



## **MINISTRY OF COMMUNICATIONS REPUBLIC OF SOUTH AFRICA**

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### **NATIONAL ASSEMBLY**

### **QUESTION FOR WRITTEN REPLY**

### **QUESTION NO.: 1178.**

#### **Mr C H H Hunsinger (DA) to ask the Minister of Communications:**

- (1) (a) What is the total number of cases that were investigated by the forensic unit of the SA Broadcasting Corporation (SABC) since 1 May 2014, (b) what are the amounts involved in each case and (c) how many cases resulted in (i) disciplinary action, (ii) criminal procedures and (iii) no action whatsoever;
- (2) what is the stated deadline for conclusion of each case where disciplinary procedures were instituted;
- (3) with regard to the cases that resulted in no action being taken, (a) why has no action been instituted in respect of the specified cases and (b) when will the investigation be concluded in this regard;
- (4) how many of the SABC employees who are currently being investigated by the forensic unit have been identified in other reports, including the Special Investigating Unit report, the Auditor-General's report of 2009 and other similar investigations by audit firms;
- (5) how does her department intend to resolve the matter of unethical conduct at the SABC?

NW1319E

## REPLY

(1), (2), (3) and (4) Thirty-seven **(37)** reports were issued, table herewith below provides a summary of all reports issued for the period 01 May 2014 to 31 March 2017.

(5) The SABC has been directed to (i) review relevant policies including human resource policies, (ii) ensure participation of all employees during the review process, (iii) ensure awareness of all policies,(iv) and ensure compliance thereof, amongst others.

## REPORTS ISSUED

January 2014 – March 2014

AREA OF REVIEW/ PROJECT NAME & REPORT ISSUED DATE	TASK	SUMMARY OF FINDINGS	RECOMMENDATION	MANAGEMENT ACTION	RESPONSIBLE MANAGER	IMPLEMENTED/ NOT IMPLEMENTED/ ACTION IN PROGRESS
<b>Airtime Outside Broadcasts</b>  <b>Missing Petty Cash</b>  <b>(TECH14/1123)</b>  <b>05 December 2014</b>	Allegations of missing petty cash	<b>(Non-Compliance to Policies and Procedures)</b>  Accounting Officer and Financial Manager failed to comply with Cash Transactions Policy in that they did not record all cash movements, did not issue receipt, did not do cash counts and balance floats.	Disciplinary Action to be instituted against the Line Manager and the Employee.	Disciplinary Action	Dennis Harold	Awaiting Management Action
<b>Procurement</b>  <b>Security Tender review</b>  <b>(PRO14/1154)</b>  <b>02 December 2014</b>	Review into security tender processes	<b>(Non-Compliance to Policies and Procedures)</b>  Irregularities in the current security tender process.	New security tender process to be started.	Rectification of control environment	Madoda Shushu	Awaiting Management Action
<b>Radio</b>  <b>Metro FM</b>  <b>(GSM14/1127)</b>  <b>28 November 2014</b>	Allegation of unauthorised broadcast of a Campaign	<b>(Non Compliance to Policies and Procedures)</b>  Elements of the campaign were broadcast on Metro FM without authorisation.	Disciplinary Action to be instituted against employees involved.	Disciplinary Action	Hazel Tlhabanyane	Awaiting Management Action

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<b>Technology</b> <b>BIT – Missing Equipment</b> <b>(TECH14/1120)</b> <b>19 November 2014</b>	Alleged missing equipment at BIT	<b>(Non Compliance to Policies and Procedures)</b>  Allegations were found to be unsubstantiated.	BIT should implement a proper system of control for all items purchased.	Rectification of control environment	Lorraine Sefolo	<b>Awaiting Management Action</b>
<b>Content</b> <b>Unethical Behaviour</b> <b>(CON14/1138)</b> <b>04 November 2014</b>	Commissioning Editor allegedly performing additional work without permission	<b>(Non Compliance to Policies and Procedures)</b>  Allegations of additional work being performed were found to be unsubstantiated.	No evidence could be found to substantiate the allegations; therefore we could not recommend any corrective action.	No Action required	Jacqueline Setai	<b>No action required</b>
<b>Procurement</b> <b>Verification of qualifications</b> <b>(PRO14/1139)</b> <b>28 October 2014</b>	Alleged misrepresentation of qualifications	<b>(Non Compliance to Policies and Procedures)</b>  Allegations that the qualifications were misrepresented were found to be unsubstantiated.	No evidence could be found to substantiate the allegations; therefore we could not recommend any corrective action.	No Action required	Anton Heunis	<b>No action required</b>
<b>TV</b> <b>GM: Channels</b> <b>(TV14/1142)</b> <b>21 October 2014</b>	Allegations leveled against GM: Channels	<b>(Non Compliance to Policies and Procedures)</b>  The GM: Channels failed to disclose his Business Interests.	Disciplinary action to be instituted against GM: Channels	Disciplinary Action	Verona Duwarkah	<b>Awaiting Management Action</b>

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<b>Lotus FM</b>  <b>Telethon</b>  <b>(PBSR14/1133)</b>  <b>29 September 2014</b>	Alleged misrepresentation pertaining to the funds raised during the Warm Hearts Campaign	<b>(Unethical Behaviour)</b>  No proper documentation of shoes bought and distributed, were kept for reconciliation and audit purposes.	Progressive disciplinary action to be instituted against former Marketing Manager and the Programmes Manager.	Progressive Disciplinary Action	Zolisile Mapipa  Vincent Tsoenyane	<b>Awaiting Management Action</b>
<b>North West Province</b>  <b>Executive Producer – News and Current Affairs</b>  <b>(REG14/1132)</b>  <b>25 September 2014</b>	Alleged irregular appointment of the Executive Producer – News and Current Affairs	<b>(Non compliance to Policies and Procedures)</b>  Candidates were interviewed by a panel and the successful candidate was selected by the panel.  Human Resources failed to keep all the interview packs on record.	Human Resources must ensure that all interview documentation is kept for record purposes.  Recruitment Policy to be reviewed.	Rectification of control environment	Dingaan Feliti	<b>Completed.</b>
<b>Radio 2000</b>  <b>Irregular claims</b>  <b>(PBSR14/1120)</b>  <b>16 September 2014</b>	Irregular claims submitted by On Air Radio Presenter	<b>(Non compliance to Policies and Procedures)</b>  No new contract in place for 2015 after changes were made to the contract amount and an overpayment of R400.00 in October 2013.	Progressive disciplinary action to be instituted against the Programmes Manager  The amount of R400.00 to be recovered from the On Air Radio Presenter.	Progressive Disciplinary action and Recovery	Carlito Sheikh	<b>Completed. Progressive hearing held.</b>

