

## Curriculum Vitae of: *Sibongile Purity Shongwe*

Contact Number 082 835 9786, 061542025 or 014 597 0736

Email: [sibongile@tpi.org.za](mailto:sibongile@tpi.org.za) or [mashongwesibongile@gmail.com](mailto:mashongwesibongile@gmail.com)

### PERSONAL DETAILS

<b>Surname</b>	Shongwe
<b>First Names</b>	Sibongile Purity
<b>Nationality</b>	South African
<b>DOB (yymmdd)</b>	751106
<b>Race</b>	African
<b>Gender</b>	Female
<b>Marital Status</b>	Divorced
<b>Dependants</b>	4
<b>Home Address</b>	16 Riverside, Waterfall East Rustenburg,0300
<b>Home Language</b>	Zulu
<b>Other Languages</b>	English, Afrikaans, Sotho and Xhosa
<b>Drivers' License</b>	EB
<b>Own Transport/License Code</b>	Yes/08
<b>Willing to relocate</b>	Yes
<b>Willing to work extra hours</b>	Yes
CONTACT DETAILS	
<b>Telephone Number – Home</b>	None
<b>Telephone Number – Work</b>	014 5970736
<b>Fax Number</b>	014 5970582
<b>Cell phone Number</b>	082 835 9786
<b>Relative Telephone Number</b>	084 863 5541 (Sister)
<b>Relationship of Relative and Name of Relative</b>	Sister- Gugu Shongwe

**Background- Precise Skills and Experience Matrix**

**SKILLS & EXPECTISE**

**WORK EXPERIENCE**

<p>Higher Certificate in Human Resources Management (NQFL5)- Centurion Academy (IGMDP) Incubation and Governance Management Development Program (NQFL6)- University of Pretoria                  International Business Management (NQFL6) - UNISA                  SMME Management (NQFL6)-UNISA                  Skills Development Facilitator (NQFL6) – ATI                  Incubation Management Certificate(NQF)- SEDA                  Advance Ms Project Planning and Toolkit Management Certificate- <b>LFC: LearnFast</b> JHB                  Performance Management Certificate- LFC                  Dip. in Project Management (NQFL5)- UKZN                  Higher National Diploma in Labour Law (NQFL6)- GIMT- Global Business Solutions                  Workplace Skills Development Assessors Certificate - EDULTEL                  Specialist Human Resources Man. Program (Higher Diploma) (NQFL7) - DUT                  MBA Program- MAP (NQFL 7)- UKZN BSU                  National Certificate Industrial Relations NQFL5- Noortje &amp; Associates                  A+ &amp; N+ National Computer Certificates (NQFL5)- IT Intellect                  Diploma in Public Relations (PRISA) NQFL5- VC Recruitment and Selection Advance Program (NQFL4)- FSA Contact                  Public Relations certificate NQFL5-TSA                  Banking Diploma NQF L6- NEXUS DCTC (ABSA Group)</p>	<p>SABTIA –Southern Africa Business Technology Incubation Association- <b>Board Members</b>                  The Platinum Incubator 2012 to date – <b>CEO</b>                  (PWMSA) Progressive Women Movement of South Africa 1 year- <b>Provincial Coordinator</b>                  Global View Technologies (PM) for KZN Department of Public Works, 3yrs – <b>GIAMA (Govt. Immovable Asset Management Act) Coordinator</b>                  MCDP&amp; DPWKZN, 2yrs – Sr <b>Project Manager (Property Incubator Program)</b>                  (WIDE) Women in Developing Economies, Part-time- co <b>Founder and Chairperson</b>                  Mayivuke Community Development Projects 8yrs – <b>Founder &amp; Managing Director</b>                  Illovo Sugar Pty Ltd, 2yrs- <b>Human Resources Consultant</b>                  Njabulo Investments and Properties, 3yrs – <b>IT &amp; Human Resources Officer</b>                  ( ACSA)Airports Company SA (Durban then to Cape Town), 3yrs -<b>Senior Information Assistant (Supervisor Client Services)</b>                  ABSA Bank, 3yrs – <b>Clearing Clerk &amp; Teller</b></p>
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<b>ACADEMIC/ QUALIFICATIONS MATRIX</b>
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<b>Qualifications</b>	<b>Name of Institution</b>	<b>Place and Status of completion</b>	<b>Year Obtained</b>	<b>Subjects/Course</b>
<b>1. Human Resources Management</b>	Centurion Academy	NWP-Completed	2018	Human Resources Management
<b>2. Incubation Governance Management Development Program</b>	University of Pretoria-	PTA- Completed	2017	Incubation Management
<b>3. Business Advisor</b>	Netherlands/USA Accreditation Growth Wheel Institute	PTA-PRETORIA	2016	Business Advisory Process Observer
<b>4. International Business Management</b>	UNISA	PTA- Completed	2016	Export Markets International Business Management Strategy
<b>5. Business Incubation &amp; Small Business Support (Certificate)</b>		PTA-Completed	2014	Incubation models and management
<b>6. Advance Certificate In MS Projects NQF 6</b>	Learnfast	Jhb- Completed	2012/13	❖ Projects planning, tools and techniques
<b>7. Train the Trainer Certificate NQF5</b>				❖ Facilitation of workplace learning Programs/ Mentorship.
<b>8. Performance Management Certificate NQF 5</b>				❖ Planning and conducting performance reviews, Appraisals and Management
<b>7. Project Management Certificate NQF L 5 (Diploma Equivalent)</b>	Durban University Of Technology	KZN PMB Campus - completed	2010	<ul style="list-style-type: none"> <li>❖ Applied Project Toolkit</li> <li>❖ Planning and Risk Management</li> <li>❖ Implementation, control &amp; Scope Management</li> <li>❖ Impact analysis Reporting</li> </ul>

