

PARLIAMENT OF THE PROVINCE OF THE WESTERN CAPE

QUESTION FOR WRITTEN REPLY

FRIDAY, 29 NOVEMBER 2024

4. Mr F C Christians to ask Mr A W Bredell, Minister of Local Government, Environmental Affairs and Development Planning:

With regard to municipal officials suspended with full pay in 2024:

- (1) (a) How many officials are on suspension and (b) what are the periods of suspension for each.
- (2) whether there are suspensions that have stood over from 2023; if so, what are the relevant details?

REPLY:

Thirty (30) responses were received from Western Cape Municipalities. The responses are listed in the table below.

DISTRICT/MUNICIPALITY	RESPONSE
West Coast	1) One (1) official has been on suspension from August 2024 to date. Reason for suspension: Stores stock not accounted for. Matter reported to various committees and awaiting outcome of the disciplinary hearing. 2) No suspensions stood over from 2023.
Matzikama	1) One (1) official on suspension. Period of suspension 12 February 2024 till 9 April 2024 2) No suspensions stood over from 2023
Cederberg	1) Four (4) officials are currently on suspension <ul style="list-style-type: none"> • Suspension Period: EPWP - 3 months • General Worker – 6 months • Human Settlements – 5 months • Record Clerk – 1 month 2) No suspensions stood over from 2023.
Bergrivier	1) One (1) person on suspension. Suspension period – 3 months 2) No suspensions stood over from 2023.
Swartland	1) No suspensions currently. 2) No suspensions stood over from 2023.
Saldanha Bay	1) Two (2) officials: Both officials were suspended from 26 January 2024 and are still on suspension. 2) No suspension standing over from 2023.
Cape Winelands	1) Three (3) Officials were on suspension. The period was the same for all three (3) officials from 09 February 2024 – 29 May 2024. 2) No suspensions stood over from 2023
Witzenberg	1) No suspensions for 2024. 2) No suspensions stood over from 2023.
Drakenstein	1) Two (2) officials are currently on suspension with full pay. Both are now in the six (6) months of their suspensions. 2) No suspensions have stood over from 2023.
Stellenbosch	1) Six (6) officials are currently on suspension. Three (3) months or until finalisation of disciplinary hearing 2) Suspensions that stood over from 2023. <ul style="list-style-type: none"> • Date of suspension: 23 August 2019, three (3) months or until finalisation of Disciplinary Hearing. Reason for suspension: Gross Dishonesty / Gross Negligence. Disciplinary hearing was finalised. Employer not in agreement with outcome and took the matter on review. Case was heard in the Labour Court during June 2024 and the employer is currently awaiting judgement. • Date of suspension: 21 September 2023, three (3) months or until finalisation of disciplinary hearing. Reason for suspension: Gross Misconduct / Gross Dishonesty. The hearing commenced and proceeded on the following dates 11 November 2011 and 8 March 2023, 29 August 2023, 10 October 2023, 26 March 2024, 23 August 2024 and

DISTRICT/MUNICIPALITY	RESPONSE
	<p>6 November 2024. Disciplinary hearing is on-going. Last sitting was supposed to be 28 and 29 November 2024 but was postponed due to the unavailability of the union representative.</p> <ul style="list-style-type: none"> Date of suspension: 9 October 2023. Reason for suspension: Gross Dishonesty, Misuse of Council Vehicle. Arbitration Award issued on the 5 October 2023 in favour of the Employee. Employer advised employee during October 2024 that it does not accept the award and is intending to take the award on review to the Labour Court. The employee was also advised that he should not report for duty. Employer will proceed with its application for review in the Labour Court of the SALGBC Arbitration Award that was issued in favour of the Employee. Employee has also been informed that his return to work shall be subject to specific conditions which was communicated to the employee in writing as the Employer will proceed with the disciplinary hearing against him.
Breede Valley	<p>1) Two (2) officials on suspension.</p> <ul style="list-style-type: none"> From 18 March 2024; and From 20 November 2024 <p>2) No suspension stood over from 2023.</p>
Langeberg	<p>1) One (1) official on suspension. Suspension is from 6 September 2024.</p> <p>2) No suspension stood over from 2023.</p>
Overberg District	<p>1) One (1) official on suspension.</p> <ul style="list-style-type: none"> Suspension period: Three (3) Months: 12 July 2024 to 15 October 2024. Extended for a further two (2) months until 30 November 2024. Disciplinary Hearing took place on 18 November 2024. The disciplinary hearing was postponed till end of January 2025. MM further extended the suspension till 31 January 2025, to finalise the case. Reason for suspension - Incidents of theft of petrol. Interference with witnesses to the alleged transgression. <p>2) No suspension standing over from 2023.</p>
Overstrand	<p>1) One (1) employee currently suspended.</p> <ul style="list-style-type: none"> Period of suspension: First 3 months was from 5 July to 5 October and extended from 05 October to 5 January. This will be a total of six (6) months suspension at expiration. <p>2) No suspension standing over from 2023.</p>
Cape Agulhas	<p>1) Currently one (1) employee suspended with full pay.</p> <ul style="list-style-type: none"> Suspension period: started August 2024 and disciplinary hearing concluded October 2024. <p>2) No suspension standing over from 2023.</p>
Theewaterskloof	<p>1) Two (2) officials on suspension.</p>