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<b>Free State &amp; Northern Cape Province</b>  <b>Abuse of vehicles - Kimberley</b>  <b>(REG13/1098)</b>  <b>25 August 2014</b>	Misuse of SABC Vehicle at the News offices in Kimberley	<b>(Non compliance to Policies and Procedures)</b>  Assignment Editor used a SABC Vehicle for private purposes and without completing the necessary ML4 forms.	Disciplinary action to be instituted against Radio Assignment Editor and Acting Regional Editor.	Disciplinary action	Mamontha Motaung	Action in progress
<b>Commercial Enterprises</b>  <b>Review of RAP Studios Payments</b>  <b>(GSM13/1075)</b>  <b>25 August 2014</b>	Review of payments made at RAP Studios	<b>(Fraud)</b>  An artist submitted invoices for work which was never performed.	The amount of R29,400.00 to be recovered from an artist and her contract to be terminated.	Recovery	Maekanya Morotoba	Recovery in progress
<b>Procurement</b>  <b>Head of Procurement</b>  <b>(PRO14/1119)</b>  <b>19 August 2014</b>	Allegations levelled against the Head of Procurement	<b>(Non Compliance to Policies and Procedures)</b>  One deviation was referred to BAC and the other was under the R2 million thresholds. It was common cause that the Head of Procurement and GM: Procurement Operations knew each other and previously worked together.	The Procurement Policy and DAF is in contradiction pertaining to the referral of deviations below R2 million, this should be addressed.  Recruitment Policy is silent on if and how acquaintances should be declared, this should be addressed.	Rectification of control environment	Tian Olivier	Action in progress
<b>Procurement</b>  <b>Cover Quoting</b>	Alleged cover quoting during a	<b>(Fraud)</b>	Disciplinary action to be instituted against the Buyer who failed to verify information	Disciplinary action	Mamontha Motaung	Completed. Progressive hearing held

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(PRO14/1111)  01 August 2014	bid for catering services	Service Provider intentionally misrepresented facts to the SABC.	submitted to the SABC.			
<b>Group Services</b>  <b>SABC Medscheme</b>  (GRP13/1100)  23 July 2014	Employees colluding with a Psychologist to bill SABC Medscheme for fictitious consultations	<b>(Fraud)</b>  Twenty four employees colluded with a Clinical Psychologist to bill SABC Medscheme for fictitious consultations. In return the practitioner paid the employees a cash amount.	Disciplinary action to be instituted against the twenty four employees.	Disciplinary action	<ul style="list-style-type: none"> <li>• Bongane Mabaso</li> <li>• Theresa Geldenhuys</li> <li>• Oupa Mahlangu</li> <li>• Dennis Harold</li> <li>• Lesetja Lekgotho</li> <li>• Tankiso Mothebe</li> <li>• Tumiso Radebe</li> </ul>	In progress  (Another 192 incidents were identified and the matter was put on hold pending finalisation of the remaining matters)
<b>Procurement</b>  <b>Desktop RFI</b>  (TECH14/1109)  15 July 2014	Procurement irregularities pertaining to the Desktop Request for Information	<b>(Non-compliance to Policies and Procedures)</b>  Technology requested deviation from normal Procurement processes. This was supported by the Head of Procurement and approved by the BAC Round Robin Members.	New deviation request form applicable from 1 March 2014 must be used for future deviation requests.	Rectification of Control environment	Madoda Shushu	Completed.
<b>News</b>	Unruly behaviour of	<b>(Unethical Behaviour)</b>	Disciplinary action	Disciplinary action	Simon Tebele	Completed. Employee

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<b>Unruly Behaviour</b>  <b>(NEWS14/1119)</b>  <b>11 July 2014</b>	employee at a hotel	Unruly behaviour at a hotel brought the name of the SABC into disrepute and damaged the image of the SABC.				received a written warning.
<b>Commercial Enterprises</b>  <b>Media Agency</b>  <b>(GSM14/1113)</b>  <b>08 July 2014</b>	Irregularities pertaining to the account held by a Media Agency	<b>(Non-compliance to Policies and Procedures)</b>  We established that a SABC Marketing Executive had an undeclared interest in a company owned by his spouse which was doing business with the SABC. The spouse on whose name the company was registered, took SABC direct clients.	Progressive action and  Disciplinary action to be instituted.  The Marketing Executive to be recalled from the Eastern Cape offices to Johannesburg.	Disciplinary action- Management resolved that no further action is warranted.      Disciplinary action	Thabile Dlamini      Eugene Zwane	Completed.      In Progress
<b><i>Ikwewezi FM</i></b>  <b><i>Ikwewezi FM Dramas</i></b>  <b><i>(PBSR13/1099)</i></b>  <b><i>03 July 2014</i></b>	<b><i>Allegations levelled against the Drama Producer at Ikwewezi FM</i></b>	<b><i>(Fraud)</i></b>  <b><i>Drama actor at Ikwewezi claimed payment of the same episode twice. Abuse of power by the Drama Producer.</i></b>	<b><i>Disciplinary action to be instituted.</i></b>  <b><i>An amount of R11,000.00 to be recovered</i></b>	<b><i>Disciplinary action and recovery</i></b>	<b><i>Philip Mahlangu</i></b>	<b><i>Action in progress.</i></b>  <b><i>THE DISCIPLINARY HEARING WAS COMPLETED.</i></b>



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<b>TV Operations</b>  <b>Alleged theft of SABC Property</b>  <b>(CON13/1095)</b>  <b>12 June 2014</b>	Unauthorised removal of SABC Property	<b>(Theft)</b>  SABC décor items were allegedly stolen whilst kept at the private storage facility outside the SABC. A register was not kept by TV Operations of the items, housed during transportation from the SABC to the storage facility. Stolen items could not be identified as no proper records were kept.	TV Operations should ensure that a register is kept for all items under their control.	Rectification of Control environment	Oupa Mahlangu	Completed.
<b>Ukhozi FM</b>  <b>Ukhozi FM Drama</b>  <b>(PBSR13/1092)</b>  <b>03 June 2014</b>	Fictitious invoices being submitted by actors to Ukhozi FM	<b>(Fraud)</b>  Freelance actors submitted fictitious invoices in collusion with the Drama Producer at Ukhozi FM.	Disciplinary Action to be instituted and recovery of R 22, 650 from the Freelancers	Disciplinary action and recovery	Bonga Mpanza	Action in progress.
<b>Henley TV Facilities</b>  <b>Invasion of Privacy</b>  <b>(TECH14/1110)</b>  <b>29 May 2014</b>	Allegations of invasion of privacy	<b>(unethical behaviour)</b>  An employee at Henley TV Facilities alleged that his line manager accessed and downloaded emails from	No evidence could be found to substantiate the allegations; therefore we could not recommend any corrective action.	No action required	Lesetja Lekgotho	Completed.