<b>8.Post-Graduation Diploma in Labour Law NQFL 6</b>	Graduate School of management & Technology <b>(GSMT)- Global Business Solutions</b>	KZN- Completed	2007-2008	<ul style="list-style-type: none"> <li>❖ Labour Legislations In SA</li> <li>❖ Code of Good Practice</li> <li>❖ Workplace Forums</li> <li>❖ Bargaining Councils and Recognition Agreements</li> <li>❖ BBBEE</li> <li>❖ Corporate Governance</li> <li>❖ Conflict Resolution Conciliations and Arbitrations</li> </ul>
<b>9.ASSESSOR Certificate NQF 5</b>	Edutel	Durban -KZN - Completed	2005	<ul style="list-style-type: none"> <li>❖ Planning and conducting Assessment in workplace skills program</li> </ul>
<b>10.Specialist Human Resources Management Program (SHRMP) NQFL 6</b>	DUT – Business studies Unit	Durban- Incomplete	2006-2007	<ul style="list-style-type: none"> <li>❖ HR Strategic Management</li> <li>❖ Organizational Behavior.</li> <li>❖ Organizational Development,</li> <li>❖ Training Development</li> <li>❖ Financial Management</li> <li>❖ Corporate Governance</li> <li>❖ HR Administration.</li> </ul>
<b>11.N+ Certification</b>	Bytes Technology	Durban - Completed	2005	<ul style="list-style-type: none"> <li>❖ Principles of Systems Networks</li> </ul>
<b>12.Industrial Relations Certificate</b>	Nortje& Associates	Durban - Completed	3003	<ul style="list-style-type: none"> <li>❖ Labour Law</li> <li>❖ Human Resources</li> <li>❖ Training</li> </ul>
<b>13.Management Advancement Program (MAP) NQFL 5</b>	UKZN	Durban- Completed	2000	<ul style="list-style-type: none"> <li>❖ Strategic Management,</li> <li>❖ Entrepreneurship</li> <li>❖ Financial Management</li> <li>❖ Marketing</li> <li>❖ Operation Management</li> <li>❖ People Management</li> <li>❖ Research Methodologies</li> </ul>
<b>14. A+ MCSE Certification</b>	IT Intellect	Durban- Completed	1999	<ul style="list-style-type: none"> <li>❖ Technical Computer Support</li> <li>❖ Hardware</li> </ul>

