
From: National Lotteries Commission StaffComplaints <nlcstaffcomplaints@gmail.com>

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Subject: Request for Urgent Intervention - NLC Staff Complaint to the Honourable Minister and Portfolio Committee

Dear Minister Tau and Portfolio Committee Chairperson of the Portfolio Committee on Trade, Industry and Competition, Honourable Masina and Honourable Portfolio Committee Members

Concern regarding state of affairs at NLC

We as the staff of the NLC, request the Minister to intervene and ensure that the organisation is saved from plunging into chaos. We appeal for your assistance in instituting a forensic investigation on the operations of the Commission to ensure that the past is not repeated. We are gravely concerned about the future of the NLC and the possible consequences for our communities that need the services and support from the NLC. The NLC is currently at the hands of consultants who are not in touch with the work of the Commission.

Under the current leadership:

1. Consultants are running a parallel IT division; Revco run by Chad and Dave Reavell have been running a unit for Modernisation and have been excluding employees from ICT. The cost at millions but no results even now.
2. Appointment of Revco without following due process. We know there was no public procure process to appoint how this happen?
3. Free reign given to Revco, where they:
 - 3.1 Appointed white interns which include their own children without any due process at a cost to the NLC.
4. Engagement of a company called Waymark by Revco, whereby they are using their services to provide support on Modernisation without any due public procurement process advertised. The NLC remains liable for paying Waymark
5. Waymark, Chad Reavell and Dave Reavell all irregularly appointed have access to NLC resources, laptops, email addresses and vehicles whilst they are not NLC employees this is against NLC policy.

6. Appointment of staff in the Commissioner's office without advertising, Karen Coode, Linda Moodley where just given jobs without advertising much as they are uneducated and unqualified.
7. Inconsistent application of policies, where employees in the previous administration were subjected to a disciplinary process for "irregular expenditure" yet current employees who are responsible for irregular and fruitless expenditure are being shielded. The current Cheadle Thompson and Haysom scandal and other irregular procurements is evidence of this.
8. Influx of former SABS employees who
9. lack aptitude to function within the organisation appointed handpicked by Jody who comes from the SABS before coming to NLC.
10. A divided organisation where old employees are marginalised and being treated as outcasts. Racially charged environment resembling the apartheid era caused where new White, Volored [Coloured] and Indian employees tell old black employees they don't know what they are doing.
11. A hostile workplace where old black employees live in fear and new white, colored and Indian employees must be obeyed regardless of the position and seniority.
12. There is also a consultant who was hired in the Commissioner's Office who's retired from the DTIC, Andre Kritzinger, who has been appointed as an Acting CIO. This alone is an indication of the ineptitude of the current administration.
13. Why was this post not advertised? This is against HR policy which says vacant posts must be advertised and filled within 6 months. The Commissioner leaves posts to be open for long time and fills them with previous SABS/Dtic staff without advertisement.
14. Performance Has Hit Rock Bottom. the NLC has gone from performing at 94% to below 60% under the current leadership. From 2016 to March 2022, the NLC had zero backlogs. Now, the backlogs are massive, and they can't even meet the 150-day adjudication deadline and other service delivery timeframes set by law. This Board and Commissioner have created an environment where staff morale is at its lowest point ever, and the organisation is falling apart.
15. It's unbelievable that while the Commissioner is handing herself salary adjustments, the rest of the staff are being denied inflationary increases and bonuses. Managers loyal to her are getting overtime payments—something that's completely against the rules for senior management. Meanwhile, employees who were paid overtime under the previous administration are being forced to pay it back. The Board and Commissioner are using baseless claims that "all staff are corrupt" to justify these actions, punishing hard-working employees while they enrich themselves. We have not had any bonuses or 13th cheque of salary increases while the Commissioner and Board get adjustments and exorbitant fees because they say we are corrupt
16. There exists a parallel HR structure overseen by Heinrich Bohmke, who reports directly to the Commissioner. His appointment was made without any transparent processes, further undermining the integrity of the organisation.
17. Staff operate in fear. There is a high number of absenteeism [sic] and underperformance under new leadership who rule with an iron fist and threaten and is ready to fire everyone at every opportune time.
18. Given the serious nature of these allegations we strongly urge you to investigate the above.

19. We want to restore this organisation to its glorious days some of us have been here since the opening and will be here until the end. We have seen leadership come and go this one reminds us of dark apartheid regime. Under this Commissioner and Board the NLC has experience the worst Human Right violations, a stark contrast to what the Chair has advocated for throughout his life, that needs your urgent attention.