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**MINISTRY OF TOURISM**

**REPUBLIC OF SOUTH AFRICA**

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**NATIONAL ASSEMBLY:**

**Question Number: 1342**

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 **Mr M S F de Freitas (DA) to ask the Minister of Tourism:**

 (1) With reference to disciplinary action and/or any related action taken against staff in each level within SA **Tourism** (a) in the past three financial years and (b) since 1 April 2023, (i) what number of disciplinary cases were dealt with in each month, (ii) on what date was each case initiated and concluded, (iii) what were the reasons for the action, (iv) what number of staff members were found (aa) guilty and fired, (bb) guilty and not fired and (cc) innocent;

(2) what (a) alternative sanction was meted out in each case where a staff member was found guilty but not fired and (b) were the reasons that staff members were found not guilty in each specified case? NW1545E

**Reply:**

(1) **With reference to disciplinary action and/or any related action taken against staff in each level within SA Tourism**

 (a) in the past three financial years

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| **Financial Year 2020/2021** |

1. what number of disciplinary cases were dealt with in each month,
* I have been informed of one disciplinary case in FY20/21
1. on what date was each case initiated and concluded,
* The employee was charged in March 2020 and the disciplinary enquiry was convened in July 2020 over three days.
1. what were the reasons for the action,?
* The employee was charged with gross negligence as it relates to supply chain and procurement processes for one of the in-country offices;
* The secondary charges were around the failure to follow procedures in relation to a procurement process.
1. what number of staff members were found?

(aa) guilty and fired,

* The employee was found guilty of gross negligence and the sanction meted out was dismissal

 (bb) guilty and not fired and

* Not applicable

(cc) innocent;

- Not applicable

(2) **what (a) alternative sanction was meted out in each case where a staff member was found guilty but not fired and**

 - Not applicable

(**b) were the reasons that staff members were found not guilty in each specified case?**

- Not applicable

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| **Financial Year 2021/2022** |

**With reference to disciplinary action and/or any related action taken against staff in each level within SA Tourism**

1. what number of disciplinary cases were dealt with in each month,
* Three disciplinary cases took place in the organisation
1. **on what date was each case initiated and concluded**,
2. The first case involved the GM: ICT and was initiated in April 2021 and was concluded in May 2021;
3. The second case involved the Enterprise Architecture Manager and was initiated in October 2021 and was concluded in the same month;
4. The third case involved the Data & Security Implementation Specialist and was initiated in March 2022 and was concluded in the same month.
5. **what were the reasons for the action,?**
6. The case involving the GM: ICT involved charges of gross negligence in relation to the management and payment of invoices for systems and failure to follow organisational procedures and compliance;
7. The case involving the Enterprise Architecture Manager involved charges of gross negligence, dereliction of duty as well as insubordination;
8. The case involving the Data & Security Implementation involved failure to deliver work of the required standard and negligence.
9. **what number of staff members were fired?**

(aa) guilty and fired,

* Employees under (a) and (b) were found guilty and the sanction meted out was dismissal

 (bb) guilty and not fired and

* Not applicable

(cc) innocent;

 - Employee under (c) was found not guilty

(2) **what (a) alternative sanction was meted out in each case where a staff member was found guilty but not fired and**

 - Not applicable

 (**b) were the reasons that staff members were found not guilty in each specified case?**

**-** The evidence presented for employee under (c) did not support a guilty verdict. It was recommended that the employee undergo a performance counselling process.

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| **Financial Year 2022/2023 and (b) since 1 April** **2023,** |

**With reference to disciplinary action and/or any related action taken against staff in each level within SA Tourism**

1. what number of disciplinary cases were dealt with in each month,
* A total number of two disciplinary cases for the fiscal
1. on what date was each case initiated and concluded,
2. The first case involved the Head: Analytics and was initiated in February 2022;
3. The second case involved the Brand Innovation Manager and was initiated in July 2022;
4. what were the reasons for the action?
5. The employee under (a) was charged with gross insubordination and gross negligence;
6. The employee under (b) was charged with dereliction of duty, gross negligence and negligence;

 (v) what number of staff members were found

(aa) guilty and fired,

1. The employee under (a) was found guilty and the sanction meted out was dismissal;
2. The employee under (b) was found guilty and the sanction meted out was dismissal;

 (bb) guilty and not fired and

* Not applicable

(cc) innocent;

* Not applicable

(2) **what (a) alternative sanction was meted out in each case where a staff member was found guilty but not fired and**

 - Not applicable

 (b) **were the reasons that staff members were found not guilty in each specified case**?

 - Not applicable