

BENCHMARK JOB DESCRIPTION

A. JOB INFORMATION SUMMARY

Name of jobholder: :

Job title : Chief Executive Officer: Hospital Management

Core code :

Post level and salary code :

Occupational class code :

Name of component :

Location :

Posts reports to :

Date of appointment :

B. JOB PURPOSE

To plan, direct, co-ordinate and manage the efficient and effective delivery of health/medical and administrative support services at the hospital within the prevailing legal and statutory framework (Annexure A).

KEY PERFORMANCE AREAS

1. Ensure the effective and efficient overall management of the hospital in terms of relevant acts and delegations.

(a) Financial Management

- * Ensure that the hospital's statutory responsibilities in terms of the Public Finance Management Act (PFMA) are adhered to through:
 - The maximisation of revenue.
 - The collection of all income due to the hospital.
 - The management of creditors/debtors.
 - The management of irregular, fruitless and wasteful expenditure.
 - The management of Public–Private partnerships

- * Ensure that the hospital is managed within budget and in accordance with the PFMA, other legislation and National and Provincial guidelines.
- * Ensure that adequate policy, management systems and procedures are in place, to enable the management of financial resources on a decentralised basis (cost centres), to safeguard public funds and maintain financial control.
- * Develop, implement and maintain financial systems and procedures that will enable the timeous preparation of financial statements of the hospital's financial affairs.

(b) Human Resource Management and People Development

- * Develop, implement and maintain human resource management strategy, policies, systems and procedures to ensure the effective and efficient utilisation of human resources in order to improve service delivery within the Public Service regulatory framework and relevant delegations.
- * Ensure effective communication arrangements within the hospital for all personnel in all disciplines.
- * Monitor and review the hospital's organisational structure to address service delivery requirements within budgetary constraints.
- * Ensure the filling of vacant posts, within budgetary constraints, with the appointment of competent personnel.
- * Develop, implement and maintain an attendance management policy, system and procedures to ensure the optimal utilisation of personnel within the budget. Manage overtime within budgetary constraints.
- * Ensure that policy, systems and procedures to manage performance effectively, including rewards and incentives to deserving personnel, are in place and adhered to.
- * Ensure sound employee relations in terms of the applicable labour legislation.
- * Ensure that policy, systems and procedures to manage discipline are implemented and maintained.
- * Implement a human resource development strategy for the hospital.
- * Build effective teams.
- * Build capacity through the management of continuous training and development programmes for all categories of staff.
- * Ensure that the structured training programmes for all Health Care Professionals are maintained and supervised.

- * Develop, implement and maintain policy and procedures to manage employee assistance and well - being programmes.
- * Promote a safe and healthy working environment through compliance with Occupational Health and Safety standards, and the establishment of Occupational Health and Safety Committees.
- * Monitor entry and exit rates of staff, including a system of exit interviews to ascertain reasons for staff loss.

(c) Hospital Management and Planning

- * Prepare a strategic plan for the hospital to ensure that its services are in line with the National, Provincial, Regional and District strategies and plans.
- * Develop and promote the vision, mission and objectives of the hospital.
- * Develop and implement an annual business plan for service delivery based on current and future needs assessment and priorities within the parameters of the package of care that is to be provided at the hospital.
- * Develop, implement and maintain a contingency plan to deal with any emergency that the hospital may have to deal with.
- * Establish and maintain a consultative structure in the hospital to ensure that all stakeholders can provide input into the operational and strategic planning processes.
- * Ensure that activities are monitored, recorded and analysed to facilitate the identification and planning for current and future needs.
- * Develop, implement and maintain a framework/programme against which the hospital's performance can be evaluated and monitored.
- * Within the National and Provincial framework, develop hospital specific referral criteria and guidelines for referral of patients to and from the hospital.
- * Ensure the development of a comprehensive risk management strategy.

(d) Corporate Governance

- * Ensure accountability to the Hospital Board, as the representatives of the community.
- * Ensure that Board members are provided with the required information assisting their understanding and decision making to enable them to effectively contribute to the management of the hospital.

- * Enhance the profile and promote the work of the hospital through activities focusing on the promotion of community health and other public relations activities.
- * Liase with key stakeholders to establish sound hospital/community relationship and ensure that the hospital addresses the community needs.

(e) Procurement and the management of equipment and facilities

- * Implement an appropriate procurement and provisioning system, which is fair, equitable, transparent, competitive and cost effective, in terms of the Provincial delegations and as required by the PFMA.
- * Ensure that goods and services are provided to the hospital in a cost effective and timely manner.
- * Ensure the safe and effective use of the hospital's facilities and equipment through the appropriate maintenance of facilities and equipment.
- * Ensure that systems and procedures are in place to ensure the maintenance of facilities and equipment.
- * In conjunction with the Provincial Department of Health, identify services appropriate for market testing and evaluate potential suppliers to ensure value for money.
- * Ensure that value for money audits are undertaken of the services provided at the hospital (including services that are contracted out to external suppliers).
- * Develop and maintain a comprehensive equipment plan for the hospital to ensure that the hospital has the necessary equipment to render the required services cost effectively.
- * Develop, implement and maintain an assets register for the hospital.
- * Implement a system to monitor and oversee that equipment/technology is effectively and efficiently utilised.

(f) Implement and manage an information technology policy, systems and procedures to support the effective and efficient delivery of services

- * Ensure proper record - keeping in the hospital through the utilisation of paper based and electronic systems.
- * Implement and utilise the prescribed transverse Public Service information systems (e.g. PERSAL).
- * Ensure that information risk management, security and support protocols are implemented and adhered to.

- * Ensure that the hospital can timeously provide information on minimum data sets as required.
- * Continuously assess opportunities for improvement in service delivery through automation of processes and the introduction of information technology systems.

(g) Manage all aspects of patient care and ensure high standards of patient care.

- * Ensure that the hospital adheres to, and promotes the Batho Pele principles in the delivery of its services (e.g. service delivery standards and the investigation of complaints in a honest, open and timely manner).
- * Ensure that policies, systems and procedures are developed and maintained to render an effective and efficient patient administration service.
- * Ensure that clinical staff adheres to the National, Provincial and Hospital policy/standards when treating patients.
- * Ensure that the provision of patient services is in line with the National norms and standards, the Provincial strategy and programmes, the requirements of the community, and the needs of the patients and their families.
- * Institute arrangements and structures for managing clinical services as contained in the Patients Rights Charter.
- * Develop and maintain a comprehensive quality assurance programme based on the principles of continuous quality improvement.
- * Ensure the collection, analysis and provision of accurate statistical patient data for both statutory external requirements as well as internal management purposes.

2. Serve on various internal and external committees, and provide input into the development of Provincial policy and strategy on the provision of health/medical care.

