**REPUBLIC OF SOUTH AFRICA**

The Department of Justice and Constitutional Development (DOJ&CD

**IN THE HIGH COURT OF SOUTH AFRICA**

**boysen court office**

                                                                Appeal Case Number:

Ja 37/19,, ja 2461/15,;

*A Quo* Case Number:

 Urn number case : 4702024FCV001046

 1.

In the matter between

Tshingombe tshitadi fiston**APPELLANT**

and

**Elizabeth lerumu ccma labour   /             RESPONDENT**

 Department of labour

Department government

Department education high education dbe

Saqa

Department transport

Head argument , leave to appeal

Referral

**Delivered**: was handed down electronically by circulation to the parties’ representatives

*Civil procedure – final protection order –* [*Domestic Violence Act 116 of 1998*](http://www.saflii.org/za/legis/consol_act/dva1998178/)*– Scope of protection order – Definition of domestic relationship,*

*Violence work place*

1]      This appeal is against the finding and order section 6 of the Domestic Violence Act, 116 of 1998 (the Act). The respondent brought an application for a protection order against the appellant pursuant to section 4(1) of the Act.

[2]      The grounds of appeal are that the magistrate erred in the following respects. First, by erroneously finding that the respondent and the appellant are in a "domestic relationship" as defined in the Act. Secondly, by erroneously finding that the appellant's alleged denial of the respondent's version of events bears no evidential weight and falls to be rejected.

[4]      The respondent's application for a protection order was

[5]      The respondent alleged in her founding affidavit.

[6]      By way of background, the respondent 12 years old when he was approximately 15 years old.

# 6.My Protection Order Cases

Your DOJ Online Protection Order Applications : [Create a new Protection Order Application](javascript:void(0))

#### Cases I created

| **Case Name** | **Service Type** | **Case Type** | **Created At** | **Case Status** | **URN Number** | **Manage** |
| --- | --- | --- | --- | --- | --- | --- |
| Tshingombe Tshitadi | Domestic Violence | Protection Order | Jul 22 2024 8:51PM | [Screen Application](https://dojonline.justice.gov.za/milestonesummary?caseId=4ac1da01-3e03-4873-9562-2ae305847187) | 4702024FCV001046 |  |

#### My Protection Order List



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| |  | | --- | | No records to display. | |  My Safety Monitoring Notice Application List  |  | | --- | | | |
| |  | | --- |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Tshingombe Tshitadi | Domestic Violence | Protection Order | Nov 25 2024 5:44PM | Screen Application | 4702024FCV001046 | | | |
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| |  | | --- | | DOJONLINEEST202408061672 | | Deceased Estate | ICT/System related | Awaiting DHA verification | tshingombe tshitadi | 2024/08/06 | I m student ID applied appeal home affairs work permit conditions,school irregularity and back log | In Progress | 2025/01/15 |  | | DOJONLINEEST202407221507 | | Deceased Estate | ICT/System related | Awaiting DHA verification | tshingombe tshitadi | 2024/07/22 | My query was conflic in civil procedure between system non resolution system agreement between national provide fund award ruling rescission Ccma and certified outcome transcript no agreement in work skill development,my training college was irregularity and back log saqa dhet reason for ,saqa transcript record academic year grouped officer figthing in exam time table no statement of exam N1,n3 result come out n 4was suspended n no diploma remittance,for that reason,Ccma labour didn't grant me | In Progress | 2025/01/15 |  | | DOJONLINEEST202407221506 | | Deceased Estate | ICT/System related | Deceased Estate Application Rework | tshingombe tshitadi | 2024/07/22 | Hello dear court ,I' m ,notice motion referral / complain for my case number civil litigation ,Ccma granted review Gaek gbj 6806. labour case number jr 2461/15 record transcription certificate judgement appeal court order ,JA 17/19 notice petition labour court applicant Mr: tshingombe Fiston , responded:nogada sa and Ccma , outcom award ruling Ccma ,award directive order transcript certificate outcome , security officer national council bargaining private security ,ad psira. PFA ,,case no | In Progress | 2025/01/15 |  | | DOJONLINEEST202407221505 | | Deceased Estate | ICT/System related | Case Status | tshingombe tshitadi | 2024/07/22 | Hrllo criminal case complain on hilbro police station docket police close case number | In Progress | 2025/01/15 |  | |

Showing records from 1 to 5 of 4

#### Cases I created

| **Case Name** | **Service Type** | **Case Type** | **Created At** | **Case Status** | **URN** | **Manage** |
| --- | --- | --- | --- | --- | --- | --- |
| tshingombe tshitadi | Civil Law | Civil | Nov 19 2024 5:55PM | Incomplete |  |  |
| tshingombe tshitadi | Civil Law | Civil | Aug 9 2024 2:20PM | Pending Document Review |  |  |
| tshingombe tshitadi | Civil Law | Civil | Aug 5 2024 9:17PM | Screen Application | 1042024CIV004539 |  |
| tshingombe tshitadi | Civil Law | Civil | Aug 5 2024 4:23PM | Screen Application | 1042024CIV004511 |  |
| tshingombe tshitadi | Civil Law | Civil | Aug 5 2024 4:41AM | Screen Application | 112024CIV000013 |  |
| tshingombe tshitadi | Civil Law | Civil | Aug 5 2024 4:36AM | Screen Application | 112024CIV000012 |  |
| tshingombe tshitadi | Civil Law | Civil | Aug 5 2024 4:32AM | Screen Application | 112024CIV000011 |  |
| tshingombe tshitadi | Civil Law | Civil | Aug 5 2024 4:26AM | Screen Application | 112024CIV000014 |  |
| tshingombe tshitadi | Civil Law | Civil | Aug 4 2024 8:27PM | Screen Application | 112024CIV000015 |  |
| tshingombe tshitadi | Civil Law | Civil | Aug 4 2024 8:21PM | Screen Application | 112024CIV000009 |  |
| tshingombe tshitadi | Civil Law | Civil | Aug 4 2024 8:03PM | Incomplete | 112024CIV000008 |  |
| tshingombe tshitadi | Civil Law | Civil | Aug 4 2024 7:51PM | Screen Application | 112024CIV000006 |  |
| tshingombe tshitadi | Civil Law | Civil | Aug 4 2024 5:57PM | Screen Application | 112024CIV000007 |  |
| tshingombe tshitadi | Civil Law | Civil | Jul 21 2024 12:20PM | Screen Application | 112024CIV000005 |  |
| tshingombe tshitadi | Civil Law | Civil | Jul 21 2024 12:18PM | Incomplete |  |  |

**Re: referral.. Appeal council labour order index pleading, booking granted filing record transcript appointment court probono event..Meeting. employments, development justice land outcome,rigth justice labour mandatory**

