

26 May 2015

Advocate Brink

The Flat

1 Boast Street

Eshowe

3815

29 De Beer Street

Braamfontein

Johannesburg 2017

Private Box X76

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[www.legal-aid.co.za](http://www.legal-aid.co.za)

Dear Adv. Brink,

**NATIONAL DEPUTY INFORMATION OFFICERS' FAILURE TO COMPLY WITH THE PROMOTION OF ACCESS TO INFORMATION ACT 2 OF 2000; REQUEST FOR THE INFORMATION OFFICER'S INTERVENTION UNDER SECTION 17 (6) (b)**

1. We have read your letter of 19 March 2015 annexed thereto being a request in terms of Promotion of Access to Information Act (PAIA) dated 9 March 2015 as well your further letter of 4 May 2015. I have been delegated by the CEO to reply to all.
2. Your continued use of abusive and/or derogatory language against management through use of words like *"liars, scheming up, dishonest, contemptuous, slow learners"* etcetera is again very apparent in your letters and you are called upon to desist from this custom.
3. Once again, we record that at the time the letter of 19 March 2015 was received, namely 31 March 2015, the CEO was on leave and the following officials were appointed to act in her absence-
  - 3.1. Mr Patrick Hundermark was the acting CEO for the period 30 March 2015 to 2 April 2015.
  - 3.2. Mr Jerry Makokoane was the acting CEO for the period 13 April 2015 to 17 April 2015.

- 3.3. Mr Brian Nair was the acting CEO for the period 28 April 2015 to 30 April 2015.
4. As all the aforesaid officials were party to the complaint, they could not reply in their acting capacities.
5. In order to apply her mind on the allegations, I felt it prudent to seek an extension to which you agreed. I will deal with the issue of her absence in this reply.

#### **LETTER OF 19 MARCH 2015**

6. The common salient features of your letter and in summary makes the following submissions.
  - 6.1. That the Deputy Information Officers have failed to provide the records requested within the timelines of 60 days as required in terms of the Promotion of Access to Information Act.
  - 6.2. The Deputy Information Officers are extorting money from you as they are not entitled to require the search fees in terms of the Act, more specifically making reference to the provisions of section 22 of the Act.
  - 6.3. That you are seeking CEO's intervention to direct them to provide such records or failing which she must provide such records.

**RECORDS REQUESTED FROM MR PATRICK HUNDERMARK IN THE LETTER OF  
10 NOVEMBER 2014**

7. There are 23 records sought in the letters referred to above and they quoted below:-

<b>Item</b>	<b>Record requested</b>
<b>1</b>	The minutes of the Regional Management Meeting at which it was decided that the Durban Justice Centre required a Children's Court Practitioner and to apply for the creation of such post at such Centre
<b>2</b>	Kwazulu Natal's Regional Operations Executive Vela Mdaka's motivation under section 8.1.2(b) of the Approval Framework to Legal Services Committee to recommend (he " <i>originates</i> ") the creation of the post at the Durban Justice Centre.
<b>3</b>	The record showing that the Human Resources Executive was consulted before the post was created as required by 8.1.2(b) of the Approval Framework
<b>4</b>	The LSTC resolution to recommend the creation of the post
<b>5</b>	National Operations Executive Brian Nair's and Chief Executive Officer Vidhu Vedalankar's approval of the LSTC's resolution to recommend the creation of the post, in their capacities as executing authorities delegated by section 8.1.2(b) of the Approval Framework to co-approve the creation of new posts at 'levels 11-13 and 'OSD-LP – 9 &10'
<b>6</b>	The record of HRE Amanda Clark's confirmation, under Note 17 of the Approval Framework, that the vacancy and budget for the post existed before it was advertised.
<b>7</b>	The record showing the vacancy existed prior to the advertisement.
<b>8.</b>	The record showing the post was budgeted for prior to the advertisement.
<b>9</b>	The advertisement for the post.
<b>10</b>	The shortlist of applicants for the post.
<b>11.</b>	The portion of the interview minute showing that Ngcamu disclosed to Legal Aid SA his two convictions for professional misconduct by the Law Society, and his rebuke by the Judicial Service Commission for not disclosing these when applying for a Labour Court judgeship in 2007.
<b>12.</b>	The selection panel's recommendation of Ngcamu, showing the names of the members, the names of the interviewed candidates, and whether or not they met the advertised

