

THE DEPARTMENT OF EMPLOYMENT AND LABOUR
HEAD OFFICE

PRETORIA

APPROVAL LETTER: DEPARTMENTAL BID ADJUDICATION COMMITTEE (DBAC)

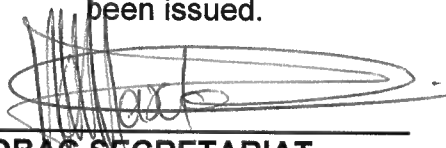
ENQUIRIES: T. MASEKO
TEL NO: 012 - 309 4826

13 AUGUST 2024

DIRECTORATE: WORK-SEEKER SERVICES
ATTENTION: MORAMANG HLALELE

APPROVAL GRANTED FOR THE PROCUREMENT OF THE SLIM SYSTEM AND
VARIATION ON THE EXISTING CONTRACT ON SPEEX LICENSE.

1. Kindly be informed that approval has been granted by the Departmental Bid Adjudication Committee (DBAC) for R1.2 million variation on the existing contract for SpEEx license to provide an efficient integrated work classification system through the psychometric assessment services and to procure an additional SpEEx Labour Industry Matcher system, to enhance human capital development and job-seeking system from Assessment World (Pty) Ltd for a period of 18 months from 01 September 2024 to 28 February 2026 at a total cost of R1.2 million VAT inclusive, under authorization number DBAC 11/08/2024-25.
2. You are advised to ensure that the SBD 7.2 contract form as well as the Service Level Agreement (SLA) is in conjunction with the Directorate: Legal Services in order to ensure that the Department receives value for money in this regard.
3. Services may only commence once point 2 has been fulfilled and an official order has been issued.


DBAC SECRETARIAT

15/08/2024
DATE

CONTRACT MANAGEMENT

I hereby certify that an original copy of the contract was
received by:

Initial & surname: _____

Date: _____

Signature: _____

THE DEPARTMENTAL BID ADJUDICATION COMMITTEE

HEAD OFFICE

PRETORIA

MEMORANDUM

REQUEST FOR APPROVAL FOR THE PROCUREMENT OF THE SLIM SYSTEM AND VARIATIONS ON THE EXISTING CONTRACT FOR SPEEX LICENSE.

AIM:

To obtain approval from the Departmental Bid Adjudication Committee;

- to procure an additional SpEEx Labour Industry Matcher system, to enhance human capital development and job-seeking system,
- for 1.2 million variations on the existing contract for SpEEx license to provide an efficient integrated work classification system through the psychometric assessment services.

MOTIVATION:

An amount of R53.768 million was transferred from PYEI remaining budget as an addition to the current budget to programme (PES). This virement approved by National Treasury for PES to fund activities aligned to PYEI. The R33,768 of this budget will fund Jobs and careers' fairs, tools of trade for staff linked to this project, while R20 million will cover the salaries of the interns.

It is therefore advised that where processes allow, the procurement should continue through available funds. A shift of R10 million from Transfers and subsidies: Departmental agencies and accounts (GTAC-NPMN) of which R8.8 million shifts to Payments for capital assets for tools of trade for the psychology interns and R1.2 million to Goods and services for the SpEEx license to conduct the psychometric assessments.

Therefore, PES Chief Directorate: Work Seeker Services intends to procure the access of the SLIM software system, implementation and data/platform integration, training, server's usage, ongoing support and innovation.

The SLIM (SpEEx Labour Industry Matcher)-ESSA system, is a 'one-stop employability service for the job seeking sector of the SA Labour market will enable DEL PES to provide fully automated seamless, integrated refined complementary process/service from screening — assessing — counseling to matching for job seekers and employers; able to

REQUEST FOR APPROVAL FOR THE PROCUREMENT OF THE SLIM SYSTEM AND VARIATION ON THE EXISTING CONTRACT ON SPEEX LICENCE.

efficiently import job seeker data from the various other service provider/platforms in SA, e.g. SETA's, Khetha, Harambee etc.

The SLIM system is an additional enhancement for variation on the existing contract on SpEEEx License, to enhance human capital development and job-seeking process. The link will be installed in the laptops of the interns, together with the current employment counseling psychology cohort the 147 countrywide,

FINANCIAL IMPLICATIONS:

It is priced at R862 500,00 p.a, (Vat Inclusive) with the total cost of R1.2 Million (Vat Inclusive) over a period of 18 Months commencing from 01 September 2024 to 28 February 2026.

RECOMMENDATION/ DECISION:

That the Departmental Bid Adjudication approves;

- to procure an additional SpEEEx Labour Industry Matcher system, to enhance human capital development and job-seeking system from AssessmentWorld (Pty) Ltd for a period of 18 months from 01 September 2024 to 28 February 2026 at a total cost of R1.2 million VAT inclusive,
- R1.2 million variations on the existing contract for SpEEEx license to provide an efficient integrated work classification system through the psychometric assessment services.

APPROVED/ NOT APPROVED

COMMENTS BY THE CHAIRPERSON:

We hereby declare that: -

It is certified that we did not purposefully favour or prejudice anyone in the recommendation process, as intended in Treasury Regulation 16A and the Code of Conduct for Bids.



DBAC DEPUTY CHAIRPERSON

MS. E Tloane

13 August 2024

DEPARTMENT OF EMPLOYMENT AND LABOUR

THE DEPARTMENTAL BID-ADJUDICATION COMMITTEE

REQUEST APPROVAL FOR THE PROCUREMENT OF THE SLIM SYSTEM

Date: 14 FEBRUARY 2024

Requested by: M. HLALELE

Mobile: 0609737170

Branch: PUBLIC EMPLOYMENT SERVICES

Chief Directorate: WORK-SEEKER SERVICES

PURPOSE OF THE SUBMISSION:

- To obtain approval to procure additional the SpEEEx Labour Industry Matcher system, to enhance human capital development and job-seeking system.
- To approve R1.2 million for the variation on the existing contract on SpeeX license to provide an efficient integrated work classification system through the psychometric assessment services.

MOTIVATION:

- An amount of R 53,768 million was transferred from PYEI remaining budget as an addition to the current budget to programme (PES). This virement approved by National Treasury for PES to fund activities aligned to PYEI. The R33,768 of this budget will fund Jobs and careers' fairs and tools and trades of staff linked to this project while R20 million will cover the salaries of the interns (**see attached Approval for intern graduates via PYEI**).
- It is therefore advised that where processes allow, the procurement should continue through available funds. A shift R10 million from Transfers and subsidies: Departmental agencies and accounts (GTAC-NPMN) of which R8.8 million shifts to Payments for capital assets for tools of trade for the psychology interns and R1.2 million to Goods and services for the SpeeX license to conduct the psychometric assessments. (**see attached NT letter to DEL AENE Funding Shifts**)
- Therefore, PES, Chief Directorate: Work Seeker Services intends to procure the access of the SLIM software system, its implementation and data/platform integration, training, server/s usage, ongoing support & innovation.
- The SLIM (Speex Labour Industry Matcher)-ESSA system, is a 'one-stop- employability service' for the job seeking sector of the SA labour market will enable DEL PES to provide a fully automated seamless, integrated refined complementary process/service from screening – assessing – counselling - to matching for job seekers and employers; able to efficiently import job seeker data from the various other service providers/ platforms in SA, e.g. SETA's, Khetha, Harambee etc. (**see attached Concept Document**)

- The SLIM system is an additional enhancement an, for variation on the existing contract on SpEEx Licence, to enhance human capital development and job-seeking process. **(see attached approved SLIM submission)**
- The link will be installed in the laptops of the interns, together with the current employment counselling psychology cohort of the 147 countrywide.
- It is priced at ZAR 862 500-00 p.a. (Vat Inc), with the total cost equates to ZAR 1, 2 Million (Vat Inc). **(see SLIM quotation letter)**

Funds Available:

Funds: Departmental agencies and accounts (GTAC-NPMN)

Objective: MSS: PES

Project: No Project Current

Net Asset: ~~Goods and services~~ **NON-ASSETS RELATED**

Regional Identifier: ~~Whole country Dom~~ **NET FUNCTION: WHOLE COUNTRY DOM**

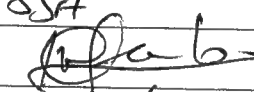
Responsibility: (PS) Chief Dir: Work-seeker Services

Item: ~~Outs Contracts: Mat+Rep H-Inf Assets???~~

Item 1: **EXT COMP SER: SPEC COMP SER**

INFRA: **NON INFRA S/A CUR**

Finance Verification of Allocations & Budget

Name & Surname:	H. THOW
Rank:	SSA
Signature:	
Date:	20/02/2024

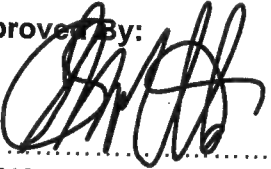
Financial Implication:

Total Amount: R 1, 2 million

Availability of Budget [Yes/ No]:

Proof of Budget Availability [Yes/ No]:

Compiled by: 	
SIGNATURE	Ratha Hlalele
Principal Psychologist	NAME IN PRINT
RANK	14 February 2024
	DATE

Recommended By: <i>Sagren Govender</i> SIGNATURE CD:WSS RANK	Sagren Govender NAME IN PRINT 16 February 2024 DATE
Approved By:  SIGNATURE DDG: PES RANK	SAMUEL MOROTOBA NAME IN PRINT 20/03/2024 DATE



4th Floor, The First
Rosebank
P.O. BOX 1554
PINEGOWRIE
JOHANNESBURG, 2123
South Africa

T: (+27) 11 759-4000
Cell: (+27) 83 284 5677
F: (+27) 86 515 2574
E-mail: metrics@wol.co.za
Website: www.assessmentworld.com

Mr M Hlalele
Enquiries

29 July 2024

Dear DEL PES Management

QUOTATION FOR THE IMPLEMENTATION AND USAGE OF THE *SLIM* SYSTEM

Thank you for the opportunity to present a quotation regarding the above.

I reference my mail of 19 May 2023, and herewith present the numbers proposed therein, plus some additional notes. All numbers are quoted Vat Inc:

'The SLIM system, its implementation, data/platform integration, training, server/s usage, ongoing support & innovation, is priced at ZAR 862 500-00 p.a. (Vat Inc). This equates to a per capita cost of ZAR 8-62 per work seeker and/or employer; based on 100 000 work seekers and/or employers who make use of the SLIM system on an annual basis.'

Given the annual usage cost base presented in my 19 May mail, we propose that we implement, train on, support and further develop the *SLIM* project over an 18-month period, commencing on 1 September 2024 till 28 February 2026. The total cost for this period would equate to ZAR 1,2 M (Vat Inc).

After this period, we can discuss ongoing usage and support of the *SLIM* system beyond June 2025. We are confident that by that time wide spread usage of the system would have been adopted by various stakeholders in the SA labour landscape, potentially enabling a new transaction to include some of them, potentially sharing future costs.

You can access and peruse a short video on a concise explanation and demonstration of a prototype of *SLIM* at the following link: <https://bit.ly/3R5hlaf>

Please contact me should you need any further information or clarification.

Regards



Dr J van Zyl

DIRECTOR



employment & labour

Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA

DMS: 36039/1

Deputy Director General

PRETORIA

SUBJECT: REQUEST APPROVAL FOR THE PROCUREMENT OF THE SLIM SYSTEM

1. PURPOSE OF THE SUBMISSION:

- 1.1 To obtain approval to make use of the allocated R1.2 million to Goods and Services for the SpEEEx Licence to improve the psychometric assessments.
- 1.2 To obtain approval for variation on the existing contract on SpEEEx Licence to procure additional SPEEx Labour Industry Matcher (SLIM) system, to enhance human capital development and job-seeking process.

2. BACKGROUND:

- 2.1 An amount of 53,768 million was transferred from PYEI unspent funds and re-allocated as additional to the current budget of Programme 3(PES). The virement was approved by the National Treasury for PES to fund activities aligned to PYEI. R33,768,000 of this budget is to fund Jobs and Careers' Fairs and tools of trades for staff linked to this project while R20 million is to cover the salaries of the interns (**see attached Approval for intern graduates via PYEI**).
- 2.2 From the R33,767,000, there is R10 million allocation for tools of trades that has two components. The first is the R8.8 million for capital assets tools of trades for the psychology interns and the second is the R1.2 million towards the SpeeX enhancements to conduct the psychometric assessments. (**see attached NT letter to DEL AENE Funding Shifts**)
- 2.3 The current SPEEx Licence holders have developed the system and are the only service providers and holders of the licence that can supply the additional enhancement.

3. DISCUSSIONS:

- 3.1 The PES, Chief Directorate: Work Seeker Services motivated for the allocation of additional funding to enhance the current assessment system though the procurement of the SLIM (Speex Labour Industry Matcher) software system, its implementation and data/platform integration, training, server/s usage, ongoing support & innovation.
- 3.2 The SLIM SPEEx enhancement is a 'one-stop- employability assessment tool for the job seeking sector of the SA labour market to enable PES to provide a fully automated seamless, integrated refined complementary process/service from screening – assessing – counselling - to matching for job seekers and employers; able to efficiently import job seeker data from other service providers/platforms in SA, e.g. SETA's, Khetha, Harambee's SA Youth etc. (see attached Concept Document)
- 3.3 The SLIM system is an enhancement and efficient integrated work classification system.
- 3.4 The link will be installed in the laptops of the interns and those of current employment counselling psychology cohort of the 147 countrywide.(see SLIM quotation letter)

4. COMMUNICATION IMPLICATIONS:

- 4.1 The submission has been developed for your approval and will be communicated to DBAC respectively.(see attached DBAC submission)

5. FINANCIAL IMPLICATIONS:

5.1 None

ITEM:	OPERATING	LEASE:OTHERFUND:	PYEI PATHWAY MANAGER
MACH&EQUIP			
OBJ:	WORK SEEKER SERVICES	ASS:	OFFICE EQUIPMENT
RESP:	(PS) CD: WORK SEEKER SERVICES	PROJ:	NO PROJECTS
INFR:	NON INFR:OPER LEASE	OTHREG:	NAT FUNCTION:WHOLE COUNTRY
MCH&EQP			DOM
AMOUNT:	R1,200,000.00		

6. RECOMMENDATIONS:

It is recommended that the DDG grants approval.

- 6.1 To make use of the allocated R1.2 million to Goods and services for the SpeeX license to conduct the psychometric assessments. To procure the SpEEEx Labour Industry Matcher system, to enhance human capital development and job-seeking system.

Kommunikasie-en-inligtingstelsel • Dithaeletsano tsa Puso • Tekuchumana taHulumende • EzokuXhumana koMbuso • Dikgokahano tsa Mmuso
Vhuvahidzani ha Muvhuso • Dikgokagano tsa Mmuso • iinkonzo zoNxibelelwano lukaRhulumente • Vuhlanganisi bya Mfumo • UkuThintanisa koMbuso

REQUEST APPROVAL FOR THE PROCUREMENT OF THE SLIM SYSTEM

- 6.2 To make use of the allocated R1.2 million to Goods and Services for the SpEEEx Licence to improve the psychometric assessments. For variation on the existing contract on SpEEEx Licence to procure additional SPEEx Labour Industry Matcher (SLIM) system, to enhance human capital development and job-seeking process.

7. ATTACHMENTS:

1. To request approval for the creation of 250 psychology and psychometrist intern graduates to be recruited for the del presidential youth employment initiative dms 96192-1.pdf
2. NT letter to DEL- AENE shifts from CoE Goods and services and Transfers and subsidies.pdf
3. DEL-AW2023CONCEPT DISCUSSION DOCUMENT(AdjustmentsJvZ- 28 November 2023.pdf
4. DELSLIMQuotation 2024.pdf
5. DBAC Submission for the Procurement of SLIM System - 14 FEBRUARY 2023 (DRAFT).docx

MK Hlalele

PRINCIPAL PSYCHOLOGIST: MR MK HLALELE

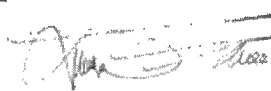
DATE: 16/02/2024

8. DEPUTY DIRECTOR GENERAL: PUBLIC EMPLOYMENT SERVICES

The recommendation in Par 6.1 Approved
The recommendation in Par 6.2 Approved

DEPUTY DIRECTOR GENERAL: PUBLIC EMPLOYMENT SERVICES: S MOROTOB

DATE: 22/02/2024

DATE	SIGNATURE	NAME OF SIGNATORY	DATE	SIGNATURE
		LVM MADHLOPHE	16/02/2024	
		NZ SICWEBU	16/02/2024	<i>NZ Sicwebu</i>
		S GOVENDER	20/02/2024	<i>S Govender</i>
		S MOROTOB	22/02/2024	

Kommunikasie-en-inligtingsteisei • Ditlhaelelano tsa Puso • Tekuchumana taHulumende • EzokuXhumana koMbuso • Dikgokahano tsa Mmuso
Vhuvavhidzani ha Muvhuso • Dikgokagano tsa Mmuso • IiNkonzo zoNxibelelwano lukaRhulumente • Vuhlanganisi bya Mfumo • UkuThintanisa koMbuso

Batho Pele - putting people first



national treasury

Department:
National Treasury
REPUBLIC OF SOUTH AFRICA

1 of 4

Private Bag X115, Pretoria, 0001 • 40 Church Square, PRETORIA, 0002 • Tel: +27 12 315 5111, Fax: +27 12 406 9055 • www.treasury.gov.za

FROM: Mrs. Judy Naidoo, Tel: 012 315 5269, Email: judy.naidoo@treasury.gov.za, Ref: 4/6/4/7

The Director General
Department of Employment and Labour
Private Bag X117
PRETORIA
0001

For attention: Mr. Maduna

VOTE 31: REQUEST FOR APPROVAL TO SHIFT FUNDS WITHIN PROGRAMMES AND ACROSS ECONOMIC CLASSIFICATIONS IN THE 2023/24 FINANCIAL YEAR

Your signed letter received and dated 19 September 2023 and the subsequent correspondence on the above matter refers.

- (1) In terms of section 5(5)(a) of the Appropriation Act, 2023, subject to the limitation in section 5(5)(b) of that Act and Treasury Regulation (TR) (6.3.1(d) (applicable by virtue of s5(4)(a) of the 2023 Appropriation Act) entails that the approval of the relevant treasury in TR6.3.1(a) and (b) is not required for the virement or shifting of funds from CoE to transfers and subsidies for the payment of severance/exit packages. The DG can therefore approve the shifts within all Programmes of R3.579 million as per the attached Annexure A from Compensation of employees to Transfers and subsidies: Households – social benefits for the payment of leave gratuities due to unforeseen early retirements, resignations, and deaths.
- (2) Treasury approval is granted to shift funds amounting to R44.9 million as per the attached Annexure B within Programmes in accordance with sections 5(4)(a) and 5(5) (a) of the 2023 Appropriation Act and Treasury Regulation 6.3.1(2) as follows:
 - shift R231 000 within Programme 1 and R148 000 within Programme 2 from Goods and services to Transfers and subsidies: Other transfers to households for the payment of claims against the State for motor vehicle accidents;
 - shift R2.71 million within Programme 1 from Goods and services to Payments for capital assets: machinery and equipment for the payment of laptops and office furniture, and network switches for labour centres;
 - shift R10 million from Transfers and subsidies: Departmental agencies and accounts (GTAC-NPMN) of which R8.8 million shifts to Payments for capital assets for tools of trade for the psychology interns and R1.2 million to Goods and services for the SpeeX license to conduct the psychometric assessments.
 - shift R5 million within Programme 3 from Transfers and subsidies: Departmental agencies and accounts – Transfer to GTAC to Goods and services to cover admin expenses related to the administration of the PMN.
 - shift R18.8 million within Programme 3 from Transfers and subsidies: Departmental agencies and accounts (GTAC – NPMN) to Goods and services for additional Job and Career Fairs as the EU budget only covered 4 out of 9 provinces.

Nkxwama wa Tiko • Gwama la Muvhuso • Nasionale Tesourie • Lefapha la Bosetshaba la Matlotlo • uMnyango wezezimali • Litiko leTetimali taVelonkhe • Tirelo ya Matlotlo a Bosetshaba
Tshebetso ya Matlotlo a Naha • uMnyango weziMali • Isebe leNgxowa Mali yeLizwe



VOTE 31: REQUEST FOR APPROVAL TO SHIFT FUNDS WITHIN PROGRAMMES AND ACROSS ECONOMIC CLASSIFICATIONS IN THE 2023/24 FINANCIAL YEAR

- shift R1.7 million within Programme 4 from Goods and services to Payments for capital assets: Machinery and equipment for IT services, laptops, beamers, recorders and to replace defective office furniture;
 - shift R6 million within Programme 4 from Transfers and subsidies: Foreign governments and international organisations to Goods and services to cater for the under budgeting for the BRICS conference;
 - shift R390 000 within Programme 4 from Transfers and subsidies: Foreign governments and international organisations- International Labour Organisation to provide for the increase in the ARLAC affiliation fees.
 - In accordance with sections 5(4)(b), read together with section 5(1), the shift within Programme 3 of R20 million from Transfers and subsidies: Departmental agencies and accounts to Compensation of employees to cater for the internship programme for psychologists and psychometric graduates is supported and must be included in the AENE 2023 for Parliamentary approval.
- (3) Treasury approval is not granted for the shift R12 million within Programme 3 from Transfers and subsidies: Departmental agencies and accounts to Goods and services to cover the 15% VAT component of the E4E donor funded programme as it does not fall within the scope or is not for the same purpose of the allocation for the NPMN and the PYEI (refer to Annexure B).

