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| <b>Name</b>                                      | Vusi Khuzwayo SC   |  |                      |  |
| <b>Position</b>                                  | Director: Chairperson and Head of Legal  |  |                      |   |
| <b>Nationality</b>                               | South African  |  |                      |   |
| <b>Date of Birth</b>                             | 6 January 1962   |  |                      |   |
| <b>Years' Experience</b>                         | 29   |  |                      |   |
| <b>Qualifications</b>                            | <b>Qualifications and Accreditations</b>   | <b>Institution</b>                     | <b>Year obtained</b> |   |
|  | B. Proc  | University of Zululand                 | 1985                 |   |
|  | Bachelor of Law  | University of Natal                    | 1989                 |   |
|  | Advocate   | High Court of South Africa and Lesotho | 1991                 |   |
|  | Senior Counsel   | Appointed by the President             | 2019                 |   |
| <b>Professional Certifications / Memberships</b> | <b>Institution</b>   | <b>Membership Number</b>               | <b>Attained</b>      |   |
|  | General Bar of South Africa  | None                                   | 1991                 |   |
|  | Durban Bar   | None                                   | 1992                 |   |
| <b>Work Experience</b>                           | <p>EP Nzama and Company – 1986 - Work experience</p> <p>IBG Ngcobo and Company – 1988 - Work experience</p> <p>Linda Zama and Company – 1990 - Articles of Clerkship</p> <p>General Bar of South Africa – 1991 - Pupilage with General Bar Council and then Admitted as an Advocate of the High Court of South Africa</p> <p>Durban Bar – 1992 - Practising member of the Durban Bar – August 1992 to date. Has handled various criminal cases and civil claims, been involved in labour disputes.</p> <p>Integrated Forensic Accounting Services (IFAS) – 2012 to current - Chairperson and Head of Legal</p> |  |                      |   |
| <b>Core Competencies</b>                         | <p>Vusi has significant experience in Human Resources matters where he has dealt on numerous panels and forums, providing professional assistance.</p> <p>In addition, he is regarded as an SCM specialist, currently also serving on the KwaZulu-Natal Appeals Tribunal.</p>  |  |                      |   |

## Prestigious Appointments

High Court Appointments - Transkei and Ciskei Divisions of the High Court - 2007 – 2008 - Appointed as an Acting Judge.

Kwa-Zulu Natal High Court – 2011 - Appointed as an Acting Judge in KwaZulu Natal High Court for the term 14th November 2011 to 16th December 2011 - Extended appointment as a Judge of the High Court of South Africa, KwaZulu Natal for the month of November 2011 to January 2012.

1993: Appointed as additional member of the Industrial Court until resigned when the CCMA was established.

1994: Appointed as Head of Investigations in Southern Natal Region by the Independent Electoral Commission between March and May.

1995 - 1997: Appointed in May as Pro Forma Prosecutor/Investigator into Health Services Commission of Enquiry which investigated and reported on allegations of theft, fraud and corruption in KwaZulu-Natal Department of Health.

1997 - 2006: Appointed in October to examine and complete outstanding inquires as cited in the Commission of Enquiry into Health Services Reports; to implement the recommendations; investigate outstanding disciplinary matters and finalise same; assist Directorate: Labour Relations in preferring, handling and prosecuting misconduct charges and running disciplinary enquiries;

1997: Received training in Legislation and Policy Drafting by USAID and has had numerous policies and legislation analyses and drafting experience;

1997: Appointed as one of the members of the Task Team that was tasked with the restructuring and transforming the KwaZulu-Natal Procurement and Tender system drafted the KwaZulu-Natal Draft Amendment Tender Board Act;

1998: Appointed to undertake a forensic investigation into the KwaDukuza Market Plaza Development, establishment of Taxi Ranks and related matters, allegations of corruption, nepotism and favouritism in the allocation of Council Houses by KwaDukuza Transitional Local Council;

1998 - 2001: Appointed in March for a period of three years as Chairperson of the Audit Committee for North Central and South Central Metropolitan Council (Durban Metro);

1999 - 2004: Appointed to the Health Professions Council (HPCSA), as a community representative for KwaZulu-Natal Province and thereafter a member of the HPCSA Audit Committee and a Trustee of the Pension and Provident Funds. Relieved when my term of five [5] years came to an end;

2000: Appointed to undertake a forensic investigation into procurement of large capital expenditure items by the Registrar and other allegations of corrupt and abusive practices by the registrar of the Health Professions Council of South Africa;

2000 – 2001: Appointed in December as pro forma Prosecutor/Investigator to lead evidence in the Judge JJ Broom Commission of enquiry into allegations of fraud and corruption by members of KwaZulu Natal Tender Board;

2001: Appointed for a period of three years as a member of the Audit Committee of eThekweni Unicity Council;

2002 – 2006: Appointed as a member of the Disciplinary Appeals Committee, Accident and Loss Control Committee, Tender Award Committee by the Department of Health KwaZulu-Natal Province until January 2006.

2001 – 2010: Appointed as a member of the KwaZulu Natal Provincial Audit Committee and subsequently the Chairperson until end of term in June 2011. Conducted investigations and rendered advice on legal issues to the Committee and the Province.

2004 - 2008: Appointed as Chairperson of eThekweni Municipality Audit Committee and subsequently Chairperson of the Risk Management Committee.

