

(88)



**CURRICULUM VITAE
OF
THABO GUY MONYANYEDI**

1. PERSONAL DETAILS

First Names : Thabo Guy
Surname : Monyanyedi
ID Number
Date of Birth
Marital Status
Dependants
Postal Address

Nationality : South African
Drivers Licence
Extra Mural Activities : Soft Ball, Athletics, Badminton and Soccer

2. EDUCATION

Last School Attended : Boitumelong Secondary School
Highest Standard Passed : Matric
Subjects : Sesotho HG, English HG, Afrikaans HG, Accounting HG,
Business Economics HG and Mathematics HG
Year : 1985

3. QUALIFICATIONS

Name of Institution : East Rand College of Education
Qualification : Secondary Teachers Diploma
Subjects Passed : Education III, Teaching Science III, Teaching Practice III,
Physical Education III, The Bible & Philosophies of
Special Afrikaans B, Special English A,
Business Economics,
of Sport
Year Obtained : 1988



Name of Institution : University of the North
Qualification : Bachelor of Arts (B.A Degree)
Subjects : Criminology
Major Subjects : Political Science III, Education III & English III
Year Obtained : 1995

Name of Institution : Birnam College
Qualification : Executive Gold Diploma
Subjects : Public Relations and Communication
Year Obtained : 1997

4. OTHER COURSES / WORKSHOPS ATTENDED

Computer Programs : MS Word, MS Excel, MS PowerPoint, MS Access, Microsoft Outlook and PSS.

Workshops : Conflict Management, Negotiations Skills, Interviewing Skills, Facilitation skills, Strategic Management Planning, Train the Trainer, South African Bill of Rights, Code of Conduct (SACE & SADTU), Disciplinary procedures, COSATU's Sexual harassments & Code of Conduct, NQF, OBE, OBA, RNCS, NCS.

Trainings and Courses : Public Finance Management (PFMA), MFMA, Project Management, Assessor Training – Accredited Assessor, Strategic Management Planning, Accredited Supervisor – Whole School Evaluation, Accredited Moderator, Education Employment Act, Recruitment and Mobilization, Provincial Training Team Member (PTT)
OBE, OBA, RNCS, NCS.
MFMA: 15 Unit Standards Achieved (See attached

copy)

- African School of Humanitarian Forensic Action: Theory,
 - Basic Management of the Dead
 - Protocols / Procedures and databases used for identification
 - Bone Pathology
 - Autopsy Viewing
 - Forensic odontology as a tool in human identification
 - after disaster
 - Processing a mass fatality scene
 - Engaging with the Media in a Disaster
 - Ante Mortem Data Collection
 - Visual Reality practical simulation
 - Forensic Anthropological Techniques-Biological
 - profiling
 - Exhumation theory and Field Work exercise



- Have received specialised training in archaeological recovery of skeletonized remains, basic skeletal anatomy and bone trauma, genetics, as well as DNA sampling from families and from remains.

5. EMPLOYMENT HISTORY

Name of Company

: *City of Ekurhuleni*

Directorate

: *Military Veterans Directorate (Office of the Executive Mayor)*

Position

: *Divisional Head (DH: MVD)*

Period

: *2016 to 2020*

Reason for Leaving

: *Contract ended*

PURPOSE:

Duties:

- The key purposes are to oversee, administer, manage, lead and control the City of Ekurhuleni's programs on Military Veterans'

FUNCTIONS:

- Establish Military Veterans Division.
- Develop Policies for approval by Council in line with National Policy and Framework.
- Mainstreaming Military Veterans in the City of Ekurhuleni.
- Identify and Develop Military Veterans Heritage, Memorials and Honour Policies, Processes, Strategies and Procedures as well as ensuring the successful implementation thereof.
- Lead and Champion the interest of Military Veterans in communities through Advocacy and Lobbying.
- Develop and implement strategic integrated Military Veterans plan for the communities' interns of strategic program interventions in and National Policy.
- Facilitate and Monitor Departmental program's and project in line with Ekurhuleni Military Veterans' Policy to ensure compliance by Departmental Heads.
- Develop and lead strategic Partnerships with organisation that seek to advance the empowerment of Military Veterans'.
- Lead the establishment and Verification of the Ekurhuleni Military Veterans Data.
- Consult with Military Veterans Activist and Organisation that represent Military Veterans to



determine their need and develop programs in response to those needs.

