



Research Office

**HUMAN RESEARCH ETHICS COMMITTEE (NON-MEDICAL)**

R14/49 Ismail

**CLEARANCE CERTIFICATE****PROTOCOL NUMBER H11/09/02****PROJECT TITLE**

Practitioners' experiences of Organisational Design, Development and Change Management Implementation

**INVESTIGATOR(S)**

Ms N Ismail

**SCHOOL/DEPARTMENT**

Human and Community Development/Social Work

**DATE CONSIDERED**

16 September 2011

**DECISION OF THE COMMITTEE**

Approved Unconditionally

**EXPIRY DATE**

18/10/2013

**DATE** 19 October 2011**CHAIRPERSON**
  
(Professor T Milani)

cc: Supervisor : Ms F Masson

**DECLARATION OF INVESTIGATOR(S)**

To be completed in duplicate and **ONE COPY** returned to the Secretary at Room 10003, 10th Floor, Senate House, University.

I/We fully understand the conditions under which I am/we are authorized to carry out the abovementioned research and I/we guarantee to ensure compliance with these conditions. Should any departure to be contemplated from the research procedure as approved I/we undertake to resubmit the protocol to the Committee. **I agree to completion of a yearly progress report.**

  
Signature

13 / 03 / 2014  
Date

PLEASE QUOTE THE PROTOCOL NUMBER ON ALL ENQUIRIES



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JDG Trading (Proprietary) Limited (Reg. No. 1958/003362/07)  
JD House 27 Stiemens Street Braamfontein 2001 PO Box 4208 Johannesburg 2000 South Africa  
Tel: +27 11 408 0408 Fax: +27 11 408 0604

31 January 2011

University of the Witwatersrand  
1 Jan Smuts Avenue  
Braamfontein  
Johannesburg  
2000

To whom it may concern

**RE: Letter of consent from employer granting permission to conduct research study**

I hereby grant Nazeedah Ismail, student number 481885, permission to conduct her research study at the JD Group in 2011, in fulfillment of her Master of Arts degree.

Should Nazeedah require any assistance, we will provide the necessary support.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Caeleane Clack', written over a horizontal line.

Caeleane Clack

General Manager: Human Resources



12 May 2011

University of the Witwatersrand

1 Jan Smuts Avenue

Braamfontein

Johannesburg

2000

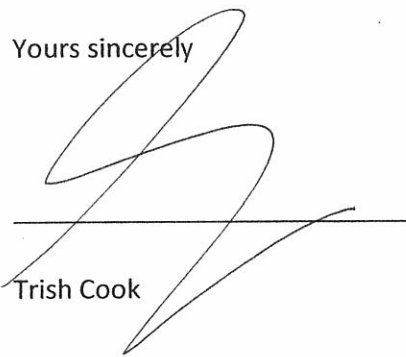
To whom it may concern

**RE: Letter of consent granting permission to conduct research study**

I hereby grant Nazeedah Ismail, student number 481885, permission to conduct her research study in 2011, in fulfillment of her Master of Arts degree.

We wish you every success in your research study

Yours sincerely

A handwritten signature in black ink, consisting of a large, stylized 'C' followed by a horizontal line and a long, sweeping flourish that extends to the right.

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Trish Cook