
TERMS OF REFERENCE

CONDUCTING ETHICS MATURITY ASSESSMENT FOR THE EASTERN CAPE GAMBLING BOARD

1. INTRODUCTION AND BACKGROUND

- 1.1 The Eastern Cape Gambling Board (ECGB) is a statutory body established by the Eastern Gambling Act, 1997 (Act No.1 of 2016) (as amended) (the Act).
- 1.2 The mandate of the ECGB is to regulate and control all gambling activities within the Eastern Cape Province. This includes the issuing and revocation of gambling licenses, exclusion of problem gamblers, and protection of the public against unscrupulous gambling practices and control of illegal gambling activities in the Province.
- 1.3 The Eastern Cape Gambling Board is required to conduct ethics maturity assessment every three years with the last conducted in 2018.
- 1.4 The assessment shall be based on the requirements of the Companies Act, Social and Ethics Committee and King IV as regards the assessment, monitoring and reporting of ethics.

2. OBJECTIVE

- 2.1 The objective of this request is to appoint a service provider that will conduct an ethics assessment of the overall ethical maturity of the ECGB and make recommendations with regard to what is necessary to improve or maintain the organisation's ethical status.

3. KEY DELIVERABLES

- 3.1 The service provider must conduct an assessment that will measure the organisation's ethical status, encompassing its ethical behaviour and practises.
- 3.2 The assessment must include all employees at all levels within the organisation.
- 3.3 The service provider will utilise their own survey method to conduct the assessment. This methodology shall be outlined on the submission of this request together with projected duration of the project.
- 3.4 A report on the results of assessment must be prepared by the service provider and presented to management and staff.
- 3.5 The report must include the findings and a proposed action plan with practical interventions to be implemented in order to address any areas of improvement identified.

The assessment must be conducted and completed by 31 March 2023.

Contact Details

Name: Ms. Thandi Malotana

E-mail: procurement@ecgb.org.za

Tel no.: 043 - 702 8307

PREPARED BY:



N.D. NTOYAKHE
HR MANAGER

13/01/2023
DATE

APPROVED BY



Z. MOOBOLI
CHIEF FINANCIAL OFFICER

16 Jan 2023
DATE