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	<ul style="list-style-type: none"> • Period of suspension: 25 October 2024, one (1) month and one (1) week. Investigation finalised and ready to start with disciplinary. Awaiting answers on candidates approached to reside as Presiding Officer. • Period of suspension: 14 February 2024, Employee currently on suspension for nine (9) months and two (2) weeks. The disciplinary matter is being heard and chaired by an employee of George Municipality. The employee was not available on numerous occasions due to ill-health. The availability of the Presiding Officer and Union representative would usually clash which makes a suitable date a challenge. <p>2) No suspension standing over from 2023.</p>
Swellendam	<p>1) No officials are currently on suspension.</p> <p>2) Suspensions that stood over from 2023 to 2024</p> <ul style="list-style-type: none"> • One (1) Suspension, period: 20 November 2023 - 8 March 2024 - With full pay. • 11 March 2024 - 15 March 2024 (5 Days without Pay as part of Disciplinary Sanction).
Kannaland	<p>1) No officials are currently on suspension. Two (2) officials received notice of intention to suspend but were not suspended.</p> <p>2) Two (2) officials suspension rolled over from 2023 due to delays in the disciplinary process.</p>
Hessequa	<p>1) No officials are currently on suspension.</p> <p>2) No suspension standing over from 2023.</p>
Mossel Bay	<p>1) No officials are currently on suspension.</p> <p>2) No suspension standing over from 2023.</p>
George	<p>1) Currently five (5) officials on precautionary suspension. Periods of suspension:</p> <ul style="list-style-type: none"> • Credit Controller - 18 September to date. • Deputy Director: Legal Services – 4 November to date. • Clerks of Work/Building Inspector: 1 November 2024 to date. • Assistant Superintendent: 26 November to date. • Superintendent: 26 November to date. <p>2) No suspensions stood over from 2023.</p>
Oudtshoorn	<p>1) Four (4) suspensions in 2024.</p> <ul style="list-style-type: none"> • Period of suspension: 1 July 2024, returned to work, case closed. Reason for suspension: Misconduct. • Period of suspension: 27 August 2024, returned to work, case closed. Reason for suspension: Misconduct and breach of Code of Conduct. • Period of suspension: 16 September 2024, ongoing, investigation to proceed, disciplinary to proceed 3 to 4 December 2024. • Period of suspension: 24 September 2024. Reason for suspension: Investigation to proceed. Official resigned. <p>2) No suspension standing over from 2023.</p>

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Bitou	1) One (1) official on suspension. Suspension period, effective 30 September 2024. 2) All matters from 2023 are being addressed.
Knysna	1) One (1) official on suspension. Period of suspension: 8 August 2024 to 14 November 2024. Reason for suspension: Soliciting bribes in return for employment 2) Five (5) suspensions stood over from 2023. <ul style="list-style-type: none"> • Period of suspension: 17 April 2023 to 14 April 2024. Reason for suspension: Breach of SM Policy (While in acting capacity as Acting Director Technical Services). Back at work. • Period of suspension: 17 April 2023 to 21 February 2024. Breach of SM Policy (While on acting capacity as Acting Director: Technical Services). Official was reinstated. • Period of suspension: 16 August 2023 to 01 January 2024. Reason for suspension: Absenteeism. Matter finalised. • Period of suspension: 17 April 2023 – Employee resigned. Reason for suspension: Breach SCM Policy (While in acting capacity as Acting Director: Technical Services). • Period of suspension: 19 December 2023 to 12 March 2024. Reason for suspension: Breach of SCM Policy (Overpayment of the contractors). Case was finalised.
Central Karoo	1) No officials are currently on suspension. 2) No suspension standing over from 2023.
Laingsburg	1) No officials are currently on suspension. 2) No suspension standing over from 2023.
Prince Albert	1) No employees are currently on suspension. One (1) employee was suspended from 3 May 2024 to 26 July 2024. 2) No suspension standing over from 2023.
City of Cape Town	1) and 2) The Department was referred to the Legal Opinion, obtained from Adv Budlender in 2021. In view of this, the information requested does not fall within the area of the Minister's responsibility but is the constitutional responsibility of individual municipalities and from that perspective the question does not comply with Rule 196(1) and is inadmissible to respond to.
Garden Route	1) Three (3) were suspended in the 2024 calendar year. Two (2) of the matters have been resolved, one is outstanding and will be finalized before the end of this year. <ul style="list-style-type: none"> • Employee nr. 1 - Period of suspension: From 19 March until 3 September 2024. • Employee nr. 2 – Period of suspension from 3 July 2024 until 18 October 2024. • Employee nr. 3 – Period of suspension from 10 July 2024 until currently. 2) No suspension standing over from 2023.

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Beaufort West	<p>1) Two (2) on suspension currently.</p> <ul style="list-style-type: none">• Suspension date: Controller Revenue, 30 July 2024 to 30 October 2024 and 31 October 2024, 30 October 2024 to 31 January 2024. Reason for Suspension: Misconduct type: Financial and Procedural Misconduct. <p>2) One (1) stood over from 2023.</p> <ul style="list-style-type: none">• Suspension period: Chief: Protection Services 1 December 2023 to 25 January 2024. Reason for suspension: Misconduct Type: Insubordination