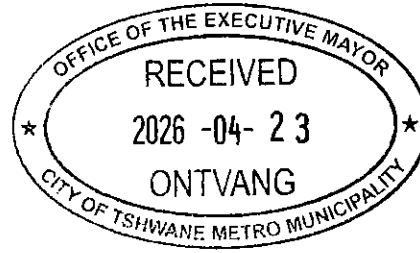


*Received by P.R. Mankwane
NIP-PROTECTION.*

MEMORANDUM



To: Tshwane Metro Department

From: Chief Conveyor and Deputy Chief Conveyor

Date: 23/04/2026

Subject: Concern Regarding Unfair Recruitment Practices

The purpose of this memorandum is to formally raise our concern regarding recruitment practices observed during the recent Metro Trainee recruitment and selection procedure. We believe the process was unfair, involving corruption and other irregularities.

On the dates approximately between the 12th –20th of November we participated in the physical fitness evaluation assessment, which included:

- 2.4km run
- Jumping over approximately 1.8m high wall
- Run whilst holding a 40kg punching bag

The time limits were 12min for boys and 14min for girls they would close the main gate blocking entrance to the next stage.

The next assessment was the English Proficiency test which were held approximately between the dates of 25-27 November 2025. During this process, we observed what we believe may constitute to unfair treatment. Individuals who did not complete the physical assessment or failed the physical test like jumping the wall and running with the punching bag were allowed to write the test even individuals that were closed out at the main gate. We had no feedback from the department on our performance regarding the English test results although they are announcing to be done with the recruitment procedure.

The recruitment process appears to contravene the Employment Equity Act of 1998 section 5 as it involves unfair practices and potential discrimination, nepotism and favouritism.

Additionally, we are concerned about the English proficiency test paper that was leaked to what we believe was prior the conclusion of this assessment, compromising the integrity of the assessment. We request an investigation into this matter along with the matter of the individuals who failed the physical assessment that were allowed to partake in the next stage.

According to the Promotion Access Information Act (No.2 of 2000) which promotes transparency, accountability and democracy. We request our scripts of the previous English assessment to know for ourselves whether we have passed or failed.

Under the POPIA Act 2013 we are no position to request scripts of the individuals that have supposedly passed the test. We request anonymized or aggregated data on the assessment results to review the recruitment process without accessing personal information of those individuals.

We respectfully request the following action.

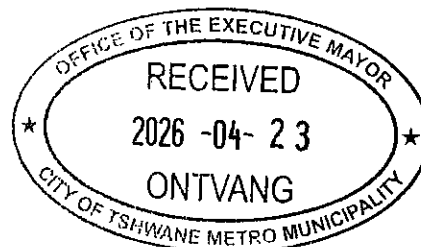
- Investigation into alleged irregularities of the recruitment and selection procedure including the leaked English proficiency test paper and unfair treatment.
- Transparency on the recruitment criteria to provide clarification on the selection criteria and decision-making process.
- Review of the recruitment process to ensure fairness, transparency, and equal opportunity in this previous recruitment process of 2025.
- Feedback on our assessments of the test and anonymized or aggregated data to review the recruitment process fairness.

In conclusion we believe the recruitment process of the position was marred by irregularities, including the alleged leak of the English proficiency test and potential unfair treatment of certain candidates during this recruitment procedure. Given these concerns we request the thorough investigation into this matter to ensure the integrity of the process. We request a review of the recruitment process and feedback on our assessments, additionally the anonymized or aggregated data on the recruitment process to assess the compliance with the Employment Equity Act 55 of 1998 and other relevant legislation.

Furthermore, we would like to add on the information that was brought to our attention as of the 19th of February the date of scheduled march. It has been brought to our attention that there's a group of 30+- people that were called to the academy on Monday and signed contracts as of Wednesday, we request an investigation into this matter. We as we write this memorandum and the all the individuals, who are part of this grievance we know who the participates. WE KNOW EACH OTHER. Give us a chance to be part of the recruitment process and we will point out those who aren't suppose. We want everyone to be subjected again to the physical assessment again and we shall see if they able or not to complete the tests again even those at the college.

We look forward to the response of the department we trust that you will treat this matter with the seriousness it deserves and respond within the 30-day period.

