

**PROVINCIAL ADMINISTRATION: NORTHERN CAPE
DEPARTMENT SPORT, ARTS AND CULTURE**

APPLICATIONS

: Applications quoting the relevant reference should be forwarded as follows:
The Head of the Department, Department of Sport, Arts and Culture P/Bag X5004, Kimberley, 8300 or Hand Deliver to: Department of Sport, Arts and Culture, Mervin. J. Erlank Sports Complex, 10 Recreation Road, Florianville, Kimberley, 8301 or Email applications to: dsacreruitment@ncpg.gov.za

FOR ATTENTION

: Mr. TP. Lenyibi

CLOSING DATE

: 04 September 2026

NOTE

: The Northern Cape Department of Sport, Arts & Culture is committed to providing equal opportunities and practicing affirmative action employment. To facilitate this process successfully, an indication of race, gender and disability status is required. Females and candidates with a disability will have an added advantage and are a main target for redress and equity targets within DSAC. Women and people with disabilities are encouraged to apply. Compliance: Applications must be submitted on the approved New Amended Z83 Form (No.81/971431) as prescribed with effect from 01 January 2021, which must be signed, initialled and dated, however, the initial on the second page of the form is not mandatory. The form is obtainable any Public Service Department or on the DPSA website, www.dpsa.gov.za. Applicants must indicate the post and the correct reference number on the Z83 application Form. The New Z83 Form must be accompanied by detailed Curriculum Vitae clearly indicating positions held, period in the position and key responsibilities with three contactable referees and it is the applicant's responsibility to have all foreign qualifications evaluated by SAQA and to provide proof of such evaluation report (only when shortlisted). All online applications must include a Z83 application form and CV in a PDF format as one attachment. Zipped, IMG and JPRG documents will not be considered. DPSA Circular 03 of 2025 states that the form must be completed in manner that provides sufficient information about the candidate and the post applied for by completing all relevant fields. Please note that Part A must be fully completed. Part B, C and D questions of the Z83 may be left blank, marked as not relevant, and use dashes or N/A if they do not apply to you or the position applied for. Part E, F and G do not need to be completed if the CV has been attached and provides the required information. However, the question related to conditions that prevent re-appointment under Part F is compulsory for applicants seeking re-employment into the Public Service. Applicants currently employed by the public service do not need to complete the section as it is intended for those seeking re-employment. Failure to provide information on CV as requested the applicant may be disqualified. Applications received after closing date will, as a rule not be accepted. Only shortlisted candidates for the post will be required to submit certified documents on or before the day of the interviews. It will be expected of candidate(s) to be available for interview process on a date, time and place as determined by the Department. All shortlisted candidates, including SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. All shortlisted candidates for SMS posts will be subjected to a technical exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity. Applicants could be required to provide consent for access to their social media accounts. Prior to appointment for SMS, applicants must have completed the compulsory Nyukela Programme: Pre-entry certificate to SMS which is an online course, offered by the National School of Government (NSG) and endorsed by DPSA. The course is available at the NSG under the name Certificate for entry into the SMS and the full details can be sourced by the following link: <https://www.thensg.gov.za/training-course/sms-pre-entry-programme/> Shortlisted candidate(s) will be required to undergo personal suitability checks, which include criminal records, citizenship, financial credits/assets, qualifications verification, verification of any dismissal for misconduct and previous employment background/reference checks will be verified. Candidates will be subject to security screening and vetting. Applicants must disclose if he/she is not a Director/Shareholder of a

company or conducting any business with an Organ of State and whether is performing any additional remunerative work outside his/her normal duties. The successful candidate will enter into an Annual Performance Agreement, and also annually disclose his/her financial interest. The Department reserves the right not to make appointments. Candidates requiring additional information regarding advertised post must direct their enquiries to the relevant person indicated. Communication and correspondence will be limited to shortlisted candidates only. If you have not been contacted within three (3) months after the closing date, please accept that your application was unsuccessful.

