

12 November 2025

Ms BC Zondi
Department of Information Systems
Faculty of Accounting and Informatics
Durban University of Technology

Dear Ms Zondi

Framework for managing library staff in Public Higher Education in KwaZulu- Natal.

Ethical Clearance number IREC 202/25

The DUT-Institutional Research Ethics Committee acknowledges receipt of your gatekeeper permission letters.

Please note that **FULL APPROVAL** is granted to your research proposal. You may proceed with data collection.

Any adverse events [serious or minor] which occur in connection with this study and/or which may alter its ethical consideration must be reported to the DUT-IREC according to the DUT-IREC Standard Operating Procedures (SOP's).

Please note that any deviations from the approved proposal require the approval of the DUT-IREC as outlined in the DUT-IREC SOP's.

It is compulsory for a student or researcher to apply for recertification on an annual basis. The failure to do so will result in withdrawal of ethics clearance. It is the responsibility of the researcher and the supervisor to apply for recertification.

Please note that you are required to submit a Notification of Completion of Study form together with an abstract to the DUT-IREC office on completion of your study.

Yours Sincerely



Professor P Mashau
Chairperson: DUT-IREC