – Our details

Full Name:	Assegai Recruitment (Pty) Ltd
Registered Number:	2020/244223/07
Registered Address:	26 Kenelm Road, Everton, 3610
Postal Address:	Suite 627, Private Bag X4, Kloof, 3640
Telephone Number:	083 271 0909
Fax Number:	N/A
Head/CEO:	Alison Louise Lloyd
Designated Information Officer:	Alison Louise Lloyd
Email Address of Information Officer:	louise@assegairecruitment.co.za

Website: www.assegairerecruitment.co.za

Section B – The official Guide

In accordance with section 10 of the Act, the South African Human Rights Commission (**SAHRC**) has published a guide (“the **Guide**”) containing information reasonably required by a person wishing to exercise or protect any right in terms of this Act. This Guide appears on the South African Human Rights Commission’s website (www.sahrc.org.za under the “Publications” tab and under the heading “Legislation”) and contains the following information:

- 3.1 Part 1 – Why Access to Information (this sets out the objects of the Act).
- 3.2 Part 2 – Access to Information.
- 3.3 Part 3 – How to Make a Request for Access to Information (this includes details of the fees to be paid and explains your remedies in law regarding acts, omissions, rights and duties, including how to lodge an internal appeal and a court application).
- 3.4 Part 4 – When Access to a Record May be Refused.
- 3.5 Part 5 – General Information.
- 3.6 Part 6 – Public Bodies from Whom You Can Access Records.

Enquiries regarding the Guide can be addressed to the SAHRC, the contact details of which are as follows:

Post: South African Human Rights Commission
Promotion of Access to Information Act Unit
Research and Documentation Department
Private Bag X2700
Houghton
2041

Telephone: (011) 877-3600

Fax: (011) 403-0625

Website: www.sahrc.org.za

E-mail: lidlamini@sahrc.org.za

With effect from 1 July 2021, in terms of section 110 read with section 114(4) of the Protection of Personal Information Act (POPI), the Information Regulator will assume the role and responsibilities of the SAHRC under PAIA.

In particular, section 114(4) of POPI provides that “the SAHRC must, in consultation with the Information Regulator, finalise or conclude its functions referred to in sections 83 and 84 of [PAIA], as soon as reasonably possible after the amendment of those sections in terms of [POPI]”.

Pending the finalisation contemplated above, the SAHRC has advised on its website that it will continue to discharge its powers and functions under PAIA until the handover process to the Information Regulator is complete.

For completeness, the contact details of the Information Regulator are recorded below:

Post: PO Box 31533
Braamfontein
Johannesburg
2017

Email: infoereg@justice.gov.za

Website: <https://www.justice.gov.za/infoereg/index.html>

POPI also introduced certain amendments to PAIA, including an obligation on the Information Regulator to update and make available the existing guide that has been compiled by the SAHRC containing such information, in an easily comprehensible form and manner, as may reasonably be required by a person who wishes to exercise any right contemplated in PAIA and POPI.

Once the updated guide has been released, this manual will be updated to the extent necessary.

Section C – Information available in terms of the Act

4.1 Categories of information

We may (but do not necessarily) hold the following categories of information in respect of the Company and its operations:

(a) STATUTORY COMPANY INFORMATION

- (i) A copy of the Memorandum of Incorporation and any amendments or alterations to it.
- (ii) A copy or copies of rules made in terms of sections 15(3) to (5) of the Companies Act No. 71 of 2008 ("Companies Act").
- (iii) A record of our directors.
- (iv) Copies of reports presented at annual general meetings.
- (v) Copies of Annual Financial Statements, including:
 - (A) the auditor's report, if the Annual Financial Statements are audited; and
 - (B) the directors' report.
- (vi) Copies of accounting records required by the Companies Act.
- (vii) Notices of all shareholders meetings / members' meetings.
- (viii) Minutes of all shareholders meetings / members' meetings.
- (ix) All resolutions adopted by shareholders / members and any documents made available by us to the shareholders / members in relation to their resolutions.
- (x) Copies of written communications sent generally by us to shareholders / members.
- (xi) Minutes of all meetings of directors, or directors' committees, or the audit committee (if any).
- (xii) Resolutions of directors, or directors' committees, or the audit committee (if any).

