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**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**QUESTION NUMBER: 422**

**DATE OF PUBLICATION IN INTERNAL QUESTION PAPER: 24 FEBRUARY 2023**

**INTERNAL QUESTION PAPER NUMBER: 4 - 2023**

**422. Ms B S Masango (DA) to ask the Minister of Social Development:**

1 With reference to theft, corruption, mismanagement, irregular payments, system outages, cyber-attacks, system glitches and card duplication in the past 10 years, what consequence management measures were employed on implicated persons, including officials and/or personnel;

1. (a) what number of ongoing disciplinary procedures have been initiated, (b) on what date were they initiated and (c) by what date will they be finalized;

3 what amount (a) has been recouped and (b) is in the process of being recouped? NW461E

**REPLY:**

1. For the period referred to in the parliamentary question (10 years) and with reference to the specified nature of misconducts, the consequence management measures taken by the SA Social Security Agency are recorded as follows: -

|  |  |  |
| --- | --- | --- |
| **NATURE OF MISCONDUCT** | **No OF CASES** | **CONSEQUENCE MANAGEMEMENT MEASURES EMPLOYED ON OFFICIALS AND SANCTIONS** |
| Theft | 3 | **Sanctions**  Suspension without pay x 1.  Suspensions without pay combined with final written warning x 1.  Resigned while case in progress x 1. |
| Corruption | 259 | **Sanctions**  Dismissal x 69.  Demotion x 2.  Demotion coupled with final written warning x 4.  3 months suspensions without pay coupled with final written warning x 8.  2 months suspension without pay coupled with final written warning x 5.  1 month suspension without pay coupled with final written warning x 15.  1 month suspension x 11.  2 weeks suspension without pay coupled with final written warning x 1.  Final written warning x 12.  Written warnings x 13.  Not guilty x 13.  Resigned while case in progress x 15.  Case withdrawn x 75. |
| Mismanagement | 61 | Formal / Informal discipline instituted.  **Sanctions**  Dismissals x 2.  Demotion coupled with final written warning x 1.  3 months suspension without pay coupled with final written warning x 1.  2 months suspension without pay coupled with final written warning x 1.  1 month suspension without pay x 1.  1 month suspension without pay coupled with final written warning x 1.  Final written warning x 8.  Final written warning coupled with counselling x 2.  Written warning coupled with counselling x 1.  Written warning x 25.  Verbal warning x 11.  Not guilty x 4.  Withdrawn x 2.  Resigned while case in progress x 1. |