Should you have any enquiries or require further clarity in this regard, please do not hesitate to contact our office.

Kind regards

Signed by: Mampho Modise
Signed at: 2023-09-28 17:21:11 +02:00
Reason: Witnessing Mampho Modise

Dr Mampho Modise
Deputy Director-General: Public Finance
Date:



VOTE 31: REQUEST FOR APPROVAL TO SHIFT FUNDS WITHIN PROGRAMMES AND ACROSS ECONOMIC CLASSIFICATIONS IN THE 2023/24 FINANCIAL YEAR

Vote 31: Employment and Labour - Annexure A

Programme & Sub-programme Name	Economic Classification	Amount	Programme & Sub-programme Name	Economic Classification	Amount	Approval
FROM		R000	TO		R000	
Administration: Office of the CFO	Compensation of Employees	-505	Administration: Office of the CFO	Households/ Social Benefit	505	Accounting Officer can approve
Administration: Ministry	Compensation of Employees	-620	Administration: Ministry	Households/ Social Benefit	620	Accounting Officer can approve
Administration: Management	Compensation of Employees	-394	Administration: Management	Households/ Social Benefit	394	Accounting Officer can approve
Administration: Corporate Services	Compensation of Employees	-16	Administration: Corporate Services	Households/ Social Benefit	16	Accounting Officer can approve
Inspection and Enforcement Services: OHS	Compensation of Employees	-38	Inspection and Enforcement Services: OHS	Households/ Social Benefit	38	Accounting Officer can approve
Inspection and Enforcement Services: Registration	Compensation of Employees	-86	Inspection and Enforcement Services: Registration	Households/ Social Benefit	86	Accounting Officer can approve
Inspection and Enforcement Services: Compliance	Compensation of Employees	-746	Inspection and Enforcement Services: Compliance	Households/ Social Benefit	746	Accounting Officer can approve
Public Employment Services: Employer Services	Compensation of Employees	-250	Public Employment Services: Employer Services	Households/ Social Benefit	250	Accounting Officer can approve
Public Employment Services: Work Seekers	Compensation of Employees	-350	Public Employment Services: Work Seekers	Households/ Social Benefit	350	Accounting Officer can approve
Public Employment Services: MSS PES	Compensation of Employees	-100	Public Employment Services: MSS PES	Households/ Social Benefit	100	Accounting Officer can approve
Labour Policy & Industrial Relations: Management & Support Services: LP&IR	Compensation of Employees	-81	Labour Policy & Industrial Relations: Management & Support Services: LP&IR	Households/ Social Benefit	81	Accounting Officer can approve
Total		-3 579	Total		3 579	

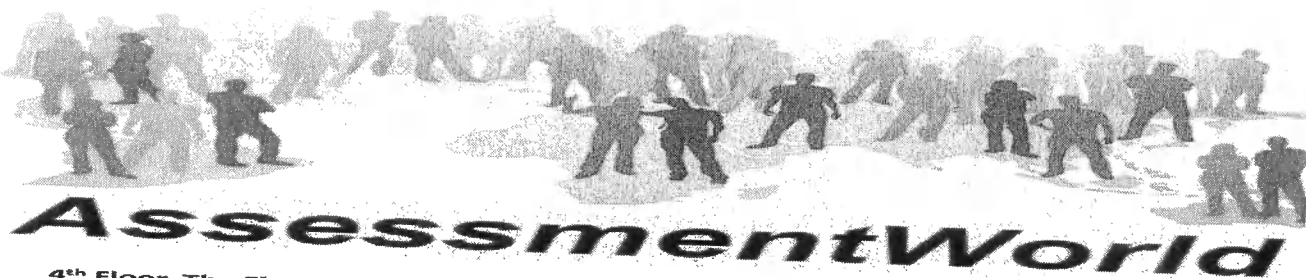


VOTE 31: REQUEST FOR APPROVAL TO SHIFT FUNDS WITHIN PROGRAMMES AND ACROSS ECONOMIC CLASSIFICATIONS IN THE 2023/24 FINANCIAL YEAR

Vote 31: Employment and Labour - Annexure B

Programme & Sub-programme Name	Economic Classification	Amount	Programme & Sub-programme Name	Economic Classification	Amount	Reasons	Approved/ Not Approved/ Supported for Parliamentary approval
Administration: OCFO	Goods & Services	-231	Administration: OCFO	Households/Other transfers	231	Claims against the state	Approved
Administration: Ministry	Goods & Services	-60	Administration: Ministry	Capital Assets: Other Machinery & Equipment	60	IT equipment for the Minister's Office	Approved
Administration: Management	Goods & Services	-1 106	Administration: Management	Capital Assets: Other Machinery & Equipment	1 106	Laptops for provincial offices	Approved
Administration: Corporate Services	Goods & Services	-245	Administration: Corporate Services	Capital Assets: Other Machinery & Equipment	245	Laptops and office furniture.	Approved
Administration: Office Accommodation	Goods & Services	-1 300	Administration: Corporate Services	Capital Assets: Other Machinery & Equipment	1 300	Network switches for Labour Centres offices	Approved
Inspection and Enforcement Services: Compliance	Goods & Services	-148	Inspection and Enforcement Services: Compliance	Households/Other transfers	148	Claims against the state	Approved
Public Employment Services: MSS PES	Transfers: Government Technical Advisory Centre	-20 000	Public Employment Services: Work Seekers	Compensation of Employees	20 000	Internship for Psychologists & Psychometric Graduates.	Supported for Parliamentary approval
Public Employment Services: MSS PES	Transfers: Government Technical Advisory Centre	-10 000	Public Employment Services: Work Seekers	Goods & Services	10 000	To procure tools of trade and other related administration costs with DEL.	Approved
Public Employment Services: MSS PES	Transfers: Government Technical Advisory Centre	-12 000	Public Employment Services: Work Seekers	Goods & Services	12 000	To cover the 15% VAT component	Not Approved
Public Employment Services: MSS PES	Transfers: Government Technical Advisory Centre	-5 000	Public Employment Services: MSS PES	Goods & Services	5 000	Admin expenses for the PathWay Management Network	Approved
Public Employment Services: MSS PES	Transfers: Government Technical Advisory Centre	-18 768	Public Employment Services: Work Seekers	Goods & Services	18 768	Additional Job and Career Fairs as the EU budget only covered 4 out of 9 provinces.	Approved
Labour Policy & Industrial Relations: Management & Support Services: LP&IR	Goods & Services	-272	Labour Policy & Industrial Relations: Management & Support Services: LP&IR	Capital Assets: Other Machinery & Equipment	272	IT-related projects.	Approved
Labour Policy & Industrial Relations: Research Policy & Planning	Goods & Services	-254	Labour Policy & Industrial Relations: Employment Equity	Capital Assets: Other Machinery & Equipment	254	Projector and voice recorder, and office furniture and equipment.	Approved
Labour Policy & Industrial Relations: Employment Standards	Goods & Services	-649	Labour Policy & Industrial Relations: Labour Market Information & Statistics	Capital Assets: Other Machinery & Equipment	649	Laptops and office furniture.	Approved
Labour Policy & Industrial Relations: Employment Standards	Goods & Services	-273	Labour Policy & Industrial Relations: Research Policy & Planning	Capital Assets: Other Machinery & Equipment	273	Laptops and projector	Approved
Labour Policy & Industrial Relations: Employment Standards	Goods & Services	-9	Labour Policy & Industrial Relations: Employment Standards	Capital Assets: Other Machinery & Equipment	9	Projector/beamer.	Approved
Labour Policy & Industrial Relations: International Labour Matters	Goods & Services	-298	Labour Policy & Industrial Relations: International Labour Matters	Capital Assets: Other Machinery & Equipment	298	Cater for Labour Attache's domestic furniture and equipment (broken or uneconomical to repair).	Approved
Labour Policy & Industrial Relations: International Labour Matters	Transfers: Foreign Govt. and International Organisation: ILO Affiliation Fee	-6 002	Labour Policy & Industrial Relations: International Labour Matters	Goods & Services	6 002	Shortfall for hosting the BRICS.	Approved
Labour Policy & Industrial Relations: International Labour Matters	Transfers: Foreign Govt. and International Organisation: ILO Affiliation Fee	-390	Labour Policy & Industrial Relations: International Labour Matters	Transfers: Foreign Govt. and International Organisation: ARLAC Affiliation Fee	390	Increase in ARLAC affiliation Fees.	Approved
Total		-76 945	Total		76 945		

Nkwanama wa Tiko • Gwama la Maphiso • Ntsonke Tsechile • Lefapha la Bosimphaba la Matlotlo • uMnyango wezezimali • Litiko leTetimeli taVutembi • Tirolo ya Matlotlo a Bosetshahaba
Tshebetelo ya Matlotlo a Naha • uMnyango weziMali • Isebe leNgxowa Mali yeLizwe



4th Floor, The First
Rosebank
P.O. BOX 1554
PINEGOWRIE
JOHANNESBURG, 2123
South Africa

T: (+27) 11 759-4000
Cell: (+27) 83 284 5677
F: (+27) 86 515 2574
E-mail: metrics@wol.co.za
Website: www.assessmentworld.com

Dear DEL DDG PES

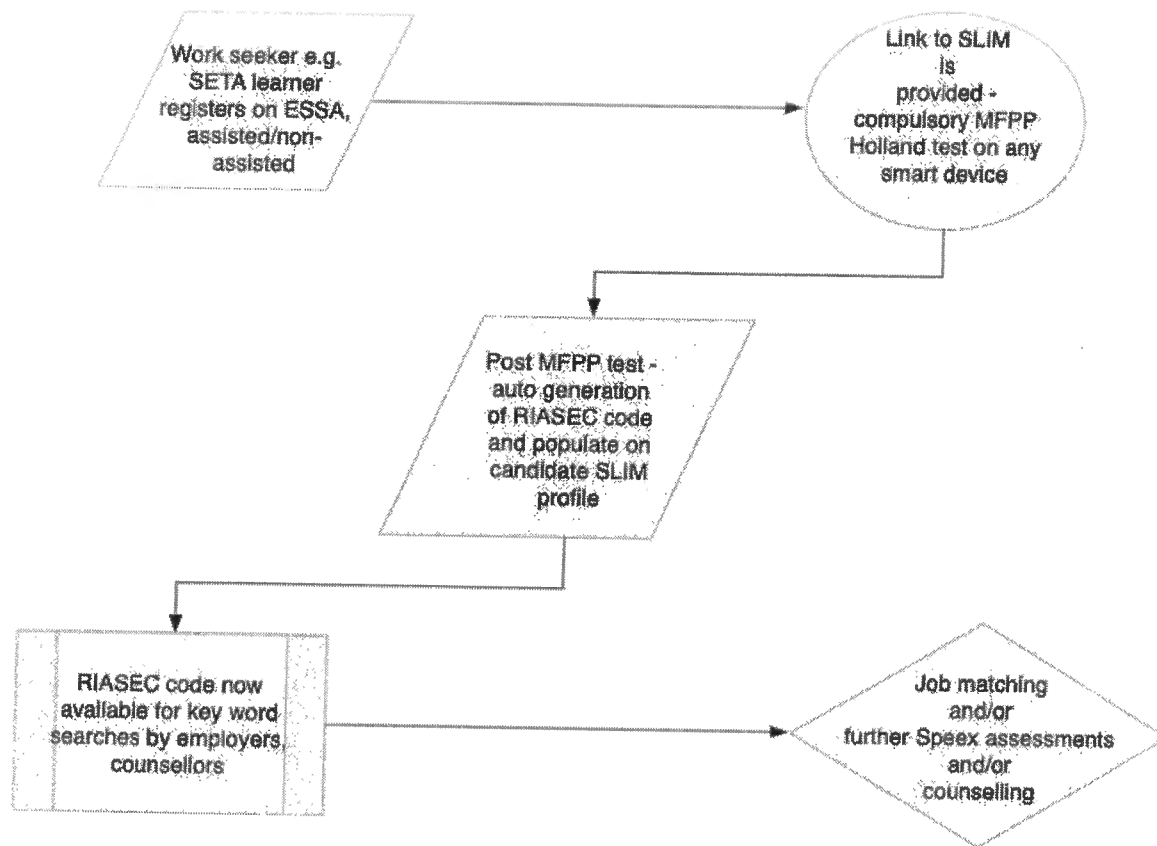
29 July 2024

TOR FOR THE IMPLEMENTATION AND USAGE OF THE *SLIM* SYSTEM

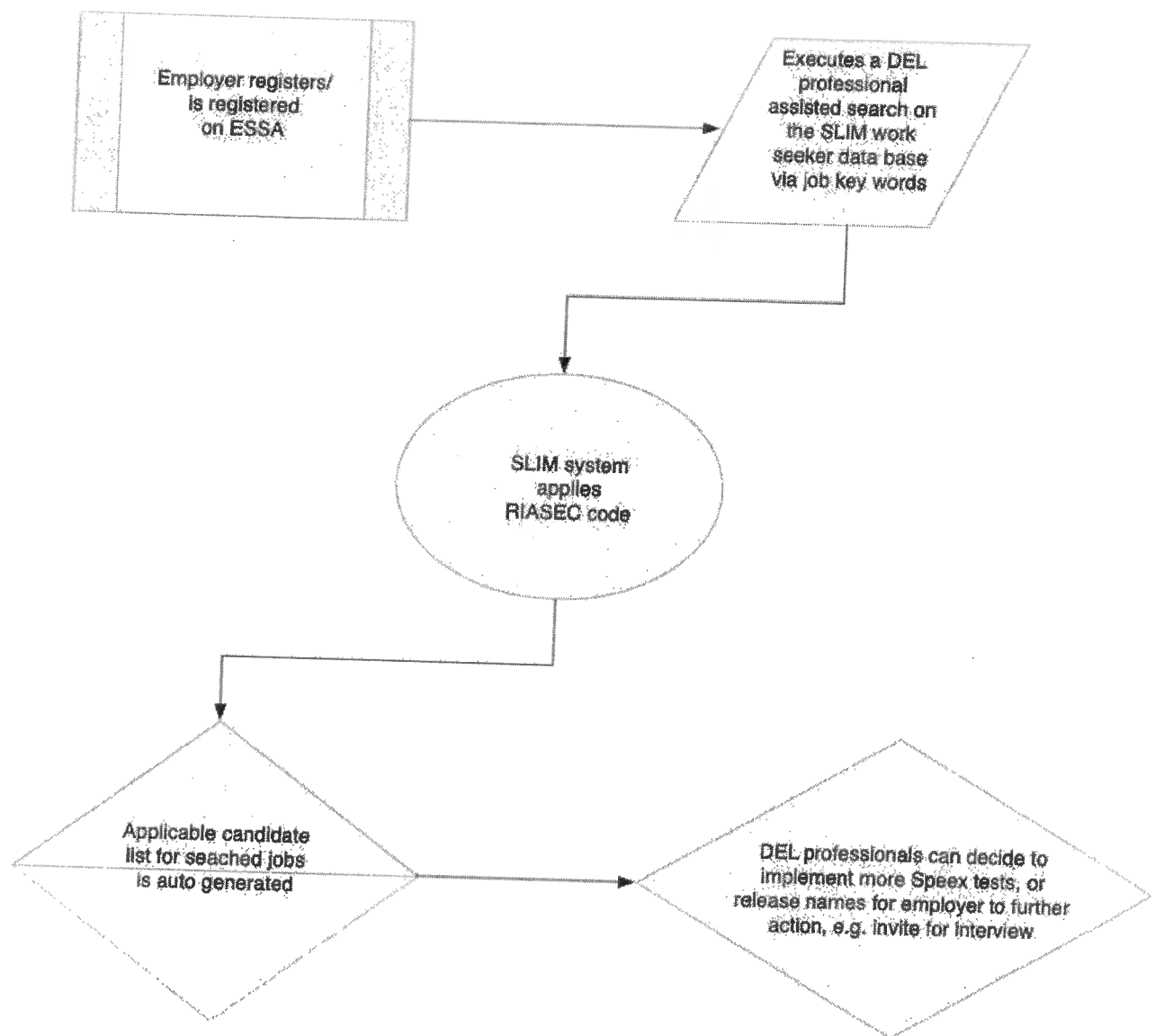
Thank you for the opportunity to present the TOR regarding the above.

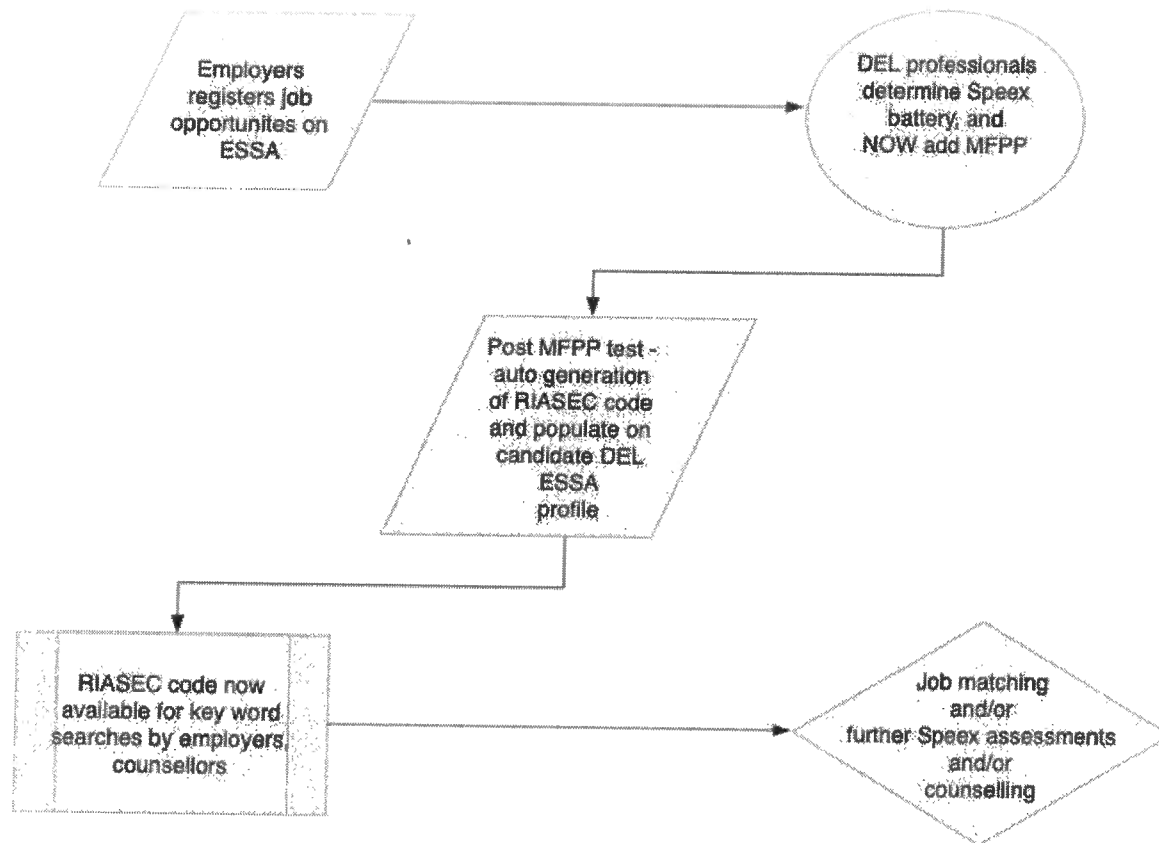
SCOPE

The development of a fully auto integrated career/job assessment system named, *SLIM* - Speex Labour Industry Matcher. *SLIM* will enable DEL PES to provide a fully automated seamless, integrated refined complementary process/service from screening – assessing – counselling - to matching for job seekers and employers; all on one system, *SLIM* (a short video on a concise explanation and demonstration of a prototype of *SLIM* can be viewed at the following link: <https://youtu.be/qhIDVA9iwwY>).