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| \*Referral: revised.  Outcome review agreement  Nomination granted function posted graduated review finalize record job career low issue license permit  - chancellor policy awareness;  Referral notice :re - appeal  -  Introduction :  Background : review re appeal formal ,master form  filing form instructional  completed  Check list, affidavit answer sock evidence, affidavit evidence, complain form investigate answer evidence .unopposed.. Opposite sock  council referral  ,provisional bank response evidence balance onus. Unopposed bank fund ..petition unoppsite learner council chancellor unoppsite , government unoppsite proof service ,proof registered mail unopposed .evidence clear ,,  enforcement low  unopposed event ..  - \* content files :  - summary  1. Section :  Introduction   1.Background  1.1Judgement leave appeal : jr 2461/15,attach Ccma record ,,  Pg -  1.2 . Judgment leave judgment appeal  :index of pleadings , affidavit proof ..   1.3 . Notice of set down in order : check list : notice opposition , answers: affidavit:  , reviews.  1.4. letter security security :  2.section :  Introduction :  Background  2.1.index of pleadings, noticed: compliance : Ccma file notice compliance outcome labour  ,  2.2. rescission ruling : guide  2.3 .application for leave to appeal: media .  3.Section :  Introduction :  Background :  3.1 .application for leave to appeal :  4.Section :  4.1in the commission for concilliation :  Variation of ruling , arbitration award  4.2 leave to appeal  - 5.section : application heads of argument .  5.1 letter : dear ,affidavit  .6 section :  registration, form process :  6.1 psira application regulation check application   Certificate occurent book.  6.2 register regulation nogada agreement job psira report individual Ccma ..:  6.3. pratice manual of the labour RSA ,ccm module course .:  6.4 labour ICBL ,check ,:permit work check saqa ,coid ,council job  - nomination form  social work  -uif insurance labour ,application form appeal  form :  - coid : application form instruction completed. ..regulation labour OSHA .nominate form, award  ,electrical compliance form  check regulation :  Rules  7.section :  7.1 report application head skill: development sale  7.2 record bookkeeping shop mall..:  7.3 .cna  shopprite record extra saving: reward .office  save office cna casebook .parking cts return cash back  job employment document wallet appointment .. company relia hr ..experimental n.textbook .application tax.  8. Section :  8.1 .skill development sasseta :  ,seta regulation , assessessment  sasseta ,  certificate  form skill registration  Scie bono assessessment.  8.2.translate  copy dr Congo ,saqa French English low attestation ,certificate diplomat , birthday document ..inpp  Saqa check list :  - 8.3.home affairs appeal check :  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Conte file JA 37/19  -appeal ,Estes issue  file  Re - appeal/ re- estate  - section 1.  1.1 section 1.: order court notice petition:   .1.2 case 297/11/2024-16 points .:  1.3 application for protection Cass :  .1.4. justice complains bargaining levies  Ordered ,compliance ,  contravention form investigation ammandement :107,163.7 nbcpss .  1.5. justice complains bargaining levies ordered :.  1.6. bargaining referal : jr 2462  1.7. index pleading :  1.8.order court petition :  1.9. affidavit in support of service by registered:  1.10 .Proof affidavit :  1.11. Sherif complain : sherrif affidavit  - section 2:   2.1.Affidavit in section criminal procedy  - 2.2.complain form : details employer  2.3. PFA complain form : detail  2.4. complain form  details  2.5. affidavit in section  criminel procedure ..  3.Section :  -3. File appeal record file move :  3.1 pleading index retrieview file:  3.2 refers in the labour ..  3.3. master court documents files:  3.4 notice appeal department,:  3.5. referral.  - 3.6honorable justice labour and: registray labour :.  3.7 notice leave appeal :  .section 4  4.1 section  4.1. notice of motion : petition for leave appeal .  4.2 . submission.: transform industrial  4.3 application for judgement leave to appeal head argument.  4.4 master court jurisdiction index pleading rigty low legacy litigat in execution of sole property.:  4.5 .bid close : argument record retrieview files .head argument leave to appeal judge filing retrieved in support affidavit..  4.6 . agreements judgement order order petition agreemy ..  Section 5  - 5.1Ccma process in Limon ,con ARB , rescission review  case audit ,case details eventy statist case file case audit audit award ..  - 5.2 requested for arbitrat LRA form 7.13  Section 6.  6.1. skill e legit reviews guide .  6.2. labour court and Ccma rules ,  6.3 complaint agy Sherriff central / ,( 019/1#/119.3 copy policy  6.4 . Labour court and ccmz rules ..  6.5.skill development legisy reviews guide ..  Section .  -7. labour chairing disciplinary psira  7.1 department of labour register skill merseta topic. Peace ..  7.2. labour on labour appeal jhb force ..  7.3 To the director general : lab justice defense force .:  Enforcement low ruling award notice compagny  7.4. development section bargaining :  Sector report office drawing engineering trade skill manufacture related process claim  7.5. directive order enforcement:  -referal :  \* Section |

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| - background review :  Occured in labour court and labour appeal court psira complain exempted investigation  security private industrial  investigate award ruling rescission  and record transcription provisional court  execution rwiten sherrif labour granted review  skill development  Investigation trial court evidence low burn award and outcome certificate council private sector ,saps and safety in development justice protection order issue Manuel and humain rigth intelligence service  trial court  point investigate  agreement  national council bargaining private security and provide fund  trial license term  outcome ,cipic sars intellectual property and revenue pension fund sector , building council agreement  justice labour  policy procedure hr gift  insurance and compensation dol  building evidence high court summons notice motion on leave to appeal refuse granted success  power arrested  debator creditor appeal high court and labour court appeal leave levy skill  magistration  ,,rigth humain legislator mendator security office and police office power attorney government framework regulator .trial cipic deregistered compagny private and private sector industrial ,revenue sector amendment business   ,notice motion  security docket saps docket system unity  power arrest warrant arrested claim   small business license labour appeal court and development justice master court .labour taxation matter and agreement provisional bargaining and judge order bargaining order pay R 70000Levie and saps member sapu order R 40000 levy contravention and deduction  judges appeal debator high court order no cost notice petition labour ad Ccma no cost made  order bargaining system agreement  taxation job order transcription 500 rand retrieview order DOJ ,100000 rand   public order  bargaining union build security  marksheet agreement post office challenge merite medal build post office function rank grade office safety minister police minister order  taxation high court magistrate and labour appeal court  security private function site .. postponed security office private guard court car guard court  police car guard court metropolitain and  safet transport. , investigator detective ,clearly guard order. Legal guard  policy procedure chancellor  Parking mall court  guard  order security attorney and tenure order security bargaining security low tendered close order total claim 210500 rand claim  in high court and labour appeal court  guard court bargaing consolidation process before to protect compagny in process before to keep process of client bargaining agreement government minister granted  if judge process with file and put security challenges to keep protect process judge must grant amount of money is cost in labour bargaing and Ccma ,, compagny low enforcement gaek must pay post registered mail ,,in case of continue assessment in case library high court and labour appeal court open file book casebook retrieview must granted review  copyrith  in case government notice open file investigation site government legal paralegal warden safety saps must granted review in case warden search ambassador for more job car guard minister said and safety homes affairs must granted review  for pliagiarism and copy of job in case minister education high and land reform open supplieb open award outcome for review more skill development must granted sassa uif coid claim  by inspector lecture marker Sita project in case of irregularite ad regulation  file open Portofilio assessment accreditation seta sasseta skill  minister must granted notice of motion transcription..industrial minister society in case open files way block .must pay manufacture low claim   financial economic fund ..  C:\Users\LIBRAR~2\AppData\Local\Temp\ksohtml8972\wps1.png |
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| In the labour court of South africA  In the labour appeal court of South Africa  In the developmt justice court  master court  In high court  magistrate  Held in Johannesburg  - in the matter  between .:   case No jr 2461/15  Ja 37/19  Referral  :  NO| Description of document. | Page no  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  -1 index notices :                              1-4  Introduction :  Background  -2 notice of motion:                              1-9  -3 affidavit in support of application   5-9.  -4 Proof of service  :                           10-14  - . Notice of set down :  -5 . Notice in term of rule: 7A             1-2  -6. Records :                                           3-35  -7.recording transcription:                35-43  -8. Notice judgement leave appeal :43-49  -9.affidavit registered mail in support:49-49  - 10reason notice notice of motion : 50-55  -11. Notice of opposition unopposed: 55-56  - 12. Application for leave to appeal head argument 56-141  - 13. Notice proof of service contract ruling record :282-300  -14. notice  proof of service  skill development  record (300-582)  -15. Notice outcome record gov appeal agreements ( 582-672)  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  No| description of documents | page no  - 1 notice of motion petition for leave to appeal : 1-36.  - 2 notice of motion submission for application : 36-80  - 3 Proof of service records ..  -4 .affidavit in support of application register : 80-82  -5.affidavit in terms of sect 44(1) complain : 82-95.  -6. Notice of motion  order petion  petion  orders : 95-102  -7.notice of record order transcript : 102-104  -8 notice application for leave to appeal unnoppsite : 104-138  -9. Notice proof of service contractor close :138-200  - 10 notice proof of service applicant execution : 200-338  -11. Notice proof of service : agreement contract : 338-416  - 12 notice  notice affidavit record answer investigation:-416-458  - 13. Notice of of gov notion motion outcome :   458-488  - 14. Notice of contract ccm close inlimine : 788-  - 15. Notice of skill of development agree application   ..  ----------------------------------  Master of the high court service :  - 1.court service :civil law  Name | service type | case type | created | case status | urn | manage •  -urn : 1042024CIV004539  - 1042024CIV004511  -112024CIV00013  -112024CIV00012  -112024CIV00011  -112024CIV00010  -112024CIV00009  -112024CIV00008  -112024CIV00007  -112024CIV00006  -112024CIV00005  - 2. Maintenance:  -3 protection order :  - 4 status tracking :  -5.Query management :  - my query list :  DOJONLINEEST 202312211 deceased estate ICT / system related ,  application  202312212 deceased estate .master file related query information ,, appointment booking ...  --------\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Document  -Notice motion summon  - |