| Irregular Payments | 61 | Formal / Informal discipline instituted.  **Sanctions**  Dismissal x 1.  Final written warnings x 2.  Written warning x 21.  Verbal warning x 7.  Counselling x 22.  Withdrawn x 6.  Not guilty x 2. |
| Cyber attacks | 0 | 0 |
| System Outage | 0 | 0 |
| System glitches | 0 | 0 |
| Card duplication | 0 | 0 |
| **Grand Total** | **424** | **424 (with direct and or indirect financial implications).** |
| *NB: The total number of reported cases in the past was 445, and the latter number was inclusive of 21 minor misconduct cases which were not necessarily having financial implications* | | |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ONGOING DISCIPLINARY CASES | | | | | | |  |
|  |  |  |  |  |  |  |  |
| No. | Region | Date case Initiated | Act Of Misconduct |  |  |  |  |
| 1 | EASTERN CAPE | 23-Feb-22 | GROSS DISHONESTY |  |  |  |  |
| 2 | EASTERN CAPE | 11-Jul-22 | GROSS DISHONESTY |  |  |  |  |
| 3 | EASTERN CAPE | 24-Jan-22 | ABSENTEEISM |  |  |  |  |
| 4 | EASTERN CAPE | 23-Feb-22 | GROSS DISHONESTY |  |  |  |  |
| 5 | EASTERN CAPE | 22-Jul-22 | ABSENTEEISM |  |  |  |  |
| 6 | EASTERN CAPE | 23-Nov-22 | DISHONESTY |  |  |  |  |
| 7 | EASTERN CAPE | 9-Feb-22 | DERELICTION OF DUTY |  |  |  |  |
| 8 | EASTERN CAPE | 11-Nov-22 | NEGLIGENCE |  |  |  |  |
| 9 | EASTERN CAPE | 8-Nov-22 | ABSENTEEISM |  |  |  |  |
| 10 | EASTERN CAPE | 3-Mar-22 | GRANT FRAUD |  |  |  |  |
| 11 | EASTERN CAPE | 17-May-22 | CONTRAVENTION OF TRANSPORT POLICY |  |  |  |  |
| 12 | EASTERN CAPE | 23-Feb-22 | GROSS DISHONESTY |  |  |  |  |
| 13 | EASTERN CAPE | 1-Mar-22 | ABSENTEEISM |  |  |  |  |
| 14 | EASTERN CAPE | 1-Mar-22 | ABSENTEEISM |  |  |  |  |
| 15 | EASTERN CAPE | 22-Oct-21 | CONTRAVENTION OF TRANSPORT POLICY |  |  |  |  |
| 16 | FREE STATE | 14-Jul-22 | DISRESPECT TOWARDS SUPERVISOR |  |  |  |  |
| 17 | GAUTENG | 5-Apr-21 | GRANT FRAUD |  |  |  |  |
| 18 | GAUTENG | 31-May-22 | ABSENTEEISM |  |  |  |  |
| 19 | GAUTENG | 5-Aug-22 | NON-DISCLOSURE OF INFORMATION |  |  |  |  |
| 20 | HEAD OFFICE | 21-Oct-19 | INSUBORDINATION |  |  |  |  |
| 21 | KWAZULU-NATAL | 26-Sep-19 | ABSCONDMENT |  |  |  |  |
| 22 | KWAZULU-NATAL | 1-Jul-22 | CONTRAVENTION OF TRANSPORT POLICY |  |  |  |  |
| 23 | KWAZULU-NATAL | 21-Sep-17 | FLOUTING GRANT PROCESS |  |  |  |  |
| 242 | KWAZULU-NATAL | 19-Feb-19 | BRIBERY |  |  |  |  |
| 52 | KWAZULU-NATAL | 1-Jul-22 | CIRCUMVENTING SCM PROCESSES |  |  |  |  |