- Repatriation, Exhumations and Reburials of military heroes and heroines who have fallen outside the borders of South Africa. The MVD will work with other Department such as NPA, MPIT, SAHA, DMV, DECO, DoJ & CD, SAHA and SAPS
- Develop Monitoring & Evaluation tools.
- Advise the Mayor on issues of Military Veterans.
- Assist in the investigations, interviewing families, witnesses and even possible perpetrators, tracing of documents and reports, taking DNA samples from families.
- One of the projects undertaken by the MPIT is the Gallows Exhumation Project that aims to recover the remains of all political prisoners who were sentenced to death and hanged on the Gallows at what was then Pretoria Central Prison, before the death penalty was suspended in 1990. The bodies of the hanged prisoners remained the property of the state and were buried as paupers in unmarked graves in cemeteries around Pretoria within hours of their execution. The families could not attend. I have assisted in recovering and Exhumations of the remains during 16 December 2019 and returning the remains of 9 Cato Manor (Durban) hanged as political prisoners to the affected families in January 2020.
- I am also busy tracing the fate of some of those who left the country and went into exile but never returned. This includes two Ekurhuleni residents who are believed to have drowned while crossing the Zambezi River in 1988.

Name of Company
Directorate
Position
Period

: Gauteng Department of Education
: Institutional Developmental Systems Official
: Circuit Manager (Deputy Director)
: 1 April 2012 to 2015

PURPOSE:

- To provide end-to-end educational and administrative support to schools

Duties

FUNCTION:

1. Ensure School Management functions are efficiently and effectively implemented.
2. Ensure national and provincial learning implementation policies and frameworks are applied effectively within institutions.
3. Enable that the IQMS is applied effectively and efficiently.



4. Facilitate the effective implementation of examination and assessment.
5. Ensure the effective implementation of school safety programmes.
6. Ensure the effective implementation of the learner nutrition and scholar transport.
7. Ensure effective and effective provisioning of LTSM for all institutions.
8. Provide and support learners with special needs.
9. Ensure compliance with the application of HR, financial and other corporate support measures

Name of Company : Gauteng Department of Education
Directorate : Policy, Planning and District Information Systems
Management: (JIB East District)
Position : CES Policy, Policy and DISM.
Period : 1 March 2007 to March 2012

Duties

PURPOSE:

- *To ensure an effective management information system and monitor the implementation of district plans.*

FUNCTIONS:

As a Chief Education Specialist (CES) / Deputy Director, Policy, Planning and District Information Systems Management:

- Advise the District Director on matters pertaining to policy for decision making and resource targeting.
- Manage the co-ordination of District involvement in policy development, operational plans and budgets completion.
- Manage the establishment and maintenance of contractive partnership and representation structures.
- Manage district information system.
- Maintain support of operational information for management support and decision-making and resource targeting.
- Manage the collation of Monthly, Quarterly and Annual Report required by the District Director and submit to Head Office and any other task required by the District Director and GDE that falls under matrix management or operations.
- Manage the facilitation of operational planning process and provide technical support to the Director in this regard.
- Manage the collation of operational plans in line with the MTEF process.
- Manage the coverage between planning and operational data, and systems.
- Monitor and Evaluate Policy Implementation and policy compliance within the district.
- Organise and Cordinate the District Strategic Planning processes.
- Facilitate PMDS and PMS within policy and planning unit.
- Give strategic direction to the unit.
- Manage and Monitor all district operational plans, procurement plans and their implementation in line with the PFMA by tracking and reporting under-expenditure and over-spending.
- Facilitate policy implementation in schools and policy development.
- Facilitate organizational development in underperforming schools and interventions to ensure efficient solutions to the district.



Name of Company : Gauteng Department of Education
Directorate : Office for Standards in Education (OFSTED)
Whole School Evaluation Unit
Position : Deputy Chief Education Specialist
Period : 2003 to February 2007
Reason for leaving : **Seconded** to JHB East District

Duties

In terms of my previous duties I used to plan for Evaluations of schools and I was responsible for:

- Planning for evaluations of sampled schools.
- Team Leader at different school allocated.
- Monitoring of Exams.

Cont...