(xiii) Securities register / members' register.

(xiv) A record of our company secretaries and auditors (if any), including:

(A) the name of each such person; and

(B) the date of each of their appointments.

(b) ACCOUNTING RECORDS

(i) Books of account including journals and ledgers.

(ii) Delivery notes, orders, invoices, statements, receipts, vouchers and bills of exchange.

(c) STATUTORY EMPLOYEE RECORDS

(i) Employees' names and occupations.

(ii) Time worked by each employee.

(iii) Remuneration paid to each employee.

(iv) Date of birth of each employee under the age of 18 years (if any).

(v) Wages register.

(vi) Attendance register.

(vii) Employment equity plan.

(viii) Salary and wages register.

(ix) Records of foreign employees.

(x) Collective agreements (if any) and any records required in terms thereof.

(xi) Arbitration awards (if any) and any records required in terms thereof.

- (xii) Determinations made in terms of the Wage Act (if any) and any records required in terms thereof.
- (xiii) Records of strikes, lockouts or protest action (if any).
- (xiv) Industrial training records.
- (xv) Staff records (after date of employment ceases).
- (xvi) Expense accounts.
- (xvii) Tax returns of employees.
- (xviii) Skills development plan.

(d) OTHER EMPLOYEE RECORDS

- (i) Employee contracts.
- (ii) Incentive schemes.
- (iii) Staff loan schemes.
- (iv) Study assistance schemes.
- (v) Maternity leave policy.
- (vi) Relocation policy.
- (vii) Housing scheme.
- (viii) Disability scheme.
- (ix) Funeral insurance scheme.
- (x) Group personal accident.
- (xi) Group life.
- (xii) Micro loan scheme.

(xiii) Employee stock purchase plan.

(xiv) Code of conduct.

(e) PENSION AND RETIREMENT FUNDING RECORDS

(i) Pension Fund Rules.

(ii) Pension Fund account records.

(iii) Minutes of meetings of trustees and members.

(iv) Actuarial valuation reports.

(v) Contribution reports.

(vi) Annual accounts.

(f) CLIENTS

(i) Company name

(ii) Company physical and company billing address

(iii) Contact details

(iv) VAT number

(v) Contracts

(vi) Correspondence

(g) CANDIDATES

(i) Candidate Application Forms

(ii) Curriculum Vitae

(iii) Correspondence

(iv) Contracts

- (v) ID number
- (vi) Employment record
- (vii) Educational records
- (viii) Salary information (including payslips)
- (ix) Contact details for references
- (x) Written references obtained telephonically from current or previous employers of the Candidate by Assegai Recruitment
- (xi) Information provided by the Candidate during the interview with Assegai Recruitment
- (xii) Criminal check obtained with consent from the Candidate
- (xiii) ID verification check obtained with consent from the Candidate
- (xiv) Qualification verification checks obtained with consent from the Candidate (this can include Matric verification, Degree or Diploma verification, and any other course or qualification that the Candidate has listed in their Curriculum Vitae)
- (xv) Credit Check obtained with consent from the Candidate

(h) FIXED PROPERTY

- (i) Title deeds.
- (ii) Leases.
- (iii) Building plans.
- (iv) Mortgage Bonds or other encumbrances to fixed property.

(i) MOVABLE PROPERTY

- (i) Asset register.
- (ii) Finance and lease agreements.
- (iii) Notarial bonds.
- (iv) Deeds of pledge.

(j) INTELLECTUAL PROPERTY

- (i) Patents, patent applications and inventions.
- (ii) Trade marks, trade mark applications, trade names and protected names.
- (iii) Designs and design applications.
- (iv) Copyright-protected material.
- (v) Agreements relating to intellectual property such as licence agreements, secrecy agreements, research and development agreements, consulting agreements, use agreements, joint venture agreements and joint development agreements.
- (vi) Documents pertaining to litigation and other disputes involving intellectual property.

