



**Bitou Local Municipality
Bitou Plaaslike Munisipaliteit
Umasipala WeBitou**

Agenda

SPECIAL MUNICIPAL COUNCIL MEETING

Venue: Council Chambers, Municipal Offices,
Sewell Street, Plettenberg Bay

DATE: 01 SEPTEMBER 2016

Time: 10H00

BITOU LOCAL MUNICIPALITY

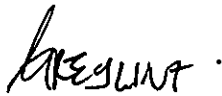
30 August 2016

**The Executive Mayor
Councillors
Acting Municipal Manager and Heads of Department**

SPECIAL COUNCIL MEETING: THURSDAY, 01 SEPTEMBER 2016

NOTICE is hereby given that a Special Municipal Council Meeting will be held in the Council Chamber, Municipal Offices, Plettenberg Bay on **THURSDAY, 01 SEPTEMBER 2016 AT 10H00** to discuss the business set forth in the Agenda.

Yours faithfully



M M MBALI
Speaker

Constitution of the Council

The Speaker, Councillor M M Mbali
The Executive Mayor, Councillor M P Lobese
The Deputy Executive Mayor, Alderman E V Wildeman
Member of the Mayoral Committee, Councillor S E Gcabayi
Member of the Mayoral Committee, Councillor L M Seyisi

Councillor M Booysen
Councillor W R Craig
Councillor N C Jacob
Councillor J N Kamkam
Councillor X Matyila
Councillor A R Olivier
Councillor A S M Windvogel

IMPORTANT NOTICE

**PLEASE REFER TO THE MAYORAL COMMITTEE AGENDA OF
EVEN DATE FOR THE ANNEXURES TO THE REPORTS ON THE
ITEMS AS LISTED**

Bitou Local Municipality

Special Council Agenda: 01 September 2016

Time: 10h00

Order of Business

1. OPENING

2. ATTENDANCE

The Attendance Registers of members of the Municipal Council, Officials and Public will be circulated for signature.

3. APPLICATION FOR LEAVE OF ABSENCE

Application for leave of absence, if necessary, will be considered.

4. STATEMENTS AND COMMUNICATIONS BY:

4.1 The Executive Mayor

4.2 The Speaker

5. PRESENTATIONS

None

6. CONSIDERATION OF REPORTS (NON- DELEGATED MATTERS)

Items for consideration: Schedule of Items attached.

7. URGENT MATTERS SUBMITTED BY THE MUNICIPAL MANAGER

None received

Order of business: Special Council Meeting: 01 September 2016

8. **CONSIDERATION OF NOTICES OF MOTION**

None received

9. **CONSIDERATION OF MOTIONS OF QUESTION**

None received

10. **CONSIDERATION OF MOTIONS OF EXIGENCY**

None received

11. **IN-COMMITTEE MATTERS**

None received

12. **RECORDING OF COUNCILLORS PRESENT**

13. **CLOSURE**

7: ITEMS FOR CONSIDERATION

PORTFOLIO INDEX OF ITEMS FOR CONSIDERATION BY COUNCIL: 24 AUGUST 2016

(The dates & page numbers of the MayCo Agendas are listed for ease of reference)

SECTION 1: OFFICE OF THE MUNICIPAL MANAGER

ITEM NO	SUBJECT	FILE REF	MAYCO AGENDA PAGE NO	DATE OF MAYCO MEETING	COUNCIL AGENDA PAGE NO
C/1/02/09/16	PROCESS FOR THE RECRUITMENT AND SELECTION OF THE POSITION OF MUNICIPAL MANAGER AND CHIEF FINANCIAL OFFICER	4/3/5/1/5	1 - 72	1-Sep-16	1 - 11

SECTION 2: FINANCE

ITEM NO	SUBJECT	FILE REF	MAYCO AGENDA PAGE NO	DATE OF MAYCO MEETING	COUNCIL AGENDA PAGE NO
	No items for consideration				

SECTION 3: CORPORATE SERVICES

ITEM NO	SUBJECT	FILE REF	MAYCO AGENDA PAGE NO	DATE OF MAYCO MEETING	COUNCIL AGENDA PAGE NO
C/3/13/09/16	OATH OR SOLEMN AFFIRMATION BY A NEW MEMBER OF MUNICIPAL COUNCIL	3/2/1/6		1-Sep-16	12 - 14

