14 - 20 August 2025

Dear Subscribers,

Please see the latest happenings below:

AGRICULTURE

- **Agricultural Product Standards Act:** Regulations: Classification, packing and marking of dairy and imitation dairy products in South Africa

ENERGY

- **National Nuclear Regulator Act:** Fees

FINANCE

- **Accounting Standards Board:** Exposure Draft 214: Comments invited

LABOUR

- **Skills Development Act:** Appointment of administration of Local Government Sector Education and Training Authority (LGSETA)
- **Skills Development Act:** Appointment of administrator of Construction Sector Education and Training Authority (CETA)
- **Skills Development Act:** Appointment of administration of Services Sector Education and Training Authority (Services SETA)

- **National Minimum Wage Act:** Investigation into National Minimum Wage: Comments invited

- **Basic Conditions of Employment Act:** Employers and employees excluded from payment of contributions to benefit fund: Intention to withdraw variation notice: Comments invited

- **Labour Relations Act:** Building Industry Bargaining Council: Extension of Consolidated Main Collective Agreement to non-parties: Correction
- **Labour Relations Act:** Cancellation of registration of employers' organisation: Pressure Equipment Manufacturers' Association of South Africa

14 - 20 August 2025

- South Africa: Navigating internal restructurings — What companies should know
- Uganda gazettes the Competition Regulations, 2025
- Big VAT changes on the cards for South Africa
- Key regulatory changes impacting the mining sector

Alison and The Legal Team

CONTENTS

AGRICULTURE

LAW AND TYPE OF NOTICE

Agricultural Product Standards Act:

Regulations: Classification, packing and marking of dairy and imitation dairy products in South Africa

G 53149 RG 11865 GoN 6501

15 August 2025

APPLIES TO:

1. **Dairy Producers** – Farms and companies involved in producing milk and other dairy products.
2. **Packaging Companies** – Businesses that package dairy and imitation dairy products for retail.
3. **Distributors and Retailers** – Entities that sell or distribute dairy products within South Africa.
4. **Food Safety and Quality Assurance Organizations** – Groups responsible for ensuring compliance with food standards and safety regulations.
5. **Regulatory Bodies** – Government and independent agencies overseeing agricultural and food product standards.
6. **Manufacturers of Imitation Dairy Products** – Companies producing plant-based or synthetic alternatives to traditional dairy.
7. **Importers and Exporters** – Businesses involved in cross-border trade of dairy and imitation dairy products.

SUMMED UP

1. Expanded Definitions

- New terms like **“dairy alternative product”**, **“modified dairy product”**, **“imitation dairy product”**, and **“popped cheese”** are now defined.
- Clarifies terms such as **“batch”**, **“commercially sterile”**, **“main panel”**, and **“heat treatment”**.

2. Product Classification

- Dairy products are now classified into **high fat**, **full fat**, **medium fat**, **low fat**, and **fat free** across multiple categories (milk, yoghurt, cheese, etc.).
- **Tables 1–25** provide detailed compositional standards for each class.

3. New Product Categories

- **Dairy alternatives** (e.g., coconut milk, non-dairy creamers) now have their own standards.
- **Modified and imitation dairy products** must meet specific compositional and labelling requirements.

4. Labelling and Marking Requirements

- Strict rules on **font size**, **language**, and **placement** of class designations.

- Mandatory inclusion of:
    - **Class designation**
    - **Additions to class designation** (e.g., “flavoured”, “with fruit”)

- **Country of origin**
- **Batch identification**
- **Heat treatment status**

- Restrictions on misleading terms like “natural”, “pure”, “extra”, unless substantiated.

5. Container Requirements

- Containers must be **intact**, **clean**, and **suitable for food contact**.
- Outer containers must not mix different classes of products.

6. Exemptions and Traditional Use

- Certain non-dairy products (e.g., “peanut butter”, “milk stout”) may use dairy terms due to **traditional usage**.

7. Sampling and Analysis

- Specifies **ISO and IDF methods** for testing fat content, protein, moisture, microbial counts, etc.

8. Offences and Penalties

- Non-compliance may result in **fines or imprisonment** under Section 11 of the Agricultural Product Standards Act.

9. Commencement and Repeal

- Regulations will come into effect **18 months after publication**.
- Repeals the **2019 regulations (R.1510)**.

FULL TEXT

DETAILS

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NO. R. 6501 15 August 2025

AGRICULTURAL PRODUCT STANDARDS ACT, 1990 (ACT No. 119 OF 1990)

REGULATIONS RELATING TO THE CLASSIFICATION, PACKING, AND MARKING OF DAIRY PRODUCTS AND IMITATION DAIRY PRODUCTS INTENDED FOR SALE IN THE REPUBLIC OF SOUTH AFRICA - REVISION OF THE REGULATIONS

INVITATION FOR PUBLIC COMMENTS

I, John Steenhuisen, Minister of Agriculture, acting under section 15 of the Agricultural Product Standards Act, 1990 (Act No. 119 of 1990), hereby make known that I intend to publish revised regulations relating to the classification, packing, and marking of dairy products and imitation dairy products intended for sale in the Republic of South Africa.

All interested parties are invited to submit comments and any representations concerning the proposed revised regulations in writing within **30 days** from the date of publication of this Notice to the following address:

Executive Officer: Agricultural Product Standards
Department of Agriculture
Private Bag X343, Pretoria, 0001
30 Hamilton Street, Harvest House Building, Arcadia, Room 157
Tel. no. 012 319 6106; Fax no. 012 319 6265
Email: **PurityM@nda.gov.za**

The revised regulations are available on the Department's website https://www.nda.gov.za/, go to "Menu Button on the top left" → "Core Business" → "Food Safety & Quality Assurance" → "Draft legislation for comments", or can be forwarded via electronic mail or posted to any person upon request.

Mr John Steenhuisen
Minister: Agriculture

Draft Regulations: Dairy and Imitation Dairy Products

- No 6501 of 15 August 2025
- Revised Draft regulations
- Template for comments

Due date: 30 September 2025

Enquiries: Ms Purity Mkhize

Email: PurityM@dalrrd.gov.za

Tel: 012 319 6106

LINK TO FULL NOTICE

Agricultural Product Standards Act: Regulations: Classification, packing and marking of dairy and imitation dairy products in South Africa
G 53149 RG 11865 GoN 6501
15 August 2025

53149rg11865gon6501.pdf

ACTION

Ensure that you submit your comments by 30 September 2025.

CUSTOMS, EXCISE AND INTERNATIONAL TRADE

LAW AND TYPE OF NOTICE

International Trade Administration Commission of South Africa:

Notice of Initiation of a Sunset Review of the Anti- Dumping duties on Boards, Sheets, Panels, Tiles and Similar Articles of Plaster or of Compositions based on Plaster, not ornamented, faced

G 53206 GeN 3437

20 August 2025

FULL TEXT

DETAILS

DEPARTMENT OF TRADE, INDUSTRY AND COMPETITION

NO. 3437 20 August 2025

INTERNATIONAL TRADE ADMINISTRATION COMMISSION OF SOUTH AFRICA

NOTICE OF INITIATION OF A SUNSET REVIEW OF THE ANTI-DUMPING DUTIES ON BOARDS, SHEETS, PANELS, TILES AND SIMILAR ARTICLES OF PLASTER OR OF COMPOSITIONS BASED ON PLASTER, NOT ORNAMENTED, FACED OR REINFORCED WITH PAPER OR PAPERBOARD ONLY, NOT ORNAMENTED ORIGINATING IN OR IMPORTED FROM THAILAND AND INDONESIA

Regulation 53.1 and 53.2 of South Africa's Anti-Dumping Regulations (ADR) state that "anti-dumping duties shall remain in place for a period not exceeding 5 years from the imposition or the last review thereof", and "if a sunset review has been initiated prior to the lapse of an anti-dumping duty, such anti-dumping duty shall remain in force until the sunset review has been finalised."

On 07 June 2024 the Commission through Notice No. 2550 in Government Gazette No.50772 notified interested parties that unless a substantiated request by or on behalf of the Southern African Customs Union (SACU) industry was made indicating that the expiry of the ant-dumping duties on boards, sheets, panels, tiles and similar articles of plaster or of compositions based on plaster, not ornamented, faced or reinforced with paper or paperboard only, not ornamented (Gypsum plasterboard) originating in or imported from Thailand and Indonesia would likely lead to the continuation or recurrence of dumping and material injury, the anti-dumping duties on gypsum plasterboard originating in or imported from Thailand and Indonesia will expire on 27 August 2025.

