

STELLENBOSCH

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MUNICIPALITY • UMASIPALA • MUNISIPALITEIT

Ref no.3/4/1/5

2024-09-05

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MINUTES

**URGENT MEETING OF THE
COUNCIL OF STELLENBOSCH MUNICIPALITY**

2025-09-05 AT 08:00

MINUTES
URGENT MEETING OF COUNCIL
OF STELLENBOSCH MUNICIPALITY
2025-09-05

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	NONE	

PRESENT

The Speaker, Cllr Q Smit [Chairperson]
 The Executive Mayor, Ald JS Fasser
 The Deputy Executive Mayor, Cllr M Slabbert
 The Council Whip, Cllr P Crawley

COUNCILLORS

RA Adams	XL Mdemka
J Andrews	NM Mkhontwana
Ald JC Anthony	L Nkamisa
R Cupido	M Nkopane
MM Danana	N Ntsunguzi
JA Davids	N Olayi
I De Taillerfer	Z Olayi
R Du Toit	GA Petersen
A Ferns	WC Petersen
E Groenewald	WF Pietersen
RB Hendrikse	MG Rataza
SC Heneke	Ald JP Serdyn
J Joon	SR Schäfer
O Jooste	A Tomose
TO Kumm	RB Van Rooyen
JC Macfarlane	M Van Stade
C Manuel	E Vermeulen (from 09:15)
EP Masimini (until 10:10)	J Williams
NE Mcombring	

OFFICIALS

Acting Municipal Manager (K Carolus)
 Director: Community and Protection Services (G Boshoff)
 Director: Infrastructure (S Chandaka)
 Director: Planning and Economic Development (A Barnes)
 Chief Legal Advisor (M Williams)
 Chief Audit Executive (L Mvandedwa)
 Senior Administration Officer (T Samuels)

1.	OPENING AND WELCOME
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The Speaker, Cllr Smit welcomed all present at the Urgent Council meeting.

2.1	MAYORAL ADDRESS
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“Good morning Honourable Speaker, Deputy Mayor, Council Chief Whip, MPAC chair all members of the mayoral committee, all councillors, our acting municipal manager, directors and official and special warm welcome to all our members of the public as well as the media outlets for joining us at today’s council meeting.

Honourable Speaker since I took over as the executive mayor on the 29 November 2024; I have committed myself to lead a Council that is unified, transparent, and that respects the values and principles that guide our actions. We must fulfil our mandate free from any form of discrimination. As a council we must adhere to the code of conduct that we all subscribed to and we must work in the best interests of all our residents, irrespective of who they may be. We must uphold the values of dignity enshrined in our national constitution.

The values I am talking, based on ensuring non racialism in our communities, are for all of us to uphold and protect.

The video that has caused a media storm contains statements that are in direct violation of our core values.

When I saw the video, I was appalled by the content that I believe goes against everything that we have accomplished as a Council and a community in ensuring this municipality upholds the values that guide us in our quest to be a municipality of excellence.

Honourable Speaker, as the Executive Mayor of Stellenbosch I call on all Councillors to condemn this in the strongest terms and distance themselves from any racist remarks and actions. In this municipality we believe every South African have a right to employment based on non-racialism, - within the ambit of the law.

Therefore, given the senior position of the municipal official concerned, - who is not a political appointment - and given the fact that he is in charge of our HR Department, I strongly condemn his utterances as per the video, which clearly indicate a lack of impartial advise.

In conclusion, if anyone questions the commitment of this municipalities to non-racialism I invite them to walk to our statute of Tata Madiba outside this building and read the engravings that says *“Never, never and never again shall it be that this beautiful land will again experience the oppression of one by another and suffer the indignity of being the skunk of the world. Let freedom reign. The sun shall never set on so glorious a human achievement!*

Thank you.”

2.2	COMMUNICATIONS BY THE SPEAKER
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- The Municipal Manager, Ms G Mettler is on leave and Mr K Carolus will be Acting Municipal Manager for the duration of the Urgent Council Meeting.
- Consensus was reached for a caucus after Items 5.1 and 5.2 on the Agenda.

3.	DISCLOSURE OF INTERESTS
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NONE

4.	APPLICATION FOR LEAVE OF ABSENCE
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- 4.1 The following applications for leave of absence were approved in terms of Council's Rules of Order By-Law:-

Cllr AJ Hanekom	-	5 September 2025
Cllr N Mananga-Gugushe	-	5 September 2025
Cllr NR Ndalasi	-	5 September 2025
Cllr RO Pheiffer	-	5 September 2025
Municipal Manager (Ms G Mettler)	-	5 September 2025

- 4.2 Permission was granted to Councillor E Vermeulen to join the meeting later (from 08:15) and to Cllr EP Masimini to leave the meeting earlier (at 10:10).

