



Registration Number of Company: 2005/006023/07

NAME OF COMPANY: FPG Consultancy (PTY) Ltd T/A

FIRST POINT GROUP

MANUAL

in terms of

Section 51 of

The Promotion of Access to Information Act

2/2000

(the "ACT")

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1. INTRODUCTION

This manual is based on the blueprint issued by the South African Human Rights Commission (“SAHRC”).

FPG Consultancy (Pty) Limited trading as FIRST POINT GROUP is a private company engaged in the provision of Human Capital Solutions of Temporary Technical and Permanent Personnel, operating as a preferred supplier in the Telecommunication/ Technology industry.

2. COMPANY CONTACT DETAILS

Directors: Mr. Alistair Johannes Rynish (CEO)

Mr. David James Taylor

Office Manager/CEO: Mr. Cristopher Marc Reay (General Manager) /

Mr. Alistair Johannes Rynish (CEO)

Postal Address: Postnet Suite 1, Private Bag X75, Bryanston, 2021

Street Address: The Business Centre, Office 81, 377 Rivonia Boulevard,

Rivonia, 2128

Telephone Number: 011 593 2336

Fax Number: 086 206 1670

Email: creay@firstpointgroup.com

3. THE ACT

3.1 The ACT grants a requester access to records of a private body, if the record is required for the exercise or protection of any rights. If a public body lodges a request, the public body must be acting in the public interest.

3.2 Requests in terms of the ACT shall be made in accordance with the prescribed procedures, at the rates provided. The forms and tariff are dealt with in paragraphs 6 and 7 of the Act.

3.3 Requesters are referred to the Guide in terms of Section 10 which has been compiled by the South African Human Rights Commission, which will contain information for the purposes of exercising Constitutional Rights. The Guide is available from the SAHRC. The contact details of the Commission are:

Postal Address: Private Bag 2700, Houghton, 2041

Telephone Number: +27-11-877 3600

Fax Number: +27-11-403 0625

Website: www.sahrc.org.za

4. APPLICABLE LEGISLATION

<u>No</u>	<u>Ref</u>	<u>Act</u>
1	No 75 of 1997	Basic Conditions of Employment Act
2	No 61 of 1973	Companies Act
3	No 71 of 2008	Companies Act
4	No 130 of 1993	Compensation for Occupational Injuries and Diseases Act
5	No 68 of 2008	Consumer Protection Act
6	No 25 of 2002	Electronic communications and Transactions Act
7	No 55 of 1998	Employment Equity Act
8	No 58 of 1962	Income Tax Act
9	No 2 of 2000	Promotion of Access to Information Act
10	No 9 of 1999	Skills Development Levies Act
11	No 97 of 1998	Skills Development Act
12	No 4 of 2002	Unemployment Contributions Act
13	No 63 of 2001	Unemployment Insurance Act
14	No 89 of 1991	Value Added Tax Act

5. Schedule of Records

The subjects on which the business holds records and the categories on each subject are listed as below. Please note that a requestor is not automatically allowed access to these records and that access to them may or must be refused in accordance section 62 to 69 of the Act.

5.1 Accounting records

- Annual financial statements and working papers
- General Ledger
- Subsidiary Ledgers (Receivables, payables, etc.)
- Bank Statements, cheque books, cheques
- Customer and supplier statements and invoices
- Deposit slips
- Cash books and petty cash books
- Fixed asset register
- Tax returns and assessments
- VAT returns
- Lease or instalment sale agreements

- Insurance records
- Auditor's reports
- Record of assets
- Record of liabilities
- Record of revenue
- Record of expenses

5.2 Personnel records

- Disciplinary records
- Employee evaluation and performance records
- Employee information records
- Employment applications
- Employee date of birth
- Employment contracts
- IRP 5 and IT 3 certificates
- Letters of appointment
- Leave applications
- Maternity leave policy
- Name and occupations of each employee
- Payroll
- Particulars of each employee
- Personnel file
- Salary and wage registers
- Salary slips and wage records
- UIF, PAYE and SDL returns
- Workmen's Compensation documents

