



labour

Department:
Labour
REPUBLIC OF SOUTH AFRICA

A learnership guide for unemployed people

Government has introduced a training programme called learnerships. This training programme is available for people who are unemployed and also for people who are already employed. This brochure explains how this programme works and how you can apply to enter the programme if you are unemployed.



What is a learnership?

A learnership is a work-based learning programme that leads to a nationally recognised qualification that is directly related to an occupation, for example an accountant, construction worker, health care worker, IT technician or motor mechanic. Learnerships combine a structured learning component with practical work experience that is acquired while being employed in a company, government department or small business.

Learners in learnerships have to attend classes at a college or training centre to complete the classroom-based learning, and they also have to complete on-the-job training in a workplace. This means that unemployed people can only participate in a learnership if there is an employer that is prepared to provide the required work experience.

Which unemployed people can apply to do a learnership?

Learnerships are available for young people who are just leaving school, college or other training institutions after completing some formal education, and for other people who have been unemployed for some time. People entering a learnership must be at least 16 years old and younger than 35 years.

The Department of Labour has set the following targets for learners entering learnerships: 85% should be Black, 54% should be women and 4% should be people with disabilities.

How much will it cost?

People entering a learnership do not have to pay anything for the programme.

Will you be paid anything during the learnership?

All unemployed people selected for a learnership programme will be paid a learner allowance by the employer. The allowance is not a salary, but is intended to cover the cost of expenses like travel and meals you will have to pay for because you are in the learnership.

How much will a learner earn?

Learner's allowance:

1. An employer must pay a learner an allowance calculated in terms of clause 3 of Sectoral Determination No. 5: Learnerships
2. A learner's allowance must be calculated as a percentage of the qualified wage in accordance with column 3 in *Table A*
3. No learner may be paid less than the applicable allowance specified in *Table A*.

The precise amount of the learner allowance depends on the type of learnership and the level of the qualification. The Minister of Labour has specified the minimum amount that employers must pay as allowance to unemployed learners in learnerships. The allowances and conditions are agreed with each learner before the commencement of the learnership.

The learner allowances set by the Minister are indicated in the table below. The NQF level in the table indicates the level of the qualification that successful learners will get at the end of the learnership. For example, a Grade 12 certificate is on NQF level 4 and a degree, such as a Bachelor's Degree at a university, is on level 6. The number of credits gives an indication of the duration of the programme. Most of the learnerships are about 120 credits, and if you successfully complete such a learnership you will be awarded 120 credits on the National Qualifications Framework (NQF).

Table A

NQF level	Number of credits	Minimum allowance per week R
NQF 1 or 2	0 - 120	120. 00
	121 - 240	240. 00
NQF 3	0 - 120	120. 00
	121 - 240	226. 00
	241 - 360	370. 00
NQF 4	0 - 120	120. 00
	121 - 240	240. 00
	241 - 360	370. 00
	361 - 480	540. 00
NQF 5 to 8	0 - 120	120. 00
	120 - 240	260. 00
	240 - 360	389. 00
	361 - 480	548. 00
	481 - 600	700. 00

Which learnerships are available?

Learnerships are registered with the Department of Labour. You could contact your nearest labour centre or provincial office of the Department of Labour for more information about what learnerships are available. A list of all the registered learnerships is also available on the Department of Labour's website at www.labour.gov.za. Go to "useful documents" and then go to "Registered learnerships by SETAs".

There are some learnerships that do not require learners to meet any entry requirements, but others require learners to have a grade 12 certificate. Some learnerships have entry requirements that relate directly to the field of study. For example, you will not be able to enter a learnership in the field of financial management if you have not completed some basic training in finances.

How can unemployed people apply for a learnership?

One of the conditions of a learnership is that unemployed people must be employed by an employer for the duration of the learnership. This

means that unemployed people can only enter into a learnership if there is an employer that is willing and able to take unemployed people into a learnership programme.