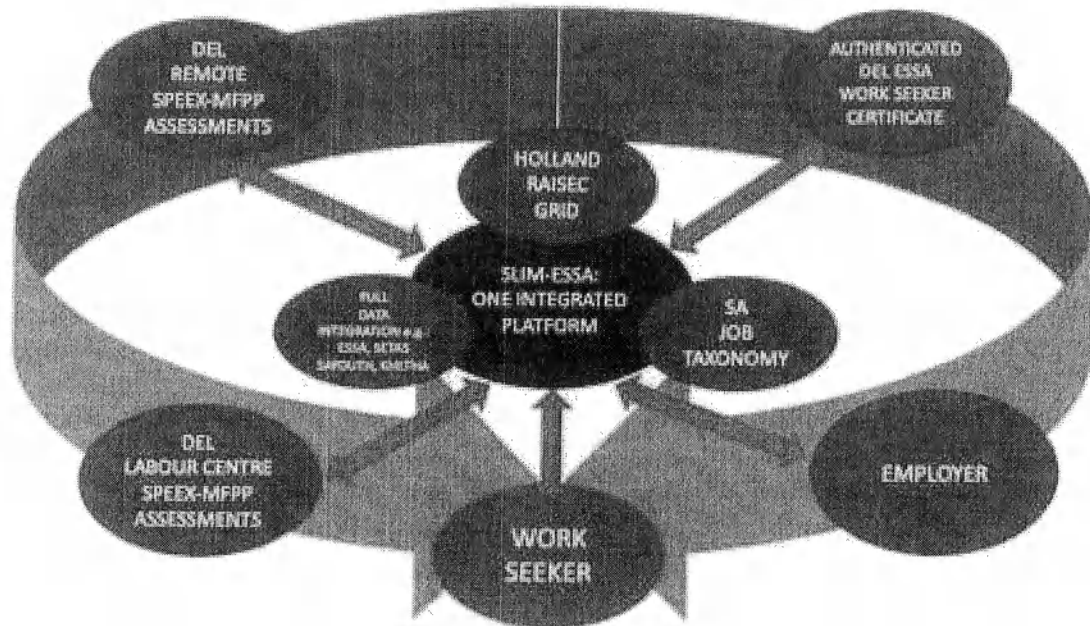


SLIM will create a capability on the DEL PES/AW psychometric assessments website, which will auto map a candidate's *SLIM* test results to specific jobs within the SA taxonomy of jobs (OFO). This auto mapping will use the Holland RAISEC model, and the MFPP test – Multi Field Preference Profile, a highly standardised interest questionnaire. DEL PES capacitated professionals will then be able to utilise key word searches to closely match job seekers and prospective opportunity providers with one another – increased efficiencies in the job seeking sector of the labour market. The two process flow charts below depict various scenarios by which the *SLIM* results can unfold/be utilised to enable increase the efficiency of placement of jobseekers:

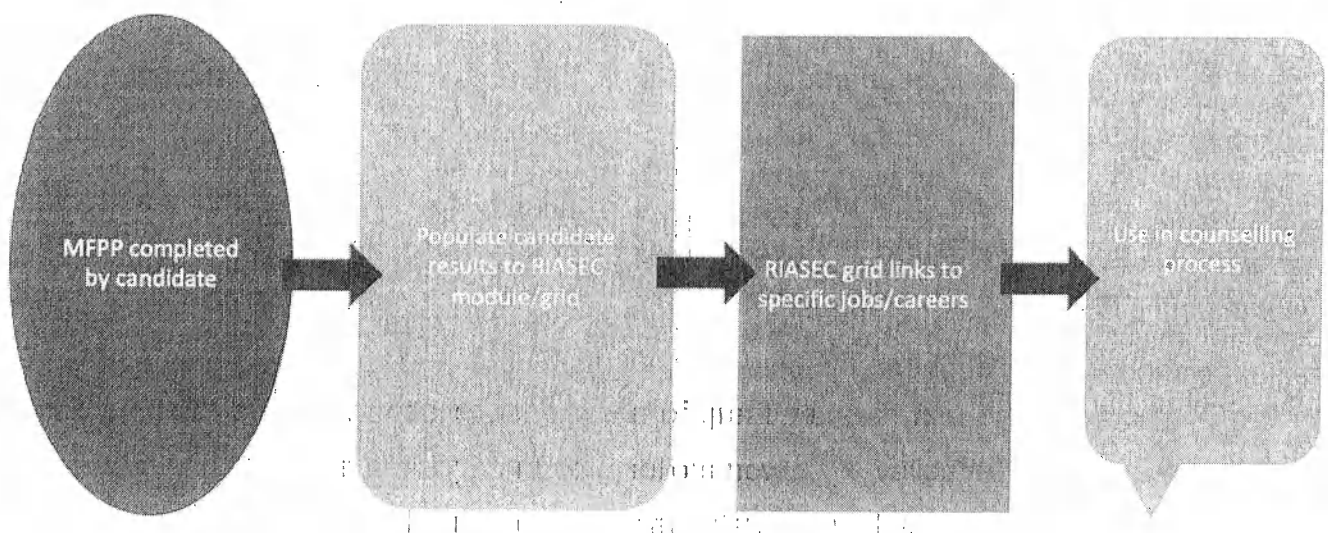




SLIM will also enable remote assessments and job matching for work seekers, especially those in far-flung rural areas of SA. The design of *SLIM* is highly compact, and fully web/cloud enabled, empowering candidates to complete all registration and testing on any smart device, once they are registered on ESSA (the latter process is already automated). This means that candidates do not have to travel to be included in the *SLIM* opportunity. The scoring and report writing of the system also enables the immediate availability of results for any candidate to continue with career/job related counselling at any DEL PES labour centres:



The outcomes of the *SLIM* results will also be of great value in further career/job counselling processes at DEL PES, as employment counsellors now have validated candidate interest and job linked information to work through with the candidate, as well as link to specific opportunities on ESSA:



The system will also auto generate a separate certificate containing a synopsis of the candidate's interest test results, work experience and suggested jobs. The candidate can then include this in their CV and POE.

SLIM will be able to include job seekers from the various relevant other service providers/platforms in SA, such as the Seta's, SAYouth, etc., to enable efficiencies in the job seeking sector of the labour market, and can, potentially, indeed provide a 'one-stop service' for the job seeking sector of SA's labour market. This can be achieved by inviting candidates who utilise these other service providers, to register on ESSA, complete the MFPP-RIASEC assessment, and become part of the pool of job seekers on ESSA, thereby increasing the probability of being linked with an applicable employer.

In future, the *SLIM* mapping can be expanded upon, to also include the RIASEC code linking to all the various learnerships at the SETA's, thereby further improving on linking the appropriate candidate to the correct learnership, should that be the counselled route for a particular candidate to initially follow.

METHODOLOGY

The *SLIM* system will be developed, field tested, and implemented on the current DEL PES/AW psychometric assessments website. Paper-pencil pro-formas will also be applied. Full training and support for all relevant DEL PES professional staff members will be developed and delivered, to enable independent usage of the system. Data integration with the SAP system, currently used by DEL PES, will also be interfaced and implemented.

BOUNDARIES, RESOURCES AND RESPONSIBILITIES

The developer will be responsible for all development work, using/contracting its own resources, and will retain the intellectual property rights to the *SLIM* system. DEL PES will be able to use the system fully, and without limitation of the numbers of candidates assessed/credits used, based on an annual licence fee. DEL PES will be responsible for the integration of *SLIM* with the SAP system in use at DEL – in collaboration with the developers.

OBJECTIVES AND TIMELINES

The following objectives and timelines will be executed by the developer:

SLIM WORK BREAKDOWN SCHEDULE				
DELIVERABLES	ASSIGNED TO	START	END	DAYS
1. Development of SLIM	Development Team	1/9/24	1/12/24	91
2. Pilot runs	Development Team	2/12/24	31/1/25	60
3. Refinements to design	Development Team	1/2/25	3/3/25	30
4. Final pilot runs	Development Team	4/3/25	31/3/25	27
5. Integration with SAP	Development Team	1/4/25	1/5/25	30
6. Training of DEL PES professionals	Development Team	2/5/25	31/5/25	29
7. Implementation in vivo et situ	Development Team	1/6/25	31/10/25	152
8. Continuous feedback and improvements	Development Team	1/11/25	28/2/26	119
TOTAL DAYS				538

CONSTRAINTS

The project should execute quite seamlessly, and only the following constraints might be relevant to the deployment thereof:

- Full integration with the SAP system
- Availability of DEL PES professionals for training on SLIM

MONITORING AND EVALUATION

The following M&E approach is suggested:

- Qualitative methodology, i.e. continuous feedback from DEL PES professionals, prospective work seekers and employers
- Quantitative methodology, i.e. generating of user statistics over time to determine ongoing adoption

COSTS

The quotation as provided previously applies. Given the annual usage cost base, it is proposed that the development, implementation, training, support and further develop of the *SLIM* project unfolds over an 18-month period, commencing on 1 September 2024 till 28 February 2026. The total cost for this period would equate to ZAR 1, 2 M (Vat Inc), including the first annual usage fee. The resultant fiscal dividend generated by an improved job seeker placement in the labour market, as facilitated by *SLIM*, could result in the project funding itself over time (see article: <https://bit.ly/3VBHEXT>)

After this period, the parties can discuss ongoing usage and support of the *SLIM* system beyond 28 February 2026. By the time that widespread usage of the system has been adopted by various stakeholders in the SA labour landscape, such as the Seta's, NGO's, YES, Harambee, SAYouth, etc., it could enable a new transaction to include some of them, potentially sharing future costs.

Please contact me should you need any further information or clarification.

Regards



Dr J van Zyl

DIRECTOR

POSITION PAPER: ENHANCING EMPLOYABILITY SERVICES VIA THE DEL PES ESSA SYSTEM

EXECUTIVE SUMMARY

The value proposition of enhancing DEL PES employability services, is the following: The *SLIM* (Speex Labour Industry Matcher)-ESSA integrated system, will enable DEL PES to provide a fully automated seamless, integrated refined complementary process/service from screening – assessing – counselling - to matching for job seekers and employers; all on one system, *SLIM*-ESSA. *SLIM*-ESSA will be able to import job seeker data from the various other service providers/platforms in SA, e.g. SETA's, Khetha, Harambee etc. to enable efficiencies in the job seeking sector of the labour market. *SLIM*-ESSA will indeed provide a 'one-stop-service' for the job seeking sector of the SA labour market.

This position paper describes two strategies that can be utilised by DEL PES to enhance its employability services via its ESSA system. Strategy one focus on the possibility of an integration of learner data between ESSA, SETA's, the NLRD, and other service providers in the sector. Strategy two describes an enhancement, and increased automation of the assessment services at DEL PES via its ESSA system, by auto matching candidate profiling, via the Holland RAISEC grid, with specific SA jobs/careers, and enabling employers to key word search and match prospective job seekers with opportunities – the *SLIM* system (Speex Labour Industry Matcher).

It is further proposed that *SLIM* could seamlessly be integrated with existing initiatives and platforms, such as Khetha and SAYouth Mobi (NPMN). The authors of this paper suggest that the strategies can be implemented separately or jointly to enhance efficiencies in the job seeker sector of the labour market. Increased efficiencies, among others, create timely and more accurate matching of job seekers and employers; reduce overall recruitment costs for both private sector and State; enhance the State's fiscal dividend; as well as its posture as the primary social agent towards alleviating high levels of unemployment.

Table of Contents

<u>EXECUTIVE SUMMARY</u>	<u>1</u>
<u>INTRODUCTION</u>	<u>3</u>
<u>DEL PES</u>	<u>4</u>
<u>SLIM-ESSA</u>	<u>6</u>
<u>STRATEGY ONE – SETAs, NLRD, OTHER PROVIDERS, DEL PES DATA INTEGRATION.....</u>	<u>7</u>
<u>SUGGESTED DATA INTEGRATION.....</u>	<u>9</u>
<u>STRATEGY TWO - SLIM (SPEEX LABOUR INDUSTRY MATCHER)</u>	<u>10</u>
<u>BACKGROUND</u>	<u>10</u>
<u>AUTHENTICATED CANDIDATE CERTIFICATE.....</u>	<u>11</u>
<u>EMPLOYER-WORK SEEKER 'SLIM' MATCHING</u>	<u>12</u>
<u>FURTHER POSSIBILITIES.....</u>	<u>14</u>
<u>CONCLUSION</u>	<u>16</u>
<u>REFERENCES</u>	<u>17</u>

INTRODUCTION

The document to follow focus on describing strategies towards enhanced employability services via the DEL PES ESSA system. The introduction specifically narrates the youth unemployment rate, as the authors of this paper suggest that they are the most highly vulnerable group. The remainder of the paper, however, provides suggestions for an enhanced system of employability, inclusive of the youth and general unemployed population of SA.

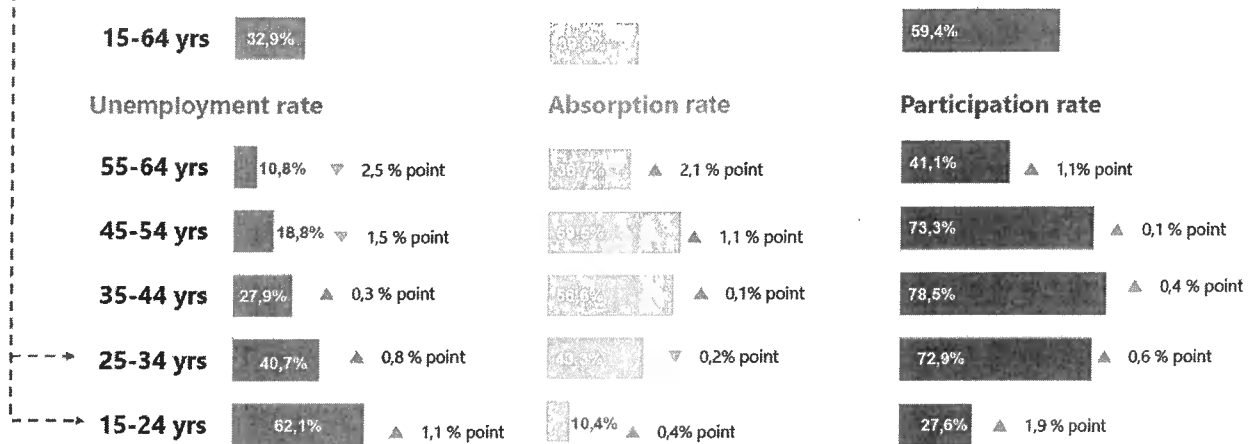
South Africa is experiencing extremely high youth unemployment rates. In its September 2023 quarterly bulletin SARB states that: *'...The youth unemployment rate (those aged 15–24 years and actively searching for work) decreased to 60.7% in the second quarter of 2023, with 34.1% (36.1% in the first quarter) or 3.5 million out of 10.2 million of these young persons not being in either employment, education or training. Similarly, the unemployment rate of those aged between 25 and 35 years decreased from 40.7% in the first quarter of 2023 to 39.8% in the second quarter. Furthermore, education levels seem to be an important catalyst for obtaining employment, since persons with education levels of 'only Matric' and 'less than Matric' experienced elevated rates of unemployment in South Africa at 35.2% (35.6% in the first quarter) and 38.3% (37.6% in the first quarter) respectively in the second quarter of 2023.'*

'Approximately 3,7 million (36,1%) out of 10,2 million young people aged 15 to 24 years were not in employment, education or training (NEET)' (QLFS, 2023). The NEET rate, seen in conjunction with unemployment rates over 60%, suggests that the youth face extreme difficulties engaging with the labour market in South Africa. The below graph has been extracted for the StatsSA Quarterly Labour Force Survey (QLFS) Q1:2023:

Youth aged 15-24 years and 25-34 years recorded the highest unemployment rates of 62,1% and 40,7% respectively.

Labour market rates by age group, Q1:2023

▲▼ Change: Percentage points
Q4:2022 to Q1:2023



The job seeker section of the labour market in SA is highly fragmented from an employer (demand) perspective and highly congested from a job seeker perspective (supply). In general job seekers find this market very difficult to access and/or to maintain engagement with. Anecdotally one hears of cases where 13000+ job seekers apply for one/the same job; most never receive feedback as to their success or not; the cost of attending further selection and interviewing process is expensive; etc.

This paper suggests two broad strategies to increase the DEL PES assessment functionality with the view to optimise its employability service offerings in the labour market, and as a resultant positive externality, assist in improving efficiencies in the supply and demand chain in the SA job seeker market. The strategies can be implemented independently, and/or jointly with one another.

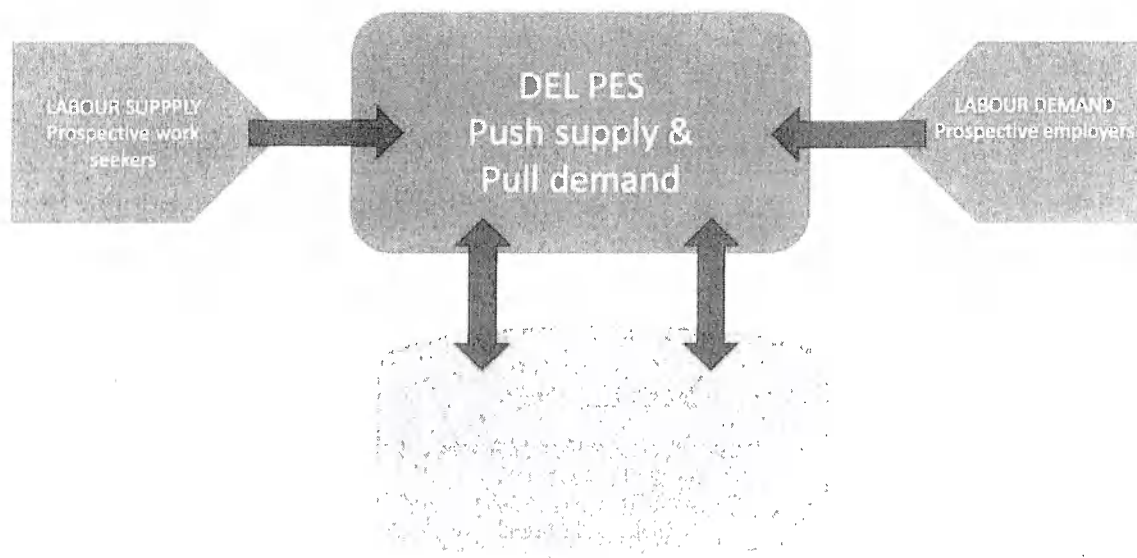
DEL PES

Currently, and in order to 'smooth' the job seeker section of the labour market, DEL PES facilitates the matching of work seekers with employers via its structured ESSA system (Employment Services System), by, among others, providing the following services:

- register work seekers and retrenched workers on the employment services system;

- identify vacancies through networking with stakeholders to encourage all employers to register their vacancies on ESSA;
- register work and learning opportunities;
- match work seekers with available work and learning opportunities;
- select best matched candidates, screen, assess and refer to employers for final selection;
- facilitate placing of work seekers with employers in work and learning opportunities.

DEL PES is therefore fundamentally a labour market agent, facilitating and matching labour supply with demand:



The authors of this paper is of the opinion that the current DEL PES ESSA system is the most scientifically based solution in SA to facilitate large numbers of work seekers in the labour supply and demand sector. Many other solutions exist, such as cell phone-based applications/testing. Caution should be exercised with these though, as the expectation might be created that finding a job resides in the clicking on functionalities within these apps.

DEL PES offers psychometric assessments via HPCSA registered tests, and career counselling services, all facilitated by a team of HPCSA registered professionals. There are not really any 'quick solutions' in this value chain. DEL PES offers direct physical

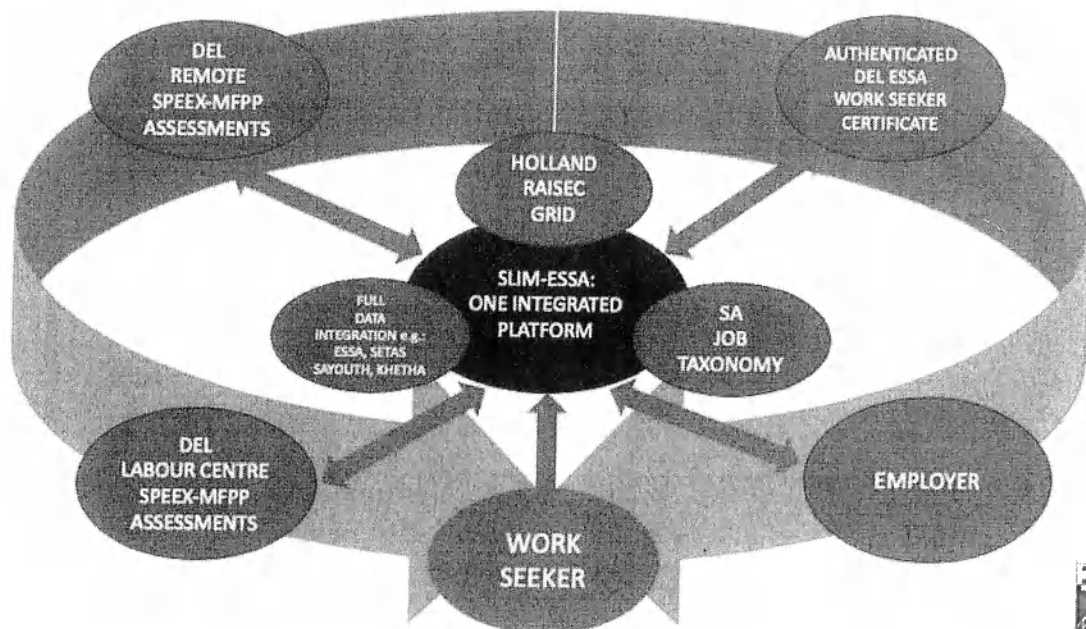
engagement with prospective work seekers, as well as direct contact links with prospective employers. This, among others, reduce frustrating and costly trial-and-error efforts by work seekers.

There is, however, also a need to have an online version as alternative access and to reach a wider audience. The *SLIM* system, as discussed in this document, describes such an alternative.

