Status Report

ACTis | Anti-Corruption Tracker Information System

ACTis provides risk analysis and early intervention recommendations against state capture and corruption in South African government institutions

PUBLIC ENTITY

ACT | ACCOUNTABILITY TRACKER

ISS | INSTITUTE FOR SECURITY STUDIES

Transport Education and Training Authority

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About the Institution

The Transport Education and Training Authority (TETA) is mandated to facilitate skills training and development across the transport sector. TETA is a national public entity and reports to the Minister of Higher Education and Training.[1] The TETA Board is the accounting authority. In 2024/25, TETA reported expenditure of R1.1bn.[2]

Flag Status

1	2	3	4	5	6	7	8	9
								
Improper appointments	Co-opting key functions	Climate of fear or favour	Corrupt awards	Financial malpractice	Obstructing accountability	Manipulating perceptions	Private gain	Shadow network

ISS Analysis

- ACTis has raised four flags for TETA and has placed one under monitoring.
- Possible interference in grant evaluation and procurement processes by the Chief Executive Officer (CEO) raises concerns about leadership integrity, the effectiveness of governance structures, and the possibility of systematic corruption.
- Claims that officials were suspended for questioning these processes could point to a climate of fear. Suppression of dissent within an institution can weaken internal accountability mechanisms and create an environment more conducive to corruption.
- Financial management and oversight appear inadequate, illustrated by internal control deficiencies.
- While these dynamics do not, on their own, indicate a pattern of state capture, they are concerning because they reduce transparency and accountability and foster corruption.
- There is a pattern of alleged interference in contract award and grant evaluation processes, and of non-competitive contract awards. This repeated *modus operandi* suggests a risk of organised corruption within the institution.
- This impacts those meant to benefit from TETA's programmes within the transport



sector. The delay in allocating the 2025/26 discretionary grants in March 2025 impacted over 5 000 learners, with reporting in February 2026 indicating that the grants had only been partially allocated.[3]

Findings

Flag #1
Improper Appointments



The flag is raised because of allegations that the CEO is implicated in misconduct and the questionable suspension of the Chief Operating Officer.

- Maphefo Anno-Frempong has been the CEO of TETA since 2008. In 2025, she allegedly influenced a 2025 grant evaluation process (see Flag #4: Corrupt Awards).[4] Anno-Frempong has denied this.
    - In 2020, the Public Protector implicated Anno-Frempong in maladministration in several procurement matters, including irregularly appointing service providers by circumventing the bidding process for several tenders.[5]
    - The TETA Board suspended Anno-Frempong in August 2012 following an internal investigation. She challenged the suspension in the Labour Court, and TETA signed a settlement agreement in September 2012 that set aside the suspension and replaced it with special leave. The settlement required TETA to institute disciplinary action against Anno-Frempong within 14 days and conclude it by 30 September 2012. TETA failed to meet these timeframes, and Anno-Frempong returned to work in October 2012. Instead of a formal hearing, the Board appointed an 'Expanded Task Team', which reviewed her explanations and found her actions justified, leading the Board to conclude the allegations were unfounded.[6]
- Chief Operating Officer (COO) Famanda Shirindza was reportedly suspended in February 2026 after raising concerns about a lack of transparency regarding the independent review of a grant evaluation process conducted by Phandahanu Forensics (see Flag #3: Climate of Fear or Favour and Flag #4: Corrupt Awards).[7]

Flag #3
Climate of Fear or Favour



The flag is raised because there are indications that the institution punishes dissenters.

- In February 2026, COO Shirindza, Taxi Chamber Executive Ramodise Tsolo and Skills Development and Learning Programmes Manager Morongoe Nkabinde were suspended after raising concerns about the lack of transparency in the independent

review conducted by Phandahanu Forensics related to a grant evaluation process (see Flag #1: Improper Appointments).[8] TETA maintains the officials were suspended because they were directly responsible for the initial, allegedly flawed evaluation process. However, members of the Grant Evaluation Committee claimed they were not informed about the independent review and raised concerns about a lack of transparency.[9]

Flag #4
Corrupt Awards



The flag is raised because the CEO has been repeatedly and directly involved in awarding contracts on a non-competitive basis in unjustified cases.

