



**MEDE RECRUIT (PTY) LTD PAIA MANUAL AND PRIVACY POLICY**  
**Registration number: 2023/576868/07**

## **PAIA MANUAL**

In terms of the

PROMOTION OF ACCESS TO INFORMATION ACT 2 OF 2000  
“PAIA”

Incorporating provisions contained in the

PROTECTION OF PERSONAL INFORMATION ACT 4 OF 2013  
“POPIA”

IN RESPECT OF

**MEDE RECRUIT (PTY) LTD**  
**REGISTRATION NUMBER 2023/576868/07**

Users: external and internal



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**PART A**  
**PAIA MANUAL**

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## **PART B- PRIVACY POLICY**

### **1. INTRODUCTION**

- 1.1 The Promotion of Access to Information Act 2 of 2000 (“the Act”) also referred to as “PAIA” came into operation on 9 March 2001 and gives effect to the constitutional right of access to information that is enshrined in Section 32 of the Bill of Rights contained in the Constitution of Republic of South Africa, No. 108 of 1996 (“the Constitution”). Section 32 of the Constitution provides that everyone has the right to access any information held by the state or by another person, where such information is required for the exercise or protection of any legitimate rights and actively promote a society in which the people of South Africa have effective access to information to enable them to more fully exercise and protect all of their rights.
  
- 1.2 The Act accordingly requires that procedures be put in place by public and private bodies to enable persons to obtain access to records swiftly, affordably and effortlessly. In terms of the Act, a private body includes juristic entities such as companies, close corporations and also includes partnerships and sole proprietors. The Protection of Personal Information Act 4 of 2013, (“POPIA”) on the other hand regulates, and *inter alia*, how Personal Information held, received, used and disseminated by a body or person in connection with another party/person is protected and the consent therefore requires.
  
- 1.3 In terms of section 51 of the Act, all private bodies are required to compile an information Manual (“PAIA MANUAL”) that provides information on the types and



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categories of records held by a public or private body and the process that must be followed when requesting information related to such records and information.

- 1.4 Where a request is made in terms of the Act, the body to whom the request is made is obliged to release the information, subject to applicable legislative and/or regulatory requirements, except where the Act expressly provides that the information may be adopted when requesting information from a public or private body.
- 1.5 This document serves as the information- PAIA manual- of MEDE RECRUIT (PTY) LTD as required in terms of the Act and must be read together with our Privacy Policy, Part B of this document.

**2. MEDE RECRUIT (PTY) LTD PARTICULARS: -**

- 2.1 Founded on the 16 February 2023 by Erika Maria Myburgh, MedE Recruit (Pty) Ltd has expanded its services since. The core values of MedE Recruit are based on principles of integrity, excellence, respect, dedication and communication. Our offices are currently based at 7 Sundown Estate, Gariep Street, Pretoria, Gauteng, 0181.
- 2.2 Name of body: MEDE RECRUIT (PTY) LTD  
**REGISTRATION NUMBER:** 2023/576868/07 (private body)  
**PHYSICAL ADDRESS:** 7 Sundown Estate, Gariep Street, Pretoria, Gauteng, 0181.  
**POSTAL ADDRESS:** 7 Sundown Estate, Gariep Street, Pretoria, Gauteng, 0181.  
**CONTACT NUMBER:** 082 440 9654 / 012 880 2762  
**DIRECTOR:** Erika Maria Myburgh (CEO) Head of Private Body and Information Officer



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- 2.3 This, the PAIA Manual of MedE Recruit (Pty) Ltd, is available, on MedE Recruit's website <https://mederecruit.co.za> and at MedE Recruit's premises situated 7 Sundown Estate, Gariep Street, Pretoria, Gauteng, Republic of South Africa.

**3. CONTACT DETAILS** [Section 51 (1) (a) of the Act] – PAIA

PHYSICAL ADDRESS: 7 Sundown Estate, Gariep Street, Pretoria, Gauteng, Republic of South Africa

POSTAL ADDRESS: 7 Sundown Estate, Gariep Street, Pretoria, Gauteng, Republic of South Africa

LANDLINE: 082 440 9654 / 012 880 2762

E-MAIL: [erika@mederecruit.co.za](mailto:erika@mederecruit.co.za)

**4. PAIA MANUAL – Purpose of the Act (PAIA)**

- 4.1 The purpose of the Act is to promote the right of access to information, to promote and foster a culture of transparency and accountability within MEDE RECRUIT (PTY) LTD by granting the right to information that is required for the exercise or protection of any legitimate right and to actively promote a society in which the citizens of South Africa have effective access to information to enable them to exercise and protect their rights- which includes the rights of minor children.
- 4.2 In order to promote effective governance of private bodies, it is necessary to ensure that everyone is empowered and educated to understand their rights in relation to public and private bodies.
- 4.3 Limitation of Rights: Section 9 of the Act recognizes that the right to access information cannot be unlimited and should be subject to justifiable limitations, including, but not limited to:

4.3.1 Limitations aimed at the reasonable protection of privacy; and



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- 4.3.2 Commercial confidentiality; and
  - 4.3.3 Effective, efficient and good governance; and
  - 4.3.4 in a manner that balances that right with any other rights, including such  
Rights are contained in the Bill of Rights in the Constitution.
- 4.4 This PAIA Manual complies with the requirements of the guide mentioned in section 10 of the Act and recognizes that upon commencement of the Protection of Personal Information Act, 4 of 2013 (POPI), the appointed Information Regulator will be responsible to regulate compliance with the Act and its regulations by private and public bodies.
- 4.5 This PAIA Manual must be read together with our Privacy Policy – Part B of this document.
- 5. INFORMATION OFFICER**
- 5.1 The head of a private body in terms of section 51 (1) and (2) of the Act, fulfills the function of compiling and updating the private body's PAIA Manual.
- 5.2 The Information Officer appointed in terms of the Act also refers to the Information Officer as referred to in the POPI Act. The Information Officer oversees the function and responsibilities as required in terms of Both PAIA and section 55 of the POPI Act after registering with the Information Regulator.
- 5.3 The Information Regulator may, where it is deemed necessary, appoint a deputy Information Officer, as allowed for in section 17 of the Act as well as section 56 of the POPI Act. All requests for access to information in terms of the act must be addressed to the Information Officer.