	qualifying criteria. (Confidential information within the meaning of section 34(1) of PAIA may be blacked out)
13.	The covering letter or email transmitting the recommendation to NOE Nair for his approval under section 8.2.2(b) of the Approval Framework.
14.	The record of Nair's approval of the recommendation, and if applicable to the level of the post, Vedalankar's agreement per the said section.
15.	Ngcamu's contract of employment as Children's Practitioner.
16.	The letters to the other shortlisted, interviewed candidates informing them that they had been unsuccessful, as required by section 1.5 of the policies and procedures on Recruitment.
17.	If it's not indicated on the advertisement or Ngcamu's employment contract, any record showing the grade of the post (e.g LP9).
<b>PART TWO</b>	
18.	All and any contracts(s) of employment between Ngcamu and Legal Aid SA, at any Justice Centre, entered into prior to his employment as Children's Practitioners at the Durban Justice Centre.
19.	All email or letter communications between Ngcamu and Legal Aid SA prior to his employment as Children's Practitioner at the Durban Justice Center or any other employment by Legal Aid SA.
20.	The selection panel's recommendation of Brink and Mngadi for the Pietermaritzburg and Durban senior Litigator posts, showing (i) Ngcamu's fulfilment or otherwise of the advertisement qualifying criteria, and (ii) the reason he was not recommended.
21.	The letter sent to Ngcamu informing him that he had been unsuccessful as a shortlisted candidate in his application for the Senior Litigator post, as required by section 1.5 of the Policies and Procedures on Recruitment.
22.	The letter sent to Ngcamu informing him that Legal Aid SA has decided not to fill the KwaZulu Natal Senior Litigator posts (like the identical letters sent to the other shortlisted and interviewed candidates Brink, Mngadi and Van Wyk on 23 August 2010).
23.	Deputy Information Officer Patrick Hundermark's written delegation by information officer Vedalankar under section 17(3) of PAIA.

**RECORDS REQUESTED FROM MR PATRICK HUNDERMARK IN THE LETTER OF  
17 NOVEMBER 2014**

8. There are 4 records sought in the letter referred to above and once again quoted verbatim:-

Item	Records Requested
1.	<p>Apropos of National Operations Executive Brian Nair's allegation in his 'Report to Board' on Senior Litigators in November 2011, concerning which he volunteered at the trial of case LC D529/11,<sup>11</sup> 'was the author of this', 'It is felt the current system of evaluating their performance by the High Court Unit Managers and thereafter by our Legal Quality Assurance Unit may not be appropriate<sup>2</sup>, the minute of the meeting at which this alleged view was expressed, and/or the record of the communication of this view to Nair or other executive.</p>
2.	<p>The record of Nair's instruction 'the Chief Legal Executive, then the Legal Development Executive' Patrick Hundermark to draft the 'terms of reference'<sup>3</sup> of a 'review panel'<sup>4</sup> to conduct 'performance reviews or quality reviews' for 'senior litigators',<sup>5</sup> being the 'person' to whom Nair claimed at the trial to have 'allocated the responsibility'<sup>6</sup> for doing this</p>
3.	<p>The minutes of the number of meetings' that Nair claimed that Hundermark has 'hosted' in the allegedly 'on-going...process...still being attended to 'by him, in the two years since Nair claimed to have 'allocated responsibility' to him ' to properly develop terms of reference ,to identify possible people to contribute to the panel, and to consult' <sup>7</sup>with a view to conducting ' performance reviews or quality 'performance reviews' for senior litigators'<sup>8</sup></p>
4.	<p>All and any records vouching that Hundermark has acted to (i) 'develop [the] terms of reference' set out in Nair's said Report to Board,(ii) 'to identify possible people to contribute to the panel', and (iii) ' to consult' anyone about it.</p>