MANAGEMENT ECHELON

<u>POST 30/219</u>	:	<u>DIRECTOR: STRATEGY & SYSTEMS REF NO: DSAC/2026/01</u>
<u>SALARY</u>	:	R1 317 384 per annum, (all-inclusive package)
<u>CENTRE</u>	:	Kimberley
<u>REQUIREMENTS</u>	:	An appropriate Bachelor's Degree in Public Administration / Management at NQF level 7 or related fields including Commerce / Public Policy / Regional, Urban Planning / Development Studies recognized by SAQA. A minimum of 5 years' relevant experience at middle / senior managerial level within the related field. Successful completion of the Senior Management Pre-entry Programme as endorsed by the National School of Government (NSG) must be submitted prior to appointment. Furthermore, all shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. Experience in the M&E, Policy and planning and Research field would be an added advantage. Knowledge and skills: Knowledge of data collection processes, including data analysis and information management. Computer literacy especially in Microsoft Windows Suite e.g. MS Word, Excel and Outlook. Experience of planning and organizing, interpersonal and communication skills. Problem solving and capability in decision-making. Team leadership, customer service orientation. Maintain confidentiality and ability to work under pressure. Knowledge of the Constitution of the Republic of South Africa, Government legislative framework, and an understanding of all relevant legislation and regulations that govern the Public Service including Public Finance Management Act (PFMA) and treasury regulations, Public Service Act, Labour Relations Act etc. Knowledge of National Framework of Strategic Plans and Annual Performance Plans, National Development Plan, Medium-Term Strategic Framework, Operations Management Framework, Provincial Growth and Development Plan, District Growth and Development Plan. Human Resources Development theory and practice. Stakeholder management and coordination, strategic thinking, leadership and negotiation. Understanding of the Batho Pele principles. Knowledge of diversity management, communication and information management. Knowledge and understanding of Public Service Policies.
<u>DUTIES</u>	:	Facilitate and coordinate operational and strategic planning process. Coordinate the compilation of strategic and operational plans. Set research agenda, provide policy support, development process and maintain the repository thereof. Facilitate knowledge and learning management process. Facilitate the development and implementation of service delivery improvement plans and initiatives. Facilitate, coordinate and support the implementation of priority programmes/projects. Conduct institutional performance assessment and evaluation of the implementation of policies, programmes and systems. Coordinate and oversee compilation of institutional performance and strategic reports. Conduct an assessment of the department's effectiveness and efficiency in supporting the attainment of service delivery objectives. Facilitate the implementation of productivity measurement framework. Design and implement change management initiatives. Facilitate the implementation of diversity management programmes. Provide customer relations and frontline improvement services. Facilitate and coordinate the implementation of service delivery improvement programmes and interventions. Provide information communication technology business enablement and governance services. Provide infrastructure and operations support services. Provide ICT Planning, Alignment, Programme Management and M&E. Provide ICT operations, solutions and support systems. The provision of Information and Knowledge Management services. Provide

internal communication services. Provide content management and media liaising support services. Provide public liaison and events management services. Provide external communication services. Provide language management services in terms of Language Act of 2012. Provide physical security services. Provide security control services. Facilitation of staff vetting in terms of security clearance. Coordination of office space. Facilitate infrastructure maintenance. Facilitate the provision of refectory/canteen services. Provide cleaning services. Provide messenger and transport services. Provide records management services.

ENQUIRIES : Mr. B. Jacobs at matsimeg@ncpg.gov.za

OTHER POSTS

POST 30/220 : **DEPUTY DIRECTOR: MANAGEMENT ACCOUNTING REF NO: DSAC/2026/02**

SALARY : R932 292 per annum, (all-inclusive package)
CENTRE : Kimberley
REQUIREMENTS : Bachelor's Degree / Advanced Diploma at (NQF level 7) in Financial Management / Management Accounting. At least 3 years' relevant experience in Management Accounting at an Assistant Director level. Knowledge and skills: Knowledge of the Public Finance Management Act (PFMA), Treasury Regulations and relevant government policies regulating management accounting in Government: Generally, Recognised Accounting Practices (GRAP). Computer literate especially in Microsoft Excel. The ability to meet deadlines, good communication (verbal & written) and interpersonal skills. Good understanding and interpretation of policies & procedures. Ability to provide input to policy development &/or review. Mathematical skills, Interpersonal skills, Ethical conduct.

