



REPUBLIC OF SOUTH AFRICA
NATIONAL IDENTITY CARD


Surname:
NGOBENI
 Names:
LISBETH NOBELA
 Sex:
F
 Nationality:
RSA
 Identity Number:
9904060525080
 Date of Birth:
06 APR 1999
 Country of Birth:
RSA
 Status:
CITIZEN



Signature:
Lisbeth



I CERTIFY THAT THIS DOCUMENT IS A TRUE REPRODUCTION (COPY) OF THE ORIGINAL DOCUMENT WHICH WAS HANDED TO ME FOR AUTHENTICATION. I FURTHER CERTIFY THAT FROM MY OBSERVATIONS, NO AMENDMENT OR A CHANGE WAS NOT MADE TO THE ORIGINAL DOCUMENT.



SIGNATURE

PERSAL NO: 725327-1 RANK: CST

NAME IN PRINT: GUMEDU

SOUTH AFRICAN POLICE SERVICE

DETECTIVE SERVICE

2024 -02- 27

DIEPKLOOF SATS

SUID-AFRIKAanse POLISIEDIENS


Conditions: This card has been issued by the Department of Home Affairs in terms of the Identification Act, Act 68 of 1997


Date of Issue: 13 APR 2016


If found please return to the Department of Home Affairs
For enquiry or verification purposes contact 0800 80 11 90

RSA

101783368







STANDARD BANK**BRITS****28 Feb 2024****2546**

Date: 28 February 2024

To Whom it May Concern

Confirmation of Standard Bank Account

This letter serves to confirm that the below customer holds a valid bank account with Standard Bank.

Account details:Account holder: **MISS. LISBETH NGOBENI**ID/Reg Number: **9904060525080**Account type: **CURRENT**Account number: **30 125 260 2**Branch: **BRITS**Branch code: **2546**SWIFT code: **SBZAJJ**Date account opened: **14 September 2016**

This letter is given without responsibility and does not give rise to any obligations or liability on the part of the bank and/or its officials.

Yours Sincerely

Standard Bank of South Africa

INCOME TAX
Notice of Registration

LN NGOBENI
8 Dynamo
power park
Johannesburg
1818

Enquiries should be addressed to SARS

Contact Detail

SARS 0800 00 7277
Alberton Website: www.sars.gov.za
1528

Details

Taxpayer Reference No: 1234408241

Always quote this reference
number when contacting SARS

Date: 2024-02-27



Dear Taxpayer

NOTICE OF REGISTRATION

The South African Revenue Service (SARS) confirms registration of the following taxpayer:

Name and Surname: LISBETH NOBELA NGOBENI
ID number: 9904060525080
Taxpayer reference number: 1234408241
Date of Registration: 2024-02-27

Your tax obligation

Depending on your circumstances, you may be required to submit an annual income tax return. Should you be a provisional taxpayer, returns and payments will be required every six months. More details can be obtained from the SARS website.

Any person who derives by way of income any amount which does not constitute remuneration or an allowance or advance contemplated in section 8(1) of the Income Tax Act is regarded as a Provisional Taxpayer and may be required to submit provisional returns.

Kindly notify SARS of any change to your registered particulars within 21 business days of such change.

Should you have any queries please call the SARS Contact Centre on 0800 00 7277. Remember to have your taxpayer reference number at hand when you call to enable us to assist you promptly.

Sincerely

ISSUED ON BEHALF OF THE COMMISSIONER OF THE SOUTH AFRICAN REVENUE SERVICE



LN NGOBENI
1234408241
RFDREG
RFDREG

5068553
2024
01/01
RFDREG

Siyafunda Tours T/A Youth@work
Payroll Take-On / Maintenance Form

Personal Details	
Surname:	Ngobeni
First Names:	Lisbeth Nobela
Gender:	Male Female <input checked="" type="checkbox"/>
Marital Status	<input checked="" type="checkbox"/> Single <input type="checkbox"/> Married <input type="checkbox"/> Divorced <input type="checkbox"/> Widowed
Identity Number:	9904060525080
Tax Number:	1234408241
Cell phone	0795703081
Email Address (Compulsory)	Ngobenil76@gmail.com
Emergency Contact Person (Compulsory)	
Surname:	1. Ngobeni 2. Motseki
Name(s):	Maria Nyanese Relebohile
Relationship:	Mother Friend
Contact Number:	0731999082 0739740220

Home Address Details		
	Residential Address	Postal Address (Tick if same) <input type="checkbox"/>
Address Line 1	8 Dynamo Street	4474 Phase 3
Address Line 2	Power Park	Oukase
Address Line 3		Brits
Province	Gauteng	North West
Postal Code	1804	0250

Bank Account Information	
Name of Bank:	Standard Bank
Type of Account	<input type="checkbox"/> Savings <input checked="" type="checkbox"/> Cheque/Current <input type="checkbox"/> Other
Account Number:	301252602
Branch Code:	2546
Branch Name:	Brits
Name of Account Holder:	Lisbeth Nobela Ngobeni

Please turn over and fill in back page

Host site Details (Workplace)	
Name of Company/School placed at:	African/ Advancing children for success
Address of Company/School:	735 Madubane Street Meadowlands zone 1
Name & Surname of Supervisor	Smangele Sigasa
Email Address of Supervisor	Projectcoordinator@Acfs.org.za
Cellphone Number of Supervisor	073 763 8010

Educational Information				
Qualification Status:	<input type="radio"/> Current			
Name of School:				
Name of Qualification:				
Date:	From	DD / MM / CCYY	To	DD / MM / CCYY
Major Subjects:				

Educational Information			
Qualification Status:	<input checked="" type="radio"/> Completed		
Name of School:	University of Johannesburg		
Name of Qualification:	Bachelor of Social Work		
Date of Completion:	01/12/2023		
Major Subjects:	Social work Psychology Sociology		

FIXED TERM EMPLOYMENT CONTRACT

This Employment Contract is divided into two parts – Part A and Part B. Both parts are binding on the Employer, Implementation Partner and the Employee. All three parties are required to sign in full on page 3 and to initial each page of this Employment Contract.

