

Media Statement

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NLC CONCLUDES GROUNDBREAKING REPARATIVE MEASURES PROCESS FOR WHISTLEBLOWERS AND COMMUNITY PROJECTS

Pretoria, 10 December 2025 – In a decisive step towards accountability, institutional healing, and restorative governance, the National Lotteries Commission (NLC) has concluded its comprehensive **Reparative Measures Process**. This pioneering initiative is the first of its kind in the public sector and seeks to address the harm arising from historical maladministration, fraud, and corruption within the organisation.

This milestone follows a directive issued by the then Executive Authority, the Minister of Trade, Industry and Competition, instructing the NLC to incorporate two special priorities into its 2023/24 Annual Performance Plan (APP), namely:

1. Providing support to whistleblowers who were threatened, victimised, or otherwise harmed; and
2. Addressing the needs of communities that were deprived as a result of past wrongdoing.

The reparative measures apply strictly to current and former NLC employees who:

- Were employed between 1 January 2017 and 31 January 2023;
- Made protected disclosures or otherwise blew the whistle on maladministration during that period;
- Suffered direct victimisation, prejudice, or harm as a result of their disclosures; and
- Were not themselves implicated in any maladministration, misconduct, or corruption.

All claims were subjected to a rigorous verification and assurance process to safeguard ethical integrity, legality, and fairness.

Unlike the individual reparative measures for employees, assistance to communities adversely affected by past wrongdoing will be administered through the NLC's ordinary operational and funding mechanisms.

- Feasible infrastructure projects previously identified by the SIU will undergo rehabilitation and completion through a research-based funding model that ensures sustainability, lawfulness, and value for money.
- Non-viable or legally compromised projects will be decommissioned or closed following due process and in accordance with applicable legislation.

The exclusion of individual community members from reparative awards is based on legal advice, constitutional fairness requirements, administrative feasibility, and the imperative to avoid creating an unfunded precedent across the broader public sector.

While the South African Revenue Service's 2020 reparative measures process served as a reference point, the NLC adopted a distinctly pastoral, non-financial model. The intention was to prioritise:

- Restoration over compensation,
- Healing over financial settlement, and
- Fairness, dignity, and responsible stewardship of public funds.

This approach is consistent with the Constitution, promotes ethical public administration, and ensures compliance with the Public Finance Management Act, 1999 (PFMA).

"Restorative governance is not a soft option; it is a strategic one," We wanted to ensure that those who stood up for integrity were acknowledged and supported, while safeguarding public resources and upholding the law. This process embodies fairness, transparency, and healing—not only for individuals, but also for the communities we serve." says Jodi Scholtz, Commissioner of the NLC.

To ensure legality, constitutional alignment, and fiscal prudence, the NLC adopted non-financial reparative interventions, including:

- Wellness and psychosocial support initiatives for emotional and psychological restoration;
- Educational sponsorships for personal and professional development;
- Reintegration and career reconstruction programmes designed to restore dignity, confidence, and prospects.

These awards are symbolic yet meaningful and will be granted only after the signing of full and final settlement agreements, in compliance with legal and governance prescripts.

In 2023, the NLC Board established a **Reparative Measures Committee** mandated to research and recommend interventions. Two independent advisors conducted assessments of individual cases using a clearly defined framework of qualifying criteria, legal thresholds, and ethical standards.

The recommendations were then subjected to comprehensive assurance by an independent assurer to confirm:

- Legality
- Rationality
- Procedural fairness
- Transparency
- Consistency

The NLC Board approved the recommendations on 30 October 2025, thereby concluding the individual reparative measures phase.

In the best interests of the participants, and in full compliance with the Constitutional right to privacy and the Protection of Personal Information Act, 2013 (POPIA), the NLC will not disclose the names of beneficiaries or the specific details of any non-financial awards to the media or the public. This safeguard protects the confidentiality, dignity, and safety of individuals who came forward, many of whom suffered victimisation. At the same time, the NLC affirms its commitment to transparency in respect of the overall process, governance controls, and institutional reforms that underpin the Reparative Measures initiative.

This initiative ushers in a new era of ethical, restorative, and transparent governance in the public sector. By adopting a non-financial, healing-centred approach, the NLC demonstrates that state institutions can confront corruption while simultaneously affirming fairness, dignity, and fiscal responsibility.

Scholtz concludes:

“This process was about restoring dignity and rebuilding trust. We invite sister institutions across government to learn from our approach, adapt it to their mandates, and join us in demonstrating that accountability and compassion can and must coexist in the public interest.”

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For Media Enquiries:

Mr. Rudzani Tshigemane

Head: Stakeholder Management Communications and Marketing

Cell:082 728 4603

Mediadesk@nlcsa.org.za


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About the National Lotteries Commission

The National Lotteries Commission (NLC) is a public entity established in terms of the **Lotteries Act** to regulate lotteries and related activities, ensure the equitable distribution of funding for good causes, and safeguard the integrity of the national lottery for the benefit of all South Africans.

The Commission advances social upliftment through responsible grant allocation, support to civil society organisations, and the strengthening of governance and compliance systems within the sector. As part of its ongoing reform and transparency agenda, the NLC continues to enhance accountability, ethical leadership, digital modernisation, and service delivery to communities.

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