**Text of the letter from Bheki Ntshalintshali to COSATU General Secretary, Zwelinzima Vavi, August 15 2013:**

15 August 2013

Mr Zwelinzima Vavi The General Secretary COSATU

Dear Comrade Zweli

Outcome of Special CEC meeting

1. As you are aware, the Special Central Executive Committee of COSATU ('the SCEC ') met yesterday to discuss, the impact of recent events on the status, integrity, and reputation of COSATU and on the office of the General Secretary. These events include, in particular , your alleged involvement in a relationship with an employee at the office, during office hours.

2. The Special CEC resolved , that it was necessary to place you on special leave of absence , with effect from today (15 August 2013) pending an investigation into this matter and a possible disciplinary hearing.

3. lt is the Special CEC's view that it is necessary to place you on such leave of absence in light of the nature and seriousness of your conduct in this matter, its consequential effects on the federation and the seniority of your position. In order to ensure a thorough and proper investigation of this matter , it is in our view necessary to place you on special leave to ensu re that this process occurs freely and fairly.

4. In the circumstances, you are released from all of your duties as the General Secretary of COSATU, until further notification from us. This period of special leave is subject to your compliance with the following terms and conditions:

4.1. You will be required, during this period of special leave, to continue participating in the facilitated process arranged by COSATU which is aimed at building the unity of the Federation. You will be kept informed of all the arrangements in respect of this process;

4.2. In so far as you may require any documentation or information from the federation during this period of special leave, you are requested to make such requests in writing to Deputy general Secretary;

4.3. You may be required to make yourself available for any meetings or discussions pursuant to the proposed investigation ;

4.4. You are required to provide the Federation with all information or assistance necessary to ensure the smooth running of the office of the General Secretary .

5. Should you have any queries in relation to the contents of this letter or to any matter related thereto, kindly address such queries in writing to Deputy General Secretary.

Yours sincerely

BHEKI NTSHALINTSHALI

On behalf of the CEC