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- 5.4 MEDE RECRUIT (PTY) LTD has appointed the following individual as the Information Officer who will be responsible for dealing with requests for records and information:

Attention: Information Officer: Erika Maria Myburgh (CEO) Head of Private Body and Information Officer

PHYSICAL ADDRESS: 7 Sundown Estate, Gariep Street, Pretoria, Gauteng, Republic of South Africa

LANDLINE: 082 440 9654 / 012 80 2762

E-MAIL: [erika@mederecruit.co.za](mailto:erika@mederecruit.co.za)

**6. SECTION 10 GUIDE**

- 6.1 A Guide has been compiled in terms of Section 10 of PAIA by the Human Rights Commission- ("SAHRS"). It contains information on how to access and request information required by a person wishing to exercise any right contemplated by PAIA.

- 6.2 The Guide is available, in English and upon request in other official languages for inspection, on request to the Information Officer, at the front desk of the office of MEDE RECRUIT (PTY) LTD and a copy thereof, also via e-mail, fax or conventional post, on request to the Information Officer. The Requester must fill out Form 1- REQUEST FOR A COPY OF THE GUIDE annexed hereto as Appendix 1. The Guide is available free of charge.

- 6.3 The Guide is also available in all the South African official languages on request from the Information Regulator, South Africa at the following addresses: -

JD House, 27 Stiemens Street, Braamfontein, Johannesburg, 2001

P.O Box 31533, Braamfontein, Johannesburg, 2017

General enquiries email:

[inforeg@justice.gov.za](mailto:inforeg@justice.gov.za). or [PAIACompliance.IR@justice.gov.za](mailto:PAIACompliance.IR@justice.gov.za)



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**7. RECORDS AVAILABLE IN ACCORDANCE WITH OTHER LEGISLATION**  
[Section 51(1(c))]

7.1 Records are kept in accordance with such other legislation as is applicable to MEDE RECRUIT (PTY) LTD which includes, but is not limited to the following legislation:

7.1.1 Promotion of Access to Information Act 2 of 2000

7.1.2 Basic Conditions of Employment Act 75 of 1997

7.1.3 Companies Act 71 of 2008

7.1.4 Compensation for Occupational Injuries and Diseases Act 130 of 1993

7.1.5 Competition Act 89 of 1998

7.1.6 Financial Intelligence Centre Act 36 of 2000

7.1.7 Income Tax Act 95 of 1967

7.1.8 Insolvency Act 24 of 1936

7.1.9 Labour Relations Act 66 of 1995

7.1.10 National Credit Act 34 of 2005

7.1.11 Occupational Health and Safety Act 85 of 1993

7.1.12 Skills Development Act 97 of 1998

7.1.13 National Health Act 61 of 2003

7.1.14 Trademarks Act 194 of 1993

7.1.15 Unemployment Contributions Act 4 of 2002

7.1.16 Unemployment Insurance Act 63 of 2001

7.1.17 Value-Added Tax Act 89 of 1991

7.1.18 Protection of Personal Information Act 4 of 2013

7.1.19 Children's Act 38 of 2005





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7.1.20 The Banks Act 94 of 1990

**8. SUBJECTS AND CATEGORIES OF RECORDS HELD [Section 51(1)(d)] –**

8.1 The records referred to below indicate the categories of information that MEDE RECRUIT (PTY) LTD holds. This information is classified, confidential and grouped according to records relating to the following subjects and categories:

8.1.1 Human resources records: -

8.1.1.1 Personal records provided by employees and staff members of MEDE RECRUIT (PTY) LTD

8.1.1.2 Salary records

8.1.1.3 Conditions of employment and other personnel-related contractual and quasi-legal records

8.1.1.4 Internal evaluation records

8.1.1.5 UIF records

8.1.1.6 PAYE records

8.1.1.7 Leave records

8.1.1.8 Training records

8.1.1.9 Human Resources policies and procedures

8.1.2 Client related records: -

8.1.2.1 Records provided by a client – (All information)

8.1.2.2 Records generated internally by or within MEDE RECRUIT (PTY) LTD's practice relating to clients including transactional records, agreements and all clients' personal information.

8.1.2.3 Contractual records

8.1.3 Financial records: -

8.1.3.1 Annual reports

8.1.3.2 Management reports



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- 8.1.3.3 VAT returns
- 8.1.3.4 Income tax returns and assessments
- 8.1.3.5 Invoices
- 8.1.3.6 Receipts
- 8.1.3.7 Asset records
- 8.1.3.8 Insurance policies and claims
- 8.1.4 Company information: -
  - 8.1.4.1 Trademarks
  - 8.1.4.2 Databases
  - 8.1.4.3 Information Technology
  - 8.1.4.4 Marketing records
  - 8.1.4.5 Internal correspondence
  - 8.1.4.6 Operational records
  - 8.1.4.7 Product-related records
  - 8.1.4.8 Internal policies and procedures
  - 8.1.4.9 Compliance records
  - 8.1.4.10 Minutes of meetings (including resolutions taken)
  - 8.1.4.11 Contractual records and information relating to suppliers, service providers, professional advisors (such as advocates and auditors) and financiers.
- 8.1.5 Products and services: -
  - 8.1.5.1 Product specifications
  - 8.1.5.2 Product documentation (including application forms)
- 8.1.6 Information relating to minor children (under the age of 18 years) when applicable: -



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- 8.1.6.1 All information relating to minor children of whatsoever nature, held received, and compiled in whatsoever form, by MEDE RECRUIT (PTY) LTD, including but not limited to:
- 8.1.6.2 Personal records, medical and mental health records and generally any information relating thereto.
- 8.2 The accessibility of the records may be subject to the grounds of refusal set out in the Act. Amongst other, records deemed confidential on the part of a third party will necessitate permission from the third party concerned, in addition to normal and legislative requirements, before MEDE RECRUIT (PTY) LTD will consider access.

