



**SOUTH AFRICAN
FOOTBALL ASSOCIATION**

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02 May 2020

TO: All SAFA National Executive Committee Members

FROM: President



CLAIMS OF MR GAY MOKOENA AND THE FACTUAL POSITION

Mr Gay Mokoena makes three contradictory statements in respect of his departure as acting CEO of SAFA, namely that:

- he was dismissed;
- he resigned; and
- there was a sudden exit.

In addition, he accuses the President of violating the SAFA Constitution, ignoring Good Corporate Governance practices and is deviating from the processes, systems and procedures of SAFA. These allegations are denied and are dealt with hereunder.

G MOKOENA'S APPOINTMENT AND DEPARTURE

- In his letter he states that on 23 October 2019, the NEC met with the Minister of Sport Arts and Culture, Mr Nathi Mthethwa, to discuss the proposed football Indaba. After the Minister departed the NEC deliberated on the vacancy that was going to be created by the departure of Mr Russell Paul who would be leaving at the end of October 2019. *"After deliberations the NEC requested me to consider replacing Mr Paul and to assist the President with the appointment of the permanent CEO"* (Page 1 Mr Mokoena's Letter). Mr Russell Paul was offered and accepted an appointment to serve FIFA in the 2022 Qatar World Cup.
- Mr. Mokoena entered into a fixed term contract with SAFA to act as its CEO. The contract was for a period of 5 months from 1st November 2019 and expired on 31st March 2020. The period of 5 months was proposed by Mr. Mokoena as he indicated that he had other business interests which required his attention.
- At the official date of termination of the contract, Mr Mokoena was at home in Mpumalanga and the SAFA offices were closed and all members of staff were asked to stay at home from 24 March 2020 due to the Lockdown.
- It is clear that because of the lockdown that all SAFA activities had been suspended (All international competitions, The PSL, ABC Motsepe League, National Women's League, Sasol League and all other Provincial, Regional and LFA Competitions).
- Mr Gronie Hluyo (SAFA Chief Financial Officer, CFO) paid all staff members a full salary at the end of the month of March 2020. On the 15 April 2020, Mr Hluyo was preparing a payroll for the end of April 2020, which payroll would exclude the following:

Danny JORDAN (President), Irvin KHOZA (VP), Ria LEDWABA (VP), Thamsanqa MOKOENA (VP), Xolile NKOMPELA (VP), Gay MOKOENA (Acting CEO/Acting General Secretary)
National List Members: Bennett BAILEY, Poobalan GOVINDASAMY, Emma HENDRICKS, Mzwandile MAFORVANE, Pateka NKONE, Leonard SHIBE, Mxofisi SIBAM, Anastasia TSICHLAS, Gladwin WHITE, Simphiwe XABA.
Provincial List Members: Aubrey BAARTMAN, David BANTU, Gerald DON, Mzimkhulu FINA, Jack MALULEKE, Lithakho MARAGO, Tshkiso MODIPA, Letlma MOGOROSI, David MOLWANTWA, Monde MONTSHIWA, William MOOKA, Thabile MSOMI, Andile NGCONJANA, Kwenzakwakwe NGWENYA, Pius NQANDELA, Vincent RAMPHAGO, Shuping SEBOKO, Linda ZWANE
National Soccer League Members: Jose FERREIRA, Mato MADLALA, Kalizer MOTAUNG
Honorary Members: Molefi OLIPHANT (Honorary Life President), Lesole GADINABOKAO (Honorary President), Motobang MOSESE (Honorary Life Member), Obakeng MOLATEDI (Honorary Member), Jeremiah MDALOSE (Honorary Member)

- 5.1. All staff members whose contracts have terminated.
- 5.2. All month to month contracts.
- 5.3. All temporary service providers.
6. The April payroll will therefore reflect the impact of COVID19 on the financial obligations of SAFA. It is in this context and based on the policy of **no contract no payment** that the CFO engaged Mr Mokoena to bring his attention to the fact that his contract had expired on 31 March 2020, and that he should discuss the matter with the President.
7. The President indicated to him that given the fact that his contract had terminated on 31 March 2020, as contractually agreed with him and signed as such by him.
8. We further record that at no stage did he submit a report or request for an extension of his contract to the President or the NEC. Therefore, NO arrangement had been made for a continuation of his services. The President therefore informed Mr. Mokoena that notwithstanding the termination date of 31 March 2020, that he would request the CFO to pay him until 15 April 2020. The President would obviously report this matter to the NEC for ratification post facto.
9. The SAFA Statutes states the following with regard to the President.