SECTION 4: COMMUNITY SERVICES

ITEM NO	SUBJECT	FILE REF	MAYCO AGENDA PAGE NO	DATE OF MAYCO MEETING	COUNCIL AGENDA PAGE NO
	No items for consideration				

SECTION 5: ENGINEERING SERVICES

ITEM NO	SUBJECT	FILE REF	MAYCO AGENDA PAGE NO	DATE OF MAYCO MEETING	COUNCIL AGENDA PAGE NO
	No items for consideration				

SECTION 6: STRATEGIC SERVICES

ITEM NO	SUBJECT	FILE REF	MAYCO AGENDA PAGE NO	DATE OF MAYCO MEETING	COUNCIL AGENDA PAGE NO
	No items for consideration				

Section 1

Office of the Municipal Manager

ITEM C/1/02//09/16

Council Meeting

PROCESS FOR THE RECRUITMENT AND SELECTION OF THE POSITION OF MUNICIPAL MANAGER AND CHIEF FINANCIAL OFFICER

Department: Office of the Municipal Manager **Demarcation:** All Wards

File Ref: 4/3/5/1/5

- Attachments:**
1. Annexure "A" - SALGA Circular 6/2014 with Government Gazette No. 37245 dated 17 January, 2014 .
 2. Annexure "B" - Government Gazette No. 39991 dated 17 May 2016

Report from: HOD Corporate Services

Date: 30 August 2016

Purpose of the report

The purpose of this report is to propose to Council the process to be followed with the filling of the position of Municipal Manager and Chief Financial Officer that has become vacant on 31 August 2016.

Background /Discussion

The municipal council on 24 August 2016 resolved, per resolution C/1/01/08/16 *inter alia* as follows:

1. *That the request for the item to serve in Council in respect of "TERMINATION OF EMPLOYMENT THROUGH MUTUAL CONSENT" received from Mr. FM Lötter and AA Paulse be noted*
2. *That the employment contracts of:*
 - (a) *Mr. Allen Anthony Paulse: Municipal Manager;*
 - (b) *Mr. Felix Lötter: Chief Financial Officer;**Be terminated by mutual consent on 31 August 2016*

Section 1: Office of the Municipal Manager

(3), (4)

5. *That Mr. RK Smit be appointed as Acting Municipal Manager for a period of three months where after the matter be resubmitted to Council*
6. *That Mr. M Memani be appointed as Acting Chief Financial Officer for a period of three months where after the matter be resubmitted to Council*
- 7.....”

The posts of Municipal Manager and CFO are now vacant. The Local Government: Municipal Systems Act (32/2000): The Local Government: *Regulations on Employment and Conditions of Employment of Senior Managers*, as promulgated on 17 January 2014, sets out the process for recruitment and selection of senior managers (see Annexure A).

POST OF THE MUNICIPAL MANAGER

Section 57(6) of the Local Government: Municipal Systems Act, 2000 provides that the employment contract for the municipal manager must be for a fix term period of employment up to a maximum of five years, not exceeding a period of one year after the election of the next council of the municipality

Section 54A of the Local Government: Municipal Systems Act, 2000 provides for the appointment of municipal managers and acting municipal managers as follows:

- (1) “The municipal council must appoint-
 - (a) A municipal manager as head of administration of the municipal council; or
 - (b) An acting municipal manager under the circumstances and for a period as prescribed
- (2) A person appointed as municipal manager in terms of subsection (1) must at least have the skills, expertise, competencies and qualifications as prescribed
- (2A) (a) A person appointed in terms of subsection (1)(b) may not be appointed to act for a period that exceeds three months.
 - (b) A municipal council may, in special circumstances and on good cause shown, apply in writing to the MEC for local government to extend the period of appointment contemplated in paragraph (a) for a further period that does not exceed three months.
- (3) A decision to appoint a person as municipal manager, and any contract concluded between municipal council and that person in consequence of the decision is null and void if-
 - (a) The person appointed does not have the prescribed skills, expertise, competencies or qualifications; or
 - (b) The appointment was otherwise made in contravention of the Act.

Section 1: Office of the Municipal Manager

POST OF CHIEF FINANCIAL OFFICER

Section 56 of the *Local Government: Municipal Systems Act*, Act 32 of 2000, (Systems Act) provides for the appointment of the managers directly accountable to the municipal manager by Council only.

