

**MINISTRY**

**INTERNATIONAL RELATIONS AND COOPERATION**

**REPUBLIC OF SOUTH AFRICA**

**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**QUESTION NO.: 2312**

**DATE OF PUBLICATION: 17 AUGUST 2018**

**Ms N R Mashabela (EFF) to ask the Minister of International Relations and Cooperation:**

(1) (a) What number of labour disputes are currently being faced by (i) her department and (ii) the entities reporting to her, (b) what is the cause of each dispute, (c) what is the nature of each dispute and (d) on what date was each dispute (i) reported and (ii) resolved;

(2) (a)(i) what number of employees have been dismissed by her department in the past five years and (ii) for what reason was each employee dismissed and (b)(i) what number of the specified employees were paid severance packages and (ii) what was the monetary value of each severance package? **NW2489E**

**REPLY:**

(1) (a) (i) twenty (20)

(ii) None

(b) **Causes of each dispute**

-**Unfair discrimination:**

Early recall from mission abroad = 01

Equal pay for work of equal value = 02

Claim for awarding surrogacy leave outside prevailing policy = 01

Unfair disciplinary action short of dismissal = 01

Overlooked for posting = 01

**-Unfair suspension**:

Suspension pending disciplinary action = 01

**Unilateral change of terms and conditions of employment:**

Implementation of shift system for security officers = 01

Suspension of cellphone benefits= 01

**Interpretation/ application of collective agreement:**

interpretation of Resolution 1 of 2003 = 01

**Unfair Labour Practice**:

Leave pay = 02

Promotion = 01

**Unfair dismissals**:

Disciplinary actions= 03

Review of the Arbitration award = 04

(c) **Nature of each dispute**

-Unilateral change of terms and conditions of employment = 02

-Interpretation/ application of a collective agreement = 01

-Unfair suspension = 01

-Unfair discrimination = 06

-Unfair Labour Practice = 03

-Unfair Dismissal = 07

(d) (i) **date each was reported**

- Unilateral change of terms and conditions of employment = 04/05/2018

- Unilateral change of terms and conditions of employment = 14/08/2018

- Interpretation/ application of a collective agreement = 10/08/2018

- Unfair suspension = 06/03/2017

- Unfair discrimination = 04/10/2016

- Unfair discrimination = 18/02/2016

- Unfair discrimination = 28/09/2016

- Unfair discrimination = 14/12/2016

- Unfair discrimination = 12/07/2017

- Unfair discrimination = 21/08/2014

- Unfair Labour Practice = 18/07/2017

- Unfair Labour Practice = 20/04/2017

- Unfair Labour Practice = 13/08/2018

- Unfair dismissal = 24/02/2017

- Unfair dismissal = 09/07/2015

- Unfair dismissal = 25/03/2014

- Unfair dismissal = 06/07/2017

- Unfair dismissal = 14/03/2013

- Unfair dismissal = 02/07/2013

- Unfair dismissal = 03/03/2016

(ii) resolved = None

(2) (a)(i) four (04)

(ii) -Unbecoming behaviour and causing damage to the state vehicle = 01

-Allegations of fraud: falsified matric certificate = 01

* Abscondment = 02

(b)(i) none

(ii) Not applicable