| 6 | KWAZULU-NATAL | 1-Jul-22 | CIRCUMVENTING SCM PROCESSES |  |  |  |  |
| 27 | KWAZULU-NATAL | 28-Sep-17 | FLOUTING GRANT PROCESS |  |  |  |  |
| 28 | KWAZULU-NATAL | 18-Aug-21 | CONTRAVENTION OF TRANSPORT POLICY |  |  |  |  |
| 29 | KWAZULU-NATAL | 1-Jul-22 | CONTRAVENTION OF TRANSPORT POLICY |  |  |  |  |
| 30 | KWAZULU-NATAL | 16-Jul-19 | FLOUTING GRANT PROCESS |  |  |  |  |
| 31 | KWAZULU-NATAL | 1-Jul-22 | LINKED TO ENTITIES WITH OTHER SASSA OFFICIAL |  |  |  |  |
| 32 | KWAZULU-NATAL | 1-Jul-22 | LINKED TO ENTITIES WITH OTHER SASSA OFFICIAL |  |  |  |  |
| 33 | KWAZULU-NATAL | 1-Jul-22 | CONTRAVENTION OF TRANSPORT POLICY |  |  |  |  |
| 34 | KWAZULU-NATAL | 21-Jun-16 | GROSS NEGLIGENCE |  |  |  |  |
| 35 | KWAZULU-NATAL | 1-Jul-22 | CONTRAVENTION OF TRANSPORT POLICY |  |  |  |  |
| 36 | KWAZULU-NATAL | 6-Apr-22 | CONTINUOUS LATE COMING |  |  |  |  |
| 37 | KWAZULU-NATAL | 1-Jul-22 | APPROVAL OF THE GRV ORDER NO. 193103 |  |  |  |  |
| 38 | KWAZULU-NATAL | 1-Jul-22 | CONTRAVENTION OF TRANSPORT POLICY |  |  |  |  |
| 39 | KWAZULU-NATAL | 1-Jul-22 | LINKED TO ENTITIES WITH OTHER SASSA OFFICIAL |  |  |  |  |
| 40 | KWAZULU-NATAL | 1-Jul-22 | LINKED TO ENTITIES WITH OTHER SASSA OFFICIAL |  |  |  |  |
| 41 | KWAZULU-NATAL | 2-Jul-20 | BRINGING THE IMAGE OF THE AGENCY INTO DISREPUTE |  |  |  |  |
| 42 | KWAZULU-NATAL | 23-Feb-17 | ABUSE OF SASSA VEHICLE |  |  |  |  |
| 43 | KWAZULU-NATAL | 1-Jul-22 | CONTRACTION OF SASSA CODE OF CONDUCT, SASSA ACCOUNTS PAYABLE |  |  |  |  |
| 44 | KWAZULU-NATAL | 1-Jul-22 | CONTRAVENTION OF TRANSPORT POLICY |  |  |  |  |
| 45 | KWAZULU-NATAL | 5-Mar-20 | MISUSES POSITION |  |  |  |  |
| 46 | KWAZULU-NATAL | 27-Sep-19 | BRIBERY |  |  |  |  |
| 47 | KWAZULU-NATAL | 4-Jan-21 | FLOUTING GRANT PROCESS |  |  |  |  |
| 48 | KWAZULU-NATAL | 2-Jul-20 | BRINGING THE IMAGE OF THE AGENCY INTO DISREPUTE |  |  |  |  |
| 49 | KWAZULU-NATAL | 1-Jul-22 | LACK OF SUPPLIER ROTATION AND COMMON DIRECTOR 192332 |  |  |  |  |
| 50 | KWAZULU-NATAL | 8-Aug-16 | FLOUTING GRANT PROCESS |  |  |  |  |
| 51 | KWAZULU-NATAL | 2-Jul-20 | BRINGING THE IMAGE OF THE AGENCY INTO DISREPUTE |  |  |  |  |
| 52 | KWAZULU-NATAL | 7-Oct-20 | FLOUTING GRANT PROCESS |  |  |  |  |
| 53 | KWAZULU-NATAL | 13-Feb-19 | FLOUTING GRANT PROCESS |  |  |  |  |
| 54 | KWAZULU-NATAL | 1-Jul-22 | NON- DISCLOSURE OF INFORMATION |  |  |  |  |
| 55 | KWAZULU-NATAL | 7-Apr-21 | FLOUTING GRANT PROCESS |  |  |  |  |
| 56 | KWAZULU-NATAL | 13-Jan-21 | FLOUTING GRANT PROCESS |  |  |  |  |