DUTIES : Manage the financial planning, budgeting and reporting sub-directorate: Monitor the policy and legislative framework to ensure that cognizance is taken of new developments. Develop and maintain policies and processes. Monitor cash flow and submit cash flow reports and plans as required. Monitor compliance with financial prescripts. Provide advice and guidance to role players on the use of forecasting methods and tools. Undertake financial planning, budgeting and reporting work as requires: Ensure that information for planning purposes are collected and analysed properly. Manage, review, analyse and quality assure the budget preparation process. Coordinate, review, analyse and quality assure the management accounting reporting processes.; Manage the roll-over, adjustment estimates (ENE), and virement process: Ensure that information on the requirement for role-over requests are disseminated to responsibility and program managers. Ensure that all roll-over requests are considered, proposal developed submitted to the CFO for consideration. Ensure that the approved roll-overs are incorporated in the adjustments budgets. Assess the need for additional funds required from the adjustment estimates process through monitoring of expenditure trends. Ensure the assessment of expenditure trends and the development of proposals on the virement or shifting of funds. Manage the sub-directorate financial planning, budgeting and reporting: Maintenance of discipline. Management of performance and development. Undertake Human Resource and other related administrative functions. Establish implement and maintain efficient and effective communication arrangements. Develop and manage the operational plan of the sub-directorate and report on progress as required. Develop implement and maintain processes to ensure proper control of work. Compile and submit all required administrative reports. Serve on transverse task teams as required. Procurement and asset management. Planning and allocate work. Quality control of work delivered by employees. Functional technical advice and guidance.

ENQUIRIES : Mr. A. Coleridge at 068 394 8294

POST 30/221 : **DEPUTY DIRECTOR: ARTS & CULTURE REF NO: DSAC/2026/03**

SALARY : R932 292 per annum, (all-inclusive package)
CENTRE : Kimberley
REQUIREMENTS : Bachelor's Degree/National Diploma in Arts Management, Performing Arts, Fine Arts Public Management or a related field. At least 5 years relevant experience in arts administration, cultural programme management or a related

sector. At least 3 years of experience in a leadership or managerial role (middle management). A valid driver's license. Knowledge and skills: Knowledge of project management and organisational skills. Knowledge of stakeholder engagement and relationship management. Knowledge of financial management and budgeting skills. Knowledge of relevant policies, regulations and frameworks governing arts and culture. Knowledge of arts and culture sector policies, legislation and industry trends. Good written and verbal communication. Advanced computer skills. Time management, problem-solving and leadership skills.

DUTIES

: Support the development of drama and film across the province: Manage the administration, coordination and execution of drama and film development programmes to ensure alignment with strategic goals. Organise training workshop, mentorship programmes and skills development initiatives for actors, writers, directors and other industry professionals. Foster collaboration with production houses, cultural organisations and other stakeholders to create opportunities for growth and innovation. Advocate for and support the establishment of facilities such as theatres, film studios, and rehearsal spaces. Contribute to the development or refinement of policies that promote and regulate the drama and film industries in the province. Support initiatives that document and promote traditional storytelling, indigenous plays, and other culturally significant art forms. Assess the impact and success of initiatives related to drama and film and provide recommendations for improvement. Promote and develop music and dance genre in the province: Research and map out the music and dance genres that are prevalent or have the potential to grow in the province. Plan and implement workshops, masterclasses and training sessions to improve the skills of emerging and established artist in music and dance. Facilitate platforms such as concerts, festivals or exhibitions where local artists can showcase their skills and gain exposure. Coordinate initiatives to grow audiences for music and dance through community outreach, school programmes and public performances. Oversee the provision of financial and material resources, such as grants, rehearsal spaces or instruments to artists and organisations. Connect artists with industry mentors, producers, and choreographers to foster professional growth. Host events that celebrate excellence in music and dance, providing incentives and recognition for artistic achievements. Evaluate the effectiveness of music, dance programs, and submit reports with insights for continuous improvement. Provide visual and fine arts function throughout the province: Plan and host visual and fine arts showcases to exhibit works from local and regional artists. Organise skills development programmes for aspiring and established artists, covering techniques, trends and creative practices. Create opportunities for artists to gain visibility through platforms like art festivals, competitions or public art installations. Support programmes that highlight traditional and indigenous art forms, ensuring their continuation and appreciation. Oversee the provision of financial, material and logistical resources to assist artist and art organisations. Contribute to policies that support the growth of visual and fine arts, advocating for funding and infrastructure development. Build partnerships with cultural organizations, museums, schools, and private entities to promote the arts. Support the integration of visual and fine arts into school curricula by coordinating with education departments and teachers. Facilitate the creation of public art projects like murals and sculptures to enhance community spaces. Assess the impact and outcomes of visual and fine arts programs, ensuring alignment with provincial goals and continuous improvement. Coordinate policy and oversight compliance in respect of the Northern Cape Arts and Culture Council (NCACC): Ensure financial transaction, acquisitions and the transfer of funds to the entities. Track and evaluate budget performance and making necessary adjustments as needed. Provide support to arts and culture entities: Conduct desktop research. Attend conferences and symposiums. Analyse market patterns, audience engagement and technological impacts. Ensure policies align with industry trends and support sector growth. Lead the development, review and implementation of arts and culture policies. Manage efforts to promote arts through digital, social media and traditional channels.

