

## SECTION 51 MANUAL FOR LARAGH COURSEWARE (Pty) Ltd

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#### **B. PARTICULARS IN TERMS OF THE SECTION 51 MANUAL**

#### **Introduction to Laragh Courseware**

At Laragh Courseware we develop and market e-learning content. Our products meet the increasing worldwide need for e-learning focussing on technical skills and organizational competencies. Some of our products are pre-sold and built to order. Others are sold directly to customers.

Based in Cape Town since 1996, we have produced thousands of titles. Our principal clients include world leaders in the e-learning industry.

#### **1. Contact details**

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#### **2. The section 10 Guide on how to use the Act**

The Guide will be available from the South African Human Rights Commission by not later than August 2003. Please direct any queries to:

The South African Human Rights Commission:

PAIA Unit

The Research and Documentation Department

Postal address: Private Bag 2700  
Houghton  
2041

Telephone: +27 11 484-8300

Fax: +27 11 484-0582

Website: [www.sahrc.org.za](http://www.sahrc.org.za)

Email: [PAIA@sahrc.org.za](mailto:PAIA@sahrc.org.za)

**3. Records available in terms of any other legislation (Acts in terms of which we are obliged to keep or submit records)**

**3.** Basic Conditions of Employment No. 75 of 1997

**4.** Companies Act No. 61 of 1973

**11.** Employment Equity Act No. 55 of 1998

**16.** Income Tax Act No. 95 of 1967

**20.** Labour Relations Act No. 66 of 1995

**22.** Medical Schemes Act No. 131 of 1998

**23.** Occupational Health & Safety Act No. 85 of 1993

**24.** Pension Funds Act No. 24 of 1956

**30.** Skills Development Levies Act No. 9 of 1999

**31.** Skills Development Act No. 97 of 1998

**36.** Unemployment Contributions Act No. 4 of 2002

**37.** Unemployment Insurance Act No. 63 of 2001

**39.** Value Added Tax Act No. 89 of 1991

**4. Access to the records held by the private body in question [Sections 51(1)(c) and 51(1)(e)]**

4.i. staff policies and guidelines

4.ii, employment contracts,

- employee records,
- on-file applications,
- customer register
- invoice register
- payroll records
- sales projections and pipeline register
- annual accounts
- software licenses,
- building lease agreements,
- equipment lease agreements,
- internet contracts
- telecoms contracts
- capital equipment register,
- insured equipment register,
- hardware vendor agreements,

4.iii The request procedures

**Form of request:**

- The requester must use the prescribed form to make the request for access to a record. This must be made to the head of the private body. This request must be made to the address, fax number or electronic mail address of the body concerned [s 53(1)].
- The requester must provide sufficient detail on the request form to enable the head of the private body to identify the record and the requester. The requester should also indicate which form of access is required. The requester should also indicate if any other manner is to be used to inform the requester and state the necessary particulars to be so informed [s 53(2)(a) and (b) and (c)].
- The requester must identify the right that is sought to be exercised or to be protected and provide an explanation of why the requested record is required for the exercise or protection of that right [s 53(2)(d)].
- If a request is made on behalf of another person, the requester must then submit proof of the capacity in which the requester is making the request to the satisfaction of the head of the private body [s 53(2)(f)].

**Fees:**

A requester who seeks access to a record containing personal information about that requester is not required to pay the request fee. Every other requester, who is not a personal requester, must pay the required request fee:

- The head of the private body must notify the requester (other than a personal requester) by notice, requiring the requester to pay the prescribed fee (if any) before further processing the request [s 54(1)].
- The fee that the requester must pay to a private body is R50. The requester may lodge an application to the court against the tender or payment of the request fee [s 54(3)(b)].
- After the head of the private body has made a decision on the request, the requester must be notified in the required form.
- If the request is granted then a further access fee must be paid for the search, reproduction, preparation and for any time that has exceeded the prescribed hours to search and prepare the record for disclosure [s 54(6)].

**5. Other information as may be prescribed [Section 51(1)(f)]**

The Minister of Justice and Constitutional Development has not made any regulations in this regard.

**6. Availability of the manual [Section 51(3)]**

*This manual is also available for inspection at the offices of Laragh Courseware free of charge. Copies are available with the SAHRC, and in the Gazette.*