

# HDA INSIDER

Quarterly Magazine | Issue 2

Stay Informed. Get Ahead. Lead the Change



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# ABOUT THE HDA

The Housing Development Agency (HDA) is a national public sector development agency that *inter alia* has the mandate to identify, acquire, prepare, and develop suitable land for human settlements. The agency also undertakes the program and project management for the development of housing and human settlements.

The HDA carries out its functions in partnership with a range of stakeholders including national, provincial, and local government and municipalities, as well as with communities, developers, and financiers.

Established in 2009, the Agency was established by an Act of Parliament in 2008 and is accountable through its Board to the Minister of Human Settlements.

For more information about the HDA, please visit our **website: [www.thehda.co.za](http://www.thehda.co.za)**.

## Follow us on: Our Social Media Platforms



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The Housing Development Agency.



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### OUR VISION

The public sector developer of choice providing integrated, sustainable human settlements and security of tenure.

### OUR MISSION

Accelerated delivery of spatially transformed integrated and sustainable human settlements. Providing security of tenure and asset wealth.

Transforming Human Settlements sector to be inclusive of the country's demographic profile with a special focus on the marginalised sectors of women, youth and persons with disabilities.

### OUR VALUES

Performance-oriented, Excellence, Accountability, Teamwork, Integrity

Welcome to our quarterly magazine 2025/2026 – The HDA Insider – your go-to for HDA news, updating and informing you, our stakeholders, about our activities and projects.

# A MESSAGE FROM THE CHIEF EXECUTIVE OFFICER



Dear Valued Stakeholder,

Every great journey begins with a bold vision, and ours was no different. Just a few years ago, the Housing Development Agency stood at a crossroads. But through resilience, strategic focus, and a shared commitment to our mandate, we have transformed into a high-performing, impact-driven organisation.

As we conclude the third quarter of 2025, I am inspired by the remarkable progress we have made since our strategic turnaround began in the 2021/22 financial year. Anchored on six transformation pillars, our repositioning has strengthened the HDA's operational capacity, governance systems, and stakeholder partnerships. Today, I am proud to report that our non-financial performance has reached 95%, and we have achieved an unqualified audit opinion (clean audit). These are clear indicators of the dedication and excellence of our teams.

But, transformation is not a destination but a journey. And the landscape in which we operate is evolving. Budget constraints across national and provincial departments require us to think differently, act boldly, and collaborate more intentionally.

To remain sustainable and relevant, we are reimagining the HDA, not just as a trusted partner to provinces and municipalities, but a developer of choice for government, a catalyst for inclusive growth, and a bold innovator in the human settlements space. The HDA is pivoting strategically. We are deepening our engagement with municipalities and the private sector, thus, unlocking value through our property portfolio, and strengthening our investment capacity. We have bolstered the Office of the CEO with new technical expertise and appointed a Chief Investment Officer to lead our investment-readiness efforts. These changes mark a defining moment for the HDA – one that calls for innovation, collaboration, and renewed commitment to our mandate.

As we move toward the 2025–2030 strategy cycle, our focus remains steadfast: to deliver integrated human settlements that restore dignity, promote social cohesion, and contribute to spatial transformation. Together, we are building the foundation for a South Africa where everyone has access to decent and secure housing.

We invite you, our partners in government, the private sector, civil society, and beyond, to walk this journey with us. Let us co-create solutions, unlock land, and build communities that reflect the resilience and aspirations of every South African. If we haven't connected with you yet, expect to see us soon. Over the next few months, we will be knocking on your doors as part of our national strategic roadshows, listening, learning, and laying the groundwork for impactful collaboration. And just as we reach out, we encourage you to do the same. Our doors are open, and we welcome every opportunity to partner for progress.

Let us keep striving.  
Let us keep building.

*Mr. Bheki Khemisa*  
*Chief Executive Officer*

# GOVERNANCE AND PERFORMANCE BREAKTHROUGH

HDA hits a milestone – from **29% to 95%** and Unqualified Audit Opinion Following recent submissions and presentations at various parliamentary and accounting oversight committees in September, the HDA announced major achievements in governance, performance and transparency that underpin our readiness to deliver and partner at scale.

In September, the HDA proudly announced a landmark milestone: the Agency achieved an unqualified audit opinion with no material findings for the 2024/25 financial year. This audit outcome is bolstered by a dramatic performance improvement: from just **29% in 2022/23 to 95% in 2024/25**. This transformation demonstrates not only operational delivery but deep institutional change.

The HDA continues to record steady improvement in its governance and audit outcomes, reflecting a turnaround from previous challenges. Enhanced oversight by management, stronger internal controls, and proactive risk management have positioned the agency as a model of accountability within the human settlements sector.