SLIM-ESSA

AssessmentWorld will develop a fully auto integrated system for DEL PES, named, *SLIM*. The *SLIM* (Speex Labour Industry Matcher)-ESSA integrated system, will enable DEL PES to provide a fully automated seamless, integrated refined complementary process/service from screening – assessing – counselling - to matching for job seekers and employers; all on one system, *SLIM-ESSA*. *SLIM-ESSA* will also enable remote assessments and job matching for work seekers.

Via *SLIM-ESSA*, DEL PES will be able to import job seeker data from the various other service providers/platforms in SA, e.g. SETA's, Harambee etc. to enable efficiencies in the job seeking sector of the labour market. The system will also be enabled to integrate with existing offerings in the job seeking sector, such as, SAYouth Mobi and Khetha. *SLIM-ESSA* will enable DEL PES to provide a 'one-stop-service' for the job seeking sector of the SA labour market:

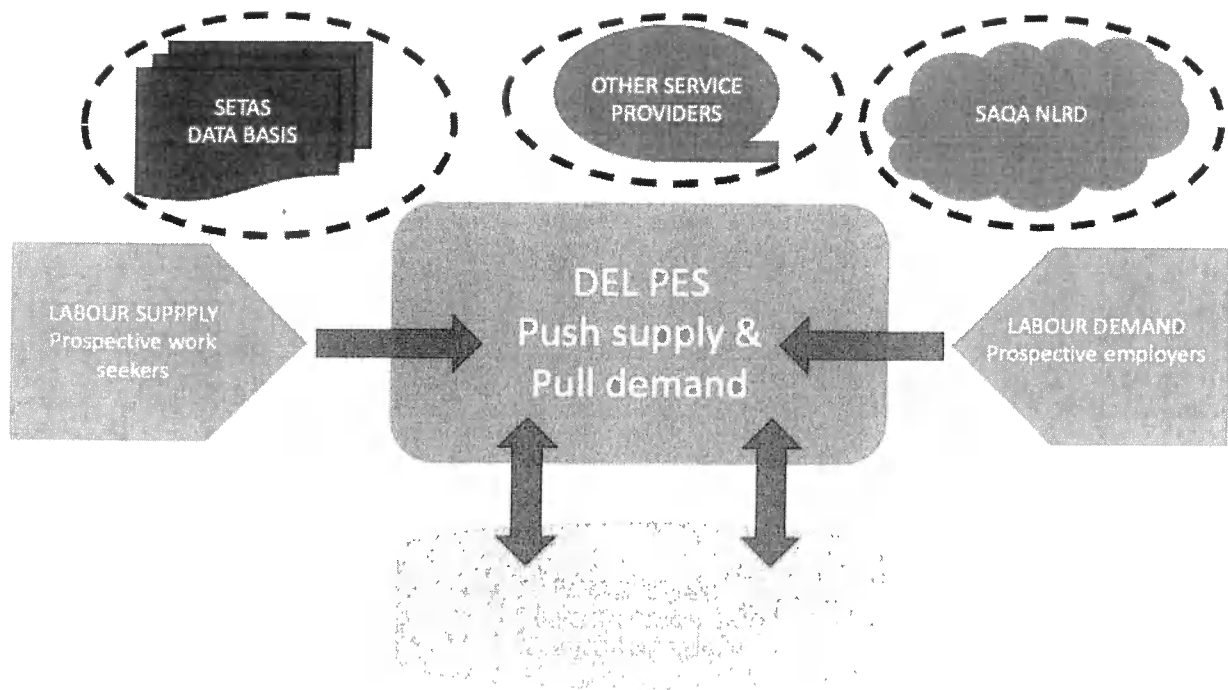


STRATEGY ONE – SETAs, NLRD, OTHER PROVIDERS, DEL PES DATA INTEGRATION

The SETAs mainly facilitate learning programmes for learnerships, and house very large data sources of learner demographic and achievement data. In certain cases, SETAs might, together with a host organization, achieve placement of post learnership candidates in gainful employment opportunities. Facilitating in the job seeker section of the labour market is also within the SETAs mandate. They do host large volumes of learnership candidate data though, especially those who were successful in completing a learnership. Prospective employers do not have direct line of sight or access to said data.

The SAQA NLRD hosts data of all learner qualifications. SAQA, however, is not a facilitator in the job seeker section of the labour market. NLRD data is also not directly available to prospective employers.

The large volumes of learner/prospective job seeker data managed by the SETAs and the SAQA NLRD systems, are not coordinated/harmonized with the DEL PES ESSA data base. Same can be said regarding other service providers in this sector, such as Harambee:



The assumption in this position paper is that this uncoordinated system creates inefficiencies in the job seeker sector of the labour market, such as:

- low visibility of prospective work seekers (supply) to prospective employers (demand);
- vice versa;
- duplication of effort, such as a multitude of advertisements in a variety of sources, creating unnecessary private transaction costs for young unemployed job seekers;
- the above also creating opportunity costs for them, e.g. unnecessary time spent in searching and then responding to the fragmented demand condition of the market;
- the last two points are also applicable to prospective employers who would want to e.g. see accurate, quick and cost-efficient turnaround times re. recruitment and placement;
- meaningful job seeker data, harvested and compiled via high direct cost to the fiscus/SETAs/economy, is not efficiently utilised, and left 'idle', thereby creating wastage

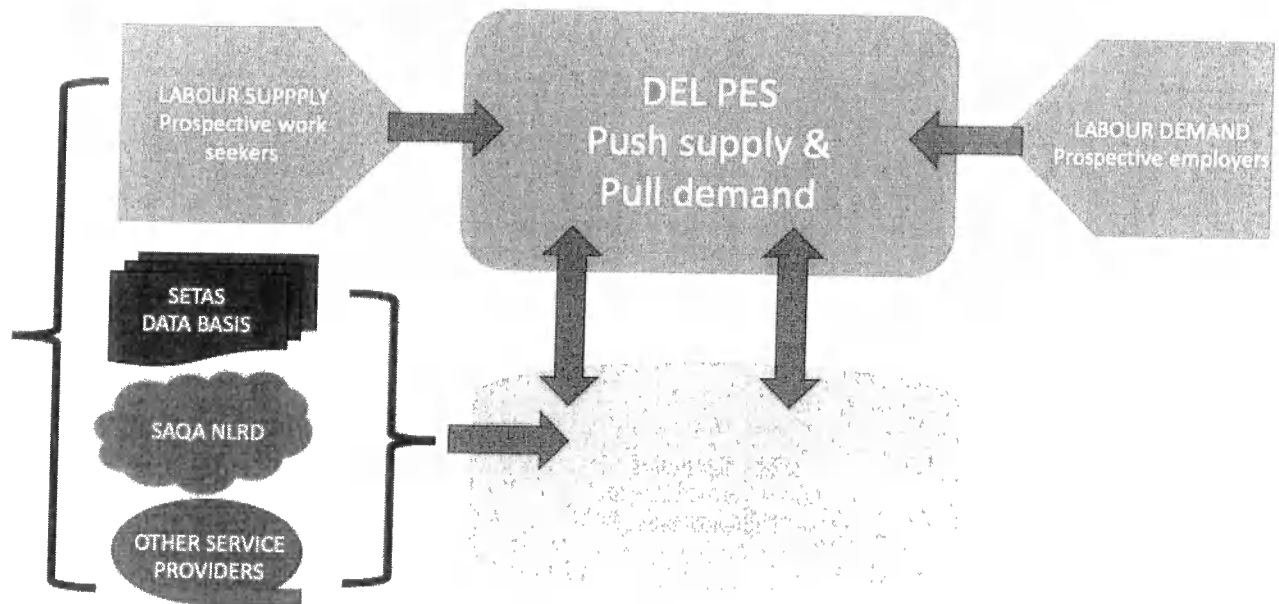
SUGGESTED DATA INTEGRATION

It is understood by the authors of this paper that no market is 100% efficient, and that it is not the responsibility of the State to create perfect efficiencies, in this case, the job seeker sector of the labour market. It is also not suggested that a fully centralized system of job seeking be implemented by the State – private enterprise agents will always express and execute on the need to behave independently of the State.

DEL PES is however tasked, among others, to facilitate exchange of information among labour market participants, including employers, workers and work seekers, private employment agencies, and Sector Education and Training Authorities.

It is therefore suggested and positioned in this paper that (see graphic below):

- DEL PES expands its current approach and model by including SETA and NLRD learner data, as well as data from other service providers, in its ESSA system. To achieve this the *AssessmentWorld* system, apart from hosting the Speex test system, can integrate all existing job seeker and employer data basis, Harambee, SETA's, Kheta, etc., whatever tests they utilised, auto translate the results to the Holland RAISEC model and link, via the proposed *SLIM* system, to available jobs, learnerships, etc. on ESSA - one seamless system;
- Standardises its current assessment, matching and placement approaches to these sets of SETA and NLRD data via the *AssessmentWorld* system capabilities;
- Communicates to the demand side of the market, i.e. prospective employers to join ESSA, and to partake in a more efficient supply side solution, i.e. via the expanded ESSA system



STRATEGY TWO - SLIM (SPEEX LABOUR INDUSTRY MATCHER)

BACKGROUND

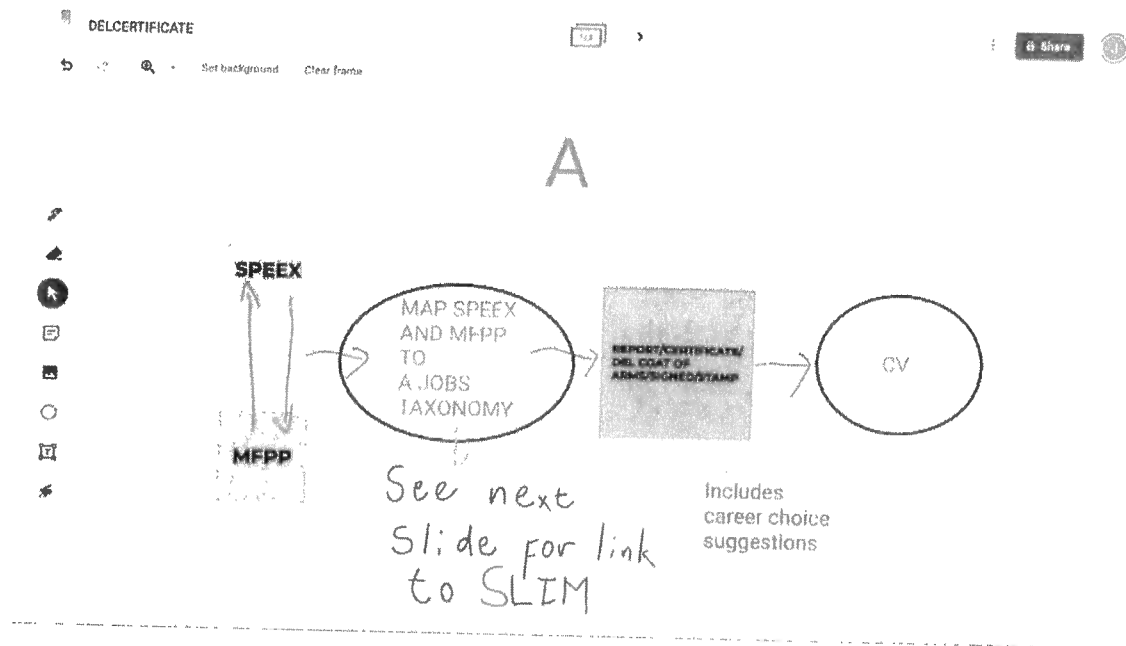
The potential DEL PES ESSA optimisation solutions are further ideated in this paper, all of which can be facilitated:

- Producing of a system generated and DEL PES authenticated candidate certificate for completion of Speex and/or MFPP assessments and related counselling processes, 'matching' employers with potential job seekers who have completed Speex and/or MFPP assessments, via the Holland RAISEC grid;
- Expanded integrated system of service to job seekers and employers via the *SLIM* system. The *AssessmentWorld* system of mapping Speex and/or MFPP, as well as results from other service providers' results, is done via *SLIM* – Speex Labour Industry Matcher.

The following are further descriptions of the proposed ideas:

AUTHENTICATED CANDIDATE CERTIFICATE

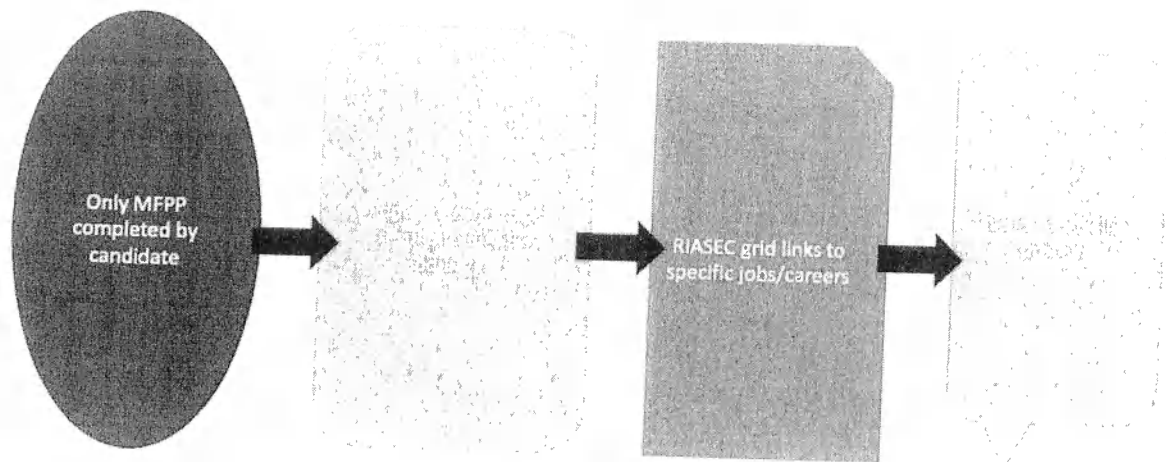
The below primary graphic, further graphics and explanations refer.



AssessmentWorld will create a capability on the DEL assessment system/site, which will auto map a candidate's Speex and MFPP results to specific jobs within the SA taxonomy of jobs, which suit their specific interest and aptitude profiles. This auto mapping will use the Holland RAISEC model. The system will also auto generate a certificate containing a synopsis of the candidates results and suggested jobs; the DEL coat of arms, as well as a space for a DEL official to place a signature, date and stamp of authentication. The candidate can then include this in their CV and POE – 'route A' illustrated above.

In 'route B', as illustrated below, a candidate only completed the MFPP. The *SLIM* system will classify and auto populate the candidate's details into the DEL RAISEC grid:

B



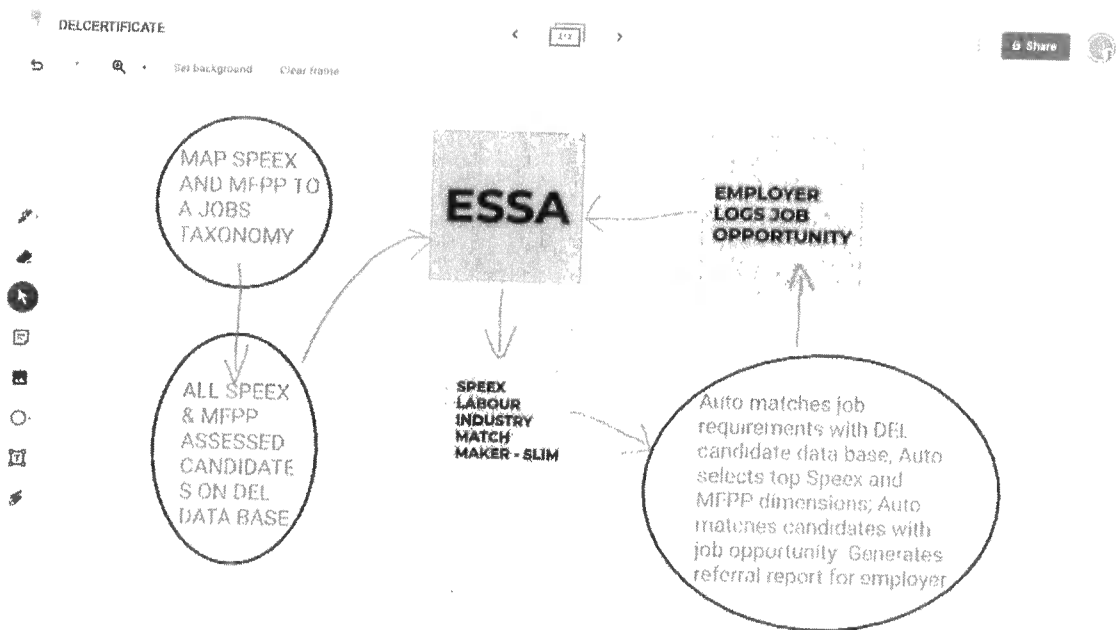
In 'route C', a candidate only completed the SPEEX instruments, e.g., for an ESSA opportunity. The *SLIM* system will classify and auto populate the candidate's details into the DEL RAISEC grid, similar to 'route B'.

Should a candidate complete both the Speex and MFPP instruments, the *SLIM* system will auto populate the candidate's details into the DEL RAISEC grid, utilising the MFPP as the primary classification 'choice', and enriching said with the Speex results – 'route A'.

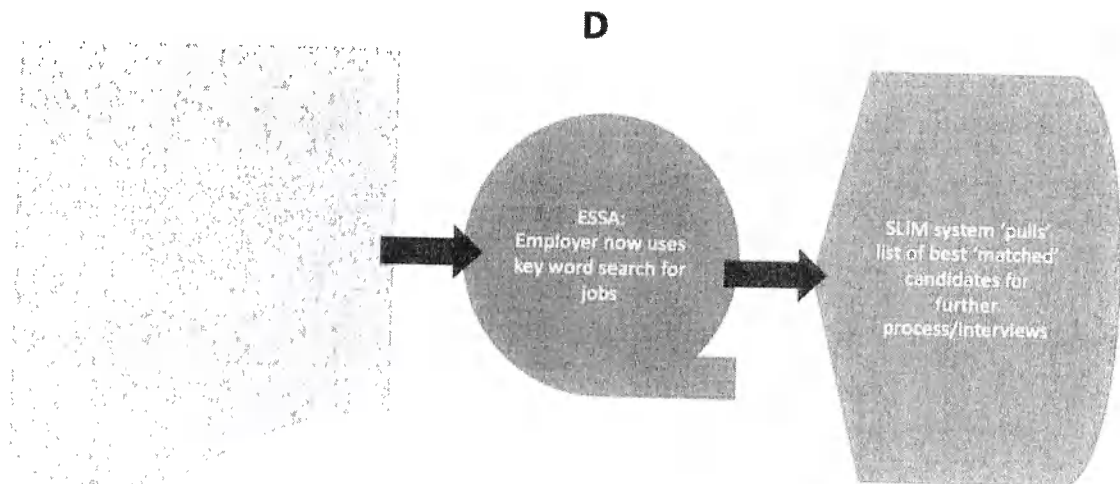
The auto mapping capability is then further utilised as follows – see graphs and descriptions below.

EMPLOYER-WORK SEEKER 'SLIM' MATCHING

The below primary graphic and further graphic/s and explanations refer. All DEL PES ESSA registered candidates will now be mapped to specific jobs on the DEL assessment data system/ DEL RAISEC grid:



Employers can now:



- Log an opportunity on ESSA, e.g., digital marketer. This job title is then matched with candidates on the DEL PES assessment data system/ DEL RAISEC grid, and a matching report of e.g., the 'top' 50 candidates is auto generated and extracted to be forwarded to the prospective employer for further action;

- Utilise a job key word search (based on the DEL RAISEC grid/ SA taxonomy of jobs), and *SLIM* will match e.g., the top highest qualifying candidates, and provide a candidate report to be forwarded to the prospective employer for further action.

