

I will not hold Fasset responsible for any improper or unauthorised use of personal information that is beyond its reasonable control.

**9.3.8 Rights regarding the processing of personal information:**

- 9.3.8.1 The individual may withdraw consent to the processing of personal information at any time, and should they wish to do so, must provide Fasset with reasonable notice to this effect. Please note that withdrawal of consent is still subject to the terms and conditions of any contract that is in place. Should the withdrawal of consent result in the interference of legal obligations, then such withdrawal will only be effective if Fasset agrees to same in writing. Fasset specifically draws to the attention that the withdrawal of consent may result in it being unable to provide the requested information and/or services and/or financial or other benefits. Further, please note that the revocation of consent is not retroactive and will not affect disclosures of personal information that have already been made. In order to withdraw consent, please contact the Information Officer at [popi@Fasset.org.za](mailto:popi@Fasset.org.za).
- 9.3.8.2 Where personal information has changed in any respect, the individual is encouraged to notify Fasset so that our records may be updated. Fasset will largely rely on the individual to ensure that personal information is correct and accurate.
- 9.3.8.3 The individual has the right to access their personal information that Fasset may have in its possession and is entitled to request the identity of which third parties have received and/or processed personal information for the purpose. Please note however, that any request in this regard may be declined if:
  - 9.3.8.3.1 the information comes under legal privilege in the course of litigation,
  - 9.3.8.3.2 the disclosure of personal information in the form that it is processed may result in the disclosure of confidential or proprietary information,
  - 9.3.8.3.3 giving access may cause a third party to refuse to provide similar information to Fasset,
  - 9.3.8.3.4 the information was collected in furtherance of an investigation or legal dispute, instituted or being contemplated,
  - 9.3.8.3.5 the information as it is disclosed may result in the disclosure of another person's information,
  - 9.3.8.3.6 the information contains an opinion about another person and that person has not consented, and/or
  - 9.3.8.3.7 the disclosure is prohibited by law.

**9.3.9 Requesting access and lodging of complaints**

- 9.3.10 Please submit any requests for access to personal information in writing to Fasset's information officer at [popi@Fasset.org.za](mailto:popi@Fasset.org.za).
- 9.3.11 With any request for access to personal information, Fasset will require the individual to provide personal information in order to verify identification and therefore the right to access the information.
- 9.3.12 There may be a reasonable charge for providing copies of the information requested.
- 9.3.13 If any request has not been addressed satisfactorily, a complaint may be lodged at the office of the Information Regulator.

**10. FASSET'S TOP TEN SCARCE SKILLS 2018/19**

**Table 2: Top 10 Scarce Skills in demand for 2018/19**

Rank	Fasset Group Name	Occupation Name
1	Accountants and Auditors	Accountant (General)
		External Auditor
		Finance Manager
		Tax Professional
		Accountant in Practice
		Accounting Technician
		Management Accountant

		Financial Accountant
		Tax Technician
		Payroll Manager
2	<i>ICT Professionals</i>	Programmer Analyst
		ICT Systems Analyst
		Database Designer and Administrator
		Developer Programmer
		ICT Project Manager
		Software Developer
		Programme or Project Managers
		Systems Administrator
		Chief Information Officer
		ICT Sales Representative
		ICT Security Specialist
		Multimedia Designer
		Applications Programmer
		Computer networks and Systems Engineer
		ICT Trainer
Information Technology Manager		
Computer Network Technician		
3	<i>Management Consultants</i>	Organisation and Methods Analyst
		Management Consultant
		Policy Analyst
4	<i>Financial Markets Professionals</i>	Financial Investment Advisor
		Investment Manager
		Investment Analyst
		Investment Advisor
		Securities Dealer
		Financial Markets Practitioner
		Compliance Officer
		Financial Markets Business Manager
		Commodities Trader
5	<i>Bookkeeping, Accounting Technicians and Clerks</i>	Accounts Clerk and Payroll Clerk
		Bookkeeper
		Credit / Loans Officer
6	<i>Internal Auditors and Risk Managers</i>	Internal Audit Manager
		Internal Auditor
		Organizational Risk Manager
7	<i>Actuaries and Statisticians</i>	Actuary
		Statistician
8	<i>Debt Collectors</i>	Debt Collector
9	<i>Marketing Professionals</i>	Marketing Practitioner
		Customer Service Manager
		Sales and Marketing Manager
		Director of Marketing
10	<i>Economists</i>	Economist