This governance renewal has yielded tangible results. Financial reporting accuracy, compliance, and performance tracking have significantly improved, while the audit action plan remains on track for full implementation.

Looking ahead, the agency will continue to strengthen its monitoring and evaluation systems to ensure that every project aligns with strategic priorities and contributes to measurable outcomes. Good governance remains the foundation on which sustainable delivery is built.

**When you partner with HDA, you partner with a high-performing, well-governed institution ready to deliver.**



**THE HDA ACHIEVED A  
CLEAN AUDIT FOR THE  
2024/2025 FY**



# DRIVING THE DELIVERY AGENDA: HDA GEARS UP FOR 2025 – 2030



## STRATEGIC SESSIONS 2025

The HDA's new 2025 – 2030 Strategic Plan sets a clear roadmap for the next five years, with emphasis on accelerating project delivery, improving institutional efficiency, and fostering partnerships that drive social and spatial transformation. This plan builds upon the Agency's previous gains while positioning it for a higher level of performance and accountability.

Central to this strategic outlook is the Agency's focus on priority projects and land assembly programmes. By working with municipalities, provincial departments, and private developers, the HDA is ensuring that land parcels are optimally utilised to deliver inclusive human settlements. This multi-stakeholder model enhances alignment with the Department of Human Settlements' broader objectives.

The strategy also places governance and innovation at its core. With improved systems, digital transformation initiatives, and a results-based culture, the HDA is preparing to deliver sustainable impact that reflects both efficiency and social value.



# PROJECT PROFILE: ZANDSPRUIT EXT. 84: ENGINEERING THE FOUNDATIONS OF DIGNITY AND DEVELOPMENT

HDA's work in Johannesburg's North-West corridor is proving that transformation begins long before the first brick is laid.

In the heart of the City of Johannesburg's northern fringe, a quiet but prevailing transformation is underway. The HDA, long recognised for its human settlements project and programme delivery support, is demonstrating its expanded capability as a multifaceted developer.

Through the Zandspruit Extension 84 project, the Agency is not only preparing land for housing but is also engineering the infrastructure that sustains sustainable human settlements. This project represents a shift toward development that begins with planning, servicing, and spatial transformation. "Serviced land is where sustainable development begins. It's the unseen foundation of dignity, opportunity, and growth." Grace Moganedi (HDA Provincial Manager: Gauteng)

## Laying the groundwork: The HDA's broader mandate

The HDA's mandate extends well beyond top-structure construction. The Agency identifies, acquires, plans, services, and manages land and projects that promote integrated, sustainable human settlements across South Africa.

In Zandspruit Ext. 84, this mandate comes to life. Under an Implementation Protocol (IP) with the City of Johannesburg Metropolitan Municipality, wherein the HDA has been appointed as Implementing Agent to provide engineering infrastructure services and electrification for one of the City's most significant informal settlement upgrades.

The project aligns with the City's strategy to eradicate informal settlements by delivering serviced, well-located land that enables housing opportunities and improves quality of life.



## Did You Know?

The HDA's Zandspruit Ext. 84 project is unlocking **1 935** future homes by first delivering what truly builds dignity: serviced land.

Before a single house goes up, the Agency has already **completed 99%** of all civil engineering infrastructure including water, sewer, roads, stormwater systems, and electrical networks turning a once-marginalised area into a connected, development-ready neighbourhood.

# Unlocking 1935 housing opportunities

Located roughly 25 kilometres north-west of Johannesburg and Sandton CBDs, Zandspruit Ext. 84

sits within Region C of the City. Once complete, it will unlock 1935 housing opportunities, including:

- 701 freestanding (“Residential 1”) units, and
- 1 234 walk-up (“Residential 3”) units across four high-density sites.

The **47.68-hectare** development is more than a housing project, it is a strategic spatial intervention that converts a marginalised, disconnected area into a planned, connected, and service-ready neighbourhood. While most people associate development with visible buildings, it is the engineering of serviced land that makes true transformation possible.

At Zandspruit, the HDA has spearheaded the installation of civil infrastructure; including water, sewer, roads, stormwater drainage, and attenuation ponds; alongside the electrical infrastructure required for future residential construction.

As of late 2025, civil works are **99% complete**, while the Agency is progressing with Eskom applications to finalise bulk supply and internal reticulation before top structures can commence.

Each serviced stand represents more than a future house, it is a platform for dignity, a gateway to economic participation, and a sign of urban inclusion.

**Overcoming challenges with determination**  
Large-scale infrastructure projects are complex, and Zandspruit has not been without hurdles. Some of the hurdles the project faced:

- Local SMME and community work stoppages,
- Payment delays;
- Inclement weather and steel supply disruptions during national strikes,
- Shack relocations and municipal approval delays, and
- Connection bottlenecks for bulk electricity.