Unemployed people can apply to enter a learnership if there is an employer that is calling for applications for unemployed people. Employers sometimes advertise in newspapers for unemployed learners, or they communicate the message in the city, town or community in which their premises are situated.

If you are an unemployed person who is interested in entering a learnership you could contact the nearest labour centre or provincial office of the Department of Labour.

Before approaching any of these bodies to tell them about your interest in entering a learnership you should think about the area in which you would like to do the learnership. For example, you may have a particular interest in working in the catering field, or you may wish to study further in marketing. Maybe you are very good with fixing computers and would like to study further to get a qualification in that field. This will assist you to find a learnership that matches your interest, talents or career goals.

How long does it take to complete a learnership?

It usually takes a year to complete a learnership, although there are some learnerships that are completed over two or more years. It is possible for learners to complete a learnership in a shorter time through Recognition of Prior Learning (RPL). This is a process through which learners will be able to get formal recognition for parts of the programme that they have already completed through previous learning or work-based experience.

What will I get at the end of the learnership?

During the learnership you will have to complete assignments, for example written tests, projects, practical tasks and demonstrations. You will be formally assessed in the classroom and in the workplace. That means that you will be tested in some way. If you successfully complete all these assignments, you will be awarded a qualification that is recognised throughout the country. You will be given an official certificate that will state the qualification, which will indicate the area in which you

have developed skills during the learnership.

What is required from learners in a learnership?

If you are accepted for a learnership, you will have to sign two legal documents: the first is a **Learnership Agreement** and the second is an **Employment Contract**. The Learnership Agreement is signed by yourself, the organisation that will be employing you for the duration of the learnership (the employer), and the training provider (such as a college) that will be offering the classroom-based training of the learnership. The Learnership Agreement clearly spells out the rights and responsibilities of these three parties who sign the document.

The second document is the employment contract that you will have to sign with the employer. This contract is only valid for the time period of the learnership.

Will I get a job after completing the learnership?

If you are unemployed when the learnership begins, there is **no guarantee of a job at the end**. The employer who provides you with training does not have to offer you a job. But with a qualification and work experience you will be in a better position to get a job than before. You might also want to think about studying further or starting up a business of your own.

After completing a learnership the learner will be in a better position to market him or herself for employment and this will also enhance the learner's chances of generating income by self-employment, opening small businesses or establishing cooperatives with the skills that they would have acquired. Learners could use the labour centres, private employment agencies or organisations like the Umsobomvu Youth Fund, to explore other opportunities.

Who are involved in a learnership and what are their roles?

The **learner** is placed in a learnership in which he/she completes a structured learning programme, signs the Learnership Agreement with the employer and training provider, stating the rights and responsibilities of the three parties, and signs an employment contract with the employer.

The **employer** makes the final decision about taking an unemployed learner(s) into a learnership in his/her employment and then signs the employment contract with the learner and provides the work experience part of the learnership. The employer also signs the same Learnership Agreement, which specifies the learner allowance to be paid to the learner

The **training provider** provides the more theoretical classroom-based training of the learnership, and signs the same Learnership Agreement as the other two parties

A **Sector Education and Training Authority (SETA)** organises and facilitates the funding of learnerships in a specific area of the economy (for example transport, or tourism or hospitality), and ensures the quality of the learnership. The **Department of Labour**, through its Employment Services, provides assistance with the recruitment, selection and referral of unemployed people to employers looking for learners.

What are learners rights?

The rights of learners in a learnership are described in Sectoral Determination No. 5 on Learnerships, which forms part of the Basic Conditions of Employment Act, 1997. The Sectoral Determination is an official document that describes the conditions of employment of unemployed learners. It covers issues such as hours of work, annual leave, sick leave, the contract of employment that must be signed by the learner and the employer, as well as the certificate of service that the employer has to provide to the learner at the end of the learnership.