**RECORDS REQUESTED FROM MR JERRY MAKOKOANE IN BOTH LETTERS OF 25 NOVEMBER 2014 AND 15 DECEMBER 2014**

9. There are 56 records sought in the letters referred to above with an amendment to item 34 and these are:-

No	Record requested
1	Cele J's suggestion that Legal Aid South Africa accommodate the Applicant by providing him with the electronic copy of the record which Legal Aid South Africa did.
2	The transcript of the trial record in case LC D529/11
3	All and any records vouching that a meeting took place between SAHRC and Legal Aid SA's CEO and some of our senior to discuss the SAHRC's allegedly incorrect finding contained in its section 84 report for 2011/12 on public body compliance with PAIA, presented to the National Assembly in October 2012, namely the finding that Legal Aid SA (Vedalankar) had failed to comply with its (her) reporting obligations under section 32. The record will show the date and place of the meeting, who attended it and the outcome.
4	The record reflecting that, as ordered by the Legal Services Technical Committee on 24 March 2010, then Manager: Legal Administration, National Operations, Bee-Mari Schoeman (responsible for Legal Services Delivery) immediately facilitate the transfer of the budget that existed for a Senior Litigator post at Kimberly Justice centre to the Mthatha Justice Centre.
5	The records of CEO Vedalankar and NOE's respective "Final Approval" and "Agree" as he must of the abolition of the Kimberly Senior Litigator post and establishment of the Mthatha Senior Litigator post under section 8.1.2(b) of the Approval Framework as required before the Mthatha post was advertised.
6	After the selection panel's interviews of shortlisted candidates for the Mthatha Senior Litigator post in May 2010, all and any records showing the form of transit that a file that was to be delivered to Legal Aid SA Head Office in respect of the position of Senior Litigator

	position for Mthatha was lost in the form of a registered post slip, courier waybill, covering email, telefax, covering page and transmission report, or other such voucher
7	Copies of the contents of the file in respect of the position of Senior Litigator for Mthatha retained by Eastern Cape Regional Human Resources Manager, Thenjiwe Magazi before dispatching the original or copy to Legal Aid SA's Head Office
8	The complete contents of Human Resources Executive Clark's file or computer folder on the Mthatha Senior Litigator post
9	All records of communications between Legal Aid SA's national office and its Eastern Cape Regional Office after the discovery that a file that was to be delivered to Legal Aid Head Office in respect of the position of the Senior Litigator for Mthatha was lost in transit-including any request for the file, or a copy, to be sent again.
10	Strategic Plan 2009-12.
11	Minutes of the September 2008 Board Meeting at which the Strategic Plan 2009-12 was approved
12	The minutes of all Legal Services Technical Committee meetings held in the period October 2009 to February 2011, besides the minutes of its March 2010 meeting, which Brink already has.
13	The minutes of all Management Executive Committee meetings held in the period October 2009 to February 2011.
14	The minutes of all Board Executive Committee meetings held in the period October 2009 to February 2011.
15	The minutes of all Board meetings held in the period October 2009 to February 2011.
16	Legal Aid SA's Business Plans for 2009/10, 2010/11, 2012/13, and 2013/14
17	Excerpts comprising the cover or first identifying page, and the pages containing provision for Senior Litigator salaries' budget for 2013/14
18	The minute of the Board meeting at which Legal Aid SA's budget for 2013/14 was approved