Yet, through robust project management, strong municipal partnerships, and clear communication, the HDA has successfully steered the project towards completion; a testament to the Agency’s resilience and professional capacity. One of the lessons learnt is that for such developments, social facilitation is key for the successful completion of the project.

There is a need for strong social facilitation to ensure the needs of both communities and contractors are addressed swiftly. This project experienced serious challenges on this aspect which also contributed to project delays.



**“We don’t just build houses, we build the infrastructure and systems that enable communities to thrive.”**

Sello Tshoane (HDA Project Manager, Zandspruit Ext. 84)



According to Johannesburg’s Spatial Development Framework (SDF) 2040, Zandspruit is a Category 2 marginalised area; a disconnected urban fringe typified by low-intensity, car-based development and limited economic access.

Through this project, the **HDA is transforming space and correcting** past imbalances, ensuring that residents of historically excluded areas have access to serviced, strategically located land; land that connects them to jobs, services, and opportunity. Zandspruit Ext. 84 is not just about pipes and pavements; it’s about restoring dignity, advancing inclusion, and engineering equality into the urban fabric.

With infrastructure works nearing completion, the **Zandspruit Ext. 84** development is set to pave the way for nearly two thousand new homes. More importantly, it cements the HDA’s position as a capable, end-to-end developer – one whose impact begins long before housing construction starts. By leading the delivery of serviced, well-planned land in Zandspruit, **Chris Hani Ext 4 7, Daveyton** in the City of Ekurhuleni, and other regions nationwide, the HDA continues to play a pivotal role in South Africa’s spatial transformation journey; ensuring that every new community is built on a solid foundation, both literally and figuratively.

### Project Snapshot: Zandspruit Ext. 84

Category	Details
Location	Zandspruit Extension 84, Region C, City of Johannesburg
Project Size	47.68 hectares
Total Yield	1 935 housing opportunities
Composition	701 freestanding units, 1 234 walk-up units
Implementing Partner	Housing Development Agency (HDA)
Client	City of Johannesburg Metropolitan Municipality
Current Status	Civil works 99% complete; electrification to commence



# YOUTH IN FOCUS: HDA INVESTING IN THE NEXT GENERATION

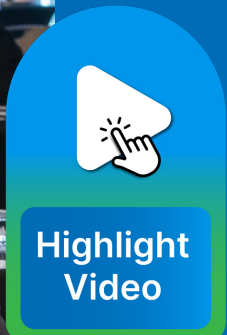


**[Sitted Down on the Left]** Mr. Bosco Khoza, Regional Manager: Region C | HDA, Ms. Neliswe Baai, Deputy Board Chairperson, HDA | Mr. Lucien Rakgoale - Head of Land | **[From the Back]** Mr. Katlego Nkomo - HDA | Mr. Tumisi Kgomo - HDA | Mr. Lupho Futshane, - YIPA | Mr. Phumlani Mbulawa - Executive of the CEO - HDA | Zanele Makhoba - SHRA | Ms. Nondu Mhlungu - HDA | Dudu Phoswa, Sector Development & Transformation Specialist, SHRA | Dr. Gloria Msiza - HDA

Over 150 young professionals engaged: HDA expands youth pipeline in the built environment. As part of our broader commitment to inclusive growth, HDA hosted a targeted youth-engagement event this quarter, positioning the Agency as a partner in skills development and institutional capacity-building. In partnership with the Youth in Property Association (YIPA), the HDA engaged the youth with a focus on training and mentorship for young professionals in the built environment.

The event showcased the agency's graduate and internship programmes, which continue to build a pipeline of skilled professionals who will lead the sector in years to come. Youth participants engaged in discussions about entrepreneurship, innovation, and sustainable design.

By investing in youth development, the HDA is not only empowering individuals but also strengthening the future capacity of South Africa's human settlements ecosystem.





# MINMEC VISIT TO HDA-LED PROJECTS REAFFIRMS COMMITMENT TO WOMEN'S EMPOWERMENT AND PROPERTY OWNERSHIP



Ms. Thembi Simelane, Hon. Minister of Human Settlements,



[Seen sitting amongst the community] Ms. Thato Ramaili - CEO of PPRA | Ms. Joy Masemola - CFO at the HDA | Ms. Tamlyn Boucher - Acting CEO, NHBRC

As part of its scheduled activities, the Human Settlements MINMEC delegation visited key human settlements projects in Polokwane, Limpopo, implemented by the Housing Development Agency (HDA) on behalf of COGHSTA Limpopo.

The visit covered two major project sites — the Asbestos Replacement Project and Extension 133 in Seshego, where the National Title Deeds Friday campaign was relaunched. Together, these visits highlighted government's dual commitment to safe living environments and secure homeownership for South Africans.

