

**MINISTRY FOR COOPERATIVE GOVERNANCE AND TRADITIONAL AFFAIRS**

**REPUBLIC OF SOUTH AFRICA**

**NATIONAL ASSEMBLY**

**QUESTIONS FOR WRITTEN REPLY**

**PARLIAMENTARY QUESTION 2019/448**

**DATE OF PUBLICATION: 01 MARCH 2019**

**448. Ms T K Motshidi (DA) to ask the Minister of Cooperative Governance and Traditional Affairs:**

1. Whether any female Firefighters employed by the City of Ekurhuleni were suspended for requesting a meeting with the President of the Republic, Mr M C Ramaphosa, to highlight their grievances relating to alleged discrepancies in the payment of allowances around 23 August 2018; if not, what is the position in this regard; if so, what is the (a) name of each person and (b) reason for suspension in each case;
2. Whether any of the specified persons have subsequently been reinstated; if so, what are the details of the conditions of their reinstatement? **NW511E**

**REPLY:**

1. The information requested by the Honourable Member has been obtained by the National Disaster Management Centre (NDMC) from the City of Ekurhuleni (CoE). The response to the question and its sub-components by the CoE is as outlined below.

No female Firefighters employed by the City of Ekurhuleni (CoE) was suspended for requesting a meeting with the President of the Republic, Mr M.C Ramaphosa, to highlight their grievances relating to alleged discrepancies in the payment of allowances around 23 August 2018. However, Forty-seven (47) female Firefighters employed by the City of Ekurhuleni (CoE) was suspended, with full remuneration, in September 2018 for undermining the established internal processes of the CoE to deal with labour disputes and for bringing the name of the City into disrepute when they participated in a protest at the Union Building whilst in full uniform of the CoEs’ Emergency Services.

1. **Names of Firefighters implicated in the matter**

**Names of Firefighters implicated in the matter**

|  |  |
| --- | --- |
| **Employee / Firefighter**  | **Pay number** |
| KR Rakgoale | 22312 |
| BC Mtungwa | 22582 |
| PM Seete | 18792 |
| L Nkawane | 16993AA |
| P Shipalana | 17313 |
| B Mavuso | Z0000103 |
| R Mafunda | 17276 |
| A Magagula | 22375AAby |
| J Mbedzi | 23461 |
| C Mapadimeng | 19263AA |
| K Belle | Z0015671 |
| TE Machave | 22551AA |
| L Molefe | 19353AA |
| F Mojapelo | 15749 |
| A Ratsema( Mogomezulu) | M091/21 |
| V Kgapula | 20637 |
| S Mashinini | Z0017958 |
| P Shabangu | 17137 |
| T Madlala | 17404 |
| S Mkwanazi | Z0017947 |
| N Sibanyoni | Z0017941 |
| N Mashaba | 22536AA |
| NN Ngobeni | 24903 |
| DM Molefe | 22394AA |
| ML Mangena | 17263 |
| SA Mokale | 17043 |
| BG Makhubu | 23463 |
| SF Nxumalo | 22523AA |
| P Mbatha | 41282 |
| O Madolo | C27294 |
| A Radebe | M548/21 |
| V Mashile | 15666 |
| M Gandamipfa | 22574AA |
| E Mabena | F0200572 |
| T Mateke | 35351 |
| M Sindane | 17120 |
| P Makeke | C28487 |
| P Mainganye | 19334AA |
| Z Radebe | F0200644 |
| M Lephoto | 22564AA |
| KV Maredi | 23466 |
| NR Ramoshunya | 15699 |
| LJ Kumako | 15686 |
| RP Malatji | 17373 |
| MG Hlongwane | T036131 |
| N Motseke | 19283AA |
| DG Lushaba | C27421 |

1. **Reason for suspension in each case**

All the female Firefighters listed were suspended, with full remuneration, in September 2018 for undermining the established internal processes of the CoE to deal with labour disputes and for bringing the name of the City into disrepute when they participated in a protest action at the Union Building whilst in full uniform of the CoE Emergency Services.

1. Thirty-seven (37) of the female Firefighters had entered into a plea agreement with the CoE during the disciplinary process. They received a Final Written warning as sanction for their misconduct, their suspensions were lifted and they were reinstated to perform their normal duty. Ten (10) female Firefighters remain on suspension, with full remuneration, pending the outcome of the ongoing disciplinary process.

Emergency Services is an essential service which protects the lives and property. The Labour Relations Act provides guidance on participation in industrial action by essential services members. The City of Ekurhuleni (CoE) has signed a collective agreement with Labour setting out the requirements and conditions applicable to members of essential services. The behavior of Firefighters was inconsistent with this agreement hence the City had to effect the suspensions.

The NDMC is of the view that the City acted appropriately under the circumstances as participation in illegal industrial action by Firefighters has the potential to undermine the safety and well-being of communities who depend on them for response to fires, accidents and other life threatening situations.

Ends…