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		his computer without his permission. According to the records from BIT, only email logs were downloaded by BIT on request by the line manager for a disciplinary matter against the employee for various transgressions he committed. This was done in line with SABC policies and procedures				
<b>Procurement</b>  <b>Catering Services</b>  <b>(PRO13/1105)</b>  <b>21 May 2014</b>	Alleged improper inducement from a service provider	<b>(Corruption / bribery)</b>  A service provider gave a SABC employee in the procurement division, money on two occasions as a gift. The service provider had submitted a tender for canteen services at the time of the incident. The employee reported the matter to her line manager.	The contract of the service provider was terminated	Rectification of control environment	Madoda Shushu	Completed.
<b>Human Capital Services</b>  <b>Gold coin verification</b>  <b>(GRP13/1074)</b>	Verification of long services awards	<b>(Non-compliance to Policies and Procedures)</b>  <ul style="list-style-type: none"> <li>Long service coins were allocated to staff members who did not</li> </ul>	All coins not collected with four months, should be returned to Treasury to avoid them being exposed to theft.	Rectification of control environment	Jabulani Mabaso	Completed.

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19 May 2014		<p>qualify for such coins incorrectly; e.g. a staff member received a ½ ounce coin instead of a 1 ounce. No proper documentation / records were kept when coins were issued.</p> <ul style="list-style-type: none"> <li>Coins were ordered for staff in advance, as long service awards. Some of the coins were not collected due to staff retiring or resigning prior to qualifying for long service awards. Some of the unclaimed coins were not returned to Treasury thus exposing the coins to potential theft.</li> </ul>				
<b>Group Services</b>  <b>SABC Tours</b> <b>(GRP13/1088)</b>  <b>14 May 2014</b>	Irregular appointment of a temporary staff member at SABC Tours	<p>(Non-compliance to Policies and Procedures)</p> <p>Temporary Tour Facilitator was appointed based on a motivation. Three interns were appointed at Tours during 2013.</p>	Recruitment Policy should include temporary recruitment. SOP for Interns should be communicated.	Rectification of control environment	Jabulani Mabaso	Action in progress

April 2015 – March 2016

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<b>Procurement</b>  <b>News and Current Affairs Portable Recorders</b>  <b>(PRO15/1243)</b>  <b>14 March 2016</b>	UK company claimed to be a reseller of Marantz products in SA that were distributed by another SA company.	<b>(Non Compliance to Policies and Procedures)</b>  HOP did not refer complaints received from clients regarding the tender at News and Current Affairs to the GCEO to resolve as per the SCM Policy.	Disciplinary action against HOP, Procurement should verify supplier letters before appointment of a service provider.	DC against HOP for failure to comply with the provisions of the SCM Policy.	James Aguma	<b>Completed:</b> Communication was send to Procurement staff regarding the verification of supplier letters.  <b>Awaiting Management Action:</b> Investigation against Mr. Shushu still in progress by external service provider.

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<b>Radio</b>  <b>Xitsonga Music Awards</b>  <b>(RAD15/1232)</b>  <b>24 December 2015</b>	Allegations that the musician who received the best male and best collaboration award bribed two individuals at the station, with an amount of <b>R15 000</b> each.	<b>(Corruption)</b>  The allegation of bribery was unsubstantiated.  Most popular song of the year results were misrepresented by the station manager in that he mentioned Song B by another artist when in truth and fact, based on the number of votes, Song C was the winner of the category.	Disciplinary action against the Station Manager of Monghana Lonene FM.  Disciplinary action against Group Internal Audit Portfolio Manager.  Draft and implement a Policy and SOP for Music Awards.	Disciplinary action and improvement of internal control.	Zolisile Mapipa	<b>Action In Progress:</b> DC against the Station Manager to commence on the 11 <sup>th</sup> May 2016.  <b>Completed:</b> Progressive action against the Portfolio Manager has been completed (Verbal Warning).
<b>Technology</b>  <b>Protection Services</b>  <b>(TECH14/1159)</b>  <b>15 December 2015</b>	Alleged irregular appointments at Protection Services.	<b>(Non Compliance to Policies and Procedures)</b>  Protection Services appointed persons	Disciplinary action should be instituted against Chief Security Officer.	Disciplinary action	Kubendhran Padayachee  Mzu Ndlovu	<b>Completed:</b> the Security Manager was requested to provide proof of qualifications which were not reflected on his CV at the time of

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		<p>who did not meet the requirements as per advertised</p> <p>position(s). We further established that applicants who met the requirements as per the advert were not shortlisted and interviewed.</p>	Progressive action should be instituted against HR Consultants.			<p>his application and interviewing.</p> <p>Human Resources updated the personnel files accordingly.</p> <p>The then acting GE Risk and Governance considered the report and determined that there would not be further action taken by management</p> <p>No further action required.</p>
<p><b>Sport</b></p> <p><b>SABC Sport</b></p> <p><b>(CON14/1140)</b></p> <p><b>15 December 2015</b></p>	Various allegations at SABC Sport.	<p><b>(Fraud)</b></p> <p>Independent Contractor claimed for hours not worked.</p> <p>Independent</p>	Terminate the contractual relationship with the Independent Contractor.	Disciplinary action and recovery	Bessie Tugwane	<p><b>Action In Progress:</b></p> <p>Group Executive of Sport is meeting with Employee</p>

