



# Education

DEPARTMENT OF EDUCATION  
**MPUMALANGA**  
NKANGALA DISTRICT OFFICE  
LABOUR RELATIONS

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**To : District Director: Nkangala  
Mr JJ Mabena**

**From: Deputy Director: Labour Relations  
Mr DM Maja**

**Subject: INVESTIGATION REPORT WITH REGARDS TO THE  
ALLEGATIONS OF IMPROPER BEHAVIOR: MR. MC  
MODJADJI: MMUTLE SCHOOL.**

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## 1. INTRODUCTION

- 1.1 A report was received by the District Director with the allegations that the Principal of Mmutle, Mr MC Modjadji possess knife and use it to demonstrate to learners in classes.
- 1.2 An investigation was then carried out to check on the allegations since it is unprofessional and unacceptable to carry a knife which is categorized as dangerous weapon, at school.

## 2. INVESTIGATION

- 2.1 An investigation was conducted by means of interviewing the following educators who were chosen randomly from the time book.

### 2.1.1 Mr TL Mathlabane: HOD

- 2.1.2 Ms SJ Manyane: Educator
- 2.1.3 Ms MJ Kgwadi: Educator
- 2.1.4 Mr MMR Lekwatsipa: Educator
- 2.1.5 Mr MA Masetlhwa: Educator
- 2.1.6 Mr GC Sethusa: Educator
- 2.1.7 Mr AM Mmako: General Worker
- 2.1.8 Mr MC Modjadji: Principal
- 2.1.9 Jansen Chaane: Learner
- 2.1.10 Keitumetse Chaane: Learner

### **3. INTERVIEWS**

#### **3.1 INTERVIEW WITH Mr TL MATLABANE: HOD**

Mr Matlabane denied ever seeing the principal demonstrating using a knife in any class at the school. All he knows is that the principal sometimes confiscate some weapons from the learners and re-emphasize to other learners in class and sometimes during assembly that such weapons are not permitted at the school. Appropriate actions are therefore taken against the offenders.

#### **3.2 INTERVIEW WITH Ms SJ MANYANE: EDUCATOR**

Ms Manyane indicated that she also has not seen the principal demonstrating using a knife. However, she heard through Mr.Masetlhwa that he found a knife in a toilet. The knife is allegedly belonging to the principal, because he was the one who last used the toilet.

#### **3.3 INTERVIEW WITH Mr MMR LEKWATSIPA: EDUCATOR**

Mr Lekwatsipa indicated that he has not observed any strange behavior by the principal with regards to the allegations of displaying using a knife. He only heard Mr Masetlhwa that he found a knife in the toilet after the principal was the last to use it. He does not know any details of the issue.

### **3.4 INTERVIEW WITH Mr MA MASETLHWA: EDUCATOR**

Mr Masetlhwa indicated that on 05 September 2011, Monday he went to a toilet immediately after the principal. He found a knife opened on toilet seat. He did not touch it but immediately called the General Worker, Mr Mmako. He asked him if he knows the knife since he was the person responsible for cleaning the toilets. Mr Mmako denied the knowledge of the knife. He then decided to take the knife and requested that anyone looking for it should be directed to him.

Mr Masetlhwa also alerted Mr Sethusa, the Site Secretary about the knife. No one came to claim the knife until the District visited the school for investigation.

Further more, Mr Masetlhwa confirmed that he overheard some learners talking about how the principal demonstrated to them using the same knife. He went further to other classes, grade 8's that are taught by Mr Modjadji, the learners also confirmed that he did demonstrate to them as well.

Mr Masetlhwa strongly believed that Mr Modjadji conducted himself improperly by demonstrating in front of learners using a knife.

### **3.5 INTERVIEW WITH Mr GC SETHUSA: SITE SECRETARY**

Mr Sethusa confirmed that on 05 September 2011, he was indeed called by Mr Masetlhwa and shown a knife that he found in the toilet after it was last used by Mr Modjadji. He also confirmed that he was informed that the same knife was allegedly used by the principal and demonstrated in the classes in front of learners. The

knife is currently held by Mr Masetlhwa and the owner has not yet come forward to claim it.

### **3.6 INTERVIEW WITH Mr AM MMAKO: GENERAL WORKER.**

Mr MMako indicated that he was called by Mr Masetlhwa and informed that there was a knife in the toilet. Mr Masetlhwa enquired if the knife does not belong to him since he was the one who was cleaning the toilets. Mr Mmako confirmed that he did not know the knife. Mr Masetlhwa then told him that he is taking the knife, if there is anyone looking for it, such a person should contact him.

