

College of Human Sciences\_CREC

Date: 22/01/2026

Dear: Ms Ramokone Mildred Sekwakwa

NHREC Registration # : (Rec-240816-052)

Ref #: 10031

Name: Ms Ramokone Mildred Sekwakwa

Student #: 24946729

**Decision: Ethics Approval from 22  
January 2026 to 21 January  
2027**

**Researcher:** Ms Ramokone Mildred Sekwakwa

University of South Arica, Preller street, Mucklenecuk Ridge

City of Tswane

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**Supervisor:** Professor Maoka Dikotla [edikotm@unisa.ac.za](mailto:edikotm@unisa.ac.za)

**Co-Supervisor:** Dr Modiehi Rammutloa [rammumw@unisa.ac.za](mailto:rammumw@unisa.ac.za)

**Influence of Research incentives on knowledge sharing among academic staff in selected  
Library and Information Science Schools in South Africa**

**Qualification:** Doctor of Philosophy in Information Science

Thank you for the application for research ethics approval by the College of Human Sciences\_CREC for the above-mentioned research study. Ethics approval is granted for **one year**.

The **low-risk application** was **reviewed** by the College of Human Sciences\_CREC on **22 January 2026** in compliance with the Unisa Policy on Research Ethics and the Standard Operating Procedure on Research Ethics Risk Assessment.

The proposed research may now commence with the provisions that:

1. The researcher(s) will ensure that the research project adheres to the values and principles expressed in the UNISA Policy on Research Ethics.
2. Any adverse circumstance arising during the undertaking of the research study that may affect the ethical integrity of the study, including those involving research participants, third parties, or juristic persons, must be reported in writing to the College of Human Sciences\_CREC without delay.
3. The researcher(s) will conduct the study according to the methods and procedures set out in the approved application.
4. Any changes that may affect study-related risks to research participants, juristic or third persons, must be reported in writing to the College of Human Sciences\_CREC, accompanied by a progress report.

5. The researcher will ensure that the research study complies with all applicable national legislation, professional codes of conduct, institutional guidelines, and scientific standards relevant to the specific field of study. Where applicable, adherence to the following South African legislation is essential: the Protection of Personal Information Act (No. 4 of 2013), the Children's Act (No. 38 of 2005), and the National Health Act (No. 61 of 2003)
6. Future use of this research data is permitted only in de-identified form and only for secondary research with objectives similar to those of the original study. Any secondary use involving identifiable human data will require additional ethics clearance.
7. No fieldwork activities may continue beyond the stated expiry date (**21 January 2027**). A completed Research Ethics Progress Report must be submitted as an application for renewal and is subject to approval by the Research Ethics Committee. A Close-Out Report must be submitted upon completion of the research study.
8. The College of Human Sciences\_CREC may require the submission of regular progress reports on an [**annual**] basis, in alignment with Section 7.2 of the Unisa Policy on Research Ethics (2024).

#### **Additional Conditions**

1. Disclosure of data to third parties is prohibited without explicit consent from the research participants and Unisa.
2. Research data must be stored in compliance with the university's research data management policy for a period of up to 15 years.
3. When publishing the results, the researcher must take appropriate precautions to safeguard the confidentiality and privacy of the research participants, juristic persons, third parties, and the university, in accordance with institutional policies and ethical standards.
4. Adherence to the National Statement on Ethical Research and Publication Practices, specifically Principle 7 on Social Awareness, must be ensured. This principle states: 'Researchers and institutions must be sensitive to the potential impact of their research on society, marginal groups, or individuals, and must consider these when weighing the benefits of the research against any harmful effects, with a view to minimising or avoiding the latter where possible.' The University of South Africa (Unisa) accepts no liability for any failure to comply with this principle.

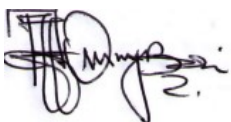
#### Note

The reference number 10031 should be clearly indicated on all forms of communication with the intended research participants, as well as with the Committee.

Kind regards,



Prof Kgashane Johannes Malesa  
Chair of College of Human Sciences\_CREC  
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Professor Omwoyo Bosire Onyancha  
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