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**Memorandum from the Parliamentary Office**

**Minister**

**National Assembly question written: 2320**

**Recommended / Not Recommended**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Mr. Toni**

**Acting Director-General: Department of Social Development**

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**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**QUESTION NUMBER: 2320**

**DATE OF PUBLICATION IN INTERNAL QUESTION PAPER: 17 JUNE 2018**

**INTERNAL QUESTION PAPER NUMBER: 23 - 2018**

**2320. Ms N P Sonti (EFF) to ask the Minister of Social Development:**

(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? NW2497E

**REPLY:**

1. (a) (ii) The number of labour disputes currently being faced by SASSA is 22.
2. The cause of dispute, (c) the nature of each dispute and (d) on what date was each dispute (i) reported and resolved (ii) is indicated as follows:-

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **DISPUTE DATE** | **DISPUTE TYPE** | **NATURE OF DISPUTE** | **CAUSE OF DISPUTE** | **DATE RESOLVED** |
| 8-Sep-17 | Collective (5 officials) | Unfair Labour Practice | PMDS Bonus | Pending Arbitration |
| 25-Jan-18 | Individual | Unfair Dismissal | Fraud And Gross Negligence | Pending Arbitration Date |
| 9-Feb-18 | Individual | Unfair Labour Practice | PMDS Bonus | Pending Arbitration Date |
| 19-Feb-18 | Individual | Unfair Labour Practice | PMDS Bonus | Pending Arbitration Date |
| 19-Feb-18 | Individual | Unfair Labour Practice | PMDS Bonus | Pending Arbitration Date |
| 1-Mar-18 | Collective (5 officials) | Unfair Labour Practice | Suspension | Part-Heard, To Continue On 15-17/08/18 |
| 23-Mar-18 | Individual | Unfair Dismissal | Dismissal | Pending Arbitration Date |
| 6-Apr-18 | Individual | Unfair Dismissal | Dismissal | Part-Heard, awaiting New Date |
| 17-Apr-18 | Individual | Unfair Dismissal | Dismissal | Part-Heard, awaiting New Date |
| 20-Apr-18 | Individual | Unfair Dismissal | Dismissal | Pending Arbitration Date |
| 20-Apr-18 | Individual | Unfair Dismissal | Dismissal | Part-Heard, awaiting New Date |
| 23-Apr-18 | Individual | Unfair Dismissal | Dismissal | Pending Arbitration |
| 25-Apr-18 | Individual | Unfair Dismissal | Dismissal | Pending Arbitration Date |
| 26-Apr-18 | Individual | Unfair Dismissal | Dismissal | Pending Arbitration Date |
| 11-May-18 | Individual | Unfair Dismissal | Dismissal | Pending Arbitration Date |
| 11-May-18 | Individual | Unfair Dismissal | Dismissal | Pending Arbitration Date |
| 23-May-18 | Individual | Unfair Labour Practice | Non - promotion | Pending Arbitration Date |
| 24-May-18 | Collective (3 officials) | Unfair Dismissal | Dismissal | Pending Arbitration Date |

(2) (a)(i) what number of employees have been dismissed by her department in the past five years **(52)** and (ii) for what reason was each employee dismissed and

|  |  |
| --- | --- |
| **No. OF EMPLOYEES DISMISSED** | **REASONS FOR DISMISSAL** |
| 6 | Abscondment |
| 2 | Absenteeism |
| 1 | Abuse of state vehicle |
| 1 | Assault |
| 1 | Contravention of Transport Policy |
| 2 | Dishonesty |
| 2 | Failure to comply with lawful instruction |
| 1 | Misrepresentation |
| 1 | Financial Misconduct |
| 22 | Flouting of grant processes |
| 5 | Fraud |
| 2 | Grant Fraud |
| 4 | Gross Dishonesty |
| 1 | Non-disclosure of information |
| 1 | Sexual Harassment |
| **TOTAL : 52** |  |

(b) (i) The number of the specified employees who were paid severance packages is **(0)**

and (ii) The monetary value of each severance package: - N/A

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Approved by the Minister on**

**Date……………………….**