(k) AGREEMENTS AND CONTRACTS

- (i) Material agreements concerning the provision of services or materials.
 - (ii) Joint venture agreements, partnership agreements, participation, franchise, co-marketing, co-promotion or other alliance agreements.
 - (iii) Agreements with shareholders, officers or directors.
 - (iv) Acquisition or disposal documentation.
 - (v) Agreements with contractors and suppliers.
 - (vi) Agreements with customers.
 - (vii) Warranty agreements.
 - (viii) Sale agreements.
 - (ix) Distributor, dealer or agency agreements.
 - (x) Restraint agreements.
 - (xi) Agreements with governmental agencies.
 - (xii) Purchase or lease agreements.
- (l) TAXATION
- (i) Copies of all Income Tax Returns and other tax returns and documents.
- (m) LEGAL
- (i) Complaints, pleadings, briefs and other documents pertaining to any actual, pending or threatened litigation, arbitration or investigation.
 - (ii) Settlement agreements.
 - (iii) Material licences, permits and authorisations.
- (n) INSURANCE

- (i) Insurance policies.
- (ii) Claim records.
- (iii) Details of insurance coverages, limits and insurers.

(o) INFORMATION TECHNOLOGY

- (i) Hardware.
- (ii) Operating systems.
- (iii) Telephone exchange equipment.
- (iv) Telephone lines, leased lines and data lines.
- (v) LAN installations.
- (vi) Software packages.
- (vii) Disaster recovery.
- (viii) Internal systems support and programming / development.
- (ix) Capacity and utilization of current systems.
- (x) Development or investment plans.
- (xi) Agreements.
- (xii) Licenses.
- (xiii) Audits.

(p) SALES AND MARKETING

- (i) Products.
- (ii) Markets.
- (iii) Customers.

- (iv) Brochures, newsletters and advertising materials.
 - (v) Sales.
 - (vi) Public relations policies and procedures.
 - (vii) Domestic and export orders.
- (q) BLACK ECONOMIC EMPOWERMENT
- (i) Ratings conducted by accredited rating agencies.
 - (ii) Recruitment and employment equity policies.
 - (iii) Supplier and preferential procurement information.
 - (iv) Skills development policy.

4.2 Procedure for requesting access to the above information

- (a) If you wish to request access to any of the above categories of information, you are required to complete a request form as set out in **Annexure "A"** hereto. These forms are available from:
 - (i) our Information Officer (whose contact details are in section A of this manual);
 - (ii) the SAHRC website (whose contact details are in section B of this manual); and
 - (iii) the Department of Justice and Constitutional Development website (www.doj.gov.za).
- (b) There is a prescribed fee (payable in advance) for requesting and accessing information in terms of the Act. Details of these fees are contained in the request form and in **Annexure "B"** hereto.
- (c) You may also be called upon to pay the additional fees prescribed by regulation for searching for and compiling the information which you have requested, including copying charges.

- (d) It is important to note that access is not automatic – **you must identify the right you are seeking to exercise or protect and explain why the record you request is required for the exercise or protection of that right.** You will be notified in the manner indicated by you on the request form whether your request has been approved.

Section D – Information available in terms of other legislation

Where applicable to our operations, information is also available in terms of certain provisions of the following statutes:

- Administration of Estates Act No. 66 of 1965
- Armaments Corporation of South Africa, Limited Act No. 51 of 2003
- Banks Act No. 94 of 1990
- Basic Conditions of Employment Act No. 75 of 1997
- Child Justice Act No. 75 of 2008
- Children's Act No. 38 of 2005
- Collective Investment Schemes Control Act No. 45 of 2002
- Companies Act No. 71 of 2008
- Compensation for Occupational Injuries and Diseases Act No. 130 of 1993
- Competition Act No. 89 of 1998
- Construction Industry Development Board Act No. 38 of 2000
- Consumer Protection Act No. 68 of 2008
- Co-operatives Act No. 14 of 2005
- Co-operatives Bank Act No. 40 of 2007
- Correctional Services Act No. 111 of 1998
- Customs and Excise Act No 91 of 1964
- Debt Collectors Act No. 114 of 1998
- Defence Act No. 42 of 2002
- Designs Act No. 195 of 1993
- Drugs and Drug Trafficking Act No. 140 of 1992
- Electronic Communications and Transactions Act No. 25 of 2002
- Employment Equity Act No. 55 of 1998
- Estate Duty Act No. 45 of 1955
- Financial Intelligence Centre Act No. 38 of 2001
- Firearms Control Act No. 60 of 2000
- Health Professions Act No. 56 of 1974