Employers have to adhere to the requirements stipulated in the Sectoral Determination, and they have to explain the conditions in it to learners. You can get a copy of the Sectoral Determination on the Department of Labour's website, www.labour.gov.za. Search under topics for "L" and go to "Learnerships", then scroll down to "Sectoral Determination".

Can a learnership be terminated?

Yes, a learnership can be terminated under certain conditions.

An employer may only terminate the contract of employment of a learner if:

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- a. the period of duration specified in the learnership agreement has expired
 - b. the learner successfully completes the learnership
 - c. the employer and learner have agreed in writing to terminate the learnership agreement, or if there is no such agreement, the SETA which registered the agreement approves its termination
 - d. the learner is fairly dismissed for a reason related to the learner's conduct or capacity as an employee.

Which legislation does learners have to comply with?

1. Compensation for Occupational Injuries and Diseases Act, 1993

Clauses 21 and 22 do not apply to an inability to work caused by an accident or occupational disease as defined in the Compensation for Occupational Injuries and Diseases Act, 1993, or the Occupational Diseases in Mines and Works Act, 1973, except in respect of any period during which no compensation is payable in terms of those Acts.

2. Labour Relations Act, 1995

Disputes about Learnership Sectoral Determination 5. A party dispute in terms of this determination may refer the dispute to the CCMA by submitting a completed Form 7.11 published in terms of the Labour Relations Act, 1995.

How do I apply for a learnership if I am unemployed?

- Register with the Department of Labour as a work-seeker by completing the attached registration form and the form indicating your interests. Then hand it back to the labour centre staff or post it to them
- Always keep your contact details up to date
- The labour centre will then contact you if you meet the minimum criteria for the learnership of a specific employer
- If you meet the criteria you may be called in for a briefing session and possible assessment prior to final selection.

WORK-SEEKER REGISTRATION

Personal details

Surname													
First names													
ID number													
Address	<p>-----</p> <p>-----</p>												
Telephone contact													
Date of birth													
Race	African	White	Coloured	Indian									
Home language													
Other languages													
Gender	Female						Male						
Do you have any disability?	Yes						No						
If yes, please specify?													
Are you a SA citizen?	Yes						No						
If no, what is your nationality?													
Do you have a drivers licence?	02	08	10	11	None								

Educational qualifications		
Highest school qualification obtained		
Subjects	Symbol	
Post-matric qualification:		
Institution/Provider	Qualification	Year obtained
Work experience		
Employer	Position	How long
Reason for leaving: _____ _____		
Employer	Position	How long
Reason for leaving: _____ _____		
I hereby confirm that the above information is true.		
_____ Signature of applicant		
_____ Date		

INDICATE YOUR INTERESTS

Here is a list of all the various learning fields and some activities you might be able to do in the learning field. Pretend that you are able to do all the activities, score each learning field according to how much you like or enjoy activities in that learning field. Often your hobbies can also provide an indication of your interests. If you like only one of the activities mentioned as an example in the learning field, underline the activity and score that learning field according to your liking of the underlined activity. The scoring should be done as follows: **1 - Like least 2 - Do not like 3 - Average liking 4 - Like 5 - Like best**

Learning field	Like Least 1	Do not like 2	Average liking 3	Like 4	Like best 5
1. Agriculture and nature conservation Provide food by farming. Caring for gardens, forests and nature. Farming of crops and animals, working in parks, gardens and forests and nature conservation.					
2. Culture and arts Making beautiful things or performing activities for the enjoyment of people. Pottery and beadwork, dancing, singing, music, sport, filming and photography, television, video, actor, design of décor, doing artistic paintings and drawings.					
3. Business, commerce and management Organising, planning and making sure a company is run smoothly. Doing the financial statements of a company, managing a company, managing human resources (staff), buying goods for a company, marketing a company's products, administration of an office, managing the relations of the company with the public, i.e. public relations.					
4. Communication studies and language Using language to help people obtain information by speaking and writing. Translator, journalist for a magazine or newspaper, language expert, copy writer, writing articles or documents.					
5. Education, training and development Teaching and training people. Educator for schools, higher education institutions like Universities, Technikons and Technical Colleges, teaching small children (early childhood development).					
6. Manufacturing, engineering and technology Drawing machines, bridges, roads, aeroplanes, electrical and electronic machines, making and fitting together parts of machines so they can work smoothly, and mining.					
7. Human and social studies Studying the habits of people to be able to help them. Working with and developing people (Psychology and life skills training), religious studies (clergyman and priest), history, study of the earth and why people are living in cities (Geography), studying human relations (Sociologist), study of ancient people and animals (Archaeology).					