THE APPLICANT

The application was lodged by Saint-Gobain Construction Products South Africa (Pty) Ltd (the Applicant), Supported by Etex South Africa Building System (Pty) Ltd. The Applicant is the major producer of the subject product in the Southern African Customs Union (SACU).

The Applicant alleged that the expiry of the anti-dumping duties would likely lead to the continuation or recurrence of dumping and continuation or recurrence material injury.

The Applicant submitted sufficient evidence and established a prima facie case to enable the Commission to arrive at a reasonable conclusion that a sunset review investigation of the anti-dumping duties on Gypsum Plasterboard originating in or imported from Indonesia and Thailand be initiated.

THE PRODUCT

The anti-dumping duties subject to this sunset review are applicable to boards, sheets, panels, tiles and similar articles of plaster or of compositions based on plaster, not ornamented, faced or reinforced with paper or paperboard only, not ornamented originating in or imported from Thailand and Indonesia, classifiable under tariff subheading 6809.11.

THE ALLEGATION OF CONTINUATION OR RECURRENCE OF DUMPING

The allegation of continuation or recurrence of dumping is based on the comparison between the normal values and the export prices. The normal values for Thailand and Indonesia were based on ex-factory price quotations obtained from domestic producers of the subject product in Thailand and Indonesia.

In the absence of exports from Thailand and Indonesia to SACU during the period of investigation, the Applicant nominated India for purposes of export price determination.

The dumping margins for Thailand and Indonesia were determined to be 22.26% and 41.74%, respectively.

On this basis, the Commission found that there was prima facie proof indicating that the expiry of the anti-dumping duties would likely lead to the continuation or recurrence of dumping of the subject product originating in or imported from Indonesia and Thailand.

THE ALLEGATION OF RECURRENCE OF MATERIAL INJURY

The Applicant alleged and submitted prima facie evidence to indicate that the expiry of the anti-dumping duties would likely lead to a recurrence of material injury in the form of price suppression, price depression, and price undercutting.

The Applicant's alleged and submitted prima facie evidence to indicate that it would experience a decline in sales volumes and values, profits, output, market share, return on investment, capacity utilisation, and cash flow, as well as an increase in inventories and loss of employment.

On this basis, the Commission found that there was prima facie proof indicating that the expiry of the anti-dumping duties would likely lead to the recurrence of material injury.

PERIOD OF INVESTIGATION

The period of investigation for dumping is from 01 November 2023 to 31 October 2024.

The period of investigation for material injury is from 01 November 2021 to 31 October 2024, and in the event the duties expire estimates for 01 November 2024 to 31 October 2025 were provided.

LEGAL PROCEDURAL FRAMEWORK

Having decided that there is sufficient evidence and a prima facie case to justify the initiation of an investigation, the Commission has begun an investigation in terms of section 16 of the International Trade Administration Act, 2002 (the ITA Act). The Commission will conduct its investigation in accordance with the relevant sections of the ITA Act and the Anti-Dumping Regulations of the International Trade Administration Commission (ADR).

Both the ITA Act and the ADR are available on the Commission's website (www.itac.org.za) or from Trade Remedies on request.

PROCEDURES AND TIME FRAMES

In order to obtain the information, it deems necessary for its investigation, the Commission will send non-confidential versions of the application and questionnaires to all known importers and exporters and known representative associations. Importers and other interested parties are invited to contact the Commission as soon as possible to determine whether they have been listed and were furnished with the relevant documentation.

If not, they should immediately ensure that they are sent copies. The questionnaire has to be completed, and any other representations must be made within the time limit set out below.

The Senior Manager: Trade Remedies II, should receive all responses, including nonconfidential copies of the responses, not later than 30 days from the date hereof, or from the date on which the letter accompanying the questionnaire was received. The said letter shall be deemed to have been received 7 days after the day of its dispatch.

Late submissions will not be accepted except with the prior written consent of the Commission. The Commission will give due consideration to written requests for an extension of not more than 14 days on good cause shown (properly motivated and substantiated), if received prior to the expiry of the original 30-days period. Merely citing insufficient time is not an acceptable reason for extension. Please note that the Commission will not consider requests for extension by the Embassy on behalf of exporters.

The information submitted by any party may need to be verified by the Investigating officers in order for the Commission to take such information into consideration. The Commission may verify the information at the premises of the party submitting the information, within a short period after the submission of the information to the Commission. Parties should therefore ensure that the information submitted would subsequently be available for verification. It is planned to do the verification of the information submitted by the exporters within three to five weeks subsequent to submission of the information.

This period will only be extended if it is not feasible for the Commission to do it within this time period or upon good cause shown, and with the prior written consent of the Commission, which should be requested at the time of the submission. It should be noted that unavailability of, or inconvenience to consultants will not be considered good cause. Parties should also ensure when they engage consultants that they will be available at the requisite times, to ensure compliance with the above time frames.

Parties should also ensure that all the information requested in the applicable questionnaire is provided in the specified detail and format. The questionnaires are designed to ensure that the Commission is provided with all the information required to make a determination in accordance with the rules of the Anti-Dumping Agreement.

The Commission may therefore refuse to verify information that is incomplete or does not comply with the format in the questionnaire, unless the Commission has agreed in writing to a deviation from the required format. A failure to submit an adequate nonconfidential version of the response that complies with the rules set out under the heading Confidential Information will be regarded as an incomplete submission.

Parties who experience difficulty in furnishing the information required, or submitting in the format required, are therefore urged to make written applications to the Commission at an early stage for permission to deviate from the questionnaire or provide the information in an alternative format that can satisfy the Commission's requirements. The Commission will give due consideration to such a request on good cause shown.

Any interested party may request an oral hearing at any stage of the investigation in accordance with Section 5 of the ADR, provided that the party indicates reasons for not relying on written submissions only. The Commission may refuse an oral hearing if granting such hearing will unduly delay the finalisation of a determination. Parties requesting an oral hearing shall provide the Commission with a detailed agenda for, and a detailed version, including a non-confidential version, of the information to be discussed at the oral hearing at the time of the request.

If the required information and arguments are not received in a satisfactory form within the time limit specified above, or if verification of the information cannot take place, the Commission may disregard the information submitted and make a finding on the basis of the facts available to it.

CONFIDENTIAL INFORMATION

Please note that if any information is considered to be confidential then a nonconfidential version of the information must be submitted for the public file, simultaneously with the confidential version. In submitting a non-confidential version, the following rules are strictly applicable, and parties must indicate:

• where confidential information has been omitted and the nature of such information;
• reasons for such confidentiality;

• a summary of the confidential information which permits a reasonable understanding of the substance of the confidential information; and
• in exceptional cases, where information is not susceptible to summary, reasons must be submitted to this effect.

This rule applies to all parties and to all correspondence with and submissions to the Commission, which unless indicated to be confidential and filed together with a nonconfidential version, will be placed on the public file and be made available to other interested parties.

If a party considers that any document of another party, on which that party is submitting representations, does not comply with the above rules and that such deficiency affects that party's ability to make meaningful representations, the details of the deficiency and the reasons why that party's rights are so affected must be submitted to the Commission in writing forthwith (and at the latest 14 days prior to the date on which that party's submission is due). Failure to do so timeously will seriously hamper the proper administration of the investigation, and such party will not be able to subsequently claim an inability to make meaningful representations on the basis of the failure of such other party to meet the requirements.

Subsection 33(1) of the ITA Act provides that any person claiming confidentiality of information should identify whether such information is confidential by nature or is otherwise confidential and, any such claims must be supported by a written statement, in each case, setting out how the information satisfies the requirements of the claim to confidentiality. In the alternative, a sworn statement should be made setting out reasons why it is impossible to comply with these requirements.

Section 2.3 of the ADR provides as follows:

"The following list indicates "information that is by nature confidential" as per section 33(1)(a) of the Main Act, read with section 36 of the Promotion of Access to Information Act (Act 2 of 2000):

(a) management accounts;
(b) financial accounts of a private company;
(c) actual and individual sales prices;
(d) actual costs, including cost of production and importation cost;
(e) actual sales volumes;
(f) individual sales prices;
(g) information, the release of which could have serious consequences for the person that provided such information; and
(h) information that would be of significant competitive advantage to a competitor;

Provided that a party submitting such information indicates it to be confidential."