| 57 | KWAZULU-NATAL | 23-Nov-17 | FLOUTING GRANT PROCESS |  |  |  |  |
| 58 | KWAZULU-NATAL | 12-Apr-19 | FLOUTING GRANT PROCESS |  |  |  |  |
| 59 | KWAZULU-NATAL | 21-Sep-17 | FLOUTING GRANT PROCESS |  |  |  |  |
| 60 | KWAZULU-NATAL | 13-Aug-21 | CONTRAVENTION OF TRANSPORT POLICY |  |  |  |  |
| 61 | KWAZULU-NATAL | 6-Oct-17 | FLOUTING GRANT PROCESS |  |  |  |  |
| 62 | KWAZULU-NATAL | 12-Apr-19 | FLOUTING GRANT PROCESS |  |  |  |  |
| 63 | KWAZULU-NATAL | 1-Jul-22 | ABDICATION OF FIDUCIARY DUTIES OF THE PUBLIC FINANCE MANAGEMENT ACT |  |  |  |  |
| 64 | KWAZULU-NATAL | 2-Jul-20 | BRINGING THE IMAGE OF THE AGENCY INTO DISREPUTE |  |  |  |  |
| 65 | KWAZULU-NATAL | 4-Jan-21 | FLOUTING GRANT PROCESS |  |  |  |  |
| 66 | KWAZULU-NATAL | 1-Jul-22 | CONTRAVENTION OF TRANSPORT POLICY |  |  |  |  |
| 67 | KWAZULU-NATAL | 1-Jul-22 | LINKED TO ENTITIES WITH OTHER SASSA OFFICIAL |  |  |  |  |
| 68 | KWAZULU-NATAL | 1-Jul-22 | LINKED TO ENTITIES WITH OTHER SASSA OFFICIAL |  |  |  |  |
| 69 | KWAZULU-NATAL | 1-Jul-22 | LINKED TO ENTITIES WITH OTHER SASSA OFFICIAL |  |  |  |  |
| 70 | KWAZULU-NATAL | 1-Jul-22 | CONTRAVENTION OF TRANSPORT POLICY |  |  |  |  |
| 71 | KWAZULU-NATAL | 28-Sep-17 | FLOUTING GRANT PROCESS |  |  |  |  |
| 72 | KWAZULU-NATAL | 1-Jul-22 | CONTRAVENTION OF TRANSPORT POLICY |  |  |  |  |
| 73 | KWAZULU-NATAL | 1-Jul-22 | CO-DIRECTOR IN MTIZILI PRIMARY CO-OPERATIVE LIMITED |  |  |  |  |
| 74 | KWAZULU-NATAL | 1-Jul-22 | COMPILING RFQ SELECTING SUPPLIER WITH COMMON DIRECTORSHIP |  |  |  |  |
| 75 | KWAZULU-NATAL | 1-Jul-22 | CONTRAVENTION OF RATE PRESCRIPTS DUE DILIGENCE IN RESPECT OF ADJUDICATION SCM3 REPORT |  |  |  |  |
| 76 | KWAZULU-NATAL | 1-Dec-18 | FLOUTING GRANT PROCESS |  |  |  |  |
| 77 | KWAZULU-NATAL | 1-Jul-22 | CONTRAVENTION OF TRANSPORT POLICY |  |  |  |  |
| 78 | KWAZULU-NATAL | 1-Jul-22 | CONTRAVENTION OF TRANSPORT POLICY |  |  |  |  |
| 79 | KWAZULU-NATAL | 11-Sep-18 | FLOUTING GRANT PROCESS |  |  |  |  |
| 80 | KWAZULU-NATAL | 1-Jul-22 | CONTRAVENTION OF TRANSPORT POLICY |  |  |  |  |
| 81 | KWAZULU-NATAL | 1-Jul-22 | UNDECLARED INTERESTS WITH A SERVICE PROVIDER |  |  |  |  |
| 82 | KWAZULU-NATAL | 16-Jul-19 | FLOUTING GRANT PROCESS |  |  |  |  |
| 83 | KWAZULU-NATAL | 1-Jul-22 | LINKED TO ENTITIES WITH OTHER SASSA OFFICIAL |  |  |  |  |
| 84 | KWAZULU-NATAL | 16-Jul-19 | FLOUTING GRANT PROCESS |  |  |  |  |
| 84 | KWAZULU-NATAL | 1-Jul-22 | CONTRAVENTION OF TRANSPORT POLICY |  |  |  |  |
| 85 | KWAZULU-NATAL | 2-Jul-20 | BRINGING THE IMAGE OF THE EMPLOYER INTO DISREPUTE |  |  |  |  |