19	Legal Aid SA's 2013/14 report to SAHRC under section 32
20	The payment voucher of the Department of Justice and Constitutional Development reflecting the date of its transfer of the OSD phase 1 funding for 2009/10
21	The record of any Strategic Plan Annual Review workshop or Board Meeting at which it was resolved not to fill Legal Aid SA's remaining three vacant Senior Litigator posts
22	Record showing mention or discussion by any Legal Aid SA Executive(s) of the issue alleged by Nair in his November 2011 Report to Board that Senior Litigators may not be fulfilling Legal Aid SA's objectives for such posts.
23	All and any reviews of Senior Litigator performance pertaining to whether or not Legal Aid SA's objectives for such posts were being achieved by the current incumbents or not.
24	The record of the decision not to fill Senior Litigator posts for the said reason, referred to in Nair's Report to Board of November 2011
25	All and any records vouching that NOE Nair was among the senior executives who began to deliberate quite intensively in regard to the budgetary issues that suddenly confronted them on 10 March 2010, on learning that Legal Aid SA's expected OSD phase 1 funding hadn't been included in the baseline budget for 2010/11 as had been assured in January 2010, alternatively all and any records vouching that Nair was involved in pursuing the Department's payment of Legal Aid SA's OSD phase 1 funding for 2010/11 in any manner whatsoever.
26	Excerpts of Legal Aid SA's recruitment statistics showing Senior Litigator post occupancies and vacancies for March, April and May 2010, and July, August, September, October and November 2010.
27	The executive instruction issued to transfer the Senior Litigator budget from Mthatha back to Kimberley (from which it had been transferred).
28	Following COO Makokoane's memorandum circulated to them on 30 September 2010, soliciting cost-cutting proposals in view of the slow recovery from the international financial recession, the proposals submitted by:  (a) CEO Vidhu Vedalankar,

	<p>(b) NOE Brian Nair,  (c) KZN ROE Vela Mdaka,  (d) then Pietermaritzburg JCE Bertus Appel, and,  then Durban Justice Centre Executive Kishore Mehta.</p>
<b>29</b>	The Treasury budget allocations letter released at the end of 2009 to which Nair referred in his evidence.
<b>30</b>	The records of all Nair's decisions taken to freeze posts with or without CEO Vedalankar's agreement, and without the approval of the Board.
<b>31</b>	The email or letter to Durban High Court Unit Manager Bongani Mngadi, who was interviewed for and recommended for the Durban Senior Litigator post, informing him in about April/May 2010 (his words) that the Kwazulu-Natal Senior Litigator recruitments had been cancelled.
<b>32</b>	All counsel's fee notes for his professional services rendered Legal Aid SA in the handling of Brink's first three record requests under PAIA in August and December 2010 and March 2011, and his involvement, if any, in the drafting of Mlambo JP's Confidential Report Re: Advocate Anthony Brink to the Minister in March 2011 and in updated form to the Portfolio Committee in June 2011, to put down Brink's complaints.
<b>33</b>	All counsel's opinions in regard to the handling of Brink's said PAIA requests, and the responses to them that he drafted for Legal Aid SA.
<b>34</b>	(a) Legal Aid SA's list of 231 critical legal posts, or other record(s), identifying what legal posts were included under category Critical Occupation in Legal Aid SA's annual report for 2012/13; and (b) the subsequent motivation and resolution to exclude all but the JCE posts from the category of critical legal posts in Legal Aid SA's annual reports to the Minister and to Parliament.
<b>35</b>	Former Board Secretary Bee-Marie Schoeman's resignation or dismissal letter, and/or any other record vouching her information to Brink that she left Legal Aid SA on account of permanent or long-term mentally disabling concussion and amnesia sustained in a motor vehicle accident, alternatively identifying any other reason she quit Legal Aid SA.
<b>36</b>	The minutes of the Board meetings in February and May 2012.

37	The minutes of the Board Executive Committee meetings in February and May 2012.
38	The Charter of the Board Executive Committee.
39	The agenda and the minute of the Board Executive Committee meeting on Friday 23 March 2012; alternatively, if no such meeting was held on that date, the agenda and the minute of the extraordinary extra fifth Board Executive Committee meeting in 2011/12.
40	Vedalankar's confirmatory affidavit, made in support of CSE Mtati's answering affidavit in Brink's application for leave to subpoena Mlambo JP, and referred to in paragraph 107 thereof as annexure DM14.
41	The records of Board Chairperson Mlambo JP's requests to other Board members on 24 January 2011 that they should ignore Brink's repeated appeals for Board investigation in Vedalankar's illegal, falsely justified refusal to comply with his first PAIA request and the manifestly irregular abortion of his appointment on the several indications he identified.
42	The decision originally taken to employ two Professional Assistants (PA's) per backlog court at Pietermaritzburg, or generally, provincially or nationally.
43	The 2010/11, 2011/12, and 2012/13 budgets provided by the Department for salaries for PA's serving the backlog courts at Pietermaritzburg.
44	The minutes of all Kwazulu-Natal regional executive management meetings over the period October 2010 to June 2011.
45	The record of Kwazulu-Natal Regional Operations Executive Vela Mdaka's discussions with National Operations Executive Brian Nair about the streamlining the backlog courts.
46	All and any records identifying the nature of the Stanger court incident.
47	All the records sent to then Board Secretary Bee-Marie Schoeman over the period October 2010 to June 2011 informing her performance of her function: Monitoring of Backlog Court Staffing and compilation of costing to distribute budget received for this purpose to various cost centres, including but not limited to (i) any changes to the number of backlog court posts at the Pietermaritzburg Justice Centre, and (ii) any changes to the budget received for the employment of PA's in the backlog courts at Pietermaritzburg.

