

ACCOLADE CONSULTING (PTY) LTD
Registration Number 2015/312627/07

MANUAL

in terms of

Section 51 of The Promotion of Access to Information Act 2/2000

(the "ACT")



TABLE OF CONTENTS

Contents

1	INTERPRETATION	3
2	AIM.....	4
3	DETAILS	4
4	CONTACT DETAILS OF THE CEO AND REQUEST LIAISON OFFICER.....	4
5	HUMAN RIGHTS COMMISSION ("HRC") GUIDE	4
6	RECORDS THAT ARE AUTOMATICALLY AVAILABLE TO EITHER EMPLOYEES ONLY OR THE GENERAL PUBLIC	5
7	RECORDS HELD IN TERMS OF OTHER LEGISLATION AS CONTEMPLATED IN SECTION 51(1)(D) OF THE ACT	5
8	OTHER TYPES OF RECORDS HELD AS CONTEMPLATED IN SECTION 51(1)(C)	5
8.2	Human Resources	5
8.3	Professional Services	5
8.4	Information technology	6
8.5	Company records.....	6
9	PROCESS OF REQUESTING INFORMATION NOT AUTOMATICALLY AVAILABLE	6
10	FEES PAYABLE	7
11	INFORMATION OR RECORDS NOT FOUND	7
12	INFORMATION REQUESTED ABOUT A THIRD PARTY.....	7
13	UPDATING OF MANUAL.....	8
ANNEXURE A	9	
FORM A	9	
FORM B	12	
NOTICE OF INTERNAL APPEAL	12	



1 INTERPRETATION

- 1.1 In this document, clause headings are for convenience and shall not be used in its
- 1.2 interpretation unless the context clearly indicates a contrary intention –
- 1.3 an expression which denotes –
 - 1.3.1 any gender includes the other genders;
 - 1.3.2 a natural person includes an artificial or juristic person and vice versa;
 - 1.3.3 the singular includes the plural and vice versa;
- 1.4 the following expressions shall bear the meanings assigned to them below and
- 1.5 cognate expressions bear corresponding meanings –
 - 1.5.1 **"this document"** - this document together with all of its annexures, as amended from time to time;
 - 1.5.2 **"the company"** – Accolade Consulting (Pty) Ltd;
 - 1.5.3 **"the Act"** - Promotion of Access to Information Act No. 2 of 2000, as amended from time to time including the regulations promulgated in terms of the Act;
 - 1.5.4 **"request liaison officer"** - the person duly authorised by the head of the company and appointed by the company to facilitate or assist the head of the company with any request in terms of the Act.
- 1.6 any reference to any statute, regulation or other legislation shall be a reference to that statute, regulation or other legislation as at the signature date, and as amended or substituted from time to time;
- 1.7 if any provision in a definition is a substantive provision conferring a right or imposing an obligation on any party then, notwithstanding that it is only in a definition, effect shall be given to that provision as if it were a substantive provision in the body of this document;
- 1.8 where any term is defined within a particular clause other than this, that term shall bear the meaning ascribed to it in that clause wherever it is used in this document;
- 1.9 where any number of days is to be calculated from a particular day, such number shall be calculated as excluding such particular day and commencing on the next day. If the last day of such number so calculated falls on a day which is not a business day, the last day shall be deemed to be the next succeeding day which is a business day;
- 1.10 any reference to days (other than a reference to business days), months or years shall be a reference to calendar days, months or years, as the case may be;
- 1.11 the use of the word "including" followed by a specific example/s shall not be construed as limiting the meaning of the general wording preceding it and the general assumption rule shall not be applied in the interpretation of such general wording or such specific example/s;
- 1.12 insofar as there is a conflict in the interpretation of or application of this document and the Act, the Act shall prevail;
- 1.13 this document does not purport to be exhaustive of or comprehensively deal with every procedure provided for in the Act. A requester is advised to familiarise his/her/itself with the provisions of the Act before lodging any request with the company.



2 AIM

2.1 To facilitate the requests for access to records of the company as provided for in the Act.

3 DETAILS

Accolade Consulting (Pty) Ltd
Reg. No 2015/312627/07
63 Jean Avenue, Doringkloof, Centurion
PO BOX 16462 Lyttelton, 0141
Tel +27861 4444 61
Fax +2786 631 4664
info@accolade-consulting.co.za
www.accolade-consulting.co.za

4 CONTACT DETAILS OF THE CEO AND REQUEST LIAISON OFFICER

The CEO of the company is Mr Gerhard Kuhn. His contact details are -
Tel +27861 4444 61
Fax +2786 631 4664
gerhard@accolade-consulting.co.za

The request liaison officer is Mrs Colette Kuhn.
Tel +27861 4444 61
Fax +2786 631 4664
colette@accolade-consulting.co.za

5 HUMAN RIGHTS COMMISSION ("HRC") GUIDE

5.1 The HRC has compiled a guide, as contemplated in section 10 of the Act, containing information to assist any person who wishes to exercise any right as contemplated in the Act.