## ASBESTOS PROJECT INSPECTION – ENSURING SAFE COMMUNITIES

The MINMEC delegation began the day with an inspection of the asbestos replacement projects in Seshego. The visit reinforced government's determination to ensure that human settlements are not only adequate but also safe, sustainable, and healthy for all residents.

The HDA's work on the project reflects a comprehensive approach to human settlements – encompassing land acquisition, housing delivery, and environmental rehabilitation. By tackling hazardous materials such as asbestos, the agency is protecting residents, especially women and children, from long-term health risks.

Through close collaboration with municipalities and provincial departments, the HDA continues to strengthen project delivery, compliance, and community safety.

The visit served as a strong reminder that the agency's mandate extends beyond construction – it is about creating environments where people can live, grow, and prosper.

**“We are not only building houses; we are building safer, healthier communities.”** HDA CEO comment during MINMEC visit



[On Picture] - Mr. Bheki Khenisa - CEO, HDA and Director General of (DHS), Dr. Alec Moemi and Mantoa Lekalakala Assistant manager: Construction Project Management (DHS)

# HDA PUTS WOMEN AT THE CENTRE: “WOMEN WHO BUILD THE NATION” STAKEHOLDER ENGAGEMENT



[On the right] Mr. Bheki Khenisa - CEO, HDA | Hon. Minister of Human Settlements Ms. Thembi Simelane and Ms. Joy Masemola - CFO, HDA

In August, HDA convened a hallmark engagement that placed women front and centre in the human-settlements value chain – reinforcing our inclusive delivery model. Marking Women’s Month, the HDA proudly hosted its Women Who Build the Nation Business Dialogue in August 2025. The event celebrated women’s leadership, entrepreneurship, and innovation within the built environment and housing value chain.



The keynote address by the Honourable Minister of Human Settlements, Thembi Simelane, MP, challenged participants to disrupt the status quo and actively integrate women into leadership and delivery roles, and not just as beneficiaries, but as drivers of change.



Panel discussions featured inspiring women developers, engineers, and entrepreneurs who shared insights on overcoming barriers and driving transformation in male-dominated industries. The dialogue reaffirmed the importance of gender equity and inclusion as essential components of sustainable development.



The HDA remains committed to empowering women through mentorship, procurement opportunities, and enterprise development initiatives. By supporting women-led businesses, the agency strengthens both economic participation and social transformation.



[On the right] Ms. Vinolia Mashiane - CIO, HDA | Ms. Nalin Maharaj - Board Member | Mr. Bheki Khenisa - CEO, HDA, Hon. Minister of Human Settlements, Ms. Thambi Simelane | Ms. Joy Masemola - CFO, HDA



## Did You Know?

The HDA has made remarkable progress in supporting women-owned enterprises through its procurement practices.

In 2021/22, only **8.12%** of HDA's procurement spend went to women-owned businesses. But, by 2022/23, that figure rose to an impressive **40.97%**.

Since then, the HDA has consistently maintained over **40%** annual procurement spend with women-owned companies – showing that transformation is not a once-off target, but a sustained commitment. By empowering women entrepreneurs, the HDA is not only advancing economic inclusion, but also helping build resilient, sustainable communities across South Africa.



# URBAN LAND JUSTICE GATHERING: PARTNERING FOR EQUITY



The HDA partnered with civil society to lead the conversations on Land Justice a strategic partnership that aims at unlocking possibilities. In collaboration with the civil-society organisation, Ndifuna Ukwazi, HDA hosted the Urban Land Justice and Redistribution Gathering another landmark event positioning land as the cornerstone of sustainable human settlements delivery. The event brought together government, civil society, and development partners to discuss equitable land access and spatial transformation.

The agency presented its work on land assembly, acquisition, and release; showcasing successful collaborations that have unlocked opportunities for low- and middle-income housing. Discussions focused on the need for fair, transparent land processes that address historical inequalities while promoting urban inclusivity. As HDA Head of Land, Mr Lucien Rakgoale, reflects: **“Through collaboration with communities, civil society, and stakeholders, we are advancing security of tenure and integrated human settlements. The Gathering supports this mission through shared dialogue and action.”**

The event demonstrates HDA’s readiness for multi-sector collaboration: government, civil society, industry, academia. This is an important competitive differentiator. The HDA reaffirmed its commitment to working with stakeholders to ensure that land becomes a platform for justice

and opportunity. Through equitable partnerships, the Agency is contributing to reshaping South Africa’s urban landscape. Together with our partners, we are taking collective steps towards spatial justice, sustainable development, and dignity for all South Africans.