Physical address	**Postal address**
The Senior Manager: Trade Remedies II	The Senior Manager
International Trade Administration Commission	Trade Remedies II
Block E - The DTI Campus	Private Bag X753
77 Meintjies Street	PRETORIA
SUNNYSIDE	0001
PRETORIA	SOUTH AFRICA
SOUTH AFRICA	

ADDRESS

The response to the questionnaire and any information regarding this matter and any arguments concerning the allegation of dumping and the resulting material injury or threat of material injury must be submitted in writing to the following address: Should you have any queries, please do not hesitate to contact the investigating officers, Ms Portia Chuma at Email: pchuma@itac.org.za or Ms Phindile Mabona at Email: pmabona@itac.org.za or Ms Azwitamisi Mathada at Email: amathada@itac.org.za or Ms Millicent Baloyi at Email: mbaloyi@itac.org.za.
LINK TO FULL NOTICE **International Trade Administration Commission of South Africa: Notice of Initiation of a Sunset Review of the Anti- Dumping duties on Boards, Sheets, Panels, Tiles and Similar Articles of Plaster or of Compositions based on Plaster, not ornamented, faced** G 53206 GeN 3437 20 August 2025 53206gen3437.pdf

LAW AND TYPE OF NOTICE

International Trade Administration Commission of South Africa:

Review of Tariff Structure and Investigation into Possible Introduction of Import Surveillance System for Steel Products

G 53207 GeN 3438

20 August 2025

FULL TEXT

DETAILS

DEPARTMENT OF TRADE, INDUSTRY AND COMPETITION

NO. 3438 20 August 2025

INTERNATIONAL TRADE ADMINISTRATION COMMISSION OF SOUTH AFRICA REVIEW OF THE TARIFF STRUCTURE AND INVESTIGATION INTO THE POSSIBLE INTRODUCTION OF AN IMPORT SURVEILLANCE SYSTEM FOR STEEL PRODUCTS CLASSIFIABLE UNDER CHAPTERS 72, 73, 82, AND 83 OF THE CUSTOMS AND EXCISE ACT

INITIATED BY:
International Trade Administration Commission of South Africa ('ITAC')
Private Bag X 753
Pretoria
0001

On 19 March 2025, ITAC published the above-mentioned review in the Government Gazette No. 52347, under Notice 3061 of 2025 for a period of four (4) weeks for interested parties to comment on a number of focus areas.

During the publication period, in excess of a hundred and fifty (150) comments were received from interested parties, ranging from requests for duty increases, the creation of rebate provisions, inclusion of specific products under import control and other general comments on the potential impact of the review on the steel value chain. Based on these submissions and the analysis of the evidence before the Commission, ITAC has decided to make the following preliminary determinations:

1. A preliminary determination that the rate of customs duties on all products listed in Table 1 below be increased to their respective bound rates.
2. A preliminary determination that additional rebate provisions be created for steel products, as outlined in Table 2 below.
3. A preliminary determination that all products listed in Table 3 below be subjected to import control, in line with section 6 of the ITA Act, Act No. 71 of 2002.
4. A preliminary determination that, as and when standards are developed for any steel related product category falling in Table 3 below, such standards or compulsory specifications should be incorporated into the import permit control system as additional conditions for the issuing of import permits.
5. A preliminary determination that input products used in steel-making, particularly stainless steel, as outlined in Table 4 below, be maintained at free of duty.
6. A preliminary determination that the ongoing geo-political landscape does constitute an unprecedented emergency, necessitating urgent action in line with Article 19 and Article 21 of the GATT.

7. A preliminary determination that a Committee comprising industry role players and members of the Commission be formed, in terms of Section 14 of the International Trade Administration Act 71 of 2002, to advise the Commission on steel-related matters. It should be noted that the Commission has not yet made its final determination on any of the above matters and nothing in this Notice should be construed as such. The final determination will only be made once the Commission has considered comments from members of the public on this "preliminary determination." **PUBLICATION PERIOD:** Representations should be made within two (2) weeks of the date of this notice. Enquiries: ITAC Ref: 20/2024. Rethabile Molala/Pfarelo Phaswana/Nonqubeko Sikhakhana/Princess Matsepane. Tel: 012 394 5162/3628/3835/3699 or email rmolala@itac.org.za/ pphaswana@itac.org.za/ nsikhakhana@itac.org.za/ pmatsepane@itac.org.za. **Please click on the link below to view the tables**
LINK TO FULL NOTICE **International Trade Administration Commission of South Africa: Review of Tariff Structure and Investigation into Possible Introduction of Import Surveillance System for Steel Products** G 53207 GeN 3438 20 August 2025 53207gen3438.pdf

EDUCATION

LAW AND TYPE OF NOTICE

National Qualifications Framework Further Amendment Bill: Draft:

Extension of deadline for comments

G 53177 RG 11868 GoN 6514

- Comment by 15 Sep 2025

15 August 2025

APPLIES TO:

1. Higher Education Institutions

- Universities
- Technical and Vocational Education and Training (TVET) colleges
- Private higher education providers

2. Accrediting and Quality Assurance Bodies

- South African Qualifications Authority (SAQA)
- Council on Higher Education (CHE)
- Quality Council for Trades and Occupations (QCTO)
- Sector Education and Training Authorities (SETAs)

3. Professional Bodies

- Organizations that register professionals and set qualification standards (e.g., Engineering Council of South Africa, Health Professions Council)

4. Employers and Industry Associations

- Especially those involved in workforce development and skills training
- Companies that rely on formally recognized qualifications for hiring or promotion

5. Labor Unions and Worker Advocacy Groups

- Interested in how qualifications affect employment, mobility, and recognition of prior learning

6. Government Departments and Agencies

- Departments involved in education, labor, and economic development

7. Civil Society and Advocacy Organizations

- Groups focused on education access, equity, and policy reform

FULL TEXT

DETAILS

DEPARTMENT OF HIGHER EDUCATION AND TRAINING

NO. R. 6514 **15 August 2025**

EXTENSION OF THE DUE DATE FOR SUBMISSION OF WRITTEN COMMENTS: NATIONAL QUALIFICATIONS FRAMEWORK FURTHER AMENDMENT BILL, 2024

The Minister of Higher Education and Training published an invitation to submit written comments on the National Qualifications Framework Further Amendment Bill, 2024, in the Government Gazette No. 52688 of 16 May 2024 ("the Bill").

Notice is hereby given that the due date for the submission of written comments on the Bill is extended to **15 September 2025**. The reason for the extension is to allow for sufficient time for public participation.

As was indicated in the previous invitations, comments must be submitted to the following address:
By post to:

Director-General
For the attention of:
Mr Dumisani Makhaye/ Ms Cynthia Letsoalo and Ms Wendy Zondo
Department of Higher Education and Training
Private Bag X174
PRETORIA
0001

By e-mail to:

LegislativeComments@dhet.gov.za
Makhaye.D@dhet.gov.za; Letsoalo.C@dhet.gov.za; Zondo.W@dhet.gov.za and for other further details and enquiries, please contact: 012 – 312 5795/ 6160/ 5334
Copies of the Bill can be found on the website of the Department of Higher Education and Training at www.dhet.gov.za and the Government Printing Works.

Mr B Manamela, MP
Minister of Higher Education and Training
Date: 1/8/2025.

DEPARTMENT OF HIGHER EDUCATION AND TRAINING

NO. R. 6187 **16 May 2025**

CALL FOR PUBLIC COMMENTS INTO THE AMENDMENT OF THE NATIONAL QUALIFICATIONS FRAMEWORK ACT, 67 OF 2008

I, the Minister of Higher Education and Training, **Dr Nobuhle Pamela Nkabane**, in performing a function consistent with the National Qualifications Framework Act, No 67 of 2008, invite in terms of section 8(4) of the Act, public comments into the draft National Qualifications Framework Further Amendment Bill, 2024.

The public comments are invited from all stakeholders on the proposed amendments. The draft National Qualifications Framework Bill, 2024 is available from the www.dhet.gov.za.

The public comments must be sent electronically to the Legal and Legislative Service to the attention of the Director: Mr Dumisani Makhaye at the following email address: Makhaye.d@dhet.gov.za, Letsoalo.c@dhet.gov.za, LegislativeComments@Dhet.gov.za and for other details contact his office at the number: 012 312 5795/6160

DR NP NKABANE, MP
MINISTER OF HIGHER EDUCATION AND TRAINING
DATE: 24/02/2025

LINK TO FULL NOTICE **[National Qualifications Framework Further Amendment Bill: Draft: Extension of deadline for comments]** G 53177 RG 11868 GoN 6514 - Comment by 15 Sep 2025 15 August 2025 53177rg11868gon6514.pdf
ACTION Ensure that you submit your comments before 15 September 2025.

