



environmental affairs

Department:
Environmental Affairs
REPUBLIC OF SOUTH AFRICA

Ref:02/1/5/2

MINISTER

QUESTION NO. 163 FOR ORAL REPLY: NATIONAL ASSEMBLY

A draft reply to Mr N S Matiase (EFF) to the above-mentioned question is enclosed for your consideration.

MS NOSIPHO NGCABA
DIRECTOR-GENERAL

DATE:

DRAFT REPLY APPROVED/AMENDED

MRS B E E MOLEWA, MP
MINISTER OF ENVIRONMENTAL AFFAIRS

DATE:

NATIONAL ASSEMBLY

(For oral reply)

QUESTION NO. 163 {NO2372E}

INTERNAL QUESTION PAPER NO. 18 of 2015

DATE OF PUBLICATION: 02 June 2015

Mr N S Matiase (EFF) to ask the Minister of Environmental Affairs:

With reference to the alleged racism scandal at the South African National Biodiversity Institute (SANBI) (details furnished), what has been the result of the coaching sessions conducted by the Technical Assistance Unit of the National Treasury to ease race relations and bring transformation and a welcoming environment for black staff members at SANBI?

163. THE MINISTER OF ENVIRONMENTAL AFFAIRS REPLIES:

In every employer/employee relationship, there is bound to be a lapse of relations at times. Hence the laws of our country anticipates this situation and makes provision to deal with them. In 2009, the South African National Biodiversity Institute (SANBI) requested the Technical Assistance Unit (TAU) (now GTAC) of the National Treasury to facilitate the Sustainable Transformation Process at SANBI. Part of this Sustainable Transformation process was the facilitation of the coaching sessions for middle and senior management staff. The sessions were very helpful in honing leadership and management skills of the middle and senior management staff, improved communication and staff morale; and the good end-result is that these coaching sessions contributed to a good working environment for all staff members, including black staff members.

The result of TAU (now GTAC) intervention is that SANBI has never had any negative labour relations incidents since the intervention. The Institute has also put in place a number of programmes which focuses on developing young black staff members, particularly, for example, Groen Sebenza (Jobs Fund in the Biodiversity Sector) that aimed at increasing a number of young black scientists at SANBI and in the entire biodiversity sector; a bursary scheme to support staff members who wish to further their studies; internship programme, etc. In addition, SANBI has received a clean audit award from the Auditor-General for 2013/14 financial year, which indicates a healthy well run sustainable organisation

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