



water & sanitation

Department:  
Water and Sanitation  
REPUBLIC OF SOUTH AFRICA

## STATEMENT – WAR ON LEAKS

21 October 2015

Dear War On Leaks Training Facilitators

Further to the communique sent out on the trainee stipends, we wish to highlight the following related challenges which require our collective attention for resolution.

Based on the ad-hoc stipend payments effected for 16 October and 20 October 2015, we are still experiencing minor challenges related in particular to the following:

- **Rejections from the banks for payments into trainee bank accounts:** The WOL team (since 16 October 2015), have been contacting each of these students regarding this. Facilitators are requested to release students to resolve this issue as they may need to get to banks and/or resend and confirm information to Rand Water. Rand Water **cannot** effect payment if all documentation is not in order and banking requirements in terms of salary payments is non-negotiable due to issues of fraud.
- **Trainees who do not have contracts:** We are also aware of a number of learners who do not have contracts, but have the Letters of Commitment. We have been trying to trace these trainees to come forward. These learners must contact us ASAP so that the relationship can be formalised through the issuance of a formal Contract.  
**No stipend will be paid without a formal contract being in place.**
- **Unauthorised Trainees:** We have received feedback from the facilitators at the various venues that there are trainees who are attending classes although they are not part of the programme. These trainees have neither a Letter of Commitment nor a formal Learner Contract. *Rand Water and DWS do not have any formal relationship with these learners and there is no obligation that arises based on their attendance of classes for DWS or RW in this regard. Facilitators are requested to advise us where this is occurring so that we can address this with the trainees directly.*

The process to select our learners is a rigorous process which involves the following:

- Meeting minimum qualification requirements, e.g. Matric with a good pass (Maths and Science);
- A formal interview;
- Technical assessment if a student is in the Artisan category;
- Verification of qualification and criminal record.

RW and DWS cannot allow a situation where a process has been undertaken for certain trainees and others are simply allowed to enter the programme with no process or engagement.

This is unfair to those trainees who have been subjected to the full process and exposes us to potential allegations of inconsistency, undermines our process and attracts audit findings for us. This is a Presidential Project and no compromise will be made that can bring this programme into disrepute or attract negative publicity.

*We urge facilitators to advise us so that we can address this as the WOL Management.*

### **Attendance Registers**

All trainees are required to complete and sign an attendance register on a daily basis. There is a dual sign-in and sign out system that will be implemented. Where Trainees are signing in for class in the morning and disappearing for the rest of the day, this will be marked as an absence. The stipend for those learners will be pro-rated for the absences, meaning that trainees will not be paid for the day that they did not attend classes. A template will be sent in respect of the above.

***Facilitators are requested to be vigilant in this regard as we wish to instil a high level of discipline and respect in our Trainees.***

### **PPE/WOL Uniform**

All trainees are required to have PPE. Facilitators need to identify trainees that do not have PPE so that this can be provided to them. As per the instruction from the Minister of DWS in this regard, all trainees must have two (2) sets of PPE for the duration of the training. PPE in the form of the pants and a WOL t-shirt/jacket must be worn as the daily uniform for classes. Where trainees are deployed to Sites, the full PPE per the site safety requirements shall apply.

**Learning Continues!**

**WOL Management**