ENERGY

LAW AND TYPE OF NOTICE

National Nuclear Regulator Act:

Fees

G 53155 GoN 6512

15 August 2025

APPLIES TO:

1. Nuclear Installation Operators

- Operators of nuclear power plants
- Research reactors
- Uranium enrichment or fuel fabrication facilities

2. Medical Facilities

- Hospitals and clinics using radioactive isotopes for diagnosis or treatment (e.g., radiotherapy, nuclear medicine)

3. Industrial Users

- Companies using radioactive sources for industrial radiography, gauging, or material testing

4. Mining and Processing Companies

- Uranium mines and mineral processing plants dealing with Naturally Occurring Radioactive Materials (NORM)

5. Transport and Logistics Firms

- Entities transporting radioactive materials domestically or internationally

6. Academic and Research Institutions

- Universities and labs conducting nuclear or radiological research

7. Waste Management and Decommissioning Services

- Organizations involved in the disposal or decommissioning of nuclear facilities or radioactive waste

8. Maritime Operators

- Operators of nuclear-powered vessels or vessels carrying radioactive cargo entering South African waters

These organizations must obtain various types of authorisations (e.g., **Nuclear Installation Licence**, **Certificate of Registration**, **Certificate of Exemption**) and pay associated fees for regulatory oversight, safety inspections, and compliance monitoring.

FULL TEXT

DETAILS

DEPARTMENT OF MINERAL RESOURCES AND ENERGY

NO. 6512 15 August 2025

MINISTER
ELECTRICITY AND ENERGY
Corner Visagie and Paul Kruger Street | Pretoria, City of Tshwane

NATIONAL NUCLEAR REGULATOR ACT, 1999 (ACT NO 47 OF 1999)

Notice in terms of section 28 of the National Nuclear Regulator Act, 1999 (Act No 47 of 1999), on the proposed fees increase for National Nuclear Regulator.

I Dr. Kgosientsho Ramokgopa, Minister of Electricity and Energy acting under section 28 of the National Nuclear Regulator Act, 1999 (Act No. 47 of 1999), on the recommendation of the NNR Board and in consultation with the Minister of Finance and by notice in the Government Gazette hereby determine the fees contained in the attached schedule payable to the Regulator in respect of —

(a) any application for the granting of a nuclear authorisation;

(b) an annual nuclear authorisation fee for the financial year (2025-26)

The proposed fees increase of 6,5% shall be payable to the National Nuclear Regulator of South Africa, for the period of 01 April 2025- to 31 March 2026 by the licensed holders concerned.

DR. KGOSIENTSHO RAMOKGOPA, MP
MINISTER OF ELECTRICITY AND ENERGY
DATE: 07/07/25

LINK TO FULL NOTICE

[National Nuclear Regulator Act: Fees]
G 53155 GoN 6512
15 August 2025

53155gon6512.pdf

ACTION

Take note of the new set of fees.

FINANCE

LAW AND TYPE OF NOTICE

Accounting Standards Board:

Exposure Draft 214: Comments invited

G 53155 BN 819

- Comment by 14 Nov 2025

15 August 2025

APPLIES TO:

PUBLIC SECTOR ENTITIES

These are the main entities impacted, as GRAP (Generally Recognised Accounting Practice) standards are designed for public sector financial reporting in South Africa.

1. National and Provincial Government Departments

- Departments responsible for social development, health, education, and welfare.
- Entities administering grants such as child support, old age pensions, disability benefits, and unemployment benefits.

2. Municipalities

- Especially those that provide **indigent support**, waive debts, or offer **concessionary loans** to individuals or households.
- Must assess whether such waivers or transfers meet the definition of social benefits.

3. Public Entities and Agencies

- Entities like the **Unemployment Insurance Fund (UIF)**, **Compensation Fund**, or **National Student Financial Aid Scheme (NSFAS)**.
- These often manage benefits that resemble insurance contracts or provide cash transfers to individuals.

4. Social Security Institutions

- Any entity that collects contributions and provides benefits based on social risks (e.g., injury, unemployment, disability).
- Must classify benefits as either **social security insurance** or **social assistance**.

ACCOUNTING AND AUDITING BODIES

- **Auditors** and **accountants** working with public sector entities will need to understand and apply the revised recognition, measurement, and disclosure requirements.
- **Treasury officials** involved in budgeting and financial reporting.

ENTITIES USING GRAP FOR FINANCIAL REPORTING

- Any organization that prepares financial statements under the **accrual basis of GRAP** and provides **cash-based social benefits**.

SUMMED UP

1. Scope Clarification

- The Standard applies **only to social benefits provided in cash**.
- **In-kind benefits** (e.g., food parcels, healthcare services) are excluded and accounted for under GRAP 19.
- Clarifies interaction with other GRAP standards (e.g., GRAP 104 for financial instruments, GRAP 108 for statutory receivables).

2. Definitions Updated

- **Social benefits**: Cash transfers to individuals/households meeting eligibility criteria, aimed at mitigating social risks and addressing societal needs.
- **Social risks**: Events directly related to individual characteristics (e.g., age, health, poverty).

- Introduces distinction between:
  - **Social security insurance benefits**: Managed like insurance contracts, funded by contributions.
  - **Social assistance benefits**: Funded by government appropriations, not linked to contributions.

3. Recognition of Liabilities

- **Social security insurance benefits**: Liability recognized when the event related to the social risk occurs.
- **Social assistance benefits**: Liability recognized when an application is received from a potential beneficiary.
- Clarifies that **ongoing eligibility criteria** (e.g., income thresholds, residency) may define boundaries of liabilities.

4. Measurement Enhancements

- Liabilities measured at **best estimate of costs** to fulfill obligations.
- Introduces **discounting** where applicable, using government bond rates.
- Provides detailed guidance on estimating duration, timing, and amount of payments.

5. Presentation Requirements

- Requires **separate presentation** of:
  - Social security insurance benefit liabilities.
  - Social assistance benefit liabilities.

- Expenses related to social benefits must be disaggregated in financial statements.

6. Disclosure Requirements

- Entities must disclose:
  - Characteristics of social benefits.

- Amounts recognized.
- Expected effects on future cash flows.
- Judgements made in classification and measurement.

- Additional disclosures required for **debts waived** that qualify as social benefits.

7. Transitional Provisions

- Effective date to be determined by the Minister of Finance.
- Entities must apply transitional directives issued by the Board.

8. Consequential Amendments to Other GRAP Standards

- **GRAP 1**: Adds line items for social benefit liabilities.
- **GRAP 2**: Includes cash payments to beneficiaries as operating activities.
- **GRAP 19**: Removes previous broad definition of social benefits; aligns with new Standard.
- **GRAP 23, 24, 104, 108**: Updated to reflect treatment of social benefits, especially in relation to concessionary loans and debts waived.

FULL TEXT

DETAILS

BOARD NOTICE 819 OF 2025

ASB ACCOUNTING STANDARDS BOARD

INVITATION TO COMMENT ON EXPOSURE DRAFT 214 ISSUED BY THE ACCOUNTING STANDARDS BOARD

Issued: 15 August 2025P

The Accounting Standards Board (the Board) invites comment on the proposed Standard of GRAP on *Social Benefits* – Limited Scope Amendments (ED 214). Comment is due by **14 November 2025.**

All those affected by, or who are interested in the Exposure Drafts, are encouraged to provide written responses to the Board.

Responses to the ED should be received by the comment deadline, as indicated above.

Copies of the documents

The documents are available electronically on the Board's website – http://www.asb.co.za, or can be obtained by contacting the Board's offices on 011 697 0660 (telephone).

Comment should be addressed to:

The Chief Executive Officer
Accounting Standards Board
40 Church Square
Pretoria
0002
E-mail address: info@asb.co.za

We look forward to receiving your responses.

