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**From:** "Raymond Joseph" <rayjoe@iafrica.com>

**To:** "[REDACTED]"

**Sent:** Wednesday, 2 March, 2022 17:17:06

**Subject:** Media inquiry

Dear Mr. Erasmus

I am a reporter for the GroundUp news agency. I note that you chaired the disciplinary hearing of NLC COO Phillemon Letwaba. I have seen both the charge sheet and your full ruling and note that you found the charges against him to be unsubstantiated.

Please could you answer the following questions:

1. Who appointed you to chair the hearing?
2. How much were you remunerated for this task? (Please note the NLC is a public institution and all remuneration should be publicly available.)
3. It appears from your ruling that the employer's legal representative was not well prepared. He also did not appear to seriously challenge Mr. Letwaba's evidence or to have adequately prepared his witness. Given the extensive and extremely serious nature of the charges outlined by the SIU in the docket that you had, should you not have asked for an adjournment and requested that the employer's legal representative prepare better?
4. Given that Mr. Letwaba is the COO of the NLC and has a close relationship with the management of the NLC, was it not incumbent upon you to insist that the employer make a greater effort to present its case properly?
5. Did you consider the possibility that the employer was not concerned with presenting its case properly, and therefore in the interests of justice, you had a duty to demand a greater effort from the employer?
6. Mr. Ramulifho is heavily implicated in the charges brought against Mr. Letwaba. In your ruling, you state that you have been previously briefed by Mr. Ramulifho and have socialised with him. Therefore, was it not then appropriate for you to stand down as chair?
- 7) I note that you claim neither the employer nor the employee objected to your presence. Is it possible that this was because neither the employer nor Mr. Letwaba was concerned about having a chair who could be perceived as biased in favour of Mr. Letwaba?