PSCBC

PUBLIC SERVICE CO-ORDINATING BARGAINING COUNCIL

ANNUAL REPORT 2019/20

VISION

A Bargaining Council positioned to advance and influence change in the labour market environment.

MISSION

Promoting sound labour relations through collective bargaining and dispute management, locally and internationally.

VALUE STATEMENTS

Integrity

Efficiency

Accountability

Good governance

Equity

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1. MESSAGE FROM THE CHAIRPERSONS

We have the pleasure of presenting to you the Annual Report of the Public Service Coordinating Bargaining Council (PSCBC) for the financial period 1 April 2019 to 31 March 2020. The PSCBC has a critical role to play in promoting labour peace in the public service. This role is embedded in its mission to promote sound labour relations through collective bargaining and dispute management, both locally and internationally, while applying a futuristic focus on securing long-term growth impact and relevance as a Bargaining Council.

Ms Ingrid Dimo
PSCBC Chairperson

Mr Casper Nanto
PSCBC Vice Chairperson (Labour)

As Chairpersons, we have been working closely with the Executive Committee to provide an informed and objective oversight of the implementation of the PSCBC mandate. We have carried out this assignment with optimism because of the support and commitment of the capable structure consisting of Council members, various Sub-committees and Secretariat that are instrumental in propelling the mandate of Council.

In the year under review, the PSCBC was able to perform its mandatory functions with zest and dedication. From a performance perspective, Council recorded the following achievements during the 2019/20 financial year:

- Approval and implementation of the revised Business Plan.
- Strategic Planning Session:

The Planning session was held from 19 to 22 November 2019 in Durban under the theme:

"Protecting and advancing democratisation of the workplace, strengthening collective bargaining to promote good governance, and embracing the future of work to ensure economic development, social justice and labour peace within the public service."

The session endorsed a 5-year strategic plan with key strategic objectives to be executed by Council in the next strategic cycle.

- As a constitutional obligation, Council convened a successful Annual General Meeting on12 June 2019.
- Through Collective Bargaining, Council deliberated and signed an agreement on reconfiguration of Government Departments, referred to as

PSCBC Resolution 1 of 2019. The objective of this resolution is to give effect to the changes and reconfiguration of the National Executive, National Departments, as announced by the State President for the 6th Administration, and as contained in the Terms of Reference dated 30 July 2019. Furthermore, we are happy to pronounce that the PSCBC, in executing one of its integral functions, successfully convened a number of provincial workshops on the implementation of the above Resolution.

- A further commendable area is the investment towards the capacity development of Council members through the ILO and other training programmes, which are detailed in the report.

- One of the critical issues is to ensure that PSCBC finances are spent prudently and efficiently, to ensure effective and efficient promotion of labour peace in the public service. In this regard, we are happy to announce that the PSCBC Auditors, Price WaterHouse Coopers (PwC), have issued an unqualified audit report on the PSCBC's finances for the 2019/2020 financial year. The achievement of an unqualified audit report is a testament to the competence and adherence of the PSCBC's management to the governing policies.

Council has continued to passionately carry out its mandate until the sudden "new world" era ushered by the outbreak of the Corona Virus (COVID-19) earlier in 2020. South Africa reported the first case of the Corona Virus on 5 March 2020. The virus, which was first discovered in China in 2019, has disturbed the political, social, religious and financial structures of the whole world.

On 23 March 2020, President Cyril Ramaphosa announced the national state of disaster, including a nationwide lockdown from 26 March 2020 to 16 April 2020 in an effort to intensify the country's fight against the COVID-19 pandemic. It is therefore in line with this call that the PSCBC embraced the new normal by closing the office premises and continuing to operate on a virtual basis for the duration of the national lockdown. Whilst we note and appreciate the resources available to operate virtually, we cannot be oblivious to the fact that the working-from-home principle will deny the smooth running of other organisational activities. However, we stand united, doing our best to ensure that the virus ceases to spread in our beloved country and worldwide.

A huge appreciation to the public servants who continue to serve fervently by providing essential services under such extraordinary circumstances. We greatly honour our heroes in the health profession for providing healthcare to those who need it the most; the police force who are at the forefront enforcing safety and adherence to lockdown rules and regulations; professionals in the science and education sector who are providing innovative scientific methods to mitigate risks and pave the way for the prevention of the COVID-19 pandemic; all general public servants who ensure that the basic societal needs are provided; and all the leaders in the government and labour sector who go beyond the call of duty to ensure that measures are put in place to fight this pandemic.

In the year ahead, the PSCBC looks forward to strengthen its processes and create a conducive environment for engagements with its strategic stakeholders.

To conclude, we would like to express our gratitude to all our stakeholders, inclusive of Labour, Government, and all parties that contributed towards the sucessful completion of the PSCBC agenda for the 2019/20 financial year.

2. EXECUTIVE SUMMARY BY THE GENERAL SECRETARY

Following the successful 6th national democratic elections in the preceding year, 2020 brought a glamour of hope and optimism to many South Africans. Most South Africans embraced the resolve by the new administration to address the triple developmental challenges of unemployment, inequality and poverty that beset the country. Society at large anticipated details of the macro-reconfiguration of government structure to enhance capacity for effective service delivery under the spirit of "thumamina" as declared by His Excellency, President Cyril Ramaphosa.

Mr Frikkie De Bruin
PSCBC General Secretary

Likewise, the PSCBC entered into the 2019/20 financial year with enthusiasm and eagerness to advance its vision, with greater focus on realising the outcomes that emanated from the strategic sessions held by Management and Executive Committee earlier in 2019.

These sessions were organised as the backdrop of the euphoria around the fourth industrial revolution (4IR). The strategic sessions focused on reviewing the state of the PSCBC, specifically, its progress in terms of fulfilling the legislative mandate and its re-positioning within the context of a dynamic evolving society. Reviewing the PSCBC business plan was crucial to position the PSCBC implementation model to better serve its constituencies.

Council further focused on the implementation plan for the Collective Bargaining Indaba Accord that resulted from the Collective Bargaining Indaba which was convened by PSCBC in October 2018.

I am pleased to report that remarkable progress was made on the above areas and the PSCBC business plan was approved and implementation commenced in earnest.

During the reporting period, the PSCBC facilitated and ensured a successful conclusion of the following collective agreement:

PSCBC Resolution 1 of 2019, which relates to the reconfiguration of Government Departments. Council successfully conducted workshops on the implementation of the above Agreement, details of which will be explained further in the report under the Collective Bargaining Unit.

The other notable achievement during the reporting period was the Council Strategic Planning Session which PSCBC held in November 2019 under the theme:

"Protecting and advancing democratisation of the workplace, strengthen collective bargaining, promote good governance and embracing the future of work to ensure economic development, social justice and labour peace within the public service."

The discussions at this session provided a platform for parties to Council to reflect upon the core components of the PSCBC, which are Collective Bargaining and Dispute Management. Parties to Council deliberated extensively and decisively, and identified gaps and opportunities for a progressive PSCBC. The successful 4-day session further mapped a plan on how to implement and develop Council business processes for the future.

Council honoured its constitutional obligation by hosting an Annual General Meeting (AGM) on12 June 2019, where the annual report for 2018/19 was presented and parties were given an opportunity to elect their representatives to the PSCBC.

At the same AGM, the PSCBC underwent a smooth leadership transition phase with the appointment of the new Vice Chairperson for Labour, Mr Casper Nanto. I would like to take this opportunity to officially welcome Mr Nanto, and in this context, I greatly appreciate Ms Rita Msibi for maintaining good governance during her tenure as the Vice Chairperson (Labour) of Council. A huge gratitude also to members of the Executive Committee who served Council with diligence in the previous year.

On an annual basis, the PSCBC embarks on important social responsibility interventions and events, details of which will be provided under the Communications Section of this report. From the events that the PSCBC held during the reporting period, I would like to single out the Women Empowerment Initiative, which the PSCBC has adopted as an integral part of its business strategy. The PSCBC hosted a Women's day celebration on 22 August 2019 in recognition of our women, and as part of the commemoration of the National Women's day. We see the continuation of this noble event as catalytic to the advancement of gender empowerment.

In its quest to continually build the capacity of its constituencies, Council participated at the following international conferences:

- ILO Decent Work Agenda in Turin, Italy from 8-12 April 2019;
- ELRC Labour Law Conference in Mauritius from 19-21 June 2019;
- 12th European ILERA Regional Congress in Dusseldorf, Italy from 3-6 September 2019.

Members of the Secretariat also attended various training and conferences as part of our capacity building approach. These are detailed under the Human Resource section.

Early in 2020, Council was invited to participate and offer executive support at the ILO Decent Work Workshop in March 2020 in Botswana. The plans were well underway, but the organisers had to postpone the conference due to the outbreak of COVID-19, known as the Corona Virus.

The outbreak of the corona virus took the entire globe by storm, impacting negatively on all spheres of society. COVID-19 was declared a pandemic by the World Health Organisation (WHO) and this prompted the South African Government to respond and declare a state of national disaster. In this regard, a number of regulations and restrictions were published, including the announcement of a 21-day lockdown from 26 March to 16 April 2020, which brought the economic activity of the entire country to a halt. This was necessary to break the chain of the transmission of the virus.

The impact of the lockdown will, without doubt, have devastating consequences on our socio-economic ambitions as a country, and, of course, the labour sector will not be spared the regression. For the labour market, COVID-19 will have a far-reaching impact as it will hamper efforts to address unemployment, poverty and human security.

As part of business continuity, the PSCBC initiated the process to convene virtual meetings. The Secretariat, through available online resources, continued to operate virtually, and the centralised system, Collaborator, became useful in ensuring that operational processes are were not completely shut down as a result of the lockdown.

While Council ended the 2019/20 financial year on an unprecedented note due to the lockdown, we hope that this too shall pass and normalcy would soon commence.

In the coming year, we look forward to putting more effort in order to recover from the adverse impact of COVID-19, and to reposition the PSCBC to continue advancing its vision with distinction.

In conclusion, I would like to express my appreciation to everyone who has been involved and contributed to the PSCBC's achievements in the 2019/2020 year. A special thank you goes out to Council members and all PSCBC staff members for their hard work and dedication during the period under review.

3. LEGISLATIVE MANDATE

3.1. Overview

The Public Service Co-ordinating Bargaining Council (PSCBC) (the Council), whose Constitution was registered on 13 October 1997, was established in terms of Section 35 of the Labour Relations Act (LRA), No. 66 of 1995, as amended. The Constitution was periodically reviewed and amended to accommodate the needs of the Council.

In performing its functions, the Council has a legislative mandate as per Section 37 of the LRA to deal with matters that:

a) are regulated by uniform rules, norms and standards that apply across the Public Service;

b) apply to terms and conditions that apply to two or more Sectors; and

c) are assigned to the State as Employer in respect of the Public Service and that are not assigned to the State as Employer in any other Sector.

In establishing the Council, the LRA sought to provide a platform for the State as the Employer, and the Public Service Unions as Social Partners to engage constructively over matters of Mutual Interest.

3.2. Objectives

The Constitution lists the following objectives for the Council:

The objectives of the Council, within its registered scope, are to:

a) generally enhance labour peace in the Public Service;

b) promote a sound relationship between the Employer and its Employees;

c) in terms of the Act and its constitution, negotiate and bargain collectively to reach agreement on matters of mutual interest to the Employer and Employees represented by admitted Trade Unions in the Council;

d) provide mechanisms for the prevention and resolution of Disputes between_

  i). the Employer and Trade Unions admitted to the Council;

  ii). the Employer and Trade Unions not admitted to the Council; and

  iii). the Employer and Employees,

e) where the Employer has the requisite authority to resolve such Disputes;

f) conclude, supervise and enforce Collective Agreements;

g) comply with its powers and duties in terms of the Act and its constitution;

h) consider and deal with such other matters as may affect the interests of the Parties to the Council; and

i) promote effective communication and co-ordination between the Council and sectors designated in terms of clause 21.3 of its Constitution.

3.3. Powers and Duties

The powers and duties of the Council are to:

a) negotiate and conclude Collective Agreements in respect of matters regulated by Section 36(2) of the Act, which may include negotiating minimum standards on such matters;

b) supervise and enforce Collective Agreements concluded in the Council;

c) prevent and resolve Labour Disputes;

d) resolve Disputes between the Parties to the Council in terms of the Act and the Dispute Resolution Procedures of the Council;

e) resolve the Disputes of Parties who are not Parties to the Council, but who fall within the registered scope of the Council, in terms of Section 51(3) of the Act and the Dispute Resolution Procedures of the Council;

f) establish and administer a fund to be utilised for resolving Disputes, Collective Bargaining and general administration of the Council and the Sectoral Councils;

g) develop proposals for submission to NEDLAC or any other appropriate forum on policy and legislation that may affect Labour Relations in the Public Service;

h) determine by Collective Agreement those matters which may not be an issue in dispute for strike or a lock-out;

i) designate Sectors, vary their scope, amalgamate or disestablish Sectoral Councils in the Public Service;

j) co-ordinate, among the Sectoral Councils, and between such Councils and the Council, the functions and operations of such Councils, including those related to Collective Bargaining and Administration;

k) determine, in consultation with Sectoral Councils, appropriate standards of financial control and service that such Councils must maintain;

l) provide operational services to Sectoral Councils, if they contribute to efficiency or administrative convenience, and are appropriate for the sharing of skills, expertise or resources, including the following:

- i). providing policy and guidelines regarding the appointment, training and payment of Panellists;
- ii). management and maintenance of Case Management Systems and Policy;
- iii). training of Users and Parties regarding the dispute resolution framework in the Public Service;
- iv). provision to the Public, the Parties and the Sectoral Councils of information services relevant to the functions of the Council;
- v). providing accommodation to Sectoral Councils, except for the ELRC;
- vi). formulation and maintenance of Human Resource Policy and systems for the Council and Sectoral Councils, and training of their staff;
- vii). collection of uniform Levies from Employees and the Employer, and proportional disbursement of such Levies to Sectoral Councils; and the determination of uniform Levies by the Council and the effective date thereof.

m) where a Sectoral Council becomes dysfunctional in the view of the Council, and in consultation with such Council, provide such assistance and fulfil such functions as are required;

n) raise, borrow, lend, levy and invest funds; and

o) exercise any other power or duty that may be necessary or desirable to achieve the objectives of the Council.

4. GOVERNANCE STRUCTURES

4.1. Leadership

Clause 13.2 of the PSCBC Constitution provides for the election/appointment of a Chairperson and Vice-Chairpersons of Council, who serve for a 24-month term.

Ms Ingrid Dimo
PSCBC Chairperson

Mr Casper Nanto
PSCBC Vice Chairperson (Labour)

Clause 14.1 of the PSCBC Constitution provides for the appointment of a General Secretary by the Council.

Mr Frikkie Debruin
PSCBC General Secretary

4.2. Executive Committee (EXCO)

Clause 19.1 of the PSCBC Constitution provides for the appointment of the EXCO. The EXCO is responsible for the day-to-day management of the Council. The following members served on the Executive Committee for the reporting period:

4 Labour Representatives, 4 Labour alternatives, 4 Employer Representatives, and 4 Employer Alternatives.

Main Member
Nomsa Rilityane
DPSA

Alternate Member
Victor Sakala
DPSA

Main Member
Maile Ngake
DOH

Alternate Member
Johan Griesel
SAPS

Main Member
Mmapitso Mashele
DAFF

Alternate Member
Salie Faker
DBE: WC

Main Member
Louise Esterhuyse
OTP: WC

Alternate Member
Bassie Malwane
NWPG

Main Member
Simphiwe Gada
DENOSA

Alternate Member
Thandeka Msibi
DENOSA

Main Member
Mompati Galorale
SADTU

Alternate Member
Shiyinduku Thwala
SADTU

Main Member
Reuban Maleka
PSA

Alternate Member
Basil Manuel
NAPTOSA

Main Member
Oupa Sebiloane
POPCRU

Alternate Member
Thulani Ngwenya
POPCRU

4.3. Financial Committee (FINCOM)

The FINCOM, which is a sub-committee of the EXCO of the Council, makes recommendations to the EXCO on financial matters. The following members served on the FINCOM for the reporting period:

Nobukhosi Xulu
NEHAWU

Alida Portland
DENOSA

Lindiwe Motswane
SADTU

Sebuti Masemola
POPCRU

Herman Brynard
DPSA

Khabonina Masemola
National Treasury

Andile Mnone
DPSA

5. COLLECTIVE BARGAINING UNIT

5.1. Overview

The Collective Bargaining Unit (CBU) is a core component of the Public Service Coordinating Bargaining Council (PSCBC), responsible for ensuring that the PSCBC (Council) delivers on its strategic objectives. It is a structure through which Council is able to give effect to the powers and duties bestowed on it by the constitution of the PSCBC.

The Council comprises representatives from the eight Public Service trade unions (DENOSA, HOSPERSA, NAPTOSA, NEHAWU, POPCRU, PSA, SADTU and SAPU) and the State as Employer, represented by the Department for Public Service and Administration (DPSA). The primary function of the Council is to negotiate and conclude collective agreements in respect of matters regulated by Section 36(2) of the Labour Relations Act (the Act).

The Council is also empowered in terms of the constitution of the PSCBC and the Act to establish structures, and may choose to delegate some of its functions to these structures, within the confines of the constitution of the PSCBC. The following are the structures within the Council:

- The Executive Committee (EXCO),
  Which may, amongst others, exercise and perform the powers, functions and duties of the Council relating to governance and administration matters.

- Committees/ Task Teams,
  Which execute the functions and duties delegated by Council and report back to Council.

- Provincial Chambers,
  Which, amongst others, negotiate and conclude collective agreements within their area of jurisdiction, and supervise and enforce such agreements. Also deal with matters within their jurisdiction or referred to or delegated to them by Council.

The key responsibility of the CBU is to create and provide an efficient platform through which collective bargaining processes of the Council and its various structures can unfold. These include all administrative support, research and coordination processes provided by the CBU, within the confines of the constitution of the PSCBC.

The CBU also supports the Council in monitoring the implementation of collective agreements concluded in the Council. This is carried out through the workshops coordinated and facilitated by the Council in collaboration with the stakeholders to ensure consultation and proper implementation of collective agreements across the Public Service.

During the reporting period, the CBU maintained the following strategic objectives from the previous reporting period:

- To enhance and optimise collective bargaining within the PSCBC through the configuration of bargaining structures and processes;
- To monitor, evaluate and ensure compliance with collective agreements; and
- To develop and implement a research strategy within the organisation.

This report further highlights the work done by the CBU during the reporting period, with focus on:

- Meetings – Council and EXCO;
- Council Strategic Planning Session;
- Stakeholder Reports and Presentations to the Council (GEPF/GPAA/GEHS Processes);
- Provincial Co-ordinating Chambers of the PSCBC;
- 2019/2020 Resolutions;
- Committees;
- Capacity Building for Parties to Council;
- Research; and
- The Year Ahead.

5.2. Meetings

5.2.1. Council & EXCO

The constitution of the PSCBC provides for the Council to meet once every month, and one such meeting must be the Annual General Meeting. Additional meetings may be called as and when there are specific/urgent matters to be addressed.

The constitution also stipulates that the Executive Committee (EXCO) of the Council must meet at least once every 3 months. In addition, special EXCO meetings may be called to address specific/urgent matters.

5.2.2. Council Strategic Planning Session

The purpose of the session was to critically assess Council's strategic performance during the now ending strategic cycle, and to strategically position itself for the ensuing new strategic cycle.

A sub-committee comprising the following was setup by the EXCO to oversee the process:

- Chairperson;
- Vice Chairpersons Labour and Employer;
- General Secretary;
- One Employer Representative; and
- One Labour Representative.

The Secretariat hosted two separate strategic planning preparatory sessions for the Employer and Labour. The purpose of the sessions was for parties to have the opportunity to discuss and finalise their submissions.

Both sessions were held from 23 to 24 October 2019, with the session for the Employer being hosted at the Avianto Hotel at Muldersdrift, and the session for Labour hosted at the Kievitskroon, Country Estate.

Two special meetings of the EXCO were convened for parties to finalise the plan for the strategic planning session, and to make recommendations to Council.

The Council in November 2019 considered and endorsed the recommendations from the EXCO.

The strategic planning session of the Council was held from 19 to 22 November 2019 at the Hilton Hotel in Durban under the theme:

"Protecting and advancing democratisation of the workplace, strengthening collective bargaining to promote good governance and embracing the future of work to ensure economic development, social justice and labour peace within the Public Service."

The session endorsed a 5-year strategic plan with the following strategic objectives for the Council to implement in the next strategic cycle:

Vision: Ensuring workplace democratisation, economic development, social justice and labour peace for the Public Service.

Mission: Embracing the future of work in advancing and protecting centralised collective bargaining, effective dispute management, accountable governance, and empowering of woman and youth through embracing digital advancements.

Values: Integrity I Efficiency I Accountability IGood Governance I Equity

5.3. Strategic Objectives

Collective Bargaining:

- Coordinate effective public service labour relations, contributing to the overall strategy of labour relations in the Public Service;
- Manage Trade Union membership through a centralised system to give effect to the fair application of organizational rights within the provisions of the LRA and the constitution of Council;
- Strengthening centralized collective bargaining within the Public Service by expanding the scope of the PSCBC as representative of public administration as per the provisions of the Public Administration Management Act, and consider the impact of such on the current structures of Council as to develop new contours;
- Implement outstanding decisions, agreements and ensuring the future enforcement of collective agreements by implementing the provisions of section 33A of the LRA and the applicable provisions of the Public Service Act and Regulations;
- Develop and strengthen strategic partnerships with NEDLAC, making submissions to NEDLAC on issues that protect and advance centralised collective bargaining in the Public Service;
- Reinvigorate the social contract by considering and implementing the provisions of ILO conventions and the National Development Plan;

Governance and Accountability:

- Promote good governance in the Council through the implementation of the King IV code on good governance of council to ensure transparency and accountability, and to establish structures that will complement the principles of the code and what is appropriate to the organization;

- Develop a funding model for the Council that is based on an equitable distribution of the levy income, reflective of the social and economic composition of the employees falling within the scope of the Council;
- Adapt and embrace the fourth industrial revolution in the Council processes, promoting digitization of the workplace;
- Conduct and manage current and future research within labour relations, democratization of the workplace, economic development, social justice and labour peace;
- Empower council members through skilling and reskilling in order to create a culture of lifelong learning;
- Establish strategic partnerships with institutions, including Parliament and its committees that will allow council to further its objectives;
- Strengthen Research, Monitoring and Evaluation within the PSCBC for accountability and efficiency;
- Promote effective communication and marketing within the PSCBC;
- Strengthen the effective and efficient Management of the PSCBC through corporate services.

Women, Persons with Disability and the Youth:

- Advocate for gender mainstreaming in the Public Service, allowing for a fair representation of women, persons with disability and youth in the structures of Council, inclusive of Provincial chambers and Governance structures;
- Empower women, persons with disability and youth to allow them to occupy roles and positions that will enhance the overall recognition of these individuals;
- Develop an inclusive, integrated and gender-responsive approach for the prevention and elimination of violence and harassment at the work place.

Dispute Management:

- Develop an alternative dispute resolution management system to ensure the enhancement of dispute prevention initiatives that resolve disputes at the earliest possible opportunity;
- Develop targeted interventions in areas identified in order to enhance and expedite the resolution of disputes, also reducing the number of disputes referred;
- Coordinate dispute resolution functions to ensure disputes were dealt with under uniform rules, norms and standards within the Public Service;

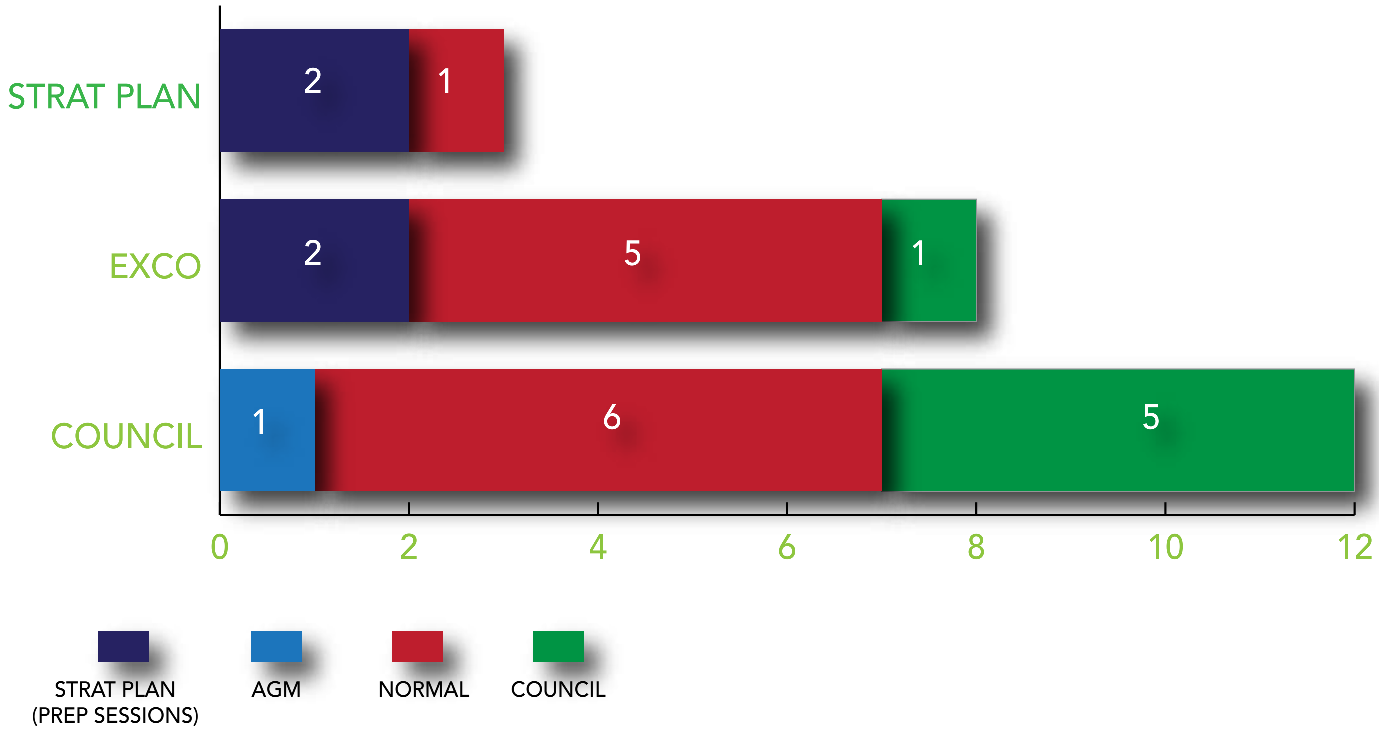
– Enhance the dispute resolution process by considering a central panel of conciliators and arbitrators applying similar policy and standards;

– Develop opportunities to enhance woman, persons with disability and youth employment within dispute management;

– Coordinate the advancement of a case management system for Public Service bargaining councils to enhance dispute management functions specific to the councils.

The session was well received by all participants.

The graph below illustrates the number of meetings held during the reporting period, with the Annual General Meeting (AGM) being included:



5.4. Stakeholder Reports & Presentations to Council

During the reporting period, the following reports and presentations were received from stakeholders of the Council, which are GEPF, GPAA, GEMS and GEHS:

5.4.1. Report: Government Employees Pension Fund (GEPF)

The following are matters that have been discussed under the scope of the GEPF in the reporting period:

5.4.1.1. Increase to the Child Pension Benefit Framework

The GEPF considered the proposal for an increase to the child pension benefit framework.

The GEPF highlighted that, as the cost of the improvement can range between R1.3 and R5.3 billion based on high level estimation, the proposal was not feasible.

5.4.1.2. Clean break

Clean break has been signed into law by the President.

The GEPF had embarked on a process to gazette the rules amendments, work out the benefits of those who are currently divorced, and communicate the benefits to each and every divorcee.

Divorcees have a period of 12 months, calculated from the date the clean break came into law, to choose whether to remain with the current option, or transfer to the new one, failing which, they would automatically be switched to the new option.

Divorces, following the promulgation of the new rules, will be treated in terms of the new option.

The GEPF, in collaboration with the Government Pensions Administration Agency (GPAA), would develop a strategy to communicate the amendments to the members.

5.4.1.3. Actuarial Factors

The GEPF informed parties to the Council that the High Court had ruled against the PSA on the matter. The GEPF requested the Council to consider the proposal to bypass the 2016 Actuarial Interest Factors and implement the 2018 Actuarial Interest Factors with effect from 01 July 2019.

5.4.1.4. Pension Backed Housing Guarantee Law Amendment

The GEPF requested the Council to agree to amend the Government Employees Pension Law to include housing as a benefit that the GEPF can legally provide to members.

The Council is considering the request.

5.4.2. Report: Past Discriminatory Practices (GPAA)

The Council continues to monitor the implementation of Resolution 2 of 2018 in terms of addressing the Past Discriminatory Practices (PDP). To this end, the GPAA has on a regular basis been invited to meetings of the Council to provide updates on the implementation of Resolution 2 of 2018.

The following is a report provided by the GPAA as at 25 February 2020:

The final costing for PDP, which formed the basis for the conclusion of Resolution 2 of 2018, was made for 72 335 claimants, consisting of the following:

- 18 618 error cases
- 53 717 approved/qualifying cases

The breakdown of the 53 717 approved/ qualifying claimants in the four different groups for implementation purposes is as follows:

CATEGORIES	NO. OF CLAIMANTS
Those who are still in service	12 952
Cash payments: Those who are in receipt of a pension	20 343
Cash payments : Those who have exited the Fund with gratuities only	6 547
Deceased claimants	13 875

The GPAA has already processed 23 994 (89%) of the claims as set out below:

- 19 367 payments made
- 1 949 tax declined
- 2 526 bank verification failed
- 62 awaiting bank verification
- 22 ready to pay
- 68 preparing for payment

5.4.2.1. Payments made in error - 81

The calculations of all cash benefits payable to qualifying applicants were done by the Actuaries. Due to a data discrepancy, 81 members who were paid did not apply for the redress program.

All 81 cases were, however, annuitants of the GEPF, and the recovery process is well underway.

5.4.2.2. Deceased Claims - 13 875

The process in terms of the deceased claimants will be implemented in phases:

Phase 1:

This phase will include all claimants who died while in service and who did not have any dependents, as well as claimants who exited the Fund due to any other reason than death, but who passed away after exit. In both instances, the PDP cash benefit will now be payable to the estate of the deceased.

- This category consists of 8 517 claimants (61% of the entire deceased group category).
- Preparation for payment/testing of this category will be finalized by the end of February to be implemented by the first week of March 2020.
- Since estate account details must still be sourced, these cash benefits will be processed through the tax directive process and then be kept in a "holding account" whilst letters will be sent to the last known addresses to obtain the estate account details.

Phases to follow:

- Deceased cases where only spouses remained behind;
- Deceased cases where spouses and children remained behind;
- Deceased cases where only minor children remained behind and who are still minors (most of these were paid to the Guardians Fund);
- Deceased cases where only major children remained behind;
- Cases where only minors were paid, who are now majors.

5.4.2.3. The process in terms of the Error Cases – 18 618

These are cases where not all required information was provided. These cases are being paid as enquiries are made and outstanding information is provided.

The GPAA will follow up and re-evaluate the feedback received to finalise either qualification or non-qualification of claim.

A focused approach to these cases will only be in place by the end of April 2020.

The GPAA intends to finalise the implementation for this category by the end of July 2020.