				❖ Software
<b>15. Business Sense</b>	Dyna	Cape Town-Completed	1997	<ul style="list-style-type: none"> <li>❖ Basic Business Principles,</li> <li>❖ Setting &amp; Operating a Business,</li> <li>❖ Marketing,</li> <li>❖ Brand Identification,</li> <li>❖ Advertising</li> <li>❖ Budgeting,</li> <li>❖ Bank Loans</li> <li>❖ Production and Manufacturing</li> <li>❖ Customer Service,</li> <li>❖ Performance Appraisal</li> <li>❖ Profit &amp; Loss</li> <li>❖ TQM</li> </ul>
<b>16. Diploma in Banking NQFL 5</b>	DCC-Durban Central college, ABSA Nexus	Durban-Completed	1995	<ul style="list-style-type: none"> <li>❖ Banking,</li> <li>❖ Business Maths,</li> <li>❖ English Communication,</li> <li>❖ Accounting,</li> <li>❖ Financial Management &amp;</li> <li>❖ Life Skills</li> </ul>
<b>17. Diploma in Public Relations Certificate</b>	Universal college	Durban-Completed	1995	<ul style="list-style-type: none"> <li>❖ PR Plan</li> <li>❖ PR Program</li> <li>❖ Marketing</li> <li>❖ Sponsorships</li> <li>❖ Management</li> <li>❖ Press Release.</li> </ul>
<b>18. Matric</b>	Clairwood Technical College	Durban	1994	<ul style="list-style-type: none"> <li>❖ English D</li> <li>❖ Afrikaans D</li> <li>❖ History C</li> <li>❖ Mathematics E</li> <li>❖ Biology D</li> <li>❖ Physical Science E</li> </ul>

**COMPUTER LITERACY**

<b>Package</b>	<b>Level (basic, intermediate, expert)</b>	<b>Last used</b>
Ms Word	Advance	Current
Microsoft Excel	Advance	Current
Ms Powerpoint	Advance	Current
Ms Publisher	Advance	Current
Ms Access	Intermediate	Current
Outlook	Advance	Current
MS Project	Advance	Current
Brilliant	Advance	2003

Pastel 4	Intermediate	2010
AccFin	Intermediate	2006
Photo Shop	Beginners	2011
Rhino2	Intermediate	2012
Quickbooks	Intermediate	Current
JD Edwards4	Intermediate	1999

## EMPLOYMENT HISTORY

*(Starting with most recent employer)*

<b>Employer</b>	<b>World of Platinum T/A Seda Platinum Incubator</b>
<b>Nature of Business</b>	Platinum Business Incubator registered under Section 21
<b>Position</b>	CEO
<b>Dates of Service</b>	2 January 2012 to date
<b>Responsibilities</b>	
<ul style="list-style-type: none"> <li>❖ Implement good governance to ensure common understanding and implementation of process improved within platinum beneficiation sector</li> <li>❖ Monitoring of activities and overall compliance with the KINGIII codes of good practice to ensure stakeholder satisfaction.</li> <li>❖ Compiled and implemented the delegation of Authority in line with the budget allocation and ensured approval thereof.</li> <li>❖ Developed the Incubator component of the strategic plan, operational plan, and budget to ensure that resources are optimally utilized and managed resulting in efficient business incubation and enhanced service delivery.</li> <li>❖ Ensure effective planning that enhances sustainability and growth of all incubated business.</li> <li>❖ Developed sourcing and procurement policies that are aligned to the National Treasury, Provincial Treasury framework and regulatory frameworks enhancing compliance and clean audit reports.</li> <li>❖ Developed and implemented processes that ensure effective and efficient KPI target delivery in accordance with the Incubator funder's requirements.</li> <li>❖ Writing of the entity business plan for funding while ensuring effective planning and implementation of the incubator objectives.</li> <li>❖ Identified internal control weaknesses and implemented corrective measures resulting in effective guidance of the Audit and risk management of the center.</li> <li>❖ Chaired the Performance Evaluation Committees (PEC) and SMME Audit Committees thereby ensuring that support and skills development are only made to viable projects for which a proper feasibility study has been made.</li> <li>❖ Prepared, and timeously submitted the Monthly &amp; Quarterly reports to major stakeholders, Audit committee and the DTI Group namely SEDA STP and DMR (Anglo Plat).</li> <li>❖ Develop employees and interns on mentorship, coaching and RPL processes.</li> <li>❖ Regularly monitored the implementation of the procurement plan and ensured that the incubator achieved 98% spending of the budget, improved service delivery and achievement of the Annual performance plan outputs and strategic plan outputs.</li> <li>❖ Oversee effective stakeholder management and satisfaction.</li> <li>❖ Oversee effective supplier and debtor control management systems.</li> <li>❖ Oversee the implementation of ISO standards for the Centre accreditation and ensure SABS approval monitored and enforced compliance with demand, acquisition, logistics and asset management and inventory policies and practices, financial regulations, preferential procurement policy framework act, constitution, PFMA, IFRS, GAAP and other legislation.</li> <li>❖ Oversee the risk register, designed actions to monitor risk resulting in the items being eliminated from the risk register from one year to the next.</li> </ul>	