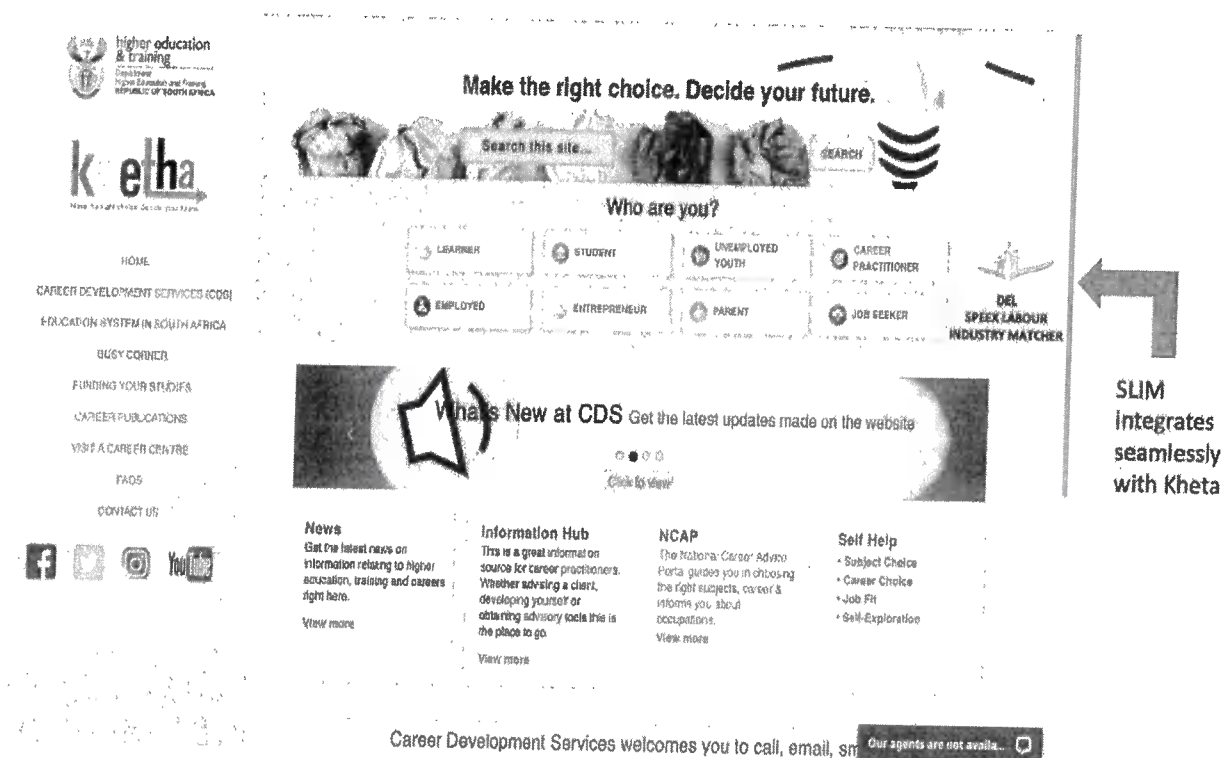
Job-seeker can now:

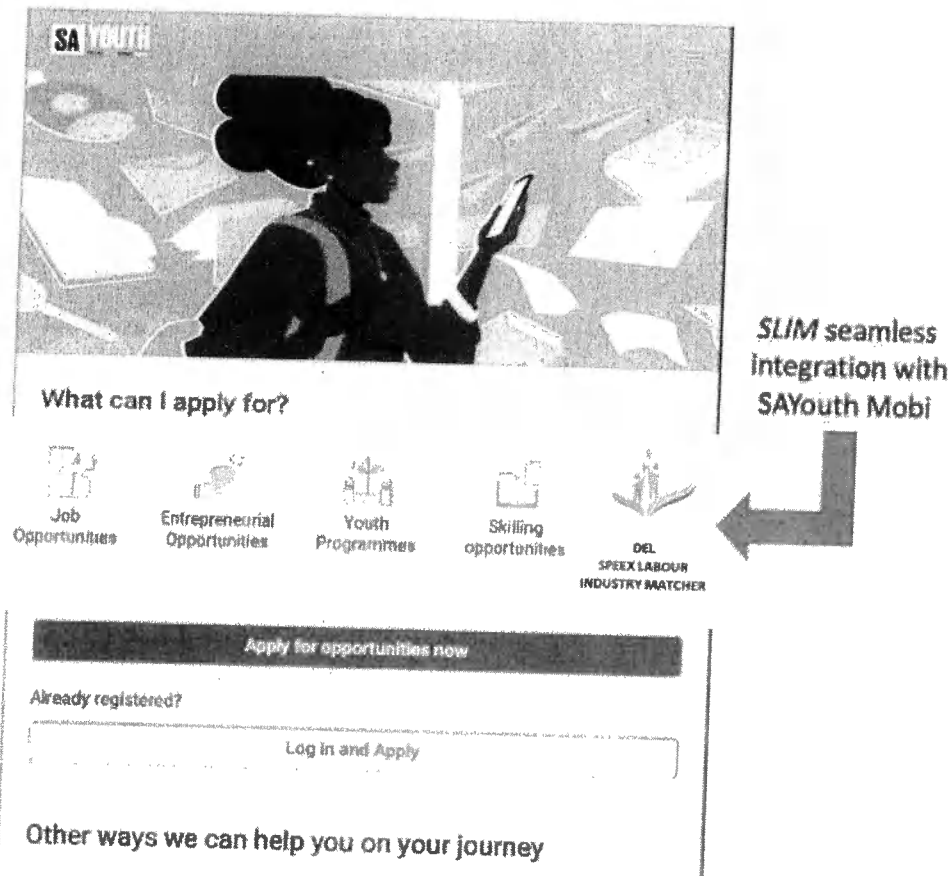
- Gain self-knowledge, understand his/her personal interests and values, strengths and weaknesses, as well as identify relevant developmental areas.
- Make an informed career decision.

FURTHER POSSIBILITIES

- The *SLIM* system, in combination with the ESSA system might attract more prospective employers and recruitment agencies, as well as prospective work seekers. This is due to the fact that the potential work seeker will now have a validated assessment and 'counselled' certificate (see 'route A' described in this paper), and the prospective employer/recruitment agency will have seamless access to candidates who have been assessed, screened and counselled extensively. This approach could further render the job seeking sector of the labour market more efficient in this regard, e.g., quick turnaround times for selection/placement, and cost efficiencies due to non-duplication of services in the market;
- Strategy one (Seta, NLRD, and other service provider data inclusion) could be integrated with strategy two (*SLIM* system), to create a highly efficient integration of the unemployed into the supply-and-demand employment chain in the SA environment;
- In order to reach a wider audience, the Speex assessments are already available online for remote usage. Shortened versions of Speex for smart device online applications can also be developed and standardised. A work seeker can potentially complete assessments on a smart device at e.g. a labour centre or mobile career guidance unit. Her/his data will also be auto captured, scored and reported on, a RAISEC mapped certificate generated, and via the *SLIM* system be linked to the available jobs and learnership opportunities on the ESSA system;

- The authors of this paper are of the opinion that the various initiatives, platforms, etc. that exist to assist work seekers in their quest, are commendable, and it would be fruitless for said providers to compete. They should rather collaborate, and the focus should be on the work seeker, and the greater good, i.e., higher levels of employment, and economic growth, and inclusivity for all. In this respect, enhanced integration and efficiency, all for the sake of the work seeker, can further be achieved by seamlessly integrating *SLIM* with existing initiatives and platforms, such as Kheta and SAYouth Mobi (NPMN) – (adapted from: <https://www.careerhelp.org.za> and <https://sayouth.mobi/Home/Index/EN>):





CONCLUSION

It is envisaged that this integrated approach will contribute greatly to alleviate inefficiencies in the job seeker sector of the labour market, resulting in more accurate, faster placement turnaround times, and higher levels of absorption, at lower costs. The State, by financing these strategies, does not merely incur a cost, nay it provides human capital investment, further increases its own fiscal dividend, and enhances its posture as the primary social agent to alleviate high unemployment rates in SA.

SLIM-ESSA will enhance this, by indeed providing an efficient 'one-stop-service' for the job seeking sector of the SA labour market.

REFERENCES

Career Junction (2023). Career Insights. Career Junction. Johannesburg.

Department of Employment and Labour (2022). Annual Performance Plan, 2022/23.
Department of Employment and Labour, Pretoria.

SARB (2023). September 2023: Quarterly Bulletin. Available at:
<https://www.resbank.co.za/content/dam/sarb/publications/quarterly-bulletins/quarterly-bulletin-publications/2023/september/QBSEPT23APP.pdf>
[Accessed: 28-11-2023]

StatsSA (2023). Quarterly Labour Force Survey (QLFS) of the 1st quarter of 2023.

Available at:

<https://www.statssa.gov.za/publications/P0211/Presentation%20QLFS%20Q1%202023.pdf>
[Accessed: 27-11-2023]

AGREEMENT

Entered into by and between:

THE DEPARTMENT OF EMPLOYMENT AND LABOUR

duly represented by **Samuel Morotoba** in his capacity as the Deputy Director-General: Public Employment Services of the Department of Employment and Labour and duly authorised thereto

(Hereinafter referred to as the "the Department")

and

ASSESSMENTWORLD (PTY) LTD

a duly registered company created in terms of the Company laws of South Africa with registration number 2012/189982/07

(Hereinafter referred to as "AssessmentWorld (Pty) Ltd")

duly represented by Jacques van Zyl in his capacity as Director:
AssessmentWorld (Pty) Ltd and duly authorised thereto

The block contains two handwritten signatures. The signature on the left is of Samuel Morotoba, and the signature on the right is of Jacques van Zyl. Both signatures are in black ink and are somewhat stylized.

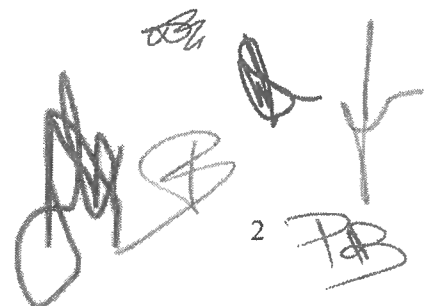
PREAMBLE

The Department of Employment and Labour plays an intermediary role in the labour market, to facilitate access of the unemployed and underemployed into the labour market. Psychometric assessment and selection is an important value-adding service provided by the Department of Employment and Labour to employers and training providers to screen large numbers of work-seekers for job and learning opportunities with the view to enhance productivity and adjustment in the work-place and to ensure that training providers obtain return-on-investment for skills development programmes.

AssessmentWorld (Pty) Ltd owns the paper-based and internet enabled software system for the Situation Specific Evaluation Expert (SPEEX) and ComplIndex instruments and the rights to the accompanying Job profiling Expert software systems and related materials.

Whereas the Department previously used the SPEEX instrument and built a knowledge and client base and whereas AssessmentWorld (Pty) Ltd has agreed to extend the perpetual user right Agreement the Department of Employment and Labour had with the previous owner, Potential Index Associates cc.

Therefore the Parties agree to enter into a non-exclusive Agreement, wherein AssessmentWorld (Pty) Ltd shall be a supplier of the manual and web-based software and backup services and the Department shall use the products.



Handwritten signatures and initials at the bottom right of the page, including a large signature, a smaller signature, and the number 2.

1. DEFINITIONS

In this Agreement, unless the context indicates otherwise, the following meaning shall apply-

"Agreement" means this Agreement entered into by and between the Department of Employment and Labour and AssessmentWorld (Pty) Ltd, including any Annexure attached to it;

"Assessment system" means the manual and internet-based application of the SPEEX assessment;

"Confidential Information" means all business, management, operational, technical financial, Information Technology, commercial and other information and know-how of each of the Parties in whatever form they exist, or shall in the future, and which are not readily available in the normal course of business to third Parties and which may come to the knowledge of the recipient in the course of negotiations surrounding the conclusion and implementation of this Agreement and any information disclosed by a Party to the receiving Party, in terms of this Agreement;

"Commencement date" means the date of signature by the Party signing last;

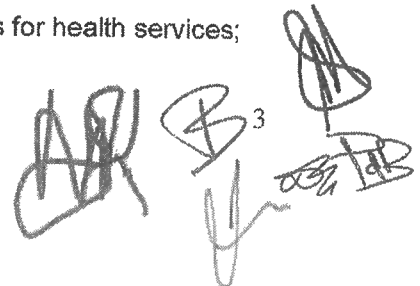
"Derivative Works" means works created by the Department that are based in or fully on the Intellectual Property of AssessmentWorld (Pty) Ltd;

"DEL" means the Department of Employment and Labour;

"Enhancement" means significant changes to the "SPEEX" resulting in the addition of a feature or capability not presented in the "SPEEX" prior to the introduction of the changes;

"ESSA" means the Employment Services System of South Africa, an electronic job-matching system;

"HPCSA" means the Health Professions Council of South Africa, a professional body established in terms of the Health Professions Act, 1974 (Act No 56 of 1974) which protects the interests of health practitioners and the public; ensures that health practitioners are qualified to perform their work, which limits scope of practice to certain categories of health practitioners and which sets ethical and best practice standards for health services;

Handwritten signatures and initials at the bottom right of the page. There are three distinct signatures: one on the left, one in the middle with a superscript '3', and one on the right. Below the middle signature is a large, stylized 'u' or 'v' mark. To the right of the 'u' mark are the initials 'AB'.

"ICT" means Information and Communication Technology;

"Intellectual Property" means all or any of the following:

- Trademarks of which either of the Parties are proprietors;
- Patents of which either of the Parties are the proprietors, patentees or licensees;
- Know-how, being technical and other information or trade secrets, developed or acquired by either of the Parties and applied in present or future designs and developments of the products;
- Copyright of which either of the Parties is the holder, in any written material, plans, designs or other work relating to the development, production and provisions and sale of the products;
- Designs, whether or not registered or protected by copyright, devised or acquired by either of the Parties and applied in the development, production, provision and sale of the products;

"Non-exclusive agreement" means that the right to use the product and services shall not be limited to the purchasing partner, but the vendor has the right to sell the product and services to other users;

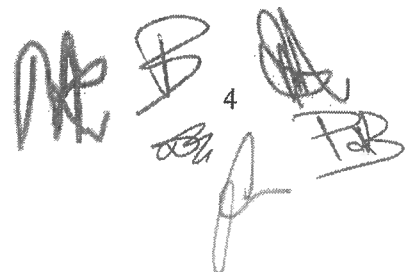
"Opscan 4U" means an optical reader or scanner having the capability to read responses to questions on specially designed answer sheets;

"Parties" means AssessmentWorld (Pty) Ltd and the Department of Employment and Labour as the signatories to this Agreement;

"Payment date" means date on which the payment is due;

"Period" means the period during which the Agreement is valid from the last date of signature to the end of the three year term of the Agreement as specified;

"Psychometric assessment and selection" means the process during which a standardised psychological instrument is used to differentiate amongst candidates' potential to be successful in a job and/or learning opportunity and the subsequent process of choosing the candidates performing the best on the assessed competencies relevant to the job and/or learning opportunity. The psychometric assessment and selection must be fair to the person and fair to the situation and all psychometric assessment must be proven

The image shows several handwritten signatures and initials in black ink. There are four distinct signatures at the top, followed by a small number '4' in the center, and then more initials and a signature at the bottom. The signatures are somewhat stylized and overlapping.

to be scientifically reliable, valid and culture-fair as per the requirements of the Employment Equity Act, 1998 (Act No 55 of 1998), as amended;

"SPEEX" means the Situation Specific Evaluation Expert, a classified psychological tool, measuring potential of candidates to perform in job and learning opportunities and which measures sixty-seven competencies;

"Support services" means provision of following service:

- i. Set-up and installation of upgrades to the "SPEEX";
- ii. Telephonic and e-mail support in accordance with the provisions set out in Clause 8 of this Agreement;
- iii. On-site visit support initiated by AssessmentWorld (Pty) Ltd at the location in the event that the telephonic support does not resolve the reported problem.

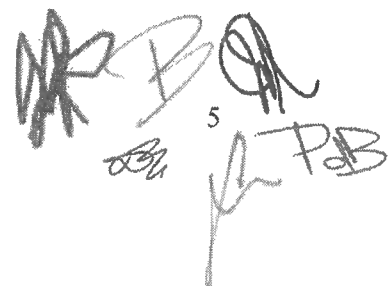
"Update" means the provision of functional or error corrections, bug fixes, patches, minor modifications or refinements in relation to a Version;

"Upgrade" means a change in Version that increases or alters functionality not available in a previous version, but excludes those things considered to be an update.

2. PURPOSE OF THIS AGREEMENT

2.1 The Parties have entered into this Agreement in order to:

- 2.1.1 Collaborate to expand the benefits of psychometric assessment services to South African citizens through the use of a standardised assessment tool that adheres to the requirements of reliability, validity and culture-fairness as per the Employment Equity Act, (Act No 55 of 1998), as amended;
- 2.1.2 Formalise the relationship between the Department and AssessmentWorld (Pty) Ltd in relation to the psychometric assessment and selection services provided by the Department;

Handwritten signatures and initials in black ink. There are several distinct signatures, including one that appears to be 'AR' and another that looks like 'PB'. A small number '5' is written near the center of the signatures.

2.1.3 Create an enabling framework for implementing a fit-for-purpose assessment system for psychometric assessment and selection services;

2.1.4 Stipulate the terms and conditions for the acquisition of the psychometric assessment system.

3. APPOINTMENT

The Department appoints AssessmentWorld (Pty) Ltd to provide the services and products as outlined in "**Annexure A**" and AssessmentWorld (Pty) Ltd accepts the appointment.

4. DURATION

This Agreement shall commence on the date of the last signature of this Agreement and shall continue for a period of three years.

5. PRICE

5.1 The Department shall pay the amount as set out in "**Annexure A**" for the SPEEX pencil-and-paper pro forma, the internet and remote assessment system, full back up and support, as well as training of staff members and all included in the price.

5.2 The Department shall make payment of **R 2 835 000** per annum (two million and eight hundred and thirty-five thousand rand) in four tranches in the amount of **R 708, 750** (seven hundred and eight thousand and seven-fifty rand) per tranche to AssessmentWorld (Pty) Ltd over the period as per Annexure A.

5.3 The total cost of this Agreement for the duration of this Agreement is an amount of **R 8,505,000** (eight million and five hundred and five thousand rand only)

A cluster of handwritten signatures and initials in black ink, located in the bottom right corner of the document. The signatures are stylized and overlapping, appearing to be from multiple individuals.

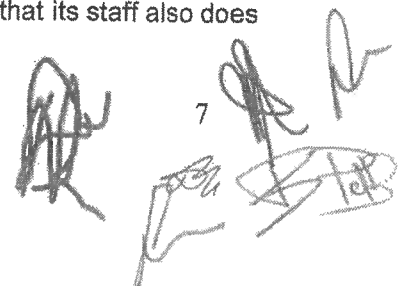
6. METHOD OF PAYMENT

The payment shall be transferred electronically into the AssessmentWorld (Pty) Ltd bank account as set out in "Annexure A".

7. OBLIGATIONS OF THE DEPARTMENT

The Department shall:

- 7.1 Facilitate the process of incorporating the services and products of AssessmentWorld (Pty) Ltd with ICT services;
- 7.2 Collaborate with AssessmentWorld (Pty) Ltd to ensure the manual answer sheets are aligned to the newly upgraded SPEEX assessment system;
- 7.3 Run a pilot project to test the integration of the AssessmentWorld (Pty) Ltd products to ensure the psychometric assessment services are not compromised;
- 7.4 Monitor that ICT processes do not compromise the delivery of the recruitment, psychometric assessment and selection service throughout the term of the Agreement;
- 7.5 Ensure that standards of best practice, ethics and confidentiality as per the Health Professions Act, 1974 (Act No. 56 of 1974), as amended and all ethical rules of conduct are upheld in service-delivery;
- 7.6 Take all reasonable steps to ensure the specific content that require expert knowledge is not used by unqualified persons;
- 7.7 Inform AssessmentWorld (Pty) Ltd of the name of a contact person, address and telephone number of all sites where the SPEEX is installed;
- 7.8 Facilitate that training is provided to the Career Counsellors who shall administrate, score and interpret the SPEEX assessment system if required;
- 7.9 Supervise the use of the SPEEX and the interpretation of the SPEEX by nominating a person in each Province to take responsibility;
- 7.10 Not charge a fee for using the system to anybody and shall ensure that its staff also does not do so for their own use.

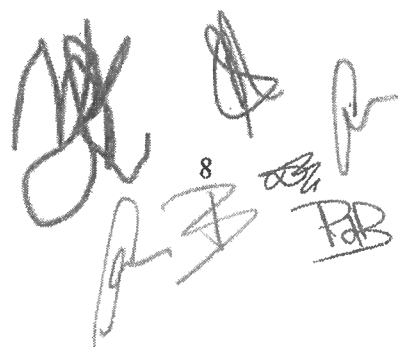


7

8. OBLIGATIONS OF ASSESSMENTWORLD (PTY) LTD

AssessmentWorld (Pty) Ltd shall:

- 8.1 Grant access to the Department to SPEEX pen-and-paper pro forma, the internet assessment system, full back-up and provide assessment system support and training to staff members inclusive in the price. The software support schedule shall be as per Support Schedule attached in "Annexure B";
- 8.2 Ensure the installation of the internet assessment system on the electronic systems of the Department at three sites as attached in "Annexure B";
- 8.3 Develop an integration programme to link the SPEEX internet system to the Department's computers linked with Opscan 4U optical readers in three sites and install the software programmes to allow the reading of the pen-and-paper answer sheets; such integration programme to remain the Intellectual Property of AssessmentWorld (Pty) Ltd;
- 8.4 Provide upgrades and updates of the SPEEX assessment system as and when they become available;
- 8.5 Test its systems and all upgrades for virus detection and ensure it to be free of viruses, disabling and malicious code;
- 8.6 Provide the Department with a copy of the document of the Health Professions Council of South Africa (Professional Board for Psychology) stating that the SPEEX assessment system is classified as a psychological assessment tool and specify professional categories suitable to use the system;
- 8.7 Recognise that the Department's Career Counsellors have been trained in the use of the manual version of the SPEEX and shall not charge additional fees for re-training Career Counsellors.
- 8.8 Ensure that the psychometric assessment system is fit for purpose and shall be free from defects in materials and workmanship.



Handwritten signatures and initials are present at the bottom right of the page, including a large signature, a smaller signature, and initials "DB".