48	The decision to reduce the number of PA's serving the backlog courts at Pietermaritzburg from two to one, according to Nair's emailed announcement of this to Legal Aid SA's Regional Operations Executives on 21 February 2011.
49	The spreadsheet to Nair's email to the ROE's on 21 February 2011, named Backlog courts – 2011 approved courts.
50	The minute of the meeting in February 2011 to identify the sites that will continue to function and be funded, to which Mdaka referred in his email to then Pietermaritzburg Justice Centre Executive Bertus Appel and other JCE's on 7 February 2011.
51	The responses that the members of the selection panel, Manickum, Holtzhauzen, and Shelembe furnished Appel following his referral to them of Mdaka's objections to Brink's appointment to the annual contract PA post for which they'd unanimously recommended him.
52	Appel's transmission to Mdaka of the selection panel's responses to Mdaka's objections to Brink's appointment.
53	Appel's leave application covering 14 and 15 December 2010, alternatively an excerpt from the leave register, reflecting that he was on leave for those two days, and reflecting further the full period he was on leave at that time.
54	The record of Jeffrey Mthimkhulu's appointment as acting Pietermaritzburg Justice Centre Executive in Appel's absence on leave at the said time.
55	The selection panel's recommendation of Brink for the Pietermaritzburg temporary backlog PA post, showing the names of the other candidates interviewed.
56	Any employment contracts subsequently signed between Legal Aid SA and any of the rejected candidates.

10. I now turn to reply on your submissions made in paragraph 6 above:
- 10.1. That the Deputy Information Officers have failed to provide the records requested within a period of 60 days as required in terms of the PAIA. Legal Aid South Africa denies the Deputy Information Officers failed to reply within the prescribed period. It submits that this is an issue of interpretation and does not agree with your interpretation and accordingly maintains that it replied within the prescribed period. Further, as you insist that your interpretation is correct, you then should have induced section 58 of PAIA on the basis of deemed refusal.
- 10.2. That the Deputy Information Officers are extorting money from you as they are not entitled to require the search fees in terms of the Act, more specifically making reference to the provisions of section 22 of the Act, Legal Aid South Africa, once again submits that it is a legal issue of interpretation which cannot be canvassed in the letter but at the appropriate competent forum. We maintain that it is by your own doing that in your requests, you have provided the background to the previous case under case no. D529/11 as well as various footnotes that obliged the Deputy Information Officers to peruse a voluminous bundle of documents in order to familiarise themselves with the facts to enable them to apply their minds and reply to your requests.
- 10.3. That you are seeking CEO's intervention to direct them to provide such records or failing which she must provide such records. Legal Aid South Africa will not direct them to provide a response to your request for such records for the following reasons:
- 10.3.1 The records you are requiring relates to and are ancillary to the litigation proceeding that you have brought against Legal Aid South Africa under case number **529/11** at the Labour Court in Durban. Your claim was dismissed with costs and the judgment was further upheld by the Labour Appeal Court.

10.3.2. The records you are requiring further relates to and are ancillary to the litigation proceedings that you have brought against Legal Aid South Africa officials at the Eshowe Magistrate Court under case numbers: **257/14, 258/14 and 259/14**. These matters are still pending.

10.3.3. Your requests are malicious and seek to divert the resources of Legal Aid South Africa and you are required to pay the required amounts as requested.