The following day Mr Mmako was approached by the principal who was looking for the same knife. He indicated to the principal that the knife is with Mr Masetlhwa, he should therefore go to him. He, however, does not know what finally happened to the knife.

### **3.7 INTERVIEW WITH Mr MC MODJADJI: PRINCIPAL**

Mr Modjadji indicated that he was informed by Keitumetse Chaane on 02 September 2011, that Jansen Chaane was in possession of a knife. He immediately sends for him and confiscated the knife from the learner. He then used the same knife to show other learners in classes that the knife is not permitted in the school premises. Mr Modjadji is still in the process of disciplining the learner. The full account of the principal with regards to the allegation is contained in the attached report dated 12 September 2011.

### **3.8 INTERVIEW WITH KEITUMETSE CHAANE: LEARNER**

Keitumetse who is doing grade 9a, revealed that on Tuesday, he spotted Jansen having a knife eating an orange. He alerted the principal who came and confiscated the knife in class.

### **3.9 INTERVIEW WITH JANSEN CHAANE: LEARNER.**

Jansen Chaane not related to Keitumetse also doing grade 9a confirmed that, the whole grade 9 class was doing a project. Ms Manyane was responsible for the class. He was doing (iphini/leso) a wooden spoon that is used when pap is cooked.

He brought a knife to use on a project. He continued bringing the knife to the school long after the project was completed. On Tuesday, he used the knife to eat an orange. He was then called to the office by the principal and told that Keitumetse spotted a knife on him. The knife was confiscated in the office by the principal.

#### **4. DELIBERATIONS**

- 4.1 It is true that knife was found in the toilet by Mr Masetlha on Monday the 5<sup>th</sup> of September 2011. It looks like the knife belongs to the principal because he is the one who enquired about it from the General Worker, Mr Mmako. The principal also confirmed, and the confirmation is contained in his report that he is the one who left the knife in the toilet seat. However he is denying owning the knife. He alleges that the knife was confiscated from the learner, Jansen Chaane during break. Jansen indicates that the knife was confiscated in the principal's office, while Keitumetse indicates that the knife was confiscated in the class.

The accounts of the three with regards to the exact place where the knife was confiscated differs, and therefore casting a doubt if their story is truthful. The demeanor of the learners was also doubtful if they were telling the truth during the investigation.

It is also worth noting that by the time the investigation was conducted, no disciplinary actions had been instituted to the learner, Jansen Chaane by the principal.

#### **5. FINDINGS**

- 5.1 The followings are the findings after the investigation.
- 5.1.1 That a knife was found in the toilet by Mr Masetlhwa.

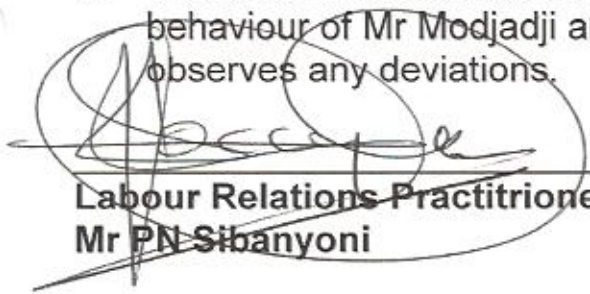
5.1.2 That the principal alleges that the knife belongs to a learner, Jansen Chaane.

5.1.3 Jansen agreed that the knife belongs to him.

5.1.4 That the accounts of Mr Modjadji and the two learners, Jansen and Keitumele Chaane with regards to the spot where the knife was confiscated differs.

## 6. RECOMMENDATION

6.1 It is recommended that the Circuit Manager closely monitor the behaviour of Mr Modjadji and apply disciplinary measures if she observes any deviations.

  
Labour Relations Practitioner  
Mr PN Sibanyoni

2011/09/16  
Date

Comments \_\_\_\_\_  
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Assistant Director: B/M  
Mr JN Kgomo

\_\_\_\_\_  
Date

Comments The Circuit Manager must ensure that the School Governing Body conduct a Disciplinary Tribunal. It is surprising that there is an invitation for Tribunal meeting schedule for 9/09/2011 but until today nothing happened. There is a clear suspicion that the Principal and learners are colluding

  
Deputy Director: Labour Relations  
Mr DM Maja

  
Date

**Approved/ Not-Approved**

The principal should have advised the SCB to conduct a disciplinary hearing for Gausew. The hearing must be conducted before 27/09/11 and the outcome communicated to the Circuit and District on 28/09/11. The e/m should monitor the principal's conduct.



District Director: Nkangala  
Mr JJ Mabena

2011.09.16  
Date