In terms of the Regulations, the following principles must be followed:

- (1) The recruitment, selection and appointment of senior managers must take place in accordance with the municipal systems and procedures contemplated in section 67 of the Systems Act that are consistent with sections 54A, 56, 57 A and 72 of the aforesaid Act.
- (2) A senior manager post must be filled through public advertising, in accordance with the procedures contemplated in regulation 10 of the above-mentioned Regulations.
- (3) Selection must be competence-based to enhance the quality of appointment decisions and to ensure the effective performance by municipalities of their functions.

Section 7(1) of the regulations also state that as soon as a senior managerial posts becomes vacant municipal council approval must be obtained for the filling of the post in its next council meeting or as soon as it is reasonably possible to do so. A vacant senior manager post may not be filled, unless approval to fill the post has been granted by the municipal council and the post has been budgeted for.

Furthermore no person may be appointed as a senior manager unless he or she is a South African citizen or permanent resident; and possesses the relevant Competencies, qualifications, experience, and knowledge set out in the said Regulations.

It is important to note that:

- (a) The above-mentioned post must be advertised nationally to attract a pool of candidates nationwide
- (b) The positions must be filled by persons with the required skills, expertise, qualifications and competencies required for the positions and as prescribed by way of Regulation on the Appointment and of Conditions of Service For Senior Managers published by the Minister of COGTA in 2014.
- (c) The positions must be re-advertised if no suitable candidates apply
- (d) The MEC for Local Government in the province must be informed of the outcome of the process of filling these positions.

Section 1: Office of the Municipal Manager

Advertising of vacant posts

The Acting Municipal Manager must, within 14 days of receipt of the approval for the filling of the post from the Municipal Council, ensure that the vacant posts are advertised in a newspaper circulating nationally and in the province. The advertisement for a vacant senior manager post must specify:

- (a) Job title;
- (b) Term of appointment
- (c) Place to be stationed;
- (d) Annual total remuneration package;
- (e) Competency requirements of the post, including minimum qualifications and experience required;
- (f) Core functions;
- (g) Need for signing of an employment contract, a performance agreement and disclosure of financial interest;
- (h) The need to undergo security vetting;
- (i) contact person;
- (j) Address where applications must be sent or delivered; and
- (k) Closing date which must be a minimum of 14 days from the date the advertisement appears in the newspaper and not more than 30 days after such date.

Selection panel

Council must appoint a selection panel to make recommendations for the appointment of candidates and the panel for the appointment of a municipal manager must at least consist of the following:

- (a) The executive mayor who will be the chairperson;
- (b) A councillor designated by the municipal council; and
- (c) At least one other person, who is not a councillor or a staff member of the Municipality, and who has expertise or experience in the area of the advertised post.

The panel for the appointment of a manager directly accountable to the municipal manager must consist, in terms of section 12 (4) of the Regulations of at least three and not more than five members, constituted as follows:

- (a) The municipal manager, who will be the chairperson;
- (b) a member of the mayoral committee or councillor who is the head of the relevant portfolio; and
- (c) At least one other person, who is not a councillor or a staff member of the Municipality, and who has expertise or experience in the area of the advertised post.

It is advised that the two representative unions, SAMWU and IMATU, are invited to attend the interview process to observe the process. Each union may have one member present during the interview process. It is further advised that representative observers of parties in Council, as well as Independent Councillors are invited to attend the interview process. Each party may have one member present during the interview process.

Section 1: Office of the Municipal Manager

Compiling shortlist and screening of applicants

The mayor in the case of the municipal manager, and the acting municipal manager in the case of a senior manager reporting directly to the municipal manager as per section 13 of the regulations, in consultation with the selection panel, must compile a list of all applicants who applied for an advertised post with an evaluation of their relevant competency requirements.

Screening of the shortlisted candidates must take place within 21 days of the finalisation of the shortlisting by:

- (a) Conducting the necessary reference checks;
- (b) Contacting a candidate's current or previous employer;
- (c) Determining the validity of a candidate's qualifications; and
- (d) Verifying whether a candidate has been dismissed previously for misconduct or poor performance by another employer.

A written report on the outcome of the screening process must be compiled as per section 14(2) of the Regulations before the interviews take place.

Interviews

The selection panel, which must remain the same throughout the screening and interviewing process, must conduct interviews within 21 days of screening the candidates. Ideally the selection of the candidate for appointment should be via consensus. The selection panel must also recommend the second and third suitable candidates to minimise delays that may arise in the filling of the post if the first choice candidate declines or does not accept the offer of employment. Should there be no suitable alternates, such must be reported to Council.

