**NATIONAL ASSEMBLY**

**WRITTEN REPLY**

**QUESTION 2316**

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**INTERNAL QUESTION PAPER: 23 OF 2018**

**2316. Mr M Tshwaku (EFF) to ask the Minister of Basic Education:**

(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? NW2493E

**REPLY BY THE DEPARTMENT OF BASIC EDUCATION:**

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| **1 (a) (i) Number of labour disputes faced by the Department** | **(b)Cause of the dispute** | **(c) Nature of dispute** | **(d)** |
| **Date Reported** | **Date Resolved** |
| Four  | Non-renewal of fixed term contract (NEEDU) | Unfair Dismissal -S186 (i)(b)  | 17/12/2014 | 31/07/2018 |
| Non- renewal of fixed term contracts (NEEDU) | Unfair Dismissal -S186 (i)(b)  | 22/07/2017 | 12/02/2018 |
| Non- renewal of fixed term contracts (IQMS) | Unfair Dismissal -S186 (i)(b)  | 26/07/2018 | Still awaiting award. Set down on 12/07/2018 |
| Non-renewal of Internship contract | Unfair Dismissal -S186 (i)(b)  | 28/02/2018 | Set down on 20/08/2018. Award pending |

**REPLY BY UMALUSI**

(1) (a) (ii) Umalusi is currently facing no labour disputes.

(b) N/A

(c) N/A

(d) (i) N/A

 (ii) N/A

 (2) Umalusi is a public entity reporting to the Minister of Basic Education, and not part of the Department of Basic Education.

(a) (i) N/A

 (ii) N/A

(b) (i) N/A

 (ii) N/A

**REPLY BY SACE**

1. (a) (ii) One

(b) A new union demanding recognition by SACE.

(c) Refusal to bargain with the non-recognized labour union.

(d) (ii) Not yet resolved (CCMA hearing date not yet communicated to SACE)

(2)(a)(i) One

(ii) Misconduct

(b)(i) None

(ii)N/A