



the doj & cd

Department:
Justice and Constitutional Development
REPUBLIC OF SOUTH AFRICA

Private Bag x 81, PRETORIA, 0001. Momentum Centre, 329 Pretorius Street, PRETORIA
Tel (012 315 1212, Fax (012 315 1875)

**LETTER OF REFERENCE: DATA MANAGEMENT AND STATISTICAL ANALYSES
(DMSA)**

To whom it may concern :

The Department of Justice and Constitutional Development hereby confirm that our organisation have used Data Management and Statistical Analysis (Pty) Ltd to conduct analysis of the Organisational Culture and Climate Survey and to compile a comprehensive report with recommendation for implementation. The project was conducted in the 2021 / 2022 financial year with an overwhelming support for the quality and in dept understanding of the organization's requirement and strategic objectives.

Data Management and Statistical Analysis (Pty) Ltd as an highly recommended as a service provider for the Organisational Culture and Climate Audits, the services rendered were of a high standard and with the desired impact of the project deliverables.

Yours sincerely,

Mr Deon Van Loggenberg

Acting Chief Director: HR Policy and Strategy (DOJ and CD)

2022/02/02