Link to full document: www.asb.co.za/wp-content/uploads/2023/08/Background-to-ED-214_full-text-of-Standard.pdf

LINK TO FULL NOTICE

Accounting Standards Board: Exposure Draft 214: Comments invited
G 53155 BN 819
- Comment by 14 Nov 2025

15 August 2025 53155bn819.pdf
ACTION Ensure that you submit your comments before 14 November 2025.

LABOUR

LAW AND TYPE OF NOTICE

Skills Development Act:

Appointment of administration of Local Government Sector Education and Training Authority (LGSETA)

G 53186 GoN 6521

19 August 2025

APPLIES TO:

1. **Local Government and Municipal Services**
    - Municipal administration
    - Public works
    - Community services
    - Waste management
    - Water and sanitation
2. **Education and Training Providers**
    - Institutions offering accredited training aligned with LGSETA programs
    - Skills development facilitators
    - Vocational and technical training centers
3. **Consulting and Advisory Services**
    - Governance and compliance consultants
    - HR and organizational development firms
    - Forensic investigation services
4. **Public Finance and Administration**
    - Entities involved in managing public funds and procurement within local government
    - Auditing and financial oversight bodies
5. **Legal and Dispute Resolution Services**
    - Legal firms handling labor, governance, and administrative law
    - Mediators and arbitrators involved in public sector disputes
6. **Sector Stakeholders and Chambers**
    - Industry bodies and chambers that collaborate with LGSETA
    - Stakeholders involved in policy-making and sectoral planning

SUMMED UP

Purpose of the Notice

The notice announces the appointment of Mr. Zukile Christopher Mvalo as the Administrator of the Local Government Sector Education and Training Authority (LGSETA) for a period of 12 months, with potential for extension.

Key Powers of the Administrator

- Act as the Accounting Authority of LGSETA.
- Oversee financial and governance matters in line with the PFMA.
- Facilitate CEO appointment and review employment terms.
- Investigate and act on forensic reports and allegations.
- Engage stakeholders to revise LGSETA's constitution.
- Manage LGSETA funds and operations.

Key Duties of the Administrator

- Collaborate with LGSETA management and sector experts.
- Implement the National Skills Development Plan.
- Submit monthly progress reports to the Director-General.
- Resolve disputes and manage legal issues.
- Provide a final close-out report after 12 months.

FULL TEXT

DETAILS

DEPARTMENT OF HIGHER EDUCATION AND TRAINING

NO. 6521 19 August 2025

SKILLS DEVELOPMENT ACT, 1998 (ACT NO. 97 OF 1998)

APPOINTMENT OF AN ADMINISTRATOR OF THE LOCAL GOVERNMENT SECTOR EDUCATION AND TRAINING AUTHORITY (LGSETA)

I, Dr Nkosinathi Sishi, Director-General: Department of Higher Education and Training, in terms of section 15(2) read with subsections (1) and (4) of the Skills Development Act, 1998 (Act No. 97 of 1998), hereby appoint Mr Zukile Christopher Mvalo as the Administrator for a period of twelve (12) months from the date of publication of this Notice to take over the administration of the LGSETA. At the expiry of the said period, the appointment of the Administrator may be reviewed and extended. The powers and duties of the Administrator are set out in the Schedule of this Notice.

SCHEDULE 1

POWERS AND DUTIES OF THE ADMINISTRATOR

Powers of the Administrator are as follows:

a) Assume the role of, and perform all functions and duties of, the Accounting Authority of the Services SETA as prescribed in the Skills Development Act, 1998 (Act No. 97 of 1998) ('the Act'), and the Public Finance Management Act, 1999 (Act No. 1 of 1999) ('the PFMA'), read together with the relevant regulation.

b) Facilitate the process of the Appointment of the Chief Executive Officer in accordance with the Act.

c) Establish, if necessary, with the Minister's approval, chambers as provided for in Sections 12 and 13 of the Act;

Review the terms and conditions of employment of the Chief Executive Officer, Chief Financial Officer, and other employees of the LGSETA where necessary;

d) Review, if necessary, all the governance policies of the LGSETA in terms of any applicable law;

e) Suspend, institute disciplinary proceedings, or replace, where necessary, any of the officials of the LGSETA in compliance with any relevant legislation;

f) Process reports emanating from forensic investigations conducted (if any), investigate any allegations reported, and take corrective action as deemed necessary.

g) If necessary, consult widely with the relevant stakeholders within the sector in order to adopt a standard constitution of the LGSETA in terms of section 13 of the Act and other applicable legislation for approval and publication by the Minister of Higher Education and Training;

h) Facilitate the appointment of a new LGSETA Accounting Authority;

i) Ensure the management of the LGSETA funds in liaison with the Department of Higher Education and Training in accordance with the relevant provisions of the PFMA, and the applicable regulations; and

j) Make rules relating to LGSETA and chamber meetings, financial matters, general procurement and administrative matters which are in accordance with the provisions of the Constitution of the Republic of South Africa, 1996, the Act, or any other applicable law.

Duties of the Administrator shall include the following:

a) Working closely with the Executive Management of the LGSETA, employees of the LGSETA, and the Director-General: Higher Education and Training to establish joint working committees comprising the sector specialists and experts;

b) Perform the functions of the LGSETA in terms of the Act, the Public Finance Management Act, 1999, and any other relevant legislation;

c) Ensure the management of the National Skills Development Plan within the LGSETA;

d) Ensure the monthly submission of progress reports regarding the effective functioning of the LGSETA to the Director-General: Higher Education and Training;

e) Ensure sufficient funding of all the processes and activities pertaining to the powers and duties as an Administrator from the LGSETA budget in terms of the relevant legislative requirements;

f) Perform any such other functions as may be delegated or instructed by the Minister of Higher Education and Training or Director-General: Higher Education and Training from time to time;

g) Facilitate the overall process and attend to dispute resolution, as well as the management of legal issues as required; and

h) Submit a final close-out report for the project at the end of the 12 months of appointment.

LINK TO FULL NOTICE

Skills Development Act: Appointment of administration of Local Government Sector Education and Training Authority (LGSETA)
G 53186 GoN 6521
19 August 2025

53186gon6521.pdf

ACTION

1. Compliance and Cooperation

- **Align operations** with the Administrator's directives.
- **Provide access** to relevant documents, systems, and personnel.
- **Participate in joint working committees** if requested.

2. Governance and HR Adjustments

- **Review employment contracts** and governance policies if prompted.
- **Prepare for possible disciplinary actions or restructuring**.
- **Support the appointment process** for a new CEO and Accounting Authority.

3. Financial Oversight

- Ensure **transparent financial reporting** and compliance with PFMA.
- **Adjust budgets** to accommodate Administrator-led initiatives.
- **Facilitate audits or forensic investigations** if required.

4. Stakeholder Engagement

- **Engage in consultations** regarding the LGSETA constitution and strategic direction.
- **Provide input** on sector-specific needs and training priorities.

5. Reporting and Monitoring

- **Submit progress reports** or data as requested by the Administrator.
- **Track and document changes** for inclusion in the final close-out report.

6. Legal and Dispute Resolution

- **Prepare for legal reviews** or dispute resolution processes.
- **Ensure legal compliance** with any new rules or procedures introduced.

LAW AND TYPE OF NOTICE

Skills Development Act:

Appointment of administrator of Construction Sector Education and Training Authority (CETA)

G 53184 GoN 6519

19 August 2025

APPLIES TO:

1. **Construction and Civil Engineering**
   - Building contractors
   - Infrastructure development firms
   - Road and bridge construction companies
2. **Architecture and Urban Planning**
   - Architectural firms
   - Town planning consultancies
3. **Electrical and Mechanical Engineering**
   - Companies involved in building services (e.g., HVAC, plumbing, electrical installations)
4. **Property Development and Real Estate**
   - Developers and estate managers involved in construction projects
5. **Manufacturing and Supply of Construction Materials**
   - Cement, steel, glass, and other building material suppliers
6. **Health and Safety Services**
   - Occupational health and safety consultants working on construction sites
7. **Training and Education Providers**
   - Institutions offering construction-related skills development and vocational training
8. **Labour and Employment Services**
   - Recruitment agencies and labour brokers supplying skilled and semi-skilled workers to the construction sector

SUMMED UP

- **Mr. Dithabe Oupa Nkoane** has been appointed as the **Administrator** of CETA for a period of **12 months** starting from the date of publication.
- The appointment is made under the **Skills Development Act, 1998 (Act No. 97 of 1998)**.
- The appointment may be **reviewed and extended** after the initial term.

Administrator's Powers

The Administrator is empowered to:

- Act as the **Accounting Authority** of CETA.
- Facilitate the **appointment of a CEO**.
- Establish chambers with Ministerial approval.
- Review employment terms and governance policies.
- Handle disciplinary actions and forensic investigations.
- Consult stakeholders to adopt a standard constitution.
- Manage CETA funds in collaboration with the Department.
- Make rules on meetings, finances, procurement, and administration.