## ACTIVISM ROW STANDS FOR SOCIAL JUSTICE ORGANISATIONS & SOCIAL MOVEMENTS 2025

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| |  |  | | --- | --- | | |  | | --- | | to me  C:\Users\LIBRAR~2\AppData\Local\Temp\ksohtml8972\wps3.png | | |  | |   Thanks for filling out [**ACTIVISM ROW STANDS FOR SOCIAL JUSTICE ORGANISATIONS & SOCIAL MOVEMENTS 2025**](https://docs.google.com/forms/d/e/1FAIpQLSeMYuUhh04LZSn02dD_VVr5f8Bs_LRzOTKt-t9DYujVvkcwKA/viewform?usp=mail_form_link)  Here's what was received.  **ACTIVISM ROW STANDS FOR SOCIAL JUSTICE ORGANISATIONS & SOCIAL MOVEMENTS 2025**  **Applications close on 07 March 2025, or When applications have reached capacity.**  Email \*  [tshingombefiston@gmail.com](mailto:tshingombefiston@gmail.com)  **ORGANISATION DETAILS**  What is the name of your organisation? \*  Tshingombe Ccma labour court DOJ/ ass police engineering  Name of the contact person or representative \*  Tshingombe  Contact Number of representative \*  0725298946  Email Address of representative \*  [tshingombefiston@gmail.com](mailto:tshingombefiston@gmail.com)  Briefly describe the work of your organisation. (Less than 75 words) \*  Ccma labour court tshingombe vs security police officer rigth government mendator land provide fund .granted review  Telephone Number for the organisation \*  0725298946  Email address or the organisation \*  [tshingombefiston@gmail.com](mailto:tshingombefiston@gmail.com)  Website URL \*  https:// [tshingombe.com](http://tshingombe.com)  Please upload a high resolution logo of your organisation \*  Submitted files   |  |  |  | | --- | --- | --- | |  |  | 3formsubmission-request-ip-licence-mip-327-24-0100-000 sale force emet tshingombe - tshingombe fiston.pdf |   What festival theme would your organisation best fit under? \*   |  |  |  |  | | --- | --- | --- | --- | | ✓ |  | Racial justice and anti-racism | | | ✓ |  | Economic and social rights, |  |  |  |  |  | | --- | --- | --- | --- | | ✓ |  | Environmental justice | | | ✓ |  | LGBTQIA+ rights |  |  |  |  |  | | --- | --- | --- | --- | | ✓ |  | The right to a fair trial and access to justice. | | | ✓ |  | The rights of refugees and migrants |  |  |  |  |  | | --- | --- | --- | --- | | ✓ |  | Women's rights and gender equality | | | ✓ |  | Children's rights |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | ✓ | | |  | The rights of persons with disabilities | | |  |  | Other: | | |  | |   **HUMAN RIGHTS FESTIVAL STAND REQUIREMENTS**  What size stand would you like? \*   |  |  | | --- | --- | | 3 x 3 Stand (R1000 - Includes table; 2 chairs and signage) |  |   Do you require an electric plug point? This is an additional R150. \*   |  |  |  |  |  | | --- | --- | --- | --- | --- | |  |  | Yes | | | | ✓ | | |  | No | | | |  | | | | | | | | | | [Create your own Google Form](https://docs.google.com/forms?usp=mail_form_link) | | | | | | | | | | Does this form look suspicious? [Report](https://docs.google.com/forms/u/0/d/e/1FAIpQLSeMYuUhh04LZSn02dD_VVr5f8Bs_LRzOTKt-t9DYujVvkcwKA/reportabuse?source=https://docs.google.com/forms/d/e/1FAIpQLSeMYuUhh04LZSn02dD_VVr5f8Bs_LRzOTKt-t9DYujVvkcwKA/viewform&usp=mail_receipt_abuse) | | | | | | | | | | C:\Users\LIBRAR~2\AppData\Local\Temp\ksohtml8972\wps4.jpg | | | | | |  | | |

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# Protection of Personal Information Act (POPI Act)

Welcome to the Protection of Personal Information Act (often called the POPI Act or POPIA) in the form of a website so everyone can access it quickly on all devices. It is so much better than a POPI Act pdf. You can also link to (or share) a specific section. We hope it empowers you and you find it helpful. This is POPIA (or the POPI Act) as enacted by the South African [Parliament](https://www.parliament.gov.za/), but we have reformatted it in the form of a website. The English text was signed by the [President](http://www.thepresidency.gov.za/). We have shortened the names of some chapters in the navigation on the left to make it easier for you to navigate. We [disclaim all liability](https://popia.co.za/terms/).

You can read a [summary](https://www.michalsons.com/focus-areas/privacy-and-data-protection/protection-of-personal-information-act-popia) of POPIA, attend a [POPI workshop](https://www.michalsons.com/legal-services/legal-training/book-training), read POPIA [judgments and cases](https://www.michalsons.com/blog/tag/popia-judgments), get a [POPIA compliance framework](https://www.michalsons.com/focus-areas/privacy-and-data-protection/data-protection-compliance-framework-guidance) or join a [Data Protection Programme](https://www.michalsons.com/programmes) and working through the [POPIA lens](https://www.michalsons.com/focus-areas/privacy-and-data-protection/protection-of-personal-information-popi-south-africa) to help you take the necessary action to comply.

Please note that we are not the [Information Regulator](https://www.justice.gov.za/inforeg/index.html) who regulates POPIA. You can visit [their website](https://www.inforegulator.org.za/) or [email them](mailto:enquiries@inforegulator.org.za).

## The commencement date of POPIA

It was 1 July 2020 and the one year grace period to comply ended on 30 June 2021. Parliament assented to POPIA on 19 November 2013. The commencement date of [section 1](https://popia.co.za/section-1-definitions/), [Part A of Chapter 5](https://popia.co.za/protection-of-personal-information-act-popia/chapter-5/part-a/), [section 112](https://popia.co.za/section-112-regulations/) and [section 113](https://popia.co.za/section-113-procedure-for-making-regulations/) was 11 April 2014. The commencement date of the other sections was 1 July 2020 (with the exception of [section 110](https://popia.co.za/section-110-amendment-of-laws/) and [114(4)](https://popia.co.za/section-114-transitional-arrangements/). The President of South Africa has proclaimed the [POPI commencement date](https://www.michalsons.com/blog/popi-commencement-date-popi-effective-date/13109) to be 1 July 2020.