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		<p>contractor submitted duplicate claims as well.</p> <p>Specialist Producer failed to verify production registers and invoices prior to approving and for further signing as both Producer and Executive Producer as both these functions carries different controls/ responsibilities.</p> <p>Operations Manager failed to exercise due care when approving payments to MOP.</p> <p>GM Radio Productions engaged the supplier to render a service without a written contract.</p>	<p>Recover the amount of <b>R1,059,200.00</b> from the Independent Contractor.</p> <p>Disciplinary action against the employees implicated.</p>			<p>Relations on 10 May 2016 to finalised a date for the formal sitting of the DC panel to deal with the internal candidate. This will further assist in determining how to proceed with the external / independent contractor.</p>

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<b>Procurement</b>  <b>Tshwane Radio Studios</b>  <b>(PRO15/1227)</b>  <b>04 December 2015</b>	A Service Provider who responded to a tender, claimed to be the UK reseller of studio equipment.	<b>(Non Compliance to Policies and Procedures)</b>  We established that the Service Provider is not a reseller of Telos products in SA, they can only sell in the UK.	Letter of Intent for should be cancelled.  In future, Procurement should confirm with Original Equipment Manufacturer (OEM) if a SA supplier is one of their resellers/ distributors.	Rectification of control environment	Zakir Rawoot	<b>Completed:</b> Letter of Intent was cancelled and Procurement staff was informed to verify the authenticity of sole supplier letters. No further action required
<b>News</b>  <b>Various Irregular Claims- Integration in the newsroom</b>  <b>(NEWS15/1225)</b>  <b>01 December 2015</b>	Alleged irregular claims for hours not work by Independent Contractors.	<b>(Fraud)</b>  Independent Contractor's access card records and the time sheets revealed that some of the Independent Contractors claimed for hours which they did not work, i.e. they claimed for a full eight	Recover a total amount of <b>R4,708.32</b> from all Independent Contractors identified consider terminating the agreements.  Disciplinary action against three (3) Line Managers.	Disciplinary action and recovery	Nothando Maseko	<b>Completed :</b>  Three (3) Independent Contractors have paid back the overpayments.  Two (2) have made the necessary arrangements



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		<p>(8) hour shift even on days that they did not work a full shift.</p> <p>Line Management failed to verify hours worked prior to approving payments.</p>				<p>with payroll to deduct.</p> <p>The five (5) remaining Independent Contractors have not made any arrangements for payment. The Line Manager took a decision not to schedule them for work.</p>
<p><b>Procurement</b></p> <p><b>Security Tender Auckland Park and TVOB's</b></p> <p><b>(PRO15/1214)</b></p> <p><b>01 December 2015</b></p>	It is alleged that there had been inconsistencies in applying the established bid evaluation criteria to bidders.	<p><b>(Non Compliance to Policies and Procedures)</b></p> <p>The BEC did not evaluate the security companies as per the established criteria as stipulated in the BID documentation.</p>	A re-run of this security tender.	Rectification of control environment	Zakir Rawoot	Re-evaluation process has been completed. Matter on the Agenda for a decision by the BAC (Bid Adjudication Committee) scheduled for 11 May 2016.

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<b>Radio</b>  <b>Motsweding FM- Various Allegations</b>  <b>(RAD15/1200)</b>  <b>17 November 2015</b>	Various allegations at Motsweding FM	<b>(Unethical Behaviour)</b>  Two Producers claimed for days they were not in studio. This resulted to Fruitless and wasteful expenditure amounting to <b>R313, 250.</b>	<b>R46 852</b> to be recovered from Producers.  Disciplinary action against the Programmes Manager.  Region should install automated access control system.	Disciplinary action and recovery	Katlego Mokhele	<b>Action In Progress:</b> DC against employee will take place on the 26th and 27th of May 2016.
<b>Group</b>  <b>Profounder Training Provider</b>  <b>(GRP15/1211)</b>  <b>10 November 2015</b>	Staff members alleged that they never received their free gifts which were part of a package when they registered for a workshop with Profounder.	<b>(Fraud)</b>  Staff members received their gifts.  The allegation was unsubstantiated.	Learning & Development Management should ensure that the delegates who attended training and received gifts, declared these gifts accordingly.	Rectification of control environment	Theigasen Govender	<b>Completed:</b> Staff declared their gifts. No further action required
<b>Group</b>  <b>Fictitious contract of employment</b>	Alleged fraudulent offer of	<b>(Fraud)</b>	Protection Services should create awareness to all security personnel	Rectification of control environment	Kaizer Kganyago	<b>Completed :</b>  Group Communication

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(GRP 15/1217)  27 October 2015	employment to student at UJ	The contract was not legit and wasn't provided by an SABC employee.  Money was accepted from the student for training which he never received.	and report the matter to SAPS for fraud and pretending to be SABC employee.  Management should create awareness to members of the public regarding SABC recruitment processes / employment opportunities, training.		Simon Mathebula	issued a statement informing members of the public about the SABC recruitment processes.  The complainant was advised to lay criminal charges at the Brixton SAPS  No further action is required from the SABC.
Group DTT Migration Training RFQ(GRP15/1203)  21 October 2015	Alleged irregularities pertaining to RFQ for DTT Migration Training	(Unethical Behaviour)  Technical Training Practitioner failed to obtain relevant signatures and future exposed forwarded	Disciplinary action against the employees implicated.	Disciplinary action	Theigasen Govender  Zakir Rawoot (Acting)	Completed: Final written warning was issued against the Technical Training Practitioner.  Action In Progress: A new

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		<p>internal confidential to suppliers.</p> <p>The Buyer accepted 'Approval to Proceed with the Tender Process' document without relevant signature and proceeded with the evaluation process prior to the finalisation of the Pre-Qualifying report.</p>				<p>acting Head of Procurement has been appointed. He still needs to peruse the report and determine the action required.</p>
<p><b>Group</b></p> <p><b>Fraudulent Producer for Skeem Saam (GRP15/1216)</b></p> <p><b>07 October 2015</b></p>	Non SABC employee held TV auditions under false pretends by and introduced himself as an employee of the SABC.	<p><b>(Fraud)</b></p> <p>A non SABC employee held auditions under false pretends in Klerksdorp and charged members of the public a total amount of <b>R250</b> per person.</p>	<p>Create public awareness pertaining to auditions and processes that are followed by the SABC.</p> <p>Management should consider reporting the matter to SAPS.</p>	Rectification of control environment	Kaizer Kganyago	<p><b>Completed :</b></p> <p>Members of the community opened a criminal case against the suspect in Klerksdorp.</p> <p>The SABC issued a statement, advising members</p>