PRESIDENT ARTICLE 37

Article 37.2.2. Ensuring the effective functioning of the bodies of SAFA in order that they achieve the objectives described in these statutes.

Article 37.2.3. The President oversees the work of the CEO.

The President will obviously report on this matter to the NEC.

10. Mr Mokoena in his written response on the 15th April 2020 to the CFO said that he had engaged the President and said the following **"I have accepted the arrangement and therefore I will be stepping down as Acting CEO by close of business today. He advised that "you could pay me a half month salary for April. I am also happy with that".**
11. The CEO has the responsibility to remind his staff of the termination date of any of their contracts. The CEO has the responsibility to monitor and oversee the termination dates of all contracts of all staff and should remind the CFO of the termination of any of such contracts. This of course includes his own contract.
12. During the period 1 November 2019 to 31 March 2020 Mr Mokoena has not submitted any report to the NEC on the daily operations at SAFA nor did he submit any proposal for an extension of his contact. On the contrary Mr Mokoena was consistent on radio, television and print media that he is not staying a day longer after the termination of his contract. These interviews therefore confirm that Mr Mokoena was at all times aware of the termination date of his contract. All other versions or narratives Mr Mokoena formed after 31 March 2020 are therefore rejected as false. Mr Mokoena cannot produce any letter informing him of such dismissal.

THE RECRUITMENT OF A PERMANENT CEO

Danny JORDAAN (President), Irvin KHOZA (VP), Ria LEDWABA (VP), Thamsanqa MOKOENA (VP), Xolile NKOMPELA (VP), Gey MOKOENA (Acting CEO/Acting General Secretary)

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13. It is not necessary to respond to Mr Mokoena's distortion other than to state that the Statutes clearly sets out the process of the appointment of the permanent CEO, namely:

PRESIDENT *ysq art 30 notwazi arti siveque illw OF* **ARTICLE 37**

art 30 notwazi arti siveque illw OF **ARTICLE 37**

Article 37.3. The President will recommend the appointment or dismissal of the Chief Executive Officer/General Secretary, Deputy Chief Executive Officer Football and Deputy Chief Officer Business and Finance to the NEC;

art 30 notwazi arti siveque illw OF **ARTICLE 37**

POWERS OF THE SAFA NATIONAL EXECUTIVE COMMITTEE *art 30 notwazi arti siveque illw OF* **ARTICLE**

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Article: 34.1.8. The NEC shall appoint or dismiss the Chief Executive Officer, Chief Operations Officer and Chief Finance Officer based on necessary professional qualifications applicable law and the principles of corporate governance;

14. SAFA has strictly followed the constitutional provisions as set out in the letter dated 21 April 2020, addressed to the NEC for their full participation in the process. Any other distortion is rejected with contempt. SAFA has since its formation had the following CEO's; S. MOREWA (headhunted), D. JORDAAN (post advertised), R. HACK (headhunted), A. MOKOENA (headhunted), and R. HACK (headhunted). L. SEDIBE (headhunted), R. PETERSEN (headhunted). D. MUMBLE (headhunted) R. PAUL (headhunted), G. MOKOENA (headhunted).

FALSE CLAIMS OF VIOLATION OF SAFA STATUTES

15. *"The President dismissed the Acting CEO".*

This clearly is a falsehood as previously pointed out above and must be dismissed with the contempt it deserves. SAFA is not in possession of a letter of resignation and it does not exist and cannot be produced.

16. *"The organisation is without the head".*

What Mr Mokoena fails to add is that the overwhelming number of clubs and football association and organisation are on lockdown. This includes SAFA. The entire SAFA Staff were asked to stay at home. The head office of SAFA is therefore on lockdown. We have already stated all staff whose contracts were

terminated were removed from the payroll. It would have been a violation of SAFA statutes and policies to pay any person with no valid contract with SAFA and who is not on the SAFA payroll. The only staff member who must render "essential service" during the period of lockdown is the Chief Operating Officer. It is clear that the CFO will supervise the function of the payroll, payment of accounts and to receive funds. Mr Mokoena presents these functions as a new post. This is of course misleading and malicious.