- Home Loan and Mortgage Disclosure Act No. 63 of 2000
- Housing Act No. 107 of 1997
- Housing Development Agency Act No. 23 of 2008
- Income Tax Act No. 58 of 1962
- International Trade Administration Act No. 71 of 2002
- Labour Relations Act No. 66 of 1995
- Land and Agricultural Development Bank Act No. 15 of 2002
- Legal Deposit Act No. 54 of 1997
- Liquor Act No. 59 of 2003
- Local Government: Municipal Finance Management Act No. 56 of 2003
- Long-term Insurance Act No. 52 of 1998
- Mine Health and Safety Act No. 29 of 1996
- Mineral and Petroleum Resources Development Act No. 28 of 2002
- National Conventional Arms Control Act No. 41 of 2002
- National Credit Act No. 34 of 2005
- National Environmental Management Act No. 107 of 1998
- National Environmental Management Integrated Coastal Management Act No. 24 of 2008
- National Environmental Management Waste Act No. 59 of 2008
- National Key Points Act No. 102 of 1980
- National Nuclear Regulator Act No. 47 of 1999
- National Qualifications Framework Act No. 67 of 2008
- National Railway Safety Regulator Act No. 16 of 2002
- National Regulator for Compulsory Specifications Act No. 5 of 2008
- National Road Traffic Act No. 93 of 1996
- National Water Act No. 36 of 1998
- Nuclear Energy Act No. 131 of 1993
- Nuclear Energy Act No. 46 of 1999
- Occupational Health and Safety Act No. 85 of 1993
- Prevention of Organised Crime Act No. 121 of 1998
- Prohibition or Restriction of Certain Conventional Weapons Act No. 18 of 2008
- Public Audit Act No. 25 of 2004
- Public Finance Management Act No. 1 of 1999
- Regulation of Interception of Communications and Provision of Communication-related Information Act No. 70 of 2002
- Road Transportation Act No. 74 of 1977
- Securities Services Act No. 36 of 2004
- Securities Transfer Tax Administration Act No. 26 of 2007

- Security Officers Act No. 92 of 1987
- Short-term Insurance Act No. 53 of 1998
- Skills Development Levies Act No. 9 of 1999
- South African Police Service Act No. 68 of 1995
- South African Schools Act No. 84 of 1996
- Space Affairs Act No. 84 of 1993
- Spatial Data Infrastructure Act No. 54 of 2003
- Transfer Duty Act No. 40 of 1949
- Unemployment Insurance Act No. 63 of 2001
- Unit Trusts Control Act No. 54 of 1981
- Value-Added Tax Act No. 89 of 1991
- Witness Protection Act No. 112 of 1998

Where applicable to our operations, we also retain records and documents in terms of the following statutes:

- Agricultural Produce Agents Act No. 12 of 1992
- Basic Conditions of Employment Act No. 75 of 1997
- Close Corporations Act No. 69 of 1984
- Companies Act No. 71 of 2008
- Compensation for Occupational Injuries and Diseases Act No. 130 of 1993
- Co-operatives Act No. 14 of 2005
- Co-operatives Bank Act No. 40 of 2007
- Customs and Excise Act No. 91 of 1964
- Diamond Export Levy (Administration) Act No. 14 of 2007
- Employment Equity Act No. 55 of 1998
- Estate Agency Affairs Act No. 112 of 1976
- Explosives Act No. 26 of 1956
- Firearms Control Act No. 60 of 2000
- Financial Intelligence Centre Act No. 38 of 2001
- Health Professions Act No. 56 of 1974
- Immigration Act No. 13 of 2002
- Income Tax Act No. 58 of 1962
- Insolvency Act No. 24 of 1936
- Labour Relations Act No. 66 of 1995Liquor Act No. 59 of 2003
- Machinery and Occupational Safety Act No. 6 of 1983
- Mine Health and Safety Act No. 29 of 1996
- Mineral and Petroleum Resources Development Act No. 28 of 2002