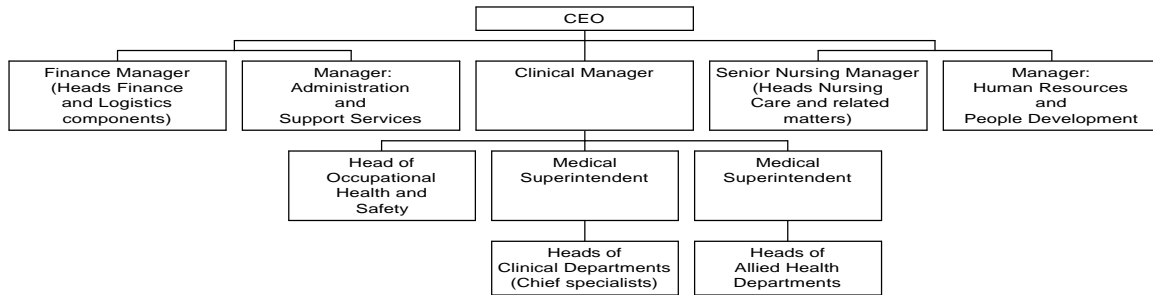
- * Suggest policy, operational and procedural improvements by ensuring a good knowledge of national and international trends, community needs and possible legislative changes.

EXAMPLE OF TYPICAL POSITION IN THE ORGANISATION AND TYPICAL ORGANISATION STRUCTURE

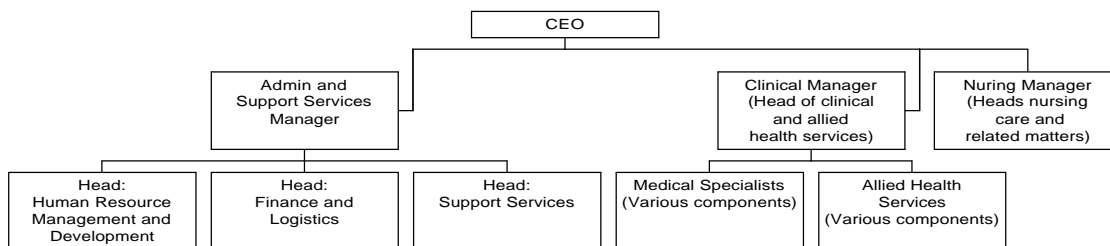
NOTE:

These organisational structures serve as **examples only**. Each department / hospital should design its organisational structure to suit its specific needs and circumstances. Please note the old adage that structure follows strategy.

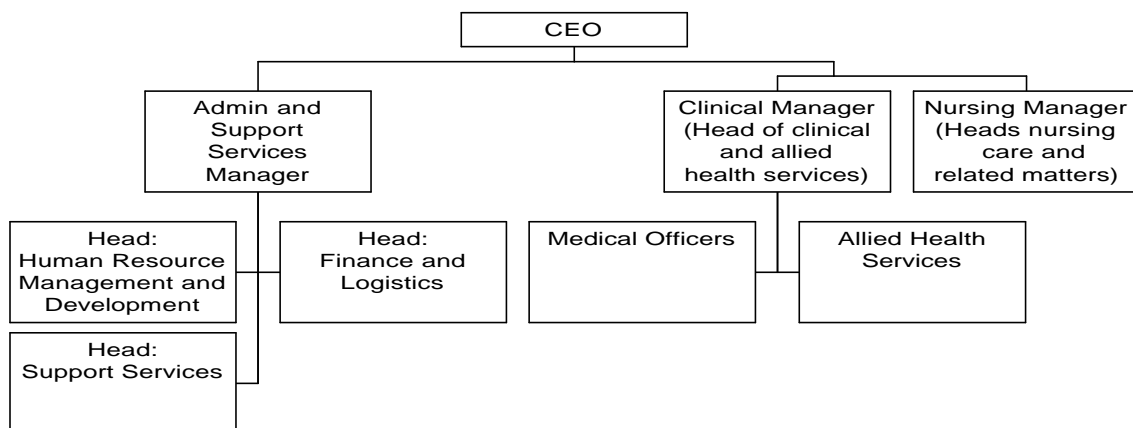
1. CENTRAL HOSPITAL



2. REGIONAL HOSPITAL



3. DISTRICT HOSPITAL



INHERENT REQUIREMENTS OF THE JOB

NOTE:

Although the following is not a comprehensive list of competencies that may be required to function as a CEO of a hospital, it should be noted that the competencies set out below was consulted with a reference group during quality

assurance. If departments feel that additional competencies are required, or that certain competencies that have been identified are not essential, the amended competence profile should be reflected in the final job description. Cognisance should also be taken of the competency framework for the SMS at <http://www.dpsa.gov.za/Projects/competency-profile/competencyFrameworkSMS.pdf> and the draft competency framework for middle managers at http://www.dpsa.gov.za/employmentpractice_cd/documents/MMCFDictionaryConsolidated18July.doc

TYPICAL COMPETENCIES REQUIRED	EXAMPLES OF APPLICATION OF COMPETENCIES
LEADERSHIP AND MANAGEMENT COMPETENCIES	
Decision Making	Has the ability to evaluate/analyse information and to select an alternative that best meets the needs of the impending situation. Contribute to effective and efficient delivery of health/medical care by identifying short and long term issues that must be addressed; recommend changes to work processes and/or policy directives to meet new challenges.
Honesty, Integrity and Ethics	Has the ability to balance ethical, religious, cultural and other concerns in the application of required treatment. Ensure those minimum standards, regulations and professional ethics are complied with. Has the ability to display and built the highest standards of ethical and moral conduct in order to promote confidence and trust in health care management.
Initiative	Has the ability to take the initiative and to develop new ideas/understanding based on rational consideration and assessment of issues at hand, whilst managing costs and risks.
Judgement	Has the ability to identify issues and to grasp the complexities that tend to be overlooked by others. Think through problems from various angles and analyses them dispassionately and objectively. Has the ability to select the most suitable/appropriate alternative/option amongst a number of alternatives

TYPICAL COMPETENCIES REQUIRED	EXAMPLES OF APPLICATION OF COMPETENCIES
Managing in the Political-Cultural context	Has the ability to understand the conventions, structures, functions and objectives of Government, and the wider cultural, economic and social environment in which the hospital operates. Exhibits awareness of internal and external political influences and displays sensitivity towards issues of culture and religion.
Negotiation	Has the ability to take the initiative and manages a consultation process tactfully for an optimal solution for all parties.
Problem Solving and Analysis	<p>Has the ability to devise and implement the most effective and efficient solutions to manage health/ medical care programs within the approved budget and in terms of strategic objectives.</p> <p>Has the ability to systematically identify, analyse and resolve existing and anticipated problems in order to reach optimum solutions in a timely manner.</p>
People Management and Empowerment	Has the ability to manage and encourage people, optimise their outputs and effectively manage relationships in order to achieve the hospital's goals.
Programme and Project Management	Has the ability to manage, monitor and evaluate specific activities/projects in order to deliver the desired outputs.
Public Service Knowledge	Has the ability to manage, co-ordinate and implement Government policy with regard to health/medical care at hospital level within the Public Service statutory frameworks.
Strategic Capability and Leadership	Has the ability to provide a vision, set the direction for the organisation and inspire others in order to deliver on the hospital's mandate.
Strategic Orientation	Has the ability to implement provincial health care strategy in terms of the hospital business plan through the identification of outcomes and returns. Recommend appropriate courses of action in relation to the hospital's strategic objectives.
Time Management	Has the ability to effectively prioritise demands on available time.
Applying Technology	Must be able to utilise appropriate technology in the work place to enhance productivity and efficiency.