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						of the public about SABC processes regarding auditions.  No further action required from the SABC.
<b>Radio</b>  <b>Metro FM</b>  <b>Conflict of interest -</b> <b>Metro FM –</b> <b>Programme Complier</b>  <b>(RAD15/1197)</b>  <b>15 October 2015</b>	Alleged conflict of interest by Metro FM employee and Independent Contractor.	<b>(Unethical Behaviour)</b>  Producer and On Air presenter at Metro FM rendered services to Castle Milk Stout in their personal capacity which was in conflict with their duties at the station.	Disciplinary action against employee.  Terminating of Independent Contractors Agreement of the On-Air presenter.	Disciplinary action	Sibongile Mtyali	Completed: SABC employee's contract has been terminated.  <b>Completed :</b>  Termination of Independent Contractor Completed
<b>Metro FM</b>  <b>Trade Exchange</b>  <b>(RAD15/1201)</b>	Employees misused Trade Exchange Agreement	<b>(Non Compliance to Policies and Procedures)</b>	Disciplinary action to be instituted against the former Marketing Manager, Events	Disciplinary action and recovery	Sibongile Mtyali	Completed

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<b>30 September 2015</b>	with a service provider	Employees used Trade Exchange Agreement with a service provider to order gifts for their personal use.	Coordinator and Marketing Assistant.  The amount of <b>R47,217.35</b> to be recovered from the former Marketing Manager.		Puleng Thulo	The Former Marketing Manager was found not quality.  The Events Coordinator and Marketing Assistant received warnings.
<b>Radio</b> <b>Ikwekwezi FM and Metro FM Music Compilers</b> <b>(RAD15/1215)</b>  <b>30 September 2015</b>	Music compilers allegedly accepted undue benefit from music artists in order to have their music played / included in the Station's playlist.	<b>(Corruption)</b>  An employee at Ikwekwezi FM accepted undue benefit to have music scheduled and played on air.  The employee resigned with immediate effect.	No Disciplinary action as the employee resigned.  Management to reiterate to all Stations' music compilers that action will be instituted against those who solicit bribe/accept any undue benefit which may impair/influence their decision making, from	Disciplinary action	Mr Zolisile Mapipa  Mr Leuba Ramakgolo	<b>Completed</b>

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			musicians, record labels and members of the public.			
<b>News</b>  <b>Freelancers in the Sesotho/Sepedi/Setswana desk</b>  <b>(NEWS15/1210)</b>  <b>21 September 2015</b>	It was alleged that Independent Contractors claimed for eight (8) hour shifts, yet they were not present in the SABC buildings for eight (8) hours	<b>(Fraud)</b>  During the month of May 2015 Independent Contractors claimed shifts of eight (8) hours each. An analysis of their access records revealed that they were not present for eight (8) hours on all the occasion that they claimed eight (8) hours for.	Recovery amount of <b>R5,775.</b> And <b>R4,875.00</b> from Independent Contractors involved, respectively.  Management should consider terminating the agreements of the Independent Contractors based on dishonesty.  Progressive disciplinary action the Supervisor / Executive Producer for failure to	Recovery  Progressive disciplinary action	Jimi Matthews / Nothando Maseko	Completed

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			<p>exercise due when approving payments.</p> <p>Management should revisit Independent Contractor's Agreements and their contributions, to determine whether these are in line with the Labour Relations Act regarding supervision and working hours.</p>			
<b>News</b>  <b>News Software</b>  <b>(NEWS15/1192)</b>  <b>18 September 2015</b>	Alleged non adherence to processes when procuring software for news.	<b>Non Compliance to Policies and Procedures)</b>  Deviation process was not followed as no approval was obtained from the BAC / Head of Procurement.	Disciplinary action	Disciplinary action	James Aguma	Action In Progress



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<b>Technology</b>  <b>Corporate Storage Solution</b>  <b>(TECH15/1209)</b>  <b>15 September 2015</b>	It was alleged that information pertaining to the procurement process was leaked to bidder(s)	<b>(Unethical Behaviour)</b>  The BEC members, who were approached by the prospective suppliers for comment, demonstrated ethical values by declining to comment on the progress / status of the process.	We could not find any evidence to substantiate the allegations.	No action required	Kuben Padayachee	No Action
<b>Radio</b>  <b>Lotus FM Dramas</b>  <b>(PBSR14/1145)</b>  <b>24 August 2015</b>	It was alleged that the Drama Producer at Lotus FM signed and submitted tax invoices and timesheets on behalf of an independent contractor	<b>(Fraud)</b>  The Drama Producer's husband is a freelance writer for the Independent Contractor and she did not declare it.  The Drama Producer had unsigned tax invoices for the Independent contractor on her computer, which she claimed the Independent contractor gave to her.	Disciplinary action against the Drama Producer.  Management should terminate the contract of the Independent contractor  Drama Producers should declare their relationships with prospective writers	Disciplinary action	Zolisile Mapipa	Awaiting Management Action

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		<p>The Drama Producer submitted tax invoices and timesheets on behalf of the Independent contractor.</p> <p>The Drama Assistant allegedly witnessed the Drama Producer signing the tax invoices for the Independent contractor.</p> <p>Various documents were submitted to the Forensic Analysis. It was concluded that the Drama Producer could not be excluded from having forged the signatures as the invoices were not signed by the Writer.</p> <p>Signatures could not be linked to the Drama</p>				

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		<p>Producer as there was an element of deception on the signatures.</p> <p>The Drama Producer could not be conclusively linked to the disputed signatures.</p>				
<b>News</b>  <b>Alleged Producer (NEWS15/1205)</b>  <b>24 August 2015</b>	A member of the public attended functions at different events purporting to be a Producer for News. Further promised that he will make inserts / footage available in order to gain undue benefit	<b>(Unethical Behaviour)</b>  we received complaints from Public Relations & Events Company, alleging that a Mr. Tumi Moatshe attended various events purporting to be a SABC News Producer and received undue benefits	Group Communication should create public awareness about people purporting to be from SABC for personal gain, using the good name of the SABC	Rectification of control environment	Kaizer Kganyago	<b>Completed</b>