| 86 | KWAZULU-NATAL | 1-Jul-22 | CONTRAVENTION OF TRANSPORT POLICY |  |  |  |  |
| 87 | KWAZULU-NATAL | 1-Jul-22 | CONTRAVENTION OF TRANSPORT POLICY |  |  |  |  |
| 88 | KWAZULU-NATAL | 13-Feb-19 | FLOUTING GRANT PROCESS |  |  |  |  |
| 89 | KWAZULU-NATAL | 1-Jul-22 | LINKED TO ENTITIES WITH OTHER SASSA OFFICIAL |  |  |  |  |
| 90 | KWAZULU-NATAL | 1-Jul-22 | CONTRAVENTION OF TRANSPORT POLICY |  |  |  |  |
| 91 | KWAZULU-NATAL | 1-Dec-18 | FLOUTING GRANT PROCESS |  |  |  |  |
| 92 | KWAZULU-NATAL | 16-Jul-19 | FLOUTING GRANT PROCESS |  |  |  |  |
| 93 | KWAZULU-NATAL | 1-Jul-22 | CONTRAVENTION OF TRANSPORT POLICY |  |  |  |  |
| 94 | KWAZULU-NATAL | 1-Jul-22 | CIRCUMVENTING SCM PROCESSES |  |  |  |  |
| 95 | KWAZULU-NATAL | 1-Jul-22 | LINKED TO ENTITIES WITH OTHER SASSA OFFICIAL |  |  |  |  |
| 96 | KWAZULU-NATAL | 3-Jan-22 | CONTRAVENTION OF TRANSPORT POLICY |  |  |  |  |
| 97 | KWAZULU-NATAL | 28-Sep-17 | FLOUTING GRANT PROCESS |  |  |  |  |
| 98 | KWAZULU-NATAL | 6-Apr-22 | UNAUTHORISED ABSENCE |  |  |  |  |
| 100 | KWAZULU-NATAL | 7-Oct-20 | FLOUTING GRANT PROCESS |  |  |  |  |
| 101 | KWAZULU-NATAL | 1-Jul-22 | CONTRAVENTION OF TRANSPORT POLICY |  |  |  |  |
| 102 | KWAZULU-NATAL | 27-May-22 | GROSS NEGLIGENCE |  |  |  |  |
| 103 | KWAZULU-NATAL | 1-Jul-22 | CONTRAVENTION OF THE SCM POLICY |  |  |  |  |
| 104 | KWAZULU-NATAL | 24-Aug-20 | FLOUTING GRANT PROCESS |  |  |  |  |
| 105 | KWAZULU-NATAL | 1-Dec-18 | FLOUTING GRANT PROCESS |  |  |  |  |
| 106 | KWAZULU-NATAL | 1-Dec-18 | FLOUTING GRANT PROCESS |  |  |  |  |
| 107 | KWAZULU-NATAL | 1-Jul-22 | CONTRAVENTION OF TRANSPORT POLICY |  |  |  |  |
| 108 | LIMPOPO | 13-Aug-21 | DISHONESTY |  |  |  |  |
| 109 | LIMPOPO | 9-Sep-22 | CONTRAVENNING SASSA SOCIAL ASSISTANCE ACT |  |  |  |  |
| 110 | LIMPOPO | 7-Dec-20 | INTIMIDATION/VICTIMISATION |  |  |  |  |
| 111 | LIMPOPO | 7-Dec-20 | INTIMIDATION/VICTIMISATION |  |  |  |  |
| 112 | LIMPOPO | 14-Jul-21 | GRANT FRAUD |  |  |  |  |
| 113 | LIMPOPO | 7-Dec-20 | INTIMIDATION/VICTIMISATION |  |  |  |  |
| 114 | LIMPOPO | 1-Apr-22 | SEXUAL ASSAULT |  |  |  |  |
| 115 | MPUMALANGA | 2-Aug-22 | NEGLIGENCE |  |  |  |  |
| 116 | MPUMALANGA | 10-Aug-22 | CONTRAVENTION OF TRANSPORT POLICY |  |  |  |  |
| 117 | MPUMALANGA | 8-Aug-22 | NEGLIGENCE |  |  |  |  |
| 118 | MPUMALANGA | 11-Apr-22 | IMPROPER CONDUCT |  |  |  |  |
| 119 | MPUMALANGA | 8-Aug-22 | NEGLIGENCE |  |  |  |  |
| 120 | MPUMALANGA | 2-Aug-22 | NEGLIGENCE |  |  |  |  |