- Monitoring of NCS training for educators and officials.
- Monitoring of RNCS training for both educators and officials.
- Monitoring of all marking centers in the province.
- School Effectiveness.
- School Readiness.
- Whole School Evaluation (WSE).
- Systemic Evaluation.
- Appointed by Divisional Manager to represent the office in the Provincial Training Team. (PTT) to spearhead and drive Integrated Quality Management Systems (IQMS).
- Plan and develop slides presentations for training of educators and officials.
- Analysis of WSE reports.
- Develop Reports for schools that one has been leading.
- School Safety Security & Discipline.
- To assist school in identifying physical and school safety needs and creating strategies to overcome them.
- Making school environment to be safe and conducive for teaching and learning.
- To develop systems that are functional, effective and efficiently to realize the educational and social goals of the country.
- To implement guidelines developed with SAPS on sign post for safe schools through training and seminars.
- To make schools service delivery points of victim's empowerment and to link them with structures or organizations that run integrated programmes that support victims of sexual violence and rehabilitation of school offenders.
- Standards setting and safety standards.
- Monitoring and Evaluating schools.
- Developing Policies (Guidelines on school safety).
- Investigating and reporting on corporal punishment & sexual abuse of learners.
- Monitoring and evaluating the performance of the system at chalk phase.
- Training, advocacy and implementation of new policies and legislation.

Name of Company : Gauteng Department of Education (GDE).
Directorate : Office for Standards in Education.
Education Action Zones (EAZ) unit.
Position : Project Manager for ten identified dysfunctional schools in
Gauteng (D7 & D8).
Period : 2000 – 2003.
Reason for leaving : Promoted.



Duties

- Turning around the dysfunctional schools that obtained from 0-20 %.
- Interventions.
- Conflicts Resolutions.
- School Safety.
- Develop systems that are functional and sustainable.
- Creating schools to be centers of community life.
- Monitoring & supporting school.
- Curriculum Development.
- Creating conducive learning environment (school safety).
- Constructive Partnership with all stakeholders.

Name of Company : Mikateka Primary School.
Position : Acting Principal.
Period : 1998 to 1999.
Reason for leaving : Seconded to GDE Head Office – Education Action Zones (EAZ).

Name of Company : Mikateka Primary School.
Position : Deputy Principal.
Period : 1997 to 1999.
Reason for leaving : Promoted to be Acting Principal.

Duties

- Teaching English.
- Coordinating all activities of the school (Administration).
- Managing the school.
- Facilitating, drafting and adoption of policies.
- Coordinating needs analysis of the school.
- Curriculum 2005 District Facilitator (N6 District).
- Perform all duties assigned by the principal.
- Liaise with all stakeholders.
- Short listing committee member N6 District (1996-1997).
- Grievances committee member (1997-1998).

Name of Company : Tembisa Adult Centre (ABET).
Position : Educator.
Period : 1989 – 1996.
Reason for leaving : Provincial Official.
Duties : Teaching English.

Name of Company : Ingqayizivele Secondary School.
Position : Educator.
Duties : Teaching English, Accounting and Business Economics.
Period : 1988 – 1996.
Reason for leaving : Promoted.

6. MEMBERSHIP OF PROFESSIONAL BODIES

Name of Body : South African Democratic Teachers Union.
Position held : Tembisa Branch Secretary.
Period : 1996 – 2000.



7. ORGANISATIONAL PARTICIPATION AND LEADERSHIP ROLES

Institution	: University of the North.
Year	: 1995.
Leadership Roles	: President for Political Science Students. President for Benetton Football Club. Class Representative Course I, II & III. Coordinator for invigilation team. Interviewing panel member.
<i>Cont...</i>	
Institution	: East Rand College of Education.
Year	: 1988.
Leadership Roles	: Class Representative Course I, II & III. General Secretary (SASCO). Chairperson of ad hoc Committee. Athletics Team Captain. Athletics Team Zone D Captain.
Organisation	: ANC Underground (MK).
Period	: 1980 to 1994.
Position held	: Head of Machel Unit (1990-1994).
Commander	: Combat Unit, Propaganda Unit, Courier Machelome core Unit and Central underground recruitment committee leader.
Organisation	: MK. Former ANC Military Wing. (MKMVA)
Period	: 2008 to Date.
Position held	: Secretary of the Sub-Region, Tembisa/Kempton Park/Edenvale.
Commander	: Head of Commissariat.
Organisation	: MKMVA
Period	: 2014- Date
Position held	: MKMVA PEC Member (Head of Social Transformation)

Duties/activities in all organizational Participation

- Chairperson Tembisa West Youth Congress.
- Central Committee Member MOYO youth club.
- Tembisa Organizer Emergency Service group (ESG) that caponized the National Primary Health care.
- Member of the recruiting committee (NEUSA) that mobilized, cocainized & organized the offspring of SADTU.
- ANC youth league (Head of Art and Culture).
- Executive member of SASCO (UNIN).
- Volunteer Voter Education Outreach.
- President of Political Science Students (University of the North).
- Head of SADTU secretariat desk.
- Executive member of ANC Education Policy (Khayalami Region).
- SACP Phelindaba branch member.
- ANC Tembisa West Branch Organizer.