**FURTHER REQUEST IN THE LETTER OF 19 MARCH 2015**

11. There are six further requests from the letter referred to above and I provide the reply in the table below:

Item	Records sought	Reply
1	Insurance contract with Carmague	The contracts with Axi Financial Services CC as the broker and Carmague as the underwriter cannot be disclosed as it contains commercial information of a third party in terms of section 36 of the Act
2	Claims lodged with Carmague in respect of D529/11	The claim was lodged with Carmague through Axi Financial Services CC. But the information cannot be disclosed as it relates to commercial information of a third party.
3	All enquiries or reports by Carmague in respect of D529/11	This is information protected in terms of the Act and accordingly is refused.

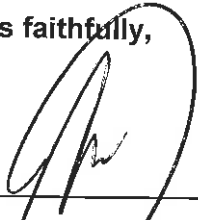
4	All responses and reports to Carmague by Legal Aid South Africa in respect of D529/11	This is information protected in terms of the Act and accordingly is refused.
5	All or other any records vouching that CLE and other staff spend 187 hours reading the documents relating to case 529/11	The search and preparation of the records included reading of documents referenced in the introduction to the request including the record since the requester had made reference to CLE. No specific record exists.
6	All or other any records vouching that COO and other staff spend 220 hours reading the documents relating to case 529/11	The search and preparation of the records included reading of documents referenced in the introduction to the request including the record since the COO was implicated. No specific record exists.

**FURTHER REQUEST IN THE LETTER OF 4 MAY 2015 READ WITH THE LETTER OF 15 MAY 2015**

12. There are two further requests from the letter which I have summarised and provided the reply in the table below:-

Item	Records sought	Reply
1	LASA's report to SAHRC for 2014 financial year	The report as attached as requested.
2	CEO's approved leave application from office during April 2015	This is personal information that has no relevance in exercising your right in terms the Act. Please find the acting delegations of CLE, COO and NOE.

**Yours faithfully,**

A handwritten signature in black ink, appearing to be 'T. Mtati', written over a horizontal line.

**Mr. Thembile Mtati**

**Legal Aid South Africa**

Name of Public Body: Legal Aid South Africa

Location of Public Body: Braamfontein, Johannesburg



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Braamfontein

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**SECTION 32 REPORT 2014/15: LEGAL AID SOUTH AFRICA**

Municipality Type and Location: City of Johannesburg
Contact details of DIO: Mr Thembile Mtati
Fax:011 877 2222
Tel: 011 877 2003
Email :thembilem@legal-aid.co.za
Department in which DIO is based: Corporate Services
Alternative Contact Details for PAIA functionary: sollys@legal-aid.co.za
Contact Details for PA of Information Officer: 011 877 2003
Reporting Period: 2014-2015

Signature IO	Signature DIO	Date

REPORTING PERIOD FROM 1 APRIL 2014 TO 31 MARCH 2015			
NO	Items	Total Number	Comments
1	(a) number of PAIA requests received	10	
2	(b) number of requests granted in full	4	Four requests were granted in full, namely, Allen Simpson, System Intergrated by Design, Zane Hartley, and Bernard Anthony Morrow.
3	(c) number of requests granted despite there being a ground of refusal, but granted in the public interest	0	None
4	(d) number of requests:  (i) refused in full, or (ii) refused partially  (iii) number of items a provision of PAIA was relied on to refuse a request in full/partially	5	Five requests were refused or partially granted as they relate the litigation proceedings that were pending before the Courts. The requester, Mr Brink was requested to pay the search fees in terms of section 22 of the Act. He had failed and/or refused to pay the fees and accordingly the reply had not been submitted to him.

**Your voice. For justice.**

5	(e) number of instances where the 30 day period to deal with a request was extended	4	Three applications from Brink were extended beyond 30 days in terms of section 26(1) of the Act
6	(f) number of internal appeals: lodged with the relevant authority (i) cases where requests were granted as a result of an internal appeal (ii)	0	None
7	(g) number of internal appeals lodged on account of a deemed refusal	0	None
8	(h) number of applications to court on the grounds that an internal appeal was dismissed by the relevant authority failing to give notice of its decision during the timeframes stated in section 77 (3)	0	None
9	(i) Number of requests still pending as at 31 March 2015	1	The request was received on the 31 March 2015 and as at 31 March 2015 was still being considered.

