

### Department of Economic Development, Environment, Conservation and Tourism

#### INVITATION FOR OBJECTIONS TO NOMINATIONS FOR THE APPOINTMENT OF THE NORTH WEST LIQUOR BOARD IN LINE WITH OPENNESS AND TRANSPARENCY IN TERMS OF SECTION 33 READS WITH SECTION 195 OF THE CONSTITUTION OF THE REPUBLIC OF SOUTH AFRICA 108 OF 1996.

The Member of Executive Council responsible for the Department of Economic Development, Environment, Conservation and Tourism, hereby publishes the list of nominees as submitted to the Department for consideration and invite objections to the appointment of members of the North West Liquor Board.

Persons wishing to make objections to the appointment of any person to the Licensing Authority, may do so in writing within fourteen (14) days of the publication of this notice, stating the ground or grounds which, according to such a person, disqualify any prospective member from being appointed as a member of the Liquor Board.

**There is no form to complete, but an objection must include:**

- The objectors full names, postal, residential or office address, telephone numbers and email address;
- Particulars of candidates whose nomination is objected against;
- Grounds/reasons for making the objection; and
- Details of supporting documents accompanying the notice of objection.

In terms of Section 7(1)(c) of the Liquor Act 27 of 1989 the final appointments shall be published on the Gazette and in the media.

Any person may object to the nomination of a candidate to serve on the North West Liquor Board listed in the below annexure. Objections must be submitted by no later than 14 July 2023 at 16:30.

**Written objection/s must be sent to the Department, for attention of:**

By hand to: Ms. O. Sithole  
NWDC Building  
Corner University Drive & Provident Street  
2nd Floor  
MMABATHO  
2735

By post to: Ms. O. Sithole  
Private Bag X 15  
MMABATHO  
2735

Email Address: [osithole@nwpg.gov.za](mailto:osithole@nwpg.gov.za)/[mosiapo@nwpg.gov.za](mailto:mosiapo@nwpg.gov.za)

Any enquiries in connection with the nominations can be directed to Ms. O. Sithole at (018) 388 5957/71.

#### LIST OF NOMINEES

NO	NOMINEES	GENDER
1.	M. G. Keeme-Gaobepe	Female
2.	T.C. Khorombi	Male
3.	S. Mgogosh	Male
4.	K. Naidoo	Male
5.	A. Latchu	Male
6.	M.N. Mashita	Female
7.	N.D. Leshiba	Male
8.	M. Tsuela	Male
9.	C.D. Nabane	Male
10.	P.P. Chilwane	Female
11.	Z.L.M Mtshali	Female
12.	G.R. Son	Male
13.	F. Raseote	Male
14.	S. Chilwane-Nwabuze	Female
15.	G.M. Mokale	Male
16.	L. Noge-Tungamirai	Female
17.	T.G. Masheleni	Male
18.	M.M.M. Raborife	Female
19.	P.T. Maseko	Male
20.	T.J. Sekolanyane	Male
21.	T.M. Kegakilwe	Male
22.	L.C. Tire	Male
23.	T. Lerumo	Female
24.	T.E. Lefutswe	Male
25.	C.V.V. Ramphele	Female
26.	K.F. Ojeng	Female
27.	I.M. Mamabolo	Male
28.	G.H. Galeng	Male
29.	L.P. Sebako	Female
30.	D.B. Kamanga	Female
31.	G.E. Seleka	Male
32.	V.M. Mpolweni	Male
33.	S.T. Msila	Female
34.	K.M. Choenyana	Female

### correctional services

Department: Correctional Services  
REPUBLIC OF SOUTH AFRICA

#### DEPARTMENT OF CORRECTIONAL SERVICES CLOSING DATE: 17 JULY 2023 @ 15H45

#### APPOINTMENTS UNDER THE PUBLIC SERVICE ACT

**LEGAL ADMINISTRATION OFFICERS [MR1-5]**  
Limpopo, Mpumalanga and North West Region  
• Klerksdorp (Ref: LMN 2023/06/01)  
• Bethal (Ref: LMN 2023/06/02)  
KwaZulu Natal Region  
• Pietermaritzburg (Ref: KZN 2023/06/03) [Re-advertisement]  
Eastern Cape Region  
• Regional Office (Ref: EC 2023/06/04) [Re-advertisement]  
• Sada (Ref: EC 2023/06/05)  
Western Cape Region  
• Helderstroom (Overberg) (Ref: WC 2023/06/06) [Re-advertisement]  
• Allandale (Ref: WC 2023/06/07) [Re-advertisement]  
Salary: 228 915 – R1005 801