## Topics related to the POPI Act

* [POPIA regulations](https://popia.co.za/category/popia-regulations/)
* [Application and commencement](https://popia.co.za/category/application-and-commencement/)
* [Unique to South Africa](https://popia.co.za/category/unique-to-south-africa/)
* [Access to information](https://popia.co.za/category/access-to-information/)
* [Actions to take first](https://popia.co.za/category/actions-to-take-first/)
* [Big data](https://popia.co.za/category/big-data/)
* [Breach notification](https://popia.co.za/category/breach-notification/)
* [Children](https://popia.co.za/category/children/)
* [Code of conduct](https://popia.co.za/category/code-of-conduct/)
* [Consent](https://popia.co.za/category/consent/)
* [Contract](https://popia.co.za/category/contract/)
* [Cookies](https://popia.co.za/category/cookies/)
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* [Obligations](https://popia.co.za/category/obligations/)
* [Operator](https://popia.co.za/category/operator-2/)
* [Opt out](https://popia.co.za/category/opt-out/)
* [Personal Information](https://popia.co.za/category/personal-information/)
* [Policies](https://popia.co.za/category/policies/)
* [POPI Act](https://popia.co.za/category/popi-act/)
* [POPIA](https://popia.co.za/category/popia/)
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* [Research](https://popia.co.za/category/research/)
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* [Securing information](https://popia.co.za/category/information-security/)
* [The conditions](https://popia.co.za/category/the-conditions/)

**PROTECTION OF PERSONAL INFORMATION ACT (POPIA) – AN EMPLOYER’S PERSPECTIVE**

by [Jan Truter](https://labourwise.co.za/author/jan-truter) | May 11, 2021 | [0 comments](https://labourwise.co.za/labour-articles/protection-of-personal-information-act-popia-an-employers-perspective#respond)

**Purposes of the Act**

The Protection of Personal Information Act of 2013 (POPIA) follows the example of similar, quite onerous legislation in the European Union aimed at protecting individuals’ right to privacy. More specifically, the Act aims to give effect to the right to privacy as provided for in the Constitution’s Bill of Rights by limiting the extent to which personal information may be processed by others, including employers.

***Personal information*** is defined as information that relates to a natural or juristic person (such as a company). This includes, e.g., someone’s physical address, email address, date of birth, ID number, race, gender but also their criminal, financial and employment history, personal opinions or beliefs, trade union membership, etc.

Some personal information is designated as special information, that is, personal information relating to information concerning children; religious or philosophical beliefs; race or ethnic origin; trade union membership; political persuasion; health, sex life or biometric data of a data subject (finger printing, blood typing, voice recognition); and criminal behaviour in certain instances.

***Processing*** refers to the handling of personal information, e.g., the collection, recording, storing, updating or distribution thereof.

**Impact on the employment relationship**

In the employment context POPIA covers all personal and special personal information that an employer (referred to as a ‘responsible party’) might have about job applicants, employees and former employees (referred to as ‘data subjects’). The Act imposes several new responsibilities on employers:

* Employers must appoint an information officer who needs to be registered with the Regulator.
* Personal Information may, subject to certain exceptions, only be collected by an employer directly from the employee.
* Employees must be informed why the information must be collected (purpose) and who the intended recipients of the information are.
* Personal Information may only be processed for an explicit, specific and lawful purpose (such as the conclusion of an employment contract).
* Personal information may not be kept for longer than necessary to achieve the purpose for which it was collected. This means, e.g., that personal information collected from an unsuccessful applicant should be destroyed after the recruitment process has been finalised and a successful candidate appointed.
* Personal Information must be distributed in a way that is compatible with the purpose for which it was collected.
* Personal Information may not be distributed to other third parties, e.g., for instance for marketing purposes.
* Employers must take reasonable steps to ensure that the information collected is accurate, up to date and complete.
* Employers must ensure that the personal information is protected against risks of loss, damage, destruction or unauthorised access.
* Employees must also be allowed to access their personal information and can demand that the information be corrected if it is found to be inaccurate.

**When may personal information be processed?**

The Act provides for limited use of employee data in some cases, i.e.:

* If the employee consents;
* When processing is necessary for purposes of employment, e.g. details of banking accounts in order to be able to pay an employees’ wage or salary; or for vetting relevant educational qualifications;
* If the employer has a legal obligation to perform processing, e.g., for tax purposes;
* To protect a legitimate interest of the employee’s, e.g., collecting personal information required by a retirement fund to which the employee belongs or is required to belong; and
* If it is necessary to pursue the legitimate interests of the employer or a third party, e.g., doing a check on the criminal record of someone who requires security clearance; or providing information to an external party whom the employee has authorised to carry out deductions from her or his wage or salary.

**Special personal information**

Additional protections apply to special personal information. This may only be processed if :

* The processing is carried out with the consent of the employee (written consent is not required but is advisable);
* The processing is necessary for the establishment, exercise or defence of a right or obligation in law;
* The processing is necessary to comply with an obligation of international public law;
* The processing is necessary for historical, statistical or research purposes if this serves a public interest (e.g., disease control); or
* The information has deliberately been made public by the employee, e.g. on social media.

**What about medical testing?**

Medical testing of employees can yield particularly sensitive information about employees. The Act mirrors section 23 of the Employment Equity Act which permits medical testing only if it is required or permitted by legislation or if it can be justified in the light of medical facts, employment conditions, social policy, or the fair distribution of employee benefits or the inherent requirements of the job. Testing for an employee’s HIV status is prohibited unless authorised by the Labour Court. Psychological testing and other similar assessments (such as psychometric tests) are also prohibited unless certain requirements are met, i.e., the test has been scientifically proven to be valid and reliable and that it can be applied fairly to all employees and is not biased against any employee or group of employees.

**Rights of employees in respect of their personal information**

Employees have the right to be notified by their employer that their personal information will be collected or has been accessed or acquired by an unauthorised person, i.e., someone who does not have consent to process the information. They also have the right to establish what information an employer holds and to request access to such information; to request the correction, destruction or deletion of personal information; to object on reasonable grounds to the processing of his/her personal information; and the right to submit a complaint to the Regulator or institute civil proceedings to protect their rights under the Act.

**Consequences of non-compliance**

The Act provides that employers can be fined between R1 million and R10 million, or imprisonment for one to ten years depending on the nature and seriousness of a transgression.

**Some practical recommendations**

Employers would be well advised to attend to the following:

1. Appoint an information officer or assign someone to take on this responsibility. It goes without saying that this person needs to become familiar with the broad purposes of the Act and their responsibilities in terms of it.
2. Develop a privacy policy or data privacy statement that:
   * mentions the circumstances under which personal information may be collected and what may it be used for;
   * states what kinds of personal information may be collected; to which internal and external recipients or categories of recipients personal information may be supplied;
   * states whether the information may be distributed or stored outside of the country’s borders; and
   * includes a general description of the of information security measures (such as fire walls) that will be implemented and monitored to ensure that the information is not accessible by unauthorised people.
3. Review or develop standard clauses on data protection in employment contracts and provide for employee consent to disclosure of information as authorised in terms of the Act.
4. Conduct an audit in respect of personal information currently being held, where such information is being held and for how long it has been held.
5. Raise awareness within the organisation of the implications of the Act and the importance of protecting privacy.
6. Report data breaches to the Information Regulator and employees concerned.
7. Do not share any personal information unless it would be permissible to do so in terms of the Act.

**Implementation**

Employers need to be compliant by no later than 30 June 2021, when the Act will come fully into effect. An organisation’s Information Officer should be able to register with the Information Regulator any time from 1 May 2021.

**Conclusion**

While the Act seems very long-winded and makes for difficult reading, it should not be too difficult for employers to comply. There are several steps that need to be taken, but these should be relatively easy to implement. The approach that an employer takes, may vary depending on the nature and size of the

With the emergence of the Johnny Depp and Amber Heard Trial saga, domestic violence has never been more prevalent. South Africa, a country where the right to be safe and free is enshrined in our Constitution. The judicial system encompasses 2 types of Protection Orders 1. the [Domestic Violence Act 116 of 1998](https://www.golegal.co.za/wp-content/uploads/2016/12/Domestic-Violence-Act-116-of-1998.pdf) (hereinafter referred to as the ‘DPO’) and 2. the [Protection from Harassment Act 17 of 2011](https://www.gov.za/documents/protection-harassment-act?gclid=CjwKCAjwzvX7BRAeEiwAsXExo1eKHRxVk9CwxsQrzinwItd4fBEYe864VEAEeq_DEY1_dD1s6mB7LhoCMDYQAvD_BwE) (hereinafter referred to as the ‘HPO’). It is important to understand which Act has authority in which instance.

Be advised that an Interim Protection Order or a Final Protection Order only comes into effect when personally served upon the alleged abuser by either the sheriff of the Court or a Police official.

### **DOMESTIC VIOLENCE PROTECTION ORDER:**

A Protection Order is an order issued by a court ordering a person with whom one has or has had a domestic relationship (the Respondent), to stop the abuse. This includes a roommate who shared a common residence. It’s a legal document issued by a Magistrate in the jurisdiction area in which the abuse occurred that specifies the conditions that an abuser must adhere to, as specified by the courts.