5.4.2.4. Challenges that have been experienced in the process:

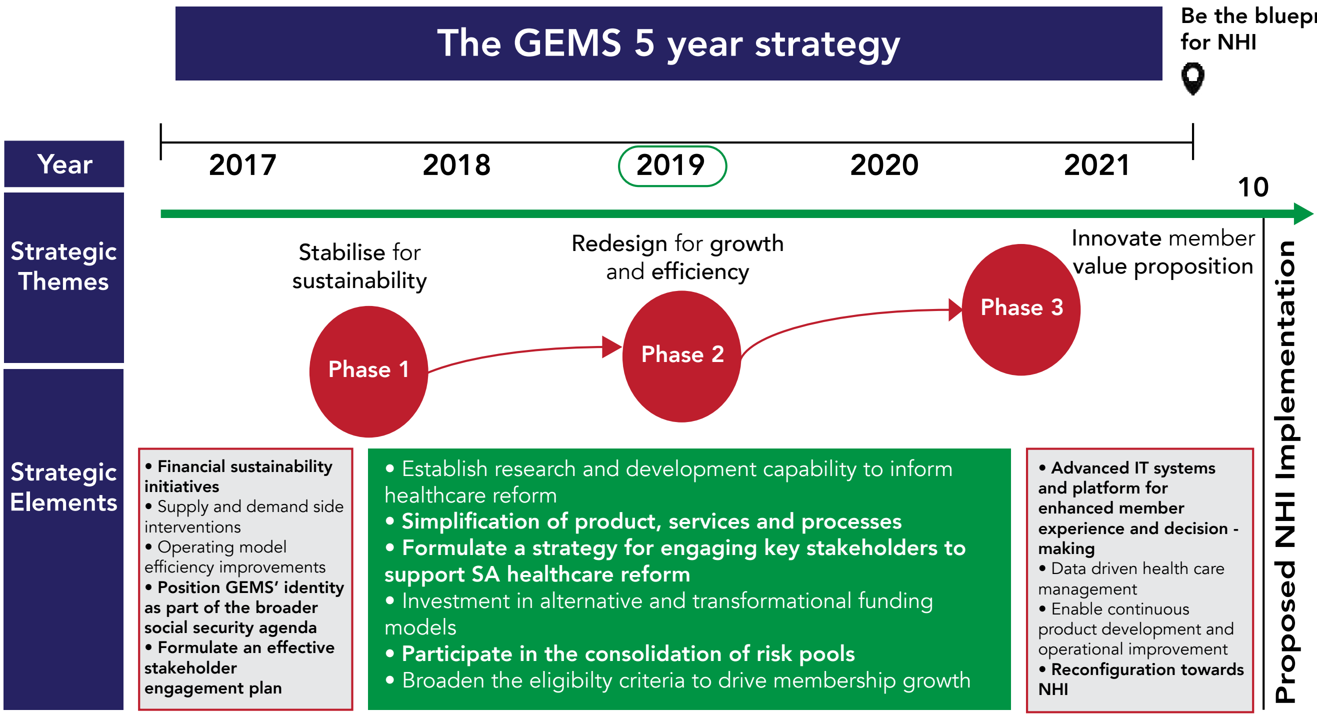
- Groups and individuals approaching that GPAA who never claimed;
- Groups and individuals sending NEW PDP claims to that GPAA;
- Groups and individuals approaching the GPAA who want to claim for categories that never formed part of the Redress Project;
- Groups who continue to recruit former government employees to complete self-manufactured PDP application forms to still apply;
- There are cases whom we previously earmarked as "approved cases", but for some reason, they did not form part of the final Approved list (that was costed for) from the Actuaries. Such cases are now being prepared for implementation;
- Revision of the late error feedbacks to determine whether they qualify or not;
- Extreme high volumes of inquiries.

5.4.3. Report: Government Employees Medical Aid Scheme (GEMS)

The following are matters that have been discussed under the scope of GEMS in the reporting period:

5.4.3.1. Scheme Progress

<u>2017-2021 GEMS' strategy journey in the context of NHI and Universal Health Coverage</u>:



2019 Strategic Selected KPIs and Targets:

		KPI	Target 2019	September YTD
1	Be an organisation that is effective in communication, proacvtive in decision making and accountable	Complaints ratio #CMS/1000	0.20% 0.55	0.11% 0.24
2	Advance financial strength and drive the Scheme to a position of long-term sustainability	Reserve Ratio	25%	26.8%
3	Shame the transformation of the healthcare industry towards NHI, coordinated across the healthcare ecosystem	Emerald to EVO membership	20%	16.8%
4	Be a strategic purchaser of healthcare services by leveraging GEMS' unique positioning & relationships	Specialists contracted	2100	2 415
5	Be an agile data driven Scheme that leverages people, systems and processes to derive value for the member	Adoption digital channels	Increase adoption 20% of baseline	Facebook: 49 647 Member App and Portal: 91 926
6	Sustainably grow membership ensuring inclusion and progressive cross subsidisation	% Level 1 - 5 enrolled	55%	47.32%

Performance and Outcomes Overview:

Service:

- Highest number of compliments
- Lowest number of complaints
- Membership growing

Governance:

- Active stakeholder engagement
- Effective combined assurance
- Unqualified audit
- Ethical focus

Healthcare:

- Annual specialist network target exceeded
- Sapphire benefit uptake increased by 92% year on year

Finance:

- Good claims ratio
- Sep YTD Reserve ratio 26.84%
- Accumulated funds R12 billion
- Lowest NHC

Sapphire Benefit Uptake:

Number	Name of procedure	Number of admissions Sept YTD 2018	Number of admissions Sept YTD 2019	% Change
1	Cesarean deliveries	281	443	58%
2	Normal deliveries	245	283	16%
3	Antenatal Obstetric Admissions	84	150	79%
4	Cataract	3	119	3866%
5	Circumcision	2	67	3250%
6	Major Depression	1	57	5700%
7	Tonsillectomy/Adenoidectomy procedures	0	34	3400%
8	Abortion procedures	19	34	79%
9	Hysterectomy procedures	0	18	1800%
10	Bipolar Disorders	0	12	1200%
Total		635	1217	92%

2019/2020 Priorities:

- Strengthen compliance to MSA;
- GEMS #1: Service Management Forum;
- Grow coverage of government employees: Level 1 – 5;
- Implement PSCBC Resolution 1 of 2018 – Tanzanite One;
- Drive EVO switch and uptake;
- Strengthen information management and technology;
- Continue implementation of the sourcing of capabilities;
- Extend and secure financial stability.

5.4.3.2. Benefit Design & Pricing Update

What is new in 2020?

GEMS has kept contribution increases as low as possible (7.69% in 2020) – the lowest contribution increase in the market - and this is what makes the GEMS options so affordable.

GEMS options range from Tanzanite One – one of the most affordable and competitive options in the market – to Onyx – one of the most premier options. No matter the option, with GEMS, members are always rich in value.

All GEMS members will have access to private healthcare facilities, regardless of the option.

GEMS's growing reserve ratio provides security for members and their families.

This year will see a 5.2% increase across all benefits, and close to R1 billion worth of new benefits for the members in 2020.

EVO and Emerald give you more value:

The Out-of-Hospital Primary Care Extender Benefit provides an additional R750 per beneficiary per year for the Emerald and Emerald Value options. This benefit is available for:
- Network general practitioner consultations;
- Acute prescribed medicine obtained at a network pharmacy; and
- Pathology tests performed at a preferred pathology laboratory.

It will be automatically activated once the standard benefits for these services have run out.

The Out-of-Hospital Physiotherapy benefit has been increased to R2 423 per beneficiary per annum, and R4 846 per family per annum.

Members benefit from Coordinated Care principals.

The Chronic disease list is enhanced with the addition of the following conditions: Barrett's oesophagus, Huntington's disease, hypoparathyroidism, interstitial lung disease, myasthenia gravis, neuropathies, osteopenia, osteoporosis, Paget's disease, stroke, systemic sclerosis, thrombocytopenic purpura, valvular heart disease, and Zollinger-Ellison syndrome.

Sapphire is undergoing an evolution:

To become an option that symbolises power, transformation and growth, the Sapphire option is now Tanzanite One. This evolution brings with it:

- Comprehensive cover for both in-hospital and out-of-hospital benefits;
- Qualifying level 1 – 5 members will continue to enjoy up to 100% subsidy from their employer. This means a member could be getting so much more without paying a single cent;
- Coordinated care. A member will now have a dedicated General Practitioner (GP) who will assess the member's healthcare needs, and manage all his/her referrals to specialists; and
- Access to a network of private hospitals - irrespective of the admission type.

Principles of coordinated care:

- Coordinated care means GEMS GP manages GEMS healthcare for improved health outcomes.
- There are no out-of-pocket payments when a member visits his/her nominated doctor.
- A member will now be required to nominate a GP who will coordinate all his/her healthcare needs. This means that a member will not incur any out-of-pocket payments when visiting his/her GP. A member and each of his/her dependants will each nominate a GP.
- A member's GP will coordinate all the member's Specialist healthcare requirements by means of referrals.

Beryl gets richer:

- In-Hospital Physiotherapy benefit of R5 275 per beneficiary per annum;
- Out-of-hospital Physiotherapy benefit has been increased to R2 423 per beneficiary per annum, and R4 846 per family per annum;
- Out-of-Hospital benefit of R3 363 per family and R2 237 per beneficiary per annum shared between Allied Health Services and Other Professional Services;
- In-Hospital Mental Healthcare benefit of R18 592 per beneficiary per annum;
- Shared In- and Out of Hospital Advanced Radiology benefit of R22 309 per beneficiary per annum;
- The Chronic disease list is enhanced with the addition of the following conditions: Barrett's esophagus, Huntington's disease, hypoparathyroidism, interstitial lung disease, myasthenia gravis, neuropathies, osteopenia, osteoporosis, Paget's disease, stroke, systemic sclerosis, thrombocytopenic purpura, valvular heart disease, and zollinger-Ellison syndrome.

All options:

- Enhancement of the Chronic Disease List (CDL) across all options to include: Anxiety, Attention Deficit and Hyperactivity disorder (ADHD), and Depression.
- Over and above the State, members have access to private hospitals for the delivery of Prescribed

Minimum Benefit (PMB) related In-hospital services, with a dedicated Network of Private Hospitals for the Tanzanite One and Emerald Value options.
- Non-invasive prenatal testing.
- Childhood hearing screening now available for infants younger than 12 months.
- ADHD Chronic benefit available to all members of all ages.

Why GEMS offers true value:

- GEMS's growing reserve ratio provides security for members and their families;
- GEMS has invested close to R1 billion in benefit enhancements for its members;
- Only 13.4% of GEMS members run out of benefits by the end of the year – a very low percentage as compared to other schemes;
- Members moving from the Emerald option to EVO will experience a R600 discount on contributions before subsidy and they will receive more value in healthcare.

With GEMS, affordable means rich in value:

- Ensuring the best healthcare cover for your family at an affordable rate does not mean you have to compromise on cover, or on value.
- An array of GEMS options are affordable and ensure that the most precious things in life – a member's health and his/her family – are taken care of.
- That's because all of GEMS options are tailored to fully support members and ensure that they are rich in all the ways that really matter.

5.4.3.3. The National Health Insurance (NHI) Bill

Objectives:

The NHI is a financing system that will ensure all citizens and legal residents of South Africa have access to a defined package of comprehensive health services, regardless of their economic circumstances.

Features:

- Single purchaser and single payer of Health Services;
- Mandatory pre-payment;
- Comprehensive benefit package free at point of service; and
- Public and Private Provider Platform.

Key Outcomes:

- Financial protection;
- Equitable access to quality health care services;
- Sustainable and affordable universal access to health care.

Challenges of the current healthcare system:

NHI is intended to overcome a wide range of challenges which currently afflict the healthcare system

- Fragmentation of risk pools
- Out of pocket payments
- Lack of strategic purchasing
- Inefficient provider payment mechanisms
- Misdistribution of resources and providers

Basket of Benefits:

NHI will provide a wide-ranging basket of benefits but will still be affordable due to various interventions

- Priority Setting
- Health promotion and prevention
- High quality primary care
- Gatekeeping and referrals - pathways
- Incremental addition of benefits

NHI Fund Functions:

The fund will be directly responsible for a broad range of functions
Based on the principle of Purchaser - Provider Split

- Pooling of resources
- Accreditation of providers
- Contracting with providers
- Maintain appropriate rates
- Reimburse providers
- Strong information systems
- Risk management
- Fraud prevention

Advisory Committees:

The Minister/Fund will be supported by advisory committees

Benefits Advisory Committee	Pricing Committee	Stakeholder Committee
Which services are funded	How services are paid	Wide-ranging advice

Accessing healthcare:

A person seeking healthcare must be registered as a User of the Fund

- Registration at an accredited healthcare service provider or at a health establishment
- Transfer of users possible and portability of healthcare services to be prescribed
- Rights of users limited by the State's available and appropriate resources

Benefits offered:

- The benefit package is yet to be defined;
- Comprehensive benefits are envisaged, but will be introduced over time;
- Limited to accredited providers and excludes care which is not cost-effective or medically necessary;
- Medical schemes will be prevented from offering the same benefits.

Benefits	Primary Care	In-Hospital Care	Emergency Care
Payment structure	Capitation fee	DRG based payment for global budget	Risk adjusted fee per event
Providers	Private practitioners, clinics, outreach and district hospitals	Public and private hospitals	Public and private emergency services

Provision of Primary Healthcare:

District health management office

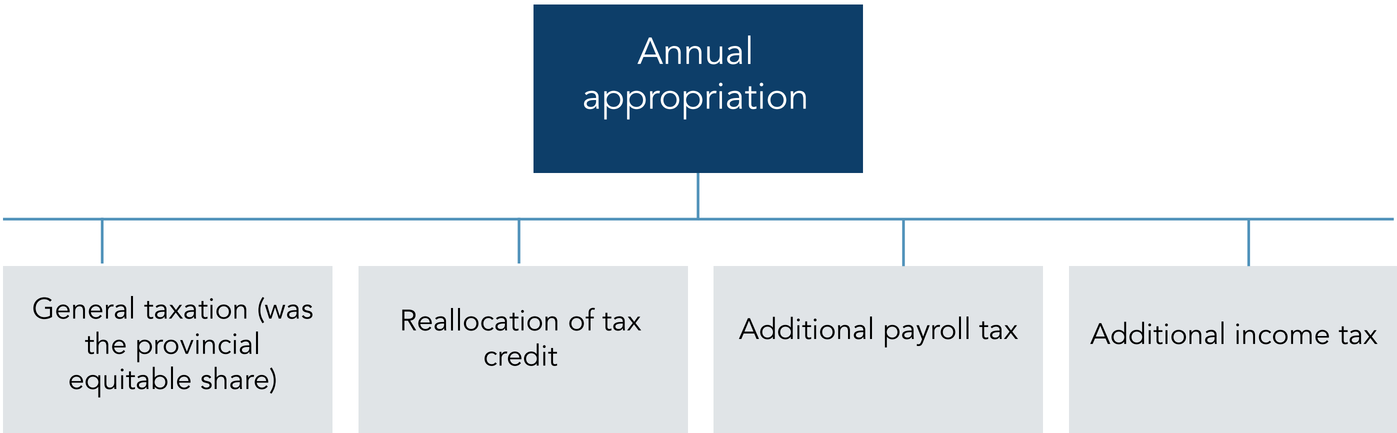
– Coordinates provision of care in line with national policy

Contracting Units for Primary Healthcare Service (CUPS)

– Contracted and reimbursed by the NHI fund, contracts and reimburses providers
– Responsible for managing the day-to-day delivery of primary care in the district

Funding:

– The Minister must, in consultation with the Minister of Finance, determine a budget and allocation of revenue to the Fund on an annual basis.



Transitional arrangements:

- Phase 1 - 2017 - 2022

– Strengthen delivery system
– Amend legislation
– Institutions (like OHSC)
– Service for vulnerable groups - women, children, the disabled and the elderly.

- Phase 2 - 2022 - 2026
– Strengthen delivery system
– Mobilisation of resources
– Contracting providers
– Establish advisory committees:
– Benefits
– Health technology assessment
– Tertiary services

NHI Implementation:

Implementation of reforms in 6 phases, with detailed implementation plans to be made available by the National Department of Health.

- Phase 1 - Certifying health facilities
- Phase 2 - Establishment of Fund and national quality improvement plan
- Phase 3 - Establishing purchaser provider split. NHI Fund will bid for funds through main budget
- Phase 4 - Shifting conditional grants into Fund
- Phase 5 - Shifting of funds from provincial equitable share formula to Fund, and
- Phase 6 - Expanding coverage and gradually increasing range of services

No mention of consolidation of public sector schemes.

Passage of the Bill:

The Bill will be subjected to the normal regulatory processes.

- The Bill was tagged as an ordinary Bill affecting provinces;
- The Bill is before the National Assembly's Portfolio Committee on Health;
- A public consultation process is required and the Committee has invited written submissions due on 29 November 2019;
- This will be followed by a period of oral submissions (public hearings);
- Once this process is concluded, the Bill will be tabled in the National Assembly, which will either reject, amend or pass the Bill;
- The Bill passed by the National Assembly will be referred to the National Council of Provinces for a similar process and concurrence;
- If the NCOP passes the Bill, it will be referred to the President, who must give assent and sign the Bill into law.

5.4.3.4. Health Market Inquiry (HMI) Report

A set of interrelated interventions is recommended – package approach:

- Standardization in scheme option structuring;
- Increased transparency in health value outcomes for value-based purchasing;
- Supply side regulator to improve competition.

Future relevance and application (MSAB):

- Outcomes Monitoring and Reporting Organisation will support accreditation;
- Market concentration analysis can assist with understanding of geographic distribution;
- Supply Side Regulation will help curb supply-induced demand and Fraud Waste and Abuse, and may also support the work necessary to price benefits;
- Correcting stewardship failures.

5.4.3.5. GEMS 2020 Benefit Design Income Considerations

2020 Assumptions

Projected CPI increase:

Source	2019	2020
Investec	4.6%	5.6%
ABSA	4.4%	5.3%
FNB	4.4%	4.7%
Nedbank	4.9%	5.0%
Beeld consensus	4.7%	5.0%
Reserve Bank	4.5%	5.1%
National Treasury*	5.2%	5.4%
Average	4.7%	5.2%

Membership growth:

	Net new members	Net new adult dependents	Net new child dependents
Sapphire/Tanzanite 1	1 000	871	1 332
Beryl	370	199	419
Ruby	445	59	419
Emerald	- 1 245	- 824	- 2 183
Emerald Value	1 768	978	2 010
Onyx	- 193	- 112	- 93
Total	2 145	1 172	1 773

Other Assumptions:

- Utilisation increase of 4.6%
- All other fees and tariffs are assumed to increase with 5.2%
- All things being equal, contributions would have to increase with 9.8% to compensate for higher claims (tariffs at 5.2% plus utilisation at 4.6%)
- Contribution bands are assumed to increase with 7.3%
- Non-healthcare expenses are to increase with 5.2%
- Option selection

Benefit changes – summary:

Benefit Change	Options	Financial Impact	Impact on out-of-pocket payments
Specialist network reimbursement	Sapphire and Beryl	R 13.6 Mil	Yes
Corneal transplants	Sapphire and Beryl	R 1.1 Mil	No
LBW and ELBW neonates	Sapphire and Beryl	R 2.1 Mil	No
Chronic medicine formulary	Sapphire and Beryl	R 4.5 Mil	No
ADHD across options	Sapphire, Beryl and Ruby	R 13.4 Mil	Yes
Physiotherapy benefits	Beryl	R 2.1Mil	No
Mental healthcare benefit	Beryl	R 0.2 Mil	No
Advanced radiology	Beryl	R 13.9 Mil	No
Alternative to hospitilisation	Beryl	R 1.9 Mil	No
Transplants	Beryl	R 1.0 Mil	No
Physiotheraphy benefit limits	Emerald (and EVO)	R 4.4 Mil	Yes
Additional chronic conditions	Emerald (and EVO)	R 24.0 Mil	No
Increase extender benefit	Emerald (and EVO)	R 150.0 Mil	Yes
Accute medicine formulary	All options	R 14.0 Mil	Yes
Reimbursement family physicians at a higher rate than GPS's	All options	R 7.0 Mil	No
Intermittent catheterisation	All options	R 1.1 Mil	No
Root planning and veneer resin - direct	All options	R 0.9 Mil	No
Local anaesthesia	All options	R 0.1 Mil	No
Allow resistance testing on SB options to be alligned with REO	All options	R 0.3 Mil	Yes
Non - invasive prenatal testing	All options	R 2.1 Mil	Yes
Hearing screening for infants	All options	R 16.6 Mil	No
Tariff gap analysis	All options	R 70.5 Mil	Yes
Adult ADHD	All options	R 24.2 Mil	Yes
Total	R 369 Million		

Benefit changes – Tanzanite One:

Benefit Change	Suggested Change
GP Nomination	Tanzanite One members will be required to nominate a general practitioner and to access care via their nominated general practitioners. Three consultations per beneficiary per annum with a non - nominated general practitioner will be permitted
GP to specialist referrals	Tanzanite One members will have to access specialist service through referral from a nominated general practitioner (barring the 3 consultations per beneficiary per annum with a non - nominated general practitioner which will require a pre - auth before they can access specialist services).
Access to private hospitals	Tanzanite One members will be able to access care within a network of private hospitals irrespective of the admission type.

- An extensive communication and marketing plan will be implemented for the level 1-5 employees to join Tanzanite One;
- Stakeholders to assist the Scheme in marketing the new Tanzanite One product to level 1-5 employees;
- Current Sapphire members will remain on Tanzanite One and will not have to reapply;
- The Board of Trustees approved the benefits and pricing on 28 September 2019;
- CMS submission was done for approval of changes and contributions;
- More than R1bn will be given back to members through the benefit changes and implementation of Tanzanite One option in 2020;
- The scheme will have one of the lowest contribution increases in the industry for 2020 following on from the 2019 contribution increase.

5.4.4. Government Employees Housing Scheme (GEHS)

The Council has agreed that Resolution 5 of 2017 has been implemented following the appointment of the GEHS Advisory Body.

A road map on how the GEHS is expected to unfold was presented to the Advisory Body by the former Minister of Public Service and Administration, Me Ayanda Dlodlo. The Advisory Body welcomed the suggested road map and endorsed it.

It is expected that the 6th Administration would not reinvent the process but rather continue with the endorsed road map.

The Council is yet to receive reports from the Advisory Body and continues to monitor the process closely.

5.5. 2019/2020 Resolutions

The Council concluded a single resolution in the reporting period, Resolution 1 of 2019:

5.5.1. PSCBC Resolution 1 Of 2019 - Agreement On The 2019 Reconfiguration Of Government Departments

The President of the 6th Administration pronounced the reconfiguration of government in order to streamline services and improve efficiency. The reconfiguration resulted in the following mergers and the transfer of functions/ portfolios:

Mergers:

- The Department of Agriculture, Forestry and Fisheries (without the Forestry and Fisheries portfolios) merged with the Department of Rural Development and Land Reform to form the new Department of Agriculture, Land Reform and Rural Development;
- The Department of Communications merged with the Department of Telecommunications and Postal Services to form the new Department of Communications and Digital Technologies;
- The Department of Mineral Resources merged with the Department of Energy to form the new Department of Mineral Resources and Energy;
- The Department of Sport and Recreation merged with the Department of Arts and Culture to form the new Department of Sports, Arts and Culture; and
- The Department of Trade and Industry merged with the Economic Development Department to form the new Department of Trade, Industry and Competition.

Transfer of functions/portfolios:

- The transfer of the Early Childhood Development function from the Department of Social Development to the Department of Basic Education.
- The transfer of the Forestry and Fisheries functions from the Department of Agriculture, Forestry and Fisheries to the new Department of Environment, Forestry and Fisheries.
- The transfer of the Infrastructure Development Management System function from the National Treasury to the new Department of Public Works and Infrastructure.
- The transfer of the Youth function from the Department of Planning Monitoring and Evaluation to the new Department of Women, Youth and People with Disability.

- The transfer of the People with Disabilities function from the Department of Social Development to the new Department of Women, Youth and People with Disability.

- The transfer of the Presidential Infrastructure Coordinating Commission from the Economic Development Department to the new Department of Public Works and Infrastructure.

The Council concluded Resolution 1 of 2019 (the Agreement) to give effect to the reconfiguration and to provide a systematic approach for an efficient implementation process. The Agreement enjoyed a majority status of 82.6% on 25 October 2019 and it was signed by the Employer, DENOSA, NAPTOSA, NEHAWU, POPCRU, PSA and SADTU. HOSPERSA and SAPU did not sign the agreement.

5.5.2. Workshops on PSCBC Resolution 1 of 2019

It is a decision of the Council that all resolutions enjoying majority status must be workshopped to stakeholders to ensure consultation and proper implementation across the Public Service. Workshops were therefore rolled out to national departments.

There was an indication from the Employer that there were provinces that were also reconfiguring their departments in line with the pronouncement by the State President. Workshops were rolled out to these provinces based on requests.

The table below illustrates the number of workshops conducted as at 31 March 2020:

STRUCTURE	VENUE	DATE
Council	Emperors Palace Conference Centre	01 November 2019
National Depts. (Group 1)	Sheraton Hotel, Pretoria	13 November 2019
National Depts. (Group 2)	Sheraton Hotel, Pretoria	14 November 2019
Limpopo Province	St Maria Boutique, Polokwane	09 December 2019
Northern Cape Province	Teachers Training Centre, Kimberley	10 December 2019
North West Province	Protea Hotel, Mahikeng	10 December 2019
Gauteng Province	Protea Hotel Fire & Ice, Johannesburg	04 March 2020

5.5.3. Proposed Review Of Resolution 1 Of 2018

Resolution 1 of 2018 is a multi-term salary agreement that remains effective until 31 March 2021.

Clause 3.3 of the Agreement provides as follows:

The salary adjustment for the period 01 April 2020 to 31 March 2021, effective from 01 April 2020, for employees on salary levels 1 to 12, will be as follows:

- Levels 1 to 7: Projected CPI + 1.0%
- Level 8 to 10: Projected CPI + 0.5%
- Level 11 to 12: Projected CPI

Towards the end of the last quarter of the reporting period, the Employer requested a review of Clause 3.3 as it had been established that the State could not afford to implement the provision. The matter was a subject of discussion in the last three meetings of the Council wherein different proposals were presented by the Employer for Labour to consider.

The table below illustrates the proposals made by the Employer and the response of Labour on each:

EMPLOYER'S PROPOSAL	LABOUR'S RESPONSE
Clause 3.3 of PSCBC Resolution 1 of 2018 be reviewed in an effort to stabilise public finances and help reduce the debt-to-GDP ratio.	Not Accepted
The current (2019/2020) Public Service salaries be maintained for the 2020/2021 financial period.	Not Accepted
Implementation of the 4.4% limited to employees on salary levels 1 to 8 as follows: – A 3% once off non-pensionable gratuity; – The remaining 1.4% to be covered through the granting of capped leave, redeemable at retirement.	Not Accepted

5.6. Committees Established In The Reporting Period

Committees are established in terms of clause 18 of the constitution of the PSCBC to assist and support collective bargaining process of the Council.

5.6.1. National Implementation Task Team (NITT)

The NITT was established in terms of Clause 8.1.1 of Resolution 1 of 2019 to monitor the 2019 reconfiguration of government departments at a national level. The NITT comprised the Employer and Organised Labour and operates under the auspices of the Council.

The NITT has been monitoring the tremendous work done by the sector councils and the Departmental Task Teams in ensuring the implementation of Resolution 1 of 2019. The NITT is likely to finalise its processes in the first quarter of the 2020/2021 period.

5.6.2. Covid-19 Committee

The Committee was established in the last quarter of the reporting period following the President's announcement of the measures to be put in place to curb the spread of the Coronavirus (Covid-19) pandemic. The responsibility of the Committee is to constructively engage on how the announced measures should be implemented in the Public Service.

It is anticipated that the State will continue to announce further measures as processes unfold. Therefore, the work of the Committee is expected to extend well into the 2020/2021 period.

5.7. Committees Still In Operation From The Previous Reporting Periods

5.7.1. GEMS Working Committee

The GEMS Working Committee is established in terms of Resolution 4 of 2017 to consider the performance of the Scheme on an ongoing basis.

For the period under review, the Committee has been working on the following:

GEMS Rules Amendments:

The Committee agreed that there was a need to amend the GEMS rules. A sub-committee was established to work on the rule amendments and report to the Committee.

The sub-committee agreed to deal with the amendments in two phases, with the first phase dealing with amendments that parties can agree on, and the second phase to deal with matters that must first be decided at the level of the Council before amendments can be made.

The sub-committee completed its task and made recommendations to the Committee. Part of the recommendations was that the rules on contract workers and the income bands be dealt with in the second phase of the rule amendments as these need to be subjected to the processes of Council.

The proposed amendments for the first phase were endorsed by Council and the GEMS Board of Trustees (BOT) and have been submitted to the Registrar of the Council for Medical Schemes (CMS) for endorsement.

2019 Board of Trustees Elections:

The Committee had extensive discussions in terms of improving member participation in the election process. Once again, the process fell short of the desired outcomes.

Discussions have kick-started in terms of how to improve election processes to ensure that the next round of elections attracts the wider membership and becomes a success.

GEMS Product Development 2020 - Sapphire Name Change:

As part of the GEMS Product Development and Benefit Design and implementing the provisions of the PSCBC Resolution I of 2018 clause 9.1, the Sapphire benefit option has been improved to become a new product aimed at Public Service employees on salary levels 1 to 5.

The new improved benefit option has been renamed "Tanzanite One". The Tanzanite One option has a large portion of disease category benefits that were not available under the Sapphire option, and it is a product of engagements between the Council and the Scheme.

The Tanzanite One benefit option was launched by the Scheme in the last quarter of the reporting period. The Scheme was able to avail 1 billion in benefits that Tanzanite One members can enjoy and have the lowest contribution increase for 2020.

The improvement was welcomed by parties as it ensures that those at lower levels have access to decent healthcare.

Filing an appeal with the Registrar of the CMS as per section 50 of the Medical Schemes Act:

Following the decision by the CMS not to allow for an exception to the GEMS rules as to allow for representation as per PSCBC Resolution 4 of 2017.

The PSCBC and the Scheme have lodged an appeal with the Registrar of the CMS against the decision taken by the CMS.

The Council is closely monitoring the process and the decision on the appeal is likely to be handed down in the next reporting period.

5.7.2. Constitutional Amendments Committee

The Committee was constituted and its terms of reference were endorsed by the Council. The Committee met on 02 July 2019 and considered a report on the comparative study of the PSCBC and sector constitutions.

The Committee agreed that parties should prepare inputs and that three days should be set aside for parties to have extensive deliberations on the inputs made and prepare a report with recommendations for consideration by the Council.

The Secretariat had planned for the Committee to meet from 15-17 April 2020. However, the plan was suspended in compliance with the measures that were put in place to fight the spread of the Covid-19 virus.

The review of the PSCBC constitution is a matter of priority going into the 2020/2021 period. The Committee has its work cut-out in ensuring that the review is finalised in the first quarter of the 2020/2021 period.

5.8. Provincial Co-Ordinating Chambers Of The PSCBC

Provincial Co-ordinating Chambers of the PSCBC were established in all Provinces in terms of Resolution 9/2003, as amended by Resolution 2 of 2005, which provides guidelines on the functioning of the Chambers.