17. "The President created non-existent positions"

This is to be dismissed with contempt. As previously outlined Mr Hluyo has been the CFO in the employ of SAFA for the last 20 years. There is no need for anyone to create a position for him. During the period of lockdown the only staff member providing essential service, is the CFO. Mr Hluyo is supervising the operation of SAFA i.e. FINANCE which is a function not a post/position (As falsely presented by Mr Mokoena). Mr. Hluyo will continue to render this service under this period of lockdown. For the record Mr Hluyo has not been appointed to any new position. Please refer to the letter from Mr Hluyo sent on 25 April 2020 to the NEC. Please note the designation at the end of the letter which he signed as: Chief Operating Officer.

18. "The President instructed the Acting CEO to ignore legal procedures".

18.1. This is a serious allegation for which Mr Mokoena presents no documentary evidence because it does not exist. The discussions and finding the appropriate structure and staff has been an ongoing discussion for many years. The discussions were held in the NEC, workshops of the NEC and discussion amongst members. Again Mr. Mokoena has not attached the letter from the President to the NEC informing them of this illegal instruction. Mr Mokoena is the Chairman of the World Class Administration Committee. The intention of this committee was to produce an efficient and world class administration. The NEC had numerous workshops on this matter in Johannesburg, Polokwane, Cape Town, Durban and East London. The resolutions are all in the possession of SAFA. The NEC is aware of it and has participated in the process. The NEC has never received any proposal on a final position on this matter. Mr. Mokoena does not provide the number of staff members to be dismissed, how departments will be affected or an organogram? The expectation from the NEC in employing Mr. Mokoena was that he would implement the proposals of his own committee. The Acting CEO failed to do so. To look for a scapegoat for his failure is to be rejected. Let it be clear, the false claim that Mr. Mokoena had resigned begged

the question why he therefore offers the second lie in an attempt to justify the first lie.

18.2. The NEC has not received a single report from the Acting CEO on the administration, specifically staff retrenchment over the last five months. He raises the matter on 25 April 2020 when he is no longer the Acting CEO. He had the opportunity to raise this matter during his term but failed to do so.

18.3. The senior management has now for the first time addressed the issues of staff matters and the payroll and has submitted a report on how to respond to the impact of COVID19 and the administration to the NEC on 25 April 2020. It is the first and only report that the NEC has received on the impact of COVID19 on SAFA and its staff. We must note in spite of Mr. Mokoena's claim he has done nothing about it during his term.

18.4. Staff matters cannot be handled in a manner that Mr. Mokoena suggests. SAFA dealt with this matter of achieving an efficient and world class administration over many years under his committee's leadership and the end of this process is not in sight.

19. *"The President dismissed staff without the approval of the NEC. The Provincial Technical Officers have been terminated. This practice is illegal".*

It is an untruth. I did not dismiss the Provincial Technical Officers. The Provincial Technical Officers were appointed with a fixed term contract and render services in the various provinces and work under the Provincial Leadership and the Provincial Secretaries. The termination date of the Provincial Technical Officers in a fixed term contract signed between them and SAFA is 31 March 2020. These contracts also terminated at the end of March 2020. It is the responsibility of the Provinces to deal with these matters and many have done so. I do not deal with the contracts of the staff of the provincial structures.

20. *"The President recently instructed the CFO to assist a member of the NEC with a sum of R30 000.00"*

This allegation is a distortion and shows the inhumanity of Mr Mokoena for the following reasons:

20.1. The Minister of Sport called a meeting at his office in Pretoria on 17 March 2020. The SAFA delegation included amongst others Mr Jack Maluleke. Mr Mokoena was also present in the meeting. The

following day Mr Maluleke called me to inform me that his entire family is sick. They all have a high fever, were coughing and had dizzy spells.

20.2. He further explained that he was sitting next to one of the delegates who was sneezing next to him. It was only when he arrived at home that he saw on television that the person had tested positive for Corona Virus. All of us were in panic mode. Mr. Maluleke further explained that his son is asthmatic, and he would never be able to forgive or live with himself if anything should happen to his eight year old son.

20.3. Mr. Maluleke needed urgent support for this unexpected expenditure. He will give his own version of his exchange with the Acting CEO.

20.4. It was obvious to me that we had an emergency. Mr Maluleke was on SAFA duty and it is common knowledge that SAFA cannot deny its responsibility on this matter.

20.5. The Acting CEO was in meetings (so I was told), and I had no option but to discuss it with the CFO. I assumed that both the Acting CEO and CFO were aware of all payments as his letter reflects. In an email from the CFO to the Acting CEO, Mr. Hluyo says that he has sent an email to Gay Mokoena that the President has suggested that his discretionary fund must be used to support Jack Maluleke. An email is sent from Gay Mokoena to Gronie Hluyo.