- Head of Tembisa west branch election/organizing forum and team
- ANC Tembisa west branch trouble shooter.

8. COMMUNITY INVOLVEMENTS

- Community Development Forum.
- Crime Prevention Forum and former self defense units.
- Registration of learners back to school campaign.
- Voter education campaign/ ANC Election Trouble Shouter deployed by MKMVA.
- Community mobilization (Payments of services).
- Secretary of MKMVA (Tembisa/Kempton Park/Edenvale, Sub- Region)
- MKMVA PEC Member heading Social Transformation and Platoon Commander at Ekurhuleni Region as PEC Deployee.
- Dealing with Military Veterans challenges within the Province in particular MKMVA.

9. CONCLUSION

10.1 SUMMARY OF PARTICULAR SKILLS, KNOWLEDGE AND EXPERIENCE

As Divisional Head Military Veterans one has been exposed to a number of different Military Veterans structures or Formations within my area of operation around the City of Ekurhuleni: MKMVA, APLA-AMVA, AZANLA-AMVA and CMVO engaging with them on matters affecting them and developing the MVD Policy which will be adopted by City of Ekurhuleni Council.

My involvement with MPIT has also enhanced my knowledge of dealing with exhumations, reburials, repatriation and reburials and dealing with families of the victims to find closure. This includes cases of missing persons both from Ekurhuleni as well as beyond its borders.

- One also assists in the investigations, interviewing families, witnesses and even possible perpetrators, tracing of documents and reports, taking DNA samples from families.
- I have received specialised training in archaeological recovery of skeletonized remains, basic skeletal anatomy and bone trauma, genetics, as well as DNA sampling from families and from remains. As Divisional Head Military Veterans, one has been involved in the field with the MPIT and also gained the experience of dealing with families and different stakeholders.
- One of the projects undertaken by the MPIT is the Gallows Exhumation Project that aims to recover the remains of all political prisoners who were sentenced to death and hanged on the Gallows at what was then Pretoria Central Prison, before the death penalty was suspended in 1990.
- The bodies of the hanged prisoners remained the property of the state and were buried as paupers in unmarked graves in cemeteries around Pretoria within hours of their execution. The families could not attend. One has also participated with MPIT has assisted in recovering, exhumations and returning the remains of the 9 Cato Manor hanged as political prisoners to the affected families.
- One is also busy tracing the fate of some of those who left the country and went into exile but never returned. This includes two Ekurhuleni residents who are believed to have drowned while crossing the Zambezi River in 1988.
- Participating as an executive member and a leader in a number of community based organizations and having managed a number of projects in the field of management, I have gained a lot in terms of human relations and working within a team. One is also a Pastor at Church.

Cont...