5.8.1. Chamber Management Committees

The management committees of Chambers comprise the Chairperson, the Vice Chairperson - Employer, the Vice Chairperson – Labour, and the Secretary of the Chamber. The role of these structures is to ensure that Chambers comply with the provisions of Resolution 9 of 2003, as amended by Resolution 2 of 2005.

Decisions of the management committee must be reached through consensus. In the event that consensus cannot be reached, such matters shall be referred directly to the Chamber.
The table below illustrates the management committees in all the nine provinces for the reporting period:

PROVINCE	MANAGEMENT COMMITTEE MEMBERS
Eastern Cape (CCPECP)	Chairperson: Vacant Vice Chairperson - Employer: Vacant Vice Chairperson - Labour: Mr. T. Koya Secretariat: Mr. T. Tshinavha (PSCBC)

Free State (CCPFSP)	Chairperson: Ms. A. Matiwane Vice Chairperson - Employer: Mr. A. Mopeli Vice Chairperson - Labour: Mr. P.J. Mpiti Secretary: Mr. R. Thurston (Seconded by Employer)
Gauteng (CCPGP)	Chairperson: Mr. V. Mbense Vice Chairperson - Employer: Vacant Vice Chairperson - Labour: Ms. J. James Secretariat: Mr. T. Tshinavha (PSCBC)
Kwazulu-Natal (CCPKZNP)	Chairperson: Mr. S. Nene Vice Chairperson - Employer: Vacant Vice Chairperson - Labour: Vacant Secretariat: Mr. T. Tshinavha (PSCBC)
Limpopo (CCPLP)	Chairperson: Mr. M. Chilwane Vice Chairperson - Employer: Mr. S. Ntwampe Vice Chairperson - Labour: Ms. K Matome Secretary: Mr. T. Mphahlale (PSCBC)
Mpumalanga (CCPMP)	Chairperson: Mr. M. Mabasa Vice Chairperson - Employer: Vacant Vice Chairperson - Labour: Vacant. Secretariat: Mr. T. Mphahlele (PSCBC)
North West (CCPNWP)	Chairperson: Mr. T. Modiboa Vice Chairperson - Employer: Mr. O. Tshekoesele Vice Chairperson - Labour: Vacant Secretariat: Mr. T. Tshinavha (PSCBC)
Northern-Cape (CCPNCP)	Chairperson: Vacant Vice Chairperson - Employer: Vacant Vice Chairperson - Labour: Vacant Secretariat: Mr. T. Mphahlele (PSCBC)
Western Cape (CCPWCP)	Chairperson: Mr. E Mfingwana Vice Chairperson - Employer: Ms. C. Esau Vice Chairperson - Labour: Ms. A. Mosetic Secretariat: Mr. T. Mphahlele (PSCBC)

5.8.2. Chamber Meetings - 01 April 2019 To 31 March 2020

CCPECP

15 May 2019	-	Normal
03 September 2019	-	Normal
11 March 2020	-	Normal

CCPFSP

08 November 2019	-	Normal
13 March 2020	-	Normal

CCPGP

14 June 2019	-	Normal
11 October 2019	-	Normal/ No Quorum
25 October 2019	-	Normal/ Reconvened
02 December 2019	-	Normal

CCPKZNP

04 June 2019	-	Normal
12 July 2019	-	Normal
18 October 2019	-	Normal
13 March 2020	-	Normal/ No Quorum

CCPLP

26 July 2019	-	Normal
17 October 2019	-	Normal
17 October 2019	-	AGM
14 February 2020	-	Normal
26 March 2020	-	Special/ No Quorum

CCPMP

26 April 2019	-	Normal
27 July 2019	-	Normal
25 July 2019	-	Normal
19 August 2019	-	Special
31 October 2019	-	Normal
14 November 2019	-	Normal
07 February 2020	-	Normal

CCPNWP

21 June 2019	-	Normal
20 September 2019	-	Normal/ No Quorum
07 October 2019	-	Normal/ Reconvened
11 November 2019	-	Normal
10 December 2019	-	Special/ No Quorum
28 February 2020	-	Normal

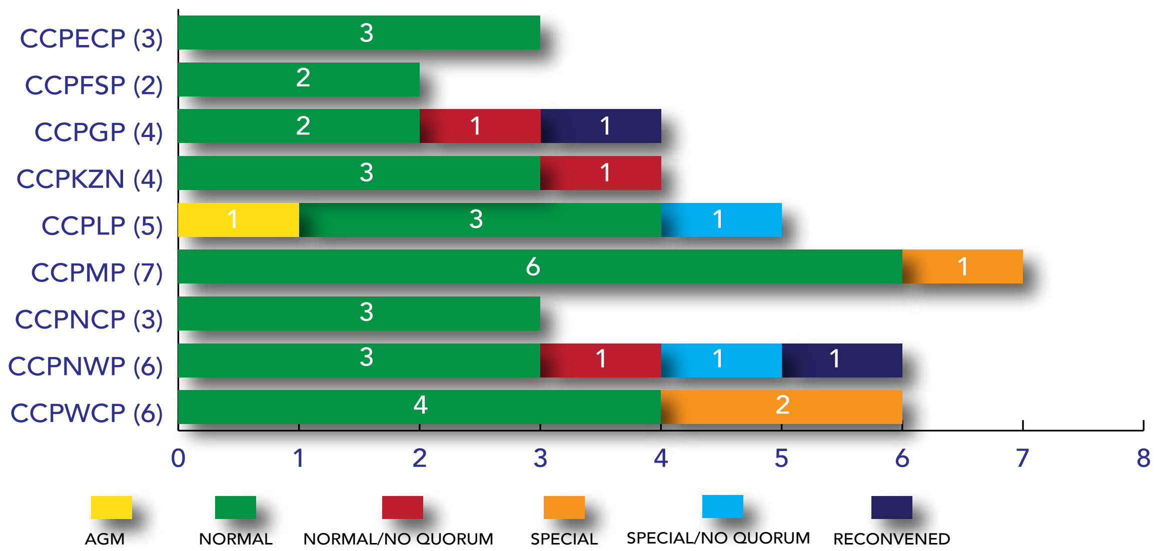
CCPNCP

05 April 2019	-	Normal
25 August 2019	-	Normal
02 December 2019	-	Normal

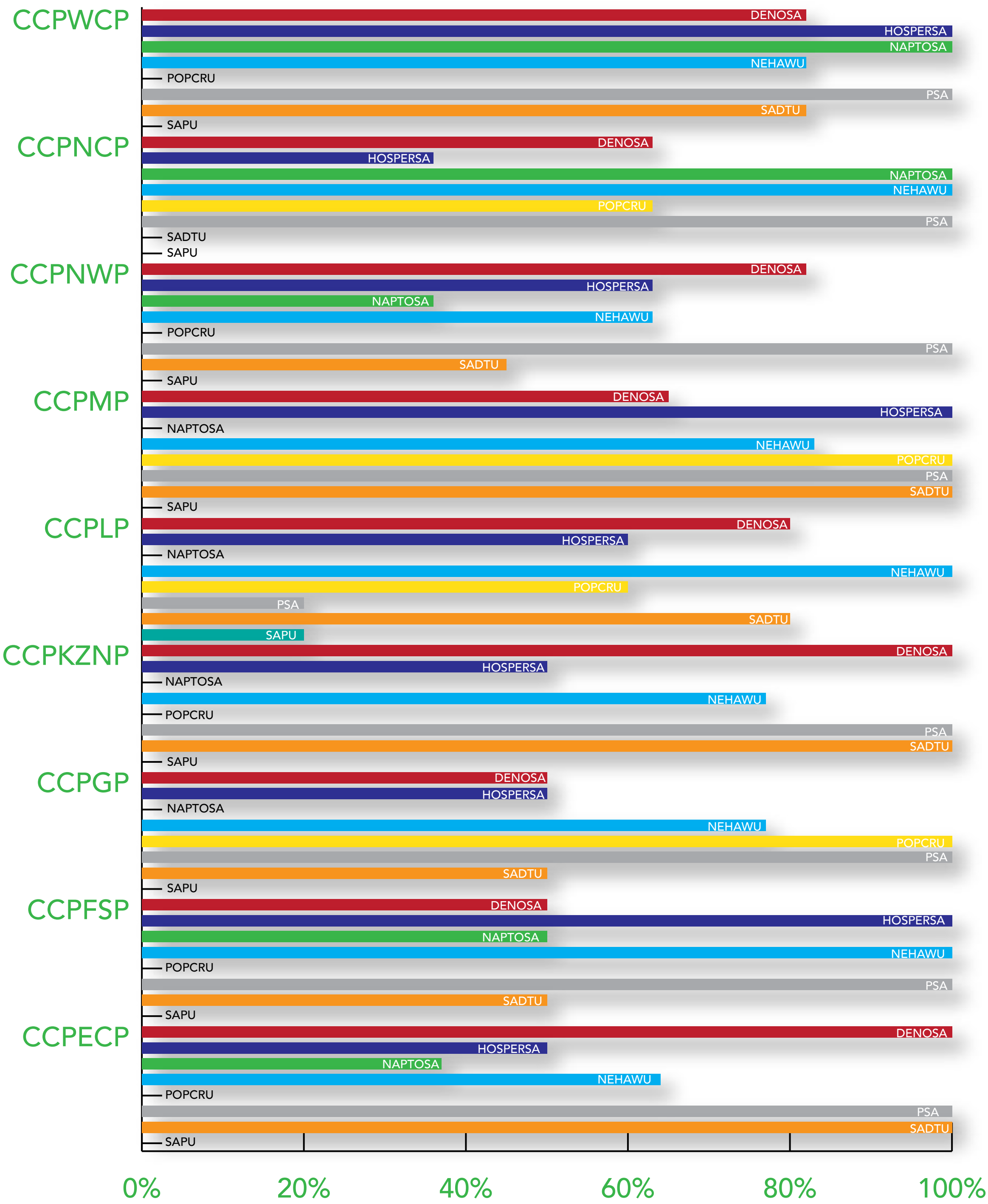
CCPWCP

23 May 2019	-	Normal
30 August 2019	-	Normal
22 October 2019	-	Special
05 December 2019	-	Normal
03 February 2020	-	Special
18 March 2020	-	Normal

The graphs below illustrate the number of chamber meetings held in various provinces during the reporting period, and the overall attendance of parties in each province:



Meeting Attendance Chart:



5.8.3. Common Agenda Items

The table below illustrates the common agenda items discussed in Chambers in the reporting period:

AGENDA ITEM	CHAMBERS
– Filling of Vacant Funded Posts	CCPECP, CCPLP, CCPMP, CCPNWP, CCPNCP
– Occupational Health and Safety – Safety of Staff in all Provincial Government Departments – Conditions of Buildings at Gauteng Province	CCPECP, CCPGP, CCPNCP, CCPWCP
– Abolishment of Posts on Salary Levels 1 and 2	CCPMP, CCPNCP
– Provincial Contingency Plan on Covid-19/ Corona Virus	CCPLP, CCPWCP
– Ending Outsourcing, Privatization and Contracting Services in all Departments within the Provincial Administration – Insourcing of Security Officers in Provincial Government Departments	CCPMP, CCPWCP
– PMDS Policy	CCPGP, CCPNWP

5.8.4. Chamber Intervention Sessions

The Council conducts Chamber intervention sessions in the provinces to address various challenges being faced by the Chambers. During the reporting period, only the CCPECP reported challenges in its operations.

The congested schedule of the Council in the third quarter of the reporting period, coupled with the issues that emerged around the 2020/2021 salary adjustments for the Public Service, presented challenges for the Council to convene the intervention session.

In the interim, Labour in the CCPECP requested a meeting with the premier of the Province to assist parties in the Chamber to deal with the impasse. Council was invited to present at the meeting.

Following the meeting with the Premier, the Chamber still required the intervention of the Council.

The Council was made aware that the challenges faced by the CCPECP were also prevalent in the GPSSBC Chamber. A decision has been taken to undertake a collaborated effort between the Council and the GPSSBC to address the challenges in both Chambers.

Due to the Covid-19 outbreak in the Country and the preventative measures that have been enforced by the Government as a result, the Council will only be able to attend to the matter early in the 2020/2021 period.

5.9. Capacity Building For Parties To Council

During the reporting period, Council continued to deliver on its outcomes to ensure capacity building for its negotiators as per the Birchwood and Public Service Summit collective agreements.

Council negotiators attended the following capacity building programs during the reporting period:

5.9.1. Labour Law Conference - ELRC

The conference was hosted in Mauritius from 19 to 21 June 2019 by the Labour and Social Security Law Unit from the Nelson Mandela University, in collaboration with the Ministry of Labour in Mauritius and the Education Labour Relations Council (ELRC). It was held under the theme:

"*Labour Dispute Resolution, Substantive Labour Law and Social Justice Developments in South Africa, Mauritius and beyond.*"

The main purpose of the conference was to establish a platform for delegates to engage on effective labour dispute prevention, labour dispute resolution, and contemporary substantive-law issues, taking into consideration the quest for social justice.

5.9.2. ILO Centenary Conference

Council attended ILO's Centenary Celebrations held at Future Africa Campus, University of Pretoria on 04 and 05 October 2019.
The Conference was hosted under the theme:

"Freedom of Association and Beyond: Appraising 100 years of ILO Engagement in Southern Africa."

The programme, among others, covered aspects of freedom of association, the ILO Future of Work Report, the protection of woman workers, and equal rights to females at work. It included the participation of public service bargaining councils, trade unions, employer and business representatives as speakers and attendees during the conference.

5.9.3. Consolidation Of Decent Work Program With The ILO

Council attended the work session on decent work for sustainable development conducted by the ILO from 8-12 April 2019 at the International Training Centre in Turin.

The overall objective of the course was to lay out the conceptual and strategic framework of the 2030 Agenda and its linkage with the Decent Work Agenda.

The session focused on how to achieve the Sustainable Developmental Goals (SDGs), specifically through goal 8, which is decent work and economic growth.

5.9.4. ILERA 9TH European Regional Congress

Council attended the 9th ILERA European Regional Congress held in Düsseldorf from 5 to 7 September 2019. The congress was held under the theme:

"Perspectives of Employment Relations in Europe":

The congress was organised around four thematic tracks:
Track 1: Social Europe: Equality and Poverty
Track 2: Regulation of Labour: Actors, Institutions and Law
Track 3: Workers' Voice and Industrial Democracy
Track 4: Human Resources, Quality of Work and Digitalisation

5.9.5. 4TH Annual Government And SOE's Pension Conference

Members of the PSCBC GEMS Committee attended the SOE's Pension Conference held on 11 and 12 March 2020 at the Sierra Burgers Park Hotel in Pretoria. The content of the conference was more relevant to the GEMS Committee as it mostly concentrated on the government and private medical aids schemes.

5.10. Research Component

CBU Research is a component within the Collective Bargaining Unit. Its primary objective is to assist the Council to conduct research and provide reports with findings and recommendations to support decision making by the Council.

The Unit's responsibilities include:

- To design and carry out research on Collective Bargaining and Dispute Resolution in the Public and Private sectors.
- To design appropriate research methodology, techniques and tools for the Council.
- Analysis of statistical data to support the Councils decision making.

During this reporting period, the research component worked on the following:

5.10.1. Agency Fee Payers Report

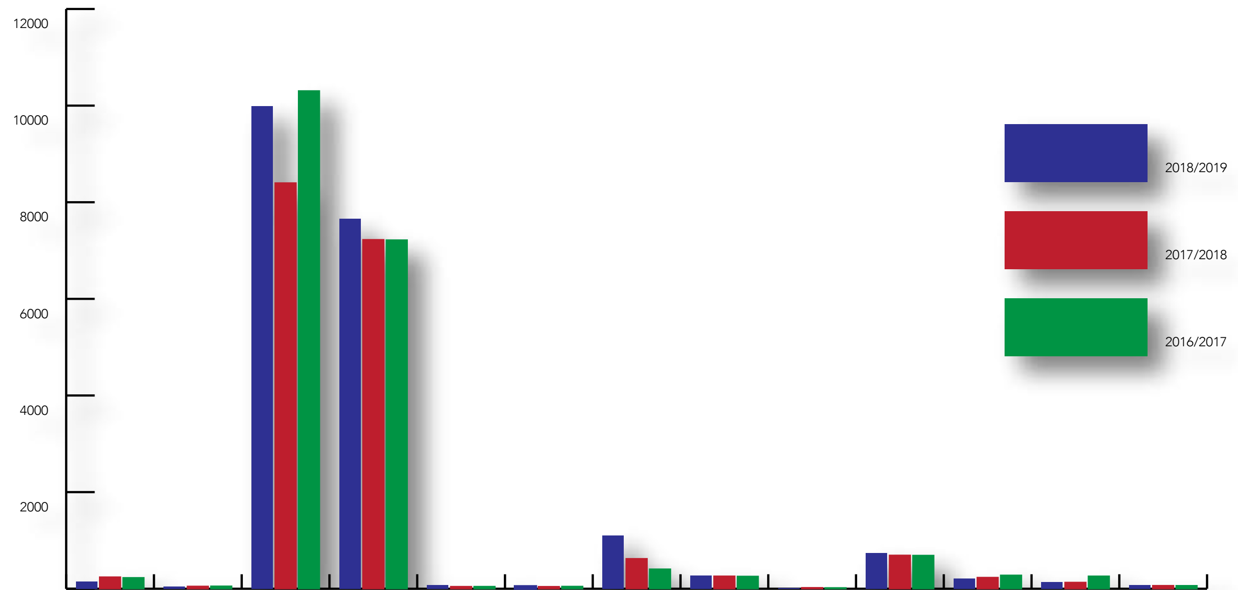
The report was developed in order to provide an overview of public servants who do not belong to trade unions. The report compares numbers between year 2017 and 2019. The report also breaks down the data by provincial departments amongst all provinces.

Key Findings:

Overall, the number of unionised employees in the Public Service has increased by 2 414 members from 2017/2018 to 2018/2019, while the number of non-unionised public servants has decreased by 1 249 for the same period. There are no drastic changes in any of the union's membership to suggest any radical recruitment drive occurring during the period. Although there is a pool of 151 757 non-unionised public servants across all provincial and national departments, small trade unions are still struggling to improve their membership, and are rather losing members. Even though some of the biggest trade unions are losing members, currently, the losses are still insignificant to dent their standings and threshold at the PSCBC.

Agency fee breakdown by provincial departments:

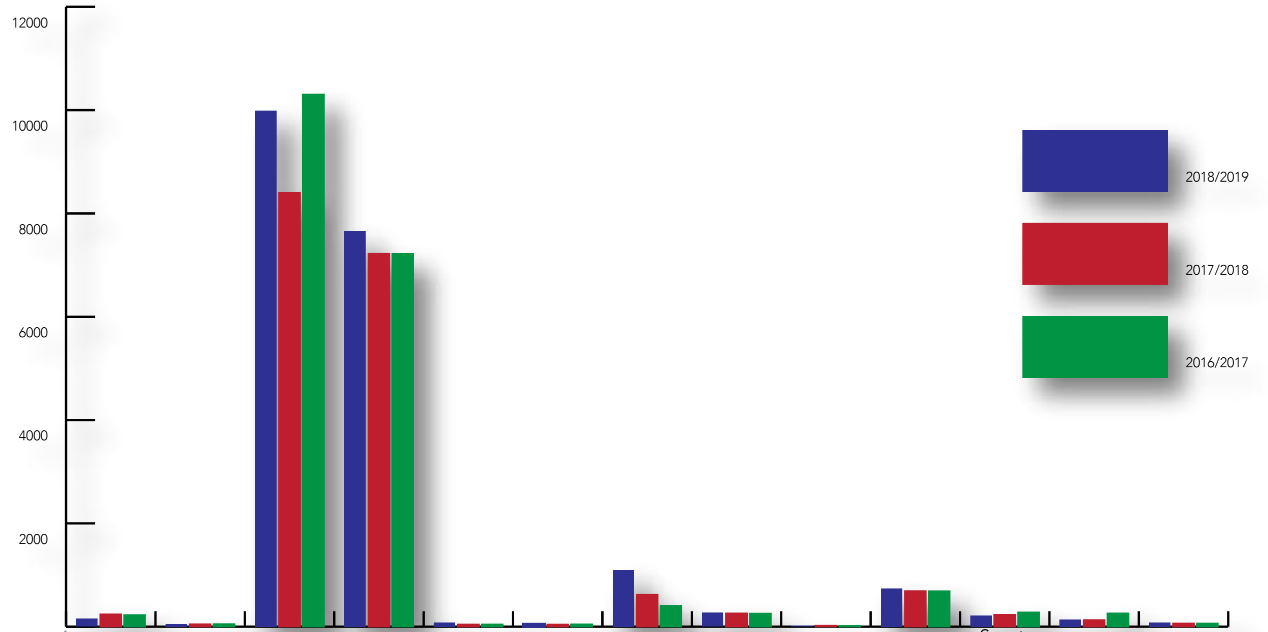
Eastern Cape:



	Co-op Gov & Trad	Economic, Enviro & Tourism	Education	Health	Human Settle	Premier	Roads & Public Works	Rural & Agrarian	Safety & Liaison	Social Dev	Sport, Arts, Culture & Rec	Transport	Treasury
2016/2017	154	51	9 994	7 659	80	52	1 100	271	19	743	216	142	80
2017/2018	244	52	8 401	7 227	47	46	624	262	24	694	235	133	67
2018/2019	230	55	10 307	7 220	48	50	408	258	21	691	281	262	66

The above graph shows a noticeable increase in the number of un-unionised public servants in the Eastern Cape Department of Education, while there is a very slight increase or insufficient decrease in other departments. The data suggest that there are insufficient recruitment drives by trade unions in the province.

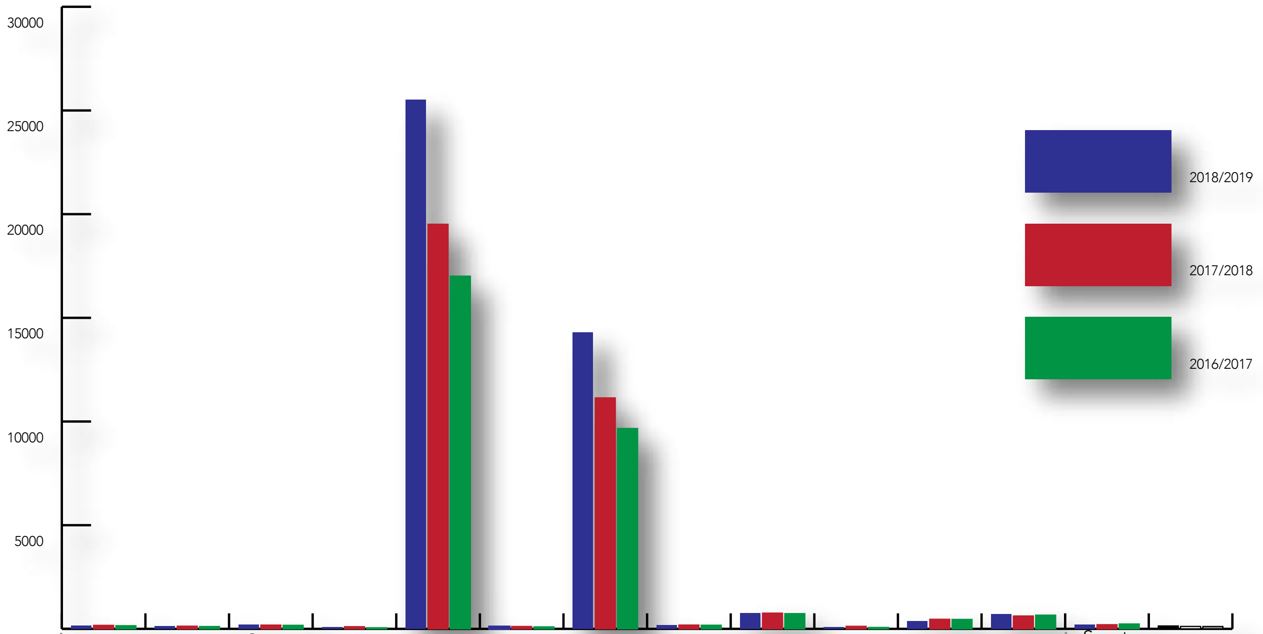
Free State:



	Co-op Gov & Trad	Economic, Enviro & Tourism	Education	Health	Human Settle	Premier	Roads & Public Works	Rural & Agrarian	Safety & Liaison	Social Dev	Sport, Arts, Culture & Rec	Transport	Treasury
2016/2017	154	51	9 994	7 659	80	52	1 100	271	19	743	216	142	80
2017/2018	244	52	8 401	7 227	47	46	624	262	24	694	235	133	67
2018/2019	230	55	10 307	7 220	48	50	408	258	21	691	281	262	66

The above graph shows that, in the Free State, the overall number of public servants not belonging to a trade union has increased, which suggests that there are no proper recruitment campaigns in place by trade unions to increase their membership.

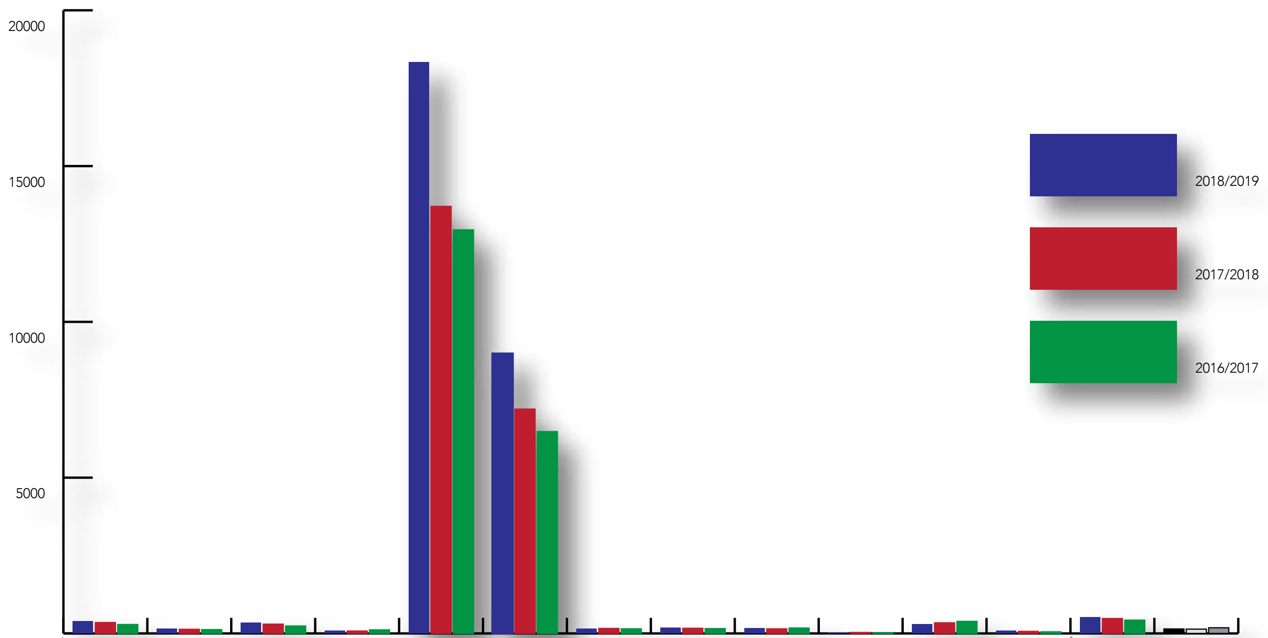
Gauteng:



	Agric & Rural	Commu-nity Safety	Co-op Gov & Trad	Economic Dev	Educa-tion	E - Gover-nance	Health	Human Settl	Infra-structure Dev	Premier	Roads & Trans-port	Social Dev	Sport, Arts, Culture & Rec	Treasury
2016/2017	146	134	200	91	25 515	103	14 303	184	750	81	371	706	205	142
2017/2018	172	131	184	107	19 514	117	11 140	186	761	125	464	623	202	119
2018/2019	154	114	173	55	17 012	98	9 663	178	737	70	457	663	238	116

The above graph presents the number of un-unionised public servants in the Gauteng provincial departments. The graph also shows a decline in the number of un-unionised public servants in Gauteng. At the beginning of 2018/2019, Gauteng presented 29 728 total opportunity of recruits, and that number was reduced by 12.16% by the end of the year, which shows an adequate recruitment drive by trade unions, more specifically, in the Health and Education departments.

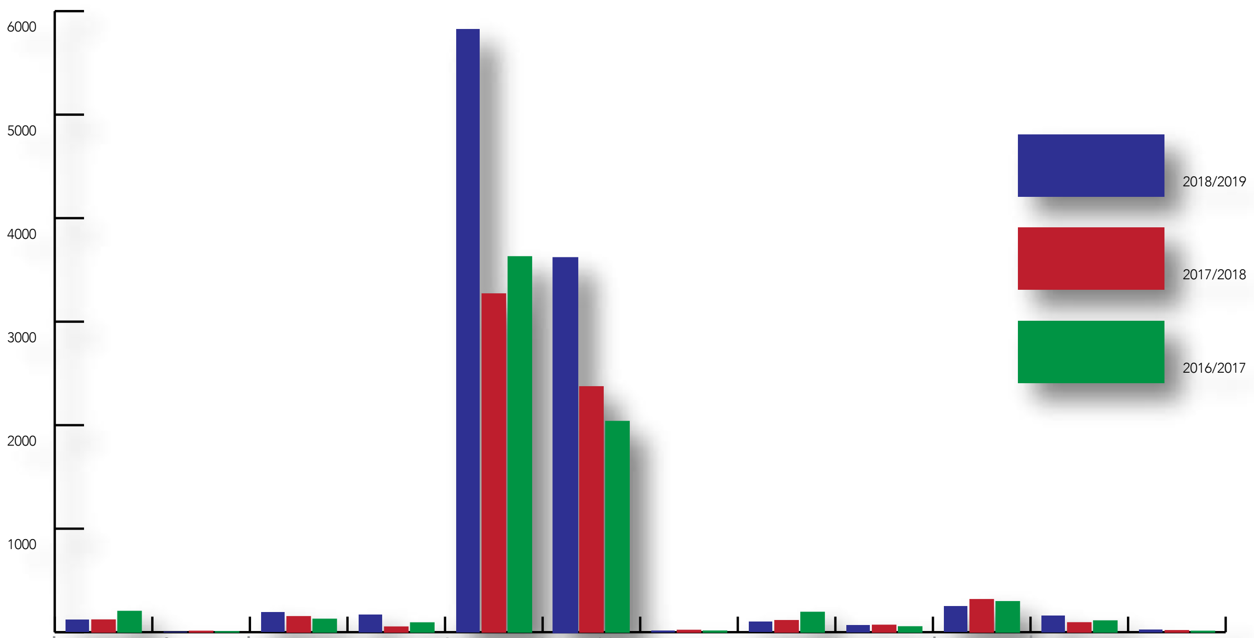
KwaZulu - Natal:



	Agric & Rural	Arts & Culture	Co-op Gov & Trad	Economic, Enviro & Tourism	Educa-tion	Health	Human Settl	Premier	Public Works	Safety & Liaison	Social Dev	Sport & Recr	Trans-port	Treasury
2016/2017	387	151	349	87	18 329	8 979	157	183	171	18	290	82	529	145
2017/2018	351	133	299	78	13 707	7 201	161	166	148	32	342	66	480	138
2018/2019	287	123	240	116	12 954	6 479	149	156	175	28	388	53	428	182

The above graph shows the number of public servants not affiliated to any trade union. The overall number of employees has decreased compared to the previous year. The majority of non-unionised employees are in the Department of Education and the Department of Health at 59% and 30% respectively.