20.6. The simple approach should have been that the Acting CEO should have raised the matter with me. But to keep quiet and raise it in his letter five weeks later and in spite of approving the payment shows his malicious intent. See email exchange between G. Mokoena and G. Hluyo.

20.7. SAFA is a humane and caring organisation whose operations are carried out by selfless individuals who carry out their responsibility often using their own funds and that of their families. It would be heartless of SAFA to dismiss such urgent appeals in a moment of crisis. To raise false corporate governance issues is heartless and malicious. It is also a fact that SAFA had failed to pay SAFA NEC two consecutive honoraria. Mr Maluleke needed urgent support for his unexpected expenditure. He will give his own version of his

exchange with the acting CEO. This amount can be recovered from Mr Maluleke, if the NEC, so decides.

21. "The unlawful Internal Audit by Mr. Sibam"

21.1. Mr Sibam has been appointed by the NEC as the chairperson of the Audit and Risk Committee. The Risk Committee verifies matters in respect of the risk presentation. Mr Sibam carried out his responsibility as the Chair of the Audit and Risk Committee. The Audit Committee does not report to the CEO, but to the NEC and the Congress. Mr Sibam must carry out his responsibilities as outlined in the SAFA Statutes:

AUDIT AND RISK COMMITTEE

ARTICLE 43

43.1 *The Audit Committee shall consist of a chairperson, a deputy chairperson and no more than 10 (ten) Members and shall:-*

- 43.1.1 *ensure the completeness and reliability of the financial accounting*
- 43.1.2 *consider and make recommendations to the SAFA NEC on the appointment and retention of the external auditor(s), the audit fee(s) and any questions of the resignation or dismissal of the external auditor(s);*
- 43.1.3 *oversee the internal audit function;*
- 43.1.4 *oversee performance information reporting;*
- 43.1.5 *review the effectiveness of the SAFA's internal control systems, including information technology security and control, as well as for the SAFA guarding of its assets;*
- 43.1.6 *review the effectiveness of the systems for monitoring compliance with laws, regulations and policies;*
- 43.1.7 *oversee the risk management processes.*

21.2. The Acting CEO should have been *au fait* with these facts. As far as the chairperson is concerned the previous Audit Committee Chair was Mr Lucas Nhlapo (who was the Vice President) and the current chairperson is Mr Sibam. Both appointments were approved by the NEC which included Mr Mokoena. He understands that if he wants to bring about amendments he should submit them to the NEC and the General Council for consideration. Over the last ten years he has not submitted any significant constitutional or governance amendment to

SAFA. We want to reiterate that Mr Sibam was not appointed to any new position.

21.3. Mr Sibam is entitled to the meeting allowance as per NEC resolution.
This is understood by the CFO.

22. "Interfering with National Team Logistics"

22.1. It is important to point out that no contract was signed to secure a chartered flight and no SAFA money was paid to any charter company. CAF had postponed all matches, including the Bafana vs São Tomé home and away fixtures. What Mr. Mokoena therefore reports are not decisions but discussions.

22.2. The original fixture from CAF listed the Bafana vs São Tomé on Friday 26 March 2020 at home at FNB and away on the 31 March 2020. The SAFA staff wanted this fixture changed to Bafana Bafana vs São Tomé at home on 27 March 2020 and away on 31 March 2020. This required CAF agreement. I currently serve as CAF Vice President. The match date was changed to Saturday, 27 March 2020. **The Acting CEO and staff asked for my assistance as a Vice President of CAF to get approval for the change of date and the change of venue to move the match from FNB to Orlando Stadium.**

22.3. The Acting CEO had arranged with the SABC to televise the match on Saturday 28 March 2020, at 15H00. The team therefore, had to complete its match by 18H00 on Saturday and then depart for São Tomé to play on Tuesday 31 March 2020. The change of the match from Friday to Saturday therefore created a difficulty of getting the team to play São Tomé on Tuesday. The travel arrangement was originally made for the team to fly at 16H00 on Saturday afternoon from Johannesburg to Luanda to get the connecting flight on air Angola from Luanda to São Tomé. By changing the match from Friday to Saturday it was no longer possible to get the 16H00 flight from Johannesburg to Luanda.

22.4. **The Technical staff therefore had an emergency and approached me as Vice President of CAF to request CAF to play the match on Saturday morning to be able to get the connecting flight to Luanda. The SABC refused to televise the match earlier on the basis that SAFA has agreed that the match be televised at 15H00 and it was scheduled as such. It must be noted that they had also approached me as the Vice President of CAF to change the Match originally**

scheduled by CAF for Friday to Saturday. It was not the first time that SAFA staff had requested me to request CAF to bring about changes to our International Match Programme.