Administrator's Duties

The Administrator is expected to:

- Collaborate with CETA management and the Director-General.
- Ensure compliance with the **National Skills Development Plan**.
- Submit **monthly progress reports**.
- Ensure proper funding for all activities.
- Handle legal issues and dispute resolution.
- Submit a **final close-out report** at the end of the term.

FULL TEXT

DETAILS

DEPARTMENT OF HIGHER EDUCATION AND TRAINING

NO. 6519 19 August 2025

SKILLS DEVELOPMENT ACT, 1998 (ACT NO. 97 OF 1998)

APPOINTMENT OF AN ADMINISTRATOR OF THE CONTRUCTION SECTOR EDUCATION AND TRAINING AUTHORITY (CETA)

I, Dr Nkosinathi Sishi, Director-General: Department of Higher Education and Training, in terms of section 15(2) read with subsections (1) and (4) of the Skills Development Act, 1998 (Act No. 97 of 1998), hereby appoint Mr Dithabe Oupa Nkoane as the Administrator for a period of twelve (12) months from the date of publication of this Notice to take over the administration of the CETA. At the expiry of the said period, the appointment of the Administrator may be reviewed and extended. The powers and duties of the Administrator are set out in the Schedule of this Notice.

Dr Nkosinathi Sishi
Director-General: Higher Education and Training
Date : 2025/08/18

SCHEDULE 1

POWERS AND DUTIES OF THE ADMINISTRATOR

Powers of the Administrator are as follows:

a) Assume the role of, and perform all functions and duties of, the Accounting Authority of the Services SETA as prescribed in the Skills Development Act (Act No. 97 of 1998) ('the Act'), and the Public Finance Management Act (Act No. 1 of 1999) ('the PFMA'), read together with the relevant regulation.

b) Facilitate the process of the Appointment of the Chief Executive Officer in accordance with the Skills Development Act.

c) Establish, if necessary, with the Minister's approval, chambers as provided for in Sections 12 and 13 of the Act;

d) Review the terms and conditions of employment of the Chief Executive Officer, Chief Financial Officer, and other employees of the CETA where necessary;

e) Review, if necessary, all the governance policies of the CETA in terms of any applicable law;

f) Suspend, institute disciplinary proceedings, or replace, where necessary, any of the officials of the CETA in compliance with any relevant legislation;

g) Process reports emanating from forensic investigations conducted (if any), investigate any allegations reported, and take corrective action as deemed necessary.

h) If necessary, consult widely with the relevant stakeholders within the sector to adopt a standard constitution of the CETA in terms of section 13 of the Act and other applicable legislation for approval and publication by the Minister of Higher Education and Training;

i) Facilitate the appointment of a new CETA Accounting Authority;

j) Ensure the management of the CETA funds in liaison with the Department of Higher Education and Training in accordance with the relevant provisions of the Act, PFMA, and the relevant regulations; and

k) Make rules relating to CETA and chamber meetings, financial matters, general procurement and administrative matters which are in accordance with the provisions of the Constitution of the Republic of South Africa, 1996, the Act, or any other applicable law.

Duties of the Administrator shall include the following:

a) Working closely with the Executive Management of the CETA, employees of the CETA, and the Director-General: Higher Education and Training to establish joint working committees comprising sector specialists and experts;

b) Perform the functions of the CETA in terms of the Act, the Public Finance Management Act, 1999, and any other relevant legislation;

c) Ensure the management of the National Skills Development Plan within the CETA;

d) Ensure the monthly submission of progress reports regarding the effective functioning of the CETA to the Director-General: Higher Education and Training;

e) Ensure sufficient funding of all the processes and activities pertaining to the powers and duties as an Administrator from the CETA budget in terms of the relevant legislative requirements;

f) Perform any such other functions as may be delegated or instructed by the Minister of Higher Education and Training or Director-General: Higher Education and Training from time to time;

g) Facilitate the overall process and attend to dispute resolution, as well as the management of legal issues as required; and

h) Submit a final close-out report for the project at the end of the 12 months of appointment.

LINK TO FULL NOTICE

[Skills Development Act: Appointment of administrator of Construction Sector Education and Training Authority (CETA)]
G 53184 GoN 6519
19 August 2025

53184gon6519.pdf

ACTION

1. **Review Engagements with CETA**
   - Assess current projects, funding applications, and training programs involving CETA to understand how they may be affected.
2. **Prepare for Governance Changes**
   - Be ready for potential changes in:
     - Employment terms
     - Governance policies
     - Stakeholder consultation processes
3. **Participate in Stakeholder Consultations**
   - Engage in any sector-wide consultations initiated by the Administrator, especially those related to the constitution or restructuring of CETA.

4. **Ensure Compliance**

    - Align internal processes with any new rules or procedures introduced by the Administrator, particularly around:
        - Procurement
        - Financial management
        - Reporting requirements

6. **Monitor Communications from CETA**

    - Stay updated on announcements, progress reports, and changes to training or funding mechanisms.

7. **Support Skills Development Initiatives**

    - Continue or adjust participation in the **National Skills Development Plan** as managed by CETA.

8. **Legal and HR Preparedness**

    - Be prepared for possible disciplinary actions or employment reviews if your organization is directly involved with CETA operations.

9. **Budget Planning**

    - Ensure that any funding received from CETA is used in accordance with updated legislative and administrative guidelines.

10. **Final Reporting**

- Be aware that a **final close-out report** will be issued at the end of the Administrator's term, which may impact future planning and partnerships.

LAW AND TYPE OF NOTICE

National Minimum Wage Act:

Investigation into National Minimum Wage: Comments invited

G 53187 GoN 6522

- Comment by 18 Sep 2025

19 August 2025

FULL TEXT

DETAILS

DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. 6522 19 August 2025

NATIONAL MINIMUM WAGE ACT NO. 9 OF 2018

INVESTIGATION INTO THE NATIONAL MINIMUM WAGE

INVITATION FOR WRITTEN REPRESENTATIONS

The National Minimum Wage Commission will publish its annual report and recommendations concerning possible adjustment to the national minimum wage to the Minister of Employment and Labour later in 2025, in accordance with section 6(2) of the National Minimum Wage Act, No. 9 of 2018.

I, Imraan Valodia, Chairperson of the National Minimum Wage Commission, hereby invite all interested parties to submit written representations concerning possible adjustments to the national minimum wage, to the National Minimum Wage Commission. Such representations should reach the directorate: Employment Standards, Department of Employment and Labour, Private Bag X117, Pretoria, 0001 or be sent to nmwreview@labour.gov.za by 18 September 2025.

Over and above the written submissions, you are requested to complete the survey questionnaire on the link below. A link to the survey is attached below, kindly complete the questionnaire and forward along with the written inputs.

https://forms.office.com/r/jXFtcZag90?origin=lprLink

NB! The link can also be accessed on the Departmental of Employment and Labour website (https://www.labour.gov.za) and Facebook page.

This survey will assist the Department to analyse the inputs and aid more detailed report writing. These recommendations will be considered by the Commission before it publishes its annual report and recommendations on the annual review of the national minimum wage later in the year.

Please note that after the publication of the annual report, a further opportunity will be given to interested parties to submit written representations regarding recommendations included in the report. These written representations will be forwarded to the Minister of Employment and Labour together with the Commission's report.

……………………………………………………………

PROF IMRAAN VALODIA
CHAIRPERSON: NATIONAL MINIMUM WAGE COMMISSION
18 August 2025

LINK TO FULL NOTICE **National Minimum Wage Act: Investigation into National Minimum Wage: Comments invited** G 53187 GoN 6522 - Comment by 18 Sep 2025 19 August 2025 53187gon6522.pdf
ACTION Ensure that you submit your comments before 18 September 2025.

LAW AND TYPE OF NOTICE

Skills Development Act:

Appointment of administration of Services Sector Education and Training Authority (Services SETA)

G 53185 GoN 6520

19 August 2025

FULL TEXT

DETAILS

DEPARTMENT OF HIGHER EDUCATION AND TRAINING

NO. 6520 19 August 2025

SKILLS DEVELOPMENT ACT, 1998 (ACT NO. 97 OF 1998)

APPOINTMENT OF AN ADMINISTRATOR OF THE SERVICES SECTOR EDUCATION AND TRAINING AUTHORITY (SERVICES SETA)

I, Dr Nkosinathi Sishi, Director-General: Department of Higher Education and Training, in terms of section 15(2) read with subsections (1) and (4) of the Skills Development Act, 1998 (Act No. 97 of 1998), hereby appoint Mr Matjie Lehlogonolo Alfred Masoga as the Administrator for a period of twelve (12) months from the date of publication of this Notice to take over the administration of the Services SETA. At the expiry of the said period, the appointment of the Administrator may be reviewed and extended. The powers and duties of the Administrator are set out in the Schedule of this Notice.