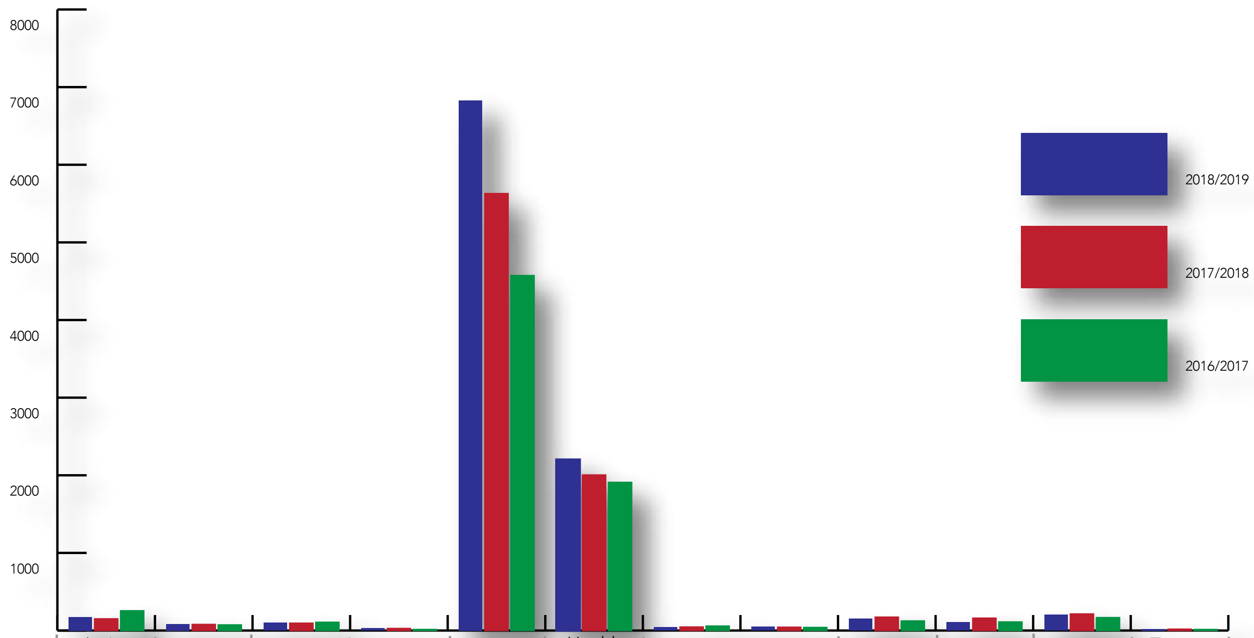
Limpopo:



	Agric & Rural	Community Safety	Co-op Gov, Human Settl & Trad	Economic, Enviro & Tourism	Education	Health	Premier	Public Works, Roads & Infra	Roads & Trans-port	Social Dev	Sport, Arts & Culture	Treasury
2016/2017	120	6	192	169	5 828	3 612	17	101	70	250	160	25
2017/2018	118	9	150	50	3 268	2 371	18	112	67	315	91	15
2018/2019	201	5	125	90	3 627	2 036	11	192	52	295	109	9

The above graph shows a breakdown of the number of public servants in the Limpopo provincial government that are not affiliate to any trade union. Limpopo has a low number of non-unionised public servants, showing a total of 6 752 for 2018/2019. There is a slight increase in the overall number of non-unionised employees compared to the previous year, and concentration is at the Department of Education and the Department of Health with 53% and 30% respectively.

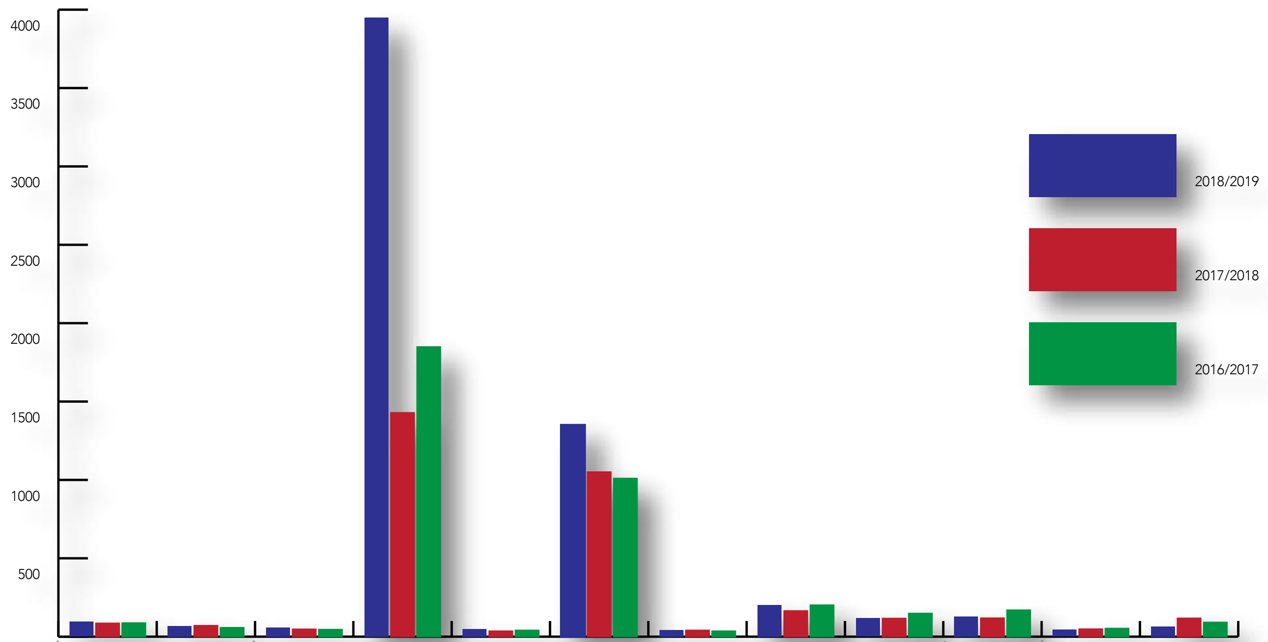
Mpumalanga:



	Agric, Rural, Land & Enviro	Co-op Gov, & Trad	Culture, Sport & Rec	Economic & Tourism	Education	Health	Human Settl	Premier	Public Works, Roads & Trans	Safety & Liaison	Social Dev	Treasury
2016/2017	174	84	102	32	6 829	2 202	45	51	151	105	201	20
2017/2018	152	80	96	28	5 630	2 005	47	44	174	161	215	19
2018/2019	256	74	108	15	4 574	1 910	59	41	125	112	168	15

The above graph shows a number of non-unionised public servants in the Mpumalanga provincial government. Mpumalanga has a total of 7 457 employees not affiliated to a trade union, with the Department of Education and the Department of Health accounting for 61% and 26% respectively. Both departments show a slight decrease in the number of non-unionised public servants.

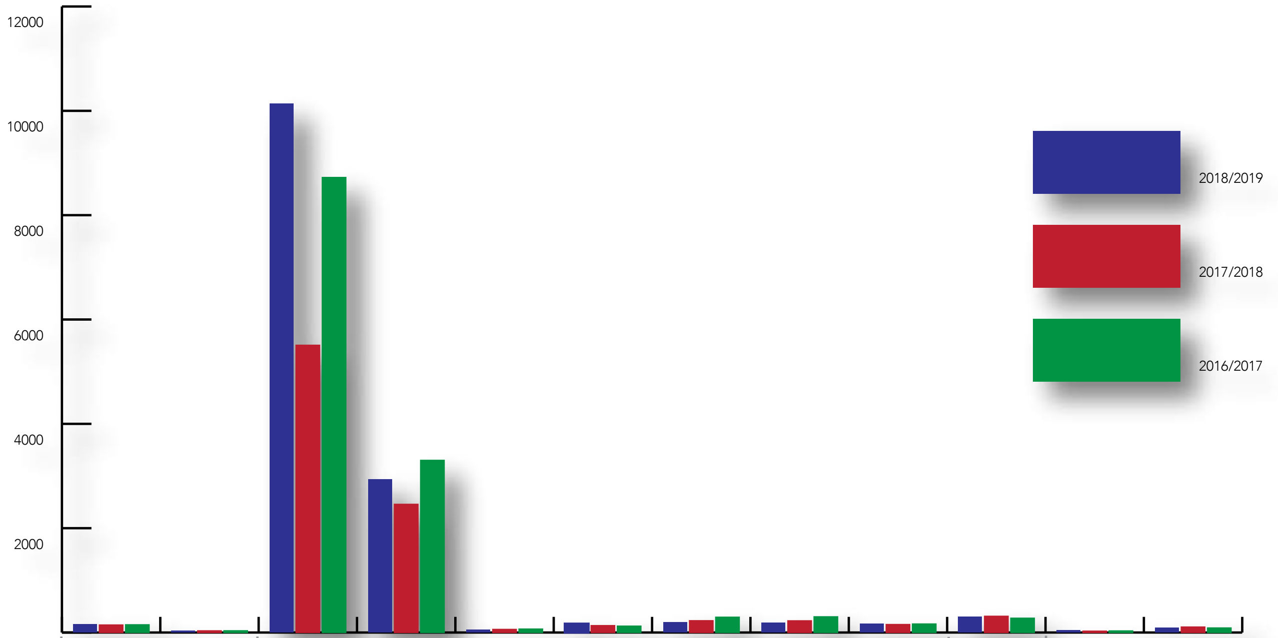
Northern Cape:



	Agric, Land & Rural	Co-op Gov, Human Settl & Trad	Economic & Tourism	Education	Enviro & Nature	Health	Premier	Roads & Public Works,	Social Dev	Sport, Arts & Culture	Transport, Safety & Liaison	Treasury
2016/2017	98	68	59	3 949	48	1 350	42	202	118	129	44	64
2017/2018	86	71	48	1 429	36	1 051	41	165	117	119	49	118
2018/2019	88	58	46	1 849	41	1 010	36	202	149	170	53	92

The above graph shows the number of un-unionised public servants in the Northern Cape provincial department. Northern Cape has the lowest number of un-unionised public servants owing to the fact that it has the smallest number of Public Service employees. The province shows a slight increase in the number of employees not affiliated to a trade union owing to the increase in the Department of Education.

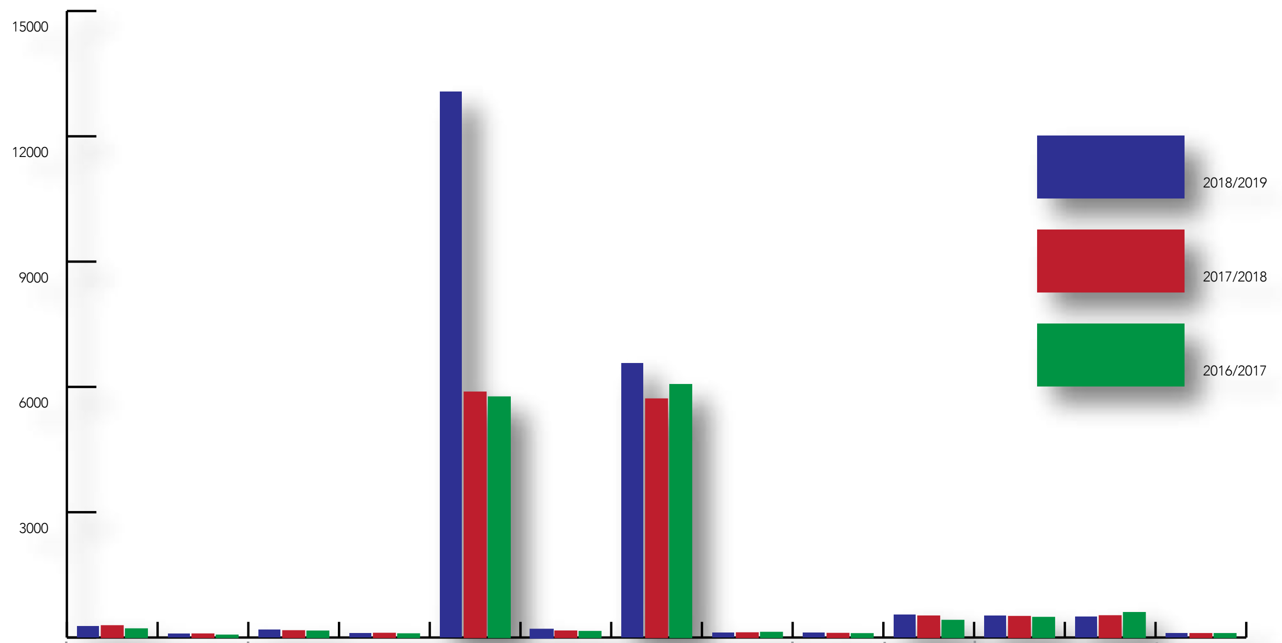
North West:



	Culture, Art & Trad	Economy & Enterprise	Education & Sport	Health	Local Gov & Human Settl	Premier	Public Works & Roads	Rural, Enviro & Agric	Safety & Trans-port	Social Dev	Tourism	Treasury
2016/2017	158	36	10 139	2 936	52	168	200	191	169	304	42	93
2017/2018	145	33	5 507	2 458	60	133	227	225	154	312	27	106
2018/2019	149	34	8 723	3 301	67	123	294	302	164	275	31	88

The above graph shows a number of non-unionised public servants in the North-West provincial government. North-West has a total of 13 551 of the number of non-unionised public servants, showing 31% increase compared to the previous year. The Department of Education and the Department of Health have the largest number of non-unionised public servants, accounting for 64% and 24% respectively.

Western Cape:



	Agriculture	Community Safety	Culture & Sport	Economic & Tourism	Education	Enviro & Dev Planning	Health	Human Settl	Local Gov	Premier	Social Dev	Transport & Public Works	Treasury
2016/2017	271	86	191	106	13 066	182	6 571	114	109	550	516	496	97
2017/2018	281	84	161	100	5 875	155	5 711	111	98	514	503	520	93
2018/2019	206	53	153	87	5 759	144	6 056	123	91	410	481	597	93

The above graph shows the number of non-unionised public servants in the Western Cape provincial government. Western Cape has a total of 14 256 public servants not affiliated to a trade union, a slight increase from the previous year. The Department of Health and the Department of Education have the highest number, accounting for 42% and 40% respectively.

5.10.2. Levy Payers Report

The purpose of the analysis was to illustrate the rate of which the Public Service workforce is contracting or expanding. The report compares data for 2018/2019 and 2019/2020.

Key findings:

The data suggest consistency in Public Service employment. Although there are departments with fewer employees compared to the previous year, the numbers have not drastically decreased. There is also a growth in some departments, which balances the losses.

Although there are changes in staff complement in the provinces, there is only a -18 overall between 2018/2019 and 2019/2020 for the entire Public Service, which suggest consistency in staff complement.

Overall Provincial Changes in Staff Complement:

Prov	2018/2019	2019/2020	Annual ▲	ANNUAL % ▲
EC	126701	125144	-1557	▼ 1.23%
FS	55793	59456	3663	▲ 6.57%
GP	170828	168152	-2676	▼ 1.57%
KZN	186976	182735	-4241	▼ 2.27%
LP	107459	114837	7378	▲ 6.87%
MP	72146	71702	-444	▼ 0.62%
Nat	340663	334875	-5788	▼ 1.70%
NC	24604	24201	-403	▼ 1.64%
NW	61216	63319	2103	▲ 3.44%
WC	83535	85482	1947	▲ 2.33%
Total	1229921	1229903	-18	0.00%

Eastern Cape

Department	2018/2019	2019/2020	Annual ▲	ANNUAL % ▲
Agrarian	2761	2637	-124	▼ 4.49%
Arts, Cult, Sport & Rec	1228	1187	-41	▼ 3.34%
Coop & Trad	1440	1395	-45	▼ 3.13%
DSD	4426	4565	139	▲ 3.14%
Education	69225	68369	-856	▼ 1.24%
Health	40593	40472	-121	▼ 0.30%
Hmn Settl	580	528	-52	▼ 8.97%
Premier	387	369	-18	▼ 4.65%
Pub Works	3395	1989	-1406	▼ 41.41%
Safety	141	132	-9	▼ 6.38%
Tour	532	488	-44	▼ 8.27%
Trans	1548	2562	1014	▲ 65.50%
Treasury	445	451	6	▲ 1.35%

Free State

Department	2018/2019	2019/2020	Annual ▲	ANNUAL % ▲
Agriculture	1082	998	-84	▼ 7.76%
Arts, Cult, Sport & Rec	916	1026	110	▲ 12.01%
Coop & Trad	375	490	115	▲ 30.67%
DSD	1942	2016	74	▲ 3.81%
Education	27384	28174	790	▲ 2.88%
Health	17261	20255	2994	▲ 17.35%
Hmn Settl	346	343	-3	▼ 0.87%
Pol, RD & Trans	3484	3071	-413	▼ 11.85%
Premier	631	659	28	▲ 4.44%
Pub Works	1312	1355	43	▲ 3.28%
Sml Bus & Tour	705	682	-23	▼ 2.26%
Treasury	355	387	32	▲ 9.01%

Gauteng

Department	2018/2019	2019/2020	Annual ▲	ANNUAL % ▲
Agri & Rurl	943	975	32	▲ 3.39%
Arts, Cult, Sport & Rec	579	653	74	▲ 12.78%
Coop & Trad	663	658	-5	▼ 0.75%
DSD	4108	4646	538	▲ 13.10%
Eco Dev	460	417	-43	▼ 9.35%
Education	89178	90092	914	▲ 1.02%
E - Gov	774	784	10	▲ 1.29%
Health	66198	62143	-4055	▼ 6.13%
Hmn Settl	801	759	-42	▼ 5.24%
Infra Dev	2697	2576	-121	▼ 4.49%
Premier	491	534	43	▲ 8.76%
Road & Trans	2006	1871	-135	▼ 6.73%
Safety	1124	1184	60	▲ 5.34%
Tourism	58	70	12	▲ 20.69%
Treasury	748	790	42	▲ 5.61%

KwaZulu - Natal

Department	2018/2019	2019/2020	Annual ▲	ANNUAL % ▲
Agri & Rurl	2630	2381	-249	▼ 9.47%
Arts & Cult	488	483	-5	▼ 1.02%
Coop & Trad	1364	1605	241	▲ 17.67%
DSD	3697	3626	-71	▼ 1.92%
Eco Dev & Tour	500	552	52	▲ 10.40%
Education	104010	104182	172	▲ 0.17%
Health	66701	62632	-4069	▼ 6.10%
Hmn Settl	690	680	-10	▼ 1.45%
Premier	571	516	-55	▼ 9.63%
Pub Works	1636	1589	-47	▼ 2.87%
Safety	157	160	3	▲ 1.91%
Sport & Rec	238	245	7	▲ 2.94%
Transport	3856	3569	-287	▼ 7.44%
Treasury	438	515	77	▲ 17.58%

Limpopo

Department	2018/2019	2019/2020	Annual ▲	ANNUAL % ▲
Arts, Sport & Cult	488	472	-16	▼ 3.28%
Coop, Hmn & Trad	1959	1772	-187	▼ 9.55%
DSD	2962	3084	122	▲ 4.12%
Eco Dev & Tour	1127	1199	72	▲ 6.39%
Education	57283	57971	688	▲ 1.20%
Health	3473	41854	7124	▲ 20.51%
Premier	459	434	-25	▼ 5.45%
Pub & Roads	3041	2776	-265	▼ 8.71%
Road & Trans	2107	-	SP/MG	SP/MG
Safety	127	-	SP/MG	SP/MG
Trans & Safety	-	2309	SP/MG	SP/MG
Treasury	447	471	24	▲ 5.37%

Mpumalanga

Department	2018/2019	2019/2020	Annual ▲	ANNUAL % ▲
Agri, Land & Rural	1325	1312	-13	▼ 0.98%
Coop & Trad	778	741	-37	▼ 4.76%
DSD	1904	1855	-49	▼ 2.57%
Eco Dev & Tour	260	213	-47	▼ 18.08%
Education	42014	42091	77	▲ 0.18%
Health	20265	20028	-237	▼ 1.17%
Hmn Settl	265	368	103	▲ 38.87%
Premier	242	212	-30	▼ 12.40%
Pub & Roads	2991	2692	-299	▼ 10.00%
Safety	1377	1476	99	▲ 7.19%
Sport & Rec	440	436	-4	▼ 0.91%
Treasury	285	278	-7	▼ 2.46%

Northern Cape

Department	2018/2019	2019/2020	Annual ▲	ANNUAL % ▲
Agri, Land & Rurl	561	530	-31	▼ 5.53%
Coop, Hmn & Trad	618	605	-13	▼ 2.10%
DSD	959	1128	169	▲ 17.62%
Eco Dev & Tour	179	162	-17	▼ 9.50%
Education	12715	12668	-47	▼ 0.37%
Enviro & Nature	241	243	2	▲ 0.83%
Health	6996	6478	-518	▼ 7.40%
Premier	251	236	-15	▼ 5.98%
Roads & Pub Work	885	954	69	▲ 7.80%
Sport, Arts & Cult	456	522	66	▲ 14.47%
Trans & Safety	376	380	4	▲ 1.06%
Treasury	367	295	-72	▼ 19.62%

North West

Department	2018/2019	2019/2020	Annual ▲	ANNUAL % ▲
Agri & Rurl	1545	1426	-119	▼ 7.70%
Arts, Cult & Trad	691	680	11	▼ 1.59%
DSD	2538	2666	128	▲ 5.04%
Eco & Enterp	218	227	9	▲ 4.13%
Edu & Sport	32350	32539	189	▲ 0.58%
Finance	561	565	4	▲ 0.71%
Health	17611	19604	1993	▲ 11.32%
Local G & Hmn Settl	535	542	7	▲ 1.31%
Premier	745	708	-37	▼ 4.97%
Pub Works & Road	2820	2762	-58	▼ 2.06%
Tourism	158	134	-24	▼ 15.19%
Trans & Safety	1444	1466	22	▲ 1.52%

Western Cape

Department	2018/2019	2019/2020	Annual ▲	ANNUAL % ▲
Agriculture	896	884	-12	▼ 1.34%
DSD	2113	2400	287	▲ 13.58%
Eco Dev & Tour	215	209	-6	▼ 2.79%
Education	43041	44821	1780	▲ 4.14%
Enviro Dev Plan	376	366	-10	▼ 2.66%
Health	31602	31346	-256	▼ 0.81%
Hmn Settl	470	454	-16	▼ 3.40%
Local G	353	364	11	▲ 3.12%
Premier	1049	958	-91	▼ 8.67%
Pub Works & Trans	2280	2536	256	▲ 11.23%
Safety	297	304	7	▲ 2.36%
Sport & Cult	558	532	-26	▼ 4.66%
Treasury	285	308	23	▲ 8.07%

Council has approved the following work to be undertaken by the research component and work has already started:

5.10.3. Research Into Feasibility And Sustainability Of Trade Unions

The Purpose of the research

With the dominance of trade unions in the South African labour market, this research looks at holistic issues surrounding the sustainability of trade unions. The paper seeks to determine whether the mandate of trade unions speaks to the needs of today's worker, and also seeks to understand workers expectations from trade unions. The research also seeks to gauge member's satisfaction towards trade unions and to identify ways in which trade unions can improve services to their members. The research is limited to the Public Service work force.

5.10.4. Research Into Probable Income Gap In The Public Service

Aim of the report

In addition to examining the trends and patterns in income inequality in the Public Service, the report will attempt to shed light on the multiple dynamics of demographical income distribution, and also pay attention to the statistical distribution as per Public Service salary levels, as classified by the report into income groups. The primary focus of the report will be on the following:

Trends analysis: *To determine the key trends in the income distribution of the Public Service, considering the demographics of Public Service employees, paying special attention to gender, age and race.*

Income distribution analysis: *paying special attention to the percentage of higher income earners versus the middle and lower income earners in the Public Service.*

5.10.5. Papers

The component developed papers for Ilera Americas 2020. All three papers were accepted by the congress, and the PSCBC was invited to do a presentation on all three papers. The titles of the papers were:

- Youth education, training and transition to work programmes in South Africa
- Historical perspective on work and labour of indigenous peoples of South Africa, including colonial impact.
- South African case study of labour market, indigeneity and employment

5.10.6. Occupational Health & Safety Audit

During the period under review, the research unit developed a draft proposal for an occupational health and safety audit of facilities in the Public Service.

The purpose of the Audit is to implement Clause 10 of the PSCBC resolution 1 of 2012 by ensuring that, as a custodian of government policies, the Public Service adheres and sets an example for the maintenance of occupational health and safety standards.

5.11. The Year Ahead

Once again, the CBU has worked tirelessly to ensure that the Council delivers on its objectives and responsibilities.

The CBU anticipates a busy year ahead. Life has thrown the world a curve in the form of Covid-19, forcing organisations across the globe to review their processes going forward, and much change is imminent in terms of the operations of the Council as a result.

In the coming reporting period, the Council, through the CBU, will be changing the face of collective bargaining in the Public Service. For the next reporting period, the CBU is looking forward to the following projects amongst others:

- Improvement of measures to enhance hygiene throughout the organisation and in meetings/ workshops;
- Introduction of automation in our processes to enhance social distancing and to ensure our preparedness to handle such eventualities should they arise in future;
- The next round of salary negotiations and the countrywide workshops on concluded Resolutions;
- Capacity building for Chambers, etc.

We are equal to the coming tasks and the challenges they may bring. As a norm, we will continue to execute our responsibilities meticulously and with excellence to ensure that the Council delivers on its objectives and responsibilities.

6. DISPUTE RESOLUTION UNIT

6.1. Background

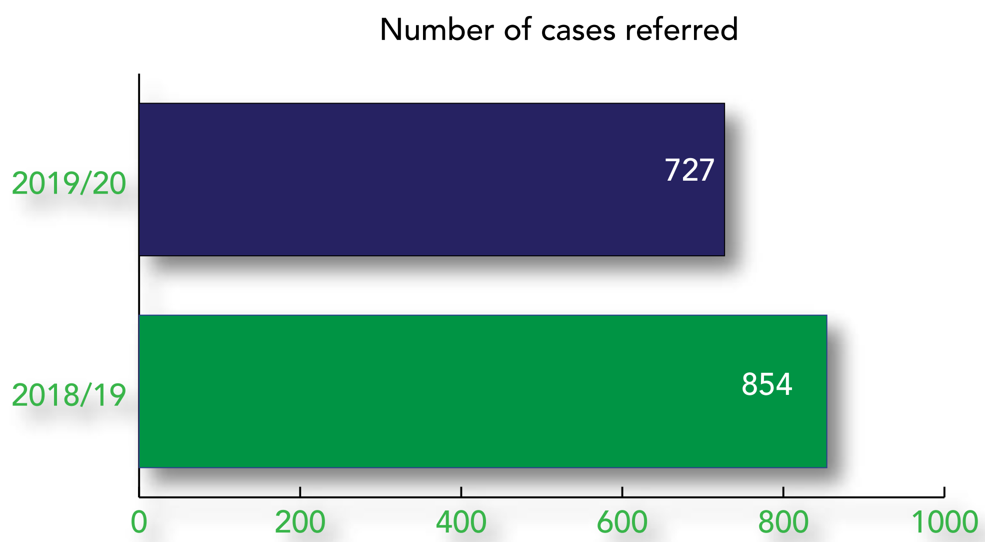
The dispute resolution and prevention function is core towards attaining labour peace. The Dispute Resolution Unit provides essential support to the Council in achieving its strategic objectives, which include the review of the dispute resolution procedures; rules and admin processes; the recruitment of panellists; monitoring of compliance by panellist with the Service Level Agreement; and the development of dispute prevention training programs to assist in the monitoring and evaluation of collective agreements in order to ensure compliance. The report reflects on the referrals received by the Council from 01 April 2019 to 31 March 2020, with a comparison of the referrals received in the previous reporting period.

6.2. Statistics

6.2.1. Number of referrals received

A total number of 727 referrals were received from 01 April 2019 to 31 March 2020 in comparison to 854 referrals received in the previous reporting period, resulting in a 15% decrease in the referral rate.

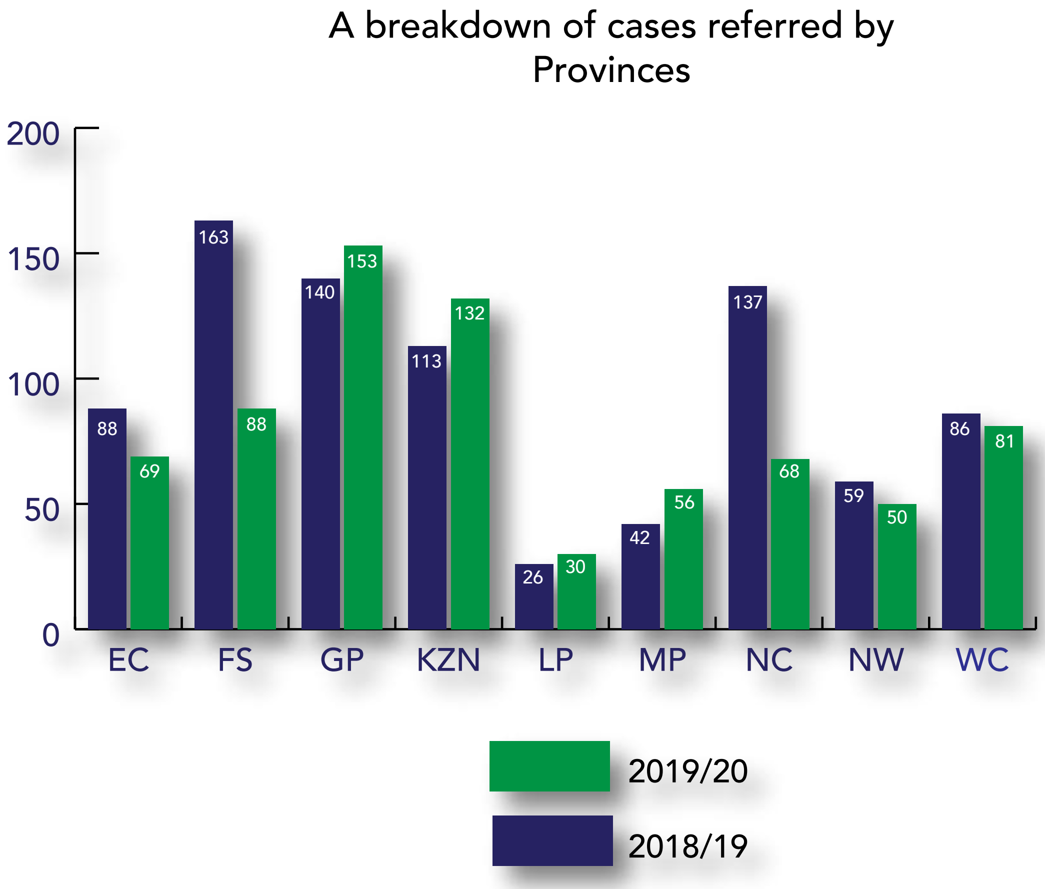
Graph One: Annual comparison in the referrals received



6.2.2. A breakdown of cases referred by Provinces

There is an overall decrease in the referral of cases, with a significant referral rate decrease of 46% in the Free State Province, and 47% in the Northern Cape Province. However, while Kwa-Zulu Natal recorded an increase in the referral rate of 17%, there was an increase of 34% in Mpumalanga. It must be noted that Mpumalanga and Limpopo remain the least referring Provinces.