5.	REPORTS BY THE ACTING MUNICIPAL MANAGER [K CAROLUS]
5.1	INVITATION FROM THE STRONG CITIES NETWORK IN ADDRESSING HATE, EXTREMISM, TRAFFICKING AND OTHER THREATS TO SAFETY AND SECURITY

Collaborator No:

IDP KPA Ref No: Good governance and compliance

Meeting Date: 5 September 2025

1. SUBJECT: INVITATION FROM THE STRONG CITIES NETWORK IN ADDRESSING HATE, EXTREMISM, TRAFFICKING AND OTHER THREATS TO SAFETY AND SECURITY

2. PURPOSE

To request Council approval for the travelling arrangements for Mr C Kitching as part of the ongoing relations and a member of Strong Cities to attend the roundtable discussion on 23-24 September 2025 in Nairobi, Kenya.

3. DELEGATED AUTHORITY

Council

4. EXECUTIVE SUMMARY

Stellenbosch Municipality was accepted as a Strong Cities Network member on 25 July 2023. Since then, knowledge-sharing engagements took place whereby information was shared with partnering cities on various crime prevention initiatives. An engagement was held in Cape Town in December 2023 where much interest was shown in Stellenbosch's Neighbourhood Watch support programs and safety initiatives, particularly the safety monitors (eyes and ears) project.

An invitation was received from the Mayor of Nansana Municipality, Ms Regina Bakitte, via the Strong Cities Network platform. Mr Gary Boshoff, Mr Charl Kitching and Ms Joan Felix were invited to provide input, training, sharing of policies, implementation plans, support plans etc. of safety initiatives, especially those related to the establishment of Neighbourhood Watches and similar safety projects. Stellenbosch Municipality was identified as a leader in the design, development and implementation of local safety projects with Neighbourhood Watches as the main pillar of such programs and projects. The municipality has therefore been invited to share its knowledge and expertise with the other partner cities of the Strong Cities Network.

To date, training have been conducted with follow up sessions which have been successfully conducted in Uganda and Tanzania. The focus of the upcoming workshop will be to address Hate, Extremism, Trafficking and Other Threats to Safety and Security.

The travel arrangements of the employee must be approved by Council as it involves travelling outside the borders of RSA. In view of Council's approval of the continued involvement and as Council is only responsible for daily allowances, the approval is recommended. Flights and accommodation are covered by Strong cities for the employee as per the invite.

URGENT COUNCIL MEETING: 2025-09-05: ITEM 5.1

During deliberations on the matter, the ANC raised their concern with regard to recommendation (b) and requested that said recommendation be removed. Majority of the political parties shared the ANC's concern and consensus was reached that recommendation (b) be removed. Because the ANC did not submit an official amendment, Speaker, in accordance with Rule 10 of Council's Rules of Order By-laws, **RULED** that recommendation (b) be removed.

RESOLVED (majority vote)

- (a) that Council approves the travelling arrangements for Mr. Charl Kitching for the workshop of 23 - 24 September 2025 in, Nairobi, Kenya; and
- (b) that Council approves the daily allowances for the attendee, Mr. Charl Kitching.

FOR FURTHER DETAILS CONTACT:

NAME	<i>Gary Boshoff</i>
POSITION	<i>Director</i>
DIRECTORATE	<i>Community and Protection Services</i>
CONTACT NUMBERS	<i>021- 808 8437</i>
E-MAIL ADDRESS	<i>Gary.boshoff@ Stellenbosch.gov.za</i>
REPORT DATE	<i>September 2025</i>

5.2	RECRUITMENT AND SELECTION PROCESS OF THE DIRECTOR: CORPORATE SERVICES: ROUND 2
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Collaborator No:

IDP KPA Ref No: Good governance and compliance

Meeting Date: 5 September 2025

**1. SUBJECT: RECRUITMENT AND SELECTION PROCESS OF THE DIRECTOR:
CORPORATE SERVICES: ROUND 2**

2. PURPOSE OF REPORT

To provide feedback to Council and to obtain Council's approval to re-advertise the Director Corporate Services position.

3. DELEGATED AUTHORITY

Municipal Council.

4. EXECUTIVE SUMMARY

Council at its SPECIAL COUNCIL: 2025-06-25: ITEM 9.1 resolved to appoint a Selection Panel as per the Regulations on the Appointment and Conditions of Employment of Senior Managers to facilitate the recruitment and selection process for the Director: Corporate Services. The position was advertised with a closing date of 28 July 2025.

A Service Provider was appointed as approved by Council. The Service Provider prepared a longlist of 69 applications and facilitated a meeting with the Selection Panel on 27 August 2025 to discuss a possible shortlist of candidates. It was unfortunate that the applications were not suitable to prepare a shortlist to continue the appointment process due to the quality of the applications. The Service Provider thus recommended minor amendments to the advertisement and that the position be re-advertised to attract a wider range of suitable candidates who will be able to implement the municipal objectives.

URGENT COUNCIL MEETING: 2025-09-05: ITEM 5.2

Before this item was tabled, the DA requested a caucus, which the Speaker allowed.

When the meeting resumed, the DA moved that the item be withdrawn. The opposition were all in agreement with the DA's request and it was

RESOLVED (nem con)

that this matter be withdrawn.