<p>8. Law, military science and security Looking after the safety and security of people and justice in the country. Police force, lawyers and prosecutors, correctional (prison) services, following a military career (army, navy, air force).</p>					
<p>9. Health sciences and social services Helping people by caring for their bodily and mental health and well-being. Preventing illnesses, promoting health, caring for ill people, nursing, ambulance attendant, medical careers, social work.</p>					
<p>10. Mathematical, physical, computer and life sciences Working with numbers to solve problems, working with computers to keep record of information and working with living things. Computer studies, mathematician, biology (study of plants and animals).</p>					
<p>11. Services Helping other people like serving them in restaurants and hotels and other leisure facilities, working as a chef, tour guide, travel agent, game ranger, transport such as taxi-driver, bus-driver, personal care such as hairdressing, care for the aged, domestic worker, work in a hotel, working in sales (salesperson).</p>					
<p>12. Physical planning and construction Planning and drawing buildings like in architecture, building houses, building roads and bridges, putting electrical wires in buildings.</p>					

Summary of interests

Write the three learning fields down for which you gave the highest marks.

1.
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2.
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3.
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Contact details of SETAs:

No	Name	Numbers	Email	Address
1.	<p>FASSET Financial and Accounting Services Contact: Cheryl James (CEO)</p> <p>Nawaal Patel (ETQA + L/S Manager)</p>	<p>T: 011 476 8570 F: 011 476 5756</p>	<p>nawaal.patel@fasset.org.za www.fasset.org.za</p>	<p>Postal PO Box 6801 CRESTA 2118</p> <p>Street Block A 306 3rd Floor Eva Office Park Cnr Beyers Naude and Judges Avenue Blackheath JOHANNESBURG</p>
2.	<p>BANKSETA Banking Sector Education and Training Authority Contact: Frank Groenewald (CEO) Daphne Hamilton (ETQA) Sandra Dunn (L/S)</p>	<p>T: 011 805 9661 F: 011 805 8348</p>	<p>daphneh@bankseta.org.za sandrada@bankseta.org.za www.bankseta.org.za</p>	<p>Postal PO Box 11678 VORNA VALLEY 1686</p> <p>Street Block 6 Thornhill Office Park 94 Bekker Road Vorna Valley MIDRAND</p>
3.	<p>CHIETA Chemical Industries Education and Training Authority Contact: Dr Raymond Patel (CEO) Mariam Christopher (L/S) Shidi Mogonare (ETQA)</p>	<p>T: 011 726 4026 F: 011 726 7777</p>	<p>mchristopher@chieta.org.za smogonare@chieta.org.za www.chieta.org.za</p>	<p>Postal PO Box 961 AUCKLAND PARK Richmond 2092</p> <p>Street No 2 Clarsmart Road Richmond JOHANNESBURG</p>
4.	<p>CTFLSETA Clothing, Textiles, Footwear and Leather Sector Education and Training Authority Contact: Dr Hoosen Rasool (CEO) P.K Naicker (ETQA)</p>	<p>T: 031 702 4482/ 031 7023/4 F: 031 702 4113</p>	<p>ajw@intekom.co.za www.ctflseta.org.za</p>	<p>Postal PO Box 935 PINETOWN 3610</p> <p>Street 3rd Floor Umdoni Centre 28 Crompton Street PINETOWN</p>