ENQUIRIES

: Ms. A. Topham at 066 475 7023

POST 30/222

: **DEPUTY DIRECTOR: HUMAN RESOURCE ADMINISTRATION REF NO: DSAC/2026/04**

SALARY

: R932 292 per annum, (all-inclusive package)

<u>CENTRE REQUIREMENTS</u>	:	Kimberley
	:	A relevant tertiary qualification at NQF level 7 in Human Resource Management or Public Administration. 3 to 4 years relevant experience with 2 years at an Assistant Director level within a HRM environment. A valid driver's license. Knowledge and skills: Knowledge and understanding of legislative frameworks governing Human Resource Management in the Public Service. HR Auditing skills; Analytical skills applied on the PERSAL system with the Office; PERSAL system-based auditing of Personnel Administration Transactions. Good presentation skills. Ability to advise management in line with HRM in the new management frameworks. Ability to lead, delegate and manage conflict. Extensive knowledge on HR processes and policies. Exercising leadership, practical demonstrations, serving clients, basic communication and good teamwork. People Management, Problem Solving, Planning & Organizing, Time Management, Good Communication skills. Good computer user knowledge and experience pertaining to MS Office (Word, Excel and PowerPoint).
<u>DUTIES</u>	:	Provide human resource administration services: Manage the recruitment, selection and appointment of employees ensuring compliance with employment laws and regulations during the recruitment and Selection process. Develop and ensure implementation of recruitment strategies to attract qualified candidates. Develop, review, facilitate the implementation and monitor the effectiveness of all HR Administration policies and keep up to date of new updated DPSA guidelines and directives. Quality Assurance and monitoring of all documents, statistics and PERSAL transactions before sign-off. Provide reports on human resource administration: Generate HR reports and analyse HR metrics for submission to management to support decision-making. Administer and implement employee compensation, general conditions, benefits and incentive system: Manage the application and implementation of all service benefits. Manage coordination of employee service terminations (retirements, resignations etc). Ensure the accurate implementation of leave on PERSAL, leave audits of employees and payment of leave gratuities and provision of advice and support with regard to leave management. Provide a prompt and high standard delivery in respect of incapacity leave (PILIR). Manage personnel utilization (Transfers, secondments, promotions, acting allowances). Manage the coordination of pension admissions of employees and the facilitation of exit management. Ensure compliance with all relevant laws and regulations. Coordinate and facilitate the development and implementation of employment equity plans: Develop the employment equity plans and coordinate EE programmes in consultation with the Employment Equity Committee. Ensure, in consultation with the Employment Equity Committee, that recruitment, selection, promotion, and retention practices in the department are fair and inclusive. Prepare and submit regular reports to the Department of Labour, detailing the department's employment equity status and progress. Engage with employees, unions, and other stakeholders to gather input and feedback on employment equity initiatives and communicate the importance of employment equity.
<u>ENQUIRIES</u>	:	Mr. TP. Lenyibi at 076 708 8698
<u>POST 30/223</u>	:	<u>DEPUTY DIRECTOR: JOHN TAOLO GAETSEWE (JTG) DISTRICT REF NO: DSAC/2026/05</u>
<u>SALARY CENTRE REQUIREMENTS</u>	:	R932 292 per annum, (all-inclusive package)
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	:	B Degree or equivalent qualification (NQF7) in Public Administration / Management. A valid driver's license. 3-4 years' experience in administration environment and management of programmes at an Assistant Director level. Preparedness to work long hours and extensive travelling. Knowledge and skills: Sound and in-depth knowledge of prescripts and understanding of the legislative framework governing the Public Service. Knowledge of Strategic Planning and frameworks. General knowledge management. Research and growth development strategies. Budgeting. Computer literacy, supervisory experience, Report writing, Ability to work independently, Financial Management, Planning and organisational skills, research. Excellent interpersonal relations. Good written and verbal communication skills. Problem solving skills.
<u>DUTIES</u>	:	Provide corporate and financial services unit in the district: Monitor and support all procurement and logistical support in the district. Ensure efficient

