**FOR WRITTEN REPLY**

**QUESTION NO NW844E**

**PUBLISHED IN INTERNAL QUESTION PAPER NO: 11 of 2017 (question nr 785)**

**Hon SV Kalyan (DA) to ask the Minister of International Relations and Cooperation:**

(a) What are the full details of the (i) grievances and (ii) disciplinary cases that (aa) her department and (bb) each foreign mission of South Africa dealt with in the 2015–16 financial year, (b) how many were concluded, (c) what is the nature of sanctions that were meted out in each case, (d) how many are still pending and (e) what are the reasons?

The reply to the question is as follows:

Quote:

1. (i) Total number of grievances handled during the period 01 April 2015 to 31 March 2016 is thirty two (32), and all thirty two (32) were concluded.

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| **Nature of grievance** | **Number** | **Status** |
| Unfair PMDS process | 2 (two) | Finalised |
| Unfair recruitment and selection process | 3 (three) | Finalised |
| Verbal abuse and intimidation | 2 (two) | Finalised |
| Failure by the department to assist officials serving abroad with medical aids | 1 (one) | Finalised |
| Disapproval of resignation | 1 (one) | Finalised |
| Unilateral decision by the CFO to discontinue education allowance | 6 (six) | Finalised |
| Failure by the department to upgrade the officials’ qualifications from FAA to MAC | 4 (four) | Finalised |
| Harrasment and victimization | 1 (one) | Finalised |
| Disapproval to undergo surgery abroad | 1 (one) | Finalised |
| Exclusion from management meetings | 1 (one) | Finalised |
| Disapproval of an application to attend MAC bridging course | 1 (one) | Finalised |
| Disapproval of transfer back to South Africa | 1 (one) | Finalised |
| Failure to upgrade post to high level | 4 (four) | Finalised |
| Disapproval to attend a course | 1 (one) | Finalised |
| False accusations | 2 (two) | Finalised |
| Non payment of COLA | 1 (one) | Finalised |
|  |  |  |

(ii) Twelve (12) misconduct cases were handled and finalised during the period 01 April 2015 to 31 March 2016. See the table in paragraph (C)

1. Twelve (12) grievances were from officials stationed abroad while twenty (20) were from officials at DIRCO Head Office

(bb) One (1) misconduct case was for the official stationed abroad and the remaining eleven (11) were for officials at DIRCO Head Office

1. The nature of sanctions that were meted out in each misconduct case are as follows:

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| **Nature of Misconduct** | **Sanction** |
| Plagiarism | Not Guilty |
| Fraud | Dismissal |
| Insubordination | Not Guilty |
| Breach of Security | Final Written Warning plus recovery of COLA Allowance |
| Failure to disclose conflict of interest | One month Suspension without pay plus final written warning |
| Direlection of duty | Written Warning |
| Contravention of the procurement policy | Written warning |
| Gross negligence and dishonesty | Final written warning |
| Fraud | Final written warning plus one month suspension without pay |
| Misrepresentation and fraud | Dismissal |
| Irregular processes of the DBAC | Final written warning plus counselling |
| Absenteeism | Written warning |

1. All the cases have been finalised
2. See the answer in (d)

Unquote.