*(Grade and salary notch will be determined in accordance with the OSD appointment requirements and years of experience)*

**Requirements:** LLB or equivalent legal qualification. Prescribed experience requirement is as follows: MR1- no previous legal experience required. MR2- at least 1-years' appropriate post qualification legal experience. MR3- at least 2-years' appropriate post qualification legal experience. MR4- at least 8-years' appropriate post qualification legal experience. MR5- at least 14-years' appropriate post qualification legal experience. Computer literate. Valid driver's licence (not applicable to applicants with a disability).

**Competencies and attributes:** Financial management. Problem solving, decision-making and facilitation skills. Plan, organise, lead and control. Change management. Team leadership. Project management. Presentation skills. Conflict management. Report writing, Training and development. Time management. Confidentiality. Coaching and mentoring. Understanding of Public Service policy and legislative framework. Service delivery and client orientation. Integrity and honesty. Assertiveness. Ability to network. Willingness to travel. Applied strategic thinking. Influence and impact.

**Responsibilities:** Administration and handling of litigation for and against the department. Initiation of policy amendments in the department. Rendering of legal advice on the activities of the department. Provide legal training. Represent the department at various forums. Undertaking of hearings/trials administration. Maintenance of legal libraries. Planning of activities. Management of human resources, finance and assets. Manage performance information.

**For all re-advertisements: candidates who previously applied need to re-apply.**

**Note: Before you apply:** All costs associated with an application will be borne by the applicant. The Department of Correctional Services is an equal opportunity employer. The Department will take into consideration the objectives of Section 195 (1) (f) of the Constitution of the Republic of South Africa, 1996 (Act 108 of 1996) and the Employment Equity Act, 1998 (Act 55 of 1998) in filling of these vacancies. It is our intention to promote representivity in respect of race, gender and disability through the filling of these positions. In support of this strategy, applicants need to indicate race, gender and disability status on the application form/CV. Applicants who have retired from the Public Service with a specific determination that they cannot be re-appointed or have been declared medically unfit will not be considered.

**Please take note that correspondence will only be conducted with the shortlisted candidates. If you have not been contacted within three (3) months of the closing date of the advertisement, please accept that your application is unsuccessful. Please do not call the department to enquire about the progress of your application.**

**The Department of Correctional Services reserves the right not to fill any of these advertised posts.**

**Applications:** Applications must be submitted on the new Z83 form (Public Service application form) obtainable from any Public Service department and must be completed in full. Only a comprehensive CV should be attached to your application form. Only shortlisted candidates will be required to submit certified copies not older than 6 months of qualifications and other related documents on or before the day of the interview. Please send a separate and complete application for each post you apply for, stating the correct reference number for each position you are interested in. **Fixed and e-mailed applications will not be accepted.** Candidates must comply with the minimum appointment requirements.

CV's should be aligned to reflect one's degree of compliance with the advert requirements and responsibilities. It is the sole responsibility of an applicant to ensure that their application reaches DCS before 17 JULY 2023 @ 15H45.

**Indicate the reference number and position you are applying for on your application form (Z83) and post your complete application to the relevant addresses as indicated below:**

**EASTERN CAPE REGION:** The Regional Commissioner Eastern Cape, Recruitment Section, P/Bag X9013, East London, 5211. Alternatively, applications may be handed in at Moore Street, Block E Ocean Terrace, Quigney, East London. Contact persons: Mr Ndlela HH (043) 706 7834/ Ms Myataza Z (043) 706 7866/ Ms Mngugudo N (043) 706 7882/ Mr Ndoniyela N (043) 706 7883.

**KWA-ZULU NATAL REGION:** The Regional Commissioner: Kwa-Zulu Natal, Recruitment Section, P/Bag X9126, Pietermaritzburg, 3201. Alternatively, applications may be handed in at Correctional Services, Eugene Marais Road, Napierville, Pietermaritzburg. Contact persons: Mr Somaru RK (033) 355 7365/ Ms Mchunu GJ (033) 355 7386/ Ms Mkhize AL (033) 355 7370/ Mr Khumalo SB (033) 033 355 7368.