PART A

DETAILS: EMPLOYER

Name:	CTP Limited
Registration No. (if applicable):	1971/004223/06
Physical address:	368 Jan Smuts Avenue, Craighall, Johannesburg, 2196
Postal Address:	PO Box 43587, Industria, 2042
Telephone No.:	(010) 971 3700
Email:	daphne@ctp.co.za
Contact person:	Daphne Erasmus

DETAILS: IMPLEMENTATION PARTNER

Name:	Yanga Nqenqa
Registration No. (if applicable):	2005/012933/08
Physical address:	410 Jan Smuts Avenue, Craighall, Burnside Island Office Park, Randburg, 2196
Postal Address:	410 Jan Smuts Avenue, Craighall, Burnside Island Office Park, Randburg, 2196
Telephone No.:	072 333 2738
Cell No.:	082 616 5478
Email:	Yanga@sayouthatwork.com
Contact person:	Yanga Nqenqa

WORK STARTER / EMPLOYEE'S DETAILS

Full Names and Surname: LISBETH NOBELA NGOBENI

ID No. 9904060525080

Physical address:

8 Dynamo St

Power Park

Cell No. 0795703081

Email: Ngobenil768@gmail.com

OCCUPATION AND BRIEF DESCRIPTION

Occupation: Teenage girls facilitator

PLACE OF WORK 735 Madubane St. Meadowlands, Zone 1

Main Place of Work: Advancing Children for Success

Other Places:

FIXED-TERM CONTRACT

Date of Commencement: 01 March 2024

Date of Expiry: 28 February 2025

REMUNERATION

Amount: R4782

Frequency of Payment:

Monthly on the 25th

ORDINARY HOURS OF WORK

Hours: 8:00 to 17:00 (no overtime will be paid)

Meals Interval: 1 hour

Days: Monday to Friday

EMPLOYMENT PARTICULARS

Employment Particulars:

See PART B

AFFIRMATIONS

1. The person signing this Employment Contract on behalf of the Employer and Implementation Partner affirms that s/he is authorised to do so.
2. The Employer, Implementation Partner and the Employee affirm that they have read and understood the contents of this employment contract, which includes both Part A and Part B, and that they enter into it freely and voluntarily.
3. The Employee affirms that insofar as s/he did not understand any part of the employment contract, s/he has had the contents of the Employment Contract fully explained to her/him.
4. The Employee affirms that s/he is lawfully entitled to work for the Employer in South Africa and that s/he has disclosed everything which would or may have been material to the Employer's decision to employ the Employee.

SIGNATURES

Employer's Signature (CTP)	
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Designation:

Date:

Implementation Partner Signature	
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Designation: Yanga Nqenqa

Date: 27 February 2024

Employee's Signature	
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Date: 26 February 2024

PART B – EMPLOYMENT PARTICULARS

1. THE EMPLOYER

- 1.1. CTP Limited will employ the Employee on the terms and conditions provided for in this contract of employment. The Implementation Partner will implement the employment on behalf of CTP Limited, in terms of the agreement between CTP Limited, the Implementation Partner and Yes in line with the Yes4Youth programme.
- 1.2. The term "**Employer**" in this contract of employment refers to CTP Limited and where the implementation is applicable to the "**Implementation Partner**", the term Implementation Partner is used.
- 1.3. The details of the Employer Implementation Partner are set out in **Part A**.

The Employer and the Implementation Partner's details are set out in **Part A**.

2. THE EMPLOYEE

Details of the Work Starter, referred to as "the Employee", are set out in **Part A**.

3. OCCUPATION AND JOB DESCRIPTION

- 3.1. The Employee's occupation and brief job description are set out in **Part A**.
- 3.2. The Implementation Partner may supplement the brief job description and may reasonably vary it, after consultation with the Employee.
- 3.3. The Employee shall comply with all lawful and reasonable directions and instructions given to her/him from time to time by the Implementation Partner and with any relevant legislation, regulations and statutory or other guidelines, in force from time to time.
- 3.4. The Employee shall maintain the highest standards of conduct, honesty and integrity in carrying out her/his responsibilities.

4. PLACE OR PLACES OF WORK

- 4.1. The Employee's place or places of work is/are set out in **Part A**.
- 4.2. The Employee may be required to work at other places, as the business of the Implementation Partner reasonably requires.
- 4.3. The Employee must pay transport costs to and from the Implementation Partner's place of work.

5. FIXED-TERM CONTRACT

- 5.1. The employment contract will commence and expire on the dates set out in **Part A** and will automatically lapse on the expiration date and the Employer and Implementation Partner will not be required to either notify or advise the Employee of the expiry of the employment contract.
- 5.2. The reasons for limiting the duration of this employment contract are justifiable. These reasons include, but are not limited to the following—
- 5.2.1. the purpose of the contract is to give the Employee training and work experience, which will promote the Employee's ability to enter the job market;
- 5.2.2. the job is funded for the period referred to in Part A.
- 5.3. The Employee accordingly acknowledges that:

5.3.1. this employment contract is of limited duration; and

5.3.2. the Employee has no expectation that this contract will either be renewed or that the Employee will be offered permanent employment upon the expiration of this employment contract.

