



the dr&pw

Department:
Roads and Public Works
NORTHERN CAPE PROVINCE
REPUBLIC OF SOUTH AFRICA

MEDIA RESPONSE

Media enquiry: Alleged 'Harassment and intimidation' by a Director

The previous case of sexual harassment against the senior manager of the department was finalised, through a disciplinary process by which he was placed on special leave. The chairperson acquitted the senior manager concerned on all charges, and consequently the suspension was lifted, based on the findings that the false allegations brought the departments name into disrepute. According to DPSA's Management of Sexual Harassment in the Public Service, Part B, Section 18.4 states that if a false allegation is established, the Head of the Department should immediately institute disciplinary processes against the accuser.

We have no record of a case of 'harassment and intimidation' but we received a grievance from the lady and in terms of legislation we have 30 working days to resolve the grievance and we are still within this timeframe.

We need to correct the fact that the employee is no longer an EPWP worker, but she was permanently appointed by the department during June 2015 and her hometown is not Hartswater, but Jan Kempdorp. The transfer was administratively unprocedural as it was never approved by the District Manager or the Head of the Department. As administrative practice we usually advise and encourage all staff to follow the prescribed written administrative processes when requesting a transfer.

In alignment with the Promotion of Access to Information Act, 2000 the department is unable to comment regarding her pregnancy, as the employer respects the privacy of all its employees.

For the record, the department handles all requests received from its employees and regards all requests as important.

Spokesperson

Ms Crystal Robertson

DEPARTMENT OF ROADS AND PUBLIC WORKS

DATE: 13 September 2016