### **HARRASMENT PROTECTION ORDER:**

A Protection Order is an order issued by a court ordering a person with whom one is not in a domestic relationship i.e., a neighbour (the Respondent) and who doesn’t share a common residence, to stop the harassment or abuse. It’s a legal document issued by a Magistrate in the jurisdiction area in which the abuse occurred that specifies the conditions that an abuser must adhere to, as specified by the courts.

### **DO I QUALIFY FOR A DOMESTIC VIOLENCE PROTECTION ORDER?**

The conditions for a Protection Order in terms of domestic/gender base violence are as follows:

1. There must be a pattern of abuse i.e., repetitive actions.
2. It must be a form of domestic violence which includes but are not limited to:
   1. Physical violence,
   2. Sexual violence,
   3. Financial abuse, and
   4. Emotional/verbal violence.
3. The order may also prohibit the Respondent from:
   1. enlisting the help of another person to commit any such act;
   2. entering a residence shared by a complainant and the Respondent or a specified part of the shared residence or the victims place of employment or where the victim resides; committing any other act as specified in the protection order including an order to seize any firearms or dangerous weapon from the Respondent; or
   3. financially threatening the victim by making monetary relief available to the victim.

### **DO I QUALIFY FOR A HARRASMENT PROTECTION ORDER?**

1. No pattern is needed, and a first offence can be sufficient for a Harassment Order.
2. No relationship is required, and it can be against someone you don’t even know.
3. No violence is required.
4. It must be a form of harassment which includes but are not limited to:
   1. messaging,
   2. unwanted packages,
   3. letters, psychological harm,
   4. physical harm, and
   5. financial harm.
5. The order may also prohibit the Respondent from:
   1. To cease and desists with his/her stalking, harassing behaviour or enlisting the help of another person to commit any such act.

### **HOW DO I OBTAIN A PROTECTION ORDER?**

The following procedure has been established to obtain a Protection Order:

1. **OBTAINING AND COMPLETING:**

For a Domestic Violence Application, one will need to obtain a Domestic Violence Act [Form 2](https://www.justice.gov.za/forms/dva/dva_form%252002.pdf) and complete the Form 2 as accurate as possible supported by an Affidavit setting out in detail what the Respondent did and on what date this incidents happened.

For a Harassment Protection Application, one will need to obtain the Protection against Harassment Act [Form 2](https://www.justice.gov.za/forms/pha/J059-form2.pdf) and complete the Form 2 as accurate as possible supported by an Affidavit setting out in detail what the Respondent did and on what date this incidents happened.

Any victim of domestic/gender-based violence is advised to first register a criminal case at their local police station. In doing so it supports the application for a protection order.

Requesting a protection order doesn't mean that you're laying a charge against your abuser. However, if you're a victim of a type of domestic abuse that's also a crime, then you can apply for a protection order, lay a criminal charge, or both. Some examples of abuse that are also crimes include common assault, rape, incest, attempted murder, and the abuse of animals.

2**. DISCRETION OF THE COURT TO GRANT AN INTERIM ORDER:**

Before obtaining a protection order, you need to apply for an interim protection order first. A magistrate court will consider the application. The court in its discretion will issue an interim protection order after a court date has been issued to the Respondent.

**3. SERVICE UPON RESPONDENT:**

An interim protection order will be granted and will then be served to the Respondent. The interim order specifies the date at which the final order will be considered. Only once the final order is made, it will be permanent and can only be changed by applying to the courts.

**4. RESPONSE BY THE RESPONDENT:**

The Respondent will now have an opportunity to file and serve an answering affidavit upon the complainant and the Court if the Application is opposed. If the Respondent decides not to oppose the Application, no further action is needed.

**5. GRANTING A FINAL ORDER:**

A court proceeding or hearing of evidence will determine whether a final protection order should be granted.

**6. CONSEQUENCES FOR THE RESPONDENT:**

Consequences for the Respondent if he/she violates the conditions of the final protection order. If your abuser breaches, or breaks the conditions of the protection order, the complainant/victim is obliged to go to the police station and open a criminal case. The complainant must file an affidavit and in an explicit manner and include all forms and dates of abuse in the affidavit. The Respondent will then be criminally charged with contempt of court. This applies even if the breach is not an actual crime, such as controlling behaviour. If the breach itself involves a crime, such as assault, then the abuser can be charged with both contempt of court and assault.

If your abuser is found guilty of breaking the conditions of a protection order in a criminal case, he or she can be fined or sentenced to prison for not more than 5 years.

To be successful in obtaining a Protection Order, one must note the dates, time and place where the harassment or abuse took place and thus documenting the abuse thoroughly as this will give the presiding officer the necessary evidence to grant an Interim Order against the Abuser. One should further avoid using a Protection Order maliciously, unreasonably and or vexatiously to obtain an upper hand in a litigation matter. If proven that one acted unreasonably, vexatiously and or maliciously an appropriate cost order will be granted against such a party.

Thus, it is important to call a qualified attorney to advise you on your prospects of succe

The SAPS offers careers in various fields. If you join the SAPS you can either become a police official or a civilian employee. Police officials are employed in terms of the South African Police Service Act, 1995 (Act No 68 of 1995). Civilian employees are employed in terms of the Public Service Act, 1994 (Act No 103 of 1994). Most functional Police Officials are directly involved in preventing, combating or investigating crime. The other Police officials and civilian personnel carry out support functions.

#### Career Opportunities:

Police Act

| **Job Title** | **Remuneration Level** | **Location** | **Closing Date** |
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**Information**