**9. PURPOSE FOR PROCESSING OF PERSONAL INFORMATION**

- 9.1 MEDE RECRUIT (PTY) LTD holds, processes, utilizes and disseminate personal information for the following specific, and lawful reasons:
  - 9.1.1 to initiate recruitment of and the management of employees and staff members
  - 9.1.2 to comply with relevant legislation governing employees
  - 9.1.3 to monitor account payments of clients
  - 9.1.4 to engage with service providers
  - 9.1.5 for marketing and event purposes
  - 9.1.6 to comply with all relevant legislation
  - 9.1.7 to render recruitment services and/or any other services provided by MEDE RECRUIT (PTY) LTD

**10. DATA SUBJECTS / CATEGORIES AND THEIR PERSONAL INFORMATION**

- 10.1 The following categories of data subjects' personal information are held, received, compiled and/or used and/or processed and/or disseminated (as the case may be) by MEDE RECRUIT (PTY) LTD:
  - 10.1.1 Employees: records of employees' term of employment



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- 10.1.2 Records and personal information of clients and applicants
- 10.1.3 Service providers: records of service providers
- 10.1.4 General public: Managing, answering, and responding to general enquiries.

**11. RECIPIENTS OF PERSONAL INFORMATION**

- 11.1 Statutory authorities
- 11.2 Law enforcement
- 11.3 Tax authorities
- 11.4 Financial institutions
- 11.5 Medical schemes
- 11.6 Employee pension and provident funds, when and if applicable
- 11.7 Industry bodies
- 11.8 Recruitment client's and applicants in the course of rendering recruitment services

**12. TRANS – BORDER FLOW OF PERSONAL INFORMATION**

MEDE RECRUIT (PTY) LTD may transfer data / personal information trans-border in order to store Data with a third-party cloud / internet / data storage provider and in the course of rendering its legal services but always in accordance with applicable legislation regarding data protection.

**13. SECURITY MEASURES TO PROTECT PERSONAL INFORMATION**

- 13.1 MEDE RECRUIT (PTY) LTD has implemented a number of security measures to protect personal information processed by MEDE RECRUIT (PTY) LTD as the Responsible Party in terms of the POPI Act, no 4 of 2013, which include but are not limited to the following: -
  - 13.1.1 Physical security measures (Armed Response alarm systems / Lock and Key – available to authorized persons only for authorized reasons



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- 13.1.2 Cyber security measures / Regular change of passwords and firewalls
- 13.1.3 MEDE RECRUIT (PTY) LTD has access to specialists in cyber information security and has policies regarding information security in place.

**14. HOW TO MAKE A REQUEST FOR ACCESS TO INFORMATION [Section 51(e)]**

- 14.1 The requester must complete Form 2 (Appendix 2) and submit this form together with a request fee, to the Information Officer of MEDE RECRUIT (PTY) LTD
- 14.2 The form must be submitted to the Information Officer of MEDE RECRUIT (PTY) LTD at MEDE RECRUIT (PTY) LTD's address or electronic mail address as stated earlier in this PAIA Manual.
- 14.3 Form of request:
  - 14.3.1 The requester (the person seeking information) must use the prescribed form, as attached (in terms of PAIA) of this PAIA Manual, when requesting access to a record. The request must be directed to the Information Officer. This request must be made to the address or electronic mail address of the body (MEDE RECRUIT (PTY) LTD) concerned, see [s 53(1)] – PAIA.
  - 14.3.2 The requester must provide sufficient detail on the request form to enable the Information Officer to identify the record / information required and the identity / details of the requester.
  - 14.3.3 The requester should indicate in which format the access to the information requested is required.
  - 14.3.4 The requester should indicate if any other manner and/or format is to be used to inform the requester regarding the information required and state the necessary particulars how to be informed [s 53(2)(a) and (b) and (c)] – PAIA.
  - 14.3.5 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)] – PAIA.
  - 14.3.6 If a request is made on behalf of another person, the requester must submit proof of the capacity in which the requester is making the request on behalf of such other person and to the satisfaction of the designated head of the private body [s 53(2)(f)] – PAIA.



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- 14.3.7 A requester who seeks access to a record containing personal information about that requester's own personal information, is not required to pay the request fee.
- 14.3.8 Every other requester, who is not a personal requester, must pay the fee.
- 14.3.9 The information officer of MEDE RECRUIT (PTY) LTD 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)] – PAIA.
- 14.3.10 The request fee that the requester must pay to a private body is currently R140.00 (subject to change). The requester may lodge an application to the court against the tender or payment of the request fees [s 54(3)(b)] – PAIA.
- 14.3.11 After the Information Officer of MEDE RECRUIT (PTY) LTD has decided on the request, the requester must be notified in the required form and format.
- 14.3.12 On granting of the request for information, 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)] - PAIA.

## **15. AVAILABILITY OF THIS MANUAL**

This PAIA Manual is available for inspection at the offices of MEDE RECRUIT (PTY) LTD free of charge and on the business website, and on request to the Information Officer.

