



forestry, fisheries & the environment

Department:
Forestry, Fisheries and the Environment
REPUBLIC OF SOUTH AFRICA

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NATIONAL ASSEMBLY

(For oral reply)

QUESTION NO. 825 {NO5182E}

INTERNAL QUESTION PAPER NO. 46 of 2022

DATE OF PUBLICATION: 8 November 2022

Ms A M M Weber (DA) to ask the Minister of Forestry, Fisheries and the Environment:

- (a) What are the details of the outcomes of the latest cases brought before the Commission for Conciliation, Mediation and Arbitration by the suspended SA National Parks officials (names furnished) and (b) by what date will the disciplinary process of a certain person (name furnished) be concluded?

825. THE MINISTER OF FORESTRY, FISHERIES AND THE ENVIRONMENT REPLIES:

- (a) In regard to the first case, after his summary dismissal in June 2022, the former Chief Executive Officer lodged a Commission for Conciliation, Mediation and Arbitration (CCMA) application and the dispute remained unresolved after the conciliation on 1 July 2022. Upon applying, an arbitration hearing was scheduled for 20 September 2022. Parties could not lead evidence as the former employee informed the CCMA Commissioner of his intention to apply for the proceedings to be broadcast live so that all SANParks employees and citizens of South Africa could observe and listen to the proceedings. The application was lodged and SANParks opposed it. The CCMA hearing where parties argued the matter before the CCMA Commissioner was held on 28 October 2022. The Commissioner will issue a ruling within 14 days. The matter is ongoing.

With regard to the second case, after his dismissal in July 2022, the former Head of Socio-Economic Transformation lodged a complaint at the CCMA. CCMA conciliation could not resolve the dispute as the former employee demanded re-instatement. A CCMA arbitration was lodged and the hearing set on 14 October 2022. At the CCMA arbitration hearing, evidence could not be presented as the former employee raised a point in time and contended that the dismissal should first be considered by SANParks Appeals Authority. SANParks indicated its intention to oppose the application as the applicant reported directly to the CEO and referring the matter to the Appeals Authority would delay the finalisation of the case unnecessarily. Subsequently, the CCMA in Pretoria decided that the case will be referred to its National Office in Johannesburg. Parties are awaiting the set-down date. The matter is still unresolved.

- (b) The disciplinary hearing of the Coordinator: Risk Management is proceeding. The presentation of evidence is continuing. To date, the disciplinary hearing has sat for more than 41 days. The last witness of SANParks is under cross-examination. The hearing will proceed from 29 to 30 November 2022 and from 6 to 9 December 2022. It is anticipated that the disciplinary hearing will be finalised early next year given the number of witnesses who must still testify to corroborate the employee's version.



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MS B D CREECY, MP
MINISTER OF FORESTRY, FISHERIES AND THE ENVIRONMENT

DATE: 21/11/2022