5.3 Statutory Company Records

- Annual Statutory Returns
- Certificate of Change of Name
- Certificate of Incorporation
- Certificate to Commence Business
- Memorandum of Incorporation and alterations/amendments
- Notice and minutes of shareholder's meetings
- Minutes of director's meetings
- Register of Allotments
- Register of company secretary and auditors
- Register of directors and officers
- Registration certificate
- General resolutions
- Special resolutions
- Resolutions
- Shareholder's register

5.4 Tax

- Income tax returns
- Provisional tax returns
- Tax assessments
- VAT documents

6. FORM OF REQUEST

To facilitate the processing of your request, kindly:

6.1 Use the prescribed form, available on the website of the SOUTH AFRICAN HUMAN RIGHTS COMMISSION at www.sahrc.org.za.

6.2 Address your request to Cristopher Marc Reay (General Manager).

6.3 Provide sufficient details to enable the COMPANY to identify:

- (a) The record(s) requested;
- (b) The requester (and if an agent is lodging the request, proof of capacity);
- (c) The form of access required;
- (d) (i) The postal address or fax number of the requester in the Republic;
(ii) If the requester wishes to be informed of the decision in any manner (in addition to written) the manner and particulars thereof;
- (e) The right which the requester is seeking to exercise or protect with an explanation of the reason the record is required to exercise or protect the right.

7. PRESCRIBED FEES

The following applies to requests (other than personal requests):

7.1 A requestor is required to pay the prescribed fees (R50.00) before a request will be processed;

7.2 If the preparation of the record requested requires more than the prescribed hours (six), a deposit shall be paid (of not more than one third of the access fee which would be payable if the request were granted);

7.3 A requestor may lodge an application with a court against the tender/payment of the request fee and/or deposit;

7.4 Records may be withheld until the fees have been paid.

7.5 The fee structure is available on the website of the SOUTH AFRICAN HUMAN RIGHTS COMMISSION at www.sahrc.org.za.

FORM C

REQUEST FOR ACCESS TO RECORD OF PRIVATE BODY
(Section 53(1) of the Promotion of Access to Information Act, 2000
(Act No. 2 of 2000)

[Regulation 10]

A. Particulars of private body

The Head:

B. Particulars of person requesting access to the record

- | | |
|-----|---|
| (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 address:

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

C. Particulars of person on whose behalf request is made

This section must be completed <i>ONLY</i> if a request <i>for information</i> is made on behalf of <i>another</i> person.
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Full names and surname:

Identity number:

D. 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. |

- 1 Description of record or relevant part of the record:
- 2 Reference number, if available:
- 3 Any further particulars of record:

E. 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 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 exemption *of* the payment *of* any fee, please state the reason for exemption.

Reason for exemption from payment of fees:

F. Form of access to record

If you are prevented by a disability to read, view or listen to the record in the form of access provided for in 1 to 4 hereunder, state your disability and indicate in which form the record is required.

Disability:	Form in which record is required
Form in which record is required:	
Mark the appropriate box with an X.	
<p>NOTES:</p> <ol style="list-style-type: none"> (a) Compliance with your request in the specified form may depend on the form in which the record is available. (b) Access in the form requested may be refused in certain circumstances. In such a case you will be informed if access will be granted in another form. (c) The fee payable for access for the record, if any, will be determined partly by the form in which access is requested. 	

1. If the record is in written or printed form:

	copy of record*		inspection of record
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2. If record consists of visual images
 this includes photographs, slides, video recordings, computer-generated images, sketches, etc)

	view the images		copy of the images"		transcription of the images*	
3. If record consists of recorded words or information which can be reproduced in sound:						
	listen to the soundtrack audio cassette		transcription of soundtrack* written or printed document			
4. If record is held on computer or in an electronic or machine-readable form:						
	printed copy of record*		printed copy of information derived from the record"		copy in computer readable form* (stiffy or compact disc)	
'If you requested a copy or transcription of a record (above), do you wish the copy or transcription to be posted to you? Postage is payable.					YES	NO

G Particulars of right to be exercised or protected

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.

1. Indicate which right is to be exercised or protected:
2. Explain why the record requested is required for the exercise or protection of the aforementioned right:

H. 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 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 of20

SIGNATURE OF REQUESTER / PERSON ON WHOSE BEHALF REQUEST IS MADE