- Mutual Banks Act No. 124 of 1993
- National Credit Act No. 34 of 2005
- National Payment System Act No. 78 of 1998
- National Water Act No. 36 of 1998
- Nursing Act No. 50 of 1978
- Occupational Health and Safety Act No. 85 of 1993
- Older Persons Act No. 13 of 2006
- Prescription Act No. 68 of 1969
- Regulation of Interception of Communications and Provision of Communication-related Information Act No. 70 of 2002
- Second-Hand Goods Act No. 6 of 2009
- Sectional Titles Act No. 95 of 1986
- Securities Services Act No. 36 of 2004
- Securities Transfer Tax Administration Act No. 26 of 2007
- Skills Development Act No. 97 of 1998
- Traditional Health Practitioners Act No. 22 of 2007
- Transfer Duty Act No. 40 of 1949
- Value-added Tax Act No. 89 of 1991

Section E – Information automatically available

The following categories of records are automatically available for inspection, purchase or photocopying. In other words, you do not need to request this information in terms of the Promotion of Access to Information Act.

Request forms for these categories of information are also available from our information officer, whose contact details appear in section A of this manual.

1. Newsletters.
2. Booklets.
3. Pamphlets / Brochures.
4. Reports.
5. Posters.
6. Other literature intended for public viewing.

Section F - POPI

This manual is to be read together with the Company's Privacy Policy in terms of the Protection of Personal Information Act 4 of 2003 (the **POPI manual**). The POPI manual is published together with this PAIA manual and is furthermore available upon request from the information officer.

The POPI manual contains, amongst other things, information pertinent to:

1. The purpose for which we process personal information;
2. The categories of data subjects in respect of which we process personal information, and the categories of information relating thereto;
3. The categories of recipients to whom we supply personal information;
4. Any planned transborder flows of personal information; and
5. A description of the information security measures which we implement to ensure the confidentiality, integrity and availability of the personal information which we process.

Annexure A: Form C

FORM C

REQUEST FOR ACCESS TO RECORD OF PRIVATE BODY

(Section 53 (1) of the Promotion of Access to Information Act, 2000(Act No. 2 of 2000))

[Regulation 10]

A. Particulars of private body

The Head:

.....
.....
.....

B. Particulars of person requesting access to the record

- (a) *The particulars of the person who requests access to the record must be given below.*
- (b) *The address and/or fax number in the Republic to which the information is to be sent must be given.*
- (c) *Proof of the capacity in which the request is made, if applicable, must be attached.*

Full names and surname:

.....

Identity number:

Postal address:

.....

.....

..... Fax number:

Telephone number: E-mail address:.....

Capacity in which request is made, when made on behalf of another person:

.....

C. Particulars of person on whose behalf request is made

This section must be completed ONLY if a request for information is made on behalf of another person.

Full names and surname:

.....

Identity number:

D. Particulars of record

- (a) Provide full particulars of the record to which access is requested, including the reference number if that is known to you, to enable the record to be located.
- (b) If the provided space is inadequate, please continue on a separate folio and attach it to this form. **The requester must sign all the additional folios.**

1. Description of record or relevant part of the record:
-
-
-
-
-
2. Reference number, if available:
3. Any further particulars of record:
-
-
-

E. Fees

- (a) A request for access to a record, other than a record containing personal information about yourself, will be processed only after a **request fee** has been paid.
- (b) You will be notified of the amount required to be paid as the request fee.
- (c) The **fee payable for access** to a record depends on the form in which access is required and the reasonable time required to search for and prepare a record.
- (d) If you qualify for exemption of the payment of any fee, please state the reason for exemption.

Reason for exemption from payment of fees:.....

.....

.....

F. Form of access to record

If you are prevented by a disability to read, view or listen to the record in the form of access provided for in 1 to 4 hereunder, state your disability and indicate in which form the record is required.

Disability:.....	Form in which record is required:
------------------------------------	---

Mark the appropriate box with an **X**.