<ul style="list-style-type: none"> <li>❖ Managed HR/LR procedures and practices, including the supervision of staff, implementation of the performance management system leading happy contented staff complement.</li> <li>❖ Managed relationships between Acquisition Management and service providers maintaining a high level of ethics and integrity.</li> <li>❖ Preserved the highest standards of honesty, integrity, impartiality and objectivity in the conduct of duties and commanding the same from our officials.</li> <li>❖ Timely submission of information relevant for the preparation of the Annual Reporting.</li> <li>❖ Maintain healthy and progressive value chains within the sector.</li> </ul>	
<b>Number of Subordinates reporting to me:</b>	7 Employees, 35 Interns & 38 SMMEs
<b>Reporting To</b>	The Board of Directors

<b>Employer</b>	Progressive Women Movement of South Africa
<b>Nature of Business</b>	Women Empowerment (Social Investment Entity)
<b>Position</b>	<b>Provincial Organizer</b>
<b>Dates of Service</b>	<b>2009-2010 December</b>
<b>Responsibilities</b>	
<ul style="list-style-type: none"> <li>❖ Management of the Finances within the KZN Province thereby ensuring that expenditure is only incurred in line with the movement strategic outputs.</li> <li>❖ Liaised with both the communities, politicians and private sector to ensured smooth processes and good relations with the teams.</li> <li>❖ Liaised with the women empowerment bodies and committee members thereby realizing efficiently run committee meetings.</li> <li>❖ Guide women and provider a platform to address issues of Gender based Violence, Patriarchy, Skills development and economic empowerment.</li> <li>❖ Performed the Secretariat duties.</li> <li>❖ Served as an Ethics and economic development activities coordinator for the women organization and managed to prevent the incurrence of irregular business conduct.</li> <li>❖ Plan and implement training to in gender based violence, business development and computer skills.</li> <li>❖ Mentor cooperative in conflict resolution and negotiation skills.</li> <li>❖ Reported directly to the Provincial Convener of the movement and maintained a healthy professional relationship. Always ensured the Convener was satisfied with performance from the team and the rest of the stakeholder teams.</li> <li>❖ Compilation, approval and implementation of the procurement processes and ensured compliance to policies, procedures and regulation.</li> <li>❖ Management of the service providers and their contracts and ensured that only valid payments were made for the correct quality of the service.</li> <li>❖ Compiled the organization yearly plan and distributed it to all the stakeholders.</li> <li>❖ Participated in the Management committees thereby communicating the financial position and budget status to all management.</li> <li>❖ Managed the process of identification of the relevant risk areas and implementing measures to mitigate or eliminate such.</li> <li>❖ Managed and ensured the clearing of Inter-company transactions and resolving of intercompany balances.</li> <li>❖ Identified control weaknesses and overseen the implementation of proper control measures thereby improving the audit of the organization.</li> <li>❖ Implemented and maintain policy guidelines, procedures, processes and compliance thereto to</li> </ul>	

❖ ensure sound financial discipline.		
<b>Reporting Relationship</b>		
Reported To (Job Title)	Provincial Convener	
Supervisor / Manager	Mrs Zanele Hlatshwayo	
Contact numbers	Cellular: 076 5667 413 073 1563 323	Office:033 3952 276
Number of Subordinates	Two and working with 55 SMMEs	