**LIMPOPO, MPUMALANGA AND NORTH WEST REGION:** The Regional Commissioner Limpopo, Mpumalanga & North West, Recruitment Section, P/Bag X142, Pretoria, 0001. Alternatively, applications may be handed in at Proes & Paul Kruger Street, 198 Masada, Building, 09th Floor, Pretoria. Contact persons: Ms Sibiyi MK (012) 306 2025/ Mr Ziqubu Z (012) 306 2025/ Ms Nomvela PM (012) 306 2033/ Ms Lekhuleni TD (012) 306 2034.

**WESTERN CAPE REGION:** The Regional Commissioner Western Cape, Recruitment Section, P/Bag X14, Goodwood, 7459. Alternatively, applications may be handed in at Breede River Street, Monte Vista. Contact persons: Ms NA Mdladamba (021) 550 6014/ Ms A Reddy (021) 550 6059/ Mr BD Tsewu (021) 550 6052/ Ms NC Sotyibi (021) 550 6054.

### MAKHUDUTHAMAGA LOCAL MUNICIPALITY

Bid Notice and Invitation to Bid

Bidders are hereby invited to bid for the following projects:

No.	Project No.	Project Description.	Closing Date
1.	LIM473/cleaning services/22/23/068	Provision for cleaning services for Makhuduthama Local Municipal buildings for the period of three years.	27/07/2023 at 12H00

The employer is Makhuduthamaga Local Municipality represented by the Municipal Manager.

Bid documents will be obtainable from Makhuduthamaga Local Municipal offices from 07 July 2023 (Mon-Fri) from 08:00-16:30 from the cashiers; at a non-refundable deposit R560.00 for each payable in cash or bank guaranteed cheque. Bid documents can also be downloaded from online service ([www.etender.gov.za](http://www.etender.gov.za)) at no cost.

Completed and signed tender documents must be sealed in an envelope and marked with the relevant project number and project description and be deposited in the tender box at Makhuduthamaga Local Municipality Offices in Jane Furse before the closing date and time.

The municipality shall adjudicate and award tenders in accordance with the Preferential Procurement Policy Framework Act, 5/2000 and revised procurement regulation with effect 16 January 2023 on 80/20 points system where 80 points are for the price and 20 points for municipal specific goals (according to the said legislation). Details of specific goals are in the bid document. Bid will remain valid for 90 (Ninety) days

The lowest and any tender will not necessarily be accepted and the Municipality reserves the right not to consider any tender not fully completed. Bidders are required to initial each page of the tender document and sign where necessary.

**For enquiries contact:**  
Supply Chain Unit : Mr Mthapo KJ - 013 265 8607  
Budget and treasury : Mrs Mathabathe CS - 013 265 8625

**Mr Moganedi RM  
MUNICIPAL MANAGER, PRIVATE BAG X 434, JANE FURSE, 1085**

### higher education & training

Department: Higher Education and Training  
REPUBLIC OF SOUTH AFRICA

#### MOTHEO TVET COLLEGE

Mothéo TVET College (MTC) invites experienced service providers to tender for the following. Tender documents are available at a non-refundable fee of R 1,150.00 (VAT included) on the PURCO SA website. Documents shall only be obtainable from 25 June 2023.

**In order to download the tender document, the steps below should be followed:**

- Visit [www.purcosa.co.za](http://www.purcosa.co.za)
- Click on the required RFP in the block provided for Tenders and RFP's
- Click on the **pay now** button
- The system will make documentation available for downloading, immediately after conclusion of payment

**The Compulsory Information/Briefing Sessions will be held at Motheo TVET College, Central Office, Corner Aliwal and St. Georges Streets, CBD, Bloemfontein.**

