



**environment, forestry  
& fisheries**

Department:  
Environment, Forestry and Fisheries  
REPUBLIC OF SOUTH AFRICA

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**Ref: O2/1/5/2**

**NATIONAL COUNCIL OF PROVINCES**

**(For written reply)**

**QUESTION NO. 604 {CW669E}**

**INTERNAL QUESTION PAPER NO. 28 of 2020**

**DATE OF PUBLICATION: 11 September 2020**

**Ms C Labuschagne (Western Cape: DA) to ask the Minister of Forestry, Fisheries and the Environment:**

Whether, with reference to her reply to Question 398, on 23 July 2020, she will provide detailed information regarding (a) who had disciplinary hearings, (b) for what allegations and (c) how far advanced are the remaining two trials currently; if not, why not; if so, what are the relevant details in each case?

**604. THE MINISTER OF FORESTRY, FISHERIES AND THE ENVIRONMENT REPLIES:**

(a) & (b)

The following Table provides a list of all employees at the Eco Furniture Factory who had disciplinary hearings:

Employee	NATURE OF OFFENCE	DATE OF OFFENCE	STATUS
1.	Alleged gross negligence, <i>alternatively</i> behaviour that is damaging to the mission of SANParks [Category 1 A (i)]	2016-2017. Investigation was completed in August 2018	<ul style="list-style-type: none"> <li>- The employee was found guilty and dismissed on the 9<sup>th</sup> of November 2018.</li> <li>- The employee referred the matter to the CCMA and the commissioner ruled in his favour on the 26<sup>th</sup> of August 2019</li> <li>- The case has been taken on review and heads of argument have already been submitted to the Labour Court on 22 June 2020. Awaiting a labour court date currently.</li> </ul>
2.	<ul style="list-style-type: none"> <li>(i) Grave dishonesty/fraud</li> <li>(ii) Gross negligence</li> <li>(iii) Failure to apply transparent SCM procedure</li> <li>(iv) Damage to the image and mission of SANParks</li> </ul>	2016-2017. Investigation was completed in August 2018	<ul style="list-style-type: none"> <li>- The employee was charged and the disciplinary hearing was conducted in 2019.</li> <li>- The employer has finished leading its case.</li> <li>- The employee was still leading her case through witnesses,</li> </ul>

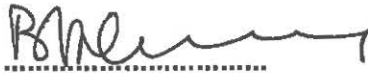
Employee	NATURE OF OFFENCE	DATE OF OFFENCE	STATUS
	(v) Misappropriation of SANParks assets (vi) Deviation from delegation of authority (vii) Behaviour that is damaging to the image of SANParks (viii) Circumvention of the recruitment and selection policy (ix) Gross insubordination		and such could not be finalised until the period of the lockdown. - New dates have been confirmed and the hearing is set down from the 12 <sup>th</sup> to 14 <sup>th</sup> of October 2020, and 20 <sup>th</sup> to 22 <sup>nd</sup> of October 2020. The above dates have been sent to all parties to diarise in order to finalise the matter.
3.	(i) Grave dishonesty, <i>alternatively</i> fraud, alternatively refusal to follow the supply chain management processes of SANParks, alternatively abuse of a position for personal gain. (ii) Grave dishonesty, <i>alternatively</i> fraud, alternatively breaching SANParks ethics policy. (iii) Grave dishonesty, <i>alternatively</i> fraud, <i>alternatively</i> forgery or falsification of documentation, alternatively abuse of your position as the Garankuwa harvesting and wetmill manager, alternatively damaging the image of SANParks or mission of SANParks. (iv) Grave dishonesty, alternatively fraud and or forgery of documentation, alternatively circumventing the supply chain	2016-2017. Investigation was completed in August 2018	- The employee's hearing was conducted 24 <sup>th</sup> October 2018, 12-14 November 2018 and 4 <sup>th</sup> December 2018 - The Chairperson found him guilty on Charge 1 to 4 and not guilty on charge 5. - He subsequently lodged an appeal 14 <sup>th</sup> December 2018 and the appeals authority upheld the chairperson's decision of dismissal - He did not pursue the matter further. - Matter was finalised

Employee	NATURE OF OFFENCE	DATE OF OFFENCE	STATUS
	<p>management policy and process at SANParks.</p> <p>(v) Grave dishonesty, <i>alternatively</i> theft, <i>alternatively</i> abuse of the position of Ga-Rankuwa harvesting and wet mill manager.</p>		
	<p>(i) Grave dishonesty/fraud</p> <p>(ii) Contravention of SANParks SCM policies</p> <p>(iii) Abuse of position</p> <p>(iv) Acting in conflict of interest</p> <p>(v) Gross negligence</p> <p>(vi) Conduct that is damaging the image or mission of SANParks</p> <p>(vii) Circumventing the recruitment policies of SANParks</p>	<p>2016-2017.</p> <p>Investigation was completed in August 2018</p>	<ul style="list-style-type: none"> <li>- The employee was charged and the disciplinary hearing was conducted on 20 June 2019 and 5 August 2019.</li> <li>- The Chairperson has since resigned in October 2019.</li> <li>- A new chairperson has been appointed by the office of the COO.</li> </ul> <p>The hearing is scheduled to continue from the 21<sup>st</sup> to 23<sup>rd</sup> of September 2020, and all parties have been notified of the dates.</p>

(c) In the cases of Employees two (2) and four (4), the matters have not been finalised. In regard to Employee 4, a new Chairperson for the Disciplinary hearing had to be appointed because the previous Chairperson resigned from SANParks. The hearings are scheduled for 21 to 23 September 2020.

Disciplinary hearings for employee matter 2 are scheduled for the 12<sup>th</sup> to 14<sup>th</sup> of October 2020 and 20<sup>th</sup> to 22<sup>nd</sup> of October 2020. We anticipate finalising these matters by end of October 2020.

**Regards**



**MS BD CREECY, MP**

**MINISTER OF FORESTRY, FISHERIES AND THE ENVIRONMENT**

DATE: 23/9/2020