



TO: SASCOC Members
FROM: Office of the President
DATE: 09 January 2018
SUBJECT: SASCOC-DISCIPLINARY PROCEDURES AGAINST 3 SASCOC STAFF MEMBERS

Dear SASCOC Members

A. Preamble

The SASCOC Board consistently operates and responds to any matter based on the rights, obligations, responsibilities and authority assigned to Board by the SASCOC Constitution and Council.

The Board has at all times acted within the confinement of the SASCOC Constitution, and followed due process within our approved policies for example the Human Resources Policy, Financial Policy and Procedures, relevant legislation, approved terms of references of committees, corporate governance principles as expressed by the latest King reports and the Board's fiduciary responsibilities.

B. Lead up to the Disciplinary process

Both the SASCOC Board and the Finance Committee received a number of reports regarding allegations of possible transgressions by staff members, which, if true, would amount to contraventions of the **SASCOC Constitution** and **SASCOC policies and procedures**, most notably the Finance Policy and Procedures, Human Resources Policy, and Corporate Governance Principles.

At the Board strategic breakaway on the 18th and 19th January 2017 it was resolved that SASCOC shall respond to the changing environment, opportunities, threats, challenges, and the multitude of allegations against SASCOC and its staff.

Subsequently President Sam met with the SASCOC staff conveying the resolutions from this meeting and confirming the very important role staff will have to play in this "new direction" process. The CEO at his own choice did not attend this meeting.

The Finance Commission, in carrying out its functions, reported matters of concern to the Board on a monthly basis.

The various allegations coupled with negative publicity compromised SASCOC's ability to attract funding to finance our core activities such as the HP Athletes and Games Delivery.

The Board was compelled to commission a formal investigation by an independent and reputable law firm based on the:

1. Allegations/s and complaint/s of sexual harassment made by a staff member against the CEO

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Board Members
Mr Gideon Sam (President), Ms Hajera Kajee (Deputy President), Mr Barry Hendricks (Vice President), Dr Sam Ramsamy (IOC Member), Mr Anant Singh (IOC Member),
Mr Mark Alexander, Ms Merrill King, Mr Kobus Marais, Dr Debbie Alexander, Mr Les Williams, Ms Lwandile Simelane, Mr Kaya Majeke, Mr Jerry Segwaba, Mr Tubby Reddy (CEO)

2. Awareness of the so-called "SS Griffon" Report on alleged bugging/tapping of phones and office communication
3. Sudden changes of SASCO's security service provider
4. Alleged involvement of staff in irregular governance activities

The findings of the aforementioned investigation prompted the Board to initiate disciplinary action against Mr Tubby Reddy, Mr Vinesh Maharaj and Ms Jean Kelly and this led to their suspension and the institution of formal disciplinary procedures.

C: Disciplinary process

SASCO adhered to the relevant legislative processes and a disciplinary hearing against the three employees was held on 4 December 2017 until 7 December 2017. The disciplinary hearing was chaired by Advocate Anton Myburgh SC, an independent and reputable senior member of the Johannesburg Bar. The employees did not attend and the hearing was held in their absence.

The chairperson issued comprehensive findings on the 22 December 2017, the findings included his recommendations. The Board considered these and had to decide whether to support the recommendations as prescribed.

The Board resolved to accept and support the recommendations of the chairperson and Mr Tubby Reddy, Mr Vinesh Maharaj and Ms Jean Kelly were summarily dismissed, with effect from 8th January 2018.

The Board voted as follows:

- The two IOC members did not react to the resolution.
- Two members (Mark Alexander and Kaya Majeke) did not support the resolution and were recorded as No votes.
- Seven members (Gideon Sam, Barry Hendricks, Merrill King, Jerry Segwaba, Dr Debbie Alexander, Lwandile Simelane and Kobus Marais) voted in favour of the recommendations.
- Three board members (Hajera Kajee, Les Williams and Natalie du Toit) abstained.

Since the disciplinary hearing was independently chaired, the dismissals recommended by senior counsel and subsequently ratified by the Board, there is no purpose in lodging an internal appeal. If these employees wish to challenge the dismissal, they must instead approach the CCMA.

In the spirit of openness and transparency, the members will find attached the Disciplinary Report with findings and recommendations. Included in this report are the charges against the relevant persons.



Mr Gideon Sam

President: SASCO