TYPICAL COMPETENCIES REQUIRED	EXAMPLES OF APPLICATION OF COMPETENCIES
ORGANISATIONAL COMPETENCIES	
Builds Relationships	Has the ability to develop and maintain a wide network of strategic internal and external relationships that build confidence, trust and respect with others, which increases the hospital's ability to deliver its services as effective and efficient as possible.
Client Orientation and Customer Focus	Has the ability to ensure that services provided at the hospital are effectively and efficiently delivered in order to put the spirit of customer service (Batho Pele) into practice.
Development of people	Has the ability to implement systems and procedures that will enable the optimal utilisation and development of people. Has a strongly developed ability to recognise the value of diversity in the workforce and to promote it within the South African context.
Financial Analysis	Has the ability to apply financial concepts and processes to determine the financial impact of business decisions.
Financial Management	Has the ability to manage budgets, control cash flow, institute risk management and administer tender procurement processes in accordance with the generally recognised financial practices in order to ensure the achievement of strategic hospital objectives. Has the ability to successfully initiate and develop revenue-generation projects.
Knowledge Management	Has the ability to promote the generation and sharing of knowledge and learning in order to enhance the collective knowledge of the hospital.
Resource Management	Has the ability to allocate resources (internal and external) appropriately to meet strategic objectives of the hospital within budgetary constraints.
Service Delivery Innovation	Has the ability to implement new ways of delivering services that contribute to the improvement of organisational processes in order to achieve organisational goals.

TYPICAL COMPETENCIES REQUIRED	EXAMPLES OF APPLICATION OF COMPETENCIES
INTERPERSONAL COMPETENCIES	
Adaptability	Has the ability to work effectively in an environment of change and responds resourcefully to new demands or circumstances to achieve better results. Has the ability to function well under pressure.
Assertiveness	Has the ability to work independently, or as a member of a team that is results orientated. Confident of own abilities to influence team members to ensure implementation of strategic objectives.
Change Management	Has the ability to initiate and support organisational transformation and change in order to successfully implement new initiatives and deliver on service delivery commitments.
Communication	Has the ability to exchange information and ideas, verbally or in writing, in a clear, concise manner appropriate for the audience, in order to explain, persuade, convince and influence others to achieve the desired outcomes. Demonstrates effective presentation skills.
Conflict Resolution	Has the ability to effectively manage conflict.
Cultural Understanding	Has the ability to manage the hospital effectively and efficiently through the management of diverse teams.
Influencing skills	Has the ability to interact with persons in Government, Public Service, Private Sector Organisations and Academic Institutions in such a manner that they will understand and contribute to the effective and efficient delivery of health/medical care services.
Team Player	Has the ability to function in a collaborative and collegial environment. Should be able to manage a diverse team of professionals and provide guidance and management support to professionals that may be remunerated at higher levels than the incumbent.

C. APPOINTMENT REQUIREMENTS

1. Formal 3 year or higher tertiary qualification in Management or a related Health/Medical Sciences qualification; and
2. Strong business orientation with proven skills and abilities in Health management; and

3. Proven management competencies with specific reference to the health care environment.

Please note that the management of hospitals at levels 2 and 3 may require an incumbent that has further postgraduate qualifications and more comprehensive experience at management level.

D. CAREER PATHING

Compliance with the requirement of higher posts.

E. AMENDMENTS TO JOB DESCRIPTION

The Head of Department or his/her nominee reserves the right to make changes and alterations to this job description, as he/she may deem reasonable, after due consultation with the post holder.

F. PERFORMANCE AGREEMENT

The Performance Agreement of the incumbent, which contains a workplan and specific target dates, should be read as an extension of this job description. The performance agreement may also contain an annexure outlining any standard operating procedures that the incumbent should adhere to during the execution of his/her key performance areas.

G. JOB DESCRIPTION AGREEMENT

SIGNATURE OF POSTHOLDER

SIGNATURE OF MANAGER

DATE:

DATE:

ANNEXURE A

NOTE:

This list was obtained from the Western Cape Provincial Department of Health. The list is comprehensive but there may be acts that apply to specific hospitals that do not appear in the list. Similarly, some of the Acts in the list may not apply to all hospitals.

Also note that the status of some of the Acts may have changed.

1.	ACADEMIC HEALTH CENTRES ACT, 86 OF 1993	1
2.	AGED PERSONS ACT, 81 OF 1967	1
3.	ASSOCIATED INSTITUTIONS PENSION FUND ACT, 41 OF 1963	1
4.	ATMOSPHERIC POLLUTION PREVENTION ACT, 45 OF 1965	1
5.	BASIC CONDITIONS OF EMPLOYMENT ACT, 75 OF 1997	1
6.	BIRTHS AND DEATHS REGISTRATION ACT, 51 OF 1992	1
7.	CHILD CARE ACT, 74 OF 1983	2
8.	CHILDRENS ACT, 33 OF 1960	2
9.	CHILDRENS STATUS ACT, 82 OF 1987	2
10.	CHIROPRACTORS, HOMEOPATHS AND ALLIED HEALTH SERVICE PROFESSIONS ACT, 63 OF 1982	2
11.	CHOICE ON TERMINATION OF PREGNANCY ACT, 92 OF 1996	2
12.	CIVIL PROTECTION ACT, 67 OF 1977	2
13.	COMPENSATION FOR OCCUPATIONAL INJURIES AND DISEASES ACT, 130 OF 1993	3
14.	CONSTITUTION OF REPUBLIC OF SOUTH AFRICA, 108 OF 1996	3
15.	CONTROL OF ACCESS TO PUBLIC PREMISES AND VEHICLES ACT, 53 OF 1985	3
16.	DANGEROUS WEAPONS ACT, 71 OF 1968	3
17.	DOMESTIC VIOLENCE ACT, 116 OF 1998	3
18.	DRUGS AND DRUG TRAFFICKING ACT, 140 OF 1992	3
19.	EMPLOYMENT EQUITY ACT, 55 OF 1998	4
20.	ENVIRONMENT CONSERVATION ACT, 73 OF 1989	4
21.	EXCHEQUER ACT, 66 OF 1975	4
22.	FOODSTUFFS, COSMETICS AND DISINFECTANTS ACT, 54 OF 1972	4
23.	FUND-RAISING ACT, 107 OF 1978	4
24.	GOVERNMENT SERVICE PENSIONS ACT, 57 OF 1973	4
25.	HAZARDOUS SUBSTANCES ACT, 15 OF 1973	5
26.	HEALTH ACT, 63 OF 1977	5