22.5. The change of the date of the Bafana vs São Tomé Match from Friday to Saturday; the impact of the insistence by the SABC that the match be played on Saturday afternoon; the logistical problem to get Bafana to São Tomé as soon as possible for the return match on Tuesday; the important issue of securing a maximum of six points over the two matches; the discussion that Nelspruit be approach to play the match there in order to cover the cost of a possible chartered flight, and the switch of the match from FNB to Orlando Stadium to reduce the hosting cost were all matters that were being discussed.

22.6. It is understood that SAFA has a responsibility to inform CAF of every change in the match arrangements. It must also be noted that no contract to secure a charter service was concluded. It is common knowledge that these matches were postponed. It is therefore misleading of Mr. Mokoena to present these ongoing discussions to find solutions as a decision of the President. No decisions were made and Mr. Mokoena knows it.

23. Tebogo Motlanthe

He joined the SAFA staff on the 1 April 2009 as a manager in the office of Kirsten Nematandani. He was given a permanent contract. The then CEO moved him to the Legal department because of his legal qualifications. From 2010 he assisted in the Membership Affairs Department. He was later asked to take over the Membership Affairs Department. The former Acting CEO Russel Paul eventually approved his position as GM: Legal and Membership after the NEC approved the organogram. He was never given a contract until, (and I quote him):

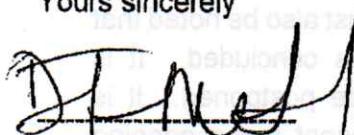
"Mr. Mokoena called me to his office after I had sent an SMS telling him that I intend to resign due to the treatment from the Association I have been loyal to, Friday. On Monday he called me and told me that if SAFA was his company he was going to release me due to the SMS I sent on Friday. We again spoke of the sudden discontinuation of my acting allowance. He called the HR lady and promised to investigate how it was discontinued. To date no one has said anything about this. At the end of the meeting he gave me an Employment Contract to sign and I immediately signed it".

24. **M. Maforvane** is currently without a contract as it expired on 17 February 2020.

25. **M. Ncama** is in his position without a contract.

Mr. Mokoena was appointed to sort out these matters. Five months later these matters are still outstanding.

Yours sincerely



Adv. Tebogo Motlanthe

General Manager Legal; Compliance and Membership Affairs

Danny JORDAN (President), Irvin KHOZA (VP), Ria LEDWABA (VP), Thamsanqa MOKOENA (VP), Xolile NKOMPELA (VP), Garry MOKOENA (Acting CEO/Acting General Secretary)
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Gronie Hluyo

From: Gay Mokoena
Sent: Wednesday, 15 April 2020 3:41 PM
To: Gronie Hluyo
Cc: Danny Jordaan; Xolile Nkompela; Xolile NKompela; Ria Ledwaba
Subject: Re: Employment Contract Period - Terminated 31 March 2020
Attachments: image001.png; image002.jpg

Dear Gronie

I have consulted with the President. The President is of the opinion that due to the poor cashflow at SAFA, particularly to pay a huge salary bill, I should terminate my services as Acting CEO with immediate effect, by close of business today. I have accepted this arrangement and therefore I will be stepping down as Acting CEO by close of business today. He advised that you could pay me a half month salary for April. I am also happy with that.

The President undertook to communicate our discussion with you. He advised me that you could be the next Acting CEO. I am available to assist you with the handover for the next two business days.

Thank you for all your hard work, support and assistance that you gave me during my short stint as Acting CEO. I wish you the best of luck.

Regards

Gay Mokoena | Acting CEO

| t: +27 11 567 2010

| c: +27 71 301 9307

South African Football Association

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gay.mokoena@safa.net | www.safa.net



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: [Facebook/SAFA Page](#)

Anti-Corruption Hotline number: +27 80 077 7228

From: Gronie Hluyo <gronie.hluyo@safa.net>
Date: Wednesday, 15 April 2020 at 12:40
To: Gay Mokoena <gay.mokoena@safa.net>
Cc: Danny Jordaan <Danny.Jordaan@safa.net>
Subject: Employment Contract Period - Terminated 31 March 2020

Dear Gay

I trust that you are well.

I would like to bring to your attention that your employment contract as the Acting Chief Executive Officer terminated on 31 March 2020. May you kindly engage the President, copied on this e-mail, regarding your employment status post 31 March 2020.