8.9 Ensure off-line and online testing facility is made available to Registered Psychologists, Registered Counsellors, Registered Psychometrists (Independent Practice) and Registered Psychometrists (Supervised Practice), as these tests are classified with the HPCSA as psychological tests as set out in "Annexure C".

8.10 Allow the Department to develop public relations materials relating to its projects which materials may include press statements, media reports, ceremonies around psychometric assessment, selection and placement or such other events or items as the Department may deem necessary, at the Department's cost; the Parties shall uphold the highest ethical prescripts around marketing and advertisement as stated in the Health Professions Act, 1974 (Act No. 56 of 1974) and Regulations on ethics with regard to any marketing of psychological material and actions.

9. PRIVACY AND SECURITY

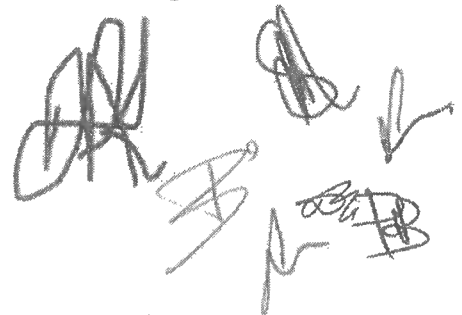
9.1 Both the Department and AssessmentWorld (Pty) Ltd agree to observe the utmost diligence in handling of each other's proprietary information exchanged in the course of this Agreement. Neither Party may release to any third Party proprietary information, trade secrets, confidential accounting information, or contractual terms without the written consent of the other Party.

9.2 The Department shall not disaggregate, re-sequence or otherwise manually change the content of the manual or electronic SPEEX assessment system.

9.3 The Department shall not create any derivative works from the AssessmentWorld (Pty) Ltd assessment system and its content and the source code shall remain the sole intellectual property of AssessmentWorld (Pty) Ltd.

10. RISK MANAGEMENT

10.1 The Department and AssessmentWorld (Pty) Ltd shall maintain appropriate measures to ensure the prevention of fruitless and wasteful expenditure of resources through the following:

A collection of handwritten signatures and initials in black ink, located at the bottom right of the page. There are approximately six distinct marks, including what appear to be full names and initials.

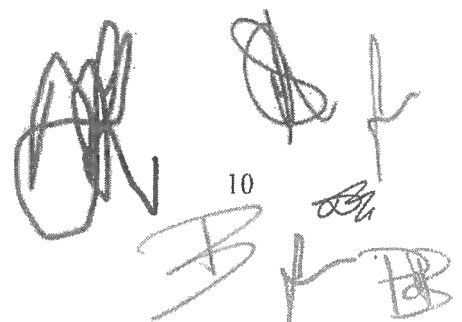
- 10.1.1 The drafting of an implementation plan;
- 10.1.2 The devising of a suitable monitoring and evaluation strategy to ensure that the objectives and obligations of both Parties are met;
- 10.1.3 The delivery of quarterly reports;
- 10.1.4 Continuous monitoring and reporting on the adherence to the Health Professions Act, 1974 (Act No. 56 of 1974) and Ethical Regulations:
- 10.1.5 Any other control measure deemed necessary.

11. CESSION AND ASSIGNMENT

In the event that AssessmentWorld (Pty) Ltd is merged with or acquired by another entity the terms and conditions of this Agreement are wholly assignable, subject to approval of the Department, such approval not to be unreasonably withheld.

12. COPYRIGHT

- 12.1 AssessmentWorld (Pty) Ltd retains all intellectual property of the SPEEX products.
- 12.2 The Parties agree to protect each other's intellectual property as defined in this Agreement and to inform each other of any infringements that come to their attention as result of their participation in this relationship.
- 12.3 AssessmentWorld (Pty) Ltd agrees that the prescribed Coat of Arms of the Department shall appear on the manual and electronic materials developed by or on behalf of the Department in respect of the approved Project.
- 12.4 All copyright in and to any marketing materials developed in respect of the Project must vest in the Department.



Handwritten signatures and initials, including the number 10, are present at the bottom right of the page.

13. VARIATION

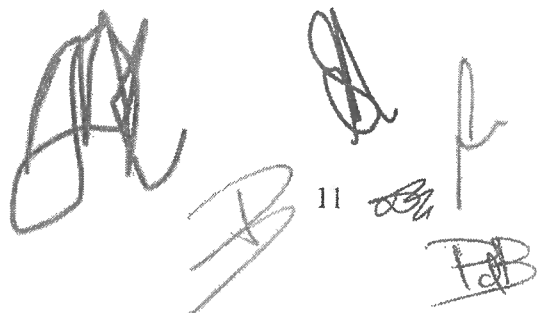
- 13.1 This Agreement contains the entire agreement between the Parties in regard to what is referred to herein, and there are no other terms, conditions, undertakings, promises or warranties of any nature whatsoever regulating the Parties' relationship with regard to the matters referred to in this Agreement.
- 13.2 No amendment or variation to this Agreement shall be of any force or effect unless it is reduced to writing and signed by both Parties.

14. BREACH

- 14.1 In the event that any Party breaches any obligation owed by the other Party in breach of any term of this Agreement, the aggrieved Party shall be obliged to give notice of such breach to the "defaulting" Party. Such notice shall be in writing and shall call on the defaulting Party to remedy the breach within 7 (seven) days of the date of notice, failing which the aggrieved Party shall be entitled to:
- 14.2 In case of failure by the defaulting Party to remedy any default, the aggrieved Party shall have the rights or remedies in law, including the right to: -
- 14.2.1 Cancel the Agreement and claim damages;
- 14.2.2 Claim specific performance;
- 14.2.3 Withhold payments due.

15. INDULGENCES, WAIVER OR ABANDONMENT.

No indulgences, waiver or relaxation by any Party hereto, in consequence of such other Party's breach of the provisions of this Agreement, shall constitute a waiver or abandonment of any rights that the other Party may have.



Handwritten signatures and initials are present at the bottom of the page, including a large signature on the left, a smaller one on the right, and several initials and the number '11' in the center.

16. TERMINATION

- 16.1 The Department or AssessmentWorld (Pty) Ltd is entitled to terminate the Agreement by giving one (1) month written notice in the event that the Parties are reasonably of the view that:
- 16.1.1 The agreed objectives will not be attained;
 - 16.1.2 The project does not provide value for money in relation to its purpose and objective;
 - 16.1.3 To proceed with the project would be a wasteful expenditure as contemplated by the Public Finance Management Act, 1999 (Act No. 1 of 1999);
 - 16.1.4 There is no good reason to proceed with this project.

17. DISPUTE RESOLUTION

- 17.1 Any dispute arising from this Agreement, including but not limited to termination and default, shall be amicably resolved by the Parties.
- 17.2 If the Parties are unable to reach resolution within thirty (30) days, the dispute must be referred to the Arbitrator appointed in terms of the Arbitration Act, 1965 (Act No. 42 of 1965) and be resolved in terms of its rules and regulations.
- 17.3 The decision of the Arbitrator shall be final and binding on both Parties.
- 17.4 Referral of a dispute to arbitration shall not preclude the parties from obtaining urgent interim relief from any competent court having jurisdiction.

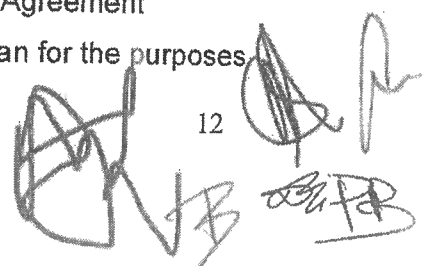
18. INDEMNITY CLAUSE

Each Party to this Agreement shall assume the risk of any liability arising from its own conduct to the extent permitted by law. Neither Party agrees to protect, defend or indemnify the other.

19. CONFIDENTIALITY OF INFORMATION

- 19.1 The Parties shall keep all the information and records of this Agreement confidential and shall not disclose to any third Party (other than for the purposes

12

Handwritten signatures and initials are present at the bottom right of the page. There are three distinct signatures: one on the left, one in the middle, and one on the right. The page number '12' is printed above the middle signature.

of performing services under this Agreement) any of the Confidential Information disclosed to either Party during the discussions or negotiations or implementation of this Agreement or at any time thereafter.

19.2 The provisions of 19.1 shall not apply to any Confidential Information which: -

- 19.2.1 is or hereafter becomes part of the public domain (otherwise than as a result of a breach of the provisions of 19.1 above);
- 19.2.2 can be shown to have been lawfully in the possession of the Party receiving such Confidential Information, or its affiliates, prior to its disclosure and is not subject to any existing Agreement between the Parties and/or their affiliates;
- 19.2.3 is acquired by a Party or its affiliates independently from a third Party, who lawfully acquired such information without restriction, or information which is acquired or developed by a Party or its affiliates independently of the other Party in circumstances which do not amount to a provision of 19.2.1 and 19.2.2 above;
- 19.2.4 is disclosed or released by the Receiving Party/Recipient to satisfy an order of Court or otherwise comply with the provisions of any law or regulation in force at the time.

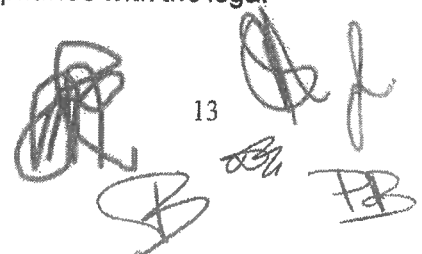
20. PROTECTION OF PERSONAL INFORMATION AND DATA PROTECTION

20.1 When Processing Personal Information, the Receiving Party shall ensure that its personnel shall:

20.1.1 Comply with all Applicable Law, including but not limited to, all applicable Data Protection Legislation;

20.1.2 Take, implement and maintain all reasonable and appropriate technical and organizational precautions and measures necessary to secure and preserve the integrity and confidentiality of Personal Information and to prevent any (i) loss of, damage to, or unauthorised destruction of Personal Information; or (ii) unauthorised or unlawful access to, use of, or Processing of Personal Information. Such technical and organizational precautions and measures shall include, as a minimum standard of protection, compliance with the legal

13

The bottom right of the page contains several handwritten signatures and initials in dark ink. There are approximately five distinct marks, including what appears to be a large signature, some initials, and a date '13' written above them.

and practical security measures required by all applicable Data Protection Legislation;

20.1.3 Use and apply appropriate measures, procedures and controls in relation to Personal Information, in accordance with the Data Protection Legislation;

20.1.4 Not do anything, or omit to do anything, which will contravene any Applicable Law, including any applicable Data Protection Legislation, or which will cause the Disclosing Party to contravene any Applicable Law, including any applicable Data Protection Legislation;

20.1.5 Comply at all times with any policies and procedures relating to the protection, privacy, Processing and destruction of Personal Information and which are notified to the Receiving Party by other Party;

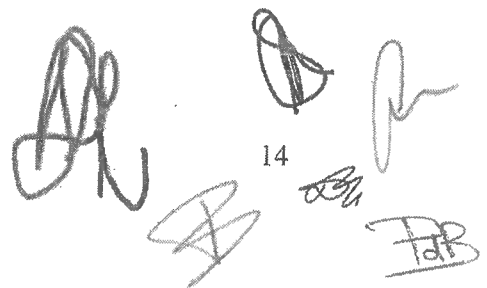
20.1.6 Keep Personal Information confidential and only Process, use and/or hold such Personal Information for the specific purpose for which it was provided to the Receiving Party, for the purposes of performing its obligations in terms of this Agreement and only as required or permitted by any applicable Data Protection Legislation;

20.1.7 Only retain Personal Information for as long as it is required to be retained by the Receiving Party, in line with the purpose for which the Personal Information was provided, in accordance with any Applicable Law.

20.2 The Receiving Party further undertakes to:

20.2.1 Immediately notify the Disclosing Party in the event of the Receiving Party and/or its personnel's non-compliance, suspected or anticipated noncompliance, or breach of any applicable Data Protection Legislation or any other obligations in terms of the provisions of this clause;

14

The bottom right of the page contains several handwritten signatures and initials. There is a large, stylized signature on the left, a smaller one in the center, and a signature that appears to be 'TdB' on the right. The number '14' is printed above the central signature.

20.2.2 Designate a competent manager to oversee the protection of Personal Information within the organization, which individual shall be a point of contact for other Party;

20.2.3 Immediately notify the Disclosing Party where there are reasonable grounds to believe that the Personal Information has been accessed, acquired or Processed by an unauthorised person, or has been used or Processed in any unauthorised or unlawful manner, including any data breaches or security incidents of which the Receiving Party becomes aware.

20.3 In such event, the Receiving Party shall immediately:

20.3.1 Comply with all instructions and directions given by the Disclosing Party in relation thereto;

20.3.2 Take all measures necessary to determine the scope of the compromise and to restore the integrity of the Personal Information;

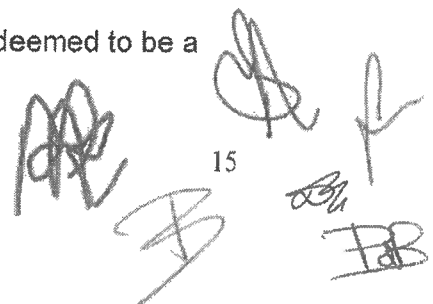
20.3.3 Provide all information that may be requested by the Disclosing Party, co-operate fully with the Disclosing Party in relation to any notifications which may be made by the Disclosing Party to any regulator, data subjects (as defined in any applicable Data Protection Legislation) or any other person;

20.3.4 Co-operate fully with the Disclosing Party in relation to any investigations that the Disclosing Party may initiate, or which may be initiated by an investigator or other authority;

20.3.5 Warrant that it has obtained written consent from all applicable data subjects (as defined in any applicable Data Protection Legislation) for the collection, use, storage, processing or transfer of such data subjects' Personal Information whenever this is required for purposes of this Agreement;

20.4 Any breach of the obligations set out in this clause shall be deemed to be a

15

The bottom right of the page contains several handwritten signatures and initials in black ink. There are approximately six distinct marks, including what appear to be full names and initials, some of which are written over the page number '15'.

material breach of this Agreement and shall entitle, but not oblige, the affected Party to cancel this Agreement on written notice to the defaulting Party in accordance with the provisions of clause 10 hereof;

20.5 The Receiving Party hereby indemnifies and holds the Disclosing Party harmless from and against any and all claims, damage and/or loss of any nature whatsoever, arising from the Receiving Party and/or its personnel breaching any of the provisions of this clause, and/or from any other cause whatsoever in respect of any access to and/or Processing of the Personal Information by the Receiving Party and/or its personnel;

20.6 The obligations in this clause shall survive the termination of this Agreement, and shall continue to be of force and effect for so long as:

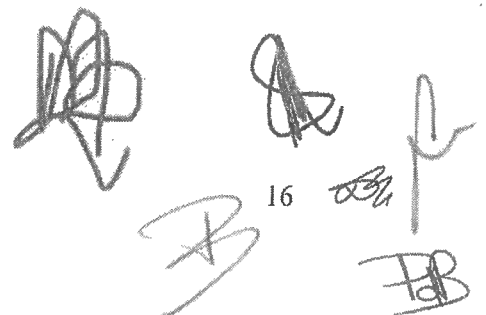
14.6.1 the Receiving Party is in possession of, or has under its control; or

14.6.2 any of the Receiving Party's sub-contractors or Personnel have in their possession or under their control, any Personal Information received and/or Processed by it from or on behalf of the Disclosing Party.

20.7 On termination, cancellation or expiration of this Agreement, the Receiving Party (and all its sub-contractors, if applicable) shall, at the discretion of the Disclosing Party, destroy or return all Personal Information received from the Disclosing Party or Processed, created, maintained or received by the Receiving Party on behalf of the Disclosing Party. The Receiving Party shall retain no copies of the Personal Information unless it has obtained the prior written consent of the Disclosing Party to do so, and such retention complies with all applicable Data Protection Legislation.

21. GOOD FAITH AND CO-OPERATION

The Parties shall co-operate and assist each other in dealings that are connected to this Agreement.



Handwritten signatures and initials, including the number 16, are present at the bottom right of the page.

22. NON-PERFORMANCE AS A RESULT OF MAJOR FORCE

22.1 Neither Party shall be liable to the other for inability to perform or delayed performance in terms of the Agreement, should such inability or delay arise from any cause beyond the reasonable control of such Party, provided that the existence/happening of such cause has been drawn to the attention of the Party within a reasonable time of occurrence of such cause (hereinafter referred to as "a force majeure event").

22.2 For the purpose of this clause, a force majeure event shall without limitation of the generality of the foregoing, be deemed to include strikes, lock outs, accidents, illness, fires, explosions, theft, war (whether declared or not), invasion, foreign enemies, civil insurrection, flood, earthquake, lightning, act of local or national Government, Martial Law or any other cause beyond the reasonable control of the Party affected.

23. ADDRESSES FOR SERVICE

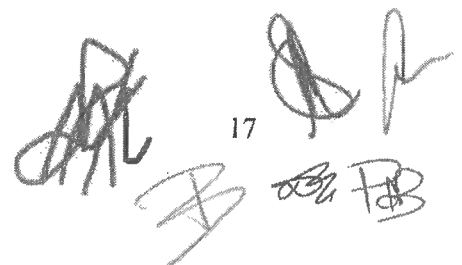
23.1 Each Party shall be entitled to give written notice to the other Party of a change of any of its addresses to any other address within the Republic of South Africa from time to time, provided that one of the addresses must always be a street address at which the service of legal processes can be affected.

23.2 Any notice which:

23.2.1 Is delivered by hand at the addressee's address shall be deemed to have been received by the addressee at the time of delivery; or

23.2.2 Is posted by prepaid registered post from an address within the Republic of South Africa to the addressee shall be deemed, until the contrary is proved by the addressee, to have been received by the addressee on the seventh day following the date of posting; or

23.2.3 If transmitted by telefax to the addressee at its address, shall be deemed to have been received by the addressee on the date of transmission or, if the transmission is made outside of normal business hours, on the first business day following the date of transmission;

 17

23.2.4 The Parties choose the following addresses for purposes of serving any notice, serving of any legal process or for any other purpose arising from this Agreement:

THE DEPARTMENT OF EMPLOYMENT AND LABOUR:

215 Francis Baard Street
PRETORIA
0001
Private Bag X117
PRETORIA
0001

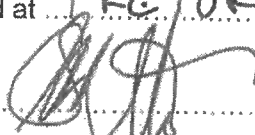
Mobile no. (+27) 82 903 2693
Email: Sam.Morotoba@labour.gov.za

ASSESSMENTWORLD (PTY) LTD:

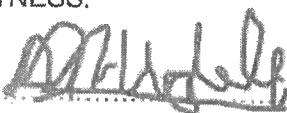
4th Floor
Regus Office Suite
The Firs
Rosebank
Johannesburg.
Postnet Northcliff
Suite 104, Private Bag X17,
Weltevredenpark
1715

Mobile no. (+27) 83 284 5677
Email: metrics@wol.co.za

Signed at PRETORIA on this 11TH day of JULY 2024.


.....
SAMUEL MOROTوبا
DEPUTY DIRECTOR-GENERAL: PUBLIC EMPLOYMENT SERVICES

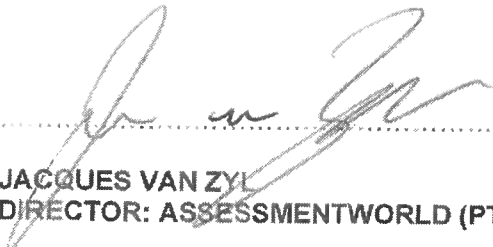
AS WITNESS:

1.  2. 

Signed at CAPE TOWN on this 22ND day of JULY 2024. 

  18


FEB


.....

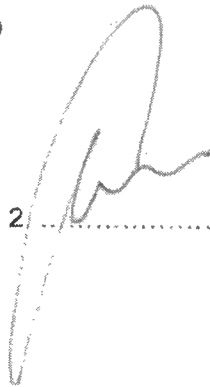
JACQUES VAN ZYL
DIRECTOR: ASSESSMENTWORLD (PTY) LTD

AS WITNESS:

1.


.....

2.


.....

