

MAMANKOANE TABANE
EXECUTIVE: LEGAL SERVICES AND BOARD GOVERNANCE
RAILWAY SAFETY REGULATOR

Dear Ms Tabane,

RE: NOTICE OF EXPIRY OF PROBATION PERIOD

1. As you are aware that confirmation of your contract of employment is subject to successful completion of 6 months-probation, I wish to bring to your kind attention that the period in question expires on 31 January 2021.
2. In terms of your letter of appointment read with clause 4 of your contract of employment you are required to undergo an assessment with regard to your skill, general attitude, quality of work and suitability for continued employment. The signing of performance agreement and subsequent mid-term review are condition of your employment and is key to enabling the RSR to conduct the necessary assessments in fulfilment of your probationary conditions.
3. It is of utmost importance to state that despite numerous reminders, as your line manager I have not received necessary co-operation from yourself towards conclusion of the performance agreement. Furthermore, you failed to honour my meeting requests and or avail yourself to a mid-term review of your performance and you have to date not proffered any explanation for such failure.
4. In the circumstances I am unable to give a positive outcome on your performance and I am constrained to conclude that you have not fulfilled a material condition of your employment and or have not met the required standards of your position.

HEAD OFFICE (MIDRAND): +27 10 495 5391, Building 4, Waterfall Point Office Park, Cnr Waterfall and Woodmead Drive, Waterfall City, Midrand, 1685, SOUTH AFRICA
CENTRAL REGION: +27 87 284 6591, Building 2, Waterfall Point Office Park, Cnr Waterfall and Woodmead Drive, Waterfall City, Midrand, 1685, SOUTH AFRICA
COASTAL REGION: +27 21 493 1718, Long Street Building, 2 Long Street 11th Floor, Cape Town, 8000, SOUTH AFRICA
EASTERN REGION: +31 492 7289, Embassy Building (22nd Floor), 199 Anton Lembede Street, Durban, 4000, SOUTH AFRICA

Mr Boy Johannes Nobunga (Chairperson), Ms Yongama Pamla (Deputy Chairperson), Ms Tshepo Kgare (Acting CEO), Adv Johannes Collen Weapond, Mr Sisa Lunga Mtwa, Ms Ningi Khumalo, Ms Nompumelelo Sibongile Ekeke, Adv Frans Johannes Van Der Westhuizen, Ms Dineo Mathibedi, Ms Salome Chiloane Nwabueze

5. In this regard you are regrettably informed that RSR will not extend or confirm your employment at the end of the probation period.
6. On this note, your employment is effectively terminated on account of not having successfully completed your probation. Please make the necessary arrangements with HR department for the return of RSR's assets.
7. Further note that your last day of work will be **Friday, the 5th of February 2020**, please submit a handover report to my office before your last day of work. Upon receipt of RSR's assets any monies due to you will be processed by HR including a full salary for the month of February 2020.
8. Should you wish to challenge the decision of the RSR as stated in paragraphs above, the dispute may be referred to the CCMA within 30 days of receipt of this letter.
9. RSR wishes you successes in your future endeavours.

Yours faithfully,

TSHEPO KGARE
ACTING CHIEF EXECUTIVE OFFICER
DATE: 29 JANUARY 2021

HEAD OFFICE (MIDRAND): +27 10 495 5391, Building 4, Waterfall Point Office Park, Cnr Waterfall and Woodmead Drive, Waterfall City, Midrand, 1685, SOUTH AFRICA
CENTRAL REGION: +27 87 284 6591, Building 2, Waterfall Point Office Park, Cnr Waterfall and Woodmead Drive, Waterfall City, Midrand, 1685, SOUTH AFRICA
COASTAL REGION: +27 21 493 1718, Long Street Building, 2 Long Street 11th Floor, Cape Town, 8000, SOUTH AFRICA
EASTERN REGION: +27 31 492 7289, Embassy Building (22nd Floor), 199 Anton Lembede Street, Durban, 4000, SOUTH AFRICA

Mr Boy Johannes Nobunga (Chairperson), Ms Yongama Pamla (Deputy Chairperson), Ms Tshepo Kgare (Acting CEO), Adv Johannes Collen Weapond, Mr Sisa Lunga Mtwana, Ms Ningi Khumalo, Ms Nompumelelo Sibongile Ekeke, Adv Frans Johannes Van Der Westhuizen, Ms Dineo Mathibedi, Ms Salome Chiloane Nwabueze