27. HEALTH DONATIONS FUND ACT, 11 OF 1978	5
28. HEALTH PROFESSIONS ACT, 56 OF 1974	5
29. HUMAN RIGHTS COMMISSION ACT, 54 OF 1994	6
30. HUMAN TISSUE ACT, 65 OF 1983	6
31. INCOME TAX ACT, 58 OF 1962	6
32. INQUESTS ACT, 58 OF 1959	6
33. INTEGRATION OF LABOUR LAWS ACT, 49 OF 1994	6
34. INTERNATIONAL HEALTH REGULATIONS ACT, 28 OF 1974	7
35. JUSTICES OF THE PEACE AND COMMISSIONERS OF OATHS ACT, 16 OF 1963	7
36. LABOUR APPEAL COURT SITTING AS SPECIAL TRIBUNAL ACT, 30 OF 1995	7
37. LABOUR RELATIONS ACT, 66 OF 1995	7
38. MEDICAL, DENTAL AND SUPPLEMENTARY HEALTH SERVICE PROFESSIONS ACT, 56 OF 1974	8
39. MEDICAL, DENTAL AND SUPPLEMENTARY HEALTH SERVICE PROFESSIONS AMENDMENT ACT, 89 OF 1997	8
40. MEDICAL SCHEMES ACT, 131 OF 1998	8
41. MEDICINES AND RELATED SUBSTANCES CONTROL ACT, 101 OF 1965	9
42. MENTAL HEALTH ACT, 18 OF 1973	9
43. NATIONAL ECONOMIC DEVELOPMENT AND LABOUR COUNCIL ACT, 35 OF 1994	9
44. NATIONAL HEALTH LABORATORIES SERVICE ACT, 37 OF 2000	9
45. NATIONAL POLICY FOR HEALTH ACT, 116 OF 1990	9
46. NATIONAL WELFARE ACT, 100 OF 1978	9
47. NATURAL FATHERS OF CHILDREN BORN OUT OF WEDLOCK ACT, 86 OF 1997	10
48. NON-PROFIT ORGANISATIONS ACT, 71 OF 1997	10
49. NUCLEAR ENERGY ACT, 46 OF 1999	10
50. NURSING ACT, 50 OF 1978	10
51. OCCUPATIONAL HEALTH AND SAFETY ACT, 85 OF 1993	10
52. PENSION FUNDS ACT, 24 OF 1956	11
53. PHARMACY ACT, 53 OF 1974	11

54.	POPULATION REGISTRATION ACT REPEAL ACT, 114 OF 1991	11
55.	PREFERENTIAL PROCUREMENT POLICY FRAMEWORK ACT, 5 OF 2000	11
56.	PREVENTION AND TREATMENT OF DRUG DEPENDENCY ACT, 20 OF 1992	11
57.	PREVENTION OF FAMILY VIOLENCE ACT, 133 OF 1993	11
58.	PREVENTION OF PUBLIC VIOLENCE AND INTIMIDATION ACT, 139 OF 1991	12
59.	PROMOTION OF ACCESS TO INFORMATION ACT, 2 OF 2000	12
60.	PROMOTION OF ADMINISTRATIVE JUSTICE ACT, 3 OF 200	12
61.	PROMOTION OF EQUALITY AND PREVENTION OF UNFAIR DISCRIMINATION ACT, 4 OF 2000	12
62.	PROMOTION OF NATIONAL UNITY AND RECONCILIATION ACT, 34 OF 1995	12
63.	PROTECTED DISCLOSURES ACT, 26 OF 2000	13
64.	PUBLIC FINANCE MANAGEMENT ACT, 1 OF 1999	13
65.	PUBLIC HOLIDAYS ACT, 36 OF 1994	13
66.	PUBLIC SERVICE ACT, 1994	13
67.	PUBLIC SERVICE COMMISSION ACT, 65 OF 1984	13
68.	SEXUAL OFFENCES ACT, 23 OF 1957	14
69.	SKILLS DEVELOPMENT ACT, 97 OF 1998	14
70.	SKILLS DEVELOPMENT LEVIES ACT, 9 OF 1999	14
71.	SOCIAL ASSISTANCE ACT, 59 OF 1992	14
72.	SOCIAL SERVICE PROFESSIONS ACT, 110 OF 1978	14
73.	SOUTH AFRICAN MEDICAL RESEARCH COUNCIL ACT, 58 OF 1991	14
74.	SOUTH AFRICAN MEDICINES AND MEDICAL DEVICES REGULATORY AUTHORITY ACT, 132 OF 1998	15
75.	SOUTH AFRICAN POLICE SERVICE ACT, 68 OF 1995	15
76.	STANDARDS ACT, 29 OF 1993	15
77.	STERILIZATION ACT, 44 OF 1998	15
78.	TEMPORARY EMPLOYEES PENSION FUND ACT, 75 OF 1979	15
79.	TOBACCO PRODUCTS CONTROL AMENDMENT ACT, 12 OF 1999	15
80.	UNEMPLOYMENT INSURANCE ACT, 30 OF 1966	16

1. ACADEMIC HEALTH CENTRES ACT, 86 OF 1993

(Commencement 1 October 1993)

To provide for the establishment of academic health centres and for the control, administration and management thereof; and for matters connected therewith.

2. AGED PERSONS ACT, 81 OF 1967

(Commencement 1 October 1968)

To provide for the protection and welfare of certain aged and debilitated persons, for the care of their interests, for the establishment and registration of certain institutions, for the accommodation and care of such persons in such institutions, for the payment of old age pensions and certain allowances to or in respect of certain aged persons, and for matters incidental thereto.

Note :

- 1) This Act has been repealed by section 21 of the Social Pensions Act 37 of 1973 in so far as it relates to pension matters.
- 2) The administration of the whole of this Act, excluding sections 5, 6 and 16, has been assigned to the provinces by Proclamation R7 in Government Gazette 16992 of 23 February 1996.

3. ASSOCIATED INSTITUTIONS PENSION FUND ACT, 41 OF 1963

(Commencement 10 May 1963)

To provide for pensions for the employees of certain institutions and for other incidental matters.

4. ATMOSPHERIC POLLUTION PREVENTION ACT, 45 OF 1965

(Commencement 21 April 1965)

To provide for the prevention of the pollution of the atmosphere, for the establishment of a National Air Pollution Advisory Committee, and for matters incidental thereto.

5. BASIC CONDITIONS OF EMPLOYMENT ACT, 75 OF 1997

(Commencement 1 December 1998 in full)

To give effect to the right to fair labour practices referred to in section 23(i) of the Constitution by establishing and making provision for the regulation of basic conditions of employment; and thereby to comply with the obligations of the Republic as a member state of the International Labour Organisation, and to provide for matters connected therewith.

6. BIRTHS AND DEATHS REGISTRATION ACT, 51 OF 1992

(Commencement 1 October 1992)

To regulate the registration of births and deaths; and to provide for matters connected therewith.

7. **CHILD CARE ACT, 74 OF 1983**

(Commencement 1 February 1987)

To provide for the establishment of children's courts and the appointment of commissioners of child welfare; for the protection and welfare of certain children; for the adoption of children; for the establishment of certain institutions for the reception of children and for the treatment of children after such reception; and for the contribution by certain persons towards the maintenance of certain children; and to provide for incidental matters.

8. **CHILDRENS ACT, 33 OF 1960**

(Commencement 14 April 1960)

Note : The whole of this Act was repealed by s63(1) of Act 74 of 1983 (Child Care Act), except in so far as it relates to the appointment of probation officers and the establishment, maintenance and management of schools of industries and reform schools.