  
 19 


ANNEXURE A

PAYMENT SCHEDULE

Financial years effective:

2024-2025; 2025-2026 and 2026-2027

Tranche Payment Number		Tranche Payment Amount	Period of services	Date to be settled
Year 1 payment	1	R 708,750	July 2024 - Sept 2024	11-Oct-24
	2	R 708,750	Oct 2024 - Dec 2024	27-Jan-25
	3	R 708,750	Jan 2025 - March 2025	15 -April-25
	4	R 708,750	April 2025 ~ June 2025	15 -July-25
Year 2 payment	1	R 708,750	July 2025 - Sept 2025	15-Oct-25
	2	R 708,750	Oct 2025 - Dec 2025	27-Jan-26
	3	R 708,750	Jan 2026 - March 2026	16-April-26
	4	R 708,750	April 2026 - June 2026	13-July-26
Year 3 payment	1	R 708,750	July 2026 - Sept 2026	15-Oct-26
	2	R 708,750	Oct 2026 - Dec 2026	27-Jan-27
	3	R 708,750	Jan 2027 - March 2027	15-Apr-27
	4	R 708,750	April 2027 - June 2027	14-July-27

Payment schedule effective:

Date of last signature of Agreement

Payment due dates:

above table 2024 – 2027)

After Service Delivery (as outlined on the

Product/Service:

SPEEX assessment system

Method of Payment:

Electronic bank transfer

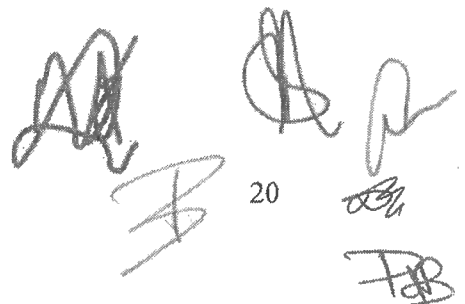
ASSESSMENTWORLD (PTY) LTD bank details:

Account holder: ASSESSMENTWORLD (PTY) LTD

Account number: 62382126722

Financial institution: FNB

Branch Code: 254905


20

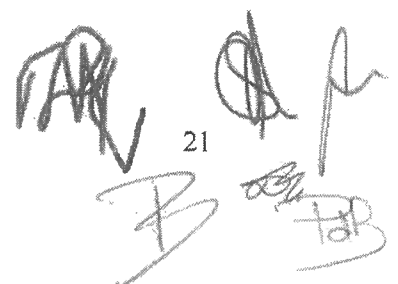
2024 – 2027 AssessmentWorld Deliverables

ANNEXURE A: DELIVERABLES

Assessmentworld Pty Ltd Company Year Deliverables Per Annum for 3 years (2021-2024)

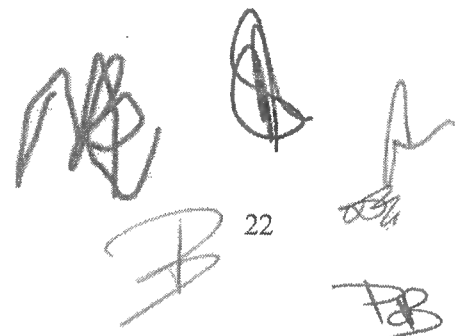
- Grant DEPARTMENT unlimited access to SPEEX pen-and-paper pro forma and the internet assessment system.
- Full operational roll-out and implementation of the SPEEX system to employers and work-seekers.
- Supervise the responsible use, administration, scoring, interpretation and report writing of the SPEEX tool.
- Provide upgrades and updates of the SPEEX assessment system as per HPCSA regulations.
- Monitor its operational systems and all upgrades for virus detection and ensure it to be free of viruses, disabling and malicious code.
- Further development, refinement and maintenance of the dedicated Department of Employment and Labour server and website;
- Further development, refinement and maintenance of the Department of Employment and Labour scanner interface software for the Assessmentworld online platform;
- Ongoing demonstration and orientation of the system to various Department of Employment and Labour offices and officials;
- Ongoing training and field support of Department of Employment and Labour Psychologists, Registered Counsellors and Psychometrics.
- Ongoing enabled and facilitated access of SPEEX system into the Psychology personnel computers.
- Provided SPEEX administration roll-out support in South Africa.
- Provision of test scoring credits for 20000 to 50000 test candidates
- The usage for the main AW system, i.e. test usage, scoring, reporting, servers, support, training, developing, is adjusted by an average inflation related rate of 5% = ZAR 2,835 m per annum.

Total amount for three years (Vat Inc) R 8,505,000 AssessmentWorld Pty Ltd

The block contains several handwritten signatures and initials in black ink. There are three distinct signatures at the top, with the number '21' written in the middle. Below these are more initials, including what appears to be 'B' and 'H.B.'.

ANNEXURE A SUPPLEMENTARY FOR NOTING

1. The same annual pricing levels for the previous cycle shall be maintained in the current cycle.
2. Provision of test scoring credits is the only line item, which is quoted and costed. The company specifically follows this credit quantum based quoting and costing protocol with its clients, as all other services, improvements and adjustments made, such as have been the extensive case with DEL, are done to support the primary value add of the AssessmentWorld offering, namely the usage of its credits to create scoring, and meaningful reports for decision making by the DEL professionals. The same model shall be followed suit for the approved three years cycle.
3. Given these explanations, and the costing rationale they contain, the services in Annexure A, plus that which may be required by DEL for the effective service rendering via the SPEEX system, shall still be rendered by AssessmentWorld on an ongoing basis.
4. The above includes improvements and additions, identified, as per 'lessons learned' during the previous project cycle (2021 – 2024)



Handwritten signatures and initials, including a large signature on the left, a circular stamp or signature in the center, and several smaller initials on the right.

ANNEXURE B

SUPPORT SCHEDULE 2024-2027

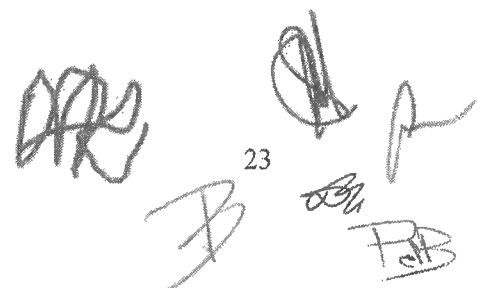
1. PRIORITY SCHEDULE

LEVEL	DESCRIPTION	INITIAL SOLUTION
1.	Assessment Support provision will be made by AssessmentWorld as and when necessary and wherever needed as per the deliverables outlined in "Annexure A".	On-going
2.	Use of programme halted or having a severe impact on the Department's ability to function.	4 hours
3.	Production impacted, but can continue for a reasonable time before the problem becomes critical. The Department must notify AssessmentWorld (Pty) Ltd if this becomes priority 1.	8 hours
4.	A general problem is detected, but feedback is not required. The Department may request feedback if it becomes necessary.	3 working days

2. RESPONSIBLE SUPPORT CONTACT AT DEPARTMENT OF EMPLOYMENT AND LABOUR

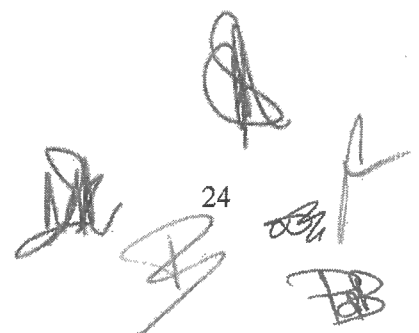
PRETORIA DEPARTMENT OF LABOUR HEAD OFFICE	
Name of contact:	Mr Ratha Hlalele
Mobile:	(+27) 60 973 7170
E-mail address:	Moramang.hlalele@labour.gov.za
Physical address:	Laboria House, Room 326, 215 Francis Baard Street, Pretoria.

23



3. ASSESSMENTWORLD (PTY) LTD TECHNICAL SUPPORT CONTACT

ASSESSMENTWORLD (PTY) LTD	
Name of contact:	Jacques van Zyl
Telephone:	011 759 4000
Cell:	(+27) 83 284 5677
E-mail address:	metrics@wol.co.za
Physical address:	4 th Floor, Regus Office Suite, The Firs, Rosebank, Johannesburg



Handwritten signatures and initials, including the number 24.

ANNEXURE C

HPCSA ASSESSMENT SUPERVISION PROTOCOL

ASSESSMENTWORLD PTY LTD: USE OF PSYCHOMETRIC TESTS

Core statement

All tests published and offered for use by AssessmentWorld (Pty) Ltd are registered with the HPCSA Professional Board for Psychology and/or are tests under development and registered as such. AssessmentWorld (Pty) Ltd complies with all relevant laws, regulations and ethical rules in this regard.

The following document needs to be perused and signed off by users of the AssessmentWorld (Pty) Ltd tests.

The scope of practice of the profession of psychology

The Health Professions Act, 1974 (Act No. 56 of 1974) mandated the Health Professions Council of South Africa (HPCSA) to develop the regulation defining the Scope of the Profession of Psychology published as Government Notice No. R. 993 of 16 September 2008.

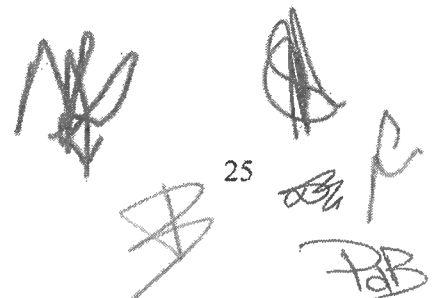
This Regulation, which has been in effect since 2008, defines the actions that are reserved for the profession of psychology. These actions are commonly referred to as "psychological acts". If a test is classified as a psychological test it means that the use of the test results is an act reserved for the profession of psychology. The scope of the profession reserves a large number of activities for psychology professionals. Many of these activities relate to assessment.

What makes a test psychological?

When a test is submitted for classification, the reviewers need to decide whether the use of this test will result in a psychological act. When a test is classified as a psychological test, it means that it has been evaluated in terms of its psychometric properties, and that it has been found to meet certain minimum requirements as set by the Professional Board for Psychology.

It is clear from this Regulation that assessment activities are emphasised as being reserved for the profession of psychology.

Which constructs are included?

The image shows several handwritten signatures and initials in black ink. There are four distinct signatures: one on the left, one in the center, one on the right, and one at the bottom right. The number '25' is written in the center, between the second and third signatures from the left.

The types of constructs that result in a psychological act if they are assessed include:

- Behaviour
- Mental Processes
- Personality adjustments
- Personality dynamics
- Personality make-up
- Personality functioning
- Emotional functions
- Temperament
- Adjustments of individuals
- Adjustments of groups of persons
- Intellectual abilities
- Aptitude
- Interests
- Neuropsychological disorders
- Mental functioning deficiencies
- Psychophysiological functioning
- Psychopathology

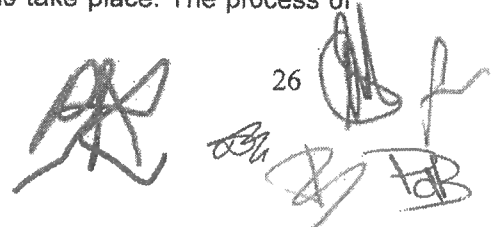
Administering tests

The Health Professions Act (Act 56 of 1974) also made provision for the development of the regulation defining the Ethical Rules of Conduct for Practitioners registered under the HPCSA, published as Government Gazette R717 of 4 August 2006.

This Regulation **Annexure 12** allows for a psychologist to delegate work to an employee (item 8), and this could potentially apply to the case when an administrative worker administers a test that is administered in a mechanical, computerised or purely routine manner, and where the administration requires no psychological skill as such. **The responsibility for the objectivity of the process and the procedurally proper administration of the test remains with the registered professional. This would fall under the category of delegated work, and it is the registered professional's responsibility to ensure that the person who does the delegated work is properly trained for it.**

Where the test administration is totally automated, it is difficult to justify the need for a registered professional purely to administer the test-however, this applies to administration only. In fact, during the administration of test, a lot of other important interactions take place. The process of

26

The bottom right corner of the page contains several handwritten signatures and initials. There is a large, stylized signature on the left, and to its right, the number '26' is written. Further right, there are several smaller, more legible initials and signatures, including what appears to be 'EdB'.

gaining informed consent is one professional action that takes place during the testing process, and this is covered in detail in the professional conduct regulations. Another is the behavioural observation that takes place during testing-this is observation of a professional, psychological nature and goes way beyond a simple process that can be automated. **If the test is automatically administered without supervision, the observational information cannot be obtained, and the professional in charge of the assessment process has to take responsibility for doing the assessment in the absence of the additional information.**

The rules of professional conduct clearly specify that assessment needs to be done in the context of a professional relationship. Only the registered professional can establish this relationship-that is not something you can delegate. **How it must be done is not clearly defined, and nowadays technology allows us means of communication that were not even options a few years ago. There are the possibilities of Skype conversations, of a video call, videoconferencing, observation via webcam or video camera during testing, even the telephone.** Establishing of a professional relationship is necessary preliminary to the obtaining of informed consent for testing, the identification of special needs and circumstances, and especially to defining the limits of confidentiality. With rapidly changing technology and with the regulations that do not spell everything out in up-to-date detail, it is not possible to give people a hard and fast answer about all the ethical issues involved with automated testing. **However, it is clear that there needs to be a professional relationship, and simply overlooking that aspect is not responsible professional behaviour.**

Scoring tests

This Regulation also allows for a psychologist to delegate work to an employee (item 8), and this would be the case when an administrative worker scores a test that can be scored in a mechanical, computerised or purely administrative way. The psychology professional is responsible for ensuring that objectivity is not compromised by multiple relationships, and for ensuring that only those responsibilities that such a person can be expected to perform competently on the basis of his or her education, training and experience are delegated. The psychology professional also has to ensure that this person performs these services competently.

It also allows for automated scoring and interpretation systems (items 52, 53 and others). The responsibility for the use of these systems clearly rests with the psychology practitioner.

Thus, while delegation of certain actions that do in themselves require psychological expertise are allowed, professional responsibility cannot be delegated to an unregistered person. The regulations also appear to require an active concern with quality control and direct supervision.

The professional may not assume or trust that delegated activities are competently done.

Interpretation of test results

Nowadays, computer systems can do a credible job of interpreting and reporting on psychological tests. However, only registered professional can decide whether a specific report is appropriate for the purpose of the assessment, whether it is comprehensive enough, whether the report incorporates all relevant information, whether it is clear enough for the intended recipient or whether further elucidation is required. Often there are also several options in terms of computer-generated reports, and the decision on which particular report should be used is in our judgement one that needs to be made with professional discretion. Sometimes input from multiple reports need to be combined. Feedback is a professional interaction that may also involve giving professional advice. In the case of a person who was assessed for selection or development in the context of a particular role, the feedback given to the management would not necessarily be the same as the feedback given to the respondent. These distinctions require professional judgment.

Thus, in the context of the current South Africa regulations, the giving of feedback on psychological tests requires a registered psychology professional. A professional may in fact decide that the computer-generated report is adequate as feedback for the purpose at hand and that no further interaction is required. In that case, the professional concerned must take personal professional responsibility for this decision and its consequences.

Human resource practitioners and life coaches could also be registered psychology professionals and as such, they would be allowed to use psychological tests. It is their responsibility to remain within the scope of practice of their registered professional's category. If they are not registered with the HPCSA as psychology professionals, HR practitioners and life coaches have no special status with regard to the use of psychological tests. They may only use them if they are registered as psychometrists or psychologists.

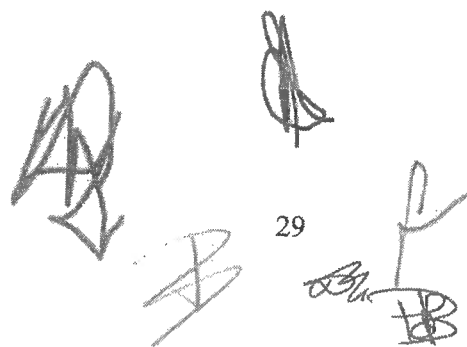
Some tests are not psychological-for instance, tests of knowledge or skill do not constitute psychological assessments. They may be used by unregistered persons.

However, if a test measures one of the constructs listed in the scope of practice of the profession (see above), it is a criminal offence for an unregistered person to use it. If they also presented themselves as being a registered psychology professional while being unregistered, the offense is even more serious and carries a heavier penalty. The HPCSA does not have any jurisdiction over unregistered persons.

AA
28
FB

The ASSESSMENTWORLD (PTY) LTD standard operating procedures and standards

1. AssessmentWorld (Pty) Ltd provide requisite support to practitioners available on-site for assessment projects undertaken by its users. Specific project pricing is negotiated.
2. AssessmentWorld (Pty) Ltd provide requisite support supervision over assessment projects undertaken by its users. Supervision fees included in bulk credit pricing.



Handwritten signatures and initials, including the number 29.

TYPE	LEVEL	DESCRIPTION	EXPENSES	COMMITMENTS	BUDGET	AVAILABLE BUDGET
I 007		T&S DOM: AIR TRANSPORT	1,924.29	0.00	40,000.00	38,075.71
I 007		T&S DOM: ROAD TRANSPORT	0.00	0.00	10,000.00	10,000.00
I 006		T&S FORGN: ACCOMMODATION	0.00	0.00	10,000.00	10,000.00
I 007		T&S FORGN: DAILY ALLOWANCE	0.00	0.00	3,000.00	3,000.00
I 005		T&S FORGN: AIR TRANSPORT	0.00	0.00	20,000.00	20,000.00
I 005		O/P: COURIER & DELIVERY SVCS	62,445.12	0.00	71,000.00	8,554.88
I 003		GOODS AND SERVICES	0.00	0.00	10,000.00	10,000.00
I 003		MACHINERY AND EQUIPMENT	258,088.78	85,354.41	573,000.00	229,556.81
I 005		AUDIO VISUAL EQUIPMENT	421,787.88	0.00	0.00	421,787.88
I 006		OFFICE FURNITURE	0.00	29,693.91	100,000.00	70,306.09
I 006		COMP HARDWARES - DESKTOP	0.00	0.00	250,000.00	250,000.00
I 006		COMP HARDWARES - LAPTOP	0.00	0.00	349,000.00	349,000.00
I 003		MACHINERY AND EQUIPMENT	421,787.88	29,693.91	699,000.00	247,518.21
TOTAL R 008		(PS) DIR: ESSA DEVELOPM MANGEM	3,103,112.32	115,048.32	8,221,000.00	5,002,839.36
TOTAL R 007		DIRECTOR: ESSA DEVELOPM MANGEM	3,103,112.32	115,048.32	8,221,000.00	5,002,839.36
PESCLK						
RP0203RS						
NAT: EMPLOYMENT AND LABOUR EXPENDITURE CONTROL (COMMITMENTS) FOR FINANCIAL YEAR UP TO 24/07/2024						
DATE: 24/07/2024 TIME: 11:55:28 PAGE: 8						

TYPE	LEVEL	DESCRIPTION	EXPENSES	COMMITMENTS	BUDGET	AVAILABLE BUDGET
R 007		DIRECTOR: WORK SEEKER SUPPORT				
R 008		(PS) DIR: WORK SEEKER SUPPORT				
I 003		COMPENSATION OF EMPLOYEES				
I 007		S&W: BASIC SALARY (RES)	2,009,841.06	0.00	4,534,000.00	2,524,158.94
I 008		S&W: HOUSING ALLOWANCE (RES)	31,862.08	0.00	62,000.00	30,137.92
I 008		S&W: NON PENSIONABLE ALL OTH (RES)	317,077.84	0.00	650,000.00	332,922.16
I 008		S&W: SERVICE BONUS (RES)	95,845.48	0.00	320,000.00	224,154.52
I 008		EMEL CONTR: BARGAIN COUNCIL (RES)	356.83	0.00	1,000.00	643.17
I 008		EMEL CONTR: MEDICAL (RES)	97,895.00	0.00	800,000.00	702,105.00
I 008		EMEL CONTR: PENSION (RES)	261,278.69	0.00	1,527,000.00	1,265,721.31
I 003		COMPENSATION OF EMPLOYEES	2,814,156.98	0.00	7,894,000.00	5,079,843.02
I 003		GOODS AND SERVICES				
I 005		TRAVEL AGENCY FEES	2,333.74	0.00	10,000.00	7,666.26
I 007		ADVERT: MARKETING	0.00	0.00	14,000.00	14,000.00
I 004		F&O/EDP: \$5000: OFFICE FURNITURE	0.00	0.00	140,000.00	140,000.00
I 005		CATERING: DEPARTAL ACTIVITIES	0.00	0.00	20,000.00	20,000.00
I 006		COM: AIRTIME & DATA	9,209.79	0.00	25,000.00	15,790.21
I 005		EXT COMP SER: SPEC COMER SERV	1,350,000.00	0.00	2,703,000.00	1,353,000.00
I 006		ENTERTAIN MANAGEMENT	999.80	0.00	2,000.00	1,000.20
I 006		F/SER: TRANSACTION COSTS	1,353.90	0.00	0.00	1,353.90
I 007		T&S DOM: ACCOMMODATION	1,920.00	0.00	50,000.00	48,080.00
I 006		T&S DOM: SPECIAL DAILY ALLOWANCE	10,018.24	0.00	10,000.00	18.24
I 006		T&S DOM: FOOD&BEVER	8,525.19	0.00	5,000.00	3,525.19
I 007		T&S DOM: INCIDENTAL COST	1,442.00	0.00	5,000.00	3,558.00
I 007		T&S DOM: CAR RENTAL	4,654.22	0.00	20,000.00	15,345.78
I 007		T&S DOM: RM ALL (OWN TRANSPORT)	16,731.32	0.00	35,000.00	18,268.68
I 007		T&S DOM: AIR TRANSPORT	23,663.13	0.00	20,000.00	3,663.13
I 007		T&S DOM: RAILWAY TRANSPORT	936.00	0.00	1,000.00	64.00
I 006		T&S DOM: ROAD TRANSPORT	809.00	0.00	2,000.00	1,191.00
I 006		T&S FORGN: INCIDENTAL COST	600.00	0.00	0.00	600.00
I 006		T&S: DOM NON EMEL: TRANSPORT	0.00	0.00	2,000.00	2,000.00