SCHEDULE 1

POWERS AND DUTIES OF THE ADMINISTRATOR

Powers of the Administrator are as follows:

a) Assume the role of, and perform all functions and duties of, the Accounting Authority of the Services SETA as prescribed in the Skills Development Act, 1998 (Act No. 97 of 1998) ('the Act'), and the Public Finance Management Act, 1999 (Act No. 1 of 1999) ('the PFMA'), read together with the relevant regulation.

b) Facilitate the process of the Appointment of the Chief Executive Officer in accordance with the Act;

c) Establish, if necessary, with the Minister's approval, chambers as provided for in Sections 12 and 13 of the Act;

d) Review the terms and conditions of employment of the Chief Executive Officer, Chief Financial Officer, and other employees of the Services SETA where necessary;

e) Review, if necessary, all the governance policies of the CETA in terms of any applicable law;

f) Suspend, institute disciplinary proceedings or replace, where necessary, any of the officials of the Services SETA in compliance with any relevant legislation;

g) Process reports emanating from forensic investigations conducted (if any), investigate any allegations reported, and take corrective action as deemed necessary;

h) If necessary, consult widely with the relevant stakeholders within the sector in order to adopt a standard constitution of the Services SETA in terms of section 13 of the Act and other applicable legislation for approval and publication by the Minister of Higher Education and Training;

i) Facilitate the appointment of a new Services SETA Accounting Authority;

j) Ensure the management of the Services SETA funds in liaison with the Department of Higher Education and Training in accordance with the relevant provisions of the PFMA, and the applicable regulations; and

k) Make rules relating to Services SETA and chamber meetings, financial matters, general procurement and administrative matters which are in accordance with the provisions of the Constitution of the Republic of South Africa, 1996, the Act, or any other applicable law.

Duties of the Administrator shall include the following:

a) Working closely with the Executive Management of the Services SETA, employees of the Services SETA, and the Director-General: Higher Education and Training to establish joint working committees comprising sector specialists and experts;

b) Perform the functions of the Services SETA in terms of the Act, the PFMA, and any other relevant legislation;

c) Ensure the management of the National Skills Development Plan within the Services SETA;

d) Ensure the monthly submission of progress reports regarding the effective functioning of the Services SETA to the Director-General: Higher Education and Training;

e) Ensure sufficient funding of all the processes and activities pertaining to the powers and duties as an Administrator from the Services SETA budget in terms of the relevant legislative requirements;

f) Perform any such other functions as may be delegated or instructed by the Minister of Higher Education and Training or Director-General: Higher Education and Training from time to time;

g) Facilitate the overall process and attend to dispute resolution, as well as the management of legal issues as required; and

h) Submit a final close-out report for the project at the end of the 12 months of appointment.

LINK TO FULL NOTICE

Skills Development Act: Appointment of administration of Services Sector Education and Training Authority (Services SETA)
G 53185 GoN 6520
19 August 2025

53185gon6520.pdf

LAW AND TYPE OF NOTICE

Basic Conditions of Employment Act:

Employers and employees excluded from payment of contributions to benefit fund: Intention to withdraw variation notice: Comments invited

G 53181 RG 11870 GoN 6518

18 August 2025

FULL TEXT

DETAILS

DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. R. 6518 18 August 2025

INTENTION TO WITHDRAW THE VARIATION NOTICE IN TERMS OF SECTION 50 (9) (a) OF THE BASIC CONDITIONS OF EMPLOYMENT ACT 75 OF 1997

INVITATION FOR WRITTEN REPRESENTATIONS

I, Nomakhosazana Meth, Minister of Employment and Labour, hereby in terms of section 50 (9)(a) of the Basic Conditions of Employment Act No. 75 of 1997, intend to withdraw the notice published in government gazette No. 25846 on 24 December 2003, to exclude the application of section 34A of the same Act, to employers and employees in respect of the payment of contributions to any benefit fund that is covered by the provisions of the Pension Fund Act No. 24 of 1956.

Parties are as a result of this, invited to submit written representations concerning the possible withdrawal. Such representations should reach the directorate: Employment Standards, Department of Employment and Labour, Private Bag X117, Pretoria, 001 or be sent to unathiramabulana@labour.gov.za within 30 days of the publication of this notice.

LINK TO FULL NOTICE

Basic Conditions of Employment Act: Employers and employees excluded from payment of contributions to benefit fund: Intention to withdraw variation notice: Comments invited
G 53181 RG 11870 GoN 6518
18 August 2025

53181rg11870gon6518.pdf

LAW AND TYPE OF NOTICE Labour Relations Act: Bargaining Council
LINK TO FULL NOTICE **Labour Relations Act: Building Industry Bargaining Council: Extension of Consolidated Main Collective Agreement to non-parties: Correction** G 53179 RG 11869 GoN 6516 15 August 2025 53179rg11869gon6516.pdf **Labour Relations Act: Cancellation of registration of employers' organisation: Pressure Equipment Manufacturers' Association of South Africa** G 53149 RG 11865 GoN 6503 15 August 2025 53149rg11865gon6503.pdf

COMPANIES ARTICLES

SOUTH AFRICA

South Africa: Navigating internal restructurings — What companies should know

In brief

Internal restructurings in South Africa can trigger merger notifications if they alter control rights, particularly where minority shareholders hold strategic veto powers. While many intra-group changes are exempt, the Competition Commission's 2025 Guidelines stress substance over form, meaning routine actions like share buy-backs or asset transfers may still fall under merger control. Companies should carefully assess restructurings and seek legal advice to avoid penalties.

In more detail

Even when they appear routine, internal restructurings in South Africa can fall under merger control if they shift how control is exercised particularly where minority shareholders hold strategic veto rights. The Competition Commission's 2025 Guidelines underline the need for companies to look beyond form to substance, carefully assessing potential impacts to avoid unexpected regulatory scrutiny and penalties. As corporate structures grow more complex and strategic agility becomes paramount, internal restructurings have become a routine feature of business operations. Whether driven by operational efficiency, tax optimisation, or alignment with new strategic imperatives, these reorganisations often occur within a group of affiliated entities. Yet, what may appear to be a purely internal affair can, under South African competition law, trigger merger control obligations. Importantly, this can be the case even where the ultimate controller of a firm remains unchanged.

Under South Africa's merger control regime, a merger is defined not only as the acquisition of a majority stake, but more broadly as gaining control (directly or indirectly) over all or part of another firm. Control can take many forms, including the ability to influence key decisions or policies. This broader understanding means that internal restructurings, even within a single corporate group, must be carefully assessed to determine whether they change how control is exercised.

The Competition Commission's Internal Restructuring Guidelines, published in August 2025, clarify that not all intra-group transactions are subject to merger notification. In general, restructurings that are purely internal, meaning they do not affect the rights of shareholders outside the corporate group, are not considered notifiable mergers. However, this is not an automatic exemption. The key consideration for the Competition Commission is whether the restructuring alters the control rights of external minority shareholders (i.e., those who are not strictly part of the group but hold interests in one or more of the entities involved).

External minority shareholders may hold rights that go beyond passive investment protections. In some cases, these rights (such as the ability to veto budgets, business plans, or executive appointments) can give them a form of negative control. This means they can block or significantly influence strategic decisions, even without holding a majority stake. Where such rights exist, the Competition Commission may view the shareholder as exercising control, which can affect whether a restructuring is considered a notifiable merger.

The Competition Commission draws a distinction between strategic control rights, which may trigger merger notification, and ordinary investment protections, which generally do not. For example, if a shareholder has the right to veto the appointment of a CEO or block major capital expenditure, this may be seen as exercising control under the Competition Act. In contrast, rights related to changes in share capital or decisions about listing securities are typically considered standard protections and are unlikely to amount to control.

Consider a scenario where a company undertakes a share buy-back. If this results in a minority shareholder's stake increasing to a level where they acquire strategic veto rights, the transaction may unintentionally trigger a merger notification requirement under the Competition Act. Similarly, the movement of assets or subsidiaries within a corporate group may appear routine, but if such changes affect the control rights of external shareholders, they fall within the scope of the Competition Commission's merger control oversight.