9. **CHILDRENS STATUS ACT, 82 OF 1987**

(Commencement 14 October 1987)

To amend the law relating to paternity, guardianship and the status of certain children; and to provide for matters connected therewith.

10. **CHIROPRACTORS, HOMEOPATHS AND ALLIED HEALTH SERVICE PROFESSIONS ACT, 63 OF 1982**

(Commencement 1 August 1982)

To provide for the control of the practice of the professions of chiropractor and homeopath and allied health professions, and for that purpose to establish a Chiropractors, Homeopaths and Allied Health Service Professions Interim Council and to determine its functions; and for matters connected therewith.

11. **CHOICE ON TERMINATION OF PREGNANCY ACT, 92 OF 1996**

(Commencement 1 February 1997)

To determine the circumstances in which and conditions under which the pregnancy of a woman may be terminated; and to provide for matters connected therewith.

12. **CIVIL PROTECTION ACT, 67 OF 1977**

(Commencement 26 May 1977)

To confer upon provincial councils the power to make ordinances in connection with civil protection in a state of emergency or disaster; and to provide for incidental matters.

N.B.: See Proclamation R153 in Government Gazette 16049 of 31 October 1994 concerning the extent of the assignment of the administration of this Act to the provinces.

13. COMPENSATION FOR OCCUPATIONAL INJURIES AND DISEASES ACT, 130 OF 1993

(Commencement 1 March 1994)

To provide for compensation for disablement caused by occupational injuries or diseases sustained or contracted by employees in the course of their employment, or for death resulting from such injuries or diseases; and to provide for matters connected therewith.

14. CONSTITUTION OF REPUBLIC OF SOUTH AFRICA, 108 OF 1996

(Commencement 4 February 1997)

To introduce a new Constitution for the Republic of South Africa and to provide for matters incidental thereto.

15. CONTROL OF ACCESS TO PUBLIC PREMISES AND VEHICLES ACT, 53 OF 1985

(Commencement 8 May 1985)

To provide for the safeguarding of certain public premises and vehicles and for the protection of the people therein or thereon, and for matters connected therewith.

16. DANGEROUS WEAPONS ACT, 71 OF 1968

(Commencement 3 July 1968)

To provide for certain prohibitions and restrictions in respect of the possession, manufacture, sale or supply of certain objects; to provide for the imposition of prescribed sentences where dangerous weapons or firearms have been used in the commission of offences involving violence; to repeal sections 10 and 10bis of the General Law Amendment Act, 1949; and to provide for incidental matters.

17. DOMESTIC VIOLENCE ACT, 116 OF 1998

(Commencement 15 December 1999)

To provide for the issuing of protection orders with respect to domestic violence, and for matters connected therewith.

18. DRUGS AND DRUG TRAFFICKING ACT, 140 OF 1992

(Commencement 30 April 1993)

To provide for the prohibition of the use or possession of, or the dealing in, drugs and of certain acts relating to the manufacture or supply of certain substances or the acquisition or conversion of the proceeds of certain crimes; for the obligation to report certain information to the police; for the exercise of the powers of entry, search and seizure and detention in specified circumstances, for the recovery of the proceeds of drug trafficking; and for matters connected therewith.

19. **EMPLOYMENT EQUITY ACT, 55 OF 1998**

(Commencement of Chapter II, certain sections and Schedules 2 and 3 : 9 August 1999)

To provide for employment equity; and to provide for matters incidental thereto.

20. **ENVIRONMENT CONSERVATION ACT, 73 OF 1989**

(Commencement 9 June 1989)

To provide for the effective protection and controlled utilisation of the environment and for matters incidental thereto.

N.B. See proclamation R29 in Government Gazette 16346 of 7 April 1995 and Proclamation R43 in Government Gazette 17354 of 8 August 1996 concerning the extent of the assignment of the administration of this Act to the provinces.

21. **EXCHEQUER ACT, 66 OF 1975**

(Commencement 1 April 1976)

To provide for the regulation of the collection, receipt, control and issue of State moneys and the receipt, custody and control of other State property; the raising and repayment of loans by the State; the granting of certain loans from the State Revenue Fund and the terms and conditions in regard to the repayment of such loans; the duties and powers of the Treasury; and the granting of certain guarantees to the South African Reserve Bank; and matters connected therewith.

22. **FOODSTUFFS, COSMETICS AND DISINFECTANTS ACT, 54 OF 1972**

(Commencement 1 January 1973)

To control the sale, manufacture and importation of foodstuffs, cosmetics and disinfectants; and to provide for incidental matters.

23. **FUND-RAISING ACT, 107 OF 1978**

(Commencement 1 September 1979)

To provide for the control of the collection of contributions from the public; the appointment of a Director of Fund-Raising; the establishment of a Disaster Relief Fund, a South African Defence Fund and a Refugee Relief Fund; the declaration of certain disastrous events as disasters; and other matters connected therewith. (Partially repealed by the Non-profit Organisations Act, 71 of 1997).

24. **GOVERNMENT SERVICE PENSIONS ACT, 57 OF 1973**

(Commencement 1 July 1973)

To provide for the pensions and other financial benefits for certain persons in the employ of the Government or of the provincial administrations and for their dependants; to repeal certain pension laws; and to provide for certain incidental matters.

NOTE : The whole of this Act has been repealed by s34(1)(a) of the Government Employees Pension Law, 1996 (Proclamation 21 of 1996), a provision which will come into operation on a date to be determined by the Minister (see s14(1) of Proclamation 21 of 1996).

25. **HAZARDOUS SUBSTANCES ACT, 15 OF 1973**

(Commencement : The provisions of this Act relating to **Group I** hazardous substances came into operation on **25 March 1977**, the provisions relating to **Group II** hazardous substances came into operation on **21 December 1984**, the provisions relating to **Group III** hazardous substances came into operation on **24 December 1976**, and the provisions relating to **Group IV** hazardous substances came into operation on **1 March 1993**).

To provide for the control of substances which may cause injury or ill-health to or death of human beings by reason of their toxic, corrosive, irritant, strongly sensitising or flammable nature or the generation of pressure thereby in certain circumstances, and for the control of certain electronic products; to provide for the division of such substances or products into groups in relation to the degree of danger; to provide for the prohibition and control of the importation, manufacture, sale, use, operation, application, modification, disposal or dumping of such substances and products; and to provide for matters connected therewith.

26. **HEALTH ACT, 63 OF 1977**

(Commencement 1 September 1977)

To provide for measures for the promotion of the health of the inhabitants of the Republic; to that end to provide for the rendering of health services; to define the duties, powers and responsibilities of certain authorities which render health services to the Republic; to provide for the co-ordination of such health services; to repeal the Public Health Act, 1919; and to provide for incidental matters.

N.B. See Proclamation R152 in Government Gazette 16049 of 31 October 1994 concerning the extent of the assignment of the administration of this Act to the provinces.

27. **HEALTH DONATIONS FUND ACT, 11 OF 1978**

(Commencement 10 March 1978)

To provide for the establishment of a Health Donations Fund; the control and utilisation of moneys standing to the credit of that fund; and incidental matters.

