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Private and Confidential

Date : 19/01/2016  
To : Acting Dean of Students  
University of the Witwatersrand, Johannesburg

Dear Ms Lamese Abrahams

**Subjects: PROPOSAL FOR COMMENCEMENT OF SECTION 189 PROCESS AS CONTEMPLATED  
IN THE LABOUR RELATIONS ACT, ACT 66 OF 1995, AS AMENDED.**

Subject serves as Reference to this Matter.

As each University is implementing major austerity measures in the current climate, I realise that as a collective Wits University requires a reduction in expenditure.

The disestablishment of this position from Wits Sport means that there will be an inevitable impact on the position of the staff member who is currently employed in this position, Mr Toerien. Mr Marcus Toerien was employed 3 years ago within the Sports Administration.

No other position will be impacted as result of this Process.

We have considered involving Mr Marcus Toerien in various projects within the Sports Administration but this has proven not to be a viable option for the below mentioned main reasons:

2. Even if we were able to start implementing additional specific costly and time consuming interventions going into the year, we cannot justify the full-time employment of a Marketing Officer within Sports Administration in the current climate, which would be of an occasional nature considering that we are able to source similar services from the Wits central Marketing department.
3. We are furthermore able to source parallel services from our partners in Wits Alumni, restructured student committees and Wits Vibe.
4. With teaching and learning being at the core of any University, each department head and his team needs to honestly reflect on the greater Wits call for austerity. I feel strongly that this post with its associated salary would be far better utilised in the academic field or as a significant cost saving for the University.

I therefore seek your approval to review Mr Toerien's employment and commence the process in terms of s 189 of the Labour Relations Act No. 66 of 1995.

Yours sincerely



Adrian Carter

Head of Wits Sport

Cc HR  
VC

## Disestablishment of a post (Sports Administration)

[REDACTED]

The disestablishment of this position from Wits Sports meant that there would be an inevitable impact on the position of the staff member employed in that position. No other position would be impacted by the process. The current employee in the position was considered for various other projects within the division but this had proven to not be a viable option for the reasons listed below :

1. [REDACTED]
2. Even if the department was able to start implementing additional cost and time consuming interventions going into the year, the department could not justify the full-time employment of a Marketing Officer within Sports Administration in the current climate, which would be of an occasional nature considering that similar services could be sourced from the Wits Marketing Department; and
3. Parallel services could be sourced from partners, Wits Alumni, restructured student committees and Wits Vibe.

In light of the above, the Head of Wits Sports therefore requested the approval of SET to review the employee's employment and commence the process in terms of Section 189 of the Labour Relations Act No.66 of 1995.

[REDACTED]