



water & sanitation

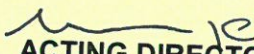
Department:
Water and Sanitation
REPUBLIC OF SOUTH AFRICA

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Reference: CDHRM/736/18

MINISTER OF WATER AND SANITATION


NATIONAL ASSEMBLY: QUESTION No. 736 FOR WRITTEN REPLY

A draft reply to the above mentioned question asked by Mr C D Matsepe (DA) is attached for the Minister's consideration.


ACTING DIRECTOR-GENERAL

DATE: 08/05/2018

~~DRAFT REPLY APPROVED/AMENDED~~


NKWINTI GE (MP)
MINISTER OF WATER AND SANITATION

DATE: 15/05/2018

NATIONAL ASSEMBLY

FOR WRITTEN REPLY

QUESTION NO.736

DATE OF PUBLICATION IN INTERNAL QUESTION PAPER: 9 MARCH 2018
(INTERNAL QUESTION PAPER NO. 6)

736. Mr C D Matsepe (DA) to ask the Minister of Water and Sanitation:

- (1) Whether his department has a sexual harassment and assault policy in place; if not, (a) why not and (b) by what date will his department have such a policy in place; if so, (i) how are reports investigated and (ii) what are the details of the consequence management and sanctions stipulated by the policy;
- (2) (a) What is the total number of incidents of sexual harassment and assault that have been reported in his department (i) in each of the past three financial years and (ii) since 1 April 2017, (b) what number of cases were (i) opened and concluded, (ii) withdrawn and (iii) remain open based on the incidents and (c) what sanctions were issued for each person who was found to have been guilty?

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THE MINISTER OF WATER AND SANITATION

- (1)(a) Yes, our Department has a Sexual Harassment Policy in place.
- (1)(b) Falls away.
- (a)(b)(i) The allegations are investigated by an Employee Relations Officer, who after completing the investigation, writes a report. The decision to take or not to take disciplinary action is based upon the recommendations of the investigation report.
- (a)(b)(ii) Our Department implements recommended sanctions according to the Departmental Labour Relations Policy and Labour Relations Sanctioning Guidelines for the Public Service; the Policy and guidelines stipulate sanctions that include verbal and written warnings, suspension without pay and a dismissal depending on the nature and circumstances of the case.
- (2)(a) Three (3) incidents were reported in the past three financial years. During the 2015/16 there were no reports; during the 2016/17 one (1) incident was reported; and, during 2017/18 two (2) incidents were reported.
- (2)(b) Three (3) cases were opened; and, were all concluded. Out of the three (3) two (2) were withdrawn.
- (c) In the one case that was not withdrawn, the Chairperson found the alleged perpetrator not guilty of sexual harassment.