## **16. FEES [Section 51(1)(f)] – PAIA**

- 16.1 The requester is the person making the request for access to information of a record. The Act mentions two types of requesters, to wit: -
  - 16.1.1 Personal requester: A person who requests access to his/her own personal information.
  - 16.1.2 Other requester: A person requesting access to information of third parties.
- 16.2 The following fees are payable when making a request for information:



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- 16.2.1 Request fee: Standard fee payable by other requesters, but not payable by personal requesters, payable at the time that the request is made.
- 16.2.2 Access fee: Payable in all instances where a request for access is granted unless payment of the access fee is specifically excluded in terms of the Act, or any regulations published pursuant to the Act. This fee is calculated by considering reproduction costs, search and preparation time and cost, as well as postal costs, as the case may be.
- 16.3 The Information Officer may require that requesters pay a deposit in respect of the access fee at the time of making the request.
- 16.4 If a request fee and/or a deposit is payable, the Information Officer will not process the request until payment thereof has been made.
- 16.5 If a request for information is granted, the Information Officer will advise the requester of the amount of the access fee payable before the record will be released.
- 16.6 Bank account details for the purpose of making payments can be obtained from the Information Officer and may be made by way of a direct deposit into the designated bank account.
- 16.7 Appendix 3 (SCHEDULE OF FEES) hereto sets out the amounts payable in respect of the prescribed fees. Request for access to record of private body.

**APPENDIX 1**

**FORM 1 – REQUEST FOR A COPY OF THIS GUIDE**

**(Regulations 2 and 3)**

**To: - The Information Officer: MEDE RECRUIT (PTY) LTD**

Attention: Erika Maria Myburgh (CEO)

Email: [erika@mederecruit.co.za](mailto:erika@mederecruit.co.za)

Mobile: +27(0) 82 4440 9654

Landline: +27 (0) 12 880 2762

Physical Address: 7 Sundown Estate, Gariep Street, Pretoria, Gauteng, Republic of South Africa



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Postal Address: 7 Sundown Estate, Gariep Street, Pretoria, Gauteng, Republic of South Africa.

<b>FULL NAMES:</b>
<b>IN MY CAPACITY AS: (MARK BOX WITH "X")</b> Information Officer <input type="checkbox"/> Other <input type="checkbox"/>
<b>Full name of Public / Private Body</b>
<b>Postal Address:</b>
<b>Street Address:</b>
<b>E-mail Address:</b>
<b>Facsimile:</b>
<b>Contact numbers:</b>
<b>Tel. Business:</b> <b>Cellular:</b>

hereby request the following copy(ies) of the guide (Section 10)

Language (mark the box with an "X")

<b>LANGUAGE PREFERRED</b>	<b>NUMBER OF COPIES</b>
<b>AFRIKAANS</b> <input type="checkbox"/>	





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<b>ENGLISH</b>	<input type="checkbox"/>	
<b>ISIZULU</b>	<input type="checkbox"/>	

**MANNER OF COLLECTION (MARK BOX WITH AN "X")**

<b>PERSONAL COLLECTION</b>	<b>POSTAL ADDRESS</b>	<b>FACSIMILE</b>	<b>ELECTRONIC COMMUNICATION (PLEASE SPECIFY)</b>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Signed at ..... this ..... day of ..... 20.....

\_\_\_\_\_  
Signature of Requester

**APPENDIX 2**

**FORM 2 – REQUEST FOR ACCESS TO RECORD (Regulation 7)**



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**ACCESS TO INFORMATION REQUEST FORM**

Section 53(1) of the Promotion of Access to Information Act, 2000 (Act No. 2 of 2000)

**1. PARTICULARS OF PRIVATE BODY**

Requests can be submitted either via conventional mail or e-mail, and should be addressed to the relevant contact person as indicated below:

Name of body: MEDE RECRUIT (PTY) LTD

Attention: Information Officer: Erika Maria Myburgh (CEO) and Head of the Private Body

Email: erika@mederecruit.co.za      Mobile: +27(0) 82 440 9654

Landline: +27(0) 12 880 2762

Physical Address: 7 Sundown Estate, Gariep Street, Pretoria, Gauteng Province.  
Republic of South Africa.

Postal Address: 7 Sundown Estate, Gariep Street, Pretoria, 0181, Gauteng Province.  
Republic of South Africa.

**2. PARTICULARS OF REQUESTER (If a Natural Person)**

Note: 1. Proof of identity must be attached by the requester.

2. If requests are made on behalf of another person, proof of such authorization must be attached to this form.

(a) Particulars of the person who requests access to the record must be recorded below.

(b) Furnish a postal address and/or an email address and/or fax number in the Republic to which the information must be sent.

(c) Proof of the capacity in which the request is made, if applicable, must be attached.

Mark with an "X"

Request is made in my own name

Request is made on behalf on another person



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Capacity in which the request is made: \_\_\_\_\_

FULL NAMES AND SURNAME	IDENTITY NUMBER
POSTAL ADDRESS & CODE	EMAIL ADDRESS
PHONE NUMBER	FAX NUMBER

**PARTICULARS OF REQUESTER (If a Legal Entity)**

- (a) Particulars of the entity that requests access to the record must be recorded below.
- (b) Furnish a postal address and/or email address and/or fax number in the Republic to which information must be sent.
- (c) Proof of the capacity in which the request is made, if applicable, must be attached.

Name of entity: \_\_\_\_\_

Registration number: \_\_\_\_\_

Postal address: \_\_\_\_\_

Postal code: \_\_\_\_\_



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Phone number: \_\_\_\_\_



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**3. PARTICULARS OF PERSON ON WHOSE BEHALF REQUEST IS MADE**

This section must only be completed if a request for information is made on behalf of another person.

Full names and surname: \_\_\_\_\_

\_\_\_\_\_

Identity number:

**4. PARTICULARS OF RECORD**

(a) Provide full particulars of the record to which access is requested, including the reference number if it 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.

Description of record or relevant part of the record:


REFERENCE NUMBER IF AVAILABLE:

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ANY FURTHER PARTICULARS OF RECORDS:

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**5. FEES**

(a) A request for access to a record, other than a record containing personal information about yourself, will be processed only after a non-refundable request fee of **R140-00 (subject to change)** has been paid per request.

(b) 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 the record.

(c) You will be notified of the required amount to be paid as the access fee.