28. **HEALTH PROFESSIONS ACT, 56 OF 1974**

(Previously called Medical, Dental and Supplementary Health Service Professions Act : Commencement 21 February 1975)

To establish the Health Professions Council of South Africa, to provide for control over the training of and for the registration of medical practitioners, dentists and practitioners of supplementary health service professions; to provide for the control over the training of and for the registration of psychologists; and to provide for matters incidental thereto.

29. HUMAN RIGHTS COMMISSION ACT, 54 OF 1994

(Commencement 15 September 1995)

To regulate matters incidental to the establishment of the Human Rights Commission by the Constitution of the Republic of South Africa, 1996; and to provide for matters connected therewith.

30. HUMAN TISSUE ACT, 65 OF 1983

(Commencement 12 July 1985)

To provide for the donation or the making available of human bodies and tissue for the purposes of medical or dental training, research or therapy or the advancement of medicine or dentistry in general; for the post-mortem examination of certain human bodies; for the removal of tissue, blood and gametes from the bodies of living persons and the use thereof for medical or dental purposes; for the control of the artificial fertilisation of persons; and for the regulation of the import and export of human tissue, blood and gametes; and to provide for matters connected therewith.

31. INCOME TAX ACT, 58 OF 1962

(Commencement 1 July 1962 and amended ± annually)

To consolidate the law relating to the taxation of incomes and donations; to provide for the recovery of taxes on persons and the incomes of persons levied by the provinces on income tax payers; to provide for interest to be paid on late payments of such provincial taxes, to provide for certain provisions to be applied for the purposes of any ordinance of a provincial council imposing a tax on persons or on the incomes of persons, to provide for the deduction by employers of amounts from the remuneration of employees in respect of certain tax liabilities of employees, and to provide for the making of provisional tax payments and for the payment into the Consolidated Revenue Fund and the various provincial revenue funds of portions of the normal tax and the said provincial taxes (excluding the normal tax imposed on companies) and interest and other charges in respect of such taxes.

32. INQUESTS ACT, 58 OF 1959

(Commencement 1 January 1960)

To provide for the holding of inquests in cases of deaths or alleged deaths apparently occurring from other than natural causes and for matters incidental thereto, and to repeal the Fire Inquests Act, 1883 (Cape of Good Hope) and the Fire Inquests Law, 1884 (Natal).

33. INTEGRATION OF LABOUR LAWS ACT, 49 OF 1994

(Commencement 1 March 1995, 1 May 1995, 1 September 1995, 1 October 1995, 1 July 1996 and 1 October 1997).

To provide for the repeal of the labour laws mentioned in Schedule 1 (TBVC etc.); the extension of the labour laws mentioned in Schedule 2 to the whole of the national territory of the Republic referred to in section 1 of the Constitution of

the Republic of South Africa, 1993; and to provide for powers of regulation to regulate transitional matters.

34. INTERNATIONAL HEALTH REGULATIONS ACT, 28 OF 1974

(Commencement 15 March 1974)

To apply the International Health Regulations, adopted by the World Health Assembly, in the Republic, and to provide for incidental matters.

35. JUSTICES OF THE PEACE AND COMMISSIONERS OF OATHS ACT, 16 OF 1963

(Commencement 1 December 1964)

To consolidate and amend the law relating to the appointment, powers and duties of justices of the peace and commissioners of oaths, and to provide for matters incidental thereto.

36. LABOUR APPEAL COURT SITTING AS SPECIAL TRIBUNAL ACT, 30 OF 1995

(Commencement 1 September 1995)

To enable the labour appeal court to act as a special tribunal in determining claims and disputes of right which arise out of the implementation of the transitional arrangements on public administration and the rationalisation of the public administration as contemplated in sections 236 and 237 of the Constitution; and to provide for matters connected therewith.

37. LABOUR RELATIONS ACT, 66 OF 1995

(Commencement 11 November 1996)

To change the law governing labour relations and, for that purpose –

- to give effect to section 27 of the Constitution;
- to regulate the organisational rights of trade unions;
- to promote and facilitate collective bargaining at the workplace and at sectoral level;
- to regulate the right to strike and the recourse to lock out in conformity with the Constitution;
- to promote employee participation in decision-making through the establishment of workplace forums;
- to provide simple procedures for the resolution of labour disputes through statutory conciliation, mediation and arbitration (for which purpose the Commission for Conciliation, Mediation and Arbitration is established), and through independent alternative dispute resolution services accredited for that purpose;
- to establish the Labour Court and Labour Appeal Court as superior courts, with exclusive jurisdiction to decide matters arising from the Act;

- to provide for a simplified procedure for the registration of trade unions and employers' organisations, and to provide for their regulation to ensure democratic practices and proper financial control;
- to give effect to the public international law obligations of the Republic relating to labour relations;
- to amend and repeal certain laws relating to labour relations; and
- to provide for incidental matters.

38. MEDICAL, DENTAL AND SUPPLEMENTARY HEALTH SERVICE PROFESSIONS ACT, 56 OF 1974

(Now called Health Professions Act – after being amended by Act 89 of 1997)

(Commencement 21 February 1975)

To establish the Health Professions Council of South Africa; to provide for control over the training of and for the registration of medical practitioners, dentists and practitioners of supplementary health service professions; to provide for the control over the training of and for the registration of psychologists; and to provide for matters incidental thereto.

39. MEDICAL, DENTAL AND SUPPLEMENTARY HEALTH SERVICE PROFESSIONS AMENDMENT ACT, 89 OF 1997

(The principal Act is now known as the Health Professions Act, 56 of 1974)

(Commencement 23 April 1999 except for section 50)

To amend the Medical, Dental and Supplementary Health Service Professions Act, 1974, so as to insert certain definitions and to delete others; to provide for the establishment of the Health Professions Council of South Africa and professional boards for health professions; to abolish the Interim National Medical and Dental Council of South Africa; to provide for control over the education, training, registration and practices of health professionals; and to provide for matters connected therewith.

40. MEDICAL SCHEMES ACT, 131 OF 1998

(Commencement 1 November 1999)

To consolidate the laws, relating to registered medical schemes; to provide for the establishment of the Council for Medical Schemes as a juristic person; to provide for the appointment of the Registrar of Medical Schemes; to make provision for the registration and control of certain activities of medical schemes; to protect the interests of members of medical schemes; to provide for measures for the co-ordination of medical schemes; and to provide for incidental matters.

41. MEDICINES AND RELATED SUBSTANCES CONTROL ACT, 101 OF 1965

(Commencement 1 April 1966)

To provide for the registration of medicines intended for human and for animal use, for the registration of medical devices, for the establishment of a Medicines Control Council, for the control of medicines, Scheduled substances and medical devices and for matters incidental thereto.

42. MENTAL HEALTH ACT, 18 OF 1973

(Commencement 27 March 1975)

To provide for the reception, detention and treatment of persons who are mentally ill; and to provide for incidental matters.

43. NATIONAL ECONOMIC DEVELOPMENT AND LABOUR COUNCIL ACT, 35 OF 1994

(Commencement 5 May 1995)

To provide for the establishment of a national economic, development and labour council; to repeal certain provisions of the Labour Relations Act, 1956; and to provide for matters connected therewith.