The contact details of the HRC are -
Postal address Private Bag 2700
Houghton
2041
Telephone +27 11 484 8300
Telefax +27 11 484 0582
Email www.sahrc.org.za



6 RECORDS THAT ARE AUTOMATICALLY AVAILABLE TO EITHER EMPLOYEES ONLY OR THE GENERAL PUBLIC

- 6.1 The following records are automatically available to all employees and need not be requested in accordance with the procedure outlined in paragraph 9 -
- 6.2 personnel records are available to the employee whose file it is;
- 6.3 records of disciplinary hearings and related matters are available to the employee concerned;
- 6.4 the company's policies and procedures manual; the company's document format manual.
- 6.5 The following records are automatically available to the general public and all employees and need not be requested in accordance with the procedure outlined in paragraph 9 -
- 6.6 the company's employment equity plan;
- 6.7 the company's skills development plan.

7 RECORDS HELD IN TERMS OF OTHER LEGISLATION AS CONTEMPLATED IN SECTION 51(1)(D) OF THE ACT

- 7.1 The following records are not automatically available without a request in terms of
- 7.2 the Act -
- 7.3 all statutory returns -
- 7.4 VAT;
- 7.5 workmen's compensation;
- 7.6 UIF;
- 7.7 regional services levies;
- 7.8 and skills development levies.
- 7.9 Documents concerning compliance by the company, insofar as it may be necessary, with legal obligations in terms of the Companies Act 71 Of 2008, the Occupational Health and Safety Act No. 85 of 1993 and any other applicable environmental legislation.

8 OTHER TYPES OF RECORDS HELD AS CONTEMPLATED IN SECTION 51(1)(C)

- 8.1 These records are not automatically available without a request in terms of the Act.
- 8.1.1 A request in terms of this section is subject to section 63(1) of the Act, which provides that the head of a company must refuse a request for access to a record of the company if the disclosure of the record would involve the unreasonable disclosure of personal information about any third party.

8.2 Human Resources

- 8.2.1 Personnel information including personal information, employment history and health records that the company may hold from time to time.
- 8.2.2 Training and development information.
- 8.2.3 General files containing information on employee benefits and employee recruitment and selection information.

8.3 Professional Services

- 8.3.1 Information generally related to professional services provided by the company to clients.



8.4 Information technology

- 8.4.1 Usage statistics.
- 8.4.2 Equipment details.
- 8.4.3 Costings of hardware and software.
- 8.4.4 List of suppliers.
- 8.4.5 Technology adaptations or programs used.

8.5 Company records

- 8.5.1 Company secretarial records.
- 8.5.2 Financial records.
- 8.5.3 A list of the company's creditors and debtors.
- 8.5.4 Salary information.
- 8.5.5 Bank account information.
- 8.5.6 Fixed assets register.

9 PROCESS OF REQUESTING INFORMATION NOT AUTOMATICALLY AVAILABLE

- 9.1 A request shall be made on the prescribed form. A copy of the form is attached marked annexure "A" ("**the prescribed form**"). The form is also available from the website of the HRC, or the website of the Department of Justice and Constitutional Development at www.doj.gov.za.
- 9.2 The prescribed form shall be submitted to the request liaison officer at her address, telefax number or e-mail address, who shall hand it to the head of the company.
- 9.3 The same procedure as set out in 9.1 and 9.2 applies if the requester is requesting information on behalf of another person or on behalf of a permanent employee of the company.
- 9.4 The head of the company, as soon as reasonably possible and within thirty days after the request has been received, shall decide whether or not to grant the request.
- 9.5 The requester will be notified of the decision of the head of the company or the request liaison officer in the manner indicated by the requester.
- 9.6 If the request is granted, the requester shall be informed by the head of the company or the request liaison officer in the manner indicated by the requester in the prescribed form.
- 9.7 Notwithstanding the foregoing, the company will advise the requester in the manner stipulated by the requester in the prescribed form of -
- 9.8 the access fee to be paid for the information (in accordance with Fees Payable structure included in this document);
- 9.8.1 the format in which access will be given;
- 9.8.2 and the fact that the requester may lodge an appeal with a court of competent jurisdiction against the access fee charged or the format in which access is to be granted.
- 9.9 After access is granted, actual access to the record requested will be given as soon as reasonably possible.
- 9.10 If the request for access is refused, the head of the company or the request liaison officer shall advise the requester in writing of the refusal. The notice of refusal shall state -
- 9.10.1 adequate reasons for the refusal;
- 9.10.2 that the requester may lodge an appeal with a court of competent jurisdiction against the refusal of the request (including the period) for lodging such an appeal.
- 9.11 Upon the refusal by the head of the company or the request liaison officer, the deposit paid by the requester will be refunded.
- 9.12 If the head of the company or the request liaison officer fails to respond within thirty days after a request has been received, it is deemed, in terms of section 58 read together with section 56(1) of the Act, that the head of the company or the request liaison officer has refused the request.
- 9.13 The head of the company may decide to extend the period of thirty days ("**original period**") for another period of not more than thirty days if -
- 9.13.1 the request is for a large number of records;