Tender Number	Tender Description	Compulsory Information/Briefing Session
PU 7611/048	Provision of Cleaning Services at various Campuses for a period of thirty-six (36) months	Tuesday, 04 July 2023 at 10h00
PU 4712/003	Supply and Delivery of Cleaning Materials to the College for a period of thirty-six (36) months	Tuesday, 04 July 2023 at 11h00
PU 9110/002	Provision of Gardening Services at various Campuses for a period of thirty-six (36) months	Tuesday, 04 July 2023 at 12h00
PU 5000/009	Provision of Hospitality Services to the College for a period of thirty-six (36) months	Tuesday, 04 July 2023 at 13h00
PU 1200/008	Rental of Gasses and Consumables to the College for a period of thirty-six (36) months	Tuesday, 04 July 2023 at 14h00
PU 7810/005	Provision of Courier Services for a period of thirty-six (36) months	Tuesday, 04 July 2023 at 15h00
PU 8011/003	Provision of Employee Vetting Services for a period of thirty-six (36) months	Wednesday, 05 July 2023 at 10h00
PU 5510/014	Supply and Delivery of Text Books for a period of twelve (12) months	Wednesday, 05 July 2023 at 11h00
PU 8017/010	Provision of Leasing of Fleet for a period of thirty-six (36) months	Wednesday, 05 July 2023 at 12h00
PU 4112/002	Supply and Delivery of Energy Security Solar Laboratory Equipment	Wednesday, 05 July 2023 at 13h00
PU 8111/048	Supply, Delivery and Installation of IT Equipment (Desktops) at the Artisan Academy (Once-off)	Wednesday, 05 July 2023 at 14h00

**Technical Enquiries:** Mr Siphon Ndlovu, tel. (011) 545 0974 or email: [Siphon.ndlovu@purcosa.co.za](mailto:Siphon.ndlovu@purcosa.co.za)

**Tender Document Enquiries only:** Ms Ansie Wiese, tel. (011) 545 0940 or email: [Ansie.wiese@purcosa.co.za](mailto:Ansie.wiese@purcosa.co.za)

**Sealed tenders must be deposited into the tender box situated at Motheo TVET College, Central Office, Corner Aliwal and St. Georges Streets, CBD, Bloemfontein.**

**CLOSING DATE AND TIME: WEDNESDAY, 19 JULY 2023 AT 11H00**

Correspondence will be limited to short-listed tenderers only. Should you not be contacted by the Institution within 30 days of the closing date of the tender, please consider your proposal unsuccessful. **Late tenders will be disqualified from the bidding process.**

**Mothéo TVET College does not bind itself to accept the lowest bid and reserves the right to accept the bid as a whole, in part or not at all. The Motheo TVET College is committed to both the principle and practical implementation of the Procurement Policy of Broad-Based Black Economic Empowerment (B-BBEE). Facsimile, late and/or electronic tenders will not be accepted.**

### GAUTENG PROVINCE HEALTH REPUBLIC OF SOUTH AFRICA

#### REQUEST FOR APPLICATIONS NON-PROFIT ORGANISATIONS (NPOs) PROVIDING: COMMUNITY SOCIAL MOBILIZATION AND HIV TESTING SERVICES HOSPICE CARE

**Background:** The Department acknowledges the immense contributions made by NPOs in the HTS uptake and the fight against HIV by implementing community-based HIV prevention interventions and rendering palliative care for the HIV clients requiring palliative care. NPOs have ensured that the Department reaches the most marginalized communities providing HIV Testing Services, linkage to care and treatment. In this regard, the Gauteng Department of Health is making funding available to support the following services:

- NPOs HIV Testing Services (HTS) and Social Mobilization
- Hospice Care for HIV clients

**NPOs will be funded based on needs and will be responsible for providing HIV Testing Services, Social Mobilization and Hospice Care services.**

**BASIC REQUIREMENTS FOR NPOs:**

- Must have valid NPO registration certificates with the Department of Social Development (DSD). It is the responsibility of NPOs to check their NPO registration status with DSD prior to sending applications and letter of compliance from DSD should be submitted with application. De-registered NPOs and NPOs with no valid registration certificate will NOT be considered. (NPC's will not be considered).
- Must have a constitution and functioning committee/board.
- Must have been operating for more than THREE (3) years.
- Must have sound financial systems and should be in possession of updated Audited/ annual Financial Statements or a letter from an independent accounting officer.
- Must demonstrate accountability to the community it serves.
- Must provide a clear work plan and reasonable budget for the funds requested.
- Should be based and operating in the district for which funding is requested.
- The proposal should respond to community health needs.
- Only one application per district will be considered.
- NPO's that were previously suspended for misconduct in the last FIVE (5) years will not be considered.

