

- employment and the constitutional provision that only the NEC can approve the hiring of coaches;
2. He informed HR that he wanted to amend the organogram;
 3. Gave instructions to retire two staff members as they were overage – despite their rare skills being needed by the Association;
 4. Gave instructions to discipline the CEO's Executive PA based on complaints from a female staff member with whom he had an inappropriate relationship;

General downgrading of the CEO position

- When questioned why he decided unilaterally to present the request for adoption of the AFS to the 2016 Annual Congress, he tellingly remarked that he was a CEO before and that there was nothing wrong with him doing so;
- He has routinely doled out the responsibilities of the CEO to NEC or committee Members, dramatically increasing travel and allowance costs of these Members:
 - i. Matters such as negotiating the purchase of motor vehicles for SAFA Members are assigned to committee members or committee chairs without any reference to the Head of Administration;
 - ii. He removed the last round of broadcast negotiations to the Vice-Presidents instead of allowing the CEO to complete the task started months before. The net result is that the Association has no broadcast contract in place;
 - iii. He asked the Chairperson of the Finance Committee to lead the effort to restructure the Administration without first consulting the CEO;
- He routinely gives direct instructions to staff on occasions too numerous to mention;
- Conducts much operational correspondence directly from his office in **violation** of the SAFA Statutes – and does not inform the CEO of this correspondence;
- In 2017 he called on a production house (Urban Brew Studios) to present a proposal on the digital platform of the Association – this after he had imposed another person to perform the same task;
- He insists that he would “drive” the Urban Brew proposal and the NTC hotel project – even though the Urban Brew proposal is a duplication of the SAFA Digital project;
- Meetings with external roleplayers (potential sponsors) take place without my knowledge
- I am generally not allowed to talk in NEC or EMCO meetings as the CEO of the organisation. Despite my complaints, he has steadfastly refused to allow me to inform the NEC on matters where it is necessary for me to

The Head of Department