6. REMUNERATION

6.1. The Employee's remuneration and the frequency of payment are set out in **Part A**.

6.2. Unless otherwise agreed, the Employee will receive no other cash or payment in kind.

6.3. The Employee's remuneration will be paid on a date and in a manner determined by the Employer.

7. DEDUCTIONS

7.1. Deductions required by law will be made from the Employee's remuneration.

7.2. The Employer will not deduct from the Employee's monthly salary any other deductions for which the Employee has not given prior written consent.

8. ORDINARY HOURS OF WORK AND DAYS OF WORK

8.1. The Employee's ordinary hours and days of work are set out in **Part A**.

8.2. The Implementation Partner may change the Employee's ordinary hours of work depending on the operational needs of the Implementation Partner. The Implementation Partner may require the Employee to work part of the Employee's ordinary hours of work on weekends and public holidays.

8.3. All hours worked in excess of the Employee's normal hours of work will be regarded as overtime hours. Therefore, if the Employee is contracted to work 45 hours per week normal time, then any hours in excess of that is overtime worked.

8.4. The Employee agrees to work such overtime as is necessary for the proper discharge of the Employee's duties. The Implementation Partner will remunerate the Employee for any overtime worked.

8.5. Where an employee is required to work overtime, they are entitled to be paid for these additional hours at 1½ times their normal hourly rate.

8.6. If a Sunday shift is regarded as a "normal" working day in terms of the Employee's shift roster, then the Employee must be paid at a rate of 1½ times that of his/her normal working hours rate.

8.7. If the Sunday is not a normal working day, then overtime worked on a Sunday will be calculated using the 'double-time' rate (2 times) of the Employee's normal working hours rate.

8.8. The parties acknowledge that the provisions of the Basic Conditions of Employment Act, 75 of 1997 (as amended) apply in relation to the Employee's hours of work.

8.9. The employee is expected to sign a daily attendance register, and where this is not possible, to provide adequate proof of attending training/work on days of work. In the absence of such proof, the employee will be regarded as not attending work/training and will not receive payment.

9. MEAL INTERVALS

- 9.1. The Employee who works continuously for more than five hours is entitled to a meal interval of at least one continuous hour.
- 9.2. The Employer, Implementation Partner and Employee may agree in writing to reduce the meal interval to not less than 30 minutes or dispense with a meal interval if the Employee works fewer than six hours in a day.
- 9.3. During a meal interval, the Implementation Partner may require the Employee to perform duties that cannot be left unattended and cannot be performed by another employee. In these circumstances the Implementation Partner must pay the Employee for a meal interval in which the Employee was required to work or was required to be available for work.

10. ANNUAL LEAVE

- 10.1. The "leave cycle" means the period of 12 months immediately following the start of the Employee's employment contract.
- 10.2. The Employee is entitled to 15 working days' annual leave on full remuneration every leave cycle.
- 10.3. The Employee will take annual leave at a time that is convenient to the Employer and Implementation Partner and for a period that has been agreed to between the parties. Annual leave must be taken during the 12 month fixed term contract.
- 10.4. The Employee is entitled to take whatever amount of leave days that the Employee has accumulated during an annual leave cycle on consecutive days and the Employer and Implementation Partner may not unreasonably refuse him/her permission to take those leave days consecutively.
- 10.5. The Employee may not be paid in respect of untaken annual leave, except on expiry or termination of employment.
- 10.6. The Employee may not take annual leave during the employee's notice period in the event of a termination of employment.

11. SICK LEAVE

- 11.1. The Employee is entitled to 10 days paid sick leave in the 12 month period.
- 11.2. During the first six months of employment, an employee is entitled to one day's paid sick leave for every 26 days worked.
- 11.3. The Employee will notify the Implementation Partner prior to the commencement of the Employee's shift or no later than 10:00 if the Employee works normal office working hours, if the Employee needs to take sick leave and will also inform the Implementation Partner of the date and time when the Employee expects to be able to return to work.
- 11.4. The Employee must provide the Employer with a medical certificate if:
 - 11.4.1. the period of leave is in excess of 2 consecutive working days or falls on a working day immediately before or after a Saturday, Sunday or public holiday; or
 - 11.4.2. the Employee is absent from work on more than two occasions during any two month period.
- 11.5. The Employer may refuse to pay the Employee for sick leave taken if the Employee fails to provide a medical certificate immediately upon request.
- 11.6. The medical's certificate should state:

- 11.6.1. the nature of the sickness and/or injury;
- 11.6.2. the date upon which the Employee became unfit for work;
- 11.6.3. the date upon which the Employee is expected to resume duty; and
- 11.6.4. the name and qualification of the medical practitioner who diagnosed the Employee.

11.7. The Employer is not required to pay the Employee for accrued sick leave days.

12. MATERNITY LEAVE

12.1. If applicable, the Employee is entitled to at least four consecutive months' unpaid maternity leave.

12.2. The Employee may commence maternity leave—

12.2.1. at any time from four weeks before the expected date of birth, unless otherwise agreed; or

12.2.2. on a date from which a medical practitioner or a midwife certifies that it is necessary for the Employee's health or that of her unborn child.

12.3. The Employee may not work for six weeks after the birth of her child, unless a medical practitioner or midwife certifies that she is fit to do so.