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<b>News</b>  <b>Irregular claims</b> <b>(NEWS15/1194)</b>  <b>23 July 2015</b>	Freelance employee claimed for hours not worked	<b>(Fraud)</b>  Freelance employee claimed for a full shift whilst he was not at the SABC.	Consider termination of freelance employee's contract.  Disciplinary action to be instituted against Executive Producer: TV News and Bulletin Editor: Sepedi, TV News.  The amount of <b>R8,850.00</b> to be recovered from the Freelance employee.	Disciplinary action and recovery.	Nothando Maseko	Completed
<b>Procurement</b>  <b>Non Disclosure</b> <b>(PRO15/1189)</b>  <b>22 July 2015</b>	Alleged non-disclosure	<b>(Non Compliance to Policies and Procedures)</b>  Supplier and spouse failed to disclose their relationship to SABC.	Supplier to update his marital status with the Vendor Master office.  Disciplinary action to be instituted against Supervisor: Tours	Disciplinary action.	Tumiso Radebe  Hosea Jiyane	Completed

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<b>Procurement</b>  <b>Mixing Consoles Tender</b>  <b>(PRO14/1184)</b>  <b>10 July 2015</b>	Irregularities pertaining to Mixing Consoles Tender	<b>(Non Compliance to Policies and Procedures)</b>  Employees did not comply with the Procurement Policy in that they requested three bidders to resubmit their quotations.	Disciplinary action to be instituted against Sourcing Specialist.	Disciplinary action.	Madoda Shushu	Action In Progress
<b>Technology</b>  <b>Grievance – Building Technology</b>  <b>(TECH15/1193)</b>  <b>08 July 2015</b>	Various allegations at Building Technology	<b>(Unethical Behaviour)</b>  Allegations were found to be unsubstantiated.	No action recommended as no evidence of wrongdoing was found.	No action recommended as no evidence of wrongdoing was found.	Liketso Mashigo	Completed
<b>KwaZulu-Natal</b>  <b>Medscheme - KZN</b>  <b>(REG15/1191)</b>	Alleged fraudulent claims	<b>(Fraud)</b>  Higher claims for certain employees	No action recommended as no evidence of wrongdoing was found.	No action recommended as no evidence of	Frans Matlala	Completed

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07 July 2015		were as a result of chronic medication.  No evidence was found of wrongdoing by the employees.		wrongdoing was found.		
<b>Technology</b>  <b>Missing iPads</b> <b>(TECH14/1146)</b>  09 June 2015	Missing iPads	<b>(Theft)</b>  No proper system is in place over the procuring and movement of iPads.	Adequate and effective system to be developed to manage movement of iPads procured by SABC.	Rectification of control environment	Dennis Herold	Completed
<b>Television</b>  <b>Fraudulent Pension Fund Claim</b> <b>(TV15/1187)</b>  25 May 2015	Misrepresentat ion to unduly benefit from the Pension Fund and Group Life Assurance of a deceased employee	<b>(Fraud)</b>  Employee intentionally and knowingly submitted false/fraudulent information on SABC nomination forms in order to unduly benefit.	Disciplinary action to be instituted against the Programme Acceptance Officer.	Disciplinary action	Jabulani Mabaso	Completed

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<b>Transport</b>  <b>After Hours Transport Vouchers</b>  (TECH14/1148)  <b>19 May 2015</b>	Abuse of After Hours Transport Vouchers	(Unethical Behaviour)  No evidence of wrongdoing was found against the employee.	No action recommended as no evidence of wrongdoing was found.	No action to be taken.	King Matshaba	Completed
<b>Henley TV Facilities</b>  <b>Theft of steel</b>  (TECH14/1183)  <b>18 May 2015</b>	Theft of steel at Henley TV Facilities	(Theft)  Project Coordinator signed out SABC property without the authority to do so.	Disciplinary action to be instituted against the Project Coordinator: Henley TV Facilities	Disciplinary Action	King Matshaba	Completed
<b>SABC Sport</b>  <b>Gift Registry</b>  (SPORT15/1186)  <b>04 May 2015</b>	Receiving of undue benefit from an Independent Contractor	(Unethical Behaviour)  Employee received an undue benefit from an Independent Contractor which was in contravention of SABC Policies and Governance protocols.	Disciplinary action to be instituted against the former General Manager: Sport Productions.  The contracts of the Independent Contractor to be terminated.	Disciplinary Action	Bessie Tugwana	Action In Progress

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<b>Motsweding FM</b> <b>Funeral Contribution</b> <b>(RAD14/1185)</b>  <b>24 April 2015</b>	Unethical Behaviour by former Station Manager	<b>(Unethical Behaviour)</b>  The former Station Manager utilised funds meant for the funeral contribution to purchase groceries for the office.	Disciplinary action to be instituted against the former Motsweding FM Station Manager.	Disciplinary Action	Zolisile Mapipa	Completed
<b>Henley TV Facilities</b> <b>Service Outages</b> <b>(TECH14/1179)</b>  <b>April 2015</b>	Staff members intentionally caused blackouts on Air	<b>(Unethical Behaviour)</b>  No evidence of wrongdoing was found against the employees.	No action to be taken.	No action to be taken.	Lesetja Lekgotho	Completed

#### January 2017 – March 2017

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<b>Procurement</b>	We received a request to investigate allegations of non-compliance	<b>(Non-compliance to policies and procedures)</b>	Disciplinary action against Manager Service Desk for Failure to comply with the provisions	Disciplinary action	Mr. Tseliso Ralitabo	Action in progress



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<b>Various allegations at Media Technology Infrastructure</b>  <b>(PRO16/1283)</b>  <b>27 March 2017</b>	to SABC procurement processes for the appointment of a Licensing Service Provider	An employee at BIT appointed a Licensing Service Provider without following proper procurement processes.	of clause 12.1 of DAF and Contravention of the provisions of clause 57 (a) and (c) of the PFMA.			
<b>Limpopo Operation</b>  <b>failure to adhere to a lawful instruction</b>  <b>(REG16/1303)</b>  <b>22 March 2017</b>	Alleged sharing of confidential information by the panel members pertaining to the interviews conducted for the Munghana Lonene FM presenter position.	<b>(Non-compliance to policies and procedures)</b>  An employee at Human Capital services failed to execute a lawful instruction pertaining to the engagement of an Independent Contractor.	Disciplinary action against Manager, Human Resource Capital, Limpopo Province for failure to adhere to a lawful instruction.	Disciplinary action	Mr. Mohlolo Lephaka  Ms. Makuya now dealing with the matter	<b>Action in progress</b>  HR is in the process to submit a motivation to seek approval to proceed with a disciplinary process.
<b>Governance</b>  <b>Project Qinisa (Special request)</b>	We received a special request conduct a review on	<b>(non-compliance to policies and</b>	Management to implement contract	No disciplinary action	Ms. Theresa Geldenhuys	<b>No Action required</b>  <b>GE: Governance and Assurance has</b>