| 121 | NORTHERN CAPE | 15-Sep-20 | REMUNERATIVE WORK |  |  |  |  |
| 123 | NORTHERN CAPE | 23-Jun-22 | ASSAULT |  |  |  |  |
| 124 | NORTHERN CAPE | 3-Dec-20 | FAILURE TO UTILISE NEW SERVICE PROVIDER WHEN DELIVERING FOOD PARCEL |  |  |  |  |
| 125 | NORTHERN CAPE | 21-Jan-22 | LEAVE WITHOUT AUTHORISATION |  |  |  |  |
| 126 | WESTERN CAPE | 1-Jul-22 | CONTRAVENTION OF SCM POLICY |  |  |  |  |
| 127 | WESTERN CAPE | 1-Jul-22 | CONTRAVENTION OF SCM POLICY |  |  |  |  |
| 128 | WESTERN CAPE | 1-Jul-22 | CONTRAVENTION OF SCM POLICY |  |  |  |  |
| 129 | WESTERN CAPE | 1-Jul-22 | CONTRAVENTION OF SCM POLICY |  |  |  |  |
| 130 | WESTERN CAPE | 10-Mar-22 | DISHONESTY |  |  |  |  |
| 131 | WESTERN CAPE | 1-Jul-22 | CONTRAVENTION OF SCM POLICY |  |  |  |  |
| 132 | WESTERN CAPE | 1-Jul-22 | CONTRAVENTION OF SCM POLICY |  |  |  |  |
| 133 | WESTERN CAPE | 1-Jul-22 | CONTRAVENTION OF SCM POLICY |  |  |  |  |
| 134 | WESTERN CAPE | 1-Jul-22 | CONTRAVENTION OF SCM POLICY |  |  |  |  |
| 135 | WESTERN CAPE | 1-Jul-22 | CONTRAVENTION OF SCM POLICY |  |  |  |  |
| 136 | WESTERN CAPE | 1-Mar-22 | GROSS NEGLIGENCE |  |  |  |  |
| 137 | WESTERN CAPE | 30-Oct-22 | ABSENTEEISM |  |  |  |  |
| 138 | WESTERN CAPE | 1-Jul-22 | CONTRAVENTION OF SCM POLICY |  |  |  |  |
| 139 | WESTERN CAPE | 1-Jul-22 | CONTRAVENTION OF SCM POLICY |  |  |  |  |
| 140 | WESTERN CAPE | 13-Dec-22 | ABSENTEEISM |  |  |  |  |
| 141 | WESTERN CAPE | 1-Jul-22 | CONTRAVENTION OF SCM POLICY |  |  |  |  |
| 142 | WESTERN CAPE | 1-Mar-22 | GROSS NEGLIGENCE |  |  |  |  |
| 143 | WESTERN CAPE | 1-Jul-22 | CONTRAVENTION OF SCM POLICY |  |  |  |  |
| 144 | WESTERN CAPE | 18-Sep-20 | ABSENTEEISM |  |  |  |  |
| 145 | WESTERN CAPE | 18-Sep-20 | FAILED TO SUBMIT SECOND SEMESTER REVIEW |  |  |  |  |

1. (a)There are 145 disciplinary cases ongoing.

(b)The cases were initiated from 2016 until 2022 *(Refer to the table below for details on (a) and (b)).*

(c) Formal disciplinary processes are underway. However, no dates can be provided nor determined when cases will be finalised.

3. **(a) and (b)**

Disciplinary processes in the public service are guided by Chapter 7 of the SMS Handbook (March 2021) wherein the administration, standards and application of disciplinary processes is regulated. Several sanctions may be issued such as warning letters, suspension, demotion and other sanctions, however the regulations preclude financial recovery of a loss that may have occurred as a result of theft, corruption that may have arisen through the officials conduct.