NO	DESCRIPTION	AMOUNT	DATE
I 008	EMPL CONTR: PENSION (RES)	0.00	
I 003	COMPENSATION OF EMPLOYEES	0.00	
I 003	GOODS AND SERVICES		
I 005	TRAVEL AGENCY FEES	0.00	
I 005	ADVERT: MARKETING	0.00	
I 007	F&O/EOP-R5000: OFFICE FURNITURE	0.00	
I 004	CATERING: DEPARTM. ACTIVITIES	0.00	
I 005	DOM: AIRTIME & DATA	0.00	
I 006	EXT COM: SPEC: COVER SERV	0.00	
I 005	ENTERTAIN MANAGEMENT	0.00	
I 006	T&S DOM: ACCOMMODATION	0.00	
I 007	T&S DOM: SPECIAL DAILY ALLOWANCE	3,904.00	
I 006	T&S DOM: FOOD/BEVER	2,933.41	
I 006	T&S DOM: INCIDENTAL COST	220.00	
I 007	T&S DOM: CAR RENTAL	0.00	
I 007	T&S DOM: KM ALL (OWN TRANSPORT)	1,992.45	
TOTAL			

PESCLK
RP0203BS

TYPE LEVEL	DESCRIPTION	EXPENSES	COMMITMENTS	BUDGET	AVAILABLE BUDGET
I 007	T&S DOM:AIR TRANSPORT	0.00	0.00	20,000.00	20,000.00
I 007	T&S DOM:RAILWAY TRANSPORT	0.00	0.00	1,000.00	1,000.00
I 006	T&S DOM:ROAD TRANSPORT	341.00	0.00	2,000.00	1,659.00
I 005	T&S:DOM NON EMPL:TRANSPORT	0.00	0.00	2,000.00	2,000.00
I 005	O/P:COUPLER & DELIVERY SVCS	0.00	0.00	15,000.00	15,000.00
TOTAL	GOODS AND SERVICES	9,390.86	1,350,000.00	3,079,000.00	1,719,609.14
I 003	MACHINERY AND EQUIPMENT				
I 006	OFFICE EQUIPMENT	0.00	0.00	283,000.00	283,000.00
I 003	MACHINERY AND EQUIPMENT	0.00	0.00	283,000.00	283,000.00
TOTAL	(PS) DIR: WORK SEEKER SUPPORT	9,390.86	1,350,000.00	11,256,000.00	9,896,609.14
R 008	(PS) DIR: MANAGEM SUPPORT SERV				
I 003	COMPENSATION OF EMPLOYEES				
I 007	S&W:BASIC SALARY (RES)	0.00	0.00	7,200,000.00	7,200,000.00
I 008	S&W:SERV BASED OTHER (RES)	0.00	0.00	10,000.00	10,000.00
I 008	S&W:HOUSING ALLOWANCE (RES)	0.00	0.00	260,000.00	260,000.00
I 008	S&W:NON PENSIONABLE ALL OTH(RES)	0.00	0.00	208,000.00	208,000.00
I 008	S&W:SERVICE BONUS (RES)	0.00	0.00	450,000.00	450,000.00
I 008	EMPL CONTR:PARCRAIN COUNCIL(RES)	0.00	0.00	2,000.00	2,000.00
I 008	EMPL CONTR:MEDICAL (RES)	0.00	0.00	621,000.00	621,000.00
I 008	EMPL CONTR:PENSION (RES)	0.00	0.00	760,000.00	760,000.00
TOTAL	COMPENSATION OF EMPLOYEES	0.00	0.00	9,511,000.00	9,511,000.00
I 003	GOODS AND SERVICES				
I 003	TRAVEL AGENCY FEES	0.00	0.00	6,000.00	6,000.00
I 005	ADVERT-MARKETING	0.00	0.00	3,000.00	3,000.00
I 007	F&O/EQP<\$5000:OFFICE FURNITURE	0.00	0.00	71,000.00	71,000.00
I 004	CATERING:DEPARTMIL ACTIVITIES	0.00	0.00	32,000.00	32,000.00
I 005	COM:AIRTIME & DATA	0.00	0.00	34,000.00	34,000.00
I 005	ENTERTAIN MANAGEMENT	0.00	0.00	2,000.00	2,000.00
I 005	CONS:SP&OS:GOV PRIN	0.00	0.00	10,000.00	10,000.00
I 005	CONS:SP&OS:STATIONERY	0.00	0.00	27,000.00	27,000.00
I 005	CONS:SP&OS:PRINT CARTRIDGE	0.00	0.00	22,000.00	22,000.00

I 006	T&S DOM:ACCOMMODATION	0.00	0.00	0.00	30,000.00
I 007	T&S DOM:SPECIAL DAILY ALLOWANCE	0.00	0.00	0.00	17,000.00
I 006	T&S DOM:FOOD&BEVER	0.00	0.00	0.00	9,000.00
I 006	T&S DOM:INCIDENTAL COST	0.00	0.00	0.00	9,000.00
I 007	T&S DOM:CAR RENTAL	0.00	0.00	0.00	10,000.00
I 007	T&S DOM:KM ALL (OWN TRANSPORT)	0.00	0.00	0.00	15,000.00
I 007	T&S DOM:AIR TRANSPORT	0.00	0.00	0.00	55,000.00
I 006	T&S FORGN:DAILY ALLOWANCE	0.00	0.00	0.00	17,000.00
I 006	T&S FORGN:FOOD&BEVER	0.00	0.00	0.00	6,000.00
I 006	T&S FORGN:INCIDENTAL COST	0.00	0.00	0.00	6,000.00
I 007	T&S FORGN:AIR TRANSPORT	0.00	0.00	0.00	40,000.00
I 005	O/P:SUBSCRIPT, PRINT&PUBLIC SERV	0.00	0.00	0.00	20,000.00
I 005	VENUES AND FACILITIES	0.00	0.00	0.00	31,000.00
TOTAL I 003	GOODS AND SERVICES	0.00	0.00	0.00	472,000.00
EPS					
NAT: EMPLOYMENT AND LABOUR					
EXPENDITURE CONTROL (COMMITMENTS)					
FOR FINANCIAL YEAR UP TO 05/04/2024					
DATE: 05/04/2024					
TIME: 14:51:20					
PAGE: 9					

TYPE LEVEL	DESCRIPTION	EXPENSES	COMMITMENTS	BUDGET	AVAILABLE BUDGET
I 003	MACHINERY AND EQUIPMENT				
I 006	OFFICE FURNITURE	0.00	0.00	483,000.00	483,000.00
TOTAL I 003	MACHINERY AND EQUIPMENT	0.00	0.00	483,000.00	483,000.00
TOTAL R 008	(PS) DIR: MANAGEM SUPPORT SERV			10,466,000.00	10,466,000.00
TOTAL O 006	DEL:MNG & SUP SERV PBLC EMP SERV	36,808.03	8,645,533.05	53,228,000.00	44,545,658.92
TOTAL O 005	DEL:PUBLIC EMPLOYMENT SERVICES	36,808.03	8,645,533.05	53,228,000.00	44,545,658.92
TOTAL F 005	VOTED FUNDS	36,808.03	8,645,533.05	53,228,000.00	44,545,658.92

**** END OF REPORT RP0203BS ****



CSD REGISTRATION REPORT

SUPPLIER IDENTIFICATION

Supplier number	MAAA0480249	Total annual turnover	R10 million or less; or
Is supplier active?	Yes	Financial year start date	01 Jan 2017 00:00:00:000
Supplier type	CIPC Company	Registration date	22 Oct 2012 00:00:00:000
Supplier sub-type	Private Company (Pty)(Ltd)	Created by	metrics@wol.co.za
Legal name	ASSESSMENT WORLD	Created date	03 Jul 2017 15:21:54:000
Identification type	South African Company/Close Corporation Registration Number	Edit by	metrics@wol.co.za
Government breakdown	Private Companies (Pty) (Ltd)	Edit date	05 Feb 2024 10:54:49:500
Business status	In Business	Restricted Supplier	No
Country of origin	South Africa	Restricted Director	No
South African company/CC registration number	2012/189982/07	Government Employee	No
Have Bank Account	Yes		

SUPPLIER INDUSTRY CLASSIFICATION INFORMATION

INDUSTRY CLASSIFICATION 1

Main group	Professional, scientific and technical activities	Core industry	Activities of head offices; management consultancy activities
Division	Activities of head offices; management consultancy activities	% share of annual turnover	100.00

SUPPLIER CONTACT INFORMATION

CONTACT 1

Contact type	Administration,Bid Office	Cellphone number	083 284 5677
Is this your preferred Contact?	Yes	Fax number	0117594001
Name(s)	Jacques	Website address	www.assessmentworld.com
Surname	van Zyl	Do you want this contact to also be a CSD user ?	Yes
Identification type	South African Identification Number	Created by	metrics@wol.co.za
Prefer communication via email	Yes	Created date	03 Jul 2017 15:21:56:790
Email address	metrics@wol.co.za	Edit by	metrics@wol.co.za





CSD REGISTRATION REPORT

Telephone number	0832845677	Edit date	03 Jul 2017 15:21:56.790
------------------	------------	-----------	--------------------------

SUPPLIER ADDRESS INFORMATION

ADDRESS 1

Is this a preferred address?	Yes	Postal code	1715
Address line 1	Postnet Northcliff, Suite 104, P/B X 17	Country	South Africa
Address line 2	Weltevredenpark	This address S/A delivery	Yes
Suburb	City of Johannesburg NU - [Removed]	This address S/A payment	Yes
Province	Gauteng	Created by	metrics@wol.co.za
Municipality	City of Johannesburg	Created date	03 Jul 2017 15:21:56.600
City	City of Johannesburg NU	Edit by	metrics@wol.co.za
		Edit date	03 Jul 2017 15:21:56.600

ADDRESS 2

Is this a preferred address?	No	Postal code	2000
Address line 1	Regus Offices, 4th Floor, The Firs	Country	South Africa
Address line 2	Rosebank	Created by	metrics@wol.co.za
Suburb	City of Johannesburg NU - [Removed]	Created date	03 Jul 2017 15:21:56.600
Province	Gauteng	Edit by	metrics@wol.co.za
Municipality	City of Johannesburg	Edit date	03 Jul 2017 15:21:56.600
City	City of Johannesburg NU		

SUPPLIER BANK ACCOUNT

BANK ACCOUNT 1

Account type	Current Accounts	Created by	metrics@wol.co.za
Bank	FIRST NATIONAL BANK	Created date	03 Jul 2017 15:21:56.820
Branch number	254905	Edit by	csd.safetynetbatch@treasury.gov.za
Branch name	CRESTA CENTRE 144	Edit date	05 Jul 2017 09:20:33.597
Account number	62382126722	Bank Verification Status	Verification Succeeded
Account holder	ASSESSMENT WORLD PTY LTD	Foreign Bank Account	No





CSD REGISTRATION REPORT

Is this a preferred account?	Yes	Is the identifier linked at the bank	Yes
Active start date	29 Jun 2017 11:45:38:000	Is this a Shared Funding Account	No

TAX INFORMATION

Income tax number	9007155246	Overall Tax Status	Tax Compliant
VAT number	4010286690	Created by	metrics@wol.co.za
Is this supplier a VAT vendor?	Yes	Created date	03 Jul 2017 15:21:58:180
Are you Registered with SARS?	Yes	Edit by	csd.reverifybatch@treasury.gov.za
Last validation date	11 Jul 2024 18:50:00:000	Edit date	05 Oct 2021 19:42:54:000
Would you like to receive notifications?	Yes		

B-BBEE INFORMATION

Are you an empowering supplier?	No	B-BBEE Procurement Recognition	100%
% Owned by black people	0.00	Accept and understand the content of the affidavit	Yes
% Owned by black people who are women	0.00	Commissioner of Oath	Shannen Mills
% Owned by black people who are youth	0.00	Date affidavit signed by commissioner of oath	23 Jan 2024 00:00:00:000
% Owned by black people with disabilities	0.00	Affidavit expiry date	22 Jan 2025 00:00:00:000
% Owned by black who are unemployed	0.00	Created by	metrics@wol.co.za
% Owned by black people who are military veteran	0.00	Created date	03 Jul 2017 15:22:02:343
% Owned by black people living in rural or underdeveloped areas	0.00	Edit by	metrics@wol.co.za
Status	Active	Edit date	05 Feb 2024 10:54:49:927
B-BBEE Status Level Of Contributor	Level 4 Contributor	Verification Status	Manual Verification Required





CSD REGISTRATION REPORT

OWNERSHIP INFORMATION

CSD can only verify the youth category of persons for South African citizens. It is the responsibility of an organ of state supply chain practitioner to obtain supporting documentation to verify the ownership information of this supplier.

Owner's name and surname Legal name	Owner's Identification number	RSA Citizen	Ethnic group	Gender	Ownership %	Youth	Disabled	Military	Rural	Township
JACQUES VAN ZYL	6106305014085	Yes	White	Male	50.00%	No	No	No		
JAN CHRISTOFFEL ANTONIE BOEYENS	6108125069083	Yes	White	Male	50.00%	No	No	No		
Total					100.00%					

CATEGORY OF PERSONS BASED ON OWNERSHIP

Owned by people: 100.00%

DIRECTORS / MEMBERS / OWNERS INFORMATION

DIRECTOR/MEMBER 1

Director type	Director, Owner	Owner's gender	Male
Director status	Active	Owner youth	No
Name(s)	JACQUES	Owner person with disabilities	No
Surname	VAN ZYL	Owner military veteran	No
Country	South Africa	Created by	csd.reverifybatch@treasury.gov.za
Identification type	South African Identification Number	Created date	30 Aug 2017 10:55:07:000
South African identification number	6106305014085	Edit by	csd.reverifybatch@treasury.gov.za
Work permit	0000000	Edit date	30 Aug 2017 10:55:07:000
Appointment date	22 Oct 2012 00:00:00:000	Restricted Director	No
Email address	metrics@wol.co.za	Restriction Last Verification Date	11 Jul 2024 18:49:41:313
Cellphone number	083 284 5677	Government Employee	No
Owner	Yes	Government Employee Last Verification Date	11 Jul 2024 18:49:41:187
Ownership %	50.00%	SA identification number Verified	Yes
Living areas of owner	City of Johannesburg, Fairland	SA identification number verification date	13 Jun 2024 21:23:54:000
Owner's ethnic group	White		

DIRECTOR/MEMBER 2

Director type	Director, Owner	Owner's ethnic group	White
---------------	-----------------	----------------------	-------





CSD REGISTRATION REPORT

Director status	Active	Owner's gender	Male
Name(s)	JAN CHRISTOFFEL ANTONIE	Owner youth	No
Surname	BOEYENS	Owner person with disabilities	No
Country	South Africa	Owner military veteran	No
Identification type	South African Identification Number	Created by	csd.reverifybatch@treasury.gov.za
South African identification number	6108125069083	Created date	30 Aug 2017 10:55:08:000
Work permit	0000000	Edit by	csd.reverifybatch@treasury.gov.za
Appointment date	22 Oct 2012 00:00:00:000	Edit date	30 Aug 2017 10:55:08:000
Email address	metrics@wol.co.za	Restricted Director	No
Cellphone number	083 284 5677	Restriction Last Verification Date	11 Jul 2024 18:49:41:343
Owner	Yes	Government Employee	No
Ownership %	50.00%	Government Employee Last Verification Date	11 Jul 2024 18:49:41:217
Living areas of owner	City of Cape Town, Rosebank	SA identification number Verified	Yes
		SA identification number verification date	13 Jun 2024 21:23:54:063





CSD REGISTRATION REPORT

Tips and Frequently Asked Questions (FAQ)

Identifier

CSD cannot electronically verify the identity of a supplier other than a South African Individual / Sole Proprietor (through Home Affairs) or a company registered at the Companies and Intellectual Property Commission (CIPC). For this reason, a disclaimer is displayed for supply chain practitioners to obtain supporting documentation to verify the identity and legitimacy of a supplier in these cases.

Bank

For help on how to resolve bank failures click here: [I received an email stating the bank information I captured on the CSD was sent for bank account validation and could not be validated. The response received from the bank contains an error message.](#)
The various possible error messages received from the bank are highSemiBolded in red. Search for the applicable message and follow the detailed steps associated with that error message.

Tax

Tax Compliance Status

For help on how to deal with tax status differences between CSD and the tax clearance certificate click here: [What should a supplier do if the tax status on CSD difference from the tax clearance certificate?](#)

Tax Compliance Expiry Date

For help on how to deal with tax status differences between CSD and the tax clearance certificate click here: [How does CSD determine the tax compliance expiry date?](#)

CIPC

Should the director/member information reflected on the CIPC registration report differs to that reflected on CSD for help click here: [The active Directors/Members are not being populated on the CSD Directors/Members screen as they appear at CIPC. how can I rectify this?](#)

State Employee

For more information pertaining to government employment status click here: [Will there be verification done to identify if a supplier is a government employee?](#)

BBBEE

CSD does not automatically verify all certificate information with the various accreditation bodies. Organs of State are required, where not automatically verified by CSD, to manually verify this information with the applicable accreditation body as per current policies and procedures. Expired certificate information do not reflect on the report.

RESTRICTION

Restricted Supplier - A supplier is restricted by using the identification number of the entity e.g. CIPC registration -, trust -, Social Development non-profit -, South African ID -, Foreign company registration number or ID number. If there is more than one CSD Supplier profile registered on CSD with the same entity identification number, all those related supplier profiles will be restricted.

Restricted Director - A director/owner is an individual person and is restricted by using the South African ID or Foreign ID number. If a director belongs to different companies and has been restricted, the director will reflect as restricted in all companies where identification number is detected.

Restricted Suppliers & Directors are listed on CSD under Help - [Am I restricted?](#)

The CSD does not automatically verify foreign company registration number, international securities identification number, foreign identification numbers, foreign passport numbers, work permit numbers, foreign bank accounts, B-BBEE, demographic and accreditation information. Organs of State are required to manually verify this information with the applicable verification institutions as per their current policies and procedures.





CSD REGISTRATION REPORT

Print Date:

8/5/2024 1:20:13 PM



Themba Maseko (HQ)

From: Boitumelo B. Zulu (HQ)
Sent: 23 August 2024 14:59
To: 'Petrus Makulane'; 'Moses Malatji'; 'Lebo Tsotetsi'; 'scmgmc1@treasury.gov.za'; 'Nnanase@agsa.co.za'
Cc: Bellah Gelebe (HQ); Musa Mthombeni; Kelebogile Botilo (HQ); Themba Maseko (HQ); Owen Rabalao (HQ)
Subject: REPORTING OF PROCUREMENT BY OTHER MEANS, VARIATIONS AND EXPANSIONS OF CONTRACTS
Attachments: Reporting of Procurement by other means Variations and Expansions of Contracts 23 August 2024.pdf

Good day,

Kindly receive the attached **REPORTING OF PROCUREMENT BY OTHER MEANS, VARIATIONS AND EXPANSIONS OF CONTRACTS**.

Kind regards



employment & labour
Department
Employment and Labour
REPUBLIC OF SOUTH AFRICA

Boitumelo Zulu
Senior Admin Officer: Supply Chain (Acquisition
Management)
Department of Employment and Labour
Mobile number: 072 176 9465
TEL: 012 309 4943
e-mail: boitumelo.zulu@labour.gov.za
Website: www.labour.gov.za

REPORTING OF PROCUREMENT BY OTHER MEANS. VARIATIONS AND EXPANSIONS OF CONTRACTS

Full Name of National/ Provincial Institution: Department of Employment and Labour

Name of Accounting Officer / Delegated Official: T. Maseko

Director/ Chief Director SCM: K. Maholwana

Telephone number and email address: 012 309 4828 / Themba.maseko@labour.gov.za

Date: 23-Aug-24

REPORTING OF PROCUREMENT BY OTHER MEANS

No	Project Description	Name of Supplier	Contract Number	Reason for the procurement by other means	Value of contract	Award Date	Contract start date	Contract expiry
1	Procure STATA Software	Quantec Enterprise (Pty) Ltd	HO 101/08/2024-25	Single source service provider	285 154.15	19/08/2024	N/A	N/A
2	Procure Co-sourced Investigative Services for fraud and corruption case	Rain Chartered Accountants	HO 100/08/2024-25	Deviation from normal SCM process of RFQ to rotational system to all service providers on the panel of the Forensic and Investigation services	659 240.00	19/08/2024	N/A	N/A

REPORTING OF EXPANSIONS AND VARIATIONS OF CONTRACTS

No	Project Description	Name of Supplier	Contract Number	Reason for expansion or variation of contract	Original contract value	Value of contract expansion or variation of contract	Value of previous contract expansion or variation of contract	Award Date	Contract start date	Contract expiry
1	Scope variation of R12 million on existing contract with Assessment world	Assessment world	DBAC11/08/2024-25	Towards speech enhancement to conduct the psychometric assessment	R8 505 000.00	R1 200 000.00	N/A	15/08/2024	01/09/2024	28/02/2026

The Accounting Officer/ Authority confirms that the information captured in this report is a true reflection of the approved procurement by other means and the approved expansions and variations of contracts.

REPORTING OF EXPANSIONS AND VARIATIONS OF CONTRACTS

ACCOUNTING OFFICER/ AUTHORITY SIGNATURE