**How to Apply:**

- Use application forms obtainable from Department of Health District offices and the Provincial Office
- NPOs must indicate which sub-district they are applying for on the application form. In the event that NPOs are applying for more than one sub-district, they must submit separate applications for each sub-district.
- Application forms must be deposited in the appropriately marked box at Gauteng Department of Health No 45 Commissioner Street and Kort Street Marshalltown.**
- Applicants must ensure that they register their organization's particulars when submitting application/s for reference and record keeping purposes.

**NB: A COMPULSORY BRIEFING SESSION FOR NPOs APPLICATIONS WILL BE HELD ON THE 06 JULY 2023 AT 10H00 AT THE CHARLOTTE MAXEKE ACADEMIC HOSPITAL AUDITORIUM, JUBILEE ROAD, JOHANNESBURG.**

**Closing date for applications: 21 JULY 2023 at 12h00. Late applications will NOT be considered.**

For further enquiries, please contact:  
Mr Zakhele Shongwe  
Cell: 083 370 3334  
[Zakhele.Shongwe@gauteng.gov.za](mailto:Zakhele.Shongwe@gauteng.gov.za)  
Or  
Ms Rebecca Lesimola  
Tel: 083 641 2222

### MANTSOPA LOCAL MUNICIPALITY

The bid documents will be obtainable at Mantsopa Municipal Office (Supply Chain Management Unit) as from 30 June 2023. The bid fee is non-refundable.

BID NUMBER	DESCRIPTION	EVALUATION CRITERIA	PRICE (Non-refundable)	COMPULSORY BRIEFING SESSION	TECHNICAL CONTACT PERSON	SCM CONTACT PERSON	CLOSING DATE AND TIME
MLM 50/22/23	Supply, Delivery and Branding Of Personal Protective Clothing For All Employees (Panel)- For Three Years Period For Mantsopa Local Municipality (As When and Required Basis)	Stage1.Test for Responsiveness Stage2. Functionality Stage3. PPPFA points and Financial Offers (80-Price 20-Specific Goals)	R1,100.00	Date: 30 June 2023 Time: 10h00 to 11h00 Venue: Manyatseng Council Chamber	Mr. Jack Visagie @ 051 924 0654 Email: <a href="mailto:visagie@mantsopa.co.za">visagie@mantsopa.co.za</a>	Mr KD Pharo @ 051 924 0654 Email: <a href="mailto:supplychain@mantsopa.co.za">supplychain@mantsopa.co.za</a>	Date: 12 July 2023 Time 12h00 Venue: 38 Joubert Street Ladybrand
MLM 51/22/23	Supply, Delivery and Branding Of Personal Protective Clothing For Fire Division (Panel)- For Three Years Period For Mantsopa Local Municipality (As When and Required Basis)	Stage1.Test for Responsiveness Stage2. Functionality Stage3. PPPFA points and Financial Offers (80-Price 20-Specific Goals)	R1,100.00	Date: 30 June 2023 Time: 10h00 to 11h00 Venue: Manyatseng Council Chamber	Mr. Jack Visagie @ (051) 924 0654 Email: <a href="mailto:visagie@mantsopa.co.za">visagie@mantsopa.co.za</a>	Mr. KD Pharo @ 051 924 0654 Email: <a href="mailto:supplychain@mantsopa.co.za">supplychain@mantsopa.co.za</a>	Date: 12 July 2023 Time 12h00 Venue: 38 Joubert Street Ladybrand
MLM 04/22/23	Management Of Buy-Back Centre For Mantsopa Local Municipality For Period Of Three Years	Stage1.Test for Responsiveness Stage2. Functionality Stage3. PPPFA points and Financial Offers (80-Price 20-Specific Goals)	R550,00.00	Date: 30 June 2023 Time: 11h00 to 12h00 Venue: Manyatseng Council Chamber	Mr. Luyanda Vice @ (051) 924 0654 Email: <a href="mailto:vice@mantsopa.co.za">vice@mantsopa.co.za</a>	Mr. KD Pharo @ 051 924 0654 Email: <a href="mailto:supplychain@mantsopa.co.za">supplychain@mantsopa.co.za</a>	Date: 12 July 2023 Time 12h00 Venue: 38 Joubert Street Ladybrand

Payments cannot be made at supply chain management offices but can be made at the following municipal pay points: All Mantsopa offices. The tender documents will be available on 30 June 2023.