- 9.13.2 the search for the records is to be conducted at premises not situated in the same town or city as the head office of the company;
- 9.13.3 consultation among divisions or departments, as the case may be, of the company is required;
- 9.13.4 the requester consents to such an extension in writing; and
- 9.13.5 the parties agree in any other manner to such an extension.
- 9.14 Should the company require an extension of time, the requester shall be informed in the manner stipulated in the prescribed form of the reasons for the extension.
- 9.15 The requester may lodge an appeal with a court of competent jurisdiction against any extension or against any procedure set out in this section.

10 FEES PAYABLE

- 10.1.1 The fees for reproduction of a record as referred to in section 52(3) are as follows -
- 10.1.2 for every photocopy of an A4 size page or part thereof R2,50
- 10.1.3 for every printed copy of an A4-size page or part thereof R1,75
- 10.1.4 for a copy of a compact disc R90,00
- 10.1.5 for a transcript of visual images for an A4 size page or part thereof R60,00
- 10.1.6 for a copy of visual images R80,00
- 10.1.7 for a transcript of an audio record, for an A4-size page or part thereof R40,00
- 10.1.8 for a copy of an audio record R60,00
- 10.2 The request fee payable by a requester, other than a personal requester is R150, 00.
- 10.3 If the head of the company or if the request liaison officer is of the opinion that six hours will be exceeded to search, reproduce and/or prepare the information requested;
- 10.3.1 a deposit is payable equal to one-third of an amount of R50 for each hour or part thereof, exceeding the six hours.

11 INFORMATION OR RECORDS NOT FOUND

- 11.1 If all reasonable steps have been taken to find a record, and such a record cannot be found or if the records do not exist, then the head of the company or the request liaison officer shall notify the requester, by way of an affidavit or affirmation, that it is not possible to give access to the requested record.
- 11.2 The affidavit or affirmation shall provide a full account of all the steps taken to find the record or to determine the existence thereof, including details of all communications by the head of the company or the request liaison officer with every person who conducted the search.
- 11.3 The notice, as set out in (i), shall be regarded as a decision to refuse a request for access to the record concerned for the purposes of the Act.
- 11.4 If the record in question should later be found, the requester shall be given access to the record in the manner stipulated by the requester in the prescribed form unless access is refused by the head of the company or the request liaison officer.
- 11.5 The attention of the requester is drawn to the provisions of Chapter 4 of Part 3 of the Act in terms of which the company may refuse, on certain specified grounds, to provide information to a requester.

12 INFORMATION REQUESTED ABOUT A THIRD PARTY

- 12.1 Section 71 of the Act makes provision for a request for information or records about a third party.
- 12.2 In considering such a request, the company will adhere to the provisions of sections 71 to 74 of the Act.
- 12.3 The attention of the requester is drawn to the provisions of Chapter 5 of Part 3 of the Act in terms of which the company is obliged, in certain circumstances, to advise third parties of requests lodged in respect of information applicable to or concerning such third parties. In addition, the provisions of Chapter 2 of Part 4 of the Act entitle



third parties to dispute the decisions of the head of the company or the request liaison officer by referring the matter to the High Court.

13 UPDATING OF MANUAL

13.1 The company may update this manual every six months or at such intervals as may be necessary.



ANNEXURE A

FORM A

REQUEST FOR ACCESS TO RECORD OF PRIVATE BODY

(Section 18(1) of the Promotion of Access to Information Act, 2000

(Act No. 2 of 2000))

[Regulation 10]

FOR INTERNAL USE

Reference number _____

Request received by _____

on _____ (date) at _____ (place)

Request fee (if any) R _____

Deposit fee (if any) R _____

Access fee R _____

**SIGNATURE OF INFORMATION
OFFICER/DEPUTY INFORMATION
OFFICER**



Particulars of private body

The Information Officer/Deputy Information Officer

Particulars of the person requesting access to the records

- (a) The particulars of the person who requests access to the record must be given below.
- (b) The address and/or fax number in the Republic to which the information is to be sent, must be given.
- (c) Proof of the capacity in which the request is made, if applicable, must be attached.