Sincerely



Chief Conveyor – Karabo Molefe/0739080538

Deputy Chief Conveyor –Oratile Rabotlhale/0824323017

Karabosimon14@gmail.com

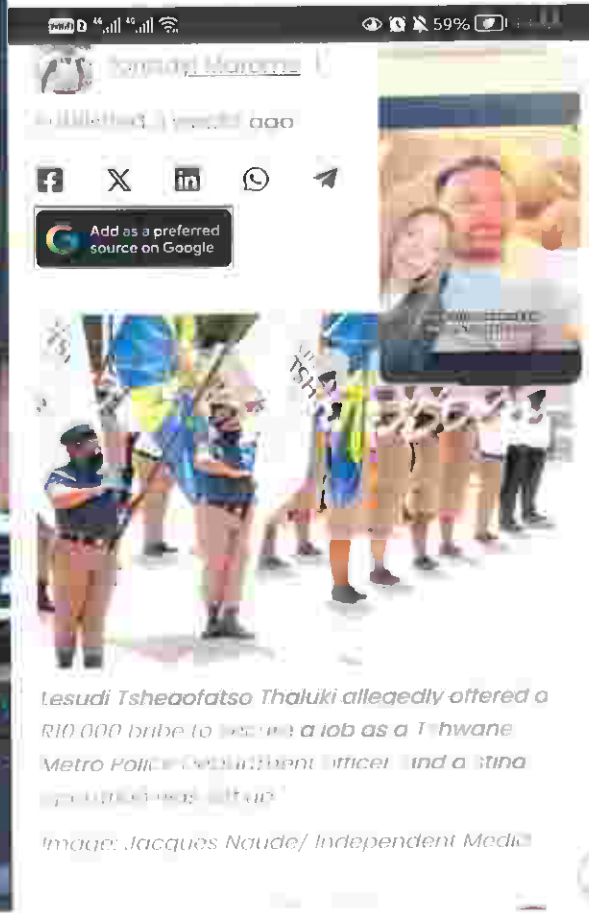
rabotlhaleo@gmail.com



Please find the attached pictures of our evidence that we have compelled.

The following pictures below consists of a screenshot conversation between 2 individuals, one in college and one outside, some of these messages are forwarded because the informer would like to remain anonymous. .An article of REKORD newspaper [www.citizen.co.za] which was written on the 13th February 2026,outlines the allegation of corruption within the TMPD and the city of Tshwane . Another article by Jonisayi Maromo where she/he also alleges corruption that an officer was offered an amount of R10 000 by Lesudi Tshegofatso.

There are 2 pictures taken by an anonymous person of the trainees in college now.



QUESTION 3: LANGUAGE AND EDITING SKILLS (PICTURE 1)

2.4 Rewrite the following sentences in the negative form.

The new Starbucks app sends out all orders.

2.5 Rewrite the following sentences correctly.

He describes the taste has a smoky beef flavour with a smoky beef flavour with sweet herbaceous notes.

2.6 Give another English word for "smoky".

2.7 What is the meaning of the word "acclaimed"?

10

QUESTION 3: LANGUAGE AND EDITING SKILLS (PICTURE 2)

3.4 Combine the following sentences into single sentences by using the words 'as well as'.

Google is the most visited website. Google is the most popular search engine.

3.5 Rewrite the following sentences using the words in brackets in the same form below.

Google is the creation of two university students called Larry Page and Sergey Brin.

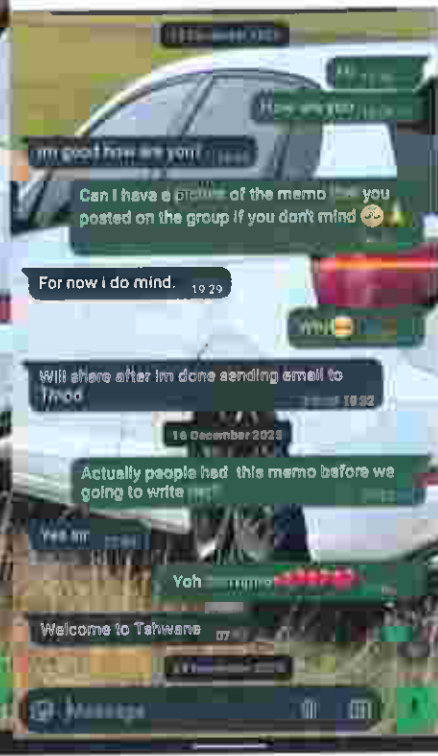
3.6 Provide the correct degree of comparison in the following sentences.

Google offers (many) services and products than other search engines.

3.7 Write out "it's" in full, such as in the sentence: "It's off, I'd like to see it."

5

END OF TEST



Forwarded
I heard dat yesterday dey were other Trainees dat came??Is it true??hw many r dey???

Forwarded
Hey, yeah all is well, it's just tests after tests, we're busy with law now.