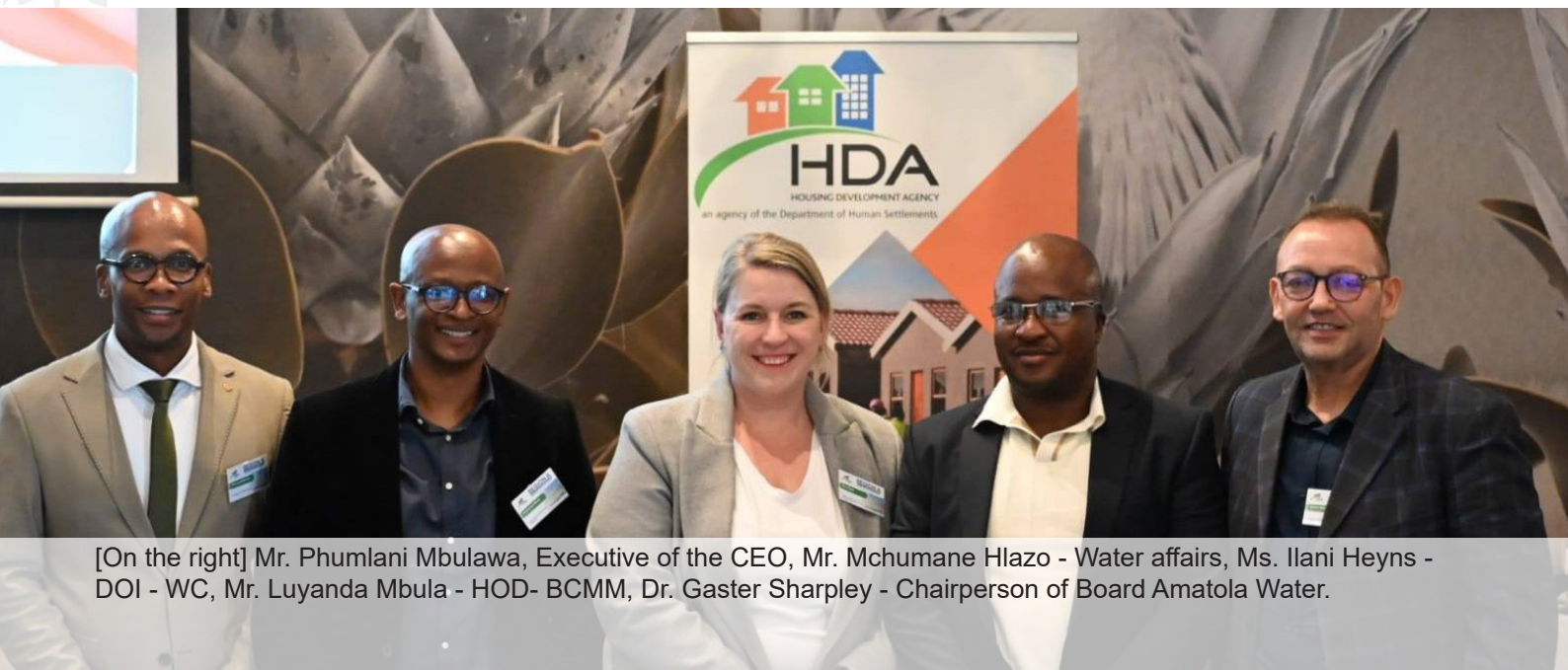




# REGIONAL ENGAGEMENTS DRIVE STRATEGIC PARTNERSHIPS

These regional sessions reinforced collaboration and accountability, ensuring that local housing programmes are efficiently planned and implemented. They also provided a platform to identify opportunities for private-sector participation in large-scale development projects.

By maintaining consistent regional dialogue, the HDA is ensuring that national priorities are translated into local action, bridging the gap between planning and delivery.



[On the right] Mr. Phumlani Mbulawa, Executive of the CEO, Mr. Mchumane Hlazo - Water affairs, Ms. Ilani Heyns - DOI - WC, Mr. Luyanda Mbula - HOD- BCM, Dr. Gaster Sharpley - Chairperson of Board Amatola Water.