- In 2025, CEO Anno-Frempong reportedly colluded with three service providers to have the 2024/25 discretionary grant evaluation process moved to an external provider of her choosing.[10] Internal sources at TETA alleged that Anno-Frempong challenged an initial, internal grant evaluation and fund allocation process to justify outsourcing the function to providers she could control.[11]
    - In March 2025, while TETA was conducting its internal 2024/25 R384m discretionary grant evaluation process, the TETA Board reportedly resolved to defer the grant funding approval to the incoming Board, which was only appointed in October 2025.[12]
    - In late 2025, Phandahanu Forensics was appointed to conduct an independent review of the grant evaluation process and the grant recommendations. Phandahanu Forensics reportedly found several discrepancies and recommended that the new Board launch a forensic investigation. On 5 December 2025, the new Board stopped the original grant evaluation process and appointed FSG Africa to investigate.[13]
    - Also in December 2025, Duja Consulting was appointed to conduct a new evaluation of the initial grant evaluation and fund allocation process.[14]
    - Duja Consulting, FSG Africa and Phandahanu Forensics were appointed through a closed procurement process reserved for contracts valued at under R1m, which raised questions within TETA about transparency.[15]
    - There were also reportedly several conflicts of interest with the service providers:
        - FSG Africa's sole director, Vernon Naidoo, had allegedly participated in TETA Board meetings in October and November 2025, where he provided forensic advice and an opinion on the interim findings of the forensic audit nearly a month before his firm was officially appointed on 19 December 2025. FSG Africa's findings were used to justify

terminating the evaluation process and suspending three employees (see Flag #1: Improper Appointments and Flag #3: Climate of Fear or Favour).

  - Thiru Mudaly, the director of Duja Consulting, reportedly served on the TETA Board's Audit and Risk Committee and only left the entity in March 2025. He consulted for Phandahanu Forensics when it drafted its review report.[16]

- In 2024/25, the AGSA reported that contracts valued at over R1m had been awarded without inviting competitive bids. The AGSA also reported that some contracts were awarded without obtaining at least three written price quotations.[17]
- In 2020, the Public Protector found that, in 2010, Anno-Frempong approved the irregular appointment of Nkwame Mahuma Consulting to provide corporate governance compliance services. Anno-Frempong appointed the firm directly, instead of publicising an open bidding process. The Public Protector reported that, also in 2010, Anno-Frempong approved a closed bidding process to appoint Deloitte for an IT infrastructure assessment without sufficient justification.[18] The Public Protector reported that Anno-Frempong failed to report this deviation to the National Treasury or the AGSA within the required 10 working days.[19]

Flag #5
Financial Malpractice

The flag is raised due to internal control weaknesses.

- In 2025, the AGSA reported internal control deficiencies related to compliance with legislation, weak oversight of financial and performance reporting and compliance, and the preparation of the annual financial statements. The AGSA noted that while TETA had developed an audit action plan to address internal control deficiencies, it had not been effectively implemented and monitored, resulting in both new and recurring findings of these deficiencies.[20]

Flag #6
Obstructing Accountability

The flag is being monitored to assess whether signs of a lack of accountability are part of a broader pattern of such behaviour.

- In 2024/25, TETA received a qualified audit from the AGSA due to inadequate record-keeping and misstatements in financial reporting, specifically regarding irregular expenditure and discretionary grant and project expenditure.[21]