We will wait to hear from you or the President regarding this matter.

Regards

Gronie HLUYO | Chief Financial Officer |

t: +27 11 567 2010 | c: +27 82 990 7260

South African Football Association

76 Nasrec Road Extension 3

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Anti-Corruption Hotline number: +27 80 077 7228

To: Gronie Hluyo <gronie.hluyo@safa.net>
Cc: Dylan Jordaan <Dylan.Jordaan@safa.net>
Subject: Employment Court letter following - Fair Labour Practice Act 50 of 2010
Date: Wednesday, 25 April 2018 at 13:40

Dear Mr

I trust that you are well

Re: Employment Court letter following - Fair Labour Practice Act 50 of 2010
I would like to thank you for your employment court letter dated 12 April 2018. I would like to advise you that the letter has been received and is being reviewed.

25 April 2020



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www.safa.net

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TO: SAFA NEC Members

RE: SAFA SENIOR MANAGEMENT REVIEW IMPACT OF COVID 19 ON SAFA

Dear Honourable NEC Members

The Senior Management of the South African Football Association (SAFA) recognised that the postponement of our various competitions and activities, due to the COVID-19 pandemic, has put significant pressure on the finances of the organisation.

The Senior Management met over two days (20 and 22 March 2020) to consider the football and financial impact on the Association of the COVID-19 pandemic, including the national lockdown which commenced on 24 March 2020. The purpose of the meeting was to consider various cost cutting measures in respect of the payroll.

The following senior managers (Mr Gronie Hluyo - Chairperson, Mr Mlungisi Ncane, Mr Mzwandile Maforvane, Mr Tebogo Motlanthe, Mr Neil Tovey, Mr Darryl Coutries and Mr Dominic Chimhavi) participated in the review meeting. The objective of the management meetings is to consider various cost reductions and this includes employees' salaries, expired employment contracts, temporary staff and month-to-month employment contracts which must be terminated.

The management therefore makes the following recommendations to the SAFA National Executive Committee (NEC):

- That SAFA staff members were ordered to stay at home as from 24 March 2020.
- That SAFA staff must be paid their full salaries for the month of March and April 2020.
- The Senior Management agreed on the pay cut of 15% across the board subject to consultation with the staff and finalisation of the proposal.
- The employees should be offered voluntary retrenchment packages as part of the cost-cutting measures.
- The staff who cannot work from home must take their annual leave as from 4 May 2020. Those staff members who are working from home must continue to do so.
- In the event where staff do not have sufficient annual leave to cover the lockdown period, once annual leave has been depleted, unpaid leave will be taken.
- In this case staff who have worked overtime will be allowed to take leave in lieu of overtime worked as verified and approved by their respective General Managers

The following category of employees should be removed from the payroll and their services must be terminated immediately:

- Month-to-month employment contracts
- Temporary employees
- Employees whose employment contracts have terminated

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In the meantime, we would like to report to you that we have managed to pay the following ~~as~~ constituent groups:

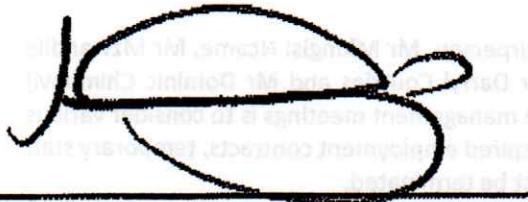
- Employees' salaries for April 2020,
- All Banyana Banyana players,
- the Sasol League clubs, grants to most Regions that met the compliance requirements
- Most service providers.

We are processing the grants for the balance of the Regions that met the compliance requirements and payments will be finalised next week. The ABC Motsepe league clubs' payments will be attended to soon.

Emergency Funding:

The President attended a virtual meeting with FIFA and presented an update on the Impact of Covid19 on Football in South Africa and motivated for emergency funding. FIFA has agreed to provide funds which are expected in the next 7 to 14 days.

Sincerely



MR GRONIE HLUYO

CHIEF FINANCIAL OFFICER



**SOUTH AFRICAN
FOOTBALL ASSOCIATION**

76 Nasrec Road
Nasrec Extension 3
JOHANNESBURG

PO Box 910
JOHANNESBURG 2000

Telephone: (011) 494-3522
Fax: (011) 494-3013

www.safa.net
Twitter (safa_net)

25 April 2020

TO: SAFA NEC Members

RE: SAFA SENIOR MANAGEMENT REVIEW IMPACT OF COVID 19 ON SAFA

Dear Honourable NEC Members

The Senior Management of the South African Football Association (SAFA) recognised that the postponement of our various competitions and activities, due to the COVID-19 pandemic, has put significant pressure on the finances of the organisation.