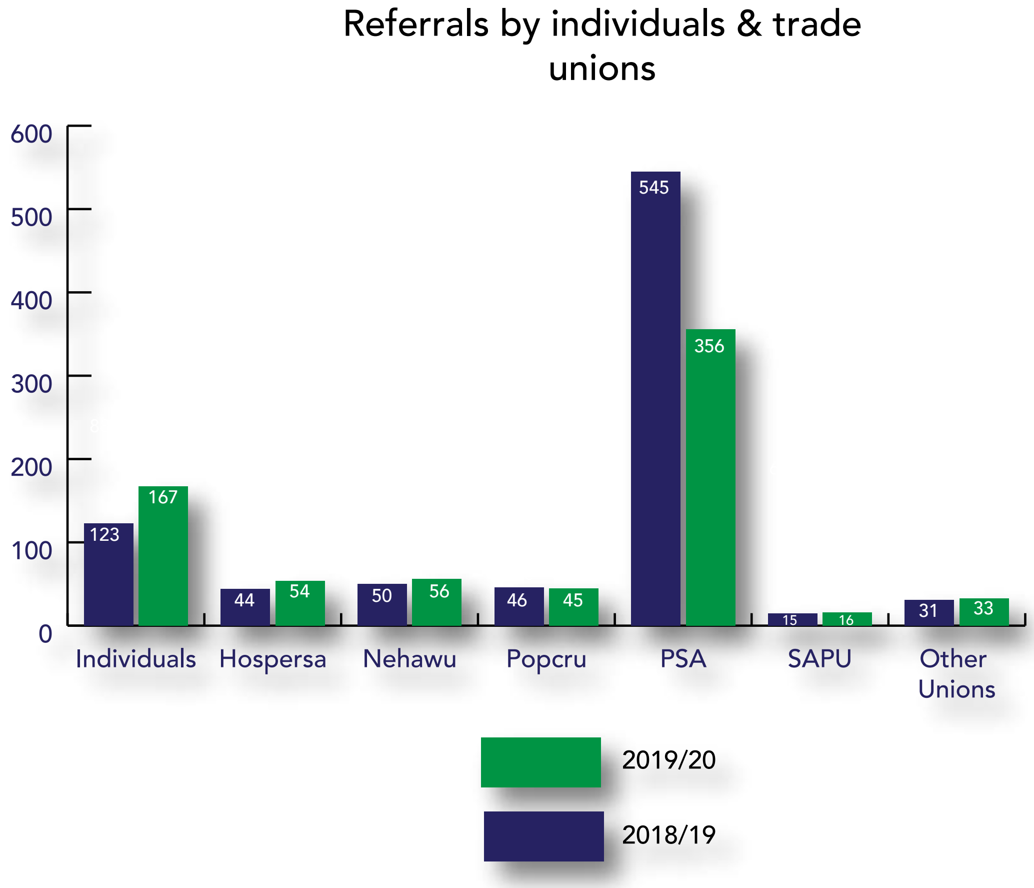
Graph Two: A breakdown of referrals by Provinces



6.2.3. Referrals by Trade unions/individuals

The PSA referred 49% of the total referrals received, compared to 63% in the previous reporting period. The disputes referred by individuals are at 17% and 14% when compared to the previous reporting period.

Graph Three: Referrals by unions/individuals

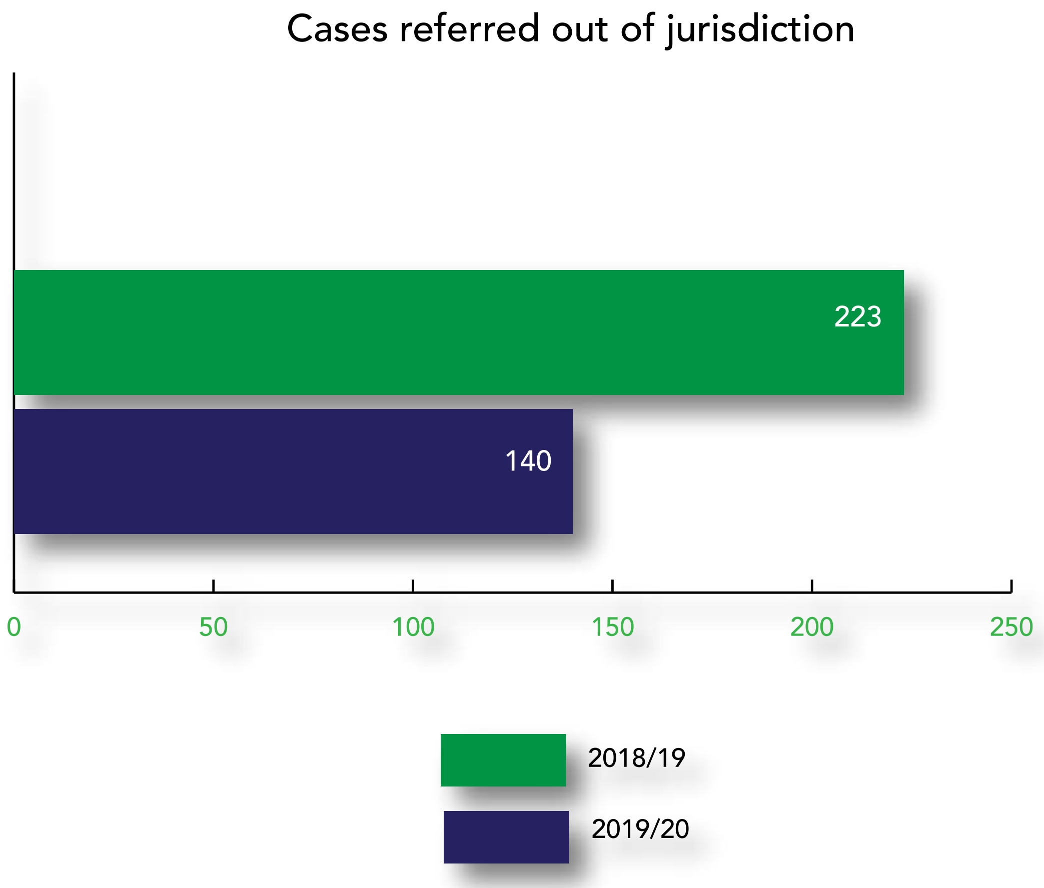


6.2.4. Out of jurisdiction referred cases[1]

Of the 727 referrals, 20% of the referred cases were screened out of jurisdiction prior to any process when compared to the 26% of the 854 in the previous reporting period.

Graph Four: Out of jurisdiction

[1] Disputes relating to unfair labour practice, unfair dismissals, unilateral change to terms and conditions of employment, Sector resolutions and not properly referred, etc.



6.2.5. Disputes referred to conciliation by issue

The following PSCBC Resolutions are major contributors in the cases referred:

- Disputes referred in terms of Resolution 14 of 2002[2] constitute 20% of the caseload in comparison to 32% in the previous reporting period.
- Disputes relating to Resolution 7 of 2000[3] account for 19,5% against 18% in the previous reporting period.
- Disputes relating to Resolution 1 of 2007[4] account for 10,5% and 9% in the previous reporting period.

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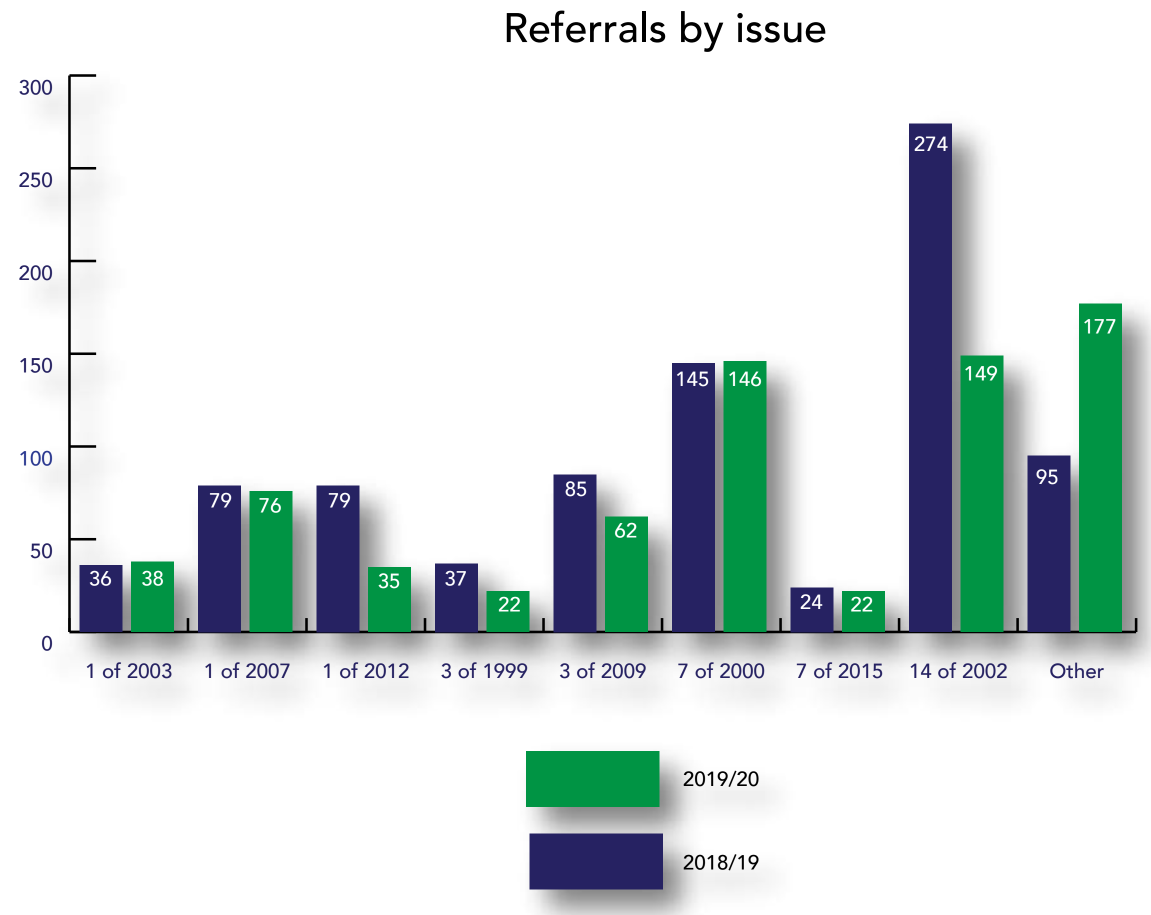
[2] Grievance rules for the Public Service
[3] Improvement in the conditions of service of the Public Service employees
[4] Payment of overtime

Graph Five: Referrals by issue



6.2.6. Referrals by issue in Provinces

Disputes relating to Resolution 14 of 2002; the grievance rules are predominantly referred in the Northern Cape Provinces and Free State.

Disputes relating to Resolution 7 of 2000; conditions of service are received mainly in the Western Cape and Kwa-Zulu Natal Provinces.

A significant referral increase of disputes relating to Resolution 1 of 2007; payment of overtime is reported in the Kwa-Zulu Natal and Gauteng Provinces.

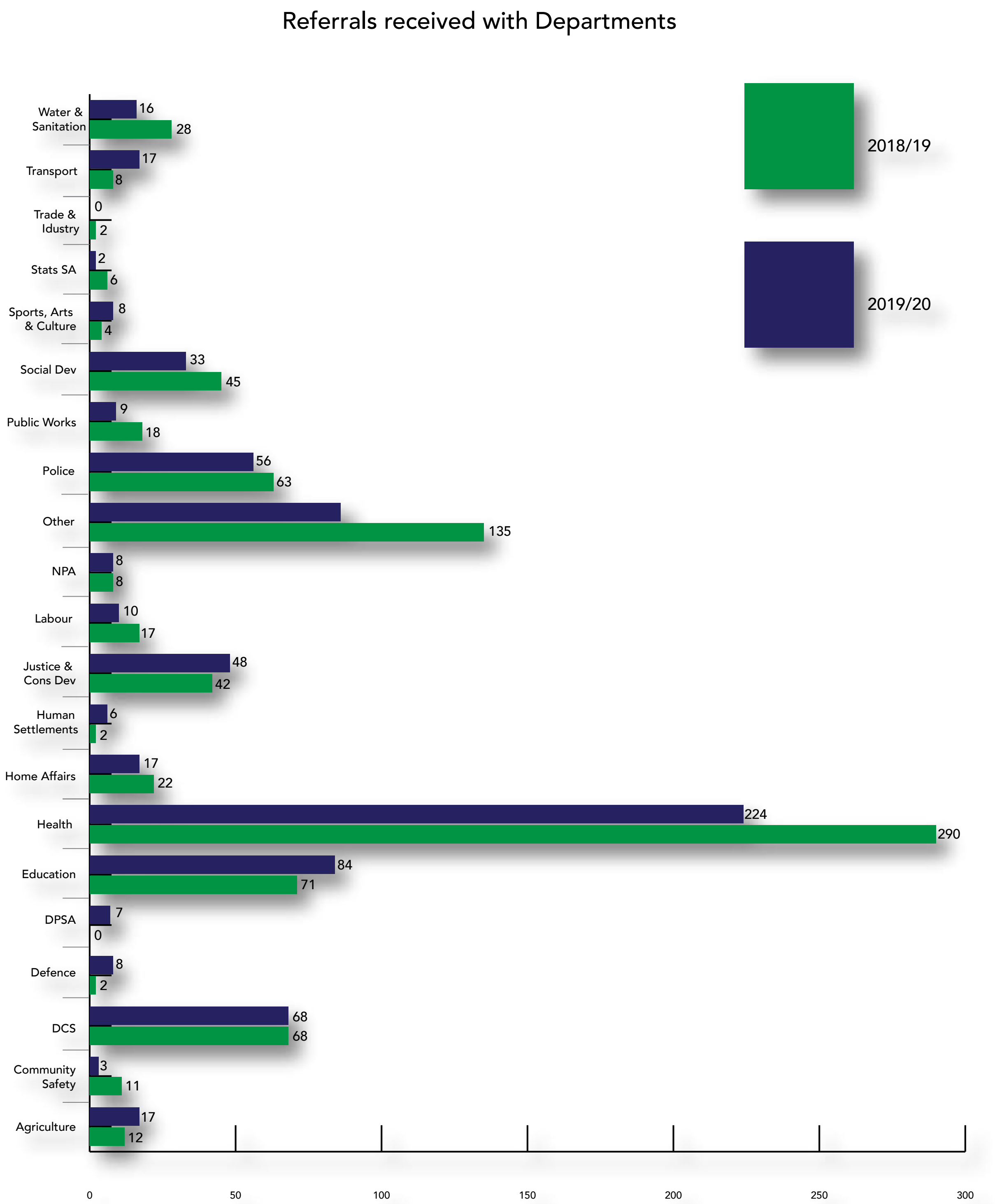
Table A: A breakdown of referrals by Issue in Provinces

Issue	EC	FS	GP	KZN	LP	MP	NC	NW	WC	Total
1 of 2003	0	3	10	6	6	4	1	7	1	38
1 of 2007	8	10	15	22	3	3	2	3	10	76
1 of 2012	3	2	14	0	2	5	3	3	3	35
3 of 1999	2	4	1	6	0	1	3	0	5	22
3 of 2009	7	6	7	22	7	3	0	8	2	62
7 of 2000	25	19	10	34	3	5	8	3	39	146
7 of 2015	1	1	2	5	3	6	2	1	1	22
14 of 2002	3	34	31	9	0	11	40	16	5	149
Other	20	9	63	28	6	18	9	9	15	177
Total	69	88	153	132	30	56	68	50	81	727

6.2.7. Referrals against the Departments

Below is a breakdown of referrals received within the Departments. The highest number of the referrals is received within the Department of Health at 39%.

Graph Six: Referrals against National Departments

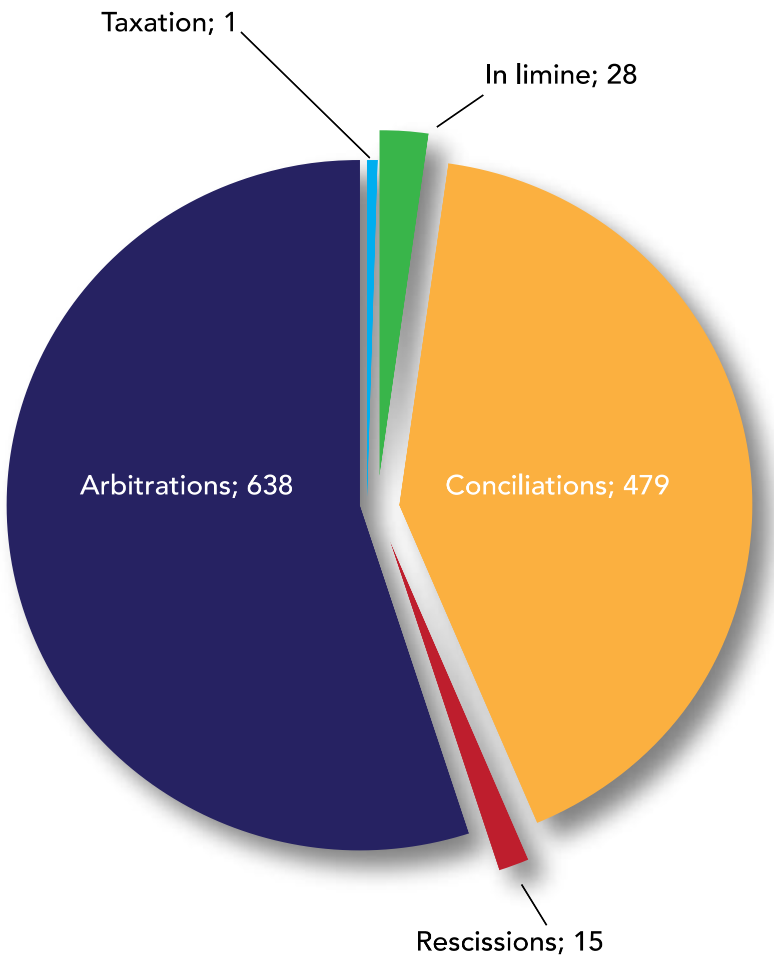


6.2.8. Processes conducted/scheduled

A total of 1161 processes were scheduled/conducted in comparison to 1464 in the previous reporting period, resulting in a 21% decrease.

The processes which were conducted/scheduled include 28 in limine[5] ,15 rescissions in terms of Section 144 of the LRA, 479 conciliations, 1 taxation and 638 arbitrations.

Diagram A: A breakdown of processes conducted



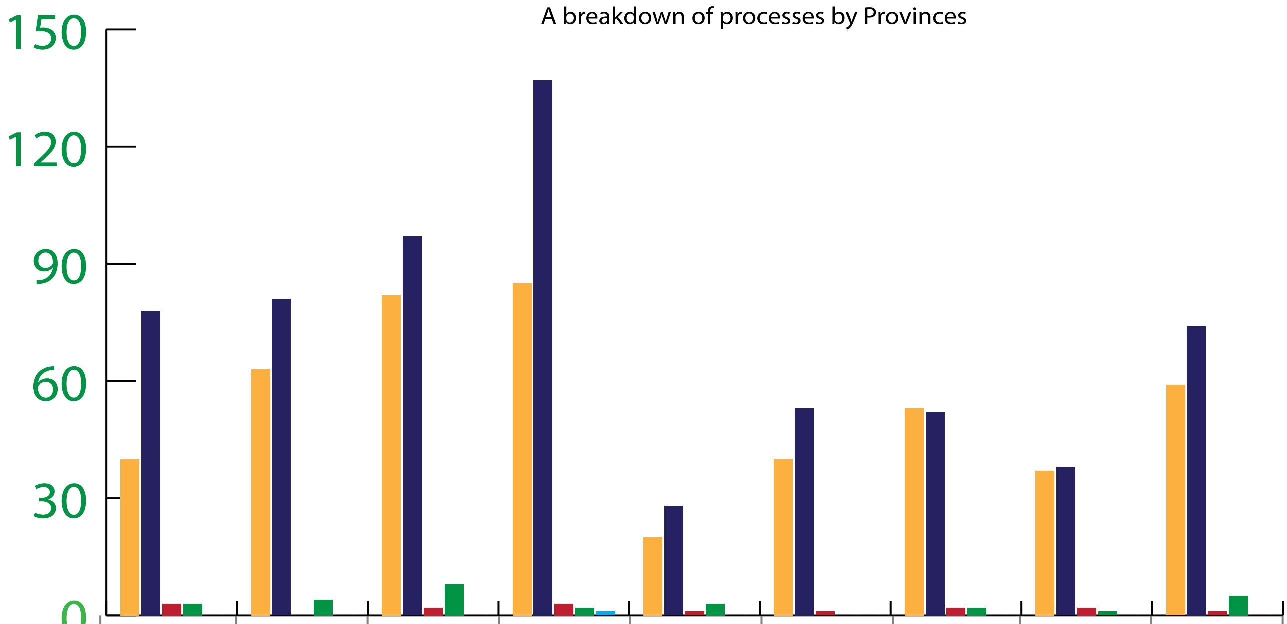
6.2.9. Number of processes scheduled/set down by Provinces

Of the 479 conciliations conducted, 85 conciliations were conducted in Kwa-Zulu Natal followed by the Gauteng, Free State and Western Cape Provinces.

[5] A hearing on a specific legal point, which takes place before the actual case referred, can be heard

The number of arbitration hearings scheduled in the Kwa-Zulu Natal are high as a result of the re-scheduling of arbitrations processes which is linked to the number of postponements and part-heard matters.

Graph Seven: Number of Processes by Provinces



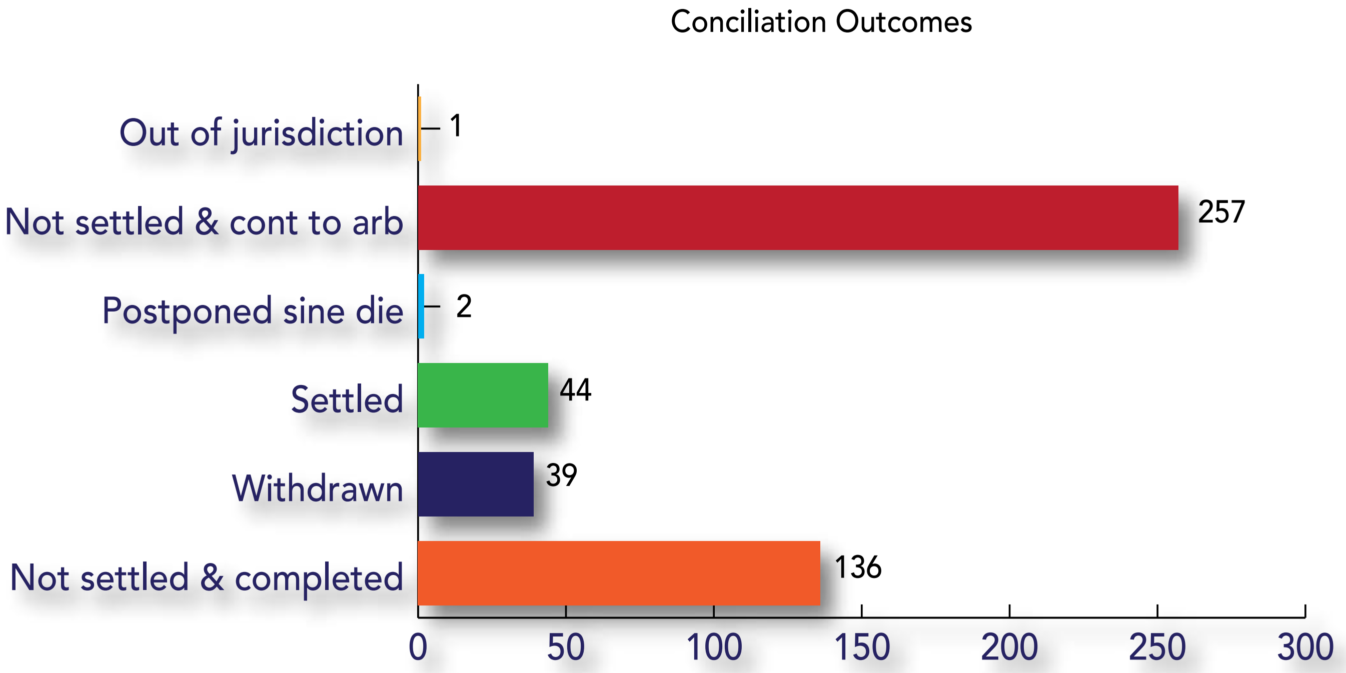
	EC	FS	GP	KZN	LP	MP	NC	NW	WC
Conciliations	40	63	82	85	20	40	53	37	59
Arbitrations	78	81	97	137	28	53	52	38	74
Rescissions	3	0	2	3	1	1	2	2	1
In limine	3	4	8	2	3	0	2	1	5
Taxation	0	0	0	1	0	0	0	0	0

6.3. Process outcomes

6.3.1. Conciliation outcomes

At the conciliation phase 82% of the conciliations remain unresolved. The rate of settlements is at 9% and the withdrawals at 8% at the conciliation phase.

Graph Eight: A breakdown of conciliation processes outcomes



6.3.2. Arbitration outcomes

The Council conducted 638 arbitrations, 128 arbitrations awards were rendered, 173 postponements, 152 withdrawals and 68 settlements.
It is to be noted that 23% of the disputes were withdrawn at arbitration level. The stats indicate a 27% rate of postponement. The reasons for postponements occasioned by parties and panellists range from the following:

- Postponed sine die pending further submissions of documents and investigation.
- By agreement between the parties – no reasons advanced.
- Parties to attempt settlement.
- Postponed pending discussions between the parties.

The pre-arbitration process as envisaged in the DR Procedure is barely used by the parties[6] . A very low usage of less than 1% has been recorded.

[6] Clause 5.4 of the PSCBC DR Procedure

Graph Nine: The graph below illustrates the outcomes of the arbitrations scheduled/conducted

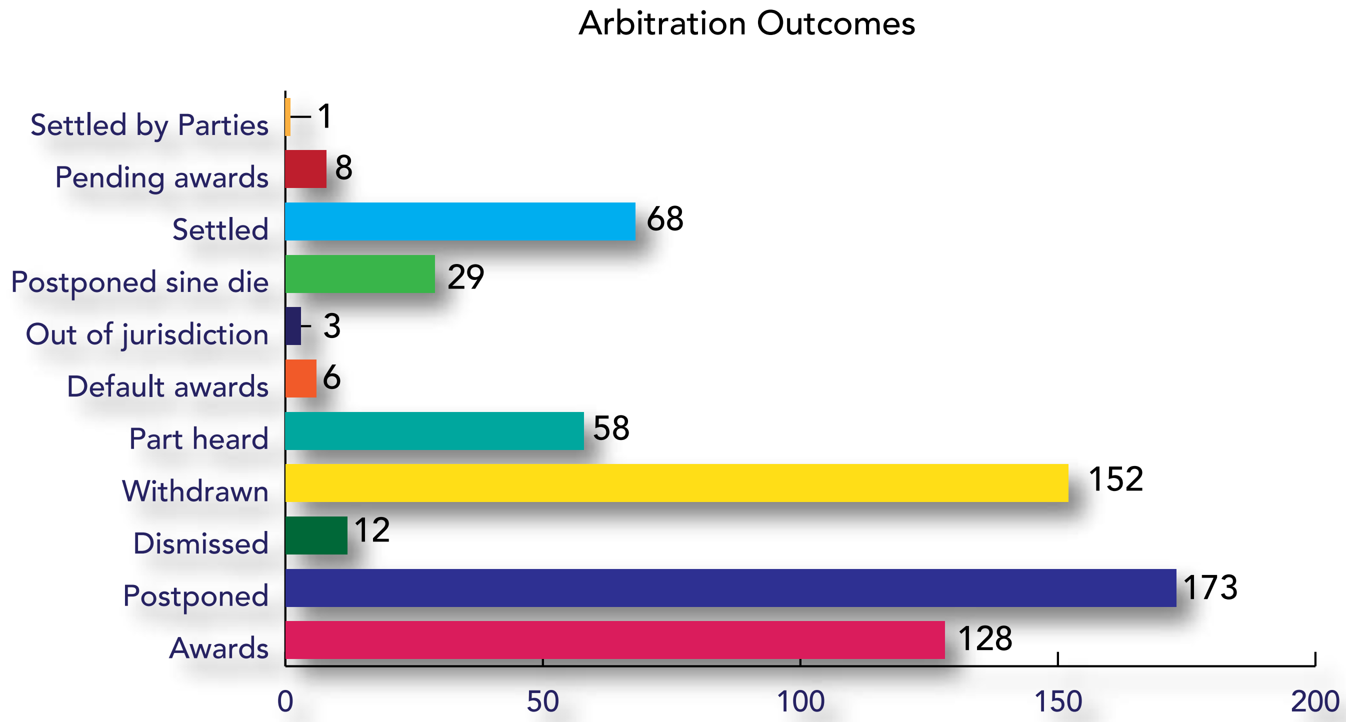


Table B: A breakdown of arbitration outcomes by Provinces

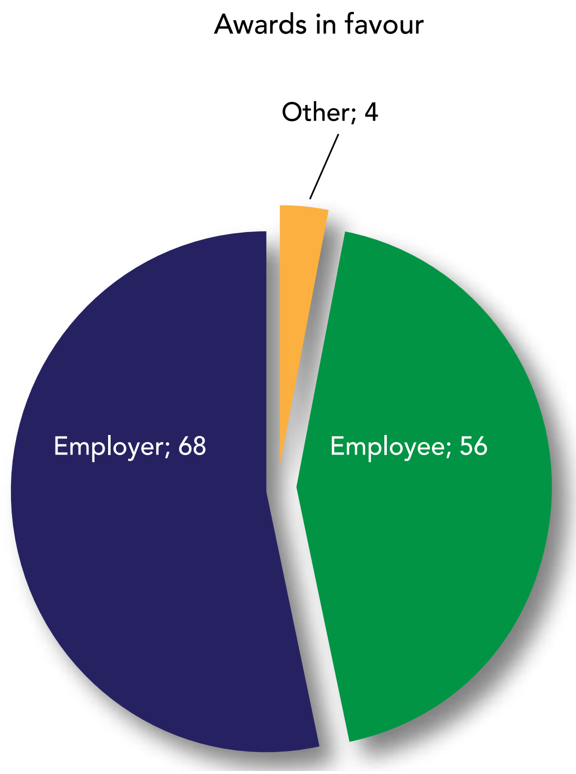
Outcomes	EC	FS	GP	KZN	LP	MP	NC	NW	WC	Total
Awards	11	22	14	24	5	9	4	16	23	128
Default award	1	0	1	2	0	2	0	0	0	6
Dismissed	2	1	3	0	2	2	1	0	1	12
Part heard	9	5	12	12	2	5	2	2	9	58
Postponed	33	7	39	37	10	12	7	6	22	173
Out of jurisdiction	0	0	0	0	0	2	0	1	0	3
Withdrawn	15	37	7	29	2	8	31	8	15	152
Settled	3	9	11	15	7	8	7	4	4	68
Settled by parties	0	0	1	0	0	0	0	0	0	1
Postponed sine die	3	0	6	17	0	3	0	0	0	29
Pending award	1	0	3	1	0	2	0	1	0	8
Total	78	81	97	137	28	53	52	38	74	638

6.3.3. Arbitration awards in favour of employee, employer and out of jurisdiction

Of the total of 128 arbitration awards that were rendered, 68 (53%) were found in favour of the employer, while 56 (44%) were in favour of the unions/employees.