NOTES:

- (a) Compliance with your request in the specified form may depend on the form in which the record is available.
- (b) Access in the form requested may be refused in certain circumstances. In such a case you will be informed if access will be granted in another form.
- (c) The fee payable for access to the record, if any, will be determined partly by the form in which access is requested.

1. If the record is in written or printed form:			
	copy of record*		inspection of record
2. If record consists of visual images (this includes photographs, slides, video recordings, computer-generated images, sketches, etc.):			
	view the images		copy of the images*
			transcription of the images*
3. If record consists of recorded words or information which can be reproduced in sound:			
	listen to the soundtrack (audio cassette)		transcription of soundtrack* (written or printed document)
4. If record is held on computer or in an electronic or machine-readable form:			
	printed copy of record*		printed copy of information derived from the record*
			copy in computer readable form* (stiffy or compact disc)
*If you requested a copy or transcription of a record (above), do you wish the copy or transcription to be posted to you? Postage is payable.			YES
			NO

G. Particulars of right to be exercised or protected

*If the provided space is inadequate, please continue on a separate folio and attach it to this form. **The requester must sign all the additional folios.***

1. Indicate which right is to be exercised or protected:.....
.....
.....
2. Explain why the record requested is required for the exercise or protection of the aforementioned right:
.....
.....
.....

H. Notice of decision regarding request for access

You will be notified in writing whether your request has been approved/denied. If you wish to be informed in another manner, please specify the manner and provide the necessary particulars to enable compliance with your request.

How would you prefer to be informed of the decision regarding your request for access to the record?

.....

.....

Signed at this day of 20

.....

SIGNATURE OF REQUESTER/PERSON ON WHOSE BEHALF
REQUEST IS MADE

Annexure B: Prescribed Fee

AN EXPLANATORY NOTE ON FEES TO BE CHARGED BY A PRIVATE BODY WHEN GRANTING A REQUEST FOR ACCESS TO INFORMATION IN TERMS OF THE PROMOTION OF ACCESS TO INFORMATION ACT, 2000.

The fees chargeable by private bodies are contained in Part III of Annexure "A" of the Regulations. A copy of Part III is attached for your convenience. If none of the exemptions contained in Government Notice GN R.991 dated 14 October 2005 apply (a copy of which is also attached for your reference), the following charges are payable:

1. Copies of a manual

Should an individual require a copy of the private body's manual, a fee of R1,10 is chargeable for every photocopy of an A4 page or part thereof.

2. Reproduction fees¹

Reproduction fees apply to obtaining copies or transcriptions of information which is automatically available from the private body. The fees are listed in paragraph 2 of Part III of Annexure "A" to the Regulations.

3. Access fees²

Access fees are chargeable for copies or transcriptions of information requested under this Act. The fees are listed in paragraph 4 of Part III of Annexure "A" to the Regulations.

4. Other fees

- 4.1 A request fee³ of R50,00 is payable by a requester who is seeking access to a record containing information which is not personal to the requester.
- 4.2 A search fee⁴ may be charged at a rate of R30,00 per hour or part thereof for searching and preparing the record for disclosure provided such time was reasonably required for that purpose.
- 4.3 If the request is not limited to records containing information which is personal to the requester and if the head of the private body is of the opinion that the time taken to give effect to the request will exceed six hours the requester can be called upon to pay a deposit of not more than one third of an estimate of the access fee which will become payable.⁵
- 4.4 If a copy of a record is posted to a requester, the requester is obliged to pay the actual postage payable.

¹ Section 52(3) and Regulation 11(1).

² Section 54(7) and Regulation 11(3).

³ Section 54(1) and Regulation 11(2). See also paragraph 6 of Part 1 of this work.

⁴ Annexure "A", Part III, Item 4(1)(f).

⁵ Section 54(2).

PART III FEES IN RESPECT OF PRIVATE BODIES

1. The fee for a copy of the manual as contemplated in regulation 9(2)(c) is R1,10 for every photocopy of an A4-size page or part thereof.