<b>Employer</b>	<b>Department of Public Works- KZN Provincial &amp; Global-view Technologies</b>
<b>Nature of Business</b>	Government Department
<b>Position</b>	Government of Immovable Asset Management Act (Consultant) Property Incubator Program Specialist
<b>Dates of Service</b>	<b>01-11- 2008 to 30-12-2009</b>
<b>Responsibilities</b>	
<ul style="list-style-type: none"> <li>❖ Responsible for the implementation of the new act that governed all government immovable property.</li> <li>❖ Formulate the components of the business plan relevant to the areas / training that I was responsible for.</li> <li>❖ Participated in the strategic planning the extended public works development program.</li> <li>❖ Managed of the Property incubator program (PIP) asset portfolio and managed to conduct successful implementation veterans and youth empowerment program.</li> <li>❖ Identification of the relevant risk areas and implementing measures to mitigate or eliminate risk.</li> <li>❖ Departmental training budgeting and training schedule.</li> <li>❖ Managed and controlled the property evaluations and reconciliation process.</li> <li>❖ Identified control weaknesses and the implemented proper control measures.</li> <li>❖ Managed 50 candidates on the Property Incubator Program at NQF L 5.</li> <li>❖ Managed a staff complement of 25 employees falling under four sections in the department.</li> <li>❖ Created awareness and implementation of Corporate Governance, Property management (WIMS) Finance Centre Intelligence Act, Public Finance Management Act and FIAS.</li> <li>❖ Implement and maintain policy guidelines, procedures, processes and compliance thereto to ensure sound property management discipline.</li> <li>❖ Developed and maintained forums to implement and oversee the GIAMA throughout the KZN Province.</li> <li>❖ Took full custodianship, management and administration of the PIP project valued at R2million.</li> <li>❖ Managed the property recovery, write offs, repairs, renovations and overall property databases.</li> <li>❖ Full control over the cancellation function of loans process.</li> <li>❖ Liaised with the external stakeholders regarding the property leasing processes.</li> <li>❖ Reporting on a regular basic including quarterly regarding property management programs</li> <li>❖ Formulated policies and procedures in the areas of responsibility.</li> <li>❖ Performed an assessment of talent within the organization using Capability Trading and ensuring training and development in areas that were identified as competency gaps.</li> <li>❖ Successful implementation of GIAMA and Asset register during the financial statement preparation.</li> <li>❖ Participation in the Finance planning Committee meetings</li> </ul>	

<b>Reporting Relationship</b>		
Supervisor / Manager	Xolile Ntanzu	
Reported To (Job Title)	Property Management	
Contact numbers	Cellular: N/A	Office: N/A
Number of Subordinates	2	

<b>Employer</b>	<b>Mayivuke Community Development Projects cc</b>
<b>Nature of Business</b>	Skills Development
<b>Position</b>	Managing Director/ Founder
<b>Dates of Service</b>	1 February 2003 to 31 October 2009

<b>Responsibilities</b>	<ul style="list-style-type: none"> <li>❖ Responsible for the empowerment and training of people living with disabilities in KZN and surroundings.</li> <li>❖ Responsible for workplace statements for the people living with disabilities.</li> <li>❖ Performance management of the staff members under my report.</li> <li>❖ Strategic planning and implementation of Skills development programs within ICT and NVC.</li> <li>❖ Participated in the Strategic planning for cooperatives on behalf of National Skills funds</li> <li>❖ Identification of the relevant risk areas within the business and compiled a Risk document for the Region.</li> <li>❖ Responsible for workforce planning and organizational development.</li> <li>❖ Produce impact analysis reports for stakeholders.</li> <li>❖ Assumed an advisory role in assisting management in identifying and implementing measures to mitigate and eliminate risk.</li> <li>❖ Compiled a three year audit plan and discussed with the Regional management whereby it was adopted and implemented.</li> <li>❖ Planned resources for the performance of various audits.</li> <li>❖ Reviewed audit files and compiled audit reports.</li> <li>❖ Discussed the reports with the Regional Executive Management and escalated to organizational Executive Management where necessary.</li> <li>❖ Attended the client's management meetings whereby I have managed to raise issues of concern to management.</li> <li>❖ Established and maintained a sound relationship with client management.</li> <li>❖ Managed the Departmental budget and performed monthly budget monitoring.</li> <li>❖ Compiled monthly reports for submission to Lead agencies and SETAs</li> <li>❖ Did Performance Management of staff members reporting directly to me.</li> <li>❖ Managing a staff complement of three employees</li> <li>❖ Reporting to the Senior Audit Manager</li> </ul>
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<b>Number of Subordinates reporting to me:</b>	43
<b>Supervisor/Manager:</b>	Stakeholder and Lead Employment Agencies
<b>Contact numbers</b>	<b>Cellular:</b> 084 8635541 <b>Office:</b>