Forwarded
I think there's 30 or something I'm not sure how many they are

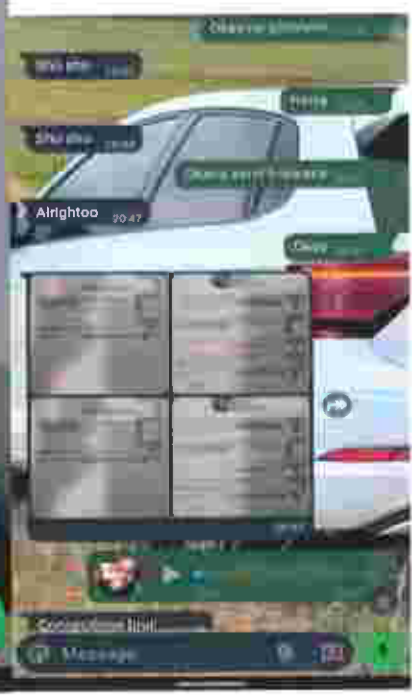
Forwarded
OK...so dey also gave them boots or wht??wht r dey wearing??

Forwarded
Still wearing civilian clothes

Forwarded
No hope o xapo anyway dintshang gape kutlwa ba re de r kids who started yesterday 🙄🙄🙄 aih xame Dia boa College ne...Horror movie

Forwarded
3d movie, it's true, 28 or. 29

This is the WhatsApp text messages from the People who are already inside the college MMC please





MEETING: Grievance against Metro Police Interce
 VENUE: Tshwane House
 DATE: 23/04/2026
 TIME: 10h00

ATTENDANCE REGISTER



CITY OF
TSHWANE
 IGNITING EXCELLENCE

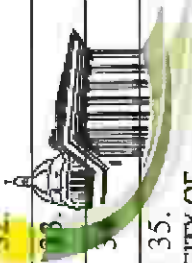
NAME AND SURNAME	DEPARTMENT/ ORGANISATION	TEL ID	CELL	EMAIL
1. Karabo Morepe	Grievance	9612075022080	073 908 0538	karabosimon14@gmail.com
2. Otabe Rabothare	Grievance	9811220440082	080432 3017	rabothare@gmail.com
3. Tshepo Sibande	" "	9209235427083	0731491517	lelasatlab@gmail.com
4. Tshpo Maping	Grievance	9611015709087	0721474508	tshepoimema_fm@gmail.com
5. COLSM Mosime	Grievance	061265313086	064 243 0105	MOSIMELEF1137@gmail
6. Jahu Mahlangu	Grievance	030403 5848 080	068 786 5098	Jahumahangu129@gmail.com
7. Sibusso Mahlangu	Grievance	9406295341 081	071 109 8736	brasbudere@gmail.com
8. Meliswe Skosana	Grievance	9202905958085	016 732 2039	swenastkosana@gmail.com
9. KATLEAO KEKANA	GRIEVANCE	9501230527082	060 730 0405	mimokatelego@gmail.com
10. Mthabeleng Sekutu	Grievance	0206230735089	079 119 1110	nmsetutu02@gmail.com
11. ZINHLE R. MASEMOLA	Grievance	9905290474084	0724397943	Zinhlemasemola2@gmail.com
12. Kgathwato Seaisa	Grievance	9201805301082	073 604 7962	KgathwatoSeaisa@gmail.com
13. Mosas Mawene	Grievance	9601285630089	079 076 6463	Mawenamosas@gmail.com
14. Zankle Maphoho	GRIEVANCE	9603300580085	072 807 9687	ZankleMaphoho@gmail.com
15. Mzwakhe Mahlangu	Grievance	9711305800087	076 834 3656	Mzwakhemahlangu49@gmail.com



CITY OF
TSHWANE
GRIETING EXCELLENCE

16.	Benjamin Matsofa	Grievance	970821611088	0773229253	benjaminbeto99@gmail.com
17.	Stanley Mthembu	Grievance	960912566605	0635198567	StanleyCosass@gmail.com
18.	Mokuthula Puqo	Grievance	95101205554083	0664391488	Mokuthato74@gmail.com
19.	Thobiso Motsoy	Grievance	910519566608	0815285063	Thobiso.totolo@gmail.com
20.	Krisjan Maree Mphahlele	Grievance	9301205959086	0609947771	Krisjanmaree@gmail.com
21.	Sibusiso Fortune Mahloga	Grievance	0209235905087	0792637642	Mahlogabusibusiso@gmail.com
22.	Oientse Gakosa	Grievance	0105155369082	0608577172	oientsefentso@gmail.com
23.	Napula Nongolo	Grievance	031105028082	0682513401	Afengata@gmail.com Mandlamonyai340@gmail.com
24.	BONUANI MAHLANU	GRIEVANCE	940519 5340080	072 508 2238	bongani196@gmail.com
25.	Maisezi Br. dget Mombala	Grievance	9102241005086	0725878862	Momvalob24@gmail.com
26.					
27.					
28.					
29.					
30.					
31.					

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**CITY OF
TSHWANE**
IGNITING EXCELLENCE

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ATTENDANCE REGISTER