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Tuesday, 30 June 2026

Cllr NS Taueatsoala
The Mayor
Mogalakwena Local Municipality
P O Box 34
MOKOPANE
0600

Dear Hon. Cllr. T Taueatsoala

PERSISTENT DISREGARD OF THE REGULATIONS AND UNLAWFUL INSTRUCTIONS AND INTERFERENCE IN MUNICIPAL FUNCTIONS

1. I refer to my coerced and involuntary resignation letter dated Wednesday, 18 June 2026 together with the resolution of the Mogalakwena Local Municipality Council meeting held on Monday, 29 June 2026 and subsequent illegal instructions I received from the Political Management Team (PMT) this morning.
2. At the onset, I wish to remind you that in terms of the resignation letter I submitted, I indicated that I was not voluntarily leaving my position but I was instructed to vacate the office and allow the leadership to appoint a person of their choice. This is despite the existing contract of employment I have with the Municipality which is due to expire on 30 September 2027.
3. I learned with shock from the Political Management Team (PMT) that a meeting was held yesterday after Council, where the Leadership instructed them to communicate their decision that I should be put on forced leave within 48 hours while they consider my letter of resignation that was unanimously approved by Council who is my employer. What is surprising is that the same Leadership instructed you that you must instruct me to resign which I duly obliged, to avoid victimisation.
4. I have furthermore, given the leadership an option of allowing me to serve the community of Mogalakwena until 30th November 2026 and forgo the balance of my

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employment contract. This decision was noted and ratified by Council during a special Council meeting held yesterday. With this development in mind, I do not understand on what basis is the leadership now approaching me to indicate that I must go on a 'forced' special leave. I will not be a party to any illegal dealings and contravention of my own contract of employment. My employment is regulated by the Regulations and there is no provision in the Regulations authorising political leaders to place a Municipal Manager on forced special leave outside the Regulations. I therefore hereby wish to inform you that I am not applying for any special leave and I intend to serve my notice until 30 November 2026 without any undue influence and interference.

5. In my resignation letter, I have given the political leaders until Wednesday, 24 June to evaluate and consider the terms under which I am being forced out of work. For your reference, I annex hereto a copy of the said resignation letter for your benefit.

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5. In my resignation letter, I have given the political leaders until Wednesday, 24 June to evaluate and consider the terms under which I am being forced out of work. For easy reference, I annex hereto a copy of the said resignation letter for your benefit.
6. Kindly note that I remain the Municipal Manager of Mogalakwena Local Municipality until my last day of work as indicated in my resignation letter mentioned above. I remain committed to conclude all matters under my custody, to support the audit process to completion, and to ensure a comprehensive and orderly handover. And I remain available to assist with any reasonable transitional requirements within this notice period.
7. I have already indicated in my resignation letter that in the event that the leadership does not wish to allow me to serve until the last day, I therefore request to be paid six months' salary which is equivalent to the monies I would have earned from now until 30th December 2026. However, in light of the ongoing pressure and interference from the leadership, I intend to work until the end of my contract of employment.
8. I have considered all the factors surrounding and influencing these external forces to try and frustrate my legitimate expectations as an employee and I wish to record the following:

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- 8.1 The decision to place me on any forced leave should be that of the Council and not of any third parties who are not a party to my contract of employment;
- 8.2 Council does not have any powers in terms of the Regulations or any law to place me on any 'forced' or special leave;
- 8.3 The decision to take leave of absence from work can only be initiated by me through a submission of a leave form. As such, I refuse to submit any leave

8. I have considered all the factors surrounding and influencing these external forces to try and frustrate my legitimate expectations as an employee and I wish to record the following:

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- 8.1 The decision to place me on any forced leave should be that of the Council and not of any third parties who are not a party to my contract of employment;
- 8.2 Council does not have any powers in terms of the Regulations or any law to place me on any 'forced' or special leave;
- 8.3 The decision to take leave of absence from work can only be initiated by me through a submission of a leave form. As such, I refuse to submit any leave application form outside my scope of employment.
- 9. I wish to further indicate that Council is not without any recourse in the event that my services are no longer required. The Council may do the following:
 - 9.1 Resolve to accept my conditions of resignation and pay me the requested six months' compensation,
 - 9.2 Resolve to pay me out the balance of my contract until 30 September 2027;
 - 9.3 In terms of the Resolutions, follow any specific provision which authorises the ongoing illegal and unlawful instructions.
- 10. I wish to advise you, the Speaker and Council that the Courts have already pronounced on these issues and indicated that unlawful and illegal instructions from political leaders does not exonerate the executive from their constitutional powers and mandate. This is to safeguard the separation of powers and ensure that government is run efficiently and in line with the spirit and purport of the Constitution. As such, the ongoing deliberate and concerted pressure and interference from the political leadership should be rejected on the basis that there is an ongoing employment contract and only myself and the Council can agree on the best possible ways to end our relationship.
- 11. It was disheartening to hear that the Leadership in addressing their meeting yesterday, have decided to pit me against the community of Mogalakwena or their structures. I want to remind them that this Municipality is very volatile and violent, in the last two (2) weeks I have received threats on my life because an impression is created that I am refusing to vacate office. I urge them to have

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regard to my life, I am not a politician and none of them have afforded me an opportunity to speak for myself. If anything happens to my life I hope and pay that is not due to the unfortunate remarks being made about me without affording me a right of response.

- 12. I further wish to inform the Speaker that if I do not get any protection from the

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12. I further wish to inform the Speaker that if I do not get any protection from the Council as my Employer from this strong political destruction, I will have no choice but to approach the Courts and the relevant Commission of Enquiry to lodge my complaint and assert my rights.
13. This letter is not a retraction of my resignation and I will vacate my office as Municipal Manager of Mogalakwena Local Municipality on 30th November 2026 as indicated and noted by the Council meeting of 29 June 2026.
14. I therefore seek protection from employer until my last day of work.

Yours faithfully



MORRIS MONTEGO MALULEKA
MUNICIPAL MANAGER
MOGALAKWENA LOCAL MUNICIPALITY

Jun 30, 2026

DATE:

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