**PARLIAMENT OF THE REPUBLIC OF SOUTH AFRICA**

**NATIONAL ASSEMBLY**

**WRITTEN REPLY**

**QUESTION NO: 1887**

**DATE OF PUBLICATION: 01 June 2018**

**QUESTION PAPER NO: 19**

**DATE OF REPLY:**

**Ms V Ketabahle (EFF) to ask the Minister of Telecommunications and Postal Services:**

(1) What (a) is the total number of incidents of racism that were reported to the human resources offices of (i) his department and (ii) entities reporting to him in (aa) 2016 and (bb) 2017 and (b) are the details of each incident that took place;

(2) Was each incident investigated; if not, why not in each case; if so, what were the outcomes of the investigation in each case?

**NW2095E**

**REPLY:**

**I have been informed by the Department and entities as follows:**

Only two entities had incidences reported and investigated

1. SITA : 2016 , One incident - Employee refused to give evidence

 2017 , One incident - Resolved through Employee Assistance

 Programme (EAP)

1. SAPO: 2016 , One incident - Resolved through grievance procedure

 2017 , One incident – resolved through with final written warning

**SITA**

(1)(a)(ii) There were two (2) incidents of racism reported to the human resources office.

(aa) One (1) in 2016 – Investigation done, Employee requested to give

 evidence

 (bb) One (1) in 2017 – investigation, Employer Assistance Programme

**SAPO**

(1) The 2016 incident was investigated and resolved through a grievance process and the 2017 incident was investigated and the outcome was final written warning.

**Approved/ not approved**

**Dr Siyabonga Cwele, MP**

**Minister of Telecommunications and Postal Services**

**Date:**