- As the general secretary of ANC Tembisa West Branch and secretary general of SADTU and a manager in my field of work, I learnt a lot in the field of labour relations I had to be part of all the negotiations for the union and the organization within the employer and vice-versa. I had the opportunity to attend courses in conflict handling and negotiations, develop training materials to workshop educators and officials, to know and understand their labour rights and new legislation as spelt out in different Acts and policies.
- Strategic knowledge of facilitation skills and negotiations, communiqué and presentation were experiences which impacted on skills development.
- As serving in a number of structures and its executive committees, and as a Deputy Chief Education Specialist (DCES) and a manager of a number of projects, I have acquired skills and experience in dealing with monitoring and evaluation of projects and ensuring that the project stays within budget and establish time frames, in line with the requirements of PFMA.
- Multi skills and experience has led to the development of several skills, which can be brought to bear on situations for example:
 - As an executive member of different structures and a manager for ten years in education department and I have been involved in education transformation and curriculum development for democratic governance of schools.
 - Having been a secretary of the ANC Tembisa West Branch and SADTU Tembisa Branch and Secretary MKMVA a member of MKMVA PEC in Gauteng and a member of different committees this has given one the opportunity to participate in a number of political and educational forums, like the community development forums, Integrated Quality Management Systems (IQMS) and PMS & PMDS (Performance Management Systems for both office based and school based Public Servants) and the Provincial Training Team (PTT), etc, one has been involved in drawing up of policies, and has facilitated a number of workshops to empower educators, officials and communities and transforming the thinking of many stakeholders in education and outside, towards equity, access and redress.
- Having worked in the Education Action Zone working with dysfunctional schools, have developed an ability to manage, organize, motivate, monitor and evaluate.
 - As my core responsibilities were to turn around these schools to be functional, one also looked at situational analysis and intervention strategies.
 - Making these schools to be centers of community life through safety projects.
 - Running of workshops to address challenges and gaps within the schools.
 - Training school principals and SGB's on their roles and responsibilities.
- I have appreciation of the importance of strategic management as a process for preventing crises from erupting in my situation.
- As an active educationist, has developed a keen sense of socio-political-economic influences on education on education policy and service delivery to the people.
- I am also aware of the role the organizations play in the formulation of policy and its implementation, as a secretary of Tembisa West Branch.
- I am self-motivated and am used to working long and flexible hours.
- I have a creative approach to management.

Cont...

- Working with communities and structures has engendered an appreciation of the needs for flexibility of approach, and has encouraged willing to reassess positions in the light of new information and differing perspectives, as long as these are consistent with an agreed policy, legislation and principle framework.
- I have exemplary inter-personal skills, and am adept at interacting with individuals, groups and organizations; in such a manner that co-operation is facilitated and fostered.



10.2 SUMMARY OF STRENGTHS AND ABILITIES FOR MANAGEMENT

My strength also lies in managing Military Veterans who comes from different background having different ideological thinking and from different liberation organisations.

- One has a vast knowledge of different Policies and Acts that governs the dictums of Military Veterans.
- Has the ability to apply policies and interpret them, also pieces of legislation as policy development has been one of my area of specialization.
- Have good presentation skills and Report writing.
- Number of Municipalities, Province's, including Botswana Defense Force came to the Directorate for benchmarking.

My strength lies in education and Military Veterans management in particular and management in as borne in my involvement through different processes.

As the Divisional Head, one sits in different committees within council navigate and influence decisions for the benefits of Military Veterans, participate in Community Safety, oversight committee, Social Technical and Mayoral Social Cluster, am also a member of Provincial burial committee that deals with reburials of fallen hero's and heroin's and have been a member of the Provincial Training Team (PTT), Accredited Supervisor and Accredited Assessor and Accredited Moderator, I acquired skills, experience and understanding of management processes. I have been responsible and accountable for the team that I lead to evaluate schools that were sampled and given by the line manager and have a clear understanding of delegation process, managing and developing people, making follow-ups and giving feedback, coordinating and tracking the flow of events.

I have been and still am a project manager of a number of projects, in particular, housing, burials of councilors and Military Veterans, exhumation's and any other project assigned to me by the Executive Mayor.

In my previous work one has been dealing with IQMS and PMS, PMDS and Evaluations of schools and monitoring of schools. Able to plan workshops and develop training slides, presentations, control and monitor, report on the progress made, make adjustments when necessary, propose alternative solutions and work within specified time frames within allocated budget.

I can run with a project from its inception to its logical conclusion, i.e.

- Identify the information gap,
- Design the collection instrument,
- Collect data,
- Capture the data,
- Write a report
- Analyse and present a report.
- Be part of the implementation process
- Verify and validate the data

I have made this transformation as detailed out in our schools, programmes, policies, projects and communities, my personal goals. This is the reason for me to constantly seek solutions to problems in the area of my responsibilities so as to come up creative and innovative solutions to problems. I have keen interest in planning policy formulation and development, e.g. I was involved in developing sign post for school safety and the Gauteng health and safety policy. I am able to assist conflicts and I am committed to redress the imbalances of the past for achievement of equity.

I have keen interest for human resource development. This is proven in the fact that one developed slides to train all educators and official in Gauteng in the implementation of Integrated Quality Management Systems (IQMS), Developed my colleagues in the understanding of resolution 8 of 2003 and trained a CV Thabo Monyanyedi



number of individuals on assessor through Ntsika Development Agent to date a number of them are qualified assessors registered with the SETA and this also entails NQF, OBE, OBA, RNCS and NCS.

Cont...

