

AFRICAN NATIONAL CONGRESS

SECRETARY GENERAL'S OFFICE

Chief Albert Luthuli House 54 Sauer Street Johannesburg 2001 PO Box 61884 Marshalltown 2107 RSA
Tel: 27.11.376.1000 Website: www.anc.org.za



Mr Carl Niehaus
ANC Employee

Per email: carlniehaus@gmail.com
Cell Number: 081 881 9408

9 September 2021

Dear Sir,

RE: SUMMARY DISMISSAL AS AN EMPLOYEE OF THE AFRICAN NATIONAL CONGRESS (ANC)

We acknowledge receipt of your letter in response to a letter sent to you earlier today requesting reasons why the ANC should not summarily dismiss you as an employee and terminate your contract of employment.

We have noted your response, and it is unfortunate that instead of taking the opportunity to clarify the allegations, you elected to construe the letter as an attack upon you. You are reminded that the letter constituted a hearing as envisaged in the principles of natural justice – *audi alteram partem*. You are entitled to your views as expressed in your response. The ANC disagrees with your view and will challenge that contention in any appropriate forum.

Your written representations have been considered against the backdrop that the ANC has repeatedly warned you about your public pronouncements and conduct which sought to undermine it as your employer. You nonetheless persisted with conduct that continuously brought your employer into disrepute.

On 12 October 2020 and 19 January 2021 you were issued with written warnings for behaviour which demonstrated your total disregard, refusal and neglect to comply with the terms of your employment agreement with the ANC and which conduct was inconsistent with the code of conduct and level of discipline expected of staff members of the ANC.

Your recent “Urgent Media Alert” distributed on social media yesterday wherein you informed the public of your intent to lay criminal charges of theft, fraud, corruption and various statutory charges against the National Office Bearers of the ANC and your employer, the ANC; inviting the media to witness the charges being laid at the Johannesburg Police Station and thereafter promising to address the media are deliberate acts of misconduct and malice which are intended to tarnish the image of your employer and bring your employer into disrepute. It is worth noting that in your representations under consideration, you have not distanced yourself from the Media Alert you issued and which you were invited to do.

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In your written representations you have not provided any cogent reasons for the ANC to arrive at any conclusion other than that the employment relationship between you and the organisation has completely and irretrievably broken down.

Accordingly, this letter serves as notice of your summary dismissal as an employee of the ANC. You can collect your personal belongings from ANC security at Luthuli House tomorrow between 10h00 and 11h00.

You have the right to appeal your dismissal within 7 (seven) working days from date of this letter by filing a Notice of Appeal and concisely setting out the grounds of the appeal. The appeal can be sent to the office of the General Manager electronically. Should you decide to appeal, you may be accompanied by a fellow employee to assist you at the appeal hearing.

Yours faithfully

A handwritten signature in black ink, appearing to be 'FC Potgieter', is written below the text 'Yours faithfully'.

FC Potgieter
General Manager
African National Congress

cc National Officials
Comrade Chris Ackeer, SGO
Comrade Elizabeth Taunyane, HR Manager