Full names and surname _____

Identity number _____

Postal address _____

Fax number _____

Telephone number _____

E-mail _____

Capacity in which request is made, when made on behalf of another person

Particulars of person on whose behalf request is made

This section must be completed ONLY if a request for information is made on behalf of another person.

Full names and surname _____

Identity number _____

Particulars of record

- (a) Provide full particulars of the record to which access is requested, including the reference number if that is known to you, to enable the record to be located.
- (b) If the provided space is inadequate, please continue on a separate folio and attach it to this form.

The requester must sign all the additional folios.

Description of the record or relevant part of the record

Reference number/detail, if available



Any further particulars of the record

Fees

- (a) A request for access to a record other than a record containing personal information about yourself, will be processed only after a request fee has been paid.*
- (b) You will be notified of the amount required to be paid as the request fee.*
- (c) The fee payable for the access to a record depends on the form in which access is required and the reasonable time required to search for and prepare a record.*
- (d) If you qualify for the exemption of the payment of any fee, please state the reason for exemption.*

Reason for the exemption from payment of fees

Form of access to record

Indicate in which form the record is required. Mark applicable with a YES in the space provided.

Photocopy _____

Printed _____

Disk Copy _____

Notice of decision regarding request for access

You will be notified in writing whether your request has been approved/denied. If you wish to be informed thereof in another manner, please specify the manner and provide the necessary particulars to enable compliance with your request.

How would you prefer to be informed of the decision regarding your request for access to the record?

Signed at _____ this _____ day _____ of _____ 20__.

SIGNATURE OF REQUESTER / PERSON ON
WHOSE BEHALF REQUEST IS MADE



FORM B

NOTICE OF INTERNAL APPEAL

(Section 75 of the Promotion of Access to Information Act, 2000 (Act No. 2 of 2000))
[Regulation 8]

Particulars of private body

The Information Officer/Deputy Information Officer

Particulars of requester/third party who lodges the internal appeal

(a) The particulars of the person who lodge the internal appeal must be given below.

(b) Proof of the capacity in which appeal is lodged, if applicable, must be attached.

(c) If the appellant is a third person and not the person who originally requested the information, the particulars of the requester must be given at C below.

Full names and surname _____

Identity number _____

Postal address _____

Fax number _____

Telephone number _____

E-mail _____

Capacity in which request is made, when made on behalf of another person

YOUR REFERENCE NUMBER _____

Particulars of requester

This section must be completed ONLY if a third party (other than the requester) lodges the internal appeal.

Full names and surname _____

Identity number _____

The decision against which the internal appeal is lodged

Mark the decision against which the internal appeal is lodged with a YES in the appropriate space.

Refusal of request for access _____

Decision regarding fees prescribed in terms of section 22 of the Act _____

Decision regarding the extension of the period within which the request must be dealt with in terms of section 26(1) of the Act _____



Decision in terms of section 29(3) of the Act to refuse access in the form requested by the requester_____

Decision to grant request for access_____

Grounds for appeal

If the provided space is inadequate, please continue on a separate folio and attach it to this form. You must sign all the additional folios.

State the grounds on which the internal appeal is based

State any other information that may be relevant in considering the appeal

Notice of decision on appeal

You will be notified in writing of the decision on your internal appeal. If you wish to be informed in another manner, please specify the manner and provide the necessary particulars to enable compliance with your request.

State the manner

Particulars of manner

Signed at_____ this_____ day_____ of

_____ 20__.

SIGNATURE OF APPELLANT / PERSON ON
WHOSE BEHALF APPEAL IS MADE



**FOR INTERNAL USE
OFFICIAL RECORD OF INTERNAL APPEAL**

Appeal received on _____ (date) by _____

Appeal accompanied by the reasons for the information officer's/deputy information officer's decision and, where applicable, the particulars of any third party to whom or which the record relates, submitted by the information officer/deputy information officer on _____ (date) to the relevant party.

OUTCOME OF APPEAL

DECISION OF INFORMATION OFFICER/DEPUTY INFORMATION OFFICER

CONFIRMED/NEW _____

DECISION SUBSTITUTED _____

NEW DECISION

DATE RELEVANT PARTY INFORMED (date) _____