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(GOV16/1308)  17 March 2017	Project Qinsa to determine whether payments to the service provider were done in accordance to the payment schedule and deliverables	procedures and the provisions of DAF)  We established that payments were not linked to deliverable as per the contract. Payments were made as per the schedules and not linked to monthly deliverable	management controls	Recommended in our review		the prerogative to institute corrective actions were deemed necessary based on findings presented in the report
Kwa-Zulu Natal Operation (Radio)  Free utilisation of studios (REG16/1279)  14 March 2017	Singer and Producer altered a song belonging to another artist and submitted it to Lotus FM as his own; and  Station Manager Ukhozi FM authorised the use of SABC	(Non-compliance to policies and procedures)  Station Manager Ukhozi FM allowed the Singer and Producer to use SABC Studios without a written contract. Committing him to the delivery of music in return for	Disciplinary action against Station Manager Ukhozi FM for Contravening the PFMA and DAF and the amount of <b>R98, 040.00</b> should be recorded as fruitless and wasteful in respect of the utilisation of the studio with no benefit as no music	Disciplinary action	Ms. Zamambo Mkhize	Completed  No disciplinary action will be taken.  PGM is of the view that the Station Manager acted on an instruction by an Executive Member. This is despite the fact that the SABC has policies and procedures that needs to be adhered

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	studio without payment.	free utilisation of the studios to record music for the SABC to capacitate the station with 90%local content/ music.	was delivered to the station.			to. There was further no benefit to the SABC for the utilisation of the studio due to failure by Management in the Province to ensure that a contract with the Music Producer was in place for delivery of music to meet the 90% requirement for local content / music.
<b>Radio</b> <b>Alleged corruption and nepotism at Ukhozi FM</b> <b>(RAD15/1245)</b>  <b>22 February 2017</b>	We received allegations of nepotism against Programmes Manager, at Ukhozi FM increased salaries of the Ukhozi FM breakfast team in the middle of January 2016, Content	<b>(Non-compliance to SABC policies and procedures)</b>  The former acting Station Manager increased the rate for one of the Ukhozi FM On Air Presenters without obtaining the necessary approval from Radio Management.	Disciplinary action against Programmes Manager, at Ukhozi FM for Contravening Clause 12.1 of SABC Delegation of Authority Framework.  Disciplinary action against Station	Disciplinary action	Ms. Zamambo Mkhize	<b>Action in progress</b>  The matter was referred to the G.E. Corporate Affairs to approve that disciplinary measures be instituted against the Station Manager at Ukhozi. Currently awaiting approval.

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	Producer on the Afternoon Drive show received preferential treatment and she employed her friends in key positions.	We further established an Outside Broadcast vehicle was dispatched for an Event without following proper processes.	Manager - Ukhozi FM for increasing the salary without the necessary authorisation/approval from line Management.			
<b>Technology</b>  <b>Alleged sharing of confidential information</b>  <b>(TECH16/1296)</b>  <b>9 February 2017</b>	We received a complaint that Project Manager, Henley TV Facilities, and Studio Operation shared information relating to the engagement of an Independent Contractor with third parties	<b>Non-compliance to SABC policies and procedures)</b>  We established that an employee at Henley TV Facilities hosted an individual from an external company to serve summons to appear before a disciplinary inquiry at his place of employment. Security protocols	Disciplinary action against Project Manager, Henley TV Facilities, and Studio Operation for breach of Physical Security Protocols and non-compliance to SABC policies and procedure	Disciplinary action	Mr. Buti Seipei	<b>Completed</b>  Manager, Henley TV Facilities, and Studio Operation received a written warning on 14 April 2017.  The security officers who failed to perform his/her duties have been reprimanded.

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	without following proper procedures	were not observed such that the person was left to proceed to the studios where the independent Contractor was rendering services to the SABC.				
<b>Group</b>  <b>Learning and Development</b> <b>(GRP16/1273)</b>  <b>8 February 2017</b>	We received allegations that Skills Development Manager at Learning and Development changed the criteria for appointing a prospective service provider to provide Film and Television learning material for the Learning and Development Department.	<b>(Non-compliance to policies and procedures)</b>  We established that two employees at Learning and Development negotiated a deal with a prospective service provider outside the procurement process. The Service Provider was privy to the specifications of a tender prior to this	Disciplinary action against General Manager: Learning and Development and Skills Development Manager; Learning and Development for, Failure to comply with the provisions of clause 12.1 of DAF, Contravention of the provisions of clause 57 (a) and (c) of the PFMA, Failure to comply with the Procurement Process and	Disciplinary action	Mr. Mohlolo Lephaka & Mr. Simon Molaudzi	<b>Action In Progress</b>  Disciplinary of Learning and development staff is on hold due to an ongoing investigation which is pending.  Acting Supply Chain Manager was put on precautionary suspension pending finalisation of her matter.  Further discussion with Forensics necessary to understand the

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		<p>been released to the market.</p>	<p>causing of Irregular expenditure for procuring without a valid contract.</p> <p>Financial Manager: Supply Chain Management for Gross negligence in that he approved a BEC report without verifying the authenticity of the content recorded.</p> <p>Dereliction of duties in that he failed to oversee the work of his subordinates.</p> <p>Tender Supervisor: Tender Administration Office – Supply Chain Management for Contravening the Procurement Policy.</p>			<p>reasons for the recommendation against Financial Manager: Supply Chain Management and Tender Supervisor: Tender Administration Office – Supply Chain Management</p>

