

Follow-up questions from GroundUp – response due: 18 December 2025 at 11h00

1. What monetary equivalent value is the NLC proposing to pay to successful applicants?

Response:

The National Lotteries Commission (“NLC”) is not proposing to pay any monetary amount, monetary equivalent, compensation, damages, or ex gratia payments to any individual under the Reparative Measures Programme. Any figures previously referenced publicly, including those reflected in the 2024/25 Annual Performance Plan (APP), were programme-level indicative allocations intended solely to enable the lawful design, administration, and governance of the initiative. They were never earmarked, ring-fenced, or approved for individual payouts, “compensation, or damages”.

No funds were allocated for compensation, whether directly or indirectly. To do so would have been inconsistent with the Public Finance Management Act, 1999 (PFMA) and National Treasury prescripts, particularly insofar as they prohibit:

- unauthorised expenditure;
- the creation of contingent or unfunded liabilities; and
- financial commitments not grounded in statute, contract, or court order.

The final provisioning of R10 million, as reflected in the APP, constituted an upper-limit administrative envelope and covered, *inter alia*:

- independent assessment and adjudication processes;
- legal assurance and compliance oversight;
- governance and ethics oversight;
- psychological and wellness support services;
- skills development and reintegration interventions, etc.

This allocation was calibrated with explicit regard to:

- the non-pecuniary and restorative nature of the programme;
- the narrow and legally permissible participant cohort;
- the avoidance of any precedent suggestive of compensation; and
- strict compliance with section 66 of the PFMA, which prohibits the assumption of unauthorised financial obligations.

The Reparative Measures Programme was not intended, and must not be misconstrued, as a substitute for statutory remedies, labour processes, civil litigation, or court-ordered compensation.

Any individualised measures offered are non-financial, confidential, and without admission of liability. Actual expenditure relates solely to programme implementation costs and will be disclosed once governance processes and external audits are finalised.

2. How many people applied for compensation?

Response:

None. Whistleblowing is not a remunerative or commercial activity and does not, in law or practice, give rise to an entitlement to compensation from a public institution absent a statutory provision or judicial determination.

Consistent with this position, no participant applied for compensation.

All participants engaged voluntarily in the Reparative Measures Process, which was expressly designed as a non-judicial, restorative, and ethical process, and not as a mechanism for the adjudication of damages or liability.

A total of 18 individuals participated voluntarily in the process.

3. Now that the process has been concluded, how many (i). current staff, and (ii). former staff were found eligible for compensation?

Response:

None. No individual whether a current or former employee has been found eligible for compensation, as compensation was neither contemplated nor permissible under the programme.

One settlement offer agreement has concluded since the feedback sessions.