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|                                   | <p>2005: Appointed to lead a team of lawyers tasked to conduct rationalisation of laws by the Provincial Department of Housing.</p> <p>2008 – 2011: Appointed as Chairperson of KwaZulu Natal Provincial Government Audit and Risk Committee.</p> <p>2010 – 2011: Appointed as Chairperson of the Commission of Enquiry to investigate allegations of fraud, corruption and abuse of financial resources at uMngeni Local Municipality in terms of the KwaZulu Natal Commissions Act 1999.</p> <p>2010 – 2011: Appointed as pro forma Prosecutor/Employer Representative to implement a forensic investigation report and lead evidence into misconduct allegations against two SMS members of the KwaZulu Natal Provincial Department of Social Development.</p> <p>2011 – 2012: Appointed and acted as a Judge of the High Court of South Africa, KwaZulu Natal for the month of November 2011 to January 2012.</p> <p>2013 – 2014 Appointed as pro-forma Prosecutor/Employer Representative to implement a forensic investigation report and lead evidence into misconduct allegations against an SMS member of the KwaZulu Natal Provincial Department of Transport.</p> <p>2014 – 2015 Appointed by the Premier as an Employer Representative to lead evidence against an SMS member from the KwaZulu-Natal Department of Economic Development Tourism and Agriculture.</p> <p>2014 – 2015 Appointed by the Board as pro-forma Prosecutor/Employer Representative to implement the MEC's Task Team Report on an investigation into maladministration in KZN Ezemvelo.</p> <p>2015 – From 01 April Appointed Chairman of KwaZulu-Natal Gaming and Betting Board.</p> <p>2015 – Appointed by the President of the Republic, Mr J Zuma as a member of the Board of Inquiry into allegations of misconduct by the National Commissioner of the South African Police Services and/or her fitness to hold office and her capacity to execute official duties efficiently.</p> |
| <p><b>Further Deployments</b></p> | <p><b>Broad Based Specialists Interventions</b></p> <p>Industrial Relations and Labour Relations Assignments:</p> <p>Appointed as a member of the KwaZulu-Natal Provincial Department of Health's Appeals Committee.</p> <p>Collaborated with a strategists consultant into management of discipline in general as well as the handling of labour relations.</p> <p>Acted as investigating officer in certain internal grievances.</p> <p>Acted as presiding officer in misconduct inquiries.</p> <p>Led and co-ordinated a team of twelve (12) lawyers who were engaged to assist the Department to implement a forensic investigation report into allegations of misconduct throughout the Health Institutions: Operation Cure investigations. I have acted on behalf of private clients in major labour court and CCMA matters as well as matters from the State Attorneys' office representing the South African Police Services, Department of Health and Department of Education.</p> <p><b>Human Resources Management</b></p> <p>Due to the skills and knowledge in Labour Relations and Industrial Relations, Vusi has been involved in a number of interventions and collaborations with a Human Resources Management and General Management Consultant and performed tasks in the following fields:-</p> <p>Performance Management Systems.</p> <p>Black Economic Empowerment Strategies.</p> <p>Facilitation, Affirmative Action Strategies.</p> <p>Employment Equity Strategies.</p> <p>Human Resources Practices.</p> <p>Recruitment, Selection, Placement.</p>   |

General Training and Development of Staff and Management.

**Procurement and Internal Control**

Been one of the private sector party members who did the restructuring of the Provincial Procurement system and drafted the 1997 KZN Tender Board Act.

Due to involvement in Audit Committees of various organisations and Tender Award Committee of KwaZulu-Natal Department of Health, I have been involved in the following interventions:

Conducted tender analysis, evaluations and adjudication of all services, drafting of service level agreements and contracts of works.

Undertook investigations to uncover fraud, corruption and/or any irregularities, assisting in the evaluation of risks in the nature of its bearing on effectiveness and efficiency on part of clients' core business, assisting in follow up investigations and prosecution of any misconduct identified through an investigation, forensic internal or external audits.

Acted as investigating officer, prosecutor and a presiding officer in a number of misconduct hearings, wherein misconduct or disciplinary measures were instituted as a form of accountability against officials.

Was retained as a legal advisor to the Province of KwaZulu-Natal representing the Department when it negotiated and entered into the first Public Private Partnership agreement with a Private Service provider for iNkosi Albert Central Hospital.

Provided similar legal services in the takeover negotiations and drafting of lease agreement between the Province of KwaZulu-Natal represented by the Department of Health and St Aiden's Mission Hospital.

Participated in a multi-disciplinary team that advised KZN Department of Health in the establishment of BBEE for Small and Medium catering companies into 47 Health institutions. Drafted Service Level Agreement signed by Mega Catering Companies.

Was retained as counsel for the MEC Social Welfare and Security Development (as it then was known as) and handled multitude of High Court Applications brought against the Department by applicants assisted by the Paralegals and NGO's. In the process uncovered a scam that was used to prejudice the Department in the processing of the pension grant applications.

Led a team that conducted a Business Licence Study in all Municipalities, a project sponsored by KwaZulu-Natal Department of Economic Development to establish relevant applicable regulations, by- laws and ordinances in different municipalities.

Was part of a team appointed to draft KwaZulu Natal Consumer Protection Bill 2009, a project sponsored by KwaZulu-Natal Department of Economic Development.

**PFMA and Accountability:**

Constantly appointed as Employer representative to lead evidence against Accounting Officers and/or Senior Managers in the Provincial Government. Misconduct is generally on breaches of either the Public Finance Management Act, Treasury Regulations, Supply Chain Management Policies, Public Service Act and related Regulations.