12.4. An Employee who has a miscarriage during the third trimester of pregnancy or bears a still-born child is entitled to maternity leave for six weeks after the miscarriage or still- birth, whether or not the Employee had commenced maternity leave at the time of the miscarriage or still-birth.

12.5. At least four weeks before the Employee intends to commence maternity leave, or if it is not reasonably practicable to do so, then as soon as it is reasonably practicable, the Employee must notify the Implementation Partner in writing of the date on which the Employee intends to commence maternity leave and return to work after maternity leave.

12.6. The Employee may claim for payment while on maternity leave in terms of the Unemployment Insurance Act, 63 of 2001.

13. FAMILY RESPONSIBILITY AND PARENTAL LEAVE

13.1. The Employee will only be entitled to family responsibility leave after 4 months of employment.

13.2. The Employee is entitled to 3 days paid family responsibility leave which may be taken by the Employee on dates agreed to by the Employer in the following circumstances:

13.2.1. when the Employee's child is sick; or

13.2.2. in the event of the death of—

- the Employee's spouse or life partner; or
- the Employee's parent, adoptive parent, grandparent, child, adopted child, grandchild or sibling.

13.3. Family responsibility leave cannot be accrued by the Employee.

13.4. An employee is entitled to take Parental Leave (Section 25A), Adoption (Section 25B) and Commissioning Parental Leave (Section 25C) as per the BCEA.

14. UNPAID LEAVE

The Employer may, in its sole discretion, grant the Employee unpaid leave.

15. UNAUTHORISED ABSENCE FROM WORK

- 15.1. The Employee will not be paid for any period of unauthorised absence from work.
- 15.2. Unauthorised absence from work is any period —
 - 15.2.1. that is unauthorised in terms of the employment contract; or
 - 15.2.2. of annual, sick, family responsibility, parental or maternity leave in which the Employee has not materially complied with the relevant requirements in the employment contract.
- 15.3. If the Employee is absent from work without authorisation and/or justification, such conduct shall constitute gross misconduct, which may justify the termination of the Employee's employment.
- 15.4. During the period of unauthorised absenteeism the Implementation Partner must take reasonable steps to contact the Employee and ascertain why the Employee is not at work.
- 15.5. Upon the Employee's return to work, the Employee must provide satisfactory reasons for the absence and for not notifying the Implementation Partner before or during the period of absenteeism and appropriate disciplinary steps may be taken against the Employee in such circumstances.

16. ELECTRONIC COMMUNICATIONS AND USAGE

- 16.1. The Employee agrees that the Implementation Partner owns any electronic communication devices and resources such as computers, notepads and cellular phones and the Employee may use the Implementation Partner's electronic communication devices and resources for business purposes only.
- 16.2. The Employee will be provided with a cellular telephone during his/her period of employment and the Employee agrees that s/he is required to use the cellular telephone:
 - 16.2.1. in the performance of his/her functions;
 - 16.2.2. to access the YES application, complete the associated work readiness modules and surveys and submit the completed information and surveys to YES.
- 16.3. The cellular telephone shall remain the property of the Implementation Partner for the duration the Employee's employment. The Employee may be allowed to retain the cellular telephone after successful completion of Employment Contract.
- 16.4. The Employee may not access or send material that constitutes hate speech, pornography, sexual harassment or discrimination based upon a prohibited ground.
- 16.5. The Employee understands and accepts that the Implementation Partner may, at its discretion and in compliance with the RICA Communications Act, 70 of 2002, monitor the Employee's use of electronic communication devices and resources and intercept, acquire, read, view, inspect, record and/or review any and all communications and/or documents created, stored, transmitted, spoken, sent, received or communicated by the Employee on, over or in the electronic communication devices and resources. The Employee hereby consents to the Implementation Partner doing so.
- 16.6. During the period of the employment contract, telecommunications resources and device/s used by the Employee, must be linked to the Implementation Partner's servers and systems and the Employee undertakes to do all things necessary in order to ensure that

the device/s remains linked to the Implementation Partner's servers and systems. The Employee understands and accepts that the Implementation Partner may, in appropriate circumstances, revoke access to and/or links to the Implementation Partner's systems with or without prior notice to her/him.

16.7. The Employee acknowledges and agrees that s/he may be required to use her/his personal telecommunication devices in the performance of her/his functions. The Implementation Partner will reimburse the Employee for all necessary expenditures incurred by the Employee in direct consequence of the discharge of his or her duties, where the Implementation Partner directed and required the Employee to make use of his/her personal telecommunication devices for business purposes, including but not limited to business calls and the use of the Employee's data or Internet service.

17. OUTSIDE WORK

The Employee may perform work for compensation for another person or organisation outside working hours, provided that the Employee informs the Employer and the Implementation Partner of this prior to commencing outside work.

18. IMPROPER BENEFIT OR GAIN

18.1. The Employee may not use the position or privileges associated with the Employee's employment for improper benefit or gain or the improper benefit or gain of another person.

18.2. Conduct in breach of this requirement constitutes gross misconduct, which will entitle the Employer or Implementation Partner to take appropriate disciplinary action against the Employee, including dismissal.

19. DISCLOSURE OF INTERESTS

The Employee must disclose to the Employer and Implementation Partner any interest that the Employee or one of the Employee's family members have, or might have, in any other business or undertaking that is or could be related to the Employer's or Implementation Partner's business.