The remaining 4 awards (3%), which were neither in favour of the employee nor the employer, ruled that Council does not have jurisdiction.

Diagram B: A breakdown of arbitration award in favour of



– **A breakdown of award by Issue**

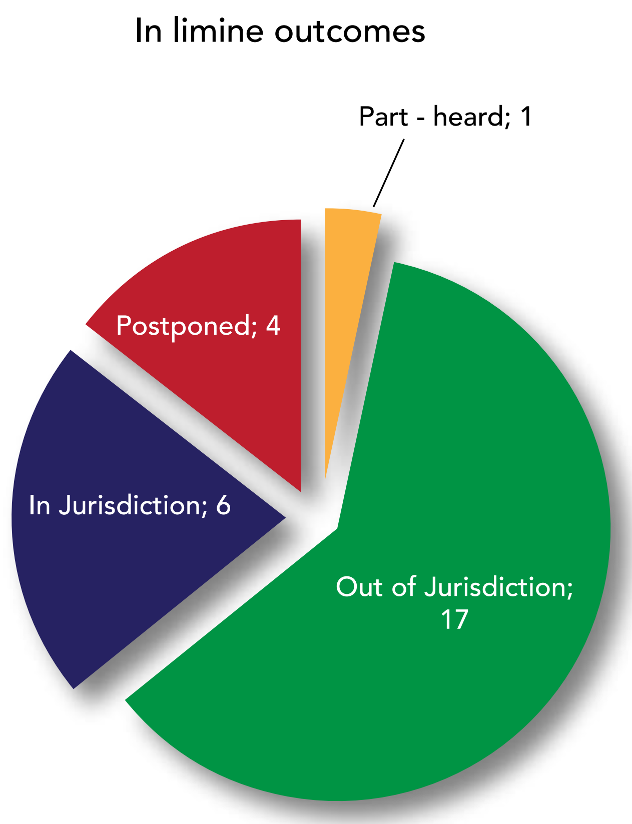
- 30 awards were issued in relation to Resolution 7 of 2000 - improvement in the conditions of service; 14 awards were in favour of the employer, 15 in favour of the employee, and 1 was ruled out of jurisdiction.
- 8 awards were issued in relation to Resolution 14 of 2002 – grievance rules; 8 awards were in favour of the employee.
- 20 awards were issued in relation to Resolution 3 of 2009 – revised salary structure of employees not covered by the OSD; 13 awards were in favour of the employer, 6 in favour of the employee, and 1 was ruled out of jurisdiction.

- 21 awards were issued in relation to Resolution 1 of 2012 – amendment to allow employees whose posts are graded on levels 10 & 12…; 5 awards were in favour of the employee, 15 in favour of the employer, and 1 ruled out of jurisdiction.

6.3.4. Outcomes of in limine processes

Out of 28 in limine processes conducted, 6 were ruled in jurisdiction, 4 postponed, 1 part-heard, and 17 ruled out of jurisdiction.

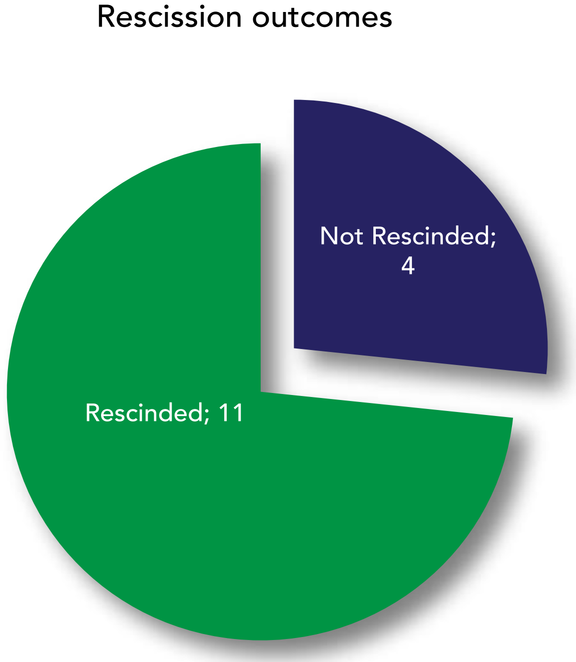
Diagram C: A breakdown of in limine outcomes



6.3.5. Outcomes of rescission processes

Of the 15 rescissions conducted in terms of Section 144 of the LRA, 4 were not rescinded, while 11 were rescinded.

Diagram D: A breakdown of in rescission outcomes



6.3.6. Cases on review

A total of 23 cases have been taken on review to the Labour Court in this reporting period. The statistics indicate that, while the employee party has taken on review 78% of the awards, 22% were taken by the employer party.

Diagram E: A breakdown of party reviewing matters at the Labour Court in terms of Section 145 of the LRA

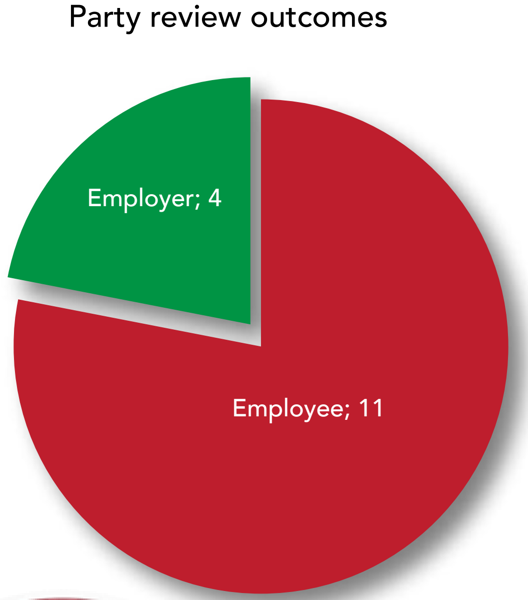


Table C: Matters taken to Labour Court review in the period 2019/20

Case Number	Outcome	LC Number	PSCBC Resolution/Issue	Reviewed By
PSCB688-18/19	Pending Labour Court Appeal	JR1216/2018	Res 7 of 2000 – Leave provisions	Employee party
PSCB658-18/19	Pending Labour Court Appeal	JR2888/17	Res 7 of 2000 – Leave provisions	Employee party
PSCB615-18/19	Pending Labour Court Appeal	JR1148/18	Res 7 of 2000 – Leave provisions	Employee party
PSCB573-18/19	Pending Labour Court Appeal	JR430/18	Res 3 of 2009 – Grade progression	Employee party
PSCB412-17/18	Pending Labour Court Appeal	D736-19	Res 1 of 2012 – Clause 18.1	Employee party
PSCB492-18/19	Pending Labour Court Appeal	C423/2018	Res 7 of 2000 – Leave provisions	Employee party
PSCB466-18/19	Pending Labour Court Appeal	JR31/18	Res 1 of 2012 – Clause 18.1	Employee party
PSCB127-16/17	Pending Labour Court Appeal	D128-20	Res 3 of 2009 – Grade progression	Employer party
PSCB955-17/18	Pending Labour Court Appeal	JR57-20	Res 3 of 1999 – Job evaluation	Employee party
PSCB732-17/18	Pending Labour Court Appeal	JR1325-19	Res 3 of 2009 – Grade progression	Employee party
PSCB16-18/19	Pending Labour Court Appeal	D967-19	Res 3 of 2009 – Grade progression	Employer party
PSCB212-18/19	Set aside	C373-19	Res 1 of 2012 – Clause 18.1	Employee party
PSCB199-17/18	Pending Labour Court Appeal	P106-19	Res 7 of 2015 – Housing Allowance	Employer party
PSCB391-18/19	Pending Labour Court Appeal	C301-19	Res 3 of 1999 – Job evaluation	Employer party
PSCB487-16/17	Pending Labour Court Appeal	D64-19	Res 3 of 1999 – Job evaluation	Employer party
PSCB150-15/16	Pending Labour Court Appeal	JR511-19	Res 1 of 2012 – Clause 18.1	Employee party
PSCB771-17/18	Pending Labour Court Appeal	D103-19	Res 3 of 1999 – Job evaluation	Employee party
PSCB658-18/19	Pending Labour Court Appeal	JR1596-19	Res 7 of 2000 – Leave provisions	Employee party
PSCB589-17/18	Pending Labour Court Appeal	JR1160-19	Res 1 of 2012 – Clause 18.1	Employee party
PSCB304-15/16	Pending Labour Court Appeal	JR340-19	Res 1 of 2012 – Clause 18.1	Employee party
PSCB517-16/17	Pending Labour Court Appeal	JR1088-19	Res 1 of 2012 – Clause 18.1	Employee party
PSCBC169-19/20	Pending Labour Court Appeal	JR564/18	Res 1 of 2012 – Clause 18.1	Employee party
PSCBC27-19/20	Pending Labour Court Appeal	JR1050/18	Res 1 of 2012 – Clause 18.1	Employee party

7. CORPORATE SERVICES UNIT

7.1. Overview

The Constitution of the Public Service Co-ordinating Bargaining Council provides for the functions and powers of the Council in relation to the finances, which are as follows:

- Establish and administer a fund to be utilized for resolving disputes, collective bargaining and general administration of the Council; and
- Raise, borrow, lend, levy and invest funds.

7.2. Finance Committee

The Finance Committee has been established as a sub-Committee of the Council. The role of the Finance Committee is to scrutinise the financial activities of the Council and to make recommendations to the Executive Committee on these activities.
The Duties of the Financial Committee listed below are found in the Finance Policy and Procedure Manual:

- Formulate financial policies and procedures;
- Recommend practical ways of implementing these policies;
- Review budgets and recommend to the Council;
- Review financial statements and ensure that financial policies and procedures are adhered to;
- Discuss the audited financial statements and management report with the auditors;
- Consider and recommend the acquisition of capital expenditure items within the budget;
- Discuss and manage the expenditure of special projects; and
- Cash flow management (including treasury functions).

7.2.1. Meetings

The Finance Committee held four meetings during the financial year, with attendance as follows:

	4 June 2019	3 October 2019	16 October 2019	3 March 2020
Ms I. Dimo	✓	✓	✓	✓
Mr M. Phophi (Vice-Chairperson Employer)	✓	✓	×	×
Mr C. Nanto (Vice-Chairperson Labour)	×	✓	×	×
Mr P. Ndala (NEHAWU)	✓	×	×	×
Ms N. Xulu (NEHAWU Replaced Mr Ndala)	×	×	✓	×
Mr S. Masemola (POPCRU)	×	✓	×	✓
Ms L. Motshwane (SADTU)	✓	✓	✓	✓
Mr T. Sonyathi (DENOSA)	✓	×	✓	×
Ms A. Portland (DENOSA replaced Mr Sonyathi)	×	×	×	✓
Mr H. Brynard (DPSA)	✓	✓	✓	✓
Mr V. Sakala (DPSA)	✓	✓	×	×
Mr A. Mnone (DPSA)	×	×	✓	✓
Ms K. Masemola (National Treasury)	×	×	×	✓

7.3. Financial analysis

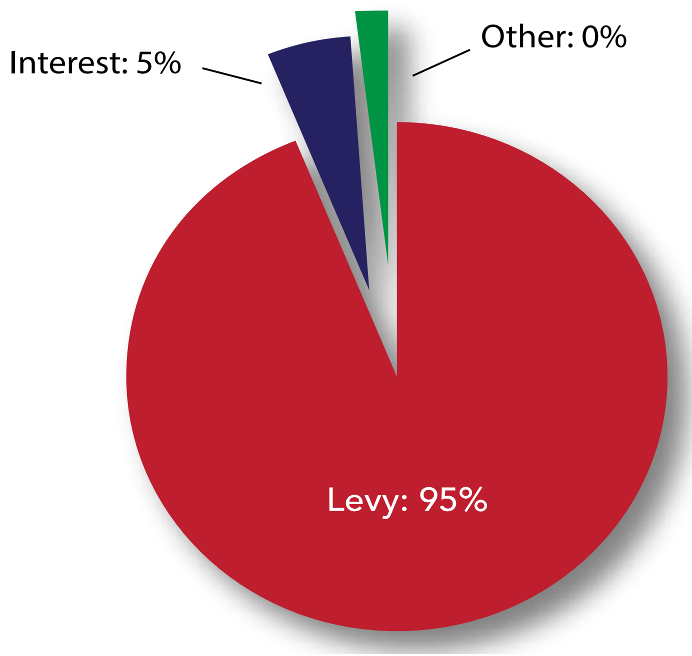
7.3.1. Levy Account

Total Income – Levy Account
The overall income for the Council during the 2019/2020 financial year was R43, 604,998, of which:

- 94% was generated out of the levies from the public service as per Resolution 2 of 2013,
- 5% was generated from interest earned on levies and reserves,
- 1% was generated from other income.

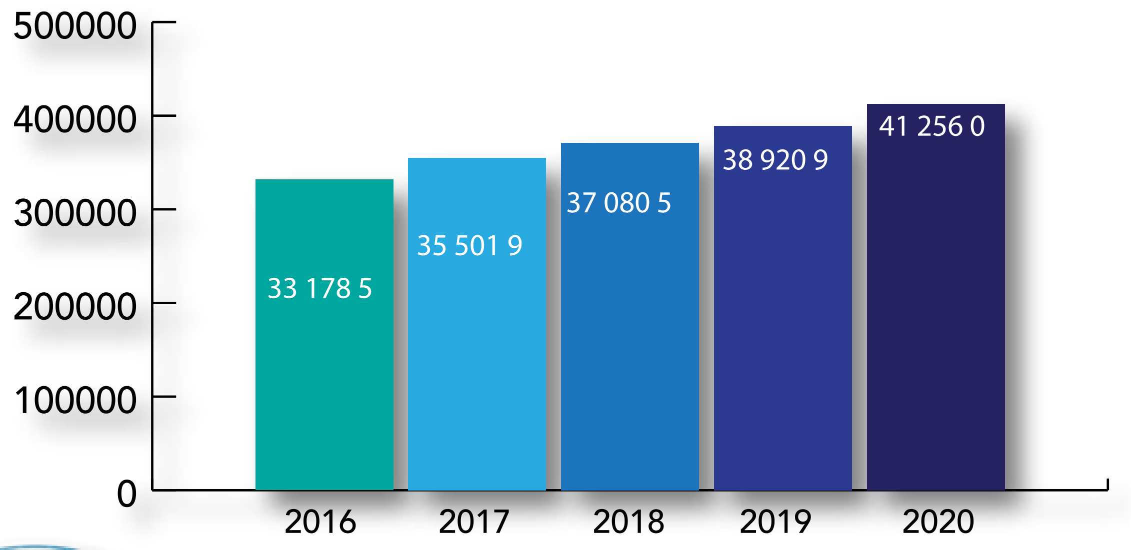
The levies of R41,256,024 received were slightly higher than the projected income of R40,944,880. Other income total of R177,939 was lower than the projected of R211,588 due to a lower income received from the CCMA subsidy income in the current year. The previous year income was higher due to sponsorships received for the Collective Bargaining Indaba event. An increase in interest income was received as compared to budget due to surplus funds reinvested in the current year.

Total Income for the period 1 April 2019 to 31 March 2020



The graph below illustrates annual increases to the PSCBC Levy, based on National Treasury's year-on-year projected Consumer Price Index (CPI) as per Resolution 2 of 2013.

Annual Levy Income



Termination of Levy Agreement

Levy income is collected in terms of PSCBC Resolution 2 of 2013. This agreement lapsed in the 2019/2020 financial year. At the Council strategic planning session held in November 2019, Council agreed to consider a Basic Wage Percentage Contribution method as oppose to the current Fixed Rand funding methodology. The research will be presented for deliberation by Council.

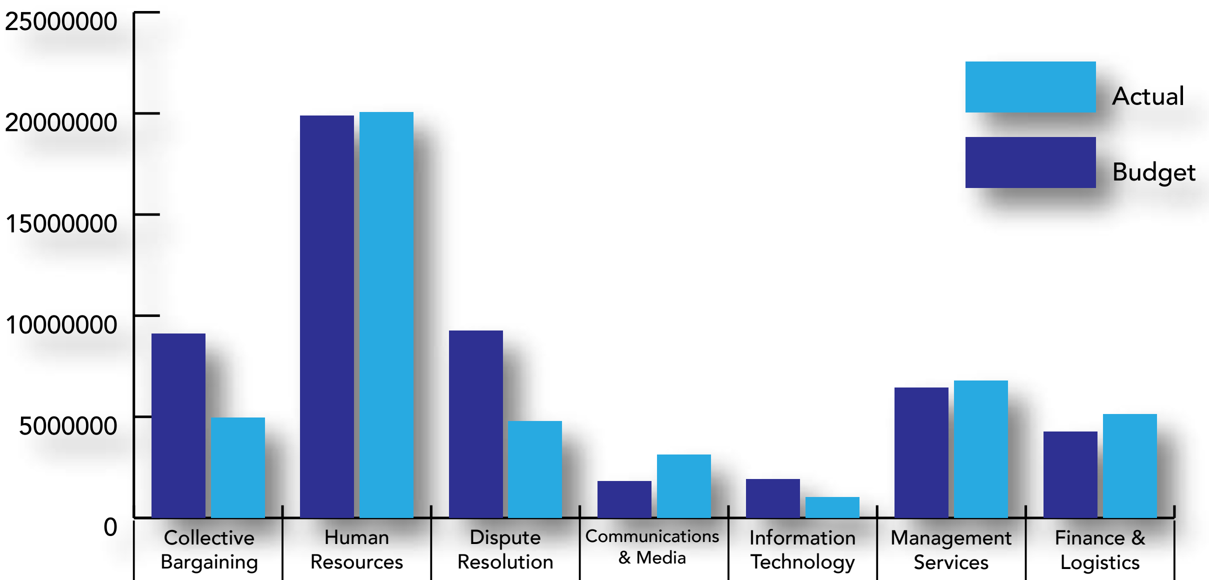
Total Expenditure – Levy Account

The overall expenditure for the Council during the 2019/2020 financial year amounts to R45,874,033, which was lower than the projected expenditure of R 52,652,498.

The graph below depicts the departmental expenditures:

Actual expenses per department were lower than budget, except for Communications and Corporate Services. Included in the Communications expenditure are the following Council approved marketing events, SADTU, NEHAWU, POPCRU, DENOSA, PEU, DPSA, SAPS, GPSSBC, GEMS, GEPF and ILO Centenary Celebration. Corporate Services budget understated by the non-inclusion of depreciation amount of R1,596,447, being a non-cash item.

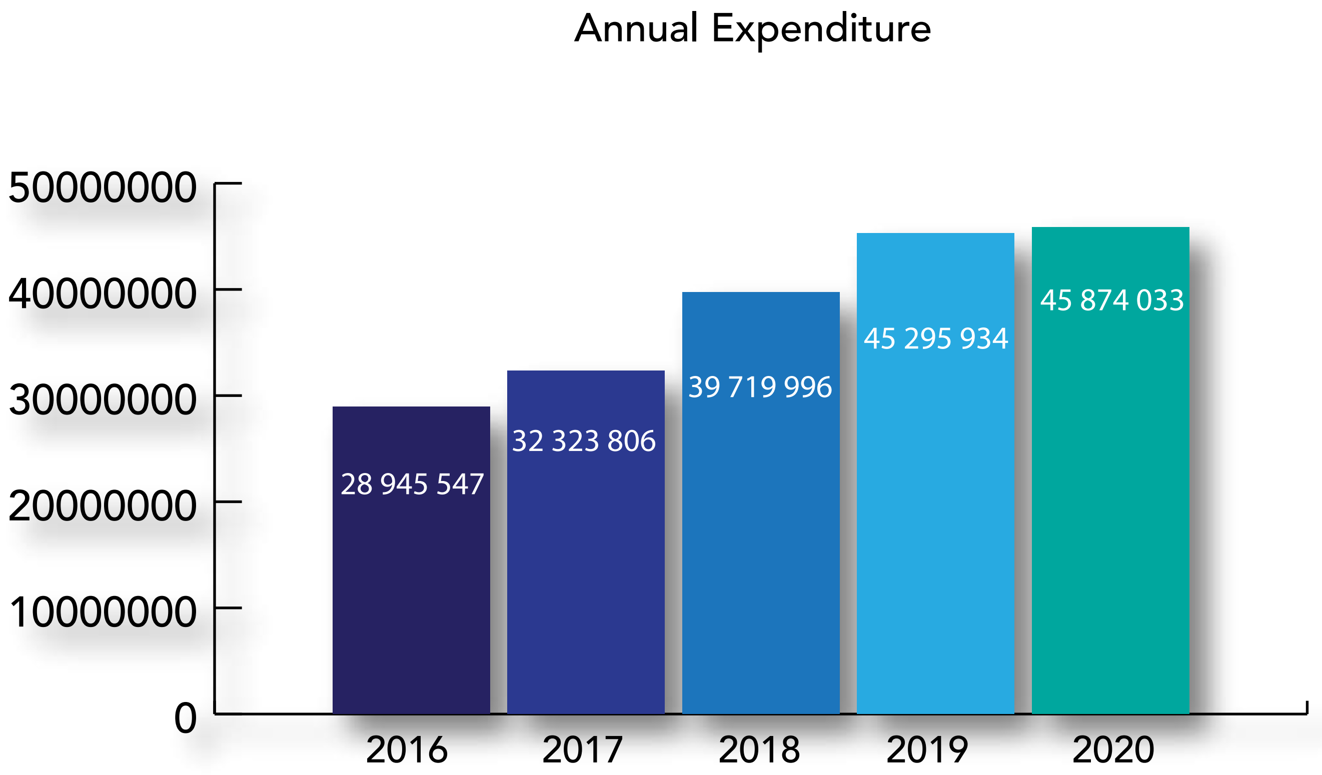
Budget versus Expenditure
YE2020



	Collective Bargaining	Human Resources	Dispute Resolution	Communications & Media	Information Technology	Management Services	Finance & Logistics
Budget	9 103 248	19 876 132	9 252 479	1 809 370	1 913 400	6 436 105	4 261 764
Actual	4 958 623	20 070 452	4 795 251	3 126 448	1 027 731	6 777 536	5 117 992

2019/20

The graph below indicates the expenditure over the last five years. An increase in the expenditure graph in 2018 is expected, due to the levy increase, therefore allowing Council to implement its strategic objectives with the available funds.

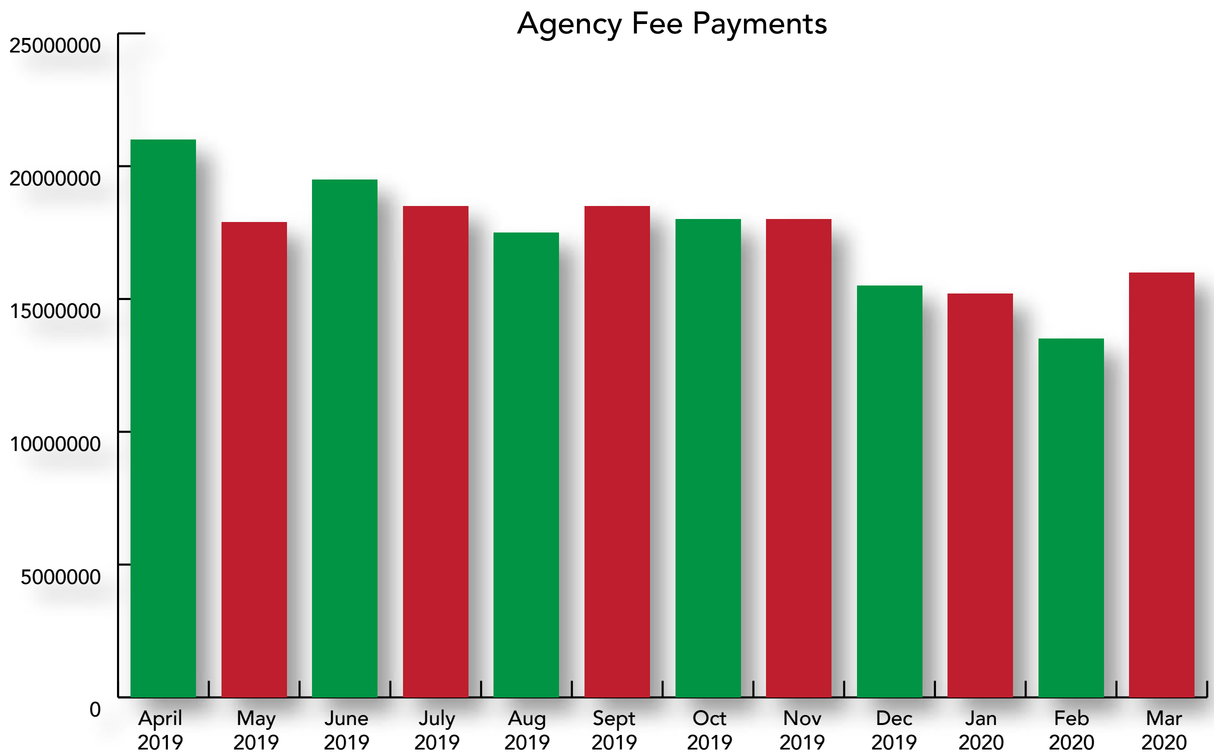


7.3.2. Agency Fee Account

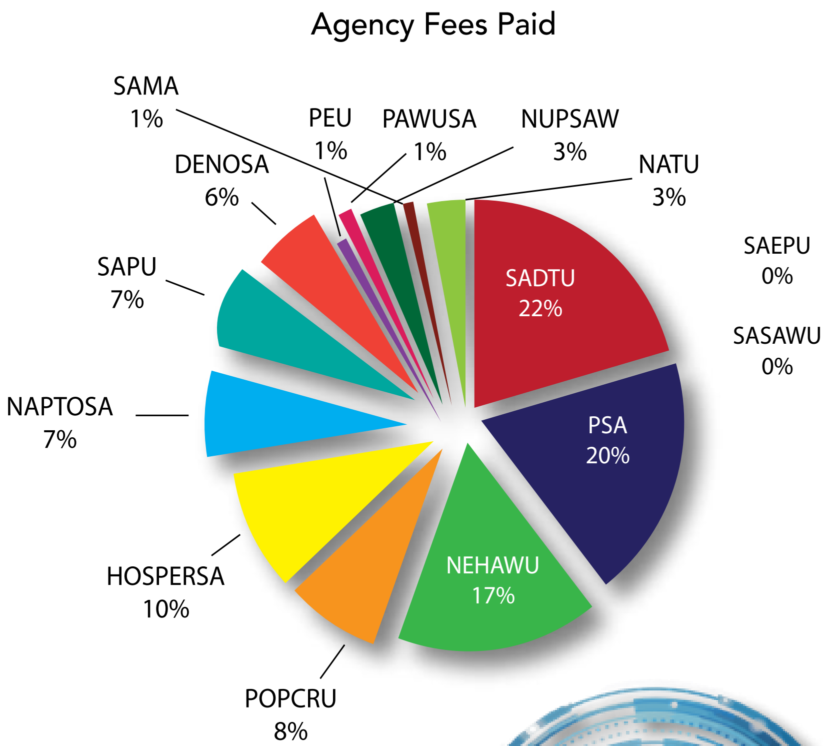
Agency Shop Fee Account – Disbursements to Admitted Trade Unions

An amount of R227,992,795 was received for the 2020 financial year for distribution to the unions. Included in this distribution amount is an amount of R14,902,221 (inclusive of capital and interest portion payable to POPCRU at the required time of disbursement), which was allocated and payable to POPCRU. These funds are currently withheld, pending compliance to Resolution 1 of 2005 regarding the submission of Agency Fee audited financial statements for the year ended March 2019.

The graph below illustrates the total amount distributed to unions per month in terms of Resolution 2 of 2010. The variance in the agency fee payment graph is due to funds which were withheld from trade unions due to the non-submission of Agency Fee audited financial statements:



The graph below depicts the agency fees paid in accordance to the vote weights:



The agency fee payment percentage is much lower than the vote weight percentage for POPCRU, due to funds withheld, pending compliance to Resolution 1 of 2005 regarding the submission of Agency Fee audited financial statements for the year ended March 2019.

The PSCBC requires Trade Unions to submit audited financial statements of the separate agency fee accounts by June of each year. Those Unions which do not meet the deadline are entitled to request an extension until the end of September. Should Unions not submit such statements, agency fee payments are withheld until such statements are submitted to the Council.

The Trade Unions audited financial statements are submitted to the Council's auditors. Council auditors report on the usage of funds, to ensure compliance with Section 25 (3) (d) of the Labour Relations Act, as well as PSCBC Resolution 1 of 2005.

7.3.3. Property Development; Die Hoewes Ext 213

During the 2020 financial period, the progress in developing the new PSCBC building advanced to an advertisement being placed in national print media, inviting professional organizations in the Built Environment industry to register on the PSCBC supplier database.

Appointment of Project Manager: Construction of new PSCBC Office Park

The PSCBC Executive Committee appointed a Construction Project Manager as a subject matter expert and to act in the best interest of the PSCBC, in overseeing the construction of the new office building. The Construction Project Manager is managed and guided by the PSCBC Executive Council's prescriptions and requirements and does not act in autonomy.

The PSCBC Executive was cautious and deliberate in procuring the services of a Construction Project Manager who is registered with an industry professional body and whose responsibilities, services, remuneration and conduct are in line with the guidelines provided for by the South African Council for the Project and Construction Management Profession and as per the Government Gazette.

Appointment of Professional Services: Architect, Quantity Surveyor and Civil and Structural Engineers

Building professionals specializing in the following fields responded by submitting applications for the following disciplines:

- Architects, SACAP. Electrical and Electronic Engineers, ECSA. Fire Prevention and Protection Specialists, ECSA;
- Mechanical and Wet Services Engineers, ECSA. Quantity Surveyors / Cost Consultants, SACQSP;
- Structural and Civil Engineers, ECSA. Environmental Impact Assessment, Occupational Health & Safety.

One hundred and four (104) applications were received from different professionals.

A briefing session was held with service providers to communicate the service specifications and project requirements. A shortlisting process was carried out from the submissions received, and the following organizations were appointed in their various disciplines:

- Architectural Services: Consultium Architects and Urban Designers (Pty) Ltd
- Quantity Surveying: Morei Matji and Associates CC
- Civil and Structural Engineering: MSBR Consulting (Pty) Ltd

The next phase of the development progress involves the short listing and appointment process of Electrical, Mechanical, Fire, Wet Services, Health, Safety & Environmental services and the presiding Construction Company.

7.4. The Year Ahead

The overall status of Council's finance is in good standing. While the lapsed levy agreement poses an income risk in the long term, Council remains committed to deliberate on this matter.
Looking ahead, in light of the lockdown imposed by the outbreak of the COVID-19 pandemic, the Council remains committed to serving the public servants through organizational and operational adaptation, as well as risk mitigation during these challenging times. Our commitment to the public servants remains our priority.

The COVID-19 pandemic strikes at the dawn of strategic organizational advancement, wherein the PSCBC had proceeded with implementing and positioning itself as a pioneer organisation, leading the adaptation of the 4th industrial revolution by enabling the public to access the services of the PSCBC from both its offices and through remote working conditions, such as systems being the Collaborator, which has been extended to include a Portal that enables working from procedures, and ensuring that productivity and services are not compromised.

8. HUMAN RESOURCES UNIT

8.1. Overview

The PSCBC's Human Resource Unit has remained committed to staff retention, organizational growth through filling of vacancies in line with the organizational structure, promotions, as well as employee wellness.