No	Name	Numbers	Email	Address
5.	CETA Construction Education and Training Authority Contact: Tebogo Thejane (CEO) Jerry Modise (L/S) Gerard Smith (ETQA)	T: 011 265 5900 F: 011 265 5924	jerry@ceta.co.za gerard@ceta.co.za www.ceta.co.za	Postal Box 1955 HALFWAY HOUSE 1685 Street 1st Floor Unit 5 Momentum Business Park Old Pretoria Main Road MIDRAND
7.	ETDP SETA Education, Training and Development Practices Sector Education and Training Authority Contact: Nombutelo Nxesi (CEO) Tshinyiwaho Phidane (L/S) Albert Mathebula (ETQA)	T: 011 807 5621 F: 011 807 7490	tshinyiwahop@etdpseta.org.za albertm@etdpseta.org.za www.etdpseta.org.za	Postal Box 1955 HALFWAY HOUSE 1685 Street 3 Annet Road Curition Building AUCKLAND PARK
8.	ESETA Energy Sector Education and Training Authority Contact: Ntombenhle Nkosi Walter Langhinnerich Johan Swanepoel	T: 011 689 5300 F: 011 689 5342/ 011 689 40	ntombenhlen@eseta.org.za walterl@eseta.org.za johans@eseta.org.za www.eseta.org.za	Postal PO Box 5983 JOHANNESBURG 2001 Street 35 Prichard Street 1066 Old Mutual Building 19th Floor JOHANNESBURG 2000
9.	FOODBEV Food and Beverages Manufacturing Industry Sector Education and Training Authority Contact: Ravin Deonnarian (CEO) Blanche Engelbrecht (L/S) Krappie Eloff (ETQA)	T: 011 253 7300 F: 011 253 7333	blanchee@foodbev.co.za krappie@foodbev.co.za www.foodbev.co.za	Postal PO Box 245 GALLO MANOR 2052 Street 13 Automn Road RIVONIA 2128
10.	FIETA Forest Industries Sector Education and Training Authority Contact: Derek Weston (CEO) Monika Erasmus (L/S) Alwyn Jackson (ETQA) Herman Lekota (ETQA)	T: 011 712 0600 F: 011 339 1166	monikae@fieta.org.za alwynj@fieta.org.za www.fieta.org.za smangalisom@fieta.org.za	Postal Box 31276 BRAAMFONTEIN 2017 Street 4th Floor Forum 2 No.33 Hoofd Street BRAAMPARK

No	Name	Numbers	Email	Address
11.	HWSETA Health and Welfare Sector Education and Training Authority Contact: Siya Cronje (Act. CEO) Vuyani Nkalitshane (L/S) Bheki Zulu (ETQA)	T: 011 609 6900 F: 011 616 8939	vuganin@hwseta.org.za bhekiz@hwseta.org.za www.hwseta.org.za	Postal Private Bag X15 GARDEN VIEW 2047 Street 10 Brandford Road Cnr . Brandford and Smith Street BEDFORDVIEW
12.	ISETT Information Systems, Electronics and Telecommuni-cations Technologies Contact: Oupa Mopaki (CEO) Jabu Sibeko (L/S) Sidney Mudau (ETQA)	T: 011 805 5115 F: 011 805 6833	jabu.sibeko@isetseta.org.za sidney.mudau@isetseta.org.za www.isetseta.org.za	Postal PO Box 5585 HALFWAY HOUSE 1685 Street Gallagher House 19 Richards Drive MIDRAND
13.	INSETA Insurance Sector Education and Training Authority Contact: Mike Abel (Act. CEO) Aubrey Maseko (L/S) Glen Edwards (ETQA)	T: 011 544 2000 F: 011 484 0862	mike.abel@inseta.org.za aubrey.moseki@inseta.org.za glen.edwards@inseta.org.za www.inseta.org.za	Postal PO Box 32035 BRAAMFONTEIN 2017 Street Oakhurst 11 St Andrews Road BRAAMFONTEIN 2195
14.	LGSETA Local Government, Water and Related Services Sector Education and Training Authority Contact: Sidwell Mofokeng (Act. CEO)	T: 011 456 8579/ 011 456 8562 F: 011 450 4948	wandan@lgseta.co.za sidwellm@lgseta.co.za paulinem@lgseta.co.za www.lgseta.co.za	Postal PO Box 1946 BEDFORDVIEW 2008 Street 4/6 Corporate Park Building 20 Skeen Boulevard BEDFORDVIEW
15.	MAPPP Media, Advertising, Publishing, Printing and Packaging Contact: Melany Barnard-Fryer (CEO) Amier Mohammed (L/S) Sonja van der Westhuizen (ETQA)	T: 021 949 1463 011 699 3060/1 F: 021 949 1468 011 699 3066	melany@mapppp-seta.co.za amier@mapppp-seta.co.za ralph@mapppp-seta.co.za www.mapppp-seta.co.za	Postal PO Box 199 RIVONIA 2128 Street Tuscany Office Park Building No. 2 Coombie Place RIVONIA