Alternatively, direct or electronic deposits can be made to the MLM bank account: Std Bank account no: 371-180-538, branch code: 055534, reference no: the bid number, all bids documents to be collected and submitted at: SCM offices, whereas tenders must be dropped at municipal tender boxes- 38 Joubert Street, Ladybrand.

standard bank account no: 371180538, branch code: 055534, ref no: your bid number

All the returnable documents will be listed in all the tender documents. The tender documents must be sealed in an envelope clearly marked with the relevant tender No. and description as stated above.

All bids submitted shall be valid for 90 days after the closing date. Mantsopa Local Municipality reserves the rights not to appoint for any of these bids.

Please note: In order to protect its interest Mantsopa local municipality reserves the right not to accept the lowest or any bid. Any late bid will not be accepted. It should be noted that it is the responsibility of the bidder to ensure that his/her bid is deposited in the tender box on or before the stipulated time.

**Bid box:** Mantsopa Local Municipality, 38 Joubert Street (Cnr. Joubert & Dan Pienaar Street), Ladybrand, 9745

**Recommended by:** Mr. Takalani Tshikundu Chief Financial Officer

**Approved by:** Ms. Matro Mogopodi Municipal Manager.

### GAUTENG PROVINCE CANCELLATION OF TENDER NUMBER : RFP02/04/2022

**PROJECT DESCRIPTION:** LEASING OF WAREHOUSE AND PARKING BAYS FOR THE DEPARTMENT OF HEALTH IN SILVERTONDALE FOR A PERIOD OF 3 YEARS: GROSS LEASABLE/LETTABLE AREA OF 1740M2 AND 10 BAYS.

KINDLY NOTE THAT THE ABOVE MENTIONED TENDER, WHICH WAS ADVERTISED ON THE E-TENDER PORTAL <http://e-tenders.gauteng.gov.za> AND SOWETAN NEWSPAPER ON 18 NOVEMBER 2022, AND ON CITY PRESS ON THE 20 NOVEMBER 2022 HAS BEEN CANCELLED.

APOLOGIES FOR ANY INCONVENIENCE CAUSED.

**ENQUIRIES**  
ELIZABETH NTHITE  
[elizabeth.nthite@gauteng.gov.za](mailto:elizabeth.nthite@gauteng.gov.za)

### GAUTENG PROVINCE CANCELLATION OF TENDER NUMBER : RFP12/09/2022

**PROJECT DESCRIPTION:** Leasing of office accommodation and parking bays for the Gauteng Department of Education Head Office in Johannesburg CBD for a period of 4 years and 11 Months: A gross Leasable/Lettable area of 250m2 and 15 parking bays.

KINDLY NOTE THAT THE ABOVE-MENTIONED TENDER, WHICH WAS ADVERTISED ON THE E-TENDER PORTAL <http://e-tenders.gauteng.gov.za> AND ON CITY PRESS NEWSPAPER ON 20 NOVEMBER 2022 AND ON SOWETAN NEWSPAPER ON 09 SEPTEMBER 2022, HAS BEEN CANCELLED.

APOLOGIES FOR ANY INCONVENIENCE CAUSED.

**ENQUIRIES**  
AYANDA NKOMO  
[ayanda.nkomo@gauteng.gov.za](mailto:ayanda.nkomo@gauteng.gov.za)

**CANCELLATION OF TENDER NUMBER : RFP29/11/2021**

**PROJECT DESCRIPTION:** Leasing of office accommodation and parking bays for the Gauteng Department of Education Head Office in Johannesburg CBD for a period of 4 years and 11 Months: A gross Leasable/Lettable area of 10722m2 and 411 parking bays.

KINDLY NOTE THAT THE ABOVE-MENTIONED TENDER, WHICH WAS ADVERTISED ON THE E-TENDER PORTAL <http://e-tenders.gauteng.gov.za> AND ON CITY PRESS NEWSPAPER ON 11 SEPTEMBER 2022 AND ON SOWETAN NEWSPAPER ON 09 SEPTEMBER 2022, HAS BEEN CANCELLED.

APOLOGIES FOR ANY INCONVENIENCE CAUSED.

**ENQUIRIES**  
AYANDA NKOMO  
[ayanda.nkomo@gauteng.gov.za](mailto:ayanda.nkomo@gauteng.gov.za)