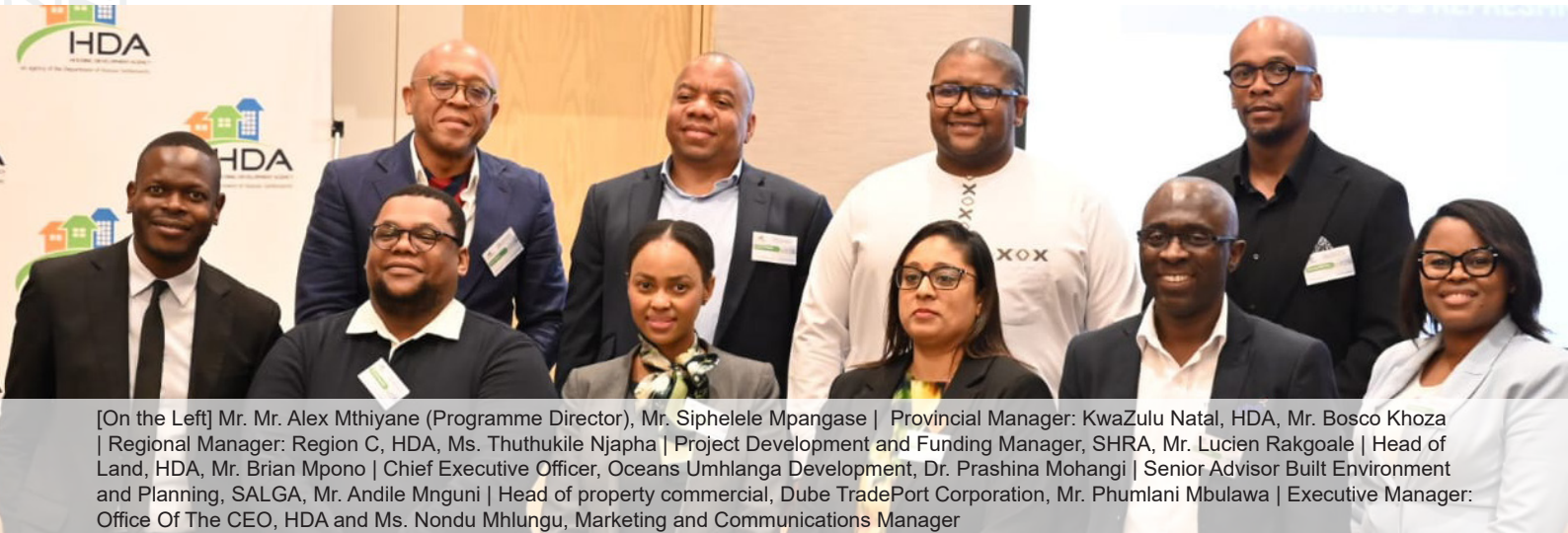
## Western Cape Stakeholder Engagement Session

12 September 2025, Western, Eastern & Northern Cape Offices.

The first leg of the Regional Stakeholder Engagement Series brought together municipalities, provincial officials, and private sector partners to discuss collaborative approaches to sustainable human settlements.

The session served as a platform for sharing regional experiences and exploring innovative delivery models aligned to the National Human Settlements Master Plan.





[On the Left] Mr. Mr. Alex Mthiyane (Programme Director), Mr. Sipehele Mpangase | Provincial Manager: KwaZulu Natal, HDA, Mr. Bosco Khoza | Regional Manager: Region C, HDA, Ms. Thuthukile Njapha | Project Development and Funding Manager, SHRA, Mr. Lucien Rakgoale | Head of Land, HDA, Mr. Brian Mpono | Chief Executive Officer, Oceans Umhlanga Development, Dr. Prashina Mohangi | Senior Advisor Built Environment and Planning, SALGA, Mr. Andile Mnguni | Head of property commercial, Dube TradePort Corporation, Mr. Phumlani Mbulawa | Executive Manager: Office Of The CEO, HDA and Ms. Nondu Mhlungu, Marketing and Communications Manager

### KwaZulu-Natal Stakeholder Session

On 19 September 2025, Durban Hosted under the theme “Building Partnerships for Effective Solutions”, this engagement demonstrated how intergovernmental and public-private partnerships can fast-track housing delivery.

The event drew media attention, including coverage by Gagasi FM, amplifying HDA’s message of collaboration and delivery readiness in KwaZulu-Natal and beyond.

## HDA REWIND

To listen in on the broadcast, please scan this on your spotify app, interview between **Mr. Bosco Khoza, Regional Manager, Region C** and **Mr. Alex Mithiyane, on Gagasi FM.**



## PUBLICATION REVIEW UPDATE

The HDA has released a range of publications this quarter, including its 2024/25 Annual Report, Pathways to Spatial Transformation and The Beneficiary Experience Tracking Application: Understanding the impact of spatial transformation in human settlement investments.

These publications serve as valuable knowledge-sharing tools, highlighting lessons learned and innovations in land development, project management, and intergovernmental collaboration. Pathways to Spatial Transformation outlines the approaches taken to analyse, score and monitor spatial transformation at the Housing Development Agency (HDA) over the past ten years at different scales (project and area) and in different programmatic initiatives (IRDP, catalytic & PDAs). The publication also illustrates the adaptation and evolution of the different tools that were developed and deployed, following an indicator focus, to quantify spatial transformation outcomes.