No	Name	Numbers	Email	Address
16.	MQA Mining Qualifications Authority Contact: Liwuwani Nengovhela Xolisa Ngikelana (L/S) Keith Charles (ETQA)	T: 011 832 1022 F: 011 832 1027/ 011 832 1041	nicolej@mqa.org.za xolisan@mqa.org.za keithc@mqa.org.za www.mqa.org.za	Postal Private Bag X118 MARSHALLTOWN 2017 Street Union Corp Building 78 Marshall Street MARSHALLTOWN
17.	MERSETA Manufacturing, Engineering and Related Services Education and Training Authority Contact: Wayne Adams (Act. CEO) Ms Cor van Rensburg Mniushi Nkone (ETQA)	T: 011 484 9310 F: 011 484 9319/8	bvanstraaten@merseta.org.za wadams@merseta.org.za www.merseta.org.za	Postal PO Box 61826 MARSHALLTOWN 2107 Street 3rd Floor Metropolitan Park 8 Hilside Road PARK TOWN
19.	SASSETA Police, Private Security, Legal and Correctional Services Contact: Vuyelwa Penxa (CEO) Themba Mhlambo (L/S) Anika Jacobs (ETQA)	T: 011 347 0200 F: 011 805 6630	vpenxa@poslecseta.org.za tmhlambo@poslecseta.org.za ajacobs@poslecseta.org.za www.poslecseta.org.za www.sasseta.org.za	Postal PO Box 7612 HALFWAY HOUSE 1685 Street 19 Richards Drive Gallagher Estate MIDRAND
20.	AGRISETA Primary Agriculture Education and Training Authority Contact: Machiel van Niekerk (CEO) Fanny Phetla (L/S) Tebogo Mmotla (ETQA)	T: 012 325 1655 F: 012 325 1677	machiel@paeta.co.za www.agriseta.org.za	Postal PO Box 26024 ARCADIA Pretoria 0007 Street Paeta Building 52 Belvedere Street ARCADIA
21.	PSETA Public Service Sector Education and Training Authority Contact: Lawrence Tsipane	T: 012 314 7208 F: 012 323 2386	lawrencet@dpsa.gov.za	Postal Private Bag X916 PRETORIA 0001 Street Transvaal House Cnr Vermeulen and Van der Walt Streets PRETORIA