44. NATIONAL HEALTH LABORATORIES SERVICE ACT, 37 OF 2000

(Commencement 10 May 2001 – certain sections only)

To provide for the establishment of a juristic person to be known as the National Health Laboratory Service; to provide for the abolition of the South African Institute for Medical Research, the National Institute for Virology, the National Centre for Occupational Health, certain forensic chemistry laboratories and all provincial health laboratory services; and to provide for matters connected therewith.

45. NATIONAL POLICY FOR HEALTH ACT, 116 OF 1990

(Commencement 16 November 1990)

To provide for control measures with a view to promoting the health of the inhabitants of the Republic, and for that purpose to provide for the determination of a national policy for health, for the establishment of a Health Matters Committee and a Health Policy Council, and for matters connected therewith.

46. NATIONAL WELFARE ACT, 100 OF 1978

(Commencement 1 September 1979)

To provide for the establishment and constitution of a South African Welfare Council and of regional welfare boards and certain committees; and to define their powers and functions; to provide for welfare programmes and for the registration of welfare organisations; and to provide for incidental matters.

N.B. Certain sections of this Act have been assigned to the provinces by proclamation R7 in Government Gazette 16992 of 23 February 1996.

47. NATURAL FATHERS OF CHILDREN BORN OUT OF WEDLOCK ACT, 86 OF 1997

(Commencement 4 September 1998)

To make provision for the possibility of access to and custody and guardianship of children born out of wedlock by their natural fathers; to provide for the limitation on the publishing of certain particulars of certain applications and enquiries; to provide for the notification of natural fathers of any intended adoption of their children born out of wedlock; to amend the Mediation in Certain Divorce Matters Act, 1987, so as to effect certain consequential amendments; and to amend the Births and Deaths Registration Act, 1992, so as to further regulate the alteration of the surname of certain minors; and to provide for matters connected therewith.

48. NON-PROFIT ORGANISATIONS ACT, 71 OF 1997

(Commencement to be proclaimed)

To provide for an environment in which non-profit organisations can flourish; to establish an administrative and regulatory framework within which non-profit organisations can conduct their affairs; to repeal certain parts of the Fund-Raising Act, 1978; and to provide for matters connected therewith.

49. NUCLEAR ENERGY ACT, 46 OF 1999

(Commencement 24 February 2000)

To provide for the establishment of the South African Nuclear Energy Corporation; to provide for responsibilities for the implementation and application of the Safeguards Agreement entered into by the Republic and the International Atomic Energy Agency in support of the Nuclear Non-Proliferation Treaty; to regulate the acquisition and possession of nuclear fuel, certain nuclear related material, as well as the importation and exportation of that fuel, material and equipment in order to comply with the international obligations of the Republic; to prescribe measures regarding the discarding of radioactive waste and the storage of irradiated nuclear fuel; and to provide for incidental matters.

50. NURSING ACT, 50 OF 1978

(Commencement 28 July 1978)

To consolidate and amend the laws relating to the professions of registered or enrolled nurses, nursing auxiliaries and midwives; and to provide for matters incidental thereto.

51. OCCUPATIONAL HEALTH AND SAFETY ACT, 85 OF 1993

(Commencement 1 January 1994)

To provide for the health and safety of persons at work and for the health and safety of persons in connection with the use of plant and machinery; the protection of persons other than persons at work against hazards to health and safety arising out of or in connection with the activities of persons at work; to

establish an advisory council for occupational health and safety; and to provide for matters connected therewith.

52. PENSION FUNDS ACT, 24 OF 1956

(Commencement 1 January 1958)

To provide for the registration, incorporation, regulation and dissolution of pension funds and for matters incidental thereto.

53. PHARMACY ACT, 53 OF 1974

(Commencement 21 February 1975)

To establish the Interim Pharmacy Council of South Africa; to provide for the training and registration of pharmacists, pharmacist interns, pharmacy students, unqualified assistants and pharmaceutical technicians; to provide for the control of the practice of the pharmaceutical profession; and to provide for matters incidental thereto.

54. POPULATION REGISTRATION ACT REPEAL ACT, 114 OF 1991

(Commencement 28 June 1991)

To repeal the Population Registration Act, 1950; to amend or repeal certain laws so as to abolish the distinction made therein between persons belonging to different races or population groups; and to provide for matters connected therewith.

55. PREFERENTIAL PROCUREMENT POLICY FRAMEWORK ACT, 5 OF 2000

(Commencement by proclamation in Government Gazette)

To give effect to section 217 (3) of the Constitution by providing a framework for the implementation of the procurement policy contemplated in section 217(2) of the Constitution; and to provide for matters connected therewith.

56. PREVENTION AND TREATMENT OF DRUG DEPENDENCY ACT, 20 OF 1992

(Commencement 30 April 1993)

To provide for the establishment of a Drug Advisory Board; the establishment of programmes for the prevention and treatment of drug dependency; the establishment of treatment centres and hostels; the registration of institutions as treatment centres and hostels; the committal of certain persons to and their detention, treatment and training in such treatment centres or registered treatment centres; and incidental matters.

57. PREVENTION OF FAMILY VIOLENCE ACT, 133 OF 1993

(Commencement 1 December 1993)

To provide for the granting of interdicts with regard to family violence; for an obligation to report cases of suspected ill-treatment of children; that a husband can be convicted of the rape of his wife; and for matters connected therewith.

58. PREVENTION OF PUBLIC VIOLENCE AND INTIMIDATION ACT, 139 OF 1991

(Commencement 17 July 1991)

To provide for the prevention and control of public violence and intimidation; and for matters connected therewith.

59. PROMOTION OF ACCESS TO INFORMATION ACT, 2 OF 2000

(Commencement : 9 March 2001 with the exception of sections 10, 14, 16 and 51).

To give effect to the constitutional right of access to information held by the State and any information that is held by another person and that is required for the exercise or protection of any rights; and to provide for matters connected therewith.

60. PROMOTION OF ADMINISTRATIVE JUSTICE ACT, 3 OF 2000

(Commencement 30 November 2000)

To promote an efficient administration and good governance and create a culture of accountability, openness and transparency in the public administration or in the exercise of a public power or the performance of a public function, by giving effect to the right to just administrative action.

61. PROMOTION OF EQUALITY AND PREVENTION OF UNFAIR DISCRIMINATION ACT, 4 OF 2000

(Commencement by proclamation in the Government Gazette).

To give effect to section 9 read with item 23(1) of Schedule 6 to the Constitution of the Republic of South Africa, 1996, so as to prevent and prohibit unfair discrimination and harassment; to promote equality and eliminate unfair discrimination; to prevent and prohibit hate speech; and to provide for matters connected therewith.