20. NON-SOLICITATION OF THE EMPLOYER AND IMPLEMENTATION PARTNER'S STAFF

During the Employee's employment and for a period of 12 months after the expiry or termination of employment, the Employee may not persuade, entice or encourage any of the Employers' employees or Implementation Partner's employees to become employed by or interested in any other business or concern.

21. CONFIDENTIALITY

21.1. The Employee may have access to confidential information because of the association with the Employer and Implementation Partner.

21.2. To protect the proprietary interests of the Employer and Implementation Partner, the Employee may not, either during or after the expiry or termination of the contract of employment, for the Employee's own benefit or the benefit of any other person, make use of, disclose or communicate to any person (except employees or officials of the Employer or Implementation Partner who are required to know the information), any of the Employer or Implementation Partner's confidential information.

21.3. A breach of confidentiality is serious and could lead to the Employee's summary dismissal.

22. TERMINATION DURING THE PERIOD OF THE EMPLOYMENT CONTRACT

22.1. Subject to what is stated below, the Employer, Implementation Partner or the Employee may terminate the contract during its period of operation after giving the required notice.

22.2. Notice of termination may not be less than—

22.2.1. one week, if the employee has been employed for six months or less;

22.2.2. two weeks, if the employee has been employed for more than six months but not more than one year; or,

22.2.3. four weeks, if the employee has been employed for one year or more.

22.3. The Employer may terminate the Employment Contract prior to the expiry date for the misconduct or incapacity (ill health, injury or poor performance) of the Employee or the Employer's operational requirements, or any other reason recognised in law.

22.4. Should the Employee's employment be terminated prior to the expiry date, the Employee shall have no entitlement to be paid in respect of the balance of the contract term then remaining.

23. TRAINING

23.1. The Employee must attend all training provided by the Employer or Implementation Partner.

23.2. The Employee will not be remunerated to attend training that is outside the Employee's ordinary hours of work.

24. PERSONAL INFORMATION

24.1. The Employee understands and accepts that the Employer may be required to collect and process personally identifiable information about her/him that may be used in connection with her/his employment, remuneration, benefits and other activities conducted by the Employer from time to time. **The employee is under legal obligation to share his/her contract of employment beyond YES Programme to the Employer Youth@work, Funder and respective Host Site and will not conceal any information such as full name, ID Number, salary, duration of the contract etc.** In particular, the Employer may collect, process and use such personal information (including special personal information, photographs and credit information) to carry out and manage its business operations; and for purposes of performance management; remuneration and benefits; training and development; management statistics on employment; occupational health administration; corporate security; career administration; employment relationship management; exit management; termination of employment; programme monitoring & evaluation; archiving emails for disaster recovery purposes; legal reporting obligations and any other legitimate business purposes.

24.2. The Employee understands and agrees that the Employer and Implementation Partner may process and use her/his personal information in order to carry out and manage the business of the Employer and Implementation Partner, to comply with its legal obligations and to protect its legitimate business interests. In particular, the Employee agrees that the Employer and Implementation Partner, or anyone acting on its/their behalf, shall be entitled to conduct criminal and/or civil record checks and/or other checks (such as reference, qualification, or credit checks) from time to time, at its discretion and/or on request from the Employer, Implementation Partner or its clients.

24.3. The Employee undertakes to report changes to her/his personal information in order to keep the data accurate.

24.4. The Employee understands and agrees that her/his personal information may, from time to time, be shared with third parties who process data on behalf of the Employer and Implementation Partner, such as payroll providers and the like. In particular, the Employee agrees that her/his personal information and special personal information may be shared with YES, where applicable.

24.5. The Employee accepts that the personal information of the Employer's employees may in appropriate circumstances reside outside of South Africa, and s/he hereby agrees that the Employer shall be entitled to transfer her/his personal information to such locations outside of South Africa, and use the personal information, or allow it to be used, in such locations as described above.

24.6. If the Employee is involved in data processing activities, then, unless authorised to do so, the Employee shall not process, publish, make accessible, or use in any other way any confidential or personal information to which the Employee has access in the course of her/his duties, for any other purpose other than the correct fulfilment of the duties assigned to her/him. The Employee shall also observe the Employer and Implementation Partner's regulations regarding the processing and protection of such personal information and/or data to which the Employee has access in the course of the Employee's duties, and shall report any infringement relating to the manner in which

personal information or other data is processed to the Employer and Implementation Partner without delay.

25. REPRESENTATIONS

25.1. The Employee confirms that all her/his representations to the Employer and Implementation Partner are true and correct and that s/he has disclosed everything, which if disclosed, would or may have been material to the Employer and Implementation Partner's decision to employ the Employee. The Employee acknowledges that the Employer or Implementation Partner may take disciplinary action against her/him, which may include dismissal, if any of the Employee's representations were misleading or incorrect or if the Employee has failed to make a material disclosure.

25.2. The Employee undertakes and is required to disclose any new information or facts arising that may affect her/his relationship with the Employer and Implementation Partner or her/his ability or suitability to perform her/his job, or interests, which may possibly conflict with the interests of the Employer and Implementation Partner. The Employee agrees to take any steps as the Employer and Implementation Partner may require for eliminating or otherwise resolving such conflicts. The failure to disclose such information or to take the appropriate steps as required by the Employer and Implementation Partner will constitute a breach of the employment contract which shall entitle the Employer and Implementation Partner to take any appropriate steps, including but not limited to, disciplinary action, against the Employee.

26. EMPLOYER'S POLICIES

26.1. The Employee must comply with the Employer and Implementation Partner's policies, if any, which may include the Disciplinary Code and Procedure, Travel Policy, Leave Policy, Electronic Communications, and Usage Policy.