supervision of HRM including management of leave, verification of vacancies and appointments, ensure proper performance management system. Facilitate the recruitment and appointment of EPWP participants in the district. Ensure efficient functioning of registry services, which includes verification of asset registers, overseeing proper filing system and all other departmental assets in the district. Manage all incoming and outgoing correspondence in the district. Manage the departmental white fleet. Facilitate the implementation of Arts and Culture Programmes in the district: Support and monitor the implementation of all departmental programmes within the district. Arts exhibition programmes. Commemorative events implemented in the district. Manage the provision of Library Information Services in the district: Implementation of outreach programmes, Library Week, World Book Day, International Literacy Day and National Book Week. Coordinating the establishment of book clubs. Monitoring visits to municipalities on funds transferred. Facilitation of Fundza Mzansi Programmes with Correctional Services. Facilitate the implementation of Sport and Recreation Programmes in the district: Procurement of equipment and attire. Support of school sport leagues. Support the school sport structures. Ensure the implementation of winter and summer games eliminations. Manage and monitor club development in the district i.e procurement of equipment and attire, provide support to organized local leagues and local tournaments. Ensure the implementation of recreational events. Provide District Museum and Heritage Services: Preserve and showcase local history through exhibitions and artefacts. Conduct research and documentation of cultural heritage. Promote museums as key tourist attractions in the district.

<u>ENQUIRIES</u>	:	Mr. I. Xhamela at 076 350 6044
<u>POST 30/224</u>	:	<u>DEPUTY DIRECTOR: PIXLEY KA SEME DISTRICT REF NO: DSAC/2026/06</u>
<u>SALARY</u>	:	R932 292 per annum, (all-inclusive package)
<u>CENTRE</u>	:	De Aar
<u>REQUIREMENTS</u>	:	B Degree or equivalent qualification (NQF7) in Public Administration / Management. A valid driver's license. 3-4 years' experience in administration environment and management of programmes at an Assistant Director level. Preparedness to work long hours and extensive travelling. Knowledge and skills: Sound and in-depth knowledge of prescripts and understanding of the legislative framework governing the Public Service. Knowledge of Strategic Planning and frameworks. General knowledge management. Research and growth development strategies. Budgeting. Computer literacy, supervisory experience, Report writing, Ability to work independently, Financial Management, Planning and organizational skills, research. Excellent interpersonal relations. Good written and verbal communication skills. Problem solving skills.
<u>DUTIES</u>	:	Provide corporate and financial services unit in the district: Monitor and support all procurement and logistical support in the district. Ensure efficient supervision of HRM including management of leave, verification of vacancies and appointments, ensure proper performance management system. Facilitate the recruitment and appointment of EPWP participants in the district. Ensure efficient functioning of registry services, which includes verification of asset registers, overseeing proper filing system and all other departmental assets in the district. Manage all incoming and outgoing correspondence in the district. Manage the departmental white fleet. Facilitate the implementation of Arts and Culture Programmes in the district: Support and monitor the implementation of all departmental programmes within the district. Arts exhibition programmes. Commemorative events implemented in the district. Manage the provision of Library Information Services in the district: Implementation of outreach programmes, Library Week, World Book Day, International Literacy Day and National Book Week. Coordinating the establishment of book clubs. Monitoring visits to municipalities on funds transferred. Facilitation of Fundza Mzansi Programmes with Correctional Services. Facilitate the implementation of Sport and Recreation Programmes in the district: Procurement of equipment and attire. Support of school sport leagues. Support the school sport structures. Ensure the implementation of winter and summer games eliminations. Manage and monitor club development in the district i.e procurement of equipment and attire, provide support to organized local leagues and local tournaments. Ensure the implementation of recreational events. Provide District Museum and Heritage Services: Preserve and showcase local history through