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| |  |  | | --- | --- | | |  | | --- | | to me  https://mail.google.com/mail/u/0/images/cleardot.gif | |   Station: Hillbrow (Gauteng)  << [Back](https://www.saps.gov.za/contacts/stationdetails.php?sid=150)   |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  | | --- | --- | | **Phone:** | 011-4886511 | | **Fax:** | 011-4886798 | | **Email:** | [nevhuhulwias@saps.gov.za](mailto:nevhuhulwias@saps.gov.za) | | | | **Physical Address:** | **Postal Address:** | | --- | --- | | 01 Claredon Place Hillbrow Johannesburg 2038 | Private Bag X7 Hillbrow Johannesburg 2038 | | | **LATITUDE:** -26.18823 **LONGITUDE:** 28.04464 |   **Additional contact numbers:**   |  |  |  | | --- | --- | --- | |  | Community Service Centre | | |  | |  |  | | --- | --- | | **Contact nr:** | 011-4886517 | |  | |  | | | |  | Detective Service | | |  | |  |  | | --- | --- | | **Contact nr:** | 011-4886854, 082 7789655 | |  | |  | | | |  | Station Commander | | |  | |  |  | | --- | --- | | **Contact nr:** | 011-4886742, 082 8545394 | |  | |  | | | |  | Switchboard | | |  | |  |  | | --- | --- | | **Contact nr:** | 011-4886511 | |  | |  | | | |  | Visible Policing | | |  | |  |  | | --- | --- | | **Contact nr:** | 011-4886853, 071 6756080 | |  | |  | | |   **LOCATION:** Detective Officer: Investigation Team B: Economic Crimes,  Hillbrow, Gauteng (2 Posts)  **REFERENCES: GP 49/3/17**  **Generic Requirements:**  •Competency in the post-specific functions of the post;  •Be in possession of a Senior Certificate (Grade 12)  •Be proficient in at least two official languages, of which one must be  English;  •Must be a SA Citizen.  •Be in possession of at least a valid light motor vehicle driver's licence;  •Must have no criminal record or pending criminal or departmental cases;  •Applicants will be subjected to a vetting process which will include  security screening and fingerprint verification;  •Relevant courses in the field of the post may be an advantage;  •An applicable NQF 6 qualification and 2 years relevant experience in the  field of the post, of which 1 year should be on supervisory level.  **Core Functions:**  •Control and supervise Detective Service: Economic Crime investigation  responsibilities and activities.  •Align Detective Service: Economic Crime activities with cluster/station’s  strategic direction.  •Ensure quality administrative control and data/documentation integrity  of detective Service: Economic Crime.  •Ensure that relevant crime information contained in the case docket is  reflected on the Crime Administration System (CAS)  **GENERAL**  •Only the official application form (available on the SAPS website and at  SAPS recruitment offices) will be accepted. The Z83 previously utilized  will no longer be accepted. All instruction on the application form must be  adhered to. Failure to do so may result in the rejection of the application.  •The post particulars and reference number of the post must be correctly  specified on the application form.  •A comprehensive Curriculum Vitae must be submitted together with the  application form.  •Certified copies of an applicant's ID document, Senior Certificate and all  educational qualifications obtained, service certificates of previous  employers stating the occupation, proof of relevant experience in the field  of the post and motor vehicle driver’s licence.  •The copies must be correctly certified on the copy itself, not at the back.  The certification must not be older than three months.  •Qualifications and driver’s licences submitted will be subjected to  verification checking with the relevant institutions. The South African Police Service will verify the residential address of applicants and conduct  reference checks.  •Appointments will be made in terms of the South African Police Service  Act, 1995.  •Applicants appointed under the Police Service Act will be subjected to  undergo a lateral entry training programme art a SAPS training  institution, where applicable.  •Applications must be delivered timeously. Late applications will not be  accepted or considered.  •The closing date for all applications is **30 April 2017.**  •If a candidate is short-listed, it can be expected of him/her to undergo a  personal interview as well as a practical assessment.  •Reference checking will be conducted on all short listed applicants,  •**Short-listed candidates for appointment to certain identified**  **posts, will be vetted in terms of the Criminal Law (Sexual Offences**  **and related Matters) Amendment Act, 2007 (Act No 32 of 2007)**  **and the children's Act, 2005 (Act No 38 of 2005). A candidate,**  **whose particulars appear in either the National Register of Sex**  **Offenders or Part B of the Child Protection Register, will be**  **disqualified from appointment to the post.**  •All short-listed candidates will be subjected to fingerprint screening.  •Correspondence will be conducted with successful candidates only. If you  have not been contacted within 3 months after the closing date of this  advertisement, please accept that your application was unsuccessful.  •The South African Police Service is under no obligation to fill a post after  advertisement thereof.  •The SAPS application forms can be obtained from any SAPS Recruitment  Office within the South African Police Service.  **Applications must be posted to**:  Lt Col Henning  Private Bag X57  Braamfontein  Johannesburg  2017  **Hand delivered to:**  Lt Col Henning  SAPS Provincial Head Office  16 Empire Road  Parktown  Johannesburg  2017  -2--3-  **Enquiries can be directed to:**  Lt Col Henning  Tel: 011 274 7913  **LOCATION:** Sub Section Commander: Shifts, Hillbrow, Gauteng  **REFERENCES: GP 38/3/17**  **Generic Requirements:**  •Competency in the post-specific functions of the post;  •Be in possession of a Senior Certificate (Grade 12)  •Be proficient in at least two official languages, of which one must be  English;  •Must be a SA Citizen.  •Be in possession of at least a valid light motor vehicle driver's licence;  •Must have no criminal record or pending criminal or departmental cases;  •Applicants will be subjected to a vetting process which will include  security screening and fingerprint verification;  •Relevant courses in the field of the post may be an advantage;  •An applicable NQF 6 qualification and 3 years relevant experience in the  field of the post, of which 2 years should be on supervisory level.  **Core Functions:**  •Manage and control crime prevention and crime combatting functions of  sector policing to create a safe and secure Station Area.  •Plan and coordinate crime prevention projects or operations.  •Manage the CSC activities at the Station.  •Ensure that crime prevention initiatives take place in accordance with  identified crime trends.  •Obtain crime information from CIO and plan operations accordingly.  •Advice the Station Commander on unrest in the Station precinct.  •Manage Sector Policing and ensure that Sector vehicles operate within  designated Sector.  •Mange all physical and human resources allocated to Shift.  **GENERAL**  •Only the official application form (available on the SAPS website and at  SAPS recruitment offices) will be accepted. The Z83 previously utilized  will no longer be accepted. All instruction on the application form must be  adhered to. Failure to do so may result in the rejection of the application.  •The post particulars and reference number of the post must be correctly  specified on the application form.  •A comprehensive Curriculum Vitae must be submitted together with the  application form.  •Certified copies of an applicant's ID document, Senior Certificate and all  educational qualifications obtained, service certificates of previous  employers stating the occupation, proof of relevant experience in the field  of the post and motor vehicle driver’s licence.  •The copies must be correctly certified on the copy itself, not at the back.  The certification must not be older than three months. •Qualifications and driver’s licences submitted will be subjected to  verification checking with the relevant institutions. 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A domestic violence protection order is a document issued by the court which prevents the abuser from:   * committing an act of domestic violence * enlisting the help of another person to commit any such act * entering a residence shared by the complainant and the respondent * entering a specified part of such a shared residence * entering the complainant’s residence * entering the complainant’s place of employment * preventing the complainant who ordinarily lives or lived in a shared residence from entering or remaining in the shared residence or a specified part of the shared residence or |

**SOUTH AFRICAN POLICE SERVICE**

APPLICATION FOR APPOINTMENT IN AN ADVERTISED POSTS



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| **THIS FORM IS ONLY APPLICABLE TO POSTS ADVERTISED INTERNALLY AND/OR EXTERNALLY, ON SALARY LEVELS 2 – 12 (both Public Service Act and South African Police Service Act)** | | | | |
| **SURNAME** | **INITIALS** | **tsh** |  |  |

**Post for which you apply (as indicated in the advertisement):**

**THIS IS THE POST REFERENCE NUMBER THAT WILL BE REGISTERED**

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| POST REFERENCE/ REFERENCE NUMBER |  | POST PARTICULARS |  |

**CURRENT EMPLOYER / POST THAT YOU OCCUPY AND PROVINCE / DIVISION:**

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| EMPLOYER |  | POST | post | | |
| PROVINCE | Gauteng | | | | |
| DID YOU APPLY FOR ANY OTHER POST IN THIS ADVERTISEMENT? | | | | YES | NO |
| IF YES, SPECIFIY THE POST NUMBERS: | | | | | |
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**INSTRUCTIONS**

**Enquiries** can be directed to the contact person mentioned in the advertisement.

**✏ Only the official application form, which can be obtained from the SAPS website:** [**www.saps.gov.za**](http://www.saps.gov.za)**, will be accepted.**

**✏** All instructions on this application form must be adhered to. Failure to do so may result in the rejection of the application.

**✏ This form must be properly completed and be signed and dated by the applicant.** Applicants must endorse their initials and surname at the bottom of every page in the space provided.

**✏ This application form must be completed in block letters (handwritten or typed)**

**✏ The post particulars and number of the post must be correctly specified on the application form.**

**✏ A separate original application form and CV must be submitted for each post you apply for. Copies will not be accepted.**

**✏ The CV must contain full particulars of**:

* all boards on which an applicant serves;
* remunerative work outside the public service;
* current employment and other business interests; and
* career promotions, appointments, career developments, career history, current studies and qualifications.

**✏ An applicant must also attach to every application copies of the following:**

* ID document;
* valid motor vehicle driver’s license;
* All educational qualifications obtained, Senior Certificate, Degree / Diploma certificates of all post school educational qualifications obtained (academic records and / or statement of results only do not suffice); and
* Service certificates of previous employers stating the post occupied, must also be submitted.

**✏ Applications must be delivered timeously. Late applications will not be considered.** It is the responsibility of the applicant to ensure that the application has been received **on or before the closing date and time of the advertisement** (please note that **in the event that an application is posted, it must be reached at the indicated office before or on the closing date and time specified in the advertisement). If you send your application by Courier, send it to our door address.**

**✏ Applications which do not meet the above-mentioned requirements may be rejected.**

**✏ Correspondence will be conducted with successful candidates only.**

**✏** Verification of qualifications will be done and the appointment will be subjected to confirmation of the qualifications.

**✏** Short-listed candidates will be interviewed only on the date and time specified by the relevant selection committee.