26.2. These policies may be amended, withdrawn or replaced by the Employer or Implementation Partner in their discretion from time to time.

27. GENERAL

27.1. Neither party will be bound by any express or implied representation, term, warranty, promise or the like, not recorded in this employment contract or reduced to writing and signed by the Employer, Implementation Partner and Employee.

27.2. No amendment, modification or agreed cancellation of this employment contract will be of any force or effect unless in writing and signed by or on behalf of the Employer, Implementation Partner and the Employee.

27.3. If any provision of this employment contract is held unenforceable, then that provision may be amended to reflect the parties' intentions and all remaining provisions of the contract will remain in force.

27.4. This employment contract is governed by and must be construed in accordance with the laws of the Republic of South Africa.

28. INTERPRETATION

28.1. Any person applying this employment contract must interpret its provisions to give effect to the primary objects of the YES programme.

28.2. Unless the context indicates otherwise, the following terms will have the meaning assigned to them in the table below and similar expressions of the term will have corresponding meaning—

TERM	MEANING
Confidential information	refers to the confidential information of the Employer, Implementation Partner and their business associates (which
TERM	MEANING
	includes the Employer and Implementation Partner's suppliers, customers and service providers) and includes: <ul style="list-style-type: none"> • designs, patents, exclusivity arrangements and technical information; • financial and contractual details of the Employer and Implementation Partner's relationship with its business associates; • the names of present and prospective business associates; and • details of the Employer and Implementation Partner's financial and operating structure, processes and results; • data, trade secrets, copyrights, other intellectual property and know-how and any other information of a confidential nature concerning the business affairs of the Employer, Implementation Partner and their business associates; • details concerning the organisation, functions, transactions, affairs, consultants or employees of the Employer and Implementation Partner.
Devices	means the Employee's personal telecommunication devices, such as cell phones, iPads, laptop computers and the like
Resources	includes the Employer and Implementation Partner's servers, computers, printers, telefax machines, telephones, cellular telephones, iPads, postal services, e-mail facilities and internet facilities and the like
YES	Youth Employment Service ("RF") NPC (2017/267641/08)



DECLARATION BY EMPLOYEE

(Confidential)

PLEASE READ THIS FIRST



PURPOSE OF THIS FORM

This form is used to obtain information from employees for the purpose of assisting employers in conducting an analysis on the workforce profile. Employers should use this form to ascertain which employees are from designated groups in terms of the Employment Equity Act, 55 of 1998, as amended.

WHO COMPLETES THIS FORM?

Employees should fill in this form.

INSTRUCTIONS

All employers must ensure that the contents of this form remain confidential, and that it is only used to comply with the Employment Equity Act, 55 of 1998, as amended.

PLEASE NOTE:

'Designated groups', mean black people, women and people with disabilities who-

- a) Are citizens of the Republic of South Africa by birth or descent; or
- b) Became citizens of the Republic of South Africa by naturalization –
 - (i) before 27 April 1994; or
 - (ii) after 26 April 1994 and would have been entitled to acquire citizenship by naturalisation prior to that date but who were precluded by Apartheid policies

'People with disabilities' are defined in the Act as people who have a long-term or recurring physical or mental impairment, which substantially limits their prospects of entry into, or advancement in employment.

*Please note that people with disabilities have the right not to disclose their disability, unless it is in line with the inherent requirements of the job.

1. Name of employee: LISBETH NOBELA NQOBENI

2. Employee ID No: 9904060525080

3. Please indicate to which categories you belong with an 'X' below:

Male	Female
	X

African	Coloured	Indian	White
X			

Foreign Nationals N/A

If you are not a citizen by birth, please indicate the date you acquired your citizenship: _____

Person with a disability* NO

If yes, specify nature of disability: _____

4. I verify that the above information is true and correct.

Signed: Nqobeni
Employee

Date: 28/02/2024

AFFIDAVIT

I, the undersigned,

[Name:] LISBETH NOBELA NGOBENI

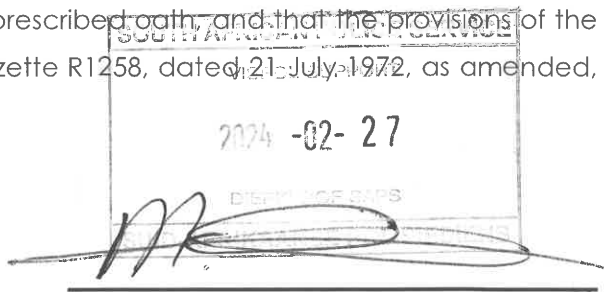
do hereby make oath and say:

1. I am an adult female/male with ID Number 9904060525080.
2. The facts and allegations herein contained, unless otherwise stated, being within my own knowledge and are true and correct.
3. I am between the ages of 18 and 35; and
4. meet the definition of "Black People" as defined in the Broad-Based Black Economic Empowerment Act 53 of 2003 as amended by Act 46 of 2013; and
5. declare that I am unemployed commencing employment in the YES programme; and
6. confirm that I have not previously participated in a YES programme for longer than 8 months.

LISBETH NGOBENI Gyobeni

[Name:]

Signed and sworn to before me at Diepkloof this 27 day of February 2024 after the Deponent declared that she/he is familiar with the contents of this affidavit and regards the prescribed oath as binding on her/his conscience and has no objection against taking the said prescribed oath, and that the provisions of the Regulations contained in the Government Gazette R1258, dated 21 July 1972, as amended, have been complied with.