The Beneficiary Experience Tracking Application: Understanding the impact of spatial transformation in human settlement investments narrates the importance of beneficiary evaluations, situates BETA in the increasing role of digital tools to assist government and explains beneficiary evaluations in the human settlements landscape. The report subsequently links BETA to key human settlement objectives of spatial transformation, unpacks the process of establishing the application and conducting surveys, and concludes with emerging trends from BETA's first pilot phase of community testing to analyse the impact of state investment on spatial transformation.

Stakeholders are encouraged to access these publications via the HDA website – Digital Library to stay informed of progress and opportunities for partnership.

## ACCESS OUR ANNUAL REPORT AND PREVIOUS PUBLICATION



# ANTI-FRAUD CORNER

Beware: From housing scams to fake jobs!



## ANTI-FRAUD CORNER

Beware: From housing scams to fake jobs!

The HDA launched a robust anti-fraud and corruption campaign in response to a wave of deceitful scams where faceless fraudsters masquerade as HDA officials – offering everything from government housing to fake jobs, all in exchange for money.

Through its new awareness drive, themed **“The HDA: Building Trust, Preventing Fraud, Corruption, and Exploitation,”** the agency seeks to educate the public, warn against criminal activities, and reassert its commitment to ethical governance.

**Criminals are increasingly using fake social media pages and WhatsApp numbers to pose as HDA representatives. These scammers claim to offer:**

- Government-subsidised housing or land for sale,
- Assistance in “fast-tracking” housing applications,
- Jobs at the HDA but only after a payment is made.

These malicious individuals are not affiliated with the HDA and their schemes are not only illegal, but also deeply exploitative, targeting individuals desperate for shelter or employment.

**“No HDA official will offer or sell you a house or a job in exchange for money,”** HDA Chief Executive Officer, Mr. Bheki Khenisa.

**“Corruption has no place in the HDA. We are committed to building trust with our stakeholders and ensuring our operations**

**reflect the highest standard of integrity.”**

**The HDA iterates that:**

- All housing applications must be submitted at the provincial Departments of Human Settlements or local municipalities.
- The HDA does not sell land or homes, nor does it charge any fees for housing-related services.
- Any promise of a house or housing opportunity in exchange for money is a scam.
- To qualify for a fully subsidised BNG (RDP) house, applicants must be:
  - South African citizens,
  - First-time homeowners,
  - Earning a combined household income of **R3,501** or less per month.

The HDA is equally concerned by reports of job seekers being defrauded under false promises of employment at the agency.

**The HDA has a clear message for job seekers:**

- No one should pay to apply, interview, or be placed in a job.
- All HDA vacancies are advertised through official channels including the HDA **website ([www.thehda.co.za](http://www.thehda.co.za))** and recognised portals.
- Scammers demanding payment for employment opportunities are committing a crime.

Anyone approached with job offers in exchange for money is urged to report the incident immediately.

The HDA encourages the public to stay informed and to report suspicious activity using the

following official channels:

**HDA Office:** (+27) 011 544 1000

**Job Verification & Reports:**

recruit@thehda.co.za

**Report Scams & Fraud:**

hda@whistleblowing.co.za

**WhatsApp & Call Line:** 031 308 4664

**SMS Tip-off Line:** 33490

**Fraud Hotline:** 0800 111 409

This campaign is part of the HDA's broader efforts to safeguard the public and maintain the integrity of South Africa's human settlements delivery system.

The agency is also working with law enforcement to trace and prosecute those behind these criminal activities.

The message is clear: If it sounds too good to be true, it probably is!

Government's Developer Of Choice

[www.thehda.co.za](http://www.thehda.co.za)

# BE VIGILANT BE SAFE REPORT ALL SCAMS



# WHISTLE BLOWERS



In our effort to create an ethically compliant environment, the Housing Development Agency utilises the Private and confidential services of Whistle Blowers (Pty) Ltd, which is a certified and registered member of the Ethics Institute, In order to achieve our goal.

**WHISTLE BLOWERS Private and Confidential**

0800 111 409 | SMS 33490 | [hda@whistleblowing.co.za](mailto:hda@whistleblowing.co.za)

**WhatsApp ChatBot & Call:** +27 31 308 4664



# WHEN YOU NEED TO BLOW THE WHISTLE A QUICK GUIDE TO YOUR RIGHTS AND RESPONSIBILITIES

In terms of South Africa's Protected Disclosures Act



01

## YOUR OBLIGATION TO RAISE A FLAG

On employment we accept a duty to act in the best interests of our employer. Reporting suspected or known unethical activity forms part of this duty. The Protected Disclosures Act of 2000, amended in 2017 ('PDA'), sets out rights and responsibilities of employers, employees, former employees and contractors in the exercise of this obligation.