The Senior Management met over two days (20 and 22 March 2020) to consider the football and financial impact on the Association of the COVID-19 pandemic, including the national lockdown which commenced on 24 March 2020. The purpose of the meeting was to consider various cost cutting measures in respect of the payroll.

The following senior managers (Mr Gronie Hluyo - Chairperson, Mr Mlungisi Ncane, Mr Mzwandile Maforvane, Mr Tebogo Motlanthe, Mr Neil Tovey, Mr Darryl Coutries and Mr Dominic Chimhavi) participated in the review meeting. The objective of the management meetings is to consider various cost reductions and this includes employees' salaries, expired employment contracts, temporary staff and month-to-month employment contracts which must be terminated.

The management therefore makes the following recommendations to the SAFA National Executive Committee (NEC):

- That SAFA staff members were ordered to stay at home as from 24 March 2020.
- That SAFA staff must be paid their full salaries for the month of March and April 2020.
- The Senior Management agreed on the pay cut of 15% across the board subject to consultation with the staff and finalisation of the proposal.
- The employees should be offered voluntary retrenchment packages as part of the cost-cutting measures.
- The staff who cannot work from home must take their annual leave as from 4 May 2020. Those staff members who are working from home must continue to do so.
- In the event where staff do not have sufficient annual leave to cover the lockdown period, once annual leave has been depleted, unpaid leave will be taken.
- In this case staff who have worked overtime will be allowed to take leave in lieu of overtime worked as verified and approved by their respective General Managers

The following category of employees should be removed from the payroll and their services must be terminated immediately:

- Month-to-month employment contracts
- Temporary employees
- Employees whose employment contracts have terminated

Danny JORDAN (President), Irvin KHOZA (VP), Ria LEDWABA (VP), Thamsanqa MOKOENA (VP), Xolile NKOMPELA (VP), Gey MOKOENA (Acting CEO/Acting General Secretary)
National List Members: Bennett BAILEY, PoojaJAN GOVINDASAMY, Emma HENDRICKS, Mzwandile MAFORVANE, Paseka NKDNE, Leonard SHIBE, Mxolisi SIBAM, Anastasia TSICHLAS, Gladwin WHITE, Simphiwe XABA.

Provincial List Members: Aubrey BAARTMAN, David BANTU, Gerald DON, Mzimkhulu FINA, Jack MALULEKE, Litheko MARAGO, Tankiso MODIPA, Letima MOGOROSI, David MOLWANTWA, Monde MONTSHWA, William MOOKA, Thabile MSOMI, Andile NGCONJANA, Kwenzakwakwe NGWENYA, Plus NQANDELA, Vincent RAMPHAGO, Shuping SEBOKO, Linda ZWANE

National Soccer League Members: Jose FERREIRA, Mato MADLALA, Kalizer MOTAUNG
Honorary Members: Molefi OLIPHANT (Honorary Life President), Lesole GADINABOKAO (Honorary President), Motobang MOSESE (Honorary Life Member), Obakeng MOLATEDI (Honorary Member), Jeremiah MOLALOSE (Honorary Member)

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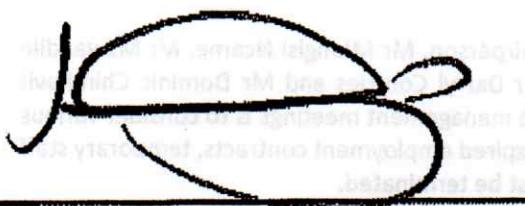
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Sincerely



MR GRONIE HLUYO

CHIEF FINANCIAL OFFICER

Gronie Hluyo

From: Gronie Hluyo
Sent: Friday, 01 May 2020 3:49 PM
To: Danny Jordaan
Subject: FW: President's Discretionary Funding: Donation to Mr Jack Maluleke
Attachments: image001.png; image002.jpg

Find below Gay's e-mail supporting the payment to Mr Maluleke.

From: Gay Mokoena
Sent: Thursday, 26 March 2020 3:48 PM
To: Gronie Hluyo <gronie.hluyo@safa.net>; Tlou Malebane <tlou.malebane@safa.net>
Cc: Vincent Mokoena <vincent.mokoena@safa.net>; Manisha Gokal <manisha.gokal@safa.net>
Subject: Re: President's Discretionary Funding: Donation to Mr Jack Maluleke

Hi All
Request by Mr. Hluyo is fully supported.