COMMISSIONER OF OATHS

FULL NAMES: m Ndlozi
ADDRESS: 192 marthinus smuts Dr, Diepkloof zone 4
DESIGNATION: constable

+27795703081
Ngobenil768@gmail.com
Gauteng

Lisbeth Nobela Ngobeni

Personal details

Date of birth :06-04-1999
Nationality :South Africa
Gender :Female
Driver's license :Code 10

SKILLS

- Proficiency in MS office
- Leadership skills
- Effective communication skills
- Effectively collaboration skills
- Willingness to learn and adapt

EDUCATION

Tertiary qualification
Bachelor of social work
University of Johannesburg
Expected graduation date: 04/2024

High school
Botlhabelo high school
National senior certificate
Completed: 2017

EXPERIENCE

volunteering student social worker
Advancing Children for Success (ACFS) South Africa
February 2023 - October 2023

Duties:

- Provided crucial support through counseling and referrals to children and their families.
- Facilitated engaging sessions for teenage girls, fostering open communication and addressing relevant topics.
- Collaborated on the successful implementation of educational initiatives.
- Led initiatives, promoting collaboration and community engagement.
- Worked closely with diverse stakeholders for project success.

REFERENCES

Ms. N Dlamini- Advancing children for success

Centre supervisor

+27634444480

Ms. Michelle Black- university of Johannesburg

lecturer

+27823417774



REPUBLIC OF SOUTH AFRICA

National Senior Certificate

Awarded to

LISBETH NOBELA NGOBENI

Identity number 9904060525080

Examination number 917110170140

Subject

Setswana Home Language
 English First Additional Language
 Mathematical Literacy
 Life Orientation
 Geography
 History
 Life Sciences

%	Achievement level
77	6
66	5
72	6
85	7
64	5
67	5
72	6

This candidate is awarded the National Senior Certificate and has met the minimum requirements for admission to bachelor's degree, diploma or higher certificate study as gazetted for admission to higher education, subject to the admission requirements of the higher education institution concerned.

EK SERTIFISEER DAT HIERDIE DOKUMENT 'N WARE AFDRUK (AFSKRIF) IS VAN
 DIE OORSPRONKLIKE DOKUMENT WAT AAN MY VIR WAARHEID
 IS. EK SERTIFISEER DAT HIERDIE DOKUMENT 'N WARE AFDRUK (AFSKRIF) IS VAN
 WYSIGING OF VERANDERING OF DIE OORSPRONKLIKE DOKUMENT
 BRING IS NIE.

with effect from December 2017

I CERTIFY THAT THIS IS
 ORIGINAL DOCUMENT
 FURTHER CERTIFY
 CHANGES

M.S. LAKHMETSI
 Chief Executive Officer

180-8325 2800 X

This certificate is issued without alterations or erasures
 MAGSOMMER FORCE NUMBER
 MAGSOMMER FORCE NUMBER


UMALUSI


Council for Quality Assurance in
 General and Further Education and Training
 South Africa

0395665

(See reverse for more information)



21 February 2024

To whom it may concern

Name: Lisbeth Nobela Ngobeni

Student number: 218018054

ID Number: 9904060525080

Re: Qualification Obtained and Medium of Instruction used

This letter serves to confirm that Lisbeth Nobela Ngobeni obtained the following qualification:

Bachelor of Social Work

****01-DEC-2023****

The above programme used English as the only medium of instruction. All examinations, tests, tutorials and assignments were conducted in the English language.

This student exhibited good conduct for the duration of their studies.

Yours Sincerely,

Ms. Mahohodi Mahlatsi
Coordinator II
Qualification Verification Unit
Corporate Governance





YES YOUTH PERSONAL INFORMATION:

Surname: NGOBENI
Full Names: LISBETH NOBELA
SA ID Number: 9904060525080
Gender: Female

CONSENT FOR THE USE OF PERSONAL INFORMATION TO PERFORM A CRIMINAL BACKGROUND CHECK

I hereby authorize the Company's duly authorized verification agent, Managed Integrity Evaluation (Pty) Ltd ("Iqiniso"), to access my Personal Information and conduct background screening checks including, but not limited to, credit, qualifications, employment references, criminal record, fraud prevention, ID verification and drivers' licence.

I consent to requests for consumer credit information to be released for the below prescribed purposes only:

For employment in a position of trust and honesty and entails the handling of cash or finances;

Fraud prevention or detection.

I understand that verification requests form part of the background screening process and:

That requests for credit information from Credit Bureaus will only be conducted under the regulations defined as per the NCA;

Data obtained from the FSB serve only for the purpose to determine the fitness and propriety as envisaged in the FAIS Act.

I acknowledge that any Personal Information supplied to the Company is provided voluntarily and that the Company may not be able to comply with its obligations if the correct Personal Information is not supplied to the Company.

I understand that privacy is important to the responsible Parties and the responsible Parties will use reasonable efforts in order to ensure that any Personal Information in their possession or processed on their behalf is kept confidential, stored in a secure manner and processed in terms of South African law and for the purposes I have authorised.