<b>Employer</b>	<b>Illovo Sugar - Sezela Mill</b>
<b>Nature of Business</b>	Sugar Mill
<b>Position</b>	<b>HR Consultant</b>
<b>Dates of Service</b>	1 November 2001 to 31 January 2003
<b>Responsibilities</b>	
<ul style="list-style-type: none"> <li>❖ Supervised the Human Resources Services section within the Factory and chemical Plant.</li> <li>❖ Maintained Control over the human resource administration processing function for both the Mill (Factory) and the Chemical (Downstream).</li> <li>❖ Responsible for the Seasonal Casual and Fixed Term Contract labour servicing the plant.</li> <li>❖ Supervise the recovery process from sundry debtors and the institution of legal action where necessary.</li> <li>❖ Assist management with performance management systems</li> <li>❖ Control over the sundry debtors invoicing system.</li> <li>❖ Implementation of the relevant human resources management policies and procedures over the areas of responsibility.</li> <li>❖ Identification of internal Control weaknesses and implementation of the necessary control measures.</li> <li>❖ Monitoring of the workplace training, ABET and workplace skills plans including progression plans</li> <li>❖ Planning Induction and exit programs for the human capital.</li> <li>❖ Administration and maintenance of the General Ledger system.</li> <li>❖ Control over the labour reconciliation process.</li> <li>❖ Guide supervisors and foreman regarding the code of good practice in disciplinary at the workplace</li> <li>❖ Conducting bi-annual skills audit for the organization and reporting thereafter.</li> <li>❖ Supervise a staff complement of 4 employees and reporting to the HR Manager and Head Office</li> <li>❖ .</li> <li>❖ Perform Ad-hoc projects for Head Office.</li> </ul>	
<b>Number of Subordinates reporting to me:</b>	6
<b>Supervisor/Manager</b>	Chantal Daniels
<b>Reported To (Name &amp; Job Title)</b>	HR Manager

<b>Employer</b>	<b>Airports Company South Africa</b>
<b>Nature of Business</b>	Aviation
<b>Position</b>	Information Supervisor
<b>Dates of Service</b>	1 January 1996 to 13 September 1999
<b>Responsibilities</b>	
<ul style="list-style-type: none"> <li>❖ Plan shift rosters and human resource planning</li> </ul>	

<ul style="list-style-type: none"> <li>❖ Responsible for keeping an efficient flight data management system</li> <li>❖ Liaising with the airlines and airports on expected times of arrivals and departures</li> <li>❖ Identified areas where internal Control system was lacking and implemented such.</li> <li>❖ Identified internal Control weaknesses and implemented proper control measures to eliminate the weaknesses.</li> <li>❖ Established and maintained the service, complains and complements register.</li> <li>❖ Perfuming performance appraisals and management for the department.</li> <li>❖ Participating in the transformation forums and steering committees to facilitate change management.</li> <li>❖ Liaised with internal audit with regards to the audit registers and monitoring thereof.</li> <li>❖ Assisted management in the implementation of improved service recommendations thereby eliminating errors and improving service level standards.</li> <li>❖ Performed ad-hoc projects the management and unions.</li> <li>❖ Part of the recruitment and selection committee for ACSA DIA</li> <li>❖ Reporting to the Financial Accounting Manager.</li> </ul>		
<b>Number of Subordinates reporting to me:</b>	<b>None</b>	
<b>Supervisor/Manager</b>	<b>Sean Endley</b>	
<b>Reported To (Name &amp; Job Title)</b>	<b>Client Relations Manager</b>	
<b>Contact numbers</b>	<b>Cellular: N/A</b>	<b>Office: N/A</b>

<b>Employer</b>	<b>ABSA BABK</b>
<b>Nature of Business</b>	Banking
<b>Position</b>	Clearing Clerk
<b>Dates of Service</b>	1 January 1994 to 31 December 1997
<ul style="list-style-type: none"> <li>❖ Bank Teller</li> <li>❖ Running Cheque book library</li> <li>❖ Handling enquiries counter</li> <li>❖ Frontline attendant</li> <li>❖ Acting Banking Hall Supervisor</li> <li>❖ Creditors clerk</li> </ul>	

### SPECIALIST KNOWLEDGE/SKILLS AQUIRED

Act/Policies	Level of knowledge		
	Basic	Intermediate	Advance
<b>PFMA Act</b>	✓		
<b>Labour Relations Act</b>			✓
<b>Skills Development Act</b>			✓
<b>Basic Conditions of Employment Act</b>			✓
<b>Employment Equity Act</b>		✓	
<b>Government Immovable Asset Management Act</b>			✓
<b>Mining Beneficiation Charter</b>		✓	