(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:

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**6. FORM / MANNER OF ACCESS TO RECORD**

Form in which record is required. Mark the appropriate box with an X

NOTES:

(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 under certain circumstances. In such a case you will be informed whether access will be granted in another form.

(c) The fee payable for access to 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\*  Personal Inspection of record at registered business premises

2. If the 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 the record consists of recorded information that can be reproduced in sound:

Listen to the soundtrack  Transcription of soundtrack\*

(compact disc)

(written or printed document)

4. If the 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\*

(Memory stick or compact disc)





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\*If you requested a copy or transcription of a record (above), do you wish the copy or transcription to be posted to you? (NB: Postage is payable)

Yes  No

\*If you requested a copy or transcription of a record (above), do you wish the copy or transcription to be e-mailed to you? (NB: depending on the volume, e-mail transmission may not be possible)

Yes  No

Note that if the record is not available in the language you prefer, access may be granted in the language in which the record is available (Cost of translation may be payable by you as the requester).

In which language would you prefer the record?

Language:

\_\_\_\_\_

The information must be forwarded to me via: - (Mark appropriate box)

Postal Services to Postal Address  Courier Service to Street Address

Postal Services to Street Address  Cloud share/file

Facsimile of information in written or printed form (including transcriptions)

## **7. IN THE EVENT OF DISABILITY**

If you are prevented by a disability from reading, viewing or listening to the record in the form of access provided for above, state your disability and indicate in the form in which the record is required.

State form of disability:

\_\_\_\_\_



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Form in which record is required: - \_\_\_\_\_




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**8. 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:

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2. Explain why the record requested is required for exercise or protection of the abovementioned right:

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**9. 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?

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Signed at \_\_\_\_\_ this \_\_\_\_\_ day of \_\_\_\_\_ 20\_\_\_\_

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SIGNATURE OF REQUESTER / PERSON ON WHOSE BEHALF REQUEST IS MADE



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**Appendix 3: SCHEDULE OF FEES (REQUEST TO ACCESS OF RECORD)**

The applicable fees are as follows:

ITEM	DESCRIPTION	AMOUNT
1.	The request fee payable by every requester	R140.00 (subject to change)
2.	Photocopy/printed black and white copy of A4-size page	R2.00 per page or part thereof
3.	Printed copy of A4-size page	R2.00 per page or part thereof
4.	For a copy in a computer-readable form on: Flash drive (to be provided by requester Compact disc <ul style="list-style-type: none"><li>• If provided by requester</li><li>• If provided to the requester</li></ul>	R40.00 R40.00 R60.00
5.	For a transcription of visual images per A4-size page	Service to be outsourced. Will depend on quotation from Service provider.
6.	Copy of visual images	
7.	Transcription of an audio record, per A4-size page	R24.00



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8.	Copy of an audio record on: Flash drive to be provided by requester Compact disc <ul style="list-style-type: none"><li>• If provided by requester</li><li>• If provided to the requester</li></ul>	R40.00 R40.00 R60.00
9.	To search for and prepare the record for disclosure for each hour or part of an hour, excluding the first hour, reasonably required for such search and preparation.	R145.00
	To not exceed a total cost of	R435.00
10.	Deposit: if search exceeds 6 hours	One third of amount per request calculated in terms of items 2 to 8
11.	Postage, e-mail or any other electronic transfer	Actual expense, if any.

THUS, APPROVED AND SIGNED ON THIS \_\_\_\_\_ DAY OF \_\_\_\_\_ 20\_\_\_\_  
BY THE CEO OF THE PRIVATE BODY:

\_\_\_\_\_  
**ERIKA MARIA MYBURGH (CEO)**  
MedE Recruit (Pty) Ltd  
Reg No: 2023/576868/07



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## **PART B**

### **PRIVACY POLICY**

**Protection of Personal Information Act 4 of 2013**

**MEDE RECRUIT (PTY) LTD SOUTH AFRICA**

**REGISTRATION NUMBER: 2023/576868/07**

**USERS: EXTERNAL AND INTERNAL**

### **INTRODUCTION**

Founded on the 16<sup>th</sup> day of February 2023 by Erika Maria Myburgh, MEDE RECRUIT (PTY) LTD has expanded its offices since. The core values of MEDE RECRUIT (PTY) LTD are based on principles of integrity, excellence, respect, dedication and communication. Our offices are currently based at 7 Sundown Estate, Gariep Street, Pretoria, Gauteng Province, 0181, Republic of South Africa.

### **1. TERMS AND CONDITIONS**

***MEDE RECRUIT (PTY) LTD (Reg No: 2023/576868/07) PAIA MANUAL AND PRIVACY POLICY  
VERSION 1 CREATED APRIL 2023***



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- 1.1 MEDE RECRUIT (PTY) LTD (“MEDE RECRUIT (PTY) LTD, we, us, our”) is sensitive to the personal nature of the information you provide to us.
- 1.2 This privacy policy (“this Policy”) explains how we protect and use your Personal Information.
- 1.3 By providing us with your Personal Information, you –
  - 1.3.1 agree to this Policy and authorize us to process, hold, use and disseminate such information as set out herein; and
  - 1.3.2 authorize MedE Recruit (Pty) Ltd, our Associates, our Service Providers and other third parties to process your Personal Information for the purposes stated in this Policy.
- 1.4 We will not use your Personal Information for any other purpose than that set out in this Policy and will endeavor to protect your Personal Information that is in our possession from unauthorized alteration, loss, dissemination, disclosure or access.
- 1.5 Please note that we may review and update this Policy from time to time. The latest version of this Policy is available on request and will be updated on our website.
- 1.6 This Policy applies to all internal and external parties with whom we interact, including but not limited to individual clients, representatives of clients, client organizations, visitors to our offices, applicants and other users of our recruitment and related services. Defined terms used in this Policy are explained herein below, under the heading “Annexure A.”