8.2. Staff Retention

Over 20% of the staff complement celebrated their 10-year anniversary during the 2018/2019 financial year, and this has been carried through to the 2019/2020 financial year, with three more staff members celebrating their 10-year milestones.

Name & Surname	Years of Service	Current Position
Dineo Choshi	10 Years	Officer: Dispute Management
Lebogang Papo	10 Years	Administrator: Dispute Management
Rekha Sooknunan	10 Years	Administrator: Corporate Services

8.3. Resignations

Council received the following resignations, and in the process, lost one of its longest serving employee through retirement:

Name & Surname	Position	From
Shohana Toli	Senior Officer: Collective Bargaining	30 April 2019
Ruth Molaudzi	Officer: Enforcement	30 June 2019 (Retired)

8.4. Appointments

The following appointments were made during the year under review, including the promotion of two internal staff members, as well as the addition of three new individuals to the PSCBC team.

In addition, capacity building was also made a priority, with at least two experiential learning appointments being made.

Name & Surname	Position	From
Deogracia Mathabe	Registry Clerk	01 June 2019
Mpho Moseki	Senior Officer: Colective Bargaining	01 June 2019
Shana Trail	Officer: Marketing, International Relations and Strategic Partnerships	01 June 2019
Tsumbedzo Tshinavha	Officer: Negotiation Support Chambers	01 June 2019
Koketso Mocheko	Senior Officer: Case Management	01 September 2019
Cyla Kok	Job Shadowing: Dispute Management	19 June 2019 – 12 June 2019
Cyla Kok	Internship Programme: Dispute Management	01 January 2020
Dolly Ntsimane	Experiential learner: Dispute Resolution Unit	01 September 2019 – 31 December 2019

8.5. Vacant Positions

The following positions are vacant, and the Council is in the process of filling them to ensure that organizational and operational obligations are met. Two of the below-mentioned vacancies are envisaged to be filled within the first quarter of the new financial year.

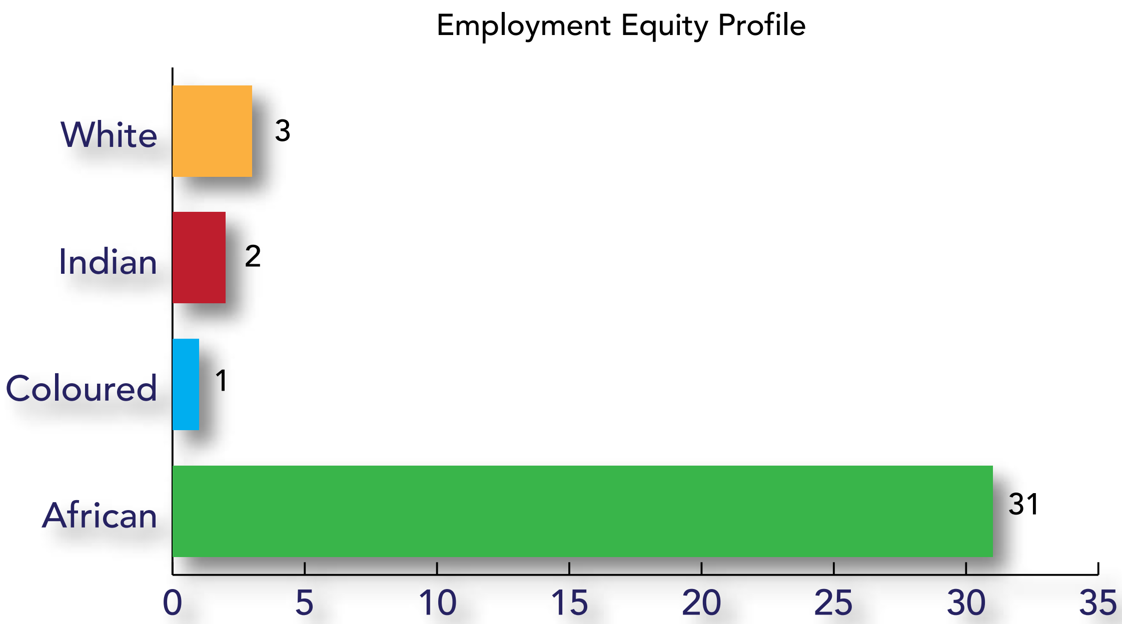
The process for the appointment of officials for the remaining vacancies will be put in motion once structural requirements, such as office space, have been finalized.

1. Manager: Internal Audit
2. Senior Officer: Monitoring and Evaluation
3. Officer: Enforcement
4. Senior Administrator: Task Teams and Committees
5. Administrator: Communications

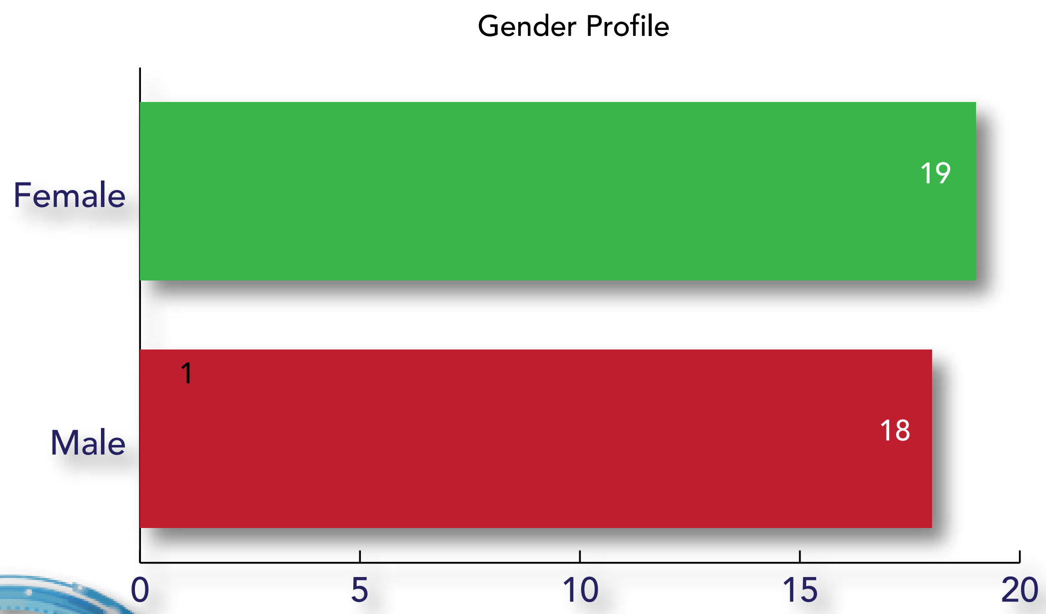
6. Administrator: Enforcement
7. Administrator: Research
8. Administrator: Resource Centre

8.6. Profile Representation

Employment Equity Profile



Gender Profile



8.7. Skills Development

During the period under review, Council continued to show commitment to the Skills Development Act.

The following bursaries were awarded:

Bursaries awarded	Employees
Diploma in marketing management (IMM Graduate School)	Shana Trail
Bachelor of Laws (UNISA)	Petunia Bhengani
Diploma in Labour Relations (Intec College)	Lebogang Papo
Certificate in Office Administration (Damelin – Institute of Certified Bookkeepers)	Evelyn Molaudzi
National Certificate in Supply Chain Management (Intec College)	Divine Ngwenya
MSc Engineering Project Management (University of Portsmouth –UK)	Olumuyiwa Olomo
Bachelor of Arts, Honours in Development Studies (UNISA)	Makwena Ramaru

The following short courses were attended:

Short courses attended	Employees
Project Management (NQF level5)	Makwena Ramaru
Conflict Resolution and Negotiation Skills	Tsumbedzo Tshinavha
Sage Pastel Payroll – Principles of Payroll Tax	Zanele Zwane
Sage Pastel Payroll – Self Service	Zanele Zwane
Financial Skills Programme (NQF Level 5) • Manage finances of a business unit • Apply accounting principles and procedures in the preparation of reports and decision making. This programme was an initiative of the National Association of Bargaining Councils (NABC).	Petunia Bhengani Kwena Manamela Setshaba Mashifane Deogracia Mathabe Cwayita Mbaba Mpho Moseki Tseke Mphahlele Christopher Phiri Makwena Ramaru Bianca Singh Rekha Sooknunan

Discovering Microsoft Excel	Petunia Bhengani Dineo Choshi Kwena Manamela Setshaba Mashifane Koketso Mocheko Refilwe Msiza Mbulaheni Netshifhefhe Divine Ngwenya Makwena Ramaru Rekha Sooknunan
Microsoft Excel on Steroids	Mbuso Mdingi Wandile Mgobhozi Mmathapelo Mongwe Portis Seeletso Bianca Singh Zanele Zwane

The following workshops and seminars were attended:

Workshops and seminars	Employee
With the increase in our staff complement and the rapid developments in social media and the world of work, all staff members were trained on • The Use of Social Media in the workplace • Sexual Harassment in the Workplace	All staff members
Juta's Annual Labour Law Seminar (Juta and Company)	Frikkie De Bruin Petunia Bhengani Valencia Kola Xolani Magagula Wandile Mgobhozi Mbulaheni Netshifhefhe Oomang Parag Christopher Phiri
Case Law Updates (Labour Guide)	Petunia Bhengani Koketso Mocheko Mbulaheni Netshifhefhe
7th Biennial SAMEA Conference – An Introduction to Public Sector Evaluation in South Africa	Christopher Phiri
The Protection of Personal Information Act (Labour Smart Training)	Mbulaheni Netshifhefhe Christopher Phiri

Mid-Year Payroll Seminar (SAGE)	Xolani Magagula Zanele Zwane
SASLAW 21ST Annual Conference (South African Society for Labour Law)	Petunia Bhengani
Seminar on Combating Sexual Harassment in the Workplace (Mediate Works)	Petunia Bhengani Christopher Phiri Xolani Magagula
Labour Law Amendments for 2019 (Labour Smart)	Mbulaheni Netshifhefhe
Annual Payroll Tax Seminar (SAGE) and Annual Payroll Tax Update (SAGE)	Wandile Mgobhozi Portia Seeletso Xolani Magagula Zanele Zwane

In the table above, the "Seminar on Combating Sexual Harassment in the Workplace" is repeated.

In addition to the above training and development programmes engaged by the PSCBC staff, we have maintained positive feedback from the Public Service Sector Education and Training Authority (PSETA) with an approved Workplace Skills Plan (WSP) for 2019/20, and the first approved Annual Training Report (ATR) for 2018/19.

8.8. Employee Wellness

For the year under review, Council has emphasized and showcased its commitment to employee wellness through hosting a Corporate Family Day to celebrate and appreciate the PSCBC family at large.

The inaugural PSCBC Corporate Family Day was a way of giving back to the families of the immediate PSCBC staff complement. In his opening speech, the General Secretary of the PSCBC stated that, in most instances, staff members spend more nights and weekends attending to corporate assignments than spending time with their families. This was thus a way of showing appreciation to the families of the PSCBC staff for their role in supporting their mothers/ fathers/ brothers/ sisters in being valuable members of the PSCBC.

This also presented an opportunity for collaborative efforts from the PSCBC's strategic partners, who donated various items to ensure that the event was a resounding success, namely:

- Standard Bank
- WealthEase
- Medihelp

Various activities were facilitated on the day and these ranged from giant jenga, giant dominos, 4-man bungee trampoline, carousel – Ladybirds, mechanical bull, as well as face paints, to name a few. The General Secretary further took part in the handing over of gifts to all the children who were present on the day.

The 2019 MTN Walk the Talk marked the third consecutive participation in the event and also the commemoration of 25 years of democracy. The 2019 walk introduced a limited edition of the 25Km walk, in which four of our staff members completed successfully. Some staff members participated in the 15km walk, while other staff members participated in the 5km and 8 Km walk respectively, lead by the General Secretary and the Chairperson of Council.

The 2019 year-end function saw staff members traveling off-site to engage in activities that would invoke and enhance team spirit through activities that tested their survival abilities. This was a true test of the phrase "lean on me", as staff members had to rely on their fellow team members to complete the challenges of the day. Despite the slight drizzling weather on the day, PSCBC staff members displayed a "never give up" attitude as they completed all the activities scheduled for the day.

Staff members also engaged in the Council's traditional exchanging of gifts, which is aimed at breaking any barriers, as staff members participate in the appreciation of one another as valuable members of the PSCBC team. Organisational gifts were further given as a form of appreciation to staff.

8.9. The Year Ahead

The sudden shock of the COVID-19 pandemic and the rise in infected South Africans led the PSCBC to adapt, and hence, to table and produce a "work from home" policy, which guides operational productivity, while maintaining the much-needed and mandatory social distance so as to curb the spread of this virus amongst the Council's most valuable assets, the human resources.

The COVID-19 pandemic has not only challenged the day-today operations of economic and workplace activity, it has also insisted that the PSCBC as an organization, adapt and evolve swiftly and effectively to be productive during this tumultuous time, and be committed in honoring its employment, service and organizational deliverables.

The adaptation of the PSCBC has seen the organization not only tabling the work-from-home policy, but also providing its personnel with the necessary resources to work from home, be productive, and ensure that the council remains active in its obligations to its constituents.

8.10. Secretariat Profile 2019/20

OFFICE OF THE GENERAL SECRETARY

Frikkie De Bruin
General Secretary

Makwena Ramaru
Executive Assistant

COLLECTIVE BARGAINING

Valencia Kola
Senior Manager: Collective Bargaining

Mpho Moseki
Senior Officer: Collective Bargaining

Mbuso Mdingi
Senior Officer: Research

Mmathapelo Mongwe
Officer Research

Tseke Mphahlele
Officer: Negotiations Support Chambers

Tsumbedso Tshinava
Officer: Negotiations Support Chambers

Refilwe Msiza
Senior Administrator: Council & EXCO Support

Setshaba Mashifane
Administrator: Collective Bargaining

DISPUTE MANAGEMENT

Petunia Bhengani
Senior Manager: Dispute Management

Manus Netshifhefhe
Resident Panellist

Koketso Mocheko
Senior Officer: Dispute Management

Dineo Choshi
Officer: Dispute Management

Lebogang Papo
Administrator: Dispute Management

CORPORATE SERVICES

Wandile Mgobhozi
Senior Manager:
Corporate Services

Portia Seeletso
Senior Officer:
Finance

Olumuyiwa Olomo
Senior Officer:
Information Technology

Sonnyboy Manyane
Senior Officer: Logistics,
Procurement & Facilities

Xolani Magagula
Senior Officer:
Human Resource

Bianca Singh
Officer Finance:
Creditors

Zanele Zwane
Officer Finance:
Debtors

Divine Ngwenya
Officer: Logistics,
Procurement & Facilities

Cwayita Mbaba
Officer: Information
Technology

Rekha Sooknunan
Administrator:
Corporate Services

Deogracia Mathabe
Registry Clerk

Phillip Kgoadi
Driver

Debra Kutumela
Receptionist

Evelyn Molaudzi
Cleaner

Busisiwe Makgaretsa
Cleaner

STRATEGIC MONITORING AND EVALUATION

Christopher Phiri
Manager: Strategic Monitoring & Evaluation

COMMUNICATIONS

Oomang Parag
Manager: Communications

Kwena Manamela
Senior Officer: Communications

Shana Trail
Officer: Marketing, IR & Strategic Partnerships

Innocent Madlala
Administrator: Communications

9. COMMUNICATIONS UNIT

9.1. Overview

The Communications Section plays an integral role in ensuring that the Council imparts its communication both internally and externally to achieve the strategic goals of the organisation. The strategic objective of the Sections is to enhance and augment the liaison, marketing, and to develop the organizational brand both nationally and internationally.

In its integrated approach in order to attain its strategic objectives, the Section focuses and oversees the following areas: branding, marketing, media (social media included), communication, resource centre, events, stakeholder relations, and strategic partnerships.

Policies and procedures are integral to the operations of the Section in order to satisfy all communication needs and strategies of the Council. The integration and synergy of all media mediums provide a coherent method of communication with stakeholders and the general public, which enhance the brand and image of the Council.

This part of the report will describe in detail the key undertakings performed by the Communication Section for the 2019/2020 financial year.

9.2. Website

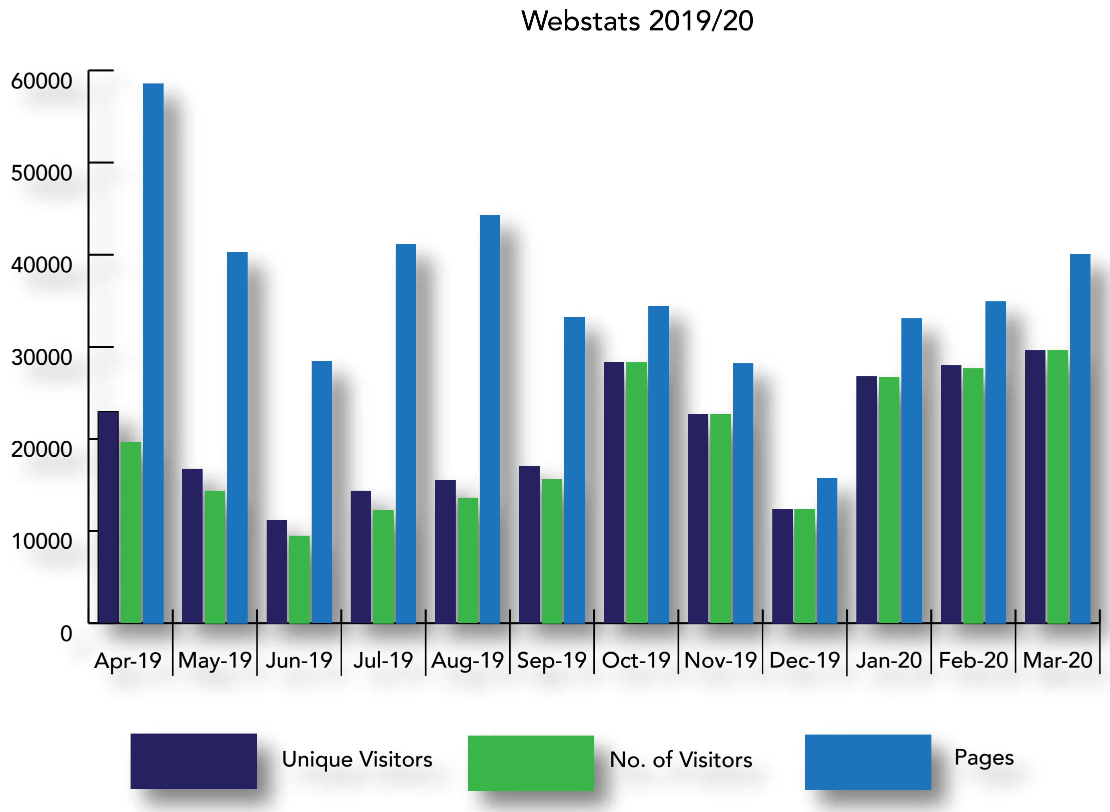
The website remained a fundamental and versatile tool for disseminating information to stakeholders (internally and externally) within this period. We have placed much emphasis and put in a lot of effort in establishing and enhancing our online footprint. The website has assisted us immensely in growing our brand awareness, and this is evident from the statistics as highlighted below.

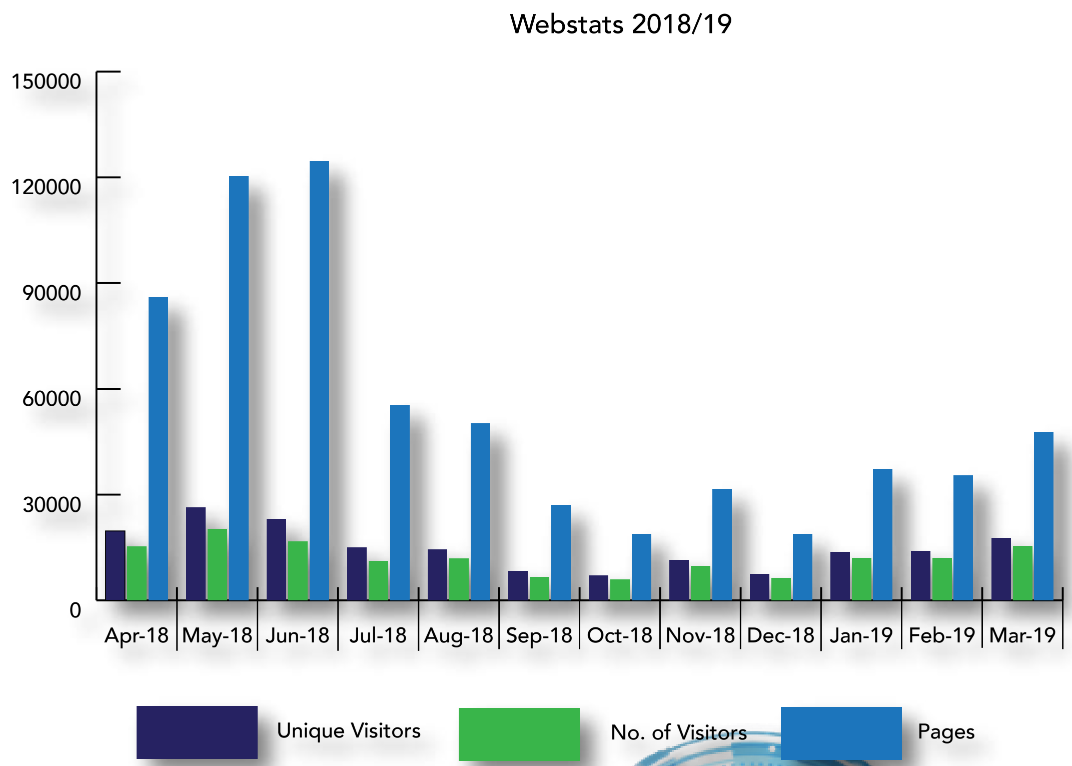
Our website is a multi-level integration of various resources and services which are updated in real time. We have maintained synergy between our website and our social media platforms and have used it interchangeably with our social media platforms. This ensures that any updates on the website are also depicted on social media, and vice versa.

The table and graphs below provide a summary of the statistics regarding our website usage. The number of unique visitors, the number of visits, and pages are included. "Unique visitor" is a term used in web analytics to refer to a person who visits a site at least once within the reporting period. Each visitor to the site is only counted once during the reporting period. So, if the same IP (internet protocol) address accesses the site many times, it still only counts as one visitor. Visitors are the total number of people who have accessed the website. Pages refer to the number of pages opened within the website. These include links that are contained within pages.

2019/20	Unique Visitors	No. of Visitors	Pages
APR 2019	23 006	19 677	58 583
MAY 2019	16 752	14 375	40 309
JUN 2019	11 193	9 501	28 460
JUL 2019	14 372	12 268	41 173
AUG 2019	15 514	13 605	44 320
SEP 2019	17 026	15 639	33 267
OCT 2019	28 350	28 312	34 459
NOV 2019	22 678	22 715	28 208
DEC 2019	12 367	12 357	15 732
JAN 2020	26 799	26 725	33 078
FEB 2020	28 009	27 666	34 942
MAR 2020	29 636	29 627	40 085
Total	188 057	175 174	357 589

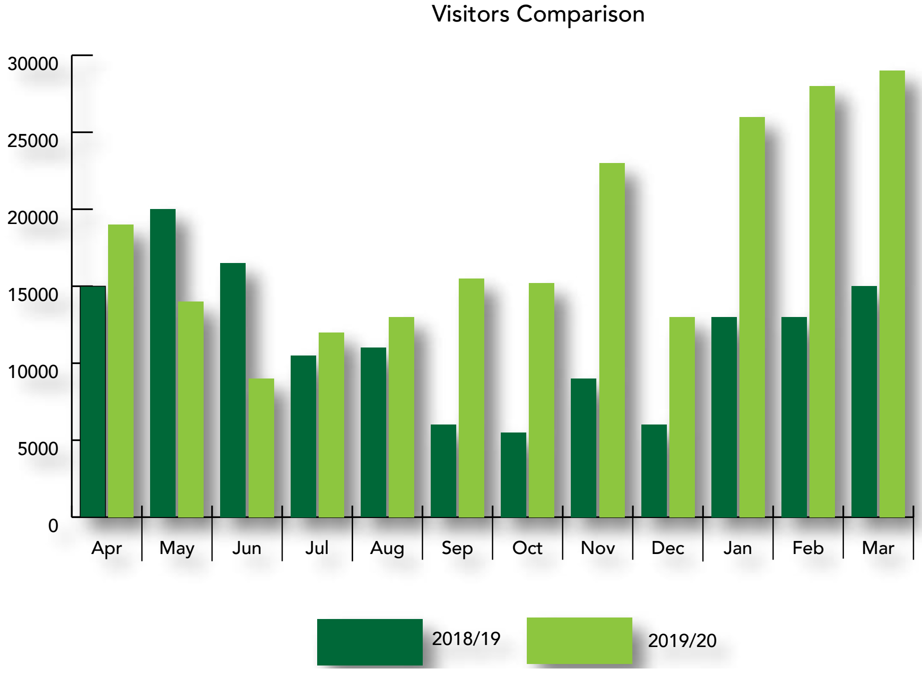
2018/19	Unique Visitors	No. of Visitors	Pages
APR 2018	19 683	15 324	85 925
MAY 2018	26 321	20 268	120 340
JUN 2018	23 088	16 697	124 532
JUL 2018	14 959	11 088	55 429
AUG 2018	14 395	11 824	50 213
SEP 2018	8 239	6 566	27 018
OCT 2018	7 014	5 870	18 854
NOV 2018	11 439	9 651	31 508
DEC 2018	7 465	6 277	18 763
JAN 2019	13 645	12 060	37 278
FEB 2019	13 938	12 064	35 412
MAR 2019	17 729	15 446	47 781
Total	146 248	115 625	569 860


Webstats 2019/20
60000
50000
40000
30000
20000
10000
0
Apr-19
May-19
Jun-19
Jul-19
Aug-19
Sep-19
Oct-19
Nov-19
Dec-19
Jan-20
Feb-20
Mar-20
Unique Visitors
No. of Visitors
Pages


Webstats 2018/19
150000
120000
90000
60000
30000
0
Apr-18
May-18
Jun-18
Jul-18
Aug-18
Sep-18
Oct-18
Nov-18
Dec-18
Jan-19
Feb-19
Mar-19
Unique Visitors
No. of Visitors
Pages

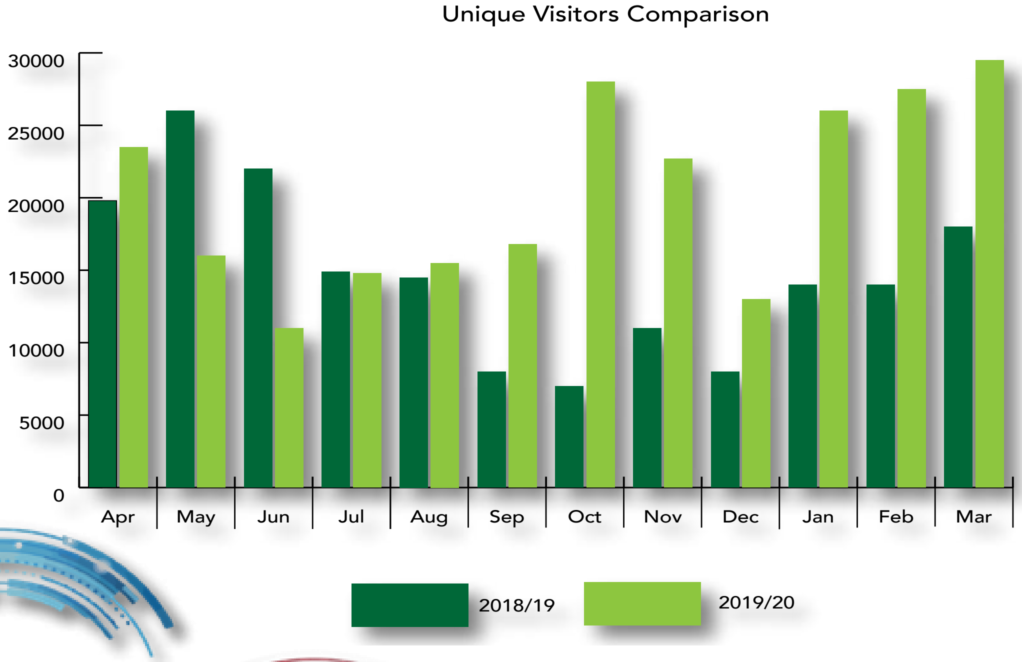
9.2.1. Summary of Visitors

The graph below illustrates the number of visitors to the website- comparative summary for the 2018/19 and 2019/20 Financial Years.



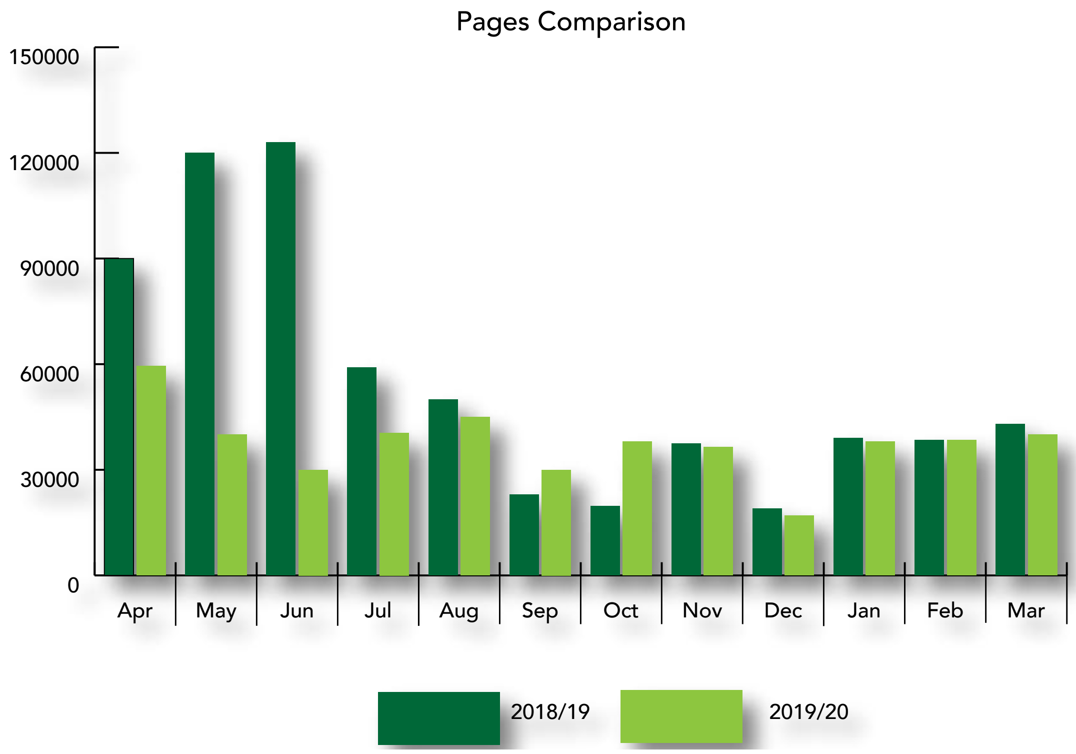
9.2.2. Summary of Unique Visitors

The graph below illustrates the number of unique visitors to the website- comparative summary for the 2018/19 and 2019/20 Financial Years.



9.2.3. Summary of pages

The graph below illustrates the number of pages accessed - summary for the 2018/19 and 2019/2 Financial Years.