**✏** In filling the above post, an applicant whose appointment will promote representivity may receive preference.

**✏** The South African Police Service is not under any obligation to fill a post after it has been advertised.

**✏** Although the post is advertised, the National Commissioner may withdraw the post from the advertisement, re-advertise the post or fill the post by transferring a person at the same level where this is deemed to be in interest of service delivery.

**✏** The appointment of the successful applicant will come into effect on the first day of the month following the date on which the National Commissioner approved the appointment.

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| 1. **PERSONAL PARTICULARS** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **PERSAL NUMBER (currently in SAPS, SANDF or another Public Service Department)** | | | | | | | | | | | | | | | | | | | | |  | | | | | | | | |
| **SURNAME** | | | | | | | **Tshingombe tshitadi** | | | | | | | | | | | | | | | | | | | | | | |
| **FIRST NAMES** | | | | | | | **Tshingombe** | | | | | | | | | | | | | | | | | | | | | | |
| **IDENTITY NUMBER** | | | | | | | **Tirc000910610** | | | | | | | | | | | | | | | | | | | | | | |
| **DATE OF BIRTH** | | | | **10/11/1982** | | | | | | | | | | | | | | **AGE** | | | | | **42** | | | | | | |
| **PRESENT RANK / POSITION** | | | | | | **Officer engineering /assessment** | | | | | | | | | **TITLE** | | | | **Engineering electrical portofolio student** | | | | | | | | | | |
| **ARE YOU A SOUTH AFRICAN CITIZEN?** | | | | | | | | | | | | | | | | | | | | **YES ..>** | | | | **NO** | | | | | |
| **DATE APPOINTED IN PRESENT RANK / POSITION** | | | | | | | | | | | **22024-11-09** | | | | | | | | | | | | | | | | | | |
| **POSTAL ADDRESS** | | | | | | | | | **WORK ADDRESS** | | | | | | | | | | | | | | | | | | | | |
| **1030 /20 percy street** | | | | | | | | | **Haris markadet street st peace college** | | | | | | | | | | | | | | | | | | | | |
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| **POSTAL CODE** | | | | | | | | |  | | | | | | | | | | | | | | | | | | | | |
| **TELEPONE NUMBER (HOME)** | | | | | **0725298946** | | | | | | | | | | | | | | | | | | | | | | | | |
| **TELEPHONE NUMBER (WORK)** | | | | |  | | | | | | | | | | | | | | | | | | | | | | | | |
| **CELL** | | | | | **0725298946** | | | | | | | | | | | | | | | | | | | | | | | | |
| **E-MAIL** | | | | |  | | | | | | | | | | | | | | | | | | | | | | | | |
| **AFRICAN** | **M.>>** | | **F** | | | **WHITE** | | | | **M** | | **F** | | **COLORED** | | | **M** | | | | | **F** | | | | **INDIAN** | **M** | | **F** |
| **MARITAL STATUS** | | | | | | **MARRIED** | | | | | | | | | **SINGLE>>** | | | | | | | | | | | **DIVORCED** | | | |
| **DRIVERS LICENCE** | | **YES** | | | | | | **NO>>** | | | | | **CODE** | | |  | | | | | | | | | **VALID UNTIL** | | |  | |
| **ARE YOU PHYSICALLY DISABLED (SPECIFY)** | | | | | | | | | | **YES** | | | | | | | | | | | | **NO>>>** | | | | | | | |
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| **ARE YOU IN GOOD HEALTH?** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **PHYSICALLY** | | | **YES** | | | | | | | **NO** | | | | | **PSYCHOLOGICALLY** | | | | | | | **YES** | | | | | **NO** | | |
| **IF YOU ANSWER TO ANY OF THE ABOVE IS NO, SPECIFY** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| **ANY OTHER COMMENT(S) CONCERNING YOUR HEALTH** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| **DO YOU HAVE ANY VISIBLE TATTOO?** | | | | | | | | | | | | | | | **YES** | | | | | | | | | | | **NO>>>** | | | |
| **IF YES, SPECIFY (APPEARANCE / ON WHICH PART OF THE BODY)** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| **HAVE YOU EVER BEEN DISCHARGED FROM A PREVIOUS EMPLOYER OR POST?** | | | | | **YES** | | | | | | **NO>>>** |
| **IF YES, SPECIFY THE FOLLOWING REASON (SELECT ONE WITH AN X)** | | | | | | | | | | | |
| **RETRENCHMENT** | **MISCONDUCT** | | **MEDICAL UNFITNESS** | **SEVERANGE PACKAGE** | | | **VOLUNTARY RESIGNATION** | | | | |
| **DATE OF TERMINATION:** | | | | | **2025-02-04** | | | | | | |
| **EMPLOYER:** | | | | | **Ccma labour nogada** | | | | | | |
| **IN INSTANCE OF VOLUNTARILY RESIGNATION, WAS THERE A DISCIPLINARY CASE PENDING?** | | | | | | **YES** | | | | **NO>>** | |
| **IF YES ABOVE, PROVIDE DETAILS IN A SEPARATE SHEET** | | | | | | | | | | | |
| **ARE YOU A MEMBER OF ANY COUNCIL, BOARD OR PRIVATE ENTITY?** | | | | | **YES>>** | | | | | | **N** |
| **IF YES, SPECIFY,sapu ,,** | | | | | | | | | | | |
| **ARE YOU INVOLVED IN ANY OUTSIDE BUSINESS, ACTIVITIES OR HAVE ANY INTERESTS WHICH MAY CONFLICT OR IS LIKELY TO CONFLICT WITH THE EXECUTION OF ANY OFFICIAL DUTIES, SHOULD YOU BE THE SUCCESSFUL CANDIDATE FOR THIS POST?** | | | | | | | | **YES>>** | | | **NO** |
| **IF YES, SPECIFY** | | | | | | | | | | | |
| **Nogada sa security ,,, conflict** | | | | | | | | | | | |
| **ARE YOU CONDUCTING BUSINESS WITH THE STATE OR ARE YOU A DIRECTOR OF A PUBLIC OR PRIVATE COMPANY CONDUCTING BUSINESS WITH THE STATE?** | | | | | **YES>>>** | | | | | | **NO** |
| **IF YES, PROVIDE DETAILS** | | | | | | | | | | | |
| **Tshingombe engineering //ccma** | | | | | | | | | | | |
| **IN THE EVENT THAT YOU ARE EMPLOYED IN THE PUBLIC SERVICE, WILL YOU BE PREPARED TO IMMEDIATELY RELINQUISH SUCH BUSINESS INTEREST?** | | | | | **YES>>>** | | | | | | **NO** |
| **HAVE YOU BEEN FOUND GUILTY OF ANY CRIMINAL OFFENCE** | | | | | **YES** | | | | | | **NO>>** |
| **IF YES SPECIFY FOLLOWING:** | | | | | | | | | | | |
| **CASE NUMBER: NAME OF STATION:…………………………………………………………. CAS……./MONTH………./YEAR……………………..** | | | | | | | | | | | |
| **TYPE OF OFFENCE: (e.g. assault)** | | | | |  | | | | | | |
| **SENTENCE IMPOSED (MARK WITH AN X):** | | | | | | | | | | | |
| **IMPRISONMENT**  **PERIOD: …………………… (e.g. 2 YEARS)** | | **SUSPENDED**  **Period: From ……………………. (date)**  **To ………………………. (date)** | | | **ADMISSION OF GUILT**  **AMOUNT: R………………………….** | | | | | | |
| **HAVE YOU EVER BEEN GOUND GUILTY IN A DISCIPLINARY MATTER?** | | | | | **YES>>>>** | | | | | | **NO** |
| **IF YES, SPECIFY THE FOLLOWING>>ccma nogada case labour court , high court doj** | | | | | | | | | | | |
| **MISCONDUCT (e.g.) absence without leave)**  **Ccma labour doj ,, dismissal award ruling outcom judgment in cort** | | | | | | | | | | | |
| **SANCTION IMPOSED:** | | | | | | | | | | | |
| **DATE OF SANCTION:** | | | | | | | | | | | |
| **ARE YOU A RESPONDENT IN AN INTERIM OR FINAL PROTECTION ORDER IN TERMS OF THE DOMESTIC VIOLENCE ACT, 1998 (ACT NO 116 OF 1998) OR PROTECTION FROM HARASSMENT ACT, 2011 (ACT NO 17 OF 2011)?** | | | | | | | | | **YES>>>** | | **NO** |
| **IF YES, SPECIFY** | | | | | | | | | | | |
| Court orde doj boysen .. dismissal order reason found affidavit | | | | | | | | | | | |
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| **DOES YOUR PARTICULARS APPEAR IN THE REGISTER REFERRED TO IN CHAPTER 7, PART 2 OF THE CHILDREN’S ACT, 2005 (ACT NO 38 OF 2005) OR THE NATIONAL SEX OFFENDERS REGISTER [SECTION 42 OF THE CRIMINAL LAW (SEXUAL OFFENCES AND RELATED MATTERS) AMENDMENT ACT, 2007 (ACT NO 32 OF 2007)]? IF YES, PARTICULARS MUST BE ATTACHED** | **YES** | **NO>>>** |
| **IF YES, SPECIFY** | | |
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| **HAVE YOU EVER BEEN REFERRED TO A PSYCHIATRIC HOSPITAL IN TERMS OF SECTION 77(6) / OR FOUND NOT TO HAVE HAD THE NECESSARY CRIMINAL CAPACITY AND REFERRED TO A PSYCHIATRIC HOSPITAL IN TERMS OF SECTION 78(6) OF THE CRIMINAL PROCEDURE ACT, 1977 (ACT NO 51 OF 1977)? IF YES, PARTICULARS MUST BE ATTACHED** | **YES** | **NO>>>** |
| **IF YES, SPECIFY** | | |
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| **B. CAREER PROMOTIONS / APPOINTMENTS** | |
| **YEAR** | **PROMOTION / APPOINTMENT *(\*INDICATE POST TITLE AND NAME OF EMPLOYER)*** |
| **2010** | **Security office car guard cta , compagny nogada sa/saps service** |
| **2015** | **Security officer , shaka shile** |
| **2015** | **Seurity section one /cambridge food policy safey** |
| **2020** | **St peace colllege /assessment police //saqa dhet nated** |
| **2022** | **Security engineering sarb , policy** |
| **2023** | **Police met uk on line /detective inspector** |
| **2024** | **Microsoft engineering senior ,security police research** |
| **2024** | **Psira security/ sasseta , inspector** |
| **2024** | **Scheineder security pysical** |
| **2024** | **Eskom/ city power , physical security** |
| **2024** | **Sars/ policy physical** |