Selection and Appointment

It is recommended that the candidates recommended for appointment to the post undergo a competency assessment.

The selection panel must submit a report and recommendation on the selection process to council on the suitability of candidates who comply with the relevant competency requirements of the post as set out in Annexures A and B to the Regulations, in order of preference.

- Before making a decision on an appointment, a municipal council must satisfy itself that:
- (a) The candidate meets the relevant competency requirements for the post, as set out in Annexures A and B of the Regulations;
 - (b) Screening of the candidates has been conducted in terms of regulation 14 of the said Regulations; and
 - (c) The candidate does not appear on the record of staff members dismissed for misconduct as set out in Schedule 2 of the Regulations.

Section 1: Office of the Municipal Manager

As soon as the Municipal Council has taken a decision on the appointment of a suitable candidate, it must inform all interviewed candidates, including applicants who were unsuccessful, of the outcome of the interview; and within 14 days submit a written report to the Member of the Provincial Executive Council (MEC) for local government regarding the appointment process and outcome.

The report to the MEC must contain

- (a) Details of the advertisement, including date of issue and the name of newspapers in which the advert was published, and proof of the advertisement or a copy thereof;
- (b) A list of all applicants;
- (c) A report contemplated in regulation 14(2) on the screening process and the outcome thereof;
- (d) The municipal council's resolution approving the selection panel and the shortlisted candidates;
- (e) Competency assessment results;
- (f) The minutes of the shortlisting meeting;
- (g) The minutes of interviews, including scoring;
- (h) The recommendations of the selection panel submitted to the municipal council;
- (i) The recommendation of the executive mayor to the municipal council, if any;
- (j) The municipal council resolution approving the appointment of the successful candidate;
- (k) The application form, curriculum vitae, proof of qualifications and other supporting documentation of the successful candidate;
- (l) a written confirmation by the successful candidate that he or she does not hold political office as contemplated in section 56A of the Systems Act, as at the date of appointment;
- (m) The letter of appointment, outlining the term of contract, remuneration and conditions of employment of the senior manager; and
- (n) Any other information relevant to the appointment.

Re-advertisement of posts

If no suitable candidate has been identified, the municipal council must inform all shortlisted candidates that their applications were unsuccessful and may re-advertise the post.

Appointment on Probation

The appointment of senior managers are effected on a minimum probationary period of twelve (12) calendar months. The terms of the probation is contained in the employment agreement signed between the relevant parties

Section 1: Office of the Municipal Manager

Remuneration packages of Municipal Managers

1. In terms of Government Notice 4000 of 19 May 2016, *Local Government: Upper Limit of Total Remuneration Package payable to Municipal Managers and Managers Directly Accountable to Municipal Managers* (attached as Annexure C). Bitou is a **level three (3) municipality** and thus the remuneration package is between **R930 409.00 to R 1 208 463.00** . No provision is made for any further allowances payable to supplement the package of the Municipal manager. Only a performance bonus is provided for which is subject to performance evaluation

Remuneration packages for Managers directly accountable to the Municipal Manager

2. In terms of Government Notice 4000 of 19 May 2016, *Local Government: Upper Limit of Total Remuneration Package payable to Municipal Managers and Managers Directly Accountable to Municipal Managers* (attached as Annexure C). Bitou is a **level three (3) municipality** and thus the remuneration package is between **R768 305 to R 987 820**. No provision is made for any further allowances payable to supplement the package of the Municipal manager. Only a performance bonus is provided for which is subject to performance evaluation.

Appointment of Service Provider

In order to ensure transparency, equity and non-partisanship, it is proposed that a Service Provider be appointed to assist Council with the recruitment and selection process. The task of the Service Provider will include:

- Compile a Selection Programme to finalise the selection process
- Design and apply a confidential Structured Interview Questionnaire and Scorecard for each post taking the key performance areas for the particular job into account.
- Design and apply a confidential Practical Competency Based Written Assessment (Case Evaluation) and Score card for each post taking the key performance areas for the job into account.
- Undertake a reference and criminal record check for each preferential candidate.
- Compile a letter of appointment for the successful candidate after a decision to appoint is conveyed to the service provider.
- Inform unsuccessful candidates of the outcome of the Selection Process.
- Respond to any disputes lodged against the selection process by candidates after consultation with the employer.