02

## YOUR RIGHT TO KNOW HOW TO DO SO

The PDA requires employers to communicate the avenues by which employees can fulfil their duty to report unethical and illegal activity. You can make open and confidential reports using internal channels, and you can make open, confidential and anonymous reports via your ethics hotline service provided by Whistle Blowers. Make sure you are familiar with your organisation's policy and take note of the Whistle Blowers contact details.



03

## MATTERS TO WHICH PDA PROVISIONS APPLY

The PDA does not apply to every report of alleged wrongdoing. It does apply to: A potential or actual criminal offence, a failure to comply with a legal obligation, an actual or likely miscarriage of justice, the endangerment of the health and safety of a person or the environment, unfair discrimination in terms of Chapter II of the Employment Equity Act or the Promotion of Equality and Prevention of Unfair Discrimination Act.



04

## CRITERIA FOR A DISCLOSURE TO BE PROTECTED

To qualify for legal protection, a disclosure must be: made in good faith, reasonably believed by the whistleblower to be true, not for personal gain, according to a substantively correct procedure, and to the right authority.



05

## THE RIGHT NOT TO SUFFER OCCUPATIONAL DETRIMENT

If you make a protected disclosure, you have a right not to suffer adverse consequences relating to your employment status. The following are examples of 'occupational detriment' prohibited in the Act: harassment, intimidation or disciplinary action, disadvantageous alteration of terms and conditions, refusal to give or an unfairly negative reference, civil claim for breach of confidentiality, and other types of negative impact on employment prospects or job security.



06

## THE RIGHT TO FEEDBACK

Whistleblowers have the right to feedback regarding whether the employer is investigating an allegation and if not, why not, and what the outcome of any investigation is. However, the employer is not required to provide information that might compromise an investigation or contravene another law. Remember, if you make a report anonymously, your employer will not be able to contact you to provide feedback, but you can safely maintain contact via your ethics hotline.



07

## THE OFFENCE OF FICTITIOUS REPORTING

You commit a legal offence in terms of the law, and gross misconduct in your employment relationship, if you abuse whistleblowing systems by making a report that you know, or reasonably ought to know, is false. Don't abuse the resources that exist to protect the best interests of your colleagues and your employer. Where intentional harm is caused and suffered, the PDA provides for either or both a fine and imprisonment for up to two years.

Report suspected or known wrongdoing using the internal channels available in your organisation, or make an open, confidential or anonymous report via Whistle Blowers, your ethics hotline.

Call Whistle Blowers using the dedicated hotline number advertised by your employer, make an online report via [www.whistleblowing.co.za](http://www.whistleblowing.co.za), download and report via the Whistle Blowers app, make a report via WhatsApp chatbot on +27 31 308 4664, SMS 33490 or email [information@whistleblowing.co.za](mailto:information@whistleblowing.co.za).

**WHISTLE  
BLOWERS**

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Read the Protected Disclosures Act:  
<https://www.justice.gov.za/legislation/acts/2017-005.pdf>

# FEEDBACK



**WHAT WOULD YOU LIKE TO READ ABOUT IN THE NEXT ISSUE OF HDA INSIDER ?**

Click on the tab below to take our survey

[Take A Survey](#)

## ///HEAD OFFICE

### Head Office

04 Kikuyu Road, Sunninghill,  
Johannesburg, 2157  
Telephone number:  
(+27) 11-544-1000

### Fax Number:

(+27) 11-544-1007

## ///REGIONAL OFFICES

### Gauteng

04 Kikuyu Road, Sunninghill,  
Johannesburg, 2157  
Telephone number:  
(+27) 11-544-1000

### Eastern Cape

6-7 Donald Road,  
East London,  
Vincent Park,  
Eastern Cape, 5247

### Limpopo

10a Hans Van Rensburg St  
Polokwane Central, Polokwane  
0700, Limpopo  
+27 15 283 8161

### Free State

1A Arboretum Street,  
Westdene, Bloemfontein  
9300.

### KwaZulu-Natal

27 Jan Hofmeyer Road,  
Westville,  
Durban  
+27 31 335 7300/1

### Northern Cape

c/o Head Office  
04 Kikuyu Road, Sunninghill,  
Johannesburg, 2157  
Telephone number:  
(+27) 11-544-1000

### Fax Number:

(+27) 11-544-1007

### North West

c/o Head Office  
04 Kikuyu Road, Sunninghill,  
Johannesburg, 2157  
Telephone number:  
(+27) 11-544-1000

### Fax Number:

(+27) 11-544-1007

## Table of Contributors

### Editorial

Ms. Naledi Kgatla  
Ms. Nondu Mhlungu  
Mr. Katlego Moselagkomo  
Ms. Grace Moganedi

### Design and Layout

Mr. Knowledge Jonas

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