## **2. COLLECTION OF PERSONAL INFORMATION**

- 2.1 We may collect or obtain Personal Information about you –
  - 2.1.1 directly from you;
  - 2.1.2 in the course of our relationship with you;
  - 2.1.3 in the course of providing recruitment and/or related services to you or your organization;



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- 2.1.4 when you make your Personal Information public;
- 2.1.5 when you visit and/or interact with our website or our various social media platforms;
- 2.1.6 when you register to use any of our recruitment and related services including but not limited to newsletters, seminars and recruitment updates;
- 2.1.7 when you interact with any third-party content or advertising on our website and/or our various social media platforms; or
- 2.1.8 when you visit our offices.
- 2.2 We may also receive Personal Information about you from third parties (e.g., law enforcement authorities).
- 2.3 In addition to the above, we may create Personal Information about you such as records of your communications and interactions with us, including, but not limited to, your attendance at events or at interviews in the course of applying for a job with us and/or in the recruitment process for obtain employment with one of our client's (if you are successful), subscription to our newsletters and other mailings and interactions with you during the course of our digital marketing campaigns in any form.

### **3. CATEGORIES OF PERSONAL INFORMATION WE MAY PROCESS**

We may process the following categories of Personal Information about you –

- 3.1 personal details: name; and photograph;
- 3.2 demographic information: gender; date of birth / age; nationality; salutation; title; and language preferences;
- 3.3 identifier information: passport or national identity number; utility provider details; bank statements; tenancy agreements;
- 3.4 contact details: correspondence address; telephone number; email address; and details of your public social media profile(s);





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- 3.5 instruction details: details of individuals instructing MedE Recruit (Pty) Ltd and personal information included in correspondence, documents, evidence or other materials that we process in the course of providing recruitment services;
- 3.6 attendance records: details of meetings and other events organized by or on behalf of MedE Recruit (Pty) Ltd that you may and/or may not have attended;
- 3.7 consent records: records of any consents you may have given, together with the date and time, means of consent and any related information;
- 3.8 payment details: billing address; payment method; bank account number or credit card number; invoice records, payment records; SWIFT details; IBAN details; payment amount; payment date; and records of cheques and EFT payments;
- 3.9 data relating to your visits to our website and or social media platforms, your device type; operating system; browser type; browser settings; IP address; language settings; dates and times of connecting to a website and/or social media platform, and other technical communications information;
- 3.10 employer details: where you interact with us in your capacity as an employee of an organization, the name, address, telephone number and e-mail address of your employer, to the extent relevant; and
- 3.11 content and advertising data: records of your interactions with our online advertising and content, records of advertising and content displayed on pages displayed to you, and any interaction you may have had with such content or advertising (including, but not limited to, mouse hover, mouse clicks and any forms you complete).

#### **4. SENSITIVE PERSONAL INFORMATION**

Where we need to process your Sensitive Personal Information, we will do so in the ordinary course of our business, for a legitimate purpose, and in accordance with applicable law.

#### **Children's personal information and special personal information**

***MEDE RECRUIT (PTY) LTD (Reg No: 2023/576868/07) PAIA MANUAL AND PRIVACY POLICY  
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We do not intentionally collect or use personal information of children (persons under the age of 18 years), unless with express consent of a parent or guardian and/or in the capacity as our client the guardian and/or parent of any such child / children or if the law otherwise allows or requires us to process such personal information.

## **5. PURPOSES OF PROCESSING AND LEGAL BASES FOR PROCESSING**

5.1 We will process your Personal Information in the ordinary course of the business of providing recruitment and related services. We will primarily use your Personal Information only for the purpose for which it was originally or primarily collected.

We will use your Personal Information for a secondary purpose only if such purpose constitutes a legitimate interest and is closely related to the original or primary purpose for which the Personal Information was collected, such as a further application for employment on your behalf. We may subject your Personal Information to processing during the course of various activities, including, without limitation, the following: -

5.1.1 operating our business;

5.1.2 analysis, evaluation, review and collation of information in order to determine recruitment issues and potential disputes, provide recruitment advice, recruitment services and/or related services and prepare or comment on opinions, memoranda, agreements, correspondence, reports, publications, documents relating to recruitment processes and other documents and records (whether in electronic or any other medium whatsoever) –

5.1.3 compliance with applicable law and fraud prevention;

5.1.4 transfer of information to our Service Providers and other third parties or

5.1.5 recruitment.

5.2 We may process your Personal Information for relationship management and marketing purposes in relation to our services (including, but not limited to, Processing that is necessary for the development and improvement of our recruitment and related services), for accounts management, and for marketing activities in order to establish, maintain and/or improve our relationship with you



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and with our service providers. We may also analyze your Personal Information for statistical purposes.

- 5.3 We may process your Personal Information for internal management and management reporting purposes, including but not limited to: conducting internal audits, conducting internal investigations, implementing internal business controls, providing central processing facilities, for insurance purposes and for management reporting analysis.
- 5.4 We may process your Personal Information for safety and security purposes.