The service provider will also be requested to assist Bitou Municipality with an external evaluation and grading of the Municipal Manager and Chief Financial Officer posts in terms of the Regulations relating to upper limits for salaries of Municipal Managers and S56 Managers.

Section 1: Office of the Municipal Manager

Timeframes for the Selection Process

(SP = Service Provider)

Date	Activity	Responsibility
1 Sept 2016	Special Council meeting	Speaker
2 Sept 2016	Workshop with Selection Committee to discuss profile, advertisement and timeframes	Municipal Manager
7 Sept 2016	Draft advertisement submitted to Selection Committee for approval	HR
9 Sept 2016	Final draft advertisement submitted to press for advertisement	HR
11 Sept 2016	Position advertised in national media	SP, HR
3 Oct 2016	All applications submitted directly to SP by deadline	SP
14 Oct 2016	Long lists and abbreviated lists submitted to Bitou Municipality for final short-listing	SP, panel
19 Oct 2016	Shortlists finalised according to selection criteria	SP, panel
21 Oct 2016	Shortlisted candidates invited for interviews	SP, panel
27-28 Oct 2016	Assessment and Interviews take place in Plettenberg Bay	SP, panel
31 Oct 2016	Final decisions made at Council and offers extended to successful candidate	SP, panel, Council
15 Nov 2016	Negotiations concluded and candidate formally accepts offer in writing	SP
Dec 2016	Notice period if required	
1 Jan 2016	Successful candidate reports for duty	
28 Feb 2016	Performance Agreement signed with Executive Mayor	

Section 1: Office of the Municipal Manager

Financial Implication

The positions are on the staff establishment and are budgeted for.

Relevant Legislation

Section 56 of the *Local Government: Municipal Systems Act*, Act 32 of 2000, (Systems Act)

Local Government: *Regulations on Employment and Conditions of Employment of Senior Managers*, as promulgated on 17 January 2014

Recommended by the Municipal Manager

1. Council approves the Recruitment and Selection process for the position of Municipal Manager and the Chief Financial Officer in line with the Local Government: *Regulations on Employment and Conditions of Employment of Senior Managers*, as promulgated on 17 January 2014

2. (a) That the following Selection and Interviewing Committee for the Recruitment and Selection process for the municipal manager be appointed:
 - (i) The executive mayor who will be the chairperson;
 - (ii) A councillor designated by the municipal council; and
 - (iii) At least one other person, who is not a councillor or a staff member of the Municipality, and who has expertise or experience in the area of the advertised post.

- (b) That the following Selection and Interviewing Committee for the Recruitment and Selection process for the Chief Financial Officer be appointed:
 - (i) The municipal manager, who will be the chairperson;
 - (ii) a member of the mayoral committee or councillor who is the head of the relevant portfolio; and
 - (iii) At least one other person, who is not a councillor or a staff member of the Municipality, and who has expertise or experience in the area of the advertised post.

3. That it be noted that the Full Municipal Council will serve as the Appointment Authority;

Section 1: Office of the Municipal Manager

4. That the following timeframes be adopted; and

Date	Activity	Responsibility
1 Sept 2016	Special Council meeting	Speaker
2 Sept 2016	Workshop with Selection Committee to discuss profile, advertisement and timeframes	Municipal Manager
7 Sept 2016	Draft advertisement submitted to Selection Committee for approval	HR
9 Sept 2016	Final draft advertisement submitted to press for advertisement	HR
11 Sept 2016	Position advertised in national media	SP, HR
3 Oct 2016	All applications submitted directly to SP by deadline	SP
14 Oct 2016	Long lists and abbreviated lists submitted to Bitou Municipality for final short-listing	SP, panel
19 Oct 2016	Shortlists finalised according to selection criteria	SP, panel
21 Oct 2016	Shortlisted candidates invited for interviews	SP, panel
27-28 Oct 2016	Assessment and Interviews take place in Plettenberg Bay	SP, panel
31 Oct 2016	Final decisions made at Council and offers extended to successful candidate	SP, panel, Council
15 Nov 2016	Negotiations concluded and candidate formally accepts offer in writing	SP
Dec 2016	Notice period if required	
1 Jan 2016	Successful candidate reports for duty	
28 Feb 2016	Performance Agreement signed with Executive Mayor	

5. That it be noted that Mr. R K Smit was appointed as Acting Municipal Manager since 1 September 2016 in terms Resolution C/1/01/08/16 of 24 August 2016.