I had training in recruitment process; develop job descriptions/work plans/project plans, organizing training sessions. I have been involved in as an activist and unionist in dispute/conflict resolution between employee/employer situation and even resolving student/educator/parent's conflicts and this is one of my strength and ability to date.

I had an opportunity of participating in the strategic management planning and have received training in strategic management planning and financial management and am confident that I can plan strategically and manage the finances accountably. One is also monitoring the utilization of the District budget through their operational plans and procurements plans.

Some areas where confident this was exercised:

- Negotiating team as in my role as a union leader and the then Secretary of SADTU Tembisa branch and recently as MKMVA sub-Regional Tembisa/Kempton Park/ Edenvale Secretary, as a trained cadre of the movement one was also trained in MCW (Military Combat Work, specializing in Combat, Intelligence and Propaganda.
- Planning of community campaigns and events,
- Liaisons with outside bodies like NSGB, LETU, SADTU, Ward Committees, Business People, CBOs and communities at large and all other stakeholders,
- The management of budget allocated to branch during elections,

My report writing skills are evident through:

- The presentation of reports and training in my present field of work that involves making and developing slides and presenting them to different stakeholders, and many types of reports.
- The drawing up of various policy document's (e.g. developing Gauteng school safety policy framework).
- The writing of Monthly, Quarterly and Annual reports to Head Office and the district directors.
- My presentation and facilitation skills are excellent and report writing skills.

I believe in working after hours, during weekends and odd hours without remuneration to complete task that I am involved in. I have shown my commitment to this through:

- My involvement in various structures of civil society,
- My willingness to manage new projects,
- My accepting to work on weekends, advocating for Whole School Evaluation policy through advocacy,
- My commitment to church activities without remuneration,
- My commitment to the ANC and MKMVA activities,

I have the ability to work with persons from all walks of life and levels, from the ordinary members of the community, general assistants at work place to MEC's and Directors in different districts and departments.

Proper co-ordination of all activities and projects and good communication skills are some of the traits I believe I have.

10.3 CAREER OBJECTIVES

- Policy Developer,
- Political Analyst,



- An accomplished researcher, consultant and material developer.

10. REFERENCES

Name : Ms Nomsa Mgida.
Company : City of Ekurhuleni
Position : HoD: Executive Support (Office of Executive Mayor).
Relationship to me : My Line Manager (Current HoD)
Contact No's :

Name : Mr. Phaladi Frans Mmoko
Company : City of Ekurhuleni
Position : MMC: Community Safety
Relationship to me : Delegated MMC for Military Veterans (Politically Reporting to Him)
Contact No's :

Name : Mr. Ephraim Mpoku Tau.
Company : Gauteng Department Education.
Position : Ekurhuleni North Chief Director.
Relationship to me : Former Line Manager.
Contact No's :

Name : Mr Sello Robert Serote
Company : Ekurhuleni Metro Council
Position : Former Councilor and Head of Machlome Unit (MK)
Relationship to me : My previous MK Commander
Contact No's :

Name : Ms. Helen Mokgosi
Company : Gauteng Department of Education
Position : Quality Assurance Directorate (OFSTED)
Relationship to me : Line Manager
Contact No's :

11. DECLARATION

I hereby declare that all the information above is true and correct.
CV Thabo Monyanyedi



REPUBLIC OF SOUTH AFRICA



REPUBLIEK VAN SUID-AFRIKA

Senior Certificate (Std 10) Senior Sertifikaat (St. 10)

(National Senior Certificate Examination)
(Nasionale Senior Sertifikaatexamen)

Aggregate symbol (.....EE.....) Simbool vir groot totaal

AWARDED TO/TOEGEKEN AAN:

MONYANYEDI THABO GUY

Identity No./Identiteitsnr.

Exam. No./Eksamennr.

Subjects passed/Vakke geslaag

Symbol/Simbool

SOUTH SOTHO H.G./SUID SOTHO H.G.	E
AFRIKAANS SECOND LANGUAGE H.G./AFRIKAANS TWEDE TAAL H.G.	F
ENGLISH SECOND LANGUAGE H.G./ENGLS TWEDE TAAL H.G.	E
BUSINESS ECONOMICS S.G./BEDRYFSEKONOMIE S.G.	D
ACCOUNTING H.G./REKENINGKUNDE H.G.	E
AFRIKAANS ORAL/AFRIKAANS MONDELING	E
ENGLISH ORAL/ENGLS MONDELING	E

* I CERTIFY THAT THIS DOCUMENT IS THE ORIGINAL DOCUMENT WHICH WAS ISSUED BY THE EXAMINATIONS BOARD. I FURTHER CERTIFY THAT NO CHANGE WAS MADE TO THE ORIGINAL DOCUMENT.