**6. DISCLOSURE OF PERSONAL INFORMATION TO THIRD PARTIES**

- 6.1 We may process your Personal Information to our Associates, Service Providers, client's and/or any other person or body involved in the recruitment process for legitimate business purposes, in accordance with applicable law and subject to applicable professional and regulatory requirements regarding confidentiality. In addition, we may disclose your Personal Information –
  - 6.1.1 if required by law;
  - 6.1.2 legal and regulatory authorities, upon request, or for the purposes of reporting any actual or suspected breach of applicable law or regulation;
  - 6.1.3 third party Operators (including, but not limited to, data processors such as providers of data hosting services and document review technology and services), located anywhere in the world, subject to 6.2;
  - 6.1.4 where it is necessary for the purposes of, or in connection with, actual or threatened legal proceedings or establishment, exercise or defense of legal rights and/or in the recruitment process or related activities;
  - 6.1.5 to any relevant party for the purposes of the prevention, investigation, detection or prosecution of criminal offences or the execution of criminal penalties, including, but not limited to, safeguarding against, and the prevention of threats to, public security;



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- 6.1.6 to any relevant third-party acquirer(s), in the event that we sell or transfer all or any portion of our business or assets (including, but not limited to, in the event of a reorganization, dissolution or liquidation); and
- 6.1.7 to any relevant third-party provider, where our website and/or social media platforms use third party advertising, plugins or content.
- 6.2 If we engage a third-party Operator to process any of your Personal Information, we recognize that any Operator who is in a foreign country must be subject to a law, binding corporate rules or binding agreements which provide an adequate level of protection similar to POPIA. We will review our relationships with Operators we engage and, to the extent required by any applicable law if force, we will require such Operators to be bound by contractual obligations to –
  - 6.2.1 only Process such Personal Information in accordance with our prior written instructions; and
  - 6.2.2 use appropriate measures to protect the confidentiality and security of such Personal Information.

**7. INTERNATIONAL (TRANS-BORDER) TRANSFER OF PERSONAL INFORMATION**

- 7.1 We may transfer your Personal Information to recipients outside the Republic of South Africa.
- 7.2 Subject to 6.2, Personal Information may be transferred outside the Republic of South Africa provided that the country to which the data is transferred has adopted a law that provides for an adequate level of protection substantially similar to POPIA, the Operator / third party undertakes to protect the Personal Information in line with applicable data protection legislation and the transfer is necessary in order to provide the recruitment and other related services that are required by the client's and/or applicants of MedE Recruit (Pty) Ltd.

**8. DATA SECURITY**

- 8.1 We implement appropriate technical and organizational security measures to protect your Personal Information that is in our possession against accidental or



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unlawful destruction, loss, alteration, unauthorized disclosure, unauthorized access, in accordance with applicable law. We utilize the services of electronic data protection specialists to ensure, to the best of our ability, that all personal information data that is stored in electronic form is safeguarded against unlawful access. We utilize the services of electronic data protection specialists to ensure, to the best of our ability, that all personal information data that is stored in electronic form is safeguarded against unlawful access. We utilize the services of an armed response security company to protect unlawful access to our offices where data in electronic form and in tangible form is stored. We also store data in hard copy, tangible form, off site (as the need arises and if required).

- 8.2 Where there are reasonable grounds to believe that your Personal Information that is in our possession has been unlawfully accessed or acquired by any unauthorized person, we will notify the relevant Regulator and you, as soon as such unlawful access is discovered and / or brought to our attention, unless a public body responsible for detection, prevention or investigation of offences or the relevant regulator informs us that notifying you will impede a criminal investigation.
- 8.3 Because the internet is an open system, the transmission of information via the internet is not completely secure. Although we will implement all reasonable measures to protect your Personal Information that is in our possession, we cannot guarantee the security of any information transmitted using the internet and we cannot be held liable for any loss of privacy occurring during the course of such transmission.

## **9. DATA ACCURACY**

The Personal Information provided to MedE Recruit (Pty) Ltd should be accurate, complete and up to date. Should Personal Information change, the onus is on the provider of such data to notify MedE Recruit (Pty) Ltd of the change and provide MedE Recruit (Pty) Ltd with the accurate data.

## **10. DATA MINIMISATION**



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MedE Recruit (Pty) Ltd will restrict its processing of Personal Information to data which is sufficient for the fulfillment of the primary purpose and applicable legitimate purpose for which it was collected.

## **11. DATA RETENTION**

MedE Recruit (Pty) Ltd shall only retain and store Personal Information for the period for which that data is required to serve its primary purpose or a legitimate interest of for the period required to comply with an applicable legal requirement, whichever is longer or upon an agreement between MedE Recruit (Pty) Ltd and the person/client and/or applicant.

## **12. YOUR LEGAL RIGHTS**

You may have rights under the South African and other laws to have access to your Personal Information and to ask us to rectify, erase, and restrict use of your Personal Information. You may also have the right to object to your Personal Information being used, to ask for the transfer of Personal Information you have made available to us and to withdraw consent to the use of your Personal Information. You may, therefore, on responsible grounds, object to us using your Personal Information. If you object, we will stop using your Personal Information, except if the law allows its use and will not be able to provide the recruitment and/or related services.

### **Lodging a complaint**

If you believe we are using your Personal Information unlawfully, please inform us first at:

Attention: **Information and Data Protection Officer:** Mrs. Erika Maria Myburgh.

[erika@mederecruit.co.za](mailto:erika@mederecruit.co.za) or, Landline: +27(0) 12 880 2762

Physical address: 7 Sundown Estate, Gariep Street, Pretoria, 0181, Gauteng Province. Republic of South Africa.

Postal address: 7 Sundown Estate, Gariep Street, Pretoria, 0181, Gauteng Province. Republic of South Africa.



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You may lodge a complaint to the Information Regulator (South Africa) with the following contact details:

Complaints email:

[POPIAComplaints.IR@justice.gov.za](mailto:POPIAComplaints.IR@justice.gov.za)

[PAIAComplaints.IR.@justice.gov.za](mailto:PAIAComplaints.IR.@justice.gov.za)

General enquiries email: [inforeg@justice.gov.za](mailto:inforeg@justice.gov.za).

Website: <https://www.justice.gov.za/inforeg/index.html>.

Physical address: JD House, 27 Stiemens Street, Braamfontein, Johannesburg, 2001

P.O Box 31533, Braamfontein, Johannesburg, 2017

Website: <https://www.justice.gov.za/inforeg/index.html>.

If you are in the European Union or the United Kingdom, the following details may be used for the relevant regulatory authority: -

**GDPR:** - In accordance with the General Data Protection Regulations: -

The European Commission Online Complaint Procedure:

<https://ec.europa.eu/info/about-european-commission/contract/problems-and-complaints/how-make-complaint-eu-level/submit-complaint>

Address: European Commission, Secretary-General, B-1049 Brussels, BELGIUM.