		exhibitions and artefacts. Conduct research and documentation of cultural heritage. Promote museums as key tourist attractions in the district.
<u>ENQUIRIES</u>	:	Mr. I. Xhamela at 076 350 6044
<u>POST 30/225</u>	:	<u>SPORT PROMOTION OFFICER REF NO: DSAC/2026/07</u>
<u>SALARY</u>	:	R338 106 per annum
<u>CENTRE</u>	:	Springbok: Namakwa District
<u>REQUIREMENTS</u>	:	A Grade 12 certificate. A valid driver's license. 2 Years relevant experience. A Bachelor Degree / National Diploma in Sport Management will be an added advantage. Competencies: Good verbal and written communication skills. Organizational planning and report writing skills. Computer literacy. Ability to work independent. Analytical and applied strategic skills. Problem-solving and decision-making skills. Project management skills.
<u>DUTIES</u>	:	Promoting, coordinating, and supporting the development and sustainability of sport clubs and community-based sport structures within the district. Facilitate the establishment, registration and strengthening of clubs, ensuring compliance with governance principles, federation requirements and applicable legislation. Coordinate and implement sport development programmes, leagues, tournaments, championships and community participation initiatives aimed at increasing access to sport and recreation opportunities for all age groups, genders and persons with disabilities. Create an enabling environment for identifying and nurturing sporting talent, facilitating capacity-building programmes for club administrators, coaches, technical officials and volunteers and strengthening institutional capacity within the sport sector. Establish and maintain partnerships with municipalities, sport federation, sport confederation, academies of sport, community organisations and other stakeholders to ensure integrated planning and implementation of sport programmes. Coordinate sport events and projects; collect, analyse, compile and maintain sport participation data and stakeholder information. Prepare performance and compliance reports and monitor programmes outcomes to support evidence-based decision-making. Provide administrative and technical support regarding sport facilities, infrastructure and equipment management, including the maintenance of inventory systems and the monitoring of equipment allocation and utilization. Assist in the administration, monitoring and reporting of funded sport projects and transfer payments to ensure compliance with financial and governance requirements.
<u>ENQUIRIES</u>	:	Mr. A. Thomas at 067 076 4005
<u>POST 30/226</u>	:	<u>SUPPLY CHAIN CLERK: SUPERVISOR REF NO: DSAC/2026/08</u>
<u>SALARY</u>	:	R338 106 per annum
<u>CENTRE</u>	:	Kimberley
<u>REQUIREMENTS</u>	:	A Grade 12 certificate or equivalent. 3-5 years relevant experience required. Competencies: Job Knowledge. Good verbal and written communication skills. Interpersonal relations. Flexibility and teamwork. Computer Skills (SCM Systems). Planning and organisation.
<u>DUTIES</u>	:	Supervise and render asset management clerical services: Oversee the compilation and maintenance of records. Verify the issuing of equipment and accessories to components and individuals in need. Identify redundant, non-serviceable and obsolete equipment for disposal. Oversee the verification of the asset register. Supervise and render demand and acquisition clerical services: Update and maintain supplier (including contractors) database. Ensure that suppliers are captured and registered on the system. Request and receive quotations. Capture specification on the electronic purchasing system. Ensure that all orders are placed on time. Issue and receive bid documents. Provide secretariat or logistical support during the bid consideration and contracts conclusions. Supervise and undertake logistical support services: Check, place and verify orders for goods. Receive and verify goods from suppliers. Capture and ensure that goods are captured in registers and databases. Receive request for goods from end users. Issue goods to end users. Check and maintain goods registers. Update and ensure the maintenance of the register of suppliers. Supervise human resources/staff: Allocate and ensure quality of work. Personnel development. Assess staff performance. Apply discipline.
<u>ENQUIRIES</u>	:	Mr. H. Nieuwenhuizen at 082 605 4028