No	Name	Numbers	Email	Address
23.	SERVICES Services Sector Education and Training Authority Contact: Bronwyn Wynne	T: 011 715 1800 F: 011 726 4416	www.serviceseta.org.za	Postal PO Box 3322 HOUGHTON 2040 Street 14 Sherbourne Road PARKTOWN
25.	THETA Tourism and Hospitality Education and Training Authority Contact: Susan Unsworth	T: 011 803 6010 F: 011 803 6702	susan@theta.org.za	Postal PO Box 1329 RIVONIA 2128 Street HITB 38 Homestead Road RIVONIA
26.	TETA Transport Education and Training Authority Contact: Garry de la Rue	T: 011 781 1280 F: 011 781 0200	garry@teta.co.za	Postal Private Bag X10016 RANDBURG 2125 Street 2nd Floor 344 Pretorius Street RANDBURG
27.	W&RSETA Wholesale and Retail Sector Education and Training Authority Contact: Wiya Mgobozi	Tel: 012 676 9000 Fax: 012 665 2559	wmgobozi@wrseta.org.za	Postal PO Box 9809 CENTURION 0046 Street 224 Wicchazel Highveld Technopark CENTURION

Provincial Offices of the Department of Labour

Eastern Cape (East London)	Tel: (043) 701 3000
Free State (Bloemfontein)	Tel: (051) 505 6200
Gauteng North (Pretoria)	Tel: (012) 309 5000
Gauteng South (Johannesburg)	Tel: (011) 497 3222
KwaZulu-Natal (Durban)	Tel: (031) 366 2000
Limpopo (Polokwane)	Tel: (015) 290 1744
Mpumalanga (Witbank)	Tel: (013) 655 8700
North West (Mafikeng)	Tel: (018) 387 8100
Northern Cape (Kimberley)	Tel: (053) 838 1500
Western Cape (Cape Town)	Tel: (021) 441 8000

Labour Centres of the Department of Labour

Eastern Cape

Aliwal North	Tel: (051) 633 2633
Butterworth	Tel: (047) 491 0656
Cradock	Tel: (048) 881 3010
East London	Tel: (043) 702 7500
Fort Beaufort	Tel: (046) 645 4686
Graaf-Reinet	Tel: (049) 892 2142
Grahamstown	Tel: (046) 622 2104
King William's Town	Tel: (043) 642 3401
Lusikisiki	Tel: (039) 253 1996
Maclear	Tel: (045) 932 1424
Mdantsane	Tel: (043) 761 3151
Mthatha	Tel: (047) 501 5600
Port Elizabeth	Tel: (041) 506 5000
Queenstown	Tel: (045) 807 5400
Uitenhage	Tel: (041) 992 4627

Free State

Bethlehem	Tel: (058) 303 5293
Bloemfontein	Tel: (051) 505 6200
Ficksburg	Tel: (051) 933 2299
Harrismith	Tel: (058) 623 2977
Kroonstad	Tel: (056) 215 1812
Parys	Tel: (056) 811 3043
Petrusburg	Tel: (053) 574 0932
Phuthadijhaba	Tel: (058) 713 0373
Sasolburg	Tel: (016) 970 3200
Thaba Nchu	Tel: (051) 873 2004
Welkom	Tel: (057) 391 0200
Zastron	Tel: (051) 673 1471

Gauteng North

Atteridgeville	Tel: (012) 386 5116
Bronkhorstspruit	Tel: (013) 932 0197
Garankuwa	Tel: (012) 702 4525
Krugersdorp	Tel: (011) 955 4420
Mamelodi	Tel: (012) 805 5090
Pretoria	Tel: (012) 309 5050

Randfontein	Tel: (011) 693 3618
Soshanguve	Tel: (012) 799 7395
Temba	Tel: (012) 717 9500

Gauteng South

Alberton	Tel: (011) 861 6130
Benoni	Tel: (011) 747 9601
Boksburg	Tel: (011) 898 3340
Brakpan	Tel: (011) 744 9000
Carletonville	Tel: (018) 788 3281
Germiston	Tel: (011) 345 6300
Johannesburg	Tel: (011) 497 3163
Kempton Park	Tel: (011) 975 9301
Nigel	Tel: (011) 814 7095
Randburg	Tel: (011) 781 8144
Roodepoot	Tel: (011) 766 2000
Sandton	Tel: (011) 444 7631
Sebokeng	Tel: (016) 988 2626
Soweto	Tel: (011) 939 1200
Spring	Tel: (011) 365 3700
Vanderbijlpark	Tel: (016) 981 0280
Vereeniging	Tel: (016) 430 0000