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| **C. CAREER DEVELOPMENT (TRAINING: COURSES)**  **PLEASE COMPLETE IN FULL** | | | |
| **YEAR** |  | **COURSE PARTICULARS** | **DURATION OF TRAINING / COURSES (eg. 3 days / 2 weeks, etc.)** |
| **20120** | **St peace college /aip** | **Assessment police** | **2 week** |
| **2012** | **nogada** | **Training car guard** | **2 week** |
| **2022** | **Microsoft** | **Security policy information system,azure**  **defender** | **2week** |
| **2023** | **Isc/sisco** | **Security information talk brite** | **month** |
| **2024** | **Met police uk** | **Recruitment training** | **month** |
| **2024** | **Scheineder** | **Security physical** |  |
| **2025** | **Eaton** | **Security engineering** |  |
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| **D. QUALIFICATIONS**  **LIST ALL RELEVANT QUALIFICATIONS APPLICABLE TO THE POST YOU ARE APPLYING FOR (\*HIGHEST SCHOOL AND TERTIARY QUALIFICATIONS COMPLETED):** | | |
| **YEAR** | **INSTITUTION** | **QUALIFICATION** |
| **2018** | **saqa** | **Award degre diploma** |
| **2020** | **Saqa /st peace college** | **Award diploma** |
| **2021** | **St peace college** | **Electrical certificate** |
| **2024** | **Alison** | **Diploma engineering** |
| **2024** | **scheinedr** | **Assessment expert** |
| **2025** | **Eaton** | **Assessment expert** |

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| **E. DESCRIBE THE FUNCTIONS WHICH YOU PERFORM IN YOUR CURRENT POST** |
| **Senior engineering/ production engineering** |
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| **F. PREVIOUS EXPERIENCE (from inception to date)** | | | |
| **START DATE** | **END DATE** | **COMPANY (INSTITUTION)** | **REASON FOR LEAVING** |
| **2010** | **2014** | **Nogada** | **Court dismissal** |
| **2014** | **2017** | **Section one** | **Leave sick** |
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| **G. PARTICULARS OF WORK REFERENCES (NOT RELATIVES)** | | | | | | | | | | | | | | | | | | | | | | |
| **NAME: nogada sa** | | | | | | | | | | | | **NAME:section one** | | | | | | | | | | |
| **ADDRESS OF COMPANY:** | | | | | | | | | | | | **ADDRESS OF COMPANY:** | | | | | | | | | | |
| **Eden val** | | | | | | | | | | | | **Den vale** | | | | | | | | | | |
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| **EMAIL:info@nogada sa .co.za** | | | | | | | | | | | | **EMAIL:info@section protection .co.za** | | | | | | | | | | |
| **POSTAL CODE** | | | | | | |  |  |  |  | **POSTAL CODE** | | | | | | | |  |  |  |  |
| **TEL. HOME** |  |  |  |  |  |  |  |  |  |  | **TEL. HOME** | |  |  |  |  |  |  |  |  |  |  |
| **TEL. WORK** |  |  |  |  |  |  |  |  |  |  | **TEL. WORK** | |  |  |  |  |  |  |  |  |  |  |
| **CELL.** |  |  |  |  |  |  |  |  |  |  | **CELL.** | |  |  |  |  |  |  |  |  |  |  |

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| **H. CERTIFICATE** |

1. I hereby apply for an appointment to a post in the South African Police Service. I am aware of the fact that there are limited posts and that no promises were made to me about an appointment in the South African Police Service.
2. I am aware of the fact that:

2.1 The National Commissioner is under no obligation to fill an advertised post;

2.2 I shall have to submit myself at my own expense and risk to any medical or other tests which are an inherent requirement for the post that may be required to finalize my application for appointment;

2.3 I have to provide full particulars concerning obligations to employers and debts if my application receives further consideration;

2.4 If my application does not meet the requirements stipulated in National Instruction 6 of 2005 as well as the advertisement, my application will be rejected;

2.5 If I am short listed I will be be subjected to a vetting process. I also agree to submit a set of fingerprints to the secretary of the selection committee for verification / vetting against the National Criminal Record Database as well as the National Register for Sex Offenders (NSRO);

2.6 If I am found to be the final selected candidate for appointment in a post which forms part of certain identified categories, I will be subjected to a vetting process in terms of the prescripts of the Sexual Offences Act, 2007 (Act No 32 of 2007) and the Children’s Act, 2005 (Act No 38 of 2005). If my name appears on either one of the National Registers, will be disqualified from appointment to that post. If it appears after an applicant’s appointment that his / her name appears in either of the indicated registers, his/her appointment may be reconsidered.

* 1. If I am found to be the final selected candidate and that it is discovered that I failed to disclose any criminal or disciplinary or civil matter (pending / conviction / sanction) against me, my application may be rejected / my appointment may be reconsidered;
  2. If I am found to be the final selected candidate and that it is discovered that I failed to disclose that I am a respondent in an interim or final protection order in terms of the Domestic Violence Act, 1998 (Act No 116 of 1998) or Protection from Harassment Act, 2011 (Act No 17 of 2011), my application may be rejected / my appointment may be reconsidered;
  3. If at any stage it is discovered that I have disclosed false information or failed to disclose any information which may have affected my candidature my application / and or candidature may be rejected / my appointment may be reconsidered; and

3. I certify that all the information supplied by me on this application form is in all respects true and correct.

**Date:** …28/05/2025………………………

.......tshingombe tshitadi ..................................................................................

**Place:** ………jhb / …………………  **SIGNATURE OF APPLICANT**