Handwritten signature: *[Signature]*

MAGSNOMMER: 708824

1989-01-26

HIGHVELD REGION OF EDUCATION AND TRAINING

A: 80% and over/en bo: B: 70%-79%; C: 60%-69%; D: 50%-59%; E: 45%-49%; EE: 40%-44%; F: 33%-39%; G: 25%-33%; H: 20%-24%; HS: 0%-19%.

Examinations Officer
Eksamenbeampte

Director-General: Education and Training
Direkteur-generaal: Onderwys en Opleiding

2021-12-01

CLIENT SERVICE CENTRE
SOUTH AFRICAN POLICE SERVICE

With effect from
Met ingang van

1/1/86

Issued without alteration or erasure/Uitgereik sonder verandering of uitwissing

1. ACRONYMS:

ABET	Adult Basic Education and Training
APLA	Azanian Liberation Army
APLA-AMVA	Azanian Liberation Military Veterans Association
AZANL-AMVA	Azanian National Liberation Military Association.
CBO	Community Based Organisation
CCC	Customer Care Centre
CES	Chief Education Specialist
COSATU	Congress of South African Trade Union
CoE	City of Ekurhuleni
CMVO	Council Military Veterans Organisation
DCES	Deputy Chief Education Specialist
DIRCO	Department of International Relations and Cooperation
DMV	Department of Military Veterans
DISM	District Information Management Systems
DH	Divisional Head
EAZ	Education Action Zone
EMPD	Ekurhuleni Metropolitan Police Department
FBO	Faith Based Organisation
FET	Further Education and Training
GDE	Gauteng Education of Education
MVD	Military Veterans Directorate
SACE	South African Council of Education
SASCO	South African Student Congress
SANS	South African National Standards
PEC	Provincial Executive Council
RNCS	Revised National Curriculum Statements
NCS	National Curriculum Statements
NQF	National Qualification Framework
DoJ & CD	Department of Justice and Correctional Department
SANMVA	South African National Military Veterans Association
SRAC	Sports, Recreation, Heritage, Arts and Culture
SAPS	South African Police Services
PMS	Performance Management Systems
PMDS	Performance Management Systems
NPA-MTT	National Prosecuting Authority-Multipurpose Task Team
MEC	Member of Executive Committee
MK	Umkhonto We Sizwe
MKMVA	Umkhonto We Sizwe Military Veterans Association
NSGB	National School Governing Bodies
MVD	Military Veterans Directorate
LETU	Local Education Training Unit
OBE	Outcome Based Education
OBA	Outcome Based Assessment
OFSTED	Office for Standard in Education
SADTU	South African Democratic Union
SAHA	South African Heritage and AR caves
SDU	Self Defence Unit
SAPS	South African Police Service
SPU	SELF Protection Units
MMC	Member of the Mayoral Committee
IQMS	Integrated Quality Management Systems
MPTT	Missing Person Task Team
PFMA	Public Finance Management Act
PTT	Provincial Task Team
MFMA	Municipal Financial Management Act
WSE	Whole School Evaluation.



UNIVERSITY OF THE NORTH

WE,

THE VICE-CHANCELLOR AND SENATE,
THE DEAN OF THE FACULTY,
AND THE REGISTRAR,

HEREBY CERTIFY THAT

AT A CONGREGATION OF THE UNIVERSITY
HELD ON THIS DAY

THABO GUY MONYANYEDI

WAS ADMITTED TO THE DEGREE OF

Bachelor of Arts

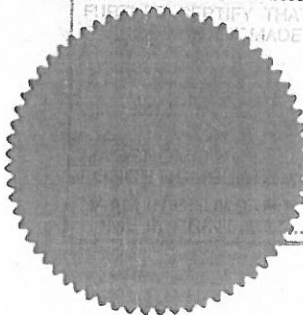


[Signature]

Vice-Chancellor
on behalf of the Senate

[Signature]

Dean
on behalf of the Faculty of
Arts



[Signature]
RANG SUT
RANK
Khambula D

[Signature]
Registrar

TURFLOOP,
16 April 1996
3787