**Your voice. For justice.**



**Your voice. For Justice.**

**LEGAL AID SOUTH AFRICA**

**AUTHORITY FOR A SUBSTITUTE TO ACT**

DEPARTMENT :	Office of the CEO
NAME :	Ms Vidhu Vedalankar
DESIGNATION :	Chief Executive Officer
DATE :	05 March 2015

Copies to : Management Executive Committee (Exco & ROEs)  
PA's

**Notice of absence from office and delegation of authority**

I will not be in the office on Monday **30<sup>th</sup> March** - Thursday, **02<sup>nd</sup> April 2015**. In my absence Mr Patrick Hundermark who holds the permanent position of Chief Legal Executive is appointed to act in my stead as Chief Executive Officer. He shall have the same powers and authority in every respect as the permanent incumbent of the said position:

Name: Ms Vidhu Vedalankar

Signature:

Date: 05.03.2015

**Acceptance:**

I, the undersigned hereby accept the above delegation for the above period.

Name : Mr Patrick Hundermark

Signature :

Date : 5/3/2015

**Approved:**

Name : Judge President D Mlambo

Signature:

Date : 09.03.2015



**Your voice. For Justice.**

**LEGAL AID SOUTH AFRICA**

**AUTHORITY FOR A SUBSTITUTE TO ACT**

DEPARTMENT :	Office of the CEO
NAME :	Ms Vidhu Vedalankar
DESIGNATION :	Chief Executive Officer
DATE :	07 April 2015

Copies to : Management Executive Committee (Exco & ROEs)  
PA's

**Notice of absence from office and delegation of authority**

I will not be in the office on Monday, 13<sup>th</sup> April - Friday, 17<sup>th</sup> April 2015. In my absence Mr Jerry Makokoane who holds the permanent position of Chief Operations Officer is appointed to act in my stead as Chief Executive Officer. He shall have the same powers and authority in every respect as the permanent incumbent of the said position:

Name: Ms Vidhu Vedalankar

Signature: 

Date: 2015.04.07

**Acceptance:**

I, the undersigned hereby accept the above delegation for the above period.

Name : Mr Jerry Makokoane

Signature : 

Date : 2015.04.08

**Approved:**

Name : Judge President D Mlambo

Signature: 

Date : \_\_\_\_\_



Your voice. For Justice.

**LEGAL AID SOUTH AFRICA**


**AUTHORITY FOR A SUBSTITUTE TO ACT**

DEPARTMENT :	Office of the CEO
NAME :	Ms Vidhu Vedalankar
DESIGNATION :	Chief Executive Officer
DATE :	05 March 2015

Copies to : Management Executive Committee (Exco & ROEs)  
PA's

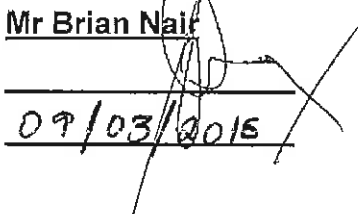
**Notice of absence from office and delegation of authority**

I will not be in the office on Tuesday **28<sup>th</sup> April** - Thursday, **30<sup>th</sup> April 2015**. In my absence Mr Brian Nair who holds the permanent position of National Operations Executive is appointed to act in my stead as Chief Executive Officer. He shall have the same powers and authority in every respect as the permanent incumbent of the said position:

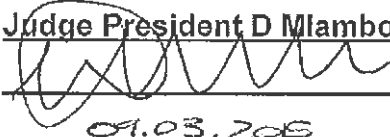
Name: Ms Vidhu Vedalankar  
Signature:   
Date: 05.03.2015

**Acceptance:**

I, the undersigned hereby accept the above delegation for the above period.

Name : Mr Brian Nair  
Signature :   
Date : 09/03/2015

**Approved:**

Name : Judge President D Mlambo  
Signature:   
Date : 09.03.2015