62. PROMOTION OF NATIONAL UNITY AND RECONCILIATION ACT, 34 OF 1995

(Commencement 1 December 1995)

To provide for the investigation and the establishment of as complete a picture as possible of the nature, causes and extent of gross violations of human rights committed during the period from 1 March 1960 to the cut-off date contemplated in the Constitution, within or outside the Republic, emanating from the conflicts of the past, and the fate or whereabouts of the victims of such violations; the granting of amnesty to persons who make full disclosure of all the relevant facts relating to acts associated with a political objective committed in the course of the conflicts of the past during the said period; affording victims an opportunity to relate the violations they suffered; the taking of measures aimed at, the granting of reparation to, and the rehabilitation and restoration of the human and civil dignity of, victims of violence of human rights; reporting to the Nation about such violations and victims; the making of recommendations aimed at the

prevention of the commission of gross violations of human rights; and for the said purposes to provide for the establishment of a Truth and Reconciliation Commission, comprising a Committee on Human Rights Violations, a Committee on Amnesty and a Committee on Reparation and Rehabilitation; and to confer certain powers on, assign certain functions to and impose certain duties upon that Commission and those Committees; and to provide for matters connected therewith.

63. PROTECTED DISCLOSURES ACT, 26 OF 2000

(Commencement by proclamation in Government Gazette)

To make provision for procedures in terms of which employees in both the private and the public sector may disclose information regarding unlawful or irregular conduct by their employees or other employees in the employ of their employers; to provide for the protection of employees who make a disclosure which is protected in terms of this Act; and to provide for matters connected therewith.

64. PUBLIC FINANCE MANAGEMENT ACT, 1 OF 1999

(Commencement 1 April 2000 except Chapter II and section 93(4), which took effect on publication of the Act, and certain provisions which will take effect on a date not later than 1 April 2003 by notice in the Government Gazette).

To regulate financial management in the national government and provincial governments; to ensure that all revenue, expenditure, assets and liabilities of those governments are managed efficiently and effectively; to provide for the responsibilities of persons entrusted with financial management in those governments; and to provide for matters connected therewith.

65. PUBLIC HOLIDAYS ACT, 36 OF 1994

(Commencement 1 January 1995)

To make provision for a new calendar of public holidays; to provide that the public holidays be paid holidays; and for matters incidental thereto.

66. PUBLIC SERVICE ACT, 1994

(Commencement 3 June 1994)

To provide for the organisation and administration of the public service of the Republic, the regulation of the conditions of employment, terms of office, discipline, retirement and discharge of members of the public service, and matters connected therewith.

67. PUBLIC SERVICE COMMISSION ACT, 65 OF 1984

(Previously Commission for Administration Act)

(Commencement 30 May 1984)

68. SEXUAL OFFENCES ACT, 23 OF 1957

(Commencement 12 April 1957)

To consolidate and amend the laws relating to brothels and unlawful carnal intercourse and other acts in relation thereto.

69. SKILLS DEVELOPMENT ACT, 97 OF 1998

(Commencement 2 November 1998)

To provide an institutional framework to devise and implement national, sector and workplace strategies to develop and improve the skills of the South African workforce; to integrate those strategies within the National Qualifications Framework contemplated in the South African Qualifications Authority Act, 1995; to provide for learnerships that lead to recognised occupational qualifications; to provide for the financing of skills development by means of a levy-grant scheme and a National Skills Fund; to provide for and regulate employment services; and to provide for matters connected therewith.

70. SKILLS DEVELOPMENT LEVIES ACT, 9 OF 1999

(Commencement by proclamation in the Government Gazette)

To provide for the imposition of a skills development levy; and for matters connected therewith.

71. SOCIAL ASSISTANCE ACT, 59 OF 1992

(Commencement 1 March 1996)

To provide for the rendering of social assistance to persons, national councils and welfare organisations; and to provide for matters connected therewith.

N.B. The administration of the whole of this Act, excluding section 13, was assigned to the provinces by Proclamation R7 in Government Gazette 16992 of 23 February 1996.

72. SOCIAL SERVICE PROFESSIONS ACT, 110 OF 1978

(Commencement 1 September 1979)

To provide for the establishment of a South African Council for Social Service Professions and to define its powers and functions; for the registration of social workers, student social workers and social auxiliary workers and persons practising other professions in respect of which professional boards have been established; for control over the professions regulated under this Act; and for incidental matters.

73. SOUTH AFRICAN MEDICAL RESEARCH COUNCIL ACT, 58 OF 1991

(Commencement 19 July 1991)

To provide for the continued existence of the South African Medical Research Council and for the management thereof by a Board; and for matters connected therewith.

74. SOUTH AFRICAN MEDICINES AND MEDICAL DEVICES REGULATORY AUTHORITY ACT, 132 OF 1998

This Act was put into operation by Proclamation R49 of 30/04/1999 (GG 20024) with effect from 30/04/1999. The scheduled medicines under the Act were published in GN R567 of 07/05/1999 (GG 20025). Towards the end of May 1999 application was made by inter alia the President and the Minister of Health to the High Court to set aside the Proclamation and Government Notices. The Court refused to grant the application. But in July 1999 the full bench of the High Court on appeal overruled this judgement. The result is that Act 132 of 1998 and the regulations in GN 567 have not taken effect at all. A further result is that the Medicines and Related Substances Control Act, 101 of 1965 remains fully in force and that none of the provisions of Act 90 of 1997 have been repealed (although the latter Act has not yet been put into effect). In February 2000 the Constitutional Court confirmed the judgement of the full bench.

75. SOUTH AFRICAN POLICE SERVICE ACT, 68 OF 1995

(Commencement 15 October 1995)

To provide for the establishment, organisation, regulation and control of the South African Police Service; and to provide for matters in connection therewith.

76. STANDARDS ACT, 29 OF 1993

(Commencement 1 April 1993)

To provide for the promotion and maintenance of standardisation and quality in connection with commodities and the rendering of services and for that purpose to provide for the continued existence of the South African Bureau of Standards, as the national institution for the promotion and maintenance of standardisation; and the control thereof by a council, and for matters connected therewith.

77. STERILIZATION ACT, 44 of 1998

(Commencement 1 February 1999)

To provide for the right to sterilisation; to determine the circumstances under which sterilisation may be performed and in particular the circumstances under which sterilisation may be performed on persons incapable of consenting or incompetent to consent due to mental disability; and to provide for matters connected therewith.

78. TEMPORARY EMPLOYEES PENSION FUND ACT, 75 OF 1979

(Commencement 1 October 1979)

To provide for the payment of pensions and other financial benefits to certain temporary employees and their dependants; and to provide for matters connected therewith.

79. TOBACCO PRODUCTS CONTROL AMENDMENT ACT, 12 OF 1999

(Commencement 1 October 2000)

To amend the Tobacco Products Control Act, 1993, so as to amend and insert certain definitions; to provide for the prohibition of advertising and promotion of tobacco products, and promotion of tobacco products in relation to sponsored events; to prohibit the free distribution of tobacco products and the receipt of gifts or cash prizes in contests, lotteries or games; to provide for the prescription of maximum yields of tar, nicotine and other constituents in tobacco products; to increase fines; and to provide for matters connected therewith.

80. UNEMPLOYMENT INSURANCE ACT, 30 OF 1966

(Commencement 1 January 1967)

To consolidate the laws relating to the Unemployment Insurance Fund, the payment of benefits to certain persons, the payment of certain amounts to dependants of certain deceased persons, the combating of unemployment and matters incidental thereto.