I warrant that all information, including Personal Information, supplied to the Company is accurate and current and agree to correct and update such information when necessary. By submitting any Personal Information to the Company in any form I acknowledge that such conduct constitutes a reasonable unconditional, specific and voluntary consent to the processing of such Personal Information in the following manner by the Company and/or verification information suppliers:

Personal Information may be shared by the Company with IQINISO and may be further shared by IQINISO with the Verification Information Suppliers for verification or other legitimate purposes; Personal Information may be shared by the Verification Information Suppliers with IQINISO and be further shared by Iqiniso with the Company and Iqiniso's other clients for purposes of continued or future employment or for other legitimate purposes as per the NCA; Personal Information may be stored for a reasonable period by the Company, Iqiniso and/or the Verification Information Suppliers, and Personal Information may be transferred cross-border to countries, which do not necessarily have data-protection laws similar to South Africa, for verification or storage purposes. In any cross-border transfer of personal information the recipient will be notified of the need to protect the confidentiality of the personal information.

I take note that if the responsible Party has utilised the Personal Information contrary to the Privacy and Data Protection Conditions, I may first resolve any concerns with that Responsible Party. If I am not satisfied with such process, I have the right to lodge a complaint with the Information regulator.

A copy of Personal Information kept by the responsible Parties will be furnished to me upon request in terms of the provisions of POPI or the NCA and I understand that I may dispute any information in the record provided.

I unconditionally agree to indemnify the responsible Parties, and Verification Information Suppliers, acting in good faith in taking reasonable steps to process my personal information lawfully, against any liability that may result from the processing of my personal information. This includes unintentional disclosures of such personal information to, or access by unauthorized persons, and/or any reliance which may inadvertently be placed on inaccurate, misleading, or outdated personal information, provided to the Company by myself or by a third party in respect of me.

Cyobeni

0795703081

28/02/2024

YES YOUTH

MOBILE NUMBER

DD MM CCYY

S. Kept

/ 19 /01 / 2024

COMPANY AGENT SIGNATURE

DD MM CCYY

All signatories to this document agree that IQINISO will NOT be held liable for the content, factual correctness or accuracy of any Supplier Data supplied to IQINISO for the Company by IQINISO's suppliers. The Company and the Candidate hereby indemnifies and holds IQINISO harmless against any loss arising from neglect or damage in procuring, communicating or failing to communicate information to the Company.



CODE OF CONDUCT

For YES Employees

1 Lisbeth Nobela Ngweni (Employee Name)

- Shall be a good patriot for South Africa
- Shall at all times show willingness to learn
- Shall participate actively in all work related activities
- Shall in no manner discriminate against other persons on the basis of colour, gender, ethnicity, nationality or physical well-being
- Shall be impartial, unbiased and positive
- Shall at all times present myself in suitable dress and maintain good personal hygiene
- Shall be punctual, reliable, honest, conscientious and tactful at all times
- Shall carry out my duties to the best of my ability
- Shall act responsibly, and in the event of a misunderstanding that would result in conflict attempt by any possible means to resolve this and report the incident to any Trainer for intervention
- Shall in the event of my experiencing difficulties consult with Youth@work or PfP staff for assistance
- Shall at no time be under the influence of alcohol or a narcotic substance
- Shall not remove any equipment from my workplace without permission dealing fairly, professionally and equitably with stakeholders whilst accelerating the redress of past unfair discrimination.
- Shall consult with all relevant stakeholders that have an interest in the development and placement of youth
- Shall execute my responsibilities and accountabilities timeously and with due regard to the accountability to our schools that we are committed to serve.

- Shall seek at all times to create a positive environment in the school and respect the historical diversity of learners' cultural, linguistic and educational backgrounds.
- Shall declare *conflict of interest* that infringe on the execution of our delegated responsibilities.
- Shall recuse myself from any decision-making process which may result in improper personal gain that will impact negatively on the values cherished by Youth@work.
- Shall recognise the public's rights of *access to information*, excluding information that is specifically protected by the law.
- Shall acting in a manner that will respect, promote and protect the goodwill and reputation of the Symphonia family.

I have read & received a copy of the **YES Employment Guidelines** and I understand the content and commit to abide by the requirements.

Signed at this place ACFS on this 28 day of 02 2024.

Full name of Employee: Lisbeth Nokela Ngobeni

Signature of Employee: Ngobeni

On behalf of Youth@work:

Full name of the Youth@work representative:Erica Kempken.....

Position in Youth@work:Director.....

Signature: 



has the **humility** to see things as they are
the **courage** to imagine how they could be
and the **tenacity** to make that a reality

VES Employee Application/Employment Paperwork Checklist

Funder: Toyota P6

Start date: 01 April 2024

End date: 31 March 2025

Surname, First Name: _____

Host Site Name: _____

Please pack your employment paperwork in the ascending order indicated on the checklist.

Employment Paperwork required	Tick if filled in and submitted
1. Color certified ID Copy – (front and back of the smart ID cards must be copied on the same page) (The certification date on your ID copy should be less than three months old)	<input type="checkbox"/>
2. Bank Statement/ Proof of Account (with your personal details on it)	<input type="checkbox"/>
3. SARS confirmation of registration	<input type="checkbox"/>
4. Payroll Form	<input type="checkbox"/>
5. Fixed term employment contract	<input type="checkbox"/>
6. EEA1 Form	<input type="checkbox"/>
7. Affidavit – (The certification stamp's date must be clearly visible)	<input type="checkbox"/>
8. CV	<input type="checkbox"/>
9. Matric Certificate and any higher qualification certificate if you have. (If you have no educational certificate, please provide an affidavit stating why you don't have any educational certificate)	<input type="checkbox"/>
10. Youth@work Indemnity Form – Criminal Background Screening	<input type="checkbox"/>
11. Code of Conduct	<input type="checkbox"/>
12. Completed Checklist (this document)	<input type="checkbox"/>