



Office of the Official Opposition

Democratic Alliance Caucus Office Suite | West Wing | 2nd Floor | Tshwane House | 320 Madiba Street | Pretoria | 0002
PO Box 440 | Pretoria | 0001
Tel: 067 407 9701
Email: CilliersB@TSHWANE.GOV.ZA | www.tshwane.gov.za | www.facebook.com/CityOf Tshwane

My ref: Overpayment of salaries and benefits to officials

Tel: 067 407 9701

Your ref:

Fax:

Contact person: Alderman Cilliers Brink

Email: CilliersB@TSHWANE.GOV.ZA

Section/Unit: Democratic Alliance Caucus Office

Mr Johann Mettler
City Manager of the City of Tshwane Metropolitan Municipality
PRETORIA

By email
cm@tshwane.gov.za

2 June 2025

Dear City Manager

RE: REPAYMENT ARRANGEMENT BETWEEN OFFICIALS AND THE CITY OF TSHWANE ARISING FROM OVERPAYMENT OF SALARIES AND BENEFITS

1. I write to you in your capacity as accounting officer in terms of Chapter 8 of the Municipal Finance Management Act, 2003, for the purpose of drawing your attention to matters pertinent to your duties in terms of sections 61, 62(1)(a)-(e), 63(1)(a), 63(2), 65, 66, 71(1) and 71(2).
2. At the January 2025 ordinary meeting of the City of Tshwane (CoT) municipal council, I asked the Executive Mayor a question about the overpayment of salaries and benefits to

Kantoro ya Sefepi Segolo • Kantoor van die Hoofseep • Kantoro ya SemeSegolo
Hofisi ya N'waximokonkulu • IHhovisi LikaSoswebhu Omkhulu
Office of the Chief Whip

officials of the CoT in the 2019/20 financial year in terms of section 10(1)(b) of the Rules and Orders By-Law. I received her answer the same day as the council meeting, which is attached hereto and marked Annexure 'A'.

3. In the answer, the Executive Mayor indicated that:
 - 3.1 Seventy-eight (78) Group Heads and Division Heads were overpaid in the year 2019/20.
 - 3.2 When the City conducted a benchmarking exercise in July 2020, monies owed by sixty-two (62) of these officials as a result of the overpayment were recovered automatically.
 - 3.3 Of the remaining sixteen (16) which owe the city money from these overpayments, four (4) made payment arrangements, and started paying.
4. In a follow-up question to the Executive Mayor in May 2025, I asked the Executive Mayor whether she was one of the *Division Heads* who were overpaid, and if so, whether she has concluded a repayment agreement with the municipality, and when it was concluded. I received her answer the same day as the council meeting, which is attached hereto and marked Annexure 'B'.
5. In the answer, the Executive Mayor indicated that she never worked as Division Head of the CoT, and on that basis declined to answer any of the other questions. This included a question not premised on the Executive Mayor having served in such a position, namely: 'What steps are being taken to reach repayment agreements for the remaining overpaid Division Heads who are in the employ of the City of Tshwane?'
6. The Executive Mayor served as the head of the Chief Whip's office from 2016 to 2019, when she was either transferred or seconded to serve as Chief of Staff in the Office of the Executive Mayor. To the best of my recollection, she left the employ of the CoT during the course of 2020. These positions might not have fallen within the category 'Division Head'. An answer to the question was therefore avoided on a technicality.
7. It is my intention to ask the Executive Mayor whether in her previous employment with the CoT, regardless of designation or financial year, she was overcompensated, what the

extent of her overcompensation was, whether she has reached a repayment agreement with the CoT for these monies, and when this agreement was signed.

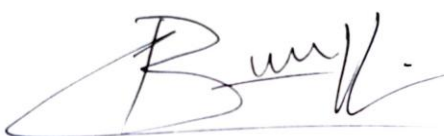
8. While I understand that you might feel that issues relating to the obligations of the current Executive Mayor are within the domain of the Speaker to investigate, if those obligations arose from an employment agreement with the CoT, then they fall within your responsibilities in terms of the MFMA.
9. In tandem with tabling the above-mentioned questions to the Executive Mayor in terms of section 10(1)(b), I ask that you investigate the matter and advise the Executive Mayor of the facts pertinent to the question prior to her rendering an answer as to avoid misleading the municipal council. It should be possible to establish these facts from a perusal of the financial records of the municipality, including the repayment agreements to which the Executive Mayor referred in her answer of January 2025.

CC:

Rob Cameron Ellis
Chairperson of the CoT Audit & Risk Committee

Auditor-General of South Africa
Pretoria Office
Mr Xolane Zicwele

Best wishes



Alderman Cilliers Brink

CAUCUS LEADER: DEMOCRATIC ALLIANCE – CITY OF TSHWANE

Notice of Rule 10(1)(b) Question to Executive Mayor: Ordinary Council, 30-Jan-25

Dear Executive Mayor

1. I hereby give notice of a question to the Executive Mayor at the ordinary meeting of the municipal council of the City of Tshwane on Thursday, 30 January 2025 in terms of Rule 10(1)(b) of the Rules and Orders of Council in the following terms:
 - (i) *How many officials of the City of Tshwane appointed at the level of Section 56 Managers, Group Heads, and Division Heads, if any, were overpaid in salaries and benefits, including lump-sum payments, as against their employment contracts and applicable collective agreements in the 2019/20 financial year?*
 - (ii) *If the answer to (i) indicates that such overpayments have happened: (a) how many of the officials concerned have entered into written payment arrangements with the City of Tshwane to repay the extent of the overpayment in each instance? (b) what is the total amount of the overpayment?*
2. Please note that in terms of Rule 10(1)(b) sufficient notice of 15 working days has been given in writing to the Executive Mayor, and the ask that the Speaker places the question on the agenda. The Speaker as well as the secretariat of the municipal council is included in this notice.

