



KWAZULU-NATAL PROVINCE

OFFICE OF THE PREMIER
REPUBLIC OF SOUTH AFRICA



UPDATE ON CONSEQUENCE MANAGEMENT

20 OCTOBER 2023

GROWING KWAZULU-NATAL TOGETHER



CONTENT

- **Purpose**
- **Background**
- **Current Status on Informal Disciplinary Action**
- **Current Status on Formal Disciplinary Action**
- **New Misconduct Cases**
- **Recommendation**



PURPOSE

To request SCOPA to note the current status on the Consequence Management proceedings relating to actions taken against employees within the Office of the Premier.



Current Status on Informal Disciplinary Action (2nd Quarter)

Directorate/ Unit	Nature of the offence	Action/sanction
Corporate Management Services	Prejudice of the administration, discipline or efficiency of the department.	Written warning was issued
Stakeholder Coordination	There were no Informal Disciplinary Action matters reported for the other four branches during this quarter.	
Institutional Development and Integrity Management		
Provincial Strategic Management		
Administration Branch		



Current Status on Formal Disciplinary Action

Directorate/ Unit	Nature of the offence	Source: disciplinary action	Status
King's Support and Royal Household (x1) 04/10/2022	Bringing the name of the department into disrepute.	Disciplinary action initiated by supervisor	Matter finalised on 4 September 2023. Official pleaded guilty and issued with a Final Written Warning.
Office Support & Auxiliary Services (x1) 19/08/2023	Poor Performance and insubordination	Disciplinary action initiated by supervisor.	Investigation concluded at the end of August 2023. The disciplinary hearing is scheduled for 10 November 2023.
Provincial Forensic Investigation (x1) 29/11/2022	Bringing the name of the department into disrepute	Disciplinary action initiated by line manager	The disciplinary hearing proceeded on 28 September 2023 and the officer charged requested for further documents. The matter was adjourned to 2 November 2023.



Current Status on Formal Disciplinary Action

Directorate/ Unit	Nature of the offence	Source disciplinary action	Status
POD (x1) 12/05/2022	Abuse of State vehicle	Disciplinary action initiated by supervisor	The disciplinary hearing was concluded on 8 September 2023. Parties submitted closing arguments on 28 September 2023. Awaiting chairperson's findings.
Protection of Human Rights (x1) 12/12/2022	Bringing the name of the department into disrepute	Disciplinary action initiated by line manager	The official returned to her workstation after the upliftment of the suspension and the Acting Supervisor is in the process of giving a Written Warning.



Current Status on Formal Disciplinary Action

Directorate/ Unit	Nature of the offence	Source: disciplinary action	Status
Finance (x1) 17/01/2020	Alleged SCM irregularities	Disciplinary action initiated as a result of the forensic investigation	Matter commenced 28 July 2020, an <i>in limine</i> point was raised by the Employee which he has taken on Judicial Review, which was heard at the Labour Court on 16 August 2023. Judgement is awaited.
SCM (x3) 17/01/2020	Alleged SCM irregularities	Disciplinary action initiated as a result of the forensic investigation	Matter commenced 28 July 2020, an <i>in limine</i> point was raised by the Employees which they have taken on Judicial Review, which was heard at the Labour Court on 16 August 2023. Judgement is awaited



Current Status on Formal Disciplinary Action

Directorate/ Unit	Nature of the offence	Source: disciplinary action	Status
Kings Support and Royal Household (x2) 11/05/2023	Insubordination	Line management	Investigating Officer attended consultation at OTP on 17 October 2023 to finalize investigation
International Governmental Relations (x1) 14/06/2023	Gross Dereliction of Duty and Bringing the name of the department into serious disrepute	Line management	Hearing is scheduled to proceed on 27 October 2023.
Human Resource Support (x1) 19/09/2023	Dereliction of duty	Line management	Investigating officer has been appointed. Consultation with some witness took place on 12 October 2023 and further consultation with other witnesses is currently taking place.



Current Status on Formal Disciplinary Action

Directorate/ Unit	Nature of the offence	Source: disciplinary action	Status
POD Unit (x1) 04/08/2023	Signed trip sheet without authority	Disciplinary action initiated by line management	Employer Rep and Chairperson have been appointed. Investigator and Employer had a consultation meeting on 5 October 2023. Awaiting date of the hearing from the Chairperson.



New Misconduct Cases

Branch/ Directorate/ Unit	Nature of the offence	Action/Sanction
Stakeholder Coordination (x3) 2 October 2023	Bringing the name of the department into disrepute x1	The employer representative has been appointed and the charges are being drafted.
	Bringing the name of the department into disrepute x2	The investigating officer has been appointed and Investigation is in progress



RECOMMENDATION

It is recommended that :

SCOPA notes the current status of the Consequence Management cases for the Office of the Premier.

THANK YOU

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