2. The fees for reproduction referred to in regulation 11(1) are as follows:

	R
(a) For every photocopy of an A4-size page or part thereof.....	1,10
(b) For every printed copy of an A4-size page or part thereof held on a computer or in electronic or machine-readable form	0,75
(c) For a copy in a computer-readable form on—	
(i) stiffy disc.....	7,50
(ii) compact disc	70,00
(d) (i) For a transcription of visual images, for an A4-size page or part thereof	40,00
(ii) For a copy of visual images	60,00
(e) (i) For a transcription of an audio record, for an A4-size page or part thereof.....	20,00
(ii) For a copy of an audio record	30,00

3. The request fee payable by a requester, other than a personal requester, referred to in regulation 11(2) is R50,00.

4. The access fees payable by a requester referred to in regulation 11(3) are as follows:

	R
(1) (a) For every photocopy of an A4-size page or part thereof	1,10
(b) For every printed copy of an A4-size page or part thereof held on a computer or in electronic or machine-readable form	0,75
(c) For a copy in a computer-readable form on—	
(i) stiffy disc	7,50
(ii) compact disc	70,00
(d) (i) For a transcription of visual images, for an A4-size page or part thereof.....	40,00
(ii) For a copy of visual images	60,00
(e) (i) For a transcription of an audio record, for an A4-size page or part thereof.....	20,00
(ii) For a copy of an audio record.....	30,00
(f) To search for and prepare the record for disclosure, R30,00 for each hour or part of an hour reasonably required for such search and preparation.	
(2) For purposes of section 54(2) of the Act, the following applies:	
(a) Six hours as the hours to be exceeded before a deposit is payable; and	
(b) one third of the access fee is payable as a deposit by the requester.	
(3) The actual postage is payable when a copy of a record must be posted to a requester.	

GN R.991 of 14 October 2005: Exemptions and determinations for purposes of section 22 (8)

DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT

I, Brigitte Sylvia Mabandla, Minister for Justice and Constitutional Development, acting under section 22 (8) of the Promotion of Access to Information Act, 2000 (Act No. 2 of 2000) hereby—

- (a) exempt the following persons from paying the access fee contemplated in section 22 (6) of the Act:
 - (i) A single person whose annual income, after permissible deductions referred to in the Schedule to this notice are made, does not exceed R14 712,00 per annum; and
 - (ii) married persons or a person and his or her life partner whose annual income, after permissible deductions referred to in the Schedule to this notice are made, does not exceed R27 192,00 per annum, and
- (b) determine that—
 - (i) where the cost of collecting any fee contemplated in section 22 of the Act, exceeds the amount charged, such fee does not apply;
 - (ii) the access fee contemplated in section 22 (6) of the Act does not apply to the personal record of a requester; and
 - (iii) the request fee contemplated in section 22 (1) of the Act and the access fee contemplated in section 22 (6) of the Act do not apply to a record requested by a maintenance officer or maintenance investigator for purposes of a maintenance investigation or inquiry in terms of the provisions of the Maintenance Act, 1998 (Act No. 99 of 1998) or the regulations made under section 44 of that Act.

SCHEDULE

- 1. For purposes of paragraph (a) (i) and (ii) of the notice the following deductions are permissible:
 - (a) Employees' tax in terms of paragraph 2 of Part II of the Fourth Schedule of the Income Tax Act, 1962 (Act No. 58 of 1962);
 - (b) contributions in terms of section 5 of the Unemployment Insurance Contributions Act, 2002 (Act No. 4 of 2002);
 - (c) compulsory contributions to a Group Insurance Fund in terms of a court order or in terms of a contract between an employer and his or her employee;
 - (d) contributions to any medical scheme registered under the provisions of the Medical Schemes Act, 1998 (Act No. 131 of 1998), and allowed to be deducted in terms of section 18 (1) (a) of the Income Tax Act, 1962 (Act No. 58 of 1962);
 - (e) contributions to pension funds in terms of section 13A of the Pension Funds Act, 1956 (Act No. 24 of 1956);
 - (f) rent or mortgage installments to the maximum of R12 000,00 per annum;
 - (g) maintenance paid in terms of a court order; and
 - (h) school fees, except school fees paid to a private school.

B.S. MABANDLA, MP
Minister for Justice and Constitutional Development