Flag raised Flag lowered Under monitoring

Recommended Actions

	DUTY BEARER	ACTION(S)	ASSOCIATED FLAGS
1.	Transport Education and Training Authority Board	• Review the Public Protector's 2020 findings on the CEO and take appropriate action. • If the Board does not take appropriate action, the Minister of Higher Education and Training must hold the Board accountable.	Flag #1: Improper Appointments Flag #3: Climate of Fear or Favour Flag #4: Corrupt Awards
2.	Transport Education and Training Authority	• Strengthen internal controls. • Strengthen financial record-keeping and reporting in line with the AGSA's findings.	Flag #5: Financial Malpractice
3.	Public Protector	• Institute a new investigation into the CEO for alleged collusion in outsourcing the grants evaluation process to an external party and the suspension of officials connected to these events. • Investigate whether appropriate action was taken against Anno-Frempong after the 2020 findings.	Flag #1: Improper Appointments Flag #3: Climate of Fear or Favour Flag #4: Corrupt Awards
4.	Auditor-General of South Africa	• Audit the processes followed by the company tasked with evaluating grant awards on behalf of TETA.	Flag #4: Corrupt Awards
5.	Special Investigating Unit	• Apply for a mandate to investigate contracts awarded without the required competitive bidding process, as reported by the AGSA.	Flag #4: Corrupt Awards

The 9 Flags

Flag #1
Improper Appointments

Improper appointments, dismissals or failure to remove individuals in senior positions may be used to drive a corrupt agenda.

Flag #2
Co-opting Key Functions

Informal control may be established over critical functions within the institution to abuse them.

Flag #3
Climate of Fear or Favour

The working culture favours loyalty over duty; alignment with a corrupt agenda is rewarded, and resistance is punished.

Flag #4
Corrupt Awards

Contracts, licences, partnerships, loans and/or investments may be awarded irregularly and repeatedly benefit the same actors.

Flag #5
Financial Malpractice

The institution's financial management practices may be abused to advance a corrupt agenda.

Flag #6
Obstructing Accountability

The institution's internal operations might be deliberately obscured to hide potential misconduct.

Flag #7
Manipulating Perceptions

A public narrative that frames misconduct as innocence may be promoted.

Flag #8
Private Gain

Illicit gains may be distributed to benefit the same actors.

Flag #9
Shadow Network

The same public and private actors may collude to gain control over an institution's assets and functions, benefiting repeatedly.

About ACTis

What is ACTis?

The Anti-Corruption Tracker Information System is an initiative of the Anti-Corruption and Accountability Project at the Institute for Security Studies. It provides analysis on corruption and state capture in South Africa, to inform early intervention and enforcement. It utilises a system of indicators and an AI-driven data-collection and analysis tool, validated by human experts. It identifies risks within individual government institutions and produces actionable recommendations to address them, with a view to disrupting patterns of state capture and corruption. Findings are shared directly with government and other duty-bearers, civil society organisations, the media and the public, empowering authorities to intervene, strengthening accountability, and enabling citizens activism.

Links to ACTis Information:

Further project information may be found at the following links:

Terms and Definitions

Project Methodology and Analytical Framework

About the Anti-Corruption and Accountability project

About the Institute for Security Studies

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Flag raised | Flag lowered | Under monitoring

References

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[2] Total expenditure of R1.1bn consists of R1.085bn operating expenditure and R0.004bn capital expenditure. Transport Education and Training Authority, Annual Report 2024/2025, https://www.teta.org.za/index.php/publications/annual-reports/file/573-teta-annual-report-2024-2025, p.123.
[3] Sunday Times, Transport Seta funding scandal leaves trainees in limbo, 15 February 2026, https://www.sundaytimes.timeslive.co.za/politics/2026-02-14-transport-seta-funding-scandal-leaves-trainees-in-limbo/; Transport Education Training Authority, Letter to TETA Stakeholders: Update on Recent Media Coverage on TETA, 18 February 2026, https://teta.org.za/images/Board_Chair_Letter_to_TETA_Stakeholders_final_version-18_Feb_2026_1_1.pdf.
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[8] Sunday Times, Transport Seta funding scandal leaves trainees in limbo, 15 February 2026, https://www.sundaytimes.timeslive.co.za/politics/2026-02-14-transport-seta-funding-scandal-leaves-trainees-in-limbo/. The Taxi Chamber is a business unit within TETA that handles development and training in the taxi industry.
[9] Sunday Times, Transport Seta funding scandal leaves trainees in limbo, 15 February 2026, https://www.sundaytimes.timeslive.co.za/politics/2026-02-14-transport-seta-funding-scandal-leaves-trainees-in-limbo/.
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