Best wishes



Alderman Cilliers Brink
Democratic Alliance
8 January 2025

CC:

Office of the Speaker of Council

Cllr Mncedi Ndzwannana
speaker@tshwane.gov.za
mncedin@tshwane.gov.za

Ms Heidi Jansen (Secretariat of Council)
heidij@tshwane.gov.za

Office of the Executive Mayor

Ms Sally Motebele (Personal Assistant to the EM)
sallym@tshwane.gov.za

Mr Pierre Mondriaan (Acting Division Head of Governance in the EM's Office)
pierremondriaan@tshwane.gov.za

Response to Ald Brink:

Question 1: How many official of the CoT appointed at the level of section 56 managers, Group Heads, and Divisional Heads, if any, were overpaid in salaries and benefits, including lump-sum payments, as against their employment contracts and applicable collective agreements in the 2019/20 financial year?

Response:

There were no section 56 managers who were overpaid at this period of 2019/20 financial year.

There were seventy-eight (78) Group Heads and Divisional Heads that were overpaid in the year 2019/20. This overpayment was before the benchmarking exercise was concluded for this group of managers. The benchmarking exercise for this group of managers was finalised in July 2020.

Question (2): if the answer to question 1, indicates that such overpayment payments have happened: (a) how many of the officials concerned have entered into written payment arrangements with the CoT to repay the extent of the overpayment in each instance? (b) what is the total of the amount of the overpayment?

Notice of Rule 10(1)(b) Question to the Executive Mayor: Ordinary Council, 29 May 2025

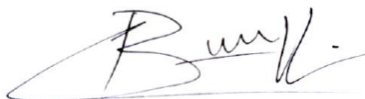
Dear Executive Mayor

1. I hereby give notice of a question to the Executive Mayor at the ordinary meeting of the municipal council of the City of Tshwane to be held on Thursday, 29 May 2025 in terms of Rule 10(1)(b) of the Rules and Orders of Council in the following terms:

Following from the answer of the Executive Mayor to my question tabled at the ordinary meeting of the municipal council in January 2025 about the overpayment of senior officials of the City of Tshwane, which answer was delivered on the day of the ordinary meeting of the municipal council in February 2025:

- (i) Is she one of the Divisional Heads that were overpaid by the City of Tshwane during her employment in the Office of the Chief Whip and later the Office of the Executive Mayor?
 - (ii) If so, (a) what is the extent to which she was overpaid, (b) has she reached a repayment agreement with the City of Tshwane and (c) when was this agreement signed?
 - (iii) What steps are being taken to reach repayment agreements for the remaining overpaid Divisional Heads who are in the employ of the City of Tshwane?
2. Please note that in terms of Rule 10(1)(b) sufficient notice of 17 working days has been given in writing to the Executive Mayor and ask that the Speaker places the question on the agenda. The Speaker as well as the secretariat of the municipal council is included in this notice.

Best wishes.



Alderman Cilliers Brink
Democratic Alliance
6 May 2025

CC:

Office of the Speaker of Council

Cllr Mncedi Ndzwana
speaker@tshwane.gov.za
mncedin@tshwane.gov.za

Ms Judith Maluleka (Group Head: Secretariat of Council)

JudyMal@TSHWANE.GOV.ZA

Mr Isaac Mogashoa (Divisional Head: Council and Committee Secretariat Services)

MafoaneM@TSHWANE.GOV.ZA

Mr Henderson Seshoka (Director: Council and Section 79 Committees Secretariat Services)

HendersonS@TSHWANE.GOV.ZA

Ms Heidi Jansen (Council Secretariat)

heidij@tshwane.gov.za

Office of the Executive Mayor

Mr André Coetzee (Chief of Staff – Office of the Executive Mayor)

AndreCoetzee@TSHWANE.GOV.ZA

Ms Sally Motebele (Personal Assistant to the Executive Mayor)

sallym@tshwane.gov.za

Mr Pierre Mondriaan (Acting Divisional Head of Governance in Office of the Executive Mayor)

pierremondriaan@tshwane.gov.za

Question Ald Cllr C Brink

NOTICE OF RULE 10(1)(B) QUESTION TO THE EXECUTIVE MAYOR

I hereby give notice of a question to the Executive Mayor at the ordinary meeting of the municipal council of the City of Tshwane to be held on Thursday, 29 May 2025 in terms of Rule 10(1)(b) of the Rules and Orders of Council in the following terms:

Following from the answer of the Executive Mayor to my question tabled at the ordinary meeting of the municipal council in January 2025 about the overpayment of senior officials of the City of Tshwane, which answer was delivered on the day of the ordinary meeting of the municipal council in February 2025:

- i. *Is she one of the Divisional Heads that were overpaid by the City of Tshwane during her employment in the Office of the Chief Whip and later the Office of the Executive Mayor?*

The Executive Mayor has never been employed as a Divisional Head by the City of Tshwane.

- ii. *If so, (a) what is the extent to which she was overpaid, (b) has she reached a repayment agreement with the City of Tshwane and (c) when was this agreement signed?*

Not applicable.

- iii. *What steps are being taken to reach repayment agreements for the remaining overpaid Divisional Heads who are in the employ of the City of Tshwane?*

Not applicable.