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			Acting Supply Chain Manager for contravening the Procurement Policy; Dishonesty and  Dereliction of duties.			
<b>North West Operation</b>  <b>Alleged unauthorised removal of equipment</b>  <b>SABC North West</b>  <b>(REG15/1262)</b>  <b>1 February 2017</b>	We received allegations that the former RBF Provincial Manager removed SABC Broadcast equipment from the SABC Premises, without proper authorisation and rented same to Community Radio Stations.	<b>(Non-compliance to SABC policies and procedures)</b>  SABC broadcast equipment was used in during the Marikana inquiry by the SABC News team and Motswedding FM to report on the proceedings of the hearing. The Commission subsequently relocated to Centurion and the	<ul style="list-style-type: none"> <li>Disciplinary action against the Provincial RBF Manager.</li> <li>Recovery of equipment from the various Community Radio Stations.</li> <li>Withholding of the Managers' benefits subsequent to his immediate tendering of resignation.</li> </ul>	Management consulted with legal to draft letters to the Community Radio Stations for the return of SABC equipment	Mr. Dennis Herold & Mr. Simon Mathebula	<b>Action In Progress</b>  SABC Legal has instructed attorney to draft and serve letters of demand to the various Community Radio Stations

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		equipment was due to be returned to the SABC premises. Instead, the Provincial RBF Manager instructed his team to install the equipment at various Community Radio Stations without authorization.				
<b>Mpumalanga Operation (Radio)</b>  <b>Ligwalagwala 34th Birthday Bash</b> <b>(REG16/1278)</b>  <b>24 January 2017</b>	We received a request to investigate allegations pertaining to the Ligwalagwala FM 34th Birthday -Bash Deviation from the approved Business Plan regarding entrance fees for the Station's pre – and after party events.	<b>(Non-compliance to policies and procedures)</b>  We established the following: <ul style="list-style-type: none"> <li>• No formal written agreements concluded with sponsors,</li> <li>• Free exposure given and staff members</li> <li>• Did not declare business interest.</li> </ul>	Disciplinary action and recovery of value of the free exposure amounting to <b>R169, 365.00</b>	Disciplinary action and recovery	Mr. Quinton Lenyai	<b>Action In Progress</b>  Charges have been drafted for both employees. A panel has been selected  Date of hearing has been diarised for the 24- 25 April 2017.  12 April 2017, a briefing meeting will be held with the Initiator and implicated



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	Revenue split 70/30 between the service provider and the Station, as per the Business Plan.  Unauthorised airtime granted to a local Biker's Club.					employees will be served with charges.
<b>Procurement</b>  <b>Music Tracking and reporting tender</b>  <b>(PRO16/1284)</b>  <b>24 January 2017</b>	We received a request to conduct a review of the Music Reporting and Tracking Technology Bid. This was after the BEC was requested to re- visit the scoring.	(Non-compliance to policies and procedures)  Allegations were found to be unsubstantiated.	None	No action to be taken.	N/A	<b>No Action required</b>

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<b>Technology</b>  <b>Unauthorised use of rented vehicle</b>  <b>(TECH16/1286)</b>  <b>24 January 2017</b>	We received allegations that Music Compiler at Motsweding FM, was off duty and not authorised to be a driver of a SABC rented vehicle on 27 June 2016. He was allegedly involved in an accident with the above mentioned vehicle.	<b>(Non-compliance to policies and procedures)</b>  Music Compiler, Motsweding FM, used a SABC rented vehicle from 24 to 27 June 2016 to attend the Motsweding FM Birthday event without the necessary approval to use the vehicle.	Disciplinary action against Music Compiler: Motsweding FM and Digital Specialist, Motsweding FM.  Progressive action against Marketing Assistant, Motsweding FM and Driver, Transport Department, North West Province and possible recovery of <b>R27,409.07</b> from Music Compiler: Motsweding FM.	Disciplinary action and Recovery	Mr. Daniel Mongale	<b>Action In Progress</b>  The report has been handed over to HR Mafikeng to action accordingly.
<b>Sport</b>  <b>Alleged fraudulent claims SABC Sport - Info Hub</b>  <b>(SPORT16/1288)</b>	Allegations that Independent Contractors at Info Hub submitted claims for non-existing	<b>(Fraud)</b>  General Manager Radio Sport and Managing Editor Info Hub approved shift	Management should verify authenticity of invoices prior to approval of payments and ensure that shift	Rectification of control environment	Ms. Sully Motsweni	<b>No Action required</b>

AREA OF REVIEW/ PROJECT NAME & REPORT ISSUED DATE	ALLEGATION	SUMMARY OF FINDINGS	RECOMMENDATION	MANAGEMENT ACTION	RESPONSIBLE MANAGER	IMPLEMENTED/ NOT IMPLEMENTED/ ACTION IN PROGRESS
20 January 2017	calendar days, e.g. 29 February 2015, 31 September 2015 and 31 June 2016.	lists with incorrect dates  No payments were made to freelancers for claims put in for non-existing dates.	lists are aligned to calendars.			

## 2. Special Request

AREA OF REVIEW/ PROJECT NAME & REPORT ISSUED DATE	TASK	SUMMARY OF FINDINGS	RECOMMENDATION	MANAGEMENT ACTION	RESPONSIBLE MANAGER	IMPLEMENTED/ NOT IMPLEMENTED/ ACTION IN PROGRESS
<b>Procurement</b>  <b>KZN Security Tender</b> <b>(REG15/1244)</b>  <b>14 March 2016</b>	Forensics was requested to conduct a proactive assurance by evaluating the KZN Security Tender process to ensure that the evaluation process was conducted in a fair and transparent manner and in compliance with Procurement Policy.	Procurement adhered to the Procurement Policy and processes for the sourcing of a physical security service provider	Procurement should continue with the tender and request the latest compulsory documents from the preferred supplier.	Finalise tender	Zakir Rawoot	No action

## 5. Cases reported to SAPS

5.1 The following cases were reported to the South African Police Service:

No	Date reported to SAPS	Project Code	Case Description	SAPS Case No.	Police Station	Status	Comments
1	11 November 2015	TV15/1187	Pension Fund Fraud	279/11/2015	Brixton	in progress	The matter has been re-allocated from Sergeant. P Zidaya to WO LL Mokhanedi at Johannesburg Commercial Crimes Unit
2	27 June 2016	REG15/1262	North West Equipment	258/6/2016	Mmabatho	in progress	RBR Manager removed broadcast equipment from SABC premises without permission
3	06 July 2016	REG15/1253	Ukhozi M - Payola	99/07/2016	Kempton Park	in progress	Ukhozi FM Presenter solicited undue benefit for interviews and to play music on Ukhozi FM platform.