

BY HAND

Ms TUMISO MPHUTI
c/o: CETA
183 KERK STREET
HALFWAY HOUSE
MIDRAND, 1685

Dear Ms Mphuti

NOTICE OF IMMEDIATE SUSPENSION FROM WORK

1. By powers vested in me under the Government Notice No. 86 of 3 February 2020, published under Government Gazette No. 42991 of the same date, I hereby place you under suspension from work with immediate effect.
2. Your suspension will be with full pay, pending a full assessment of the current state of affairs within the organization. In particular, your suspension is effected for reasons of good administration in view of the fact that you are implicated in an Investigation Report ("**the Report**") issued by Gobodo Forensic and Investigative Accounting (Pty) Ltd ("**Gobodo**"). The Report has come to my attention as the appointed Administrator for the CETA.
3. You are required to hand back to the CETA all of the organization's assets that are in your possession, including all work-related documentation, access devices, keys, laptop, mobile phone, diaries or any other CETA information and/or documents, originals or copies, that may be in your possession.
4. You will not be entitled to report for work and/or attend to any premises of the CETA during your suspension period. Furthermore, you may not contact, interfere with, intimidate and/or harass any staff member, service provider, training provider and/or stakeholder of the CETA during the suspension. In the event that you are contacted by any staff member, service provider, training provider and/or stakeholder of the CETA,

you must advise him/her/them of the terms of your suspension and immediately terminate the discussion.

5. In the event that you need to make contact with any employee, service provider, training provider or stakeholder of the CETA, you must first seek written permission and you may only make such contact after permission has been given to you in writing. Should you breach this or any of the conditions of your suspension, disciplinary steps may be taken against you.
6. You should remain available during working hours to be contacted at any time. You are required to provide a cell phone (and/or a home) contact number at which you may be contacted at any time during working hours.
7. During your suspension period, you may also be requested to attend meetings to provide information that may be required. You are encouraged to give your full cooperation to this process and should you refuse to do so, disciplinary steps may be taken against you.
8. In the Report by Gobodo, there are specific Recommendations that are made pertaining to you as an employee of the CETA. In particular, the following Recommendations are made:
 - 8.1. **In relation to the Tender for Learner Tablets (Bid No. 026-2017/2018):**
As an SCM representative, you must be requested to submit written explanations as to why disciplinary action should not be taken against you for your failure to detect that in evaluating the bids, the Bid Evaluation Committee ("BEC") had done so in a manner that is inconsistent with the terms and conditions as advertised.
 - 8.2. **In relation to the tender for a project manager for the procurement of land, design plans and construction of CETA's Head Office (Bid No. 022-2017/2018):**

As an SCM representative, you must be requested to submit written explanations as to why disciplinary action should not be taken against you for your failure to detect that in evaluating the bids, the BEC had done so in a manner that is inconsistent with the terms and conditions as advertised.

8.3. **In relation to the Tender for Biometric Learner Attendance System (Bid No. 013-2017/2018):**

As an SCM representative, you must be requested to submit written explanations as to why disciplinary action should not be taken against you for your failure to detect that in evaluating the bids, the BEC had done so in a manner that is inconsistent with the terms and conditions as advertised and failed to recognize that Grayson Reed had not quoted as per the stipulated scope of work.

9. In view of the Recommendations made against you, I am hereby affording you an opportunity to submit your written explanations by no later than Tuesday 25 February 2020.
10. Being mindful of the culture of fear and mistrust that may have been cultivated under the previous administration, I wish to assure you that my administration will subscribe fully to the basic values and principles governing public administration, as they are set out under Chapter 10 of the Constitution of the Republic of South Africa. These values and principles are the following:
 - 10.1. A high standard of professional ethics must be promoted and maintained;
 - 10.2. Efficient, economic and effective use of resources must be promoted;
 - 10.3. Public administration must be development-oriented;
 - 10.4. Services must be provided impartially, fairly, equitably and without bias;

- 10.5. People's needs must be responded to, and the public must be encouraged to participate in policy-making;
 - 10.6. Public administration must be accountable;
 - 10.7. Transparency must be fostered by providing the public with timely, accessible and accurate information;
 - 10.8. Good human-resource management and career-development practices, to maximise human potential, must be cultivated;
 - 10.9. Public administration must be broadly representative of the South African people, with employment and personnel management practices based on ability, objectivity, fairness, and the need to redress the imbalances of the past to achieve broad representation.
11. When considering the Final Report by Gobodo, I have noted the following conclusions that are made:
- 11.1. That, an unhealthy environment exists within the CETA to the extent that individuals are reluctant to talk freely out of fear of being victimized;
 - 11.2. That, a concerted effort is being made by individuals within the CETA to cover up the irregularities within the organization; and
 - 11.3. That, the procurement division and/or at least procurement of services within the CETA is dysfunctional, which is in part attributable to the ostensibly interference of individuals in the SCM process and/or management overriding of processes.
12. In keeping with the values and principles I have outlined above, and in the interest of swiftly restoring good governance within the CETA, I am prepared to apply corrective/progressive discipline (or to even grant indemnity/immunity) to any

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employee who comes forward with full information of wrongdoing, even if that employee was involved in such wrongdoing.

13. Any disclosure made in this regard must be frank and honest and the information disclosed must be factual, true and, where necessary, supported by either documents, available evidence or even witnesses. I may add that information disclosed will be treated with the strictest confidentiality.
14. I am therefore extending this invitation to you also, that you come forward with any information of wrongdoing you may be aware of, even if you were (in any manner or form) involved in such wrongdoing.
15. Kindly acknowledge receipt of this letter of suspension at the space provided below.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Sabelo Wasa', written over a horizontal line.

MR SABELO WASA
CETA ADMINISTRATOR
20102/2020