Section 1: Office of the Municipal Manager

6. That it be noted that Mr. M Memani was appointed as Acting CFO since 1 September 2016 in terms Resolution C/1/01/08/16 of 24 August 2016.
7. That the concurrence of the MEC for local government in the province be obtained for a further extension above the initial period of three months for the acting positions mentioned in 5 and 6 above from 1 December 2016 should no appointment be made in time.

Section 3

Department: Corporate Services

ITEM C/3/13/09/16

Council Meeting

**OATH OR SOLEMN AFFIRMATION BY A NEW MEMBER OF
MUNICIPAL COUNCIL**

Department: Corporate Services **Demarcation:** All Wards

File Reference: 3/2/1/6

Attachments Memorandum dated 23 August 2016 received from the
Manager: Voter Registration and Party Liaison

Author: Manager Administration

Date: 30 August 2016

Purpose of the Report:

For Councillor William Jacobus Nel, to affirm / swear faithfulness to the Republic of South Africa and obedience to the Constitution.

Background / discussion

The Electoral Commission, Western Cape has advised that, as prescribed in Item 18 of Schedule 1 of the Municipal Structures Act, No 117 of 1998, that Mr William Jacobus Nel, being the candidate at the top of the party list for the Democratic Alliance (DA) has been declared elected to Bitou Local Municipality, and that Councillor Nel replaces Mr Douglas Baartman, who ceased to hold office of Councillor in the Bitou Local Municipality.

The framework for the first meeting of newly created Municipal Councils from SALGA requires councillors to swear or affirm faithfulness to the Republic and obedience to the Constitution. The same rules apply when a new Councillor is inaugurated.

Accordingly, the newly Councillor will be required to swear or affirm (whichever is his choice) before the magistrate or responsible official, as follows:

Oath

I (full names and surname) hereby swear that I will be faithful to the Republic of South Africa and will obey, respect and uphold the Constitution and all other laws

Section 3: Corporate Services

of the Republic of South Africa; and I solemnly promise to perform my functions and duties as a Councillor of Bitou Local Municipality to the best of my ability.

Solemn Affirmation

I (full names and surname) hereby solemnly affirm that I will be faithful to the Republic of South Africa and will obey, respect and uphold the Constitution and all other laws of the Republic of South Africa; and I solemnly promise to perform my functions and duties as a Councillor of Bitou Local Municipality to the best of my ability.

Recommended by the Municipal Manager

That Councillor William Jacobus Nel take either the applicable Oath or the Solemn Affirmation of faithfulness to the Republic and obedience to the Constitution in front of the Magistrate or responsible officer and then sign the relevant document.

ELECTORAL COMMISSION

Memo

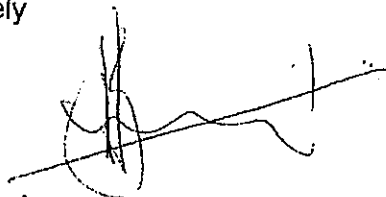
To: The Municipal Manager: Bitou Local Municipality
From: B Heuvel
CC: G Abrahams; C Sampson; D Marco; B Mbeleni; K Simelane
Date: 23 August 2016
Re: **Replacement of Democratic Alliance (DA) PR Councillor
Baartman: WC047 – Bitou Local Municipality**

Urgent For Review Please Comment Please Reply Please Recycle

Please be advised that as prescribed in item 18 of Schedule 1 of the Municipal Structures Act, 1998 (Act. No. 117 of 1998), that **Willem Jacobus Nel**, ID No. **520910 5152 088**, being the candidate at the top of the party list for the **Democratic Alliance (DA)** has been declared elected to **Bitou Local Municipality**.

Councillor **Nel** replaces **Douglas Baartman**, ID No. **631222 5184 087**, who ceased to hold office of Councillor in the municipality.

Sincerely



B Heuvel
Manager: Voter Registration and Party Liaison

ELECTORAL COMMISSION
ENSURING FREE AND FAIR ELECTIONS
S O U T H A F R I C A



Commissioners: Mr V.G. Mashini (Chairperson) • Mr I.T. Tselane (Vice-Chairperson) • Judge G.M. Makhanya • Rev. B.B. Finca • Ms J.Y. Love
Election House, Riverside Office Park, 1303 Heuvel Avenue, Centurion, 0157 • P/Bag X112, Centurion, 0046 • Tel (+27) 12 622 5700 • Fax (+27) 12 622 5784