KwaZulu-Natal

Dundee	Tel: (034) 212 3147
Durban	Tel: (031) 336 1500
Estcourt	Tel: (036) 352 2161
Kokstad	Tel: (039) 727 2140
Ladysmith	Tel: (036) 638 1900
Newcastle	Tel: (034) 312 6038
Pietermaritzburg	Tel: (033) 341 5300
Pinetown	Tel: (031) 700 2206
Port Shepstone	Tel: (039) 682 2406
Prospecton	Tel: (031) 902 1590
Richards Bay	Tel: (035) 780 8700
Richmond	Tel: (033) 212 2768
Stanger	Tel: (032) 551 4291
Ulundi	Tel: (035) 879 1439
Verulam	Tel: (032) 533 5050
Vryheid	Tel: (034) 980 8820

Limpopo

Giyani	Tel: (015) 812 9041
Lebowakgomo	Tel: (015) 633 9360
Lephalale	Tel: (014) 763 2162
Makhado	Tel: (015) 516 0207
Modimolle	Tel: (014) 717 1046
Mokopani	Tel: (015) 491 5973
Phalaborwa	Tel: (015) 781 5114
Polokwane	Tel: (015) 299 5000
Seshego	Tel: (015) 223 7020
Thohoyandou	Tel: (015) 960 1300
Tzaneen	Tel: (015) 306 2600

Mpumalanga

Baberton	Tel: (013) 712 3066
Bethal	Tel: (017) 647 5212
Carolina	Tel: (017) 843 1077
Eerstehoek	Tel: (017) 883 2414
Ermelo	Tel: (017) 819 7632
Groblersdal	Tel: (013) 262 3150
Kwamhlanga	Tel: (013) 947 3173
Lydenburg	Tel: (013) 235 2368
Middelburg	Tel: (013) 283 3600
Nelspruit	Tel: (013) 753 2844
Piet Retief	Tel: (017) 826 1883
Sabie	Tel: (013) 764 2105
Secunda	Tel: (017) 631 2594
Standerton	Tel: (017) 712 1351
Volksrust	Tel: (017) 735 2994

Northern Cape

Calvinia	Tel: (027) 341 1523
De Aar	Tel: (053) 631 0952
Kimberley	Tel: (053) 838 1500
Kuruman	Tel: (053) 712 3952
Postmasburg	Tel: (053) 313 0641
Springbok	Tel: (027) 718 1058
Upington	Tel: (054) 331 1752

North West

Brits	Tel: (012) 252 3068
Christiana	Tel: (053) 441 2120
Klerksdorp	Tel: (018) 464 8700
Lichtenburg	Tel: (018) 632 4323
Mafikeng	Tel: (018) 381 1010
Mogwase	Tel: (014) 555 5693
Potchefstroom	Tel: (018) 297 5100
Rustenburg	Tel: (014) 592 8214
Taung	Tel: (053) 994 1679
Vryburg	Tel: (053) 927 5221

Western Cape

Beaufort West	Tel: (023) 414 3427
Bellville	Tel: (021) 941 7000
Cape Town	Tel: (021) 460 5911
Claremont	Tel: (021) 683 2388
George	Tel: (044) 801 1200
Knysna	Tel: (044) 382 3150
Mitchell's Plain	Tel: (021) 376 1771
Mossel Bay	Tel: (044) 691 1140
Oudtshoorn	Tel: (044) 272 4370
Paarl	Tel: (021) 872 2020
Somerset West	Tel: (021) 852 2535
Vredenburg	Tel: (022) 715 1627
Worcester	Tel: (023) 347 0152