The independent Data Protection Authority ("DPA") per member state – Website listing all DPA's per member state:

[https://ec.europa.eu/justice/article-29/structure/data-protection-authorities/index\\_en.htm](https://ec.europa.eu/justice/article-29/structure/data-protection-authorities/index_en.htm)

Data Protection Act, 1998 (UK): - The Information Commissioner's Office: Website:

<https://ico.org.uk/global/contact-us/>

### **13. COOKIES AND SIMILAR TECHNOLOGIES POLICY**

13.1 We may Process your Personal Information by our use of Cookies and similar technologies in future.



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- 13.2 When you visit our website and / or social media platforms we may, in future, place Cookies onto your device, or read Cookies already on your device, subject always in accordance with applicable law. We may, in future, use Cookies to record information about your device, your browser and, in some cases, your preferences and browsing habits. We may, in future, process your Personal Information through Cookies and similar technologies, in accordance with our Cookie Policy, which Policy we shall make available via our websites and/or social media platforms if, and when applicable.
- 13.3 Cookies are information that is used to track visitor use of a website and to compile statistical reports on website activity. If you wish to restrict or block cookies, you can do this through your browser settings.

**Social Plugins**

We may use social plugins of social networks such as Facebook, YouTube, LinkedIn, Google+ and Twitter.

Please note that we have no influence on or control over the extent of the data retrieved by the social networks' interfaces and we can accordingly not to be held responsible or liable for any processing or use of personal information transmitted via these social plugins. For information on the purpose and extent of the data retrieval by the social network concerned, and about the rights and settings possibilities for the protection of your private sphere, please refer to the data protection information provided by the social network in question.

**14. DIRECT MARKETING**

- 14.1 We may Process your Personal Information for the purposes of providing you with information regarding services that may be of interest to you. You may unsubscribe for free at any time.
- 14.2 If you currently receive marketing information from us which you would prefer not to receive in the future, please email us at: [erika@mederecruit.co.za](mailto:erika@mederecruit.co.za)

**15. CONTACT DETAILS**

You may contact us at –

**The Data Protection Officer / Information Officer: MedE Recruit (Pty) Ltd /**

Attention:

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Mrs. Erika Maria Myburgh

[erika@mederecruit.co.za](mailto:erika@mederecruit.co.za) or, Landline: +27 (0) 12 8802762 or Cellular 082 440 9654

Physical Address: 7 Sundown Estate, Gariep Street, Pretoria, 0181, Gauteng Province.  
Republic of South Africa.

Postal Address: 7 Sundown Estate, Gariep Street, Pretoria, 0181, Gauteng Province.  
Republic of South Africa.

## **ANNEXURE A – DEFINITIONS**

“Associates” means and include MedE Recruit (Pty) Ltd and where applicable, partners, directors, employees and consultants of MedE Recruit (Pty) Ltd or of any of its subsidiaries, if and when applicable.

“Cookie” means a small file that is placed on your device when you visit a website. In this Policy, a reference to a “Cookie” includes analogous technologies such as web beacons and clear Graphic Interchange Format files (“GIFs”).

“Operator” means any person or entity that Processes Personal Information on behalf of the Responsible Party.

“Personal Information” means information that is about any individual, or from which any individual is directly or indirectly identifiable, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that individual.

Where we refer to “personal information,” it means “personal information” as defined in the Protection of Personal Information Act, 4 of 2013 as amended from time to time (“POPI”), and “personal data” as per the General Data Protection Regulation 2016/679 (“the GDPR”). Personal Information includes any information about a person that can be used to identify a person directly or indirectly. It includes information like a name, an identification number, location information, an online identifier or one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that person. POPI includes the personal information of juristic persons in its ambit – so we will protect the personal information of juristic persons in the same manner as any other person’s personal information.

“POPIA” means the Protection of Personal Information Act, 4 of 2013, as amended.

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“Process,” “Processing” or “Processed” means anything that is done with any Personal Information, whether or not by automated means, such as collection, recording, organization, structuring, storage, adaption or alteration, retrieval, consultations disclosure by transmission, dissemination or otherwise making available alignment or combination, restriction, erasure or destruction.

“Responsible Part” means the entity that decided how and why Personal Information is Processed – in this instance: The Head of the Private Body: Mrs. Erika Maria Myburgh, MedE Recruit (Pty) Ltd as per address and contact details stated herein above.

“Sensitive Personal Information” means Personal Information about race or ethnicity, political opinions, religious or philosophical beliefs, trade union membership, physical or mental health, sexual life, any actual or alleged criminal offences or penalties, national identification number, or any other information that may be deemed to be sensitive under applicable law.

“Service Provider” – Third party providers of various services whom we engage, including, but not limited to, providers of information technology, communication, file storage, data storage, copying, printing, accounting or auditing services, counsel, experts, investigators, translators and our insurers and professional advisors.

“Website” means any website operated, or maintained, by us or on our behalf and includes all social media platforms – such as our website: <https://mederecruit.co.za> and Facebook Business page: MedE Recruit and any other social media pages in the name of MedE Recruit and operated by MedE Recruit.

Where applicable, this Privacy Policy applies in addition to any other agreement that you enter into with us, including the letter of engagement that you agree to when you become a client and/or applicant of MedE Recruit (Pty) Ltd and issue us with instructions to perform services as requested by you on your behalf.



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APPROVED AND SIGNED ON THIS THE \_\_2nd\_\_ DAY OF \_\_\_\_\_ May\_\_\_\_ 2023.

A handwritten signature in black ink, appearing to be 'Erika Maria Myburgh', written over a horizontal line.

**MedE Recruit (Pty) Ltd**  
Reg No: 2023/576868/07  
Erika Maria Myburgh / CEO