FOR FURTHER DETAILS CONTACT:

Name	Geraldine Mettler
Position	Municipal Manager
Directorate	Municipal Manager
Contact Numbers	021 808 8025
E-mail Address	municipal.manager@ Stellenbosch.gov.za
Report Date	4 September 2025

6.	CONSIDERATION OF NOTICES OF QUESTIONS AND NOTICES OF MOTIONS RECEIVED BY THE SPEAKER
6.1	NOTICE OF A MOTION BY CLLR P CRAWLEY OF THE DEMOCRATIC ALLIANCE: REMOVAL OF MR A KANNEMEYER AS ACTING DIRECTOR: CORPORATE SERVICES

A Notice of a Motion, dated 2025-09-03, was received from Councillor P Crawley regarding the removal of Mr A Kannemeyer as Acting Director: Corporate Services.

The said Motion is attached as **APPENDIX 1**.

FOR CONSIDERATION

URGENT COUNCIL MEETING: 2025-09-05: ITEM 6.1

Speaker informed Council that he received 2 duly signed amendments on Cllr Crawley's Motion - one from Cllr Crawley of the Democratic Alliance (DA) and one from Cllr M Van Stade of the GOOD Party. Speaker requested Cllrs Crawley and Van Stade to table and motivate their amendments to the Motion, which they did. Cllr Crawley's amended recommendations replace the previous recommendations on her Motion.

Before Speaker allowed debate on the matter, the Acting Municipal Manager, Mr K Carolus requested the Speaker to advise Council (from the Administration) on the amendments that was put before Council:

- that Council should note that Mr A Kannemeyer is not appointed as a Section 56 Manager, but merely in an acting capacity;
- that when this incident took place in March 2023, Mr Kannemeyer was the Senior Manager: Human Resource Management; and
- that Mr A Kannemeyer falls within the authority of the Municipal Manager and the recommendation that deals with the precautionary suspension of Mr Kannemeyer is a process that needs to be dealt with the Municipal Manager – it cannot be dealt with within the powers of Council.

The Speaker afforded the Chief Legal Advisor, Mr M Williams, an opportunity to advise Council from a legal perspective and in the interest of the municipality and Council:

- When this incident occurred approximately in March 2023, Mr A Kannemeyer was the Senior Manager: Human Resource Management and not the Acting Director: Corporate Services, so any action or investigation that needs to be implemented cannot be done by Council because these incidents occurred approximately 2 years prior;
- two employees of the Stellenbosch municipality referred the matter to the CCMA and subsequently to the Bargaining Council, whereafter the Ruling of the Bargaining Council was taken to the Labour Court. The municipality defended Mr Kannemeyer on these allegations prior to this video being leaked; and

- Council should treat very cautiously and his advice is against implementing the proposed amendment by the DA as suggested.

After the Speaker allowed debate on the matter, the DA requested a caucus, which the Speaker allowed.

When the meeting resumed, the Speaker allowed feedback. The two (2) amendments were put to the vote yielding a result of the majority of Councillors in support of the recommendations of Councillor Crawley.

It was

RESOLVED (majority vote with 4 abstentions)

Amended recommendations

- (a) that the Council is satisfied that there is reasonable cause to believe that acts of misconduct have been committed by the Acting Director: Corporate Services, Mr. A. Kannemeyer, as contemplated in Regulation 5(3) of the Disciplinary Regulations for Senior Managers ("the Regulations"). 1;
- (b) that the Municipal Manager is delegated, in terms of Regulation 5(3)(a) to appoint an independent investigator, with the appropriate specialist expertise, to investigate the allegations of misconduct; which appointment must be made within seven (7) days;
- (c) that in terms of Regulation 5(4), the investigator is to submit a report with recommendations to the Mayor and Municipal Manager within a period of 30 days of his or her appointment;
- (d) that such report is to be submitted to the Municipal Council within seven (7) days of receipt by the Mayor and Municipal Manager, to be dealt with in terms of the remainder of the relevant Regulations.

Precautionary suspension

- (e) that the Council is concerned that, following these allegations, the continued presence of the Senior Manager at the workplace during the investigation may:
 - (i) jeopardise any investigation into the alleged misconduct;
 - (ii) endanger the well-being or safety of any person or municipal property;
 - (iii) be detrimental to stability in the municipality; and
 - (iv) or the Senior Manager may interfere with potential witnesses commit further acts of misconduct.
- (f) Therefore, in terms of Regulation 6(2), the Council hereby invites Mr. Kannemeyer to make a written representation to the Municipal Council as to why he should not be suspended. Mr. Kannemeyer must submit his representations to the Municipal Council within 7 days of being informed of this resolution.

- (g) The Municipal Council will consider Mr. Kannemeyer's submissions and then decide whether to place him under precautionary suspension, in terms of Regulation 6.

The following Councillors requested that their votes of dissent be minuted:

Cllrs J Andrews; MM Danana; JA Davids; NM Mkhontwana; M Nkopane; N Ntsunguzi; MG Rataza and A Tomose;

FOR FURTHER DETAILS CONTACT:

Name	Municipal Manager
Position	Municipal Manager
Directorate	Municipal Manager
Contact Numbers	021 808 8025
E-mail Address	
Report Date	4 September 2025

The meeting adjourned at 11:00.

CHAIRPERSON:

DATE:

Confirmed on