



QUESTION:

What do Daniel Mthimkhulu, Hlaudi Motsoeneng, Vincent Mdunge, Pallo Jordan, Ellen Tshabalala, Mohau Pheko, Shamin "Chippy" Shaik, Sicelo Shiceka and Marietha Aucamp have in common?

ANSWER:

They lied on their CVs about their qualifications. And they lost their high-profile jobs.

Some have argued or 'explained' their cases, but the end result is the same.

They were caught.

Hlaudi Motsoeneng generously awarded himself his qualifications, asserting that he believes brains are far more important than formal qualifications and the SABC Board tried to have us believe they knew he didn't have Matric when they hired him; Wits and Daniel Mthimkhulu had never met; Mohau Pheko is believed to have bought her lofty PhD from a defunct US University specialising in offering degrees for sale on the internet; Ellen Tshabalala felt that registering for a degree and failing most of the modules entitled her to claim it; the high-profile 'Dr' Pallo Jordan was in fact plain 'Mr.' and did not study at the University of Wisconsin, nor did he earn a postgraduate degree from the London School of Economics; and Chippy Shaik (Schabir Shaik's brother), who had in fact completed his doctorate - used work done by others to obtain it.

Jail awaited Vincent Mdunge, who earned himself 5 years in prison for presenting a false Matric certificate when applying for a high-profile SAPS position!

Sicelo Shiceka did in fact study for a Master's degree in political economy from the University of the Free State - he just didn't complete it, although he claimed he had.

The latest case brought to the public is that of **Marietha Aucamp** who claims she didn't lie on her application for her highly-paid position with the City of Tshwane Mayor's office.

Lying on a CV has become the norm rather than the exception.

In a study held in 2016, **Managed Integrity Evaluation (MIE)** noted an increase in the number of candidates who lied about their qualifications, busting 66 700 resumés with fudged information between January and October, mainly from desperate candidates looking for jobs in a tough employment market.

Employment agencies are relied upon to check qualifications and work experience: however, particularly in the less-specialised positions, the flood of applicants often results in short-cuts being taken. In the more senior positions, applicants can be capable of covering their trails, especially when using undercover organisations skilled in deflecting queries regarding purchased qualifications.

So what recourse does an employer have?

While it would depend upon the severity of the lies (white lies DO count!), and the performance of the employee, coupled with the relationship with the employer, **a recent court decision** where an employee lied about his qualifications on his CV - even though those qualifications were not required for his position - 'constitutes gross dishonesty which warrants dismissal and means continued employment would be intolerable'.

And the dishonesty could become public knowledge

In 2017, the SA Qualifications Authority (SAQA) proposed that public registers of individuals claiming false qualifications, as well as institutions offering these, should be established.

The public scandal which prompted the draft policy was that of **Prasa's Daniel Mthimkhulu**. As head of engineering, he led the team that designed the new Afro 4000 locomotive, subsequently found to be unsuitable for local conditions. His claim of a doctorate in engineering from a German university proved to be a lie.

SAQA CEO Joe Samuels, in a draft national policy on the matter published in the Government Gazette, said "People are appointed to positions based on their false qualifications, which raises questions around their competence to hold these positions. In more senior positions, the safety of ordinary citizens and employees, the long-term viability and profitability of organisations and public service delivery rest in these fraudsters' hands."

The Register of Fraudulent Qualifications would contain the names and details of individuals and providers who had been found by a court of law to be holding or issuing at least one fraudulent qualification. Once it comes into effect, the NQF Amendment Bill proposes that the register will be published for the public "periodically". It is intended to act as a "deterrent to individuals and providers who are contemplating misrepresenting their qualifications or operating outside of the NQF". *(Source: News 24)*

Regards
Andre Rabe

0861 436 436

Contact us:

Email: geo@geo.org.za
Telephone: 0861 436 436

For assistance with POPI compliance,



please contact Andre Rabe via email: andrer@geo.org.za

In This Issue
Lying on a CV

- Recourse for the employer

GEO members are advised to subscribe to the CIRIS internet labour law advice site. It provides valuable information on all matters related to Labour Law. Contact Andre Rabe on 0824910708 or email him on andrer@geo.org.za

Subscribe to our online



Labour Law Advice Site

Visit our site:
www.geo.org.za

CIRIS website:
www.cirisonline.net

Summary

In order to act as a deterrent to anyone contemplating misrepresenting their qualifications, the SA Qualifications Authority proposes the establishment of public registers of individuals claiming false qualifications, as well as institutions offering these.

THE FUNNY SIDE

The employee background check service *HireRight* found 85% of employers noticed embellishments on resumes. And we're not talking little white lies here, like saying you spent a year at a company when it was really more like nine months.

Employers in the CareerBuilder report shared some truly outrageous claims, including:

One applicant took credit for writing computer code that the hiring manager conducting the job interview had actually written.

Another candidate claimed to have worked for Microsoft - but had no idea who Bill Gates was.

An applicant reported being an anti-terrorist spy for the CIA - during the same time period that they would have been in elementary school. *(Do the math, people. Also, isn't the first rule of the CIA not to talk about the CIA?)*

So much for this educated guess: Another liar reported studying under Friedrich Nietzsche. Too bad the German philosopher actually died 117 years ago!

(Source: Moneyish)

Visit our site:
www.geo.org.za