While many internal restructurings may appear routine, the Competition Commission's nuanced approach highlights that even intra-group transactions can have significant regulatory implications, particularly where external minority shareholders hold strategic control rights. The Competition Commission's emphasis on substance over form means that businesses must look beyond corporate structure and ownership and assess how a transaction may alter the control structure of the firm following the restructure.

For businesses, the message is clear: no restructuring should be dismissed as routine or purely administrative. Even seemingly minor internal changes can have far-reaching implications if they alter control rights, particularly in relation to minority shareholders. A careful, upfront competition law assessment is therefore essential not only to ensure compliance and avoid costly penalties, but also to preserve strategic flexibility and protect long-term business objectives. In an environment where regulators prioritise substance over form, proactive legal guidance is the best safeguard against unnecessary risk.

Baker McKenzie

COMPETITION ARTICLES

UGANDA

Uganda gazettes the Competition Regulations, 2025

The long-awaited implementation of Uganda's Competition Act (Cap. 66) (the "Act") is now within sight. On 8 August 2025, the Competition Regulations, 2025 (the "Regulations") were listed as a supplement in the Uganda Gazette. Although the statutory instrument has not yet been published, its feature in the Gazette suggests that publication is imminent and that the Regulations are poised to come into force.

The Regulations are expected to provide for the merger notification thresholds and filing fees in Uganda, the procedure for investigation of complaints relating to anti-competitive practices and complaints, the interplay between the national competition regime and the Common Market for Eastern and Southern Africa ("COMESA") and the East African Community ("EAC"), among others.

A follow-up article will be published once the Regulations are made available to the public.

Phillip Karugaba and Martha Mutamba
ENSAfrica

FINANCE ARTICLES

SOUTH AFRICA

Big VAT changes on the cards for South Africa

SARS' VAT Modernisation Project is one step closer to reality, with the National Treasury seeking to amend tax administration legislation to enable its implementation.

This marks a significant step for the project since the VAT Modernisation Discussion Paper was published by SARS in 2023.

The project aims to overhaul the tax authority's systems to provide digital and streamlined services for taxpayers to comply with their obligations.

Apart from improved service, the project aims to narrow the tax gap, which SARS estimates to be R800 billion per annum. This is the gap between the amount of tax levied and actually paid in South Africa.

Thus, it is likely that the modernisation of SARS systems will come with a clampdown on South African businesses and individuals not complying with their VAT obligations.

There is also a proposal in the discussion paper to implement real-time transmission of data from registered vendors to SARS.

This will enable the revenue service to clamp down on non-payment almost immediately and access business information to analyse the payment patterns of taxpayers to make them more compliant.

The National Treasury explained that the modernisation of SARS systems should also translate into savings for the institution in the form of a reduced administrative burden.

In the publication of the 2025 Draft Tax Bills and Draft Regulations for Comment, the National Treasury and SARS outlined the changes set to be made to tax legislation in the current financial year.

While most of the changes are set to close loopholes or provide clarity for taxpayers, there will also be alterations to the tax legislation to enable the implementation of the SARS VAT Modernisation Project.

"This project forms part of a broader effort to transform tax processes, improve customer service and engagement, reduce the VAT gap and streamline tax administration," the Treasury and SARS said.

VAT modernisation

The major change that is likely to come from the VAT modernisation project is set to be the implementation of real-time VAT reporting and compliance.

Deloitte's Tax Technology and Indirect Tax (VAT) Team analysed the proposed changes from SARS to understand the potential impact on South African individuals and businesses.

It said that real-time VAT reporting will fundamentally change how the tax is reported and collected in South Africa.

The investment in digitisation by the revenue servie will also significantly increase its ability to access more business information in real time.

This is set to give SARS more data from which it can gain insight on the behavioural patterns of taxpayers and work towards making them more compliant.

Some of the biggest changes will have to come from within businesses, with SARS receiving data directly and in real-time. This does not give tax teams at companies the ability to analyse and correct data before filing a return.

This means that SARS will have eyes on an organisation's tax data at the same time as the company. As a result, tax data quality and governance will become more important.

The changes will compel many organisations to adapt to the new ways of interacting with the tax authority or face significant penalties and increased operational risk.

It also presents a challenge for SARS, with immense investment in digital capacity being needed and consistent monitoring of VAT invoices.

However, it can yield tremendous benefits in terms of increased tax revenue and a smaller tax gap – without raising the VAT rate.

Deloitte's tax team pointed to Chile as an example of the potential benefits of modernisation, with the country effectively digitising its VAT monitoring systems.

By doing this, the country managed to systematically reduce its VAT gap by using the information and data gathered from electronic invoicing.

This was first implemented for the largest businesses – a small number of conglomerates controlling a large part of the economy – and cascaded through their supply chains.

They have since built a range of taxpayer-facing services as well as internal use cases to identify high risk cases and potentail signs of avoidance.

Shaun Jacobs
Daily Investor

MINING ARTICLES

SOUTH AFRICA

Key regulatory changes impacting the mining sector

The Department of Mineral and Petroleum Resources (DMPR) has recently published guidelines for the implementation of mandatory codes of practice (COPs) on road and rail safety management, change management, and fire prevention, as well as a guidance note on the prevention and management of non-communicable diseases (NCDs) and mental health disorders in the mining industry.

Below is a summary of key aspects addressed in each guideline:

Road and rail safety management COP

Effective Date: 1 October 2025

The COP must address health and safety risks associated with:

- The design and application of transport systems.
- Organisational work methods and driver competency.
- Provision of personal protective equipment.
- Transporting mine employees via passenger vehicles.
- Transporting minerals and materials to and from mines.

Required inclusions:

- Full vehicle specifications and maintenance protocols, including braking system tests and pre-use inspections.
- Operational safety measures such as route planning, dedicated transport lanes, and driver fatigue management.
- Personnel requirements, including valid driver's licences, medical fitness declarations, and compliance with alcohol and drug testing policies.
- Level crossing safety standards in line with SANS 3000-2-2-1, where applicable.

Compliance obligations: Employees must consult with health and safety structures, ensure documents are available for inspection, and train employees on applicable COP sections.

Fire prevention COP

Effective Date: 1 October 2025

Key requirements:

- Structured fire risk management programmes, including ongoing hazard identification, risk assessments, and fire zoning plans.
- Fixed infrastructure must comply with SANS standards for electrical equipment and combustible liquid storage.
- Mobile equipment must comply with SANS 868 standards and be fitted with custom fire suppression systems for large mining vehicles.
- Conveyor belts must be fire-retardant and tested according to SANS 971:2013 at SABS/SANAS approved facilities.
- Comprehensive training programmes, including basic fire prevention awareness (refreshed every 12 months) and specialised training for equipment operators.

Change management COP

Effective Date: 1 October 2025

Key requirements:

- A leadership structure with a senior leader accountable for managing change.
- A tailored governance framework documenting the roles and responsibilities of all stakeholders.
- Comprehensive and ongoing training for all personnel involved in change management.
- Integration of risk management measures aligned with MHSA risk assessment protocols and the hierarchy of control.

Guidance note on the prevention and management of NCDs and mental health disorders

Effective Date: 1 November 2025

In response to the growing burden of non-communicable diseases in the South African mining sector, the DMPR has issued guidance requiring employers to review and update mine health and safety policies.

Key requirements:

- Detailed risk assessments, including quantification of disease burden, identification of vulnerable employees, and risk factor analysis through health screening.
- Risk management systems that support safe disclosure of diagnosed conditions and promote a positive workplace culture.
- Prevention and management programmes developed by committees comprising healthcare providers, occupational medical practitioners, and health and safety representatives.
- A four-tier prevention framework (primordial, primary, secondary, and tertiary).
- Wellness programmes with dedicated committees responsible for developing wellness policies and employee assistance programmes.
- Annual monitoring and evaluation, supported by implementation plans and compliance audits.

Key takeaways for mining companies

Immediate action required: With implementation dates fast approaching, mining companies must begin developing compliant COPs and policies without delay.
Compliance investment: The requirements introduce significant operational and financial implications, including possible equipment upgrades, enhanced training, and expanded health management systems. Companies are advised to prioritise legal compliance reviews and consider engaging specialist consultants to assist with risk assessments and COP development.

Kate Collier, Kalene Watson
Webber Wentzel

END