Regards

Gay Mokoena | Acting CEO
| t: +27 11 567 2010
| c: +27 71 301 9307
South African Football Association
76 Nasrec Road Extension 3
Nasrec
JOHANNESBURG

gay.mokoena@safa.net | www.safa.net



: @SAFA.net
 : Facebook/SAFA Page

Anti-Corruption Hotline number: +27 80 077 7228

From: Gronie Hluyo <gronie.hluyo@safa.net>
Date: Thursday, 26 March 2020 at 08:16
To: Tlou Malebane <tlou.malebane@safa.net>
Cc: Vincent Mokoena <vincent.mokoena@safa.net>, Manisha Gokal <manisha.gokal@safa.net>, Gay Mokoena <gay.mokoena@safa.net>
Subject: President's Discretionary Funding: Donation to Mr Jack Maluleke

Hi Tlou

Mr Jack Maluleke and his family seemed to have contracted the COVID-19; so the President, in his wisdom, is donating R30,000.00 (net) to Mr. Maluleke. May you please process this payment to be included with this week's payments.

Regards

Gronie HLUYO | Chief Financial Officer |
t: +27 11 567 2010 | c: +27 82 990 7260
South African Football Association
76 Nasrec Road Extension 3
Nasrec
JOHANNESBURG

gronie.hluyo@safa.net |
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- : @SAFA_net
- : [Facebook/SAFA Page](#)

Anti-Corruption Hotline number: +27 80 077 7228



Anti-Corruption Hotline number: +27 80 077 7228



OFFICE OF THE PRESIDENT

28 April 2020

SOUTH AFRICAN
FOOTBALL ASSOCIATION

76 Nasrec Road
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JOHANNESBURG

PO Box 910
JOHANNESBURG 2000

Telephone: (011) 494-3522
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Twitter (@safa_net)

To: All SAFA NEC Members

Dear Honourable NEC Members

RE: MR GAY MOKOENA AND MEDIA LEAKS

I have to report to you that the investigation into the above mentioned matter has established that the letter that was sent to you was a signed copy of the Mokoena Report.

The investigations have also established that the report in the hands of the media is an unsigned copy of the report. **It is therefore highly unlikely if not impossible that the letter in the hands of the media can be a result of a leak from the NEC members, i.e. no NEC member leaked the signed copy of the report.**

We therefore require an explanation of whom and why the unsigned report was sent to the media.

I will update you on any further developments in this regard.

I further appeal to you that in spite of frustration and provocation we are required to desist in engaging on this matter in the public.

Please note that we have found evidence of the unsigned copies distributed to the Media in the following provinces, Limpopo, Mpumalanga, Gauteng, KZN, and Eastern Cape.

This is an ongoing matter as we wish to establish the distribution pattern of the unsigned Mokoena report in the media.

Please note the following differences between the copies sent to the media and the copies sent to NEC members:

1. The copy sent to NEC was scanned on Thursday, 23 April 2020 at 19h53 (Copy attached), AND
2. The copy sent to the media was converted or saved from word to PDF on Thursday, 23 April 2020 at 16h01 (Copy attached). "The document was converted to PDF using a MacOS Version 10.14.6; this means the document was converted from word to PDF using a Macbook".
3. Please note that the two document differ in the following respects:

Danny JORDAAN (President), Irvin KHOZA (VP), Ria LEDWABA (VP), Thamsanqa MOKOENA (VP), Xolile NKOMPELA (VP), Gay MOKOENA (Acting CEO/Acting General Secretary)
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Honorary Members: Moeli OLIPHANT (Honorary Life President), Lesole GADINABOKAO (Honorary President), Motobung MOSESE (Honorary Life Member), Obakeng MOLATEDI (Honorary Member), Jeremiah MDLALOSE (Honorary Member)

- I. Therefore, the main difference between the two documents is that the one sent to NEC is a scanned document and the one sent to the press is converted to PDF from a word document.
- II. The document to the NEC was a signed version and was classified as Private and Confidential whilst the document to the media was unsigned and carries no classification.

In the meantime stay at home, keep safe, keep social distance and wash your hands.

Yours sincerely



DR DANNY JORDAAN
PRESIDENT:

Danny JORDAAN (President), **Irvin KHOZA** (VP), **Ria LEOWABA** (VP), **Thamsanqa MOKOENA** (VP), **Kolile NKOMPела** (VP), **Gay MOKOENA** (Acting CEO/Acting General Secretary)
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