9.3. Social Media

The use of digital, mobile, and social media has become an indispensable part of everyday life for people all over the world. More than 4.5 billion people now use the internet, while social media users have passed the 3.8 billion mark. Nearly 60 percent of the world's population is already online, and the latest trends suggest that more than half of the world's total population will use social media by the middle of this year.

We as the PSCBC have capitalised on the opportunity to use social media as one of our most relevant methods to publish information and to respond to relevant queries. The social media platforms we use most predominantly are Facebook and Twitter, as they are the most popular platforms being used. our 2018/19 statistics are used as a baseline to increase our current followers. During this year, we conducted daily posts, predominantly focused on Council issues and updates, Public Service matters, labour law, as well as general matters of interest contained in the news.

It is pleasing to observe that there has been a radical increase in the number of "followers" and "likes", which is mainly attributed to the concerted effort of placing posts daily. Listed below are statistics and information on our Social Media platforms:

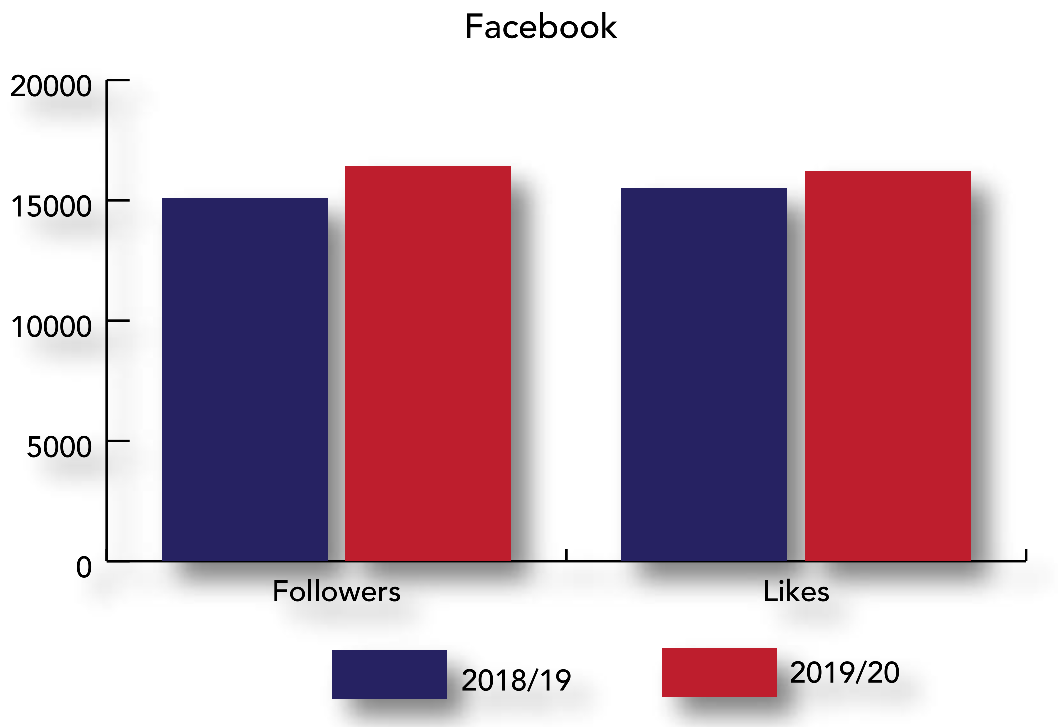
9.3.1. Facebook

https://www.facebook.com/pscbc.council?fref=ts

Listed below are the number of likes and followers on our Facebook page for the current and past Financial Year:

Facebook	2018/19	2019/20
Likes	15130	16174
Followers	15041	16356

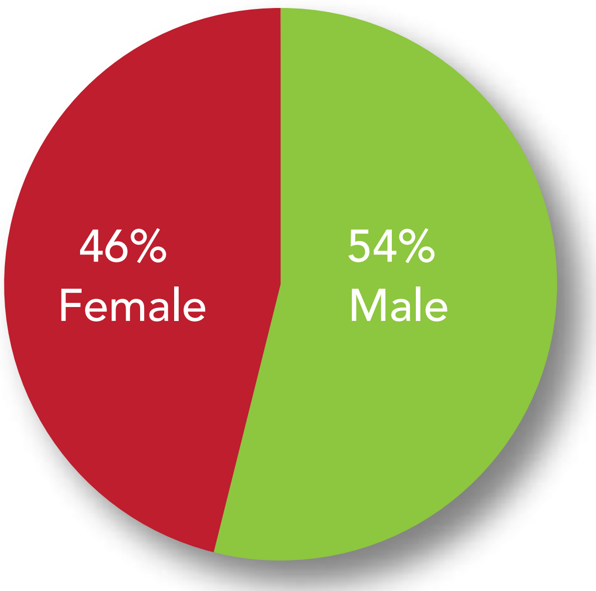
The graph below illustrates the comparison between likes and followers for the 2018/19 and 2019/20 Financial Years.



Summarised below is the aggregate demographic data of people who like our Facebook page. Countries of origin and cities within South Africa are also included. This is based on the age and gender information that subscribers to social media provide in their user profiles:

Ages	Male	Female	Total
18-24	2%	1%	3%
25-34	12%	10%	22%
35-44	18%	14%	32%
45-54	10%	9%	19%
55-64	3%	3%	6%
65+	9%	9%	18%
	53%	46%	100%

Demographic Data



Country	PSCBC Followers
South Africa	11 950
Botswana	150
India	69
Bangladesh	13
Zimbabwe	11
Nepal	9
United States of America	9
Lesotho	8
New Zealand	6
United Kingdom	6
Total	12 231

City	PSCBC Followers
Cape Town, Western Cape	1,350
Pretoria, Gauteng	1,131
Johannesburg, Gauteng	801
Durban, KwaZulu-Natal	762
Soweto, Gauteng	356
Polokwane, Limpopo	315
Bloemfontein, Free State	313
Port Elizabeth, Eastern Cape	288
East London, Eastern Cape	284
Pietermaritzburg, KwaZulu-Natal	272
Total	5 872

9.3.2. Twitter

@pscbcnews

https://twitter.com/pscbcnews

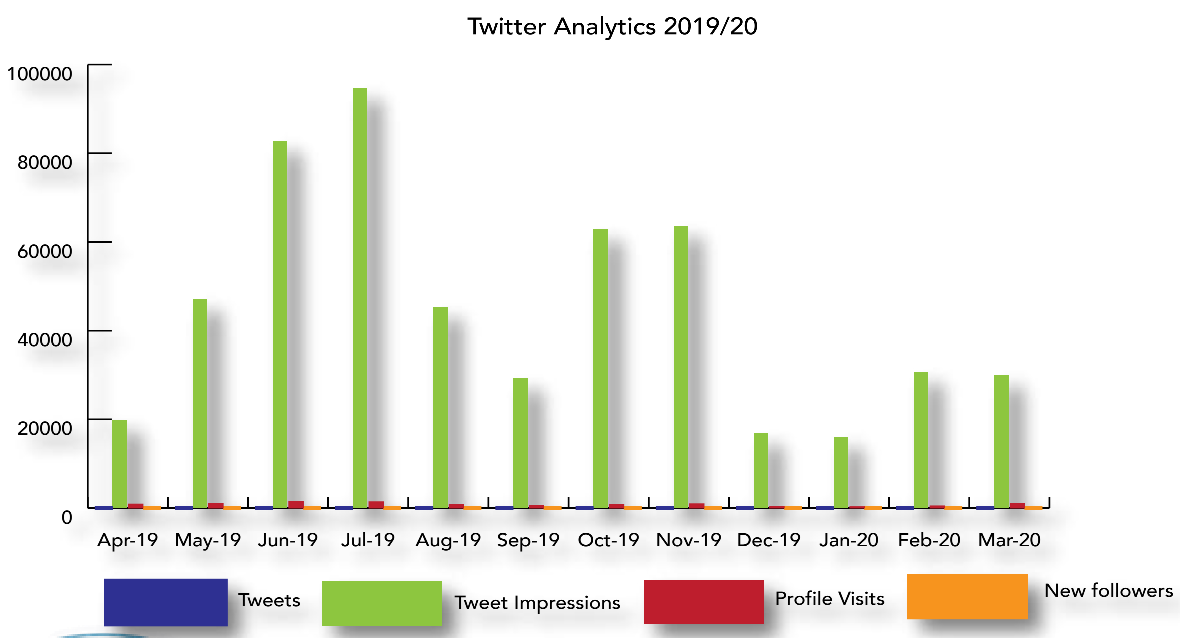
Listed below are the number of followers on our twitter page for the current and past financial years.

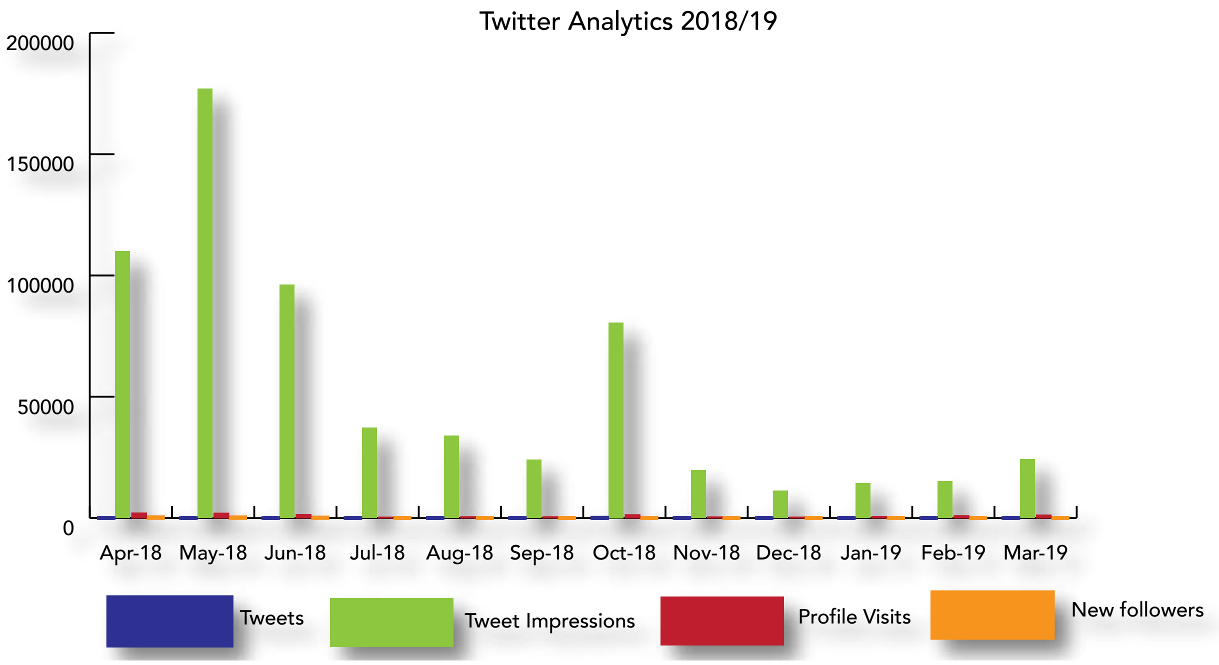
Twitter	2017/18	2018/19
Followers	2813	3658

The statistics below highlight the number of tweets, tweets impressions (number of times users saw the tweet on Twitter) and new followers of twitter:

2019/2020	Tweets	Tweet Impression	Profile Visits	New Followers
APR 2019	37	19.8k	905	33
MAY 2019	56	47.1k	1066	46
JUN 2019	80	82.8k	1448	76
JUL 2019	105	94.6k	1411	62
AUG 2019	48	45.3k	865	47
SEP 2019	37	29.2k	603	44
OCT 2019	75	62.9k	826	28
NOV 2019	59	63.6k	956	47
DEC 2019	24	16.8k	364	44
JAN 2020	18	16.1k	299	30
FEB 2020	34	30.7k	488	61
MAR 2020	25	30K	1021	66
Total	598	538.9k	10252	584

2018/2019	Tweets	Tweet Impression	Profile Visits	New Followers
APR 2018	26	110k	2105	377
MAY 2018	23	177k	2018	334
JUN 2018	12	96.2k	1489	218
JUL 2018	24	37.2k	396	65
AUG 2018	34	34k	596	46
SEP 2018	30	24.1k	580	47
OCT 2018	127	80.6k	1406	74
NOV 2018	31	19.7k	520	11
DEC 2018	13	11.3k	408	38
JAN 2019	28	14.3k	655	25
FEB 2019	31	15.1k	1022	33
MAR 2019	45	24.2k	1252	42
Total	424	643.7k	12447	1304





Please take note of what each of the above represents:

Tweets: Number of tweets posted each month. In the 2018/19 year, we conducted 348 posts, and in the 2019/2020 year, we conducted 539 posts. That is a significant increase in the number of posts, 64.56% up from the previous year.

Tweet Impression: The number of times the tweet was displayed, no matter whether it was clicked on or not (retweets would play a major role in this – for example: look at October 2018 – these impressions are high due to the constant activity during indaba, and therefore, many tagged stake holders & retweets).

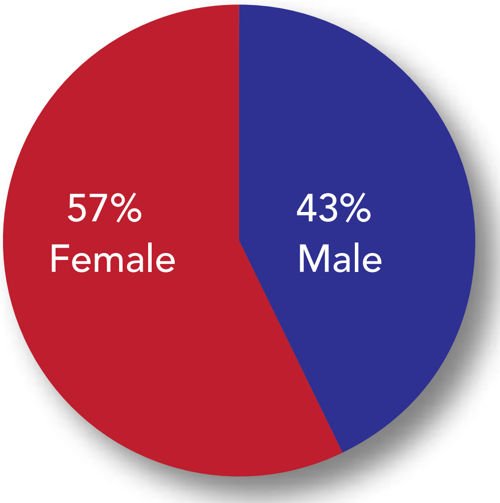
Profile Visits: Number of times profile is clicked on & visited.
New Followers: Number of new followers each month.

Please take note: If the number of tweets posted is high, impressions will be high, leading to more profile visits & followers (We become more relevant in terms of twitter algorithms).

Listed below are the demographics and countries of origin of our followers on Twitter:

Male	Female
43%	57%

Demographic Data



Country	% of audience
South Africa	96%
Russia	1%
United States	< 1%
United Kingdom	< 1%
Zimbabwe	< 1%
Brazil	< 1%
Botswana	< 1%
Kenya	< 1%
Zambia	< 1%
Turkey	< 1%

9.4. Events

As one of the key functions of the Communications Section is to market and promote its brand both nationally and internationally, the PSCBC attended, exhibited and addressed congresses organised by its stakeholders and social partners. Included in this section are staff wellness programmes and Corporate

Social Responsibility initiatives. These events are indicated below:

9.4.1. Council Strategic Planning Session

The PSCBC held a three-day council strategic planning session from 20 - 22 November 2019 at the Hilton Hotel in Durban. The purpose of this session was for the parties to Council to set an ambition for the future of the Council and to determine the best methodology to achieve this. Council plans their strategy every five years. The strategic planning session was well attended by parties to Council.

The strategic planning was held under the theme:

"Protecting and advancing democratisation of the workplace, strengthen collective bargaining, enhance dispute management, promote good governance and embracing the future of work as to ensure economic development, social justice and labour peace within the public service."

Philosophical underpinning of the strategy workshop, *Thomas Sankara 1986 "You cannot carry out fundamental change without a certain amount of madness. In this case it comes from nonconformity, the courage to turn your back on the old formulas, the courage to invent the future. It needs the madmen of yesterday for us to be able to act with extreme clarity today. I want to be one of those madmen. We must dare to invent the future".*

The sessions were facilitated by the PSCBC Vice-Chairperson Labour, Mr Casper Nanto and Mr Frikkie De Bruin, General Secretary of the PSCBC. The PSCBC GS presented detailed reports on the state of the PSCBC, and these reports were extensively deliberated on by members present. Parties were given an opportunity to present their submissions. A new Mission, together with Core Values, were presented to the Council for adoption.

The session was structured in a manner which allowed for comprehensive engagements and inputs from parties on the following sub-themes:

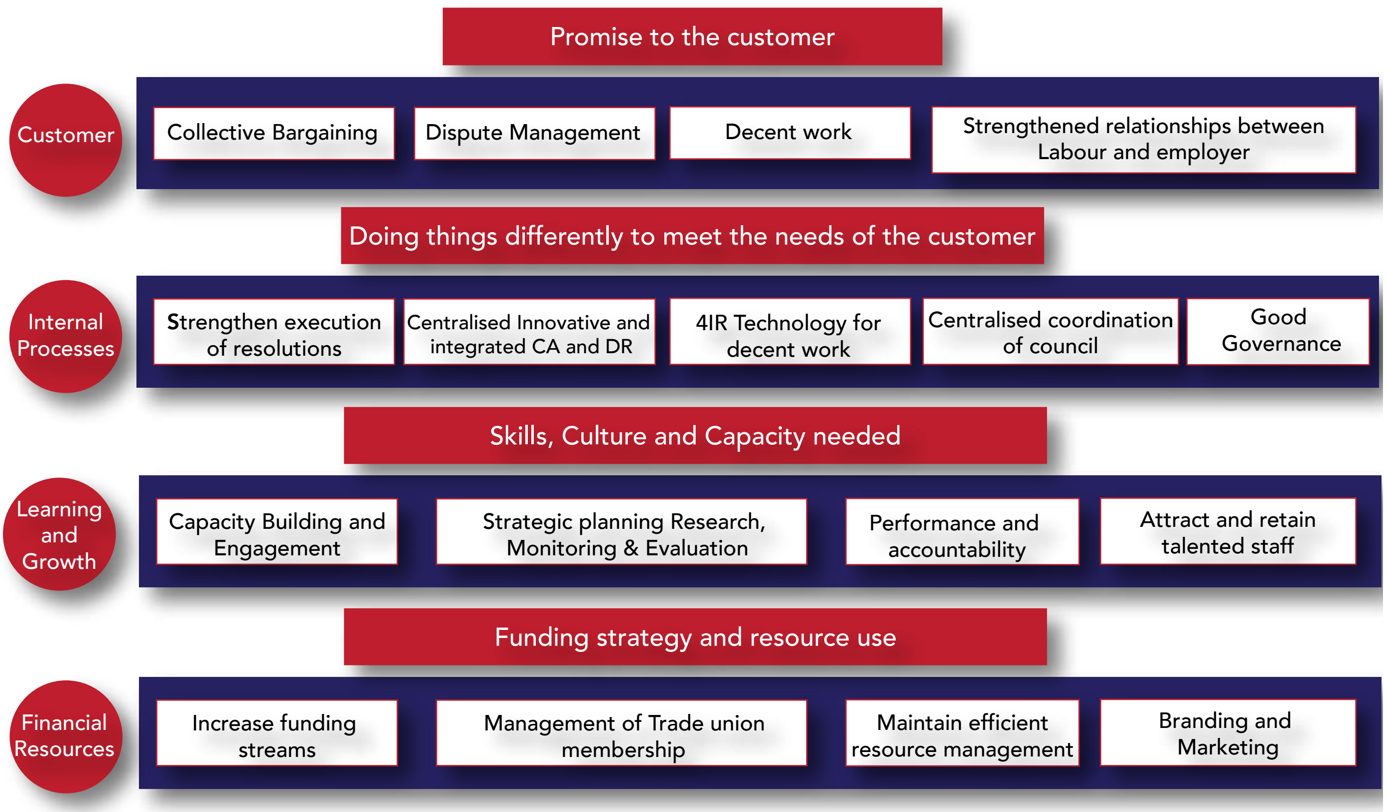
- *"Transparent and equitable governance in ensuring a credible institution allowing for the strengthening of workplace democratization, economic development, social justice and labour peace";*
- *"Recognising women, persons with disabilities and affording youth employment opportunities in strengthening of workplace democratization, economic development, social justice and labour peace";*
- *"Ensuring an effective and efficient dispute management system enhancing social justice and labour peace"; and*
- *"The impact of the 4IR on workplace democratisation, economic development, social justice and labour peace".*

The cocktail reception and a gala dinner were held on 20 and 21 November 2019 respectively. The main address at the cocktail reception was conducted by the KZN MEC of Education, Mr Kwazi Mshengu on behalf of the Premier for KwaZulu-Natal, Mr Sihle Zikalala. He welcomed members to KZN and wished members well with the deliberations for the strategic session.

The gala dinner was well attended by members, and with November being Disability Month, the emphasis at the function was on disability. Mr Musa E Zulu, a prominent disability rights activist, addressed the attendees. He spoke on the challenges experienced by disabled people and how they can be overcome. His messages were profound and hard hitting. Mr Musa E Zulu authored many books, including, 'Mastering the art of self-motivation: tapping the inner You."

The PSCBC General Secretary, Mr Frikkie De Bruin provided an all-encompassing summary on the last day of the activities during the session. This was subsequently endorsed by parties to Council. The chairperson of the session, Mr Casper Nanto, expressed his appreciation to parties for the quality deliberations during the sessions. Parties commended the GS and Secretariat for the well prepared session.

PSCBC STRATEGY MAP



9.4.2. PSCBC 22nd Annual General Meeting

The PSCBC Hosted its 22nd Annual General Meeting (AGM) on 12 June 2019 at the Sheraton Hotel in Pretoria. The meeting was well attended by our Council members and other stakeholders.

Every year on 16 June, South Africa commemorates the 1976 Soweto uprising to pay tribute to learners who stood up against the apartheid government. Observed as a public holiday, the day serves as a reminder that young people in the country were at the forefront of our struggle. It also provides us with an opportunity to take stock of the strides we have made in addressing issues facing the youth. We will never forget the sacrifices that were made by our youth in 1976 in paving the pathway for creating better education for generations to come. As the month of June is Youth Month, the PSCBC decided to carry the "youth" theme forward for the AGM meeting.

The Stanza Bopape Secondary School in Mamelodi is one of the schools that the PSCBC has adopted for our Corporate Social Responsibility initiatives. An educator and 2 learners were therefore invited to the AGM to observe meeting proceedings and also to empower them. The educator was given an opportunity to address the meeting and to thank members for including them in the PSCBC processes. He further outlined all the initiatives that the PSCBC has assisted them with over the years, such as refurbishing their science laboratories, Cell C – Take a Girl Child to Work, and Tracker Men in the Making. The learners recited a poem that they had prepared for the PSCBC, and it was well received, with members giving them a standing ovation.

In addition to opening the meeting with our National Anthem, the Public Service Bargaining Choir provided exceptional entertainment as usual as they serenaded guests as they arrived. The Chairperson, Ms Ingrid Dimo, chaired and facilitated the meeting and cordially welcomed the guests, and thereafter proceeded to provide an overview of the meeting. The PSCBC GS provided a detailed presentation that captured the activities and highlight of the Council for the year. He was pleased to announce that the PSCBC had once again received an unqualified audit, the best audit results that an organisation may achieve and was therefore proud of the work conducted by the Council. The Council members appreciated the presentations and commended the GS for the excellent work that the Council conducted.

Mr Casper Nanto of NEHAWU was presented by Labour as their preferred candidate for the position of the PSCBC Vice-chairperson, and was therefore duly elected as the new Vice-chairperson, replacing Ms Thandeka Msibi. Ms Dimo thanked the outgoing Vice-chairperson, Ms Thandeka Msibi for the excellent work that she performed during her 2-year tenure as Vice-chairperson, and also welcomed Mr Nanto on board.

The GS then paid homage to Mrs Ruth Molaudzi, the first PSCBC staff member to go on retirement. Ruth started working at the PSCBC in 2001 as a Switchboard Operator/ Receptionist. In 2010, she was appointed as a Logistics and Administration Officer. In August 2014, she joined the Dispute Resolution Department, where she worked as an Enforcement Officer. Ruth's smiling face and commitment will be dearly missed by the PSCBC.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9.4.3. MANCO Planning Session

The PSCBC held a Management Committee (MANCO) operational planning session in Hazyview from 27 - 29 November 2019. The purpose of the session was to conduct a review of the 2019 plans and to plan for the forthcoming year. The session was held under the theme:

"Ensuring efficiency in delivering effective administration".

The General Secretary of the PSCBC, Mr Frikkie De Bruin, facilitated the session, which was attended by the Departmental Managers and Senior Officers.

The GS provided a deep drive into the Council's strategic plans, and also highlighted the major projects which the organisation would be undertaking in 2020. Managers conducted an overall assessment of their departmental plans for 2019, and highlighted achievements and challenges that were faced throughout the year.

MANCO members were then engaged in an intense session to put together an operational plan for the coming year. The developed operational plans formed a fundamental part of the reporting structure of the PSCBC.

In ensuring that there is efficiency in delivering effective administration, the Manager: Strategic Monitoring & Evaluation, Dr Christopher Phiri, lead a session on Monitoring and Evaluation (M&E) to assist MANCO in implementing a M&E framework in their respective departments.

The GS concluded the session by commending the team for their commitment and team work in ensuring that the set goals and objectives are achieved. He further urged all members to continue to work to deliver an effective administration as a team and as Council braces itself for the next chapter of embracing the digital advancements.

9.4.4. SADTU 9TH National Congress

The PSCBC attended and exhibited at the SADTU 9th National Elective Congress hosted at NASREC Expo Centre in Johannesburg from 25 - 28 September 2019. The exhibition stand was hosted in order to market and promote Council's services to the 1500 SADTU delegates who attended the congress. The Congress was hosted under the theme "Claiming our right to have our human dignity and safety protected and respected in pursuit of a decolonised quality public education".

The PSCBC interacted with more than 1300 people. This figure is based on the number of brochures and promotional materials that were distributed at the Congress. Delegates were grateful that the PSCBC attended the congress, shared information and updated members on the Council's activities.

The Honourable President of the Republic of South Africa, Cyril Ramaphosa, the Honourable Minister of DBE: Angie Motshekga, the Honourable Minister of DHET: Dr Blade Nzimande, SACP 1st Deputy Secretary Solly Mapaila, COSATU General Secretary, Bheki Ntshalintshali, and the GS of the PSCBC: Mr Frikkie De Bruin, attended the esteemed Congress.

The PSCBC congratulated SADTU on hosting a successful congress, and welcomed the newly elected leadership: President Magope Maphila, Deputy President Lucky Mabutho Cele, General Secretary Mugwena Maluleke, Deputy Secretary Nkosana Dolopi, National Treasurer Lindiwe Motshwane, and Vice President for Gender – Dorcus Sekabate.

The PSCBC wished the new leadership all the best as they embark on a journey to catapult this vibrant trade union to greater heights.

9.4.5. POPCRU 9TH National Congress

The PSCBC as a stakeholder orientated organisation, striving to maintain good relations with its stakeholders, attended the 9th POPCRU National Congress held in the Durban ICC. The Congress took place from 04 - 09 November 2019, under the theme "30 Years of Working Class Consciousness, defending Workers' Rights and building a Self-sustainable Union".

The PSCBC exhibited at the congress and had the opportunity to interact with over 1200 delegates from SAPS, Correctional Services, Traffic, Community Safety and Private Prisons. The aim of hosting an exhibition stand at this congress was to market and educate on the council's scope of work.

The PSCBC congratulates the newly elected leadership of POPCRU: President: Zizamele Cebekhulu, 1st Dep. President: Marurung Khehla Masemola, 2nd Dep. President: Bonny Marekwa, General Secretary: Nkosinathi Theledi, 1st Dep. Secretary: Rankele Msinto, 2nd Dep. Secretary: Nomalanga Mabokela, and Treasurer General: Thulani Nsele.

The PSCBC wished the new leadership every success as they soldier on to champion workers rights within their security cluster.

9.4.6. PEU National Congress

The PSCBC exhibited at, and attended the PEU National Elective Congress held from 9 - 11 October 2019 at Doxa Deo Church in Pretoria. The PSCBC stand interacted with delegates from PEU in order to disseminate information and promote the scope of work that PSCBC is conducting. The PSCBC branded promotional items, and information brochures were distributed.

The PSCBC congratulates PEU on hosting a successful congress and electing its new leadership: President J Motona, Deputy President M Dubula, General Secretary MB Machipi, Deputy Secretary MH Maphophe, General Treasurer NE Raphalalani, and Chairperson for Gender CM Mathekga.

The PSCBC wished the new leadership all the best in their quest to take PEU to another level. The Council recorded its appreciation to the leadership of PEU for affording it the opportunity to exhibit at their congress.

9.4.7. NAPTOSA 6TH National Congress

The PSCBC attended and exhibited at NAPTOSA's 6th National Congress held from 22 - 23 October 2019 at Emperor's Palace in Kempton Park. The congress was held under the theme "Too soon to despair". The PSCBC engaged with the 180 delegates who attended the congress. Each attendee was presented with PSCBC branded promotional items and information brochures.

The Council congratulates the new leadership of NAPTOSA: President: Mr Nkosipendule Ntantala, Deputy President: Mr Moses Standaar, Vice-President: Mr Tinus du Preez, and Executive Director: Basil Manuel, on being re-elected. May NAPTOSA continue to prosper.

9.4.8. NEHAWU National Sports Festival

The PSCBC is proud to have been a part of the inaugural NEHAWU Games Festival which took place from 21 - 23 September 2019 at the Curries Fountain Stadium in Durban. The PSCBC hosted an exhibition stand at the three-day event and engaged with the energetic members of NEHAWU, who were visibly excited to be at the event. Visitors to the PSCBC stand were given branded promotional items and information brochures.

The aim of the event was to promote a healthy lifestyle amongst its members and leaders in order to ensure a healthy mind in a healthy body that can fight diseases.

The three days were filled with festivities, starting with a 5km fun run/walk. This was followed by a soccer and netball knock-out tournament, which ended on the afternoon of 23 September 2019. The event concluded with a Music Festival held on 23 September 2019, where participants were awarded medals and prizes.

Delegates expressed their gratitude to the PSCBC for attending the event.

9.4.9. NEHAWU Policy Conference

The PSCBC attended and exhibited at the National Education, Health and Allied Workers' Union (NEHAWU) Policy Conference held at Birchwood Conference Centre in Boksburg from 26 – 29 June 2019. The purpose of the vivacious conference was for the Union to review its strategic objectives and also to reinforce the union perspectives on the changing environment in the workplace and within society as a whole.

The well-received PSCBC exhibition stand at the conference was used to market and promote the scope of services that the Council offers. The stand was well attended by delegates who were enthusiastic to learn more about the PSCBC. Attendees who visited the PSCBC stand, which was a hive of activity, received an information brochure, PSCBC Annual Report, and PSCBC branded promotional materials.

According to our statistics, in excess of 250 delegates visited the stand. The union leadership and attendees expressed their appreciation to the PSCBC for attending the well planned conference. The PSCBC would like to congratulate the leadership of NEHAWU on hosting such a successful conference.

9.4.10. GPSSBC Anniversary Conference

From 30 & 31 October – 1 November 2019, the PSCBC was privileged to attend the General Public Service Sector Bargaining Council (GPSSBC) celebratory conference, which was held at THE Emperors Palace Conference Centre in Kempton Park.

The purpose of the conference was to celebrate GPSSBC's milestone of reaching 20 years since ITS inception. The conference was hosted under the theme "The Future of Collective Bargaining and Social Justice in the Digital Era".

The PSCBC manned an exhibition stand to market and promote the scope of the PSCBC. The stand attracted more than 300 delegates, WHO were given PSCBC branded promotional gifts and information brochures.

The PSCBC leadership HAD the opportunity to contribute to the conference by chairing the following sessions:

- PSCBC Chairperson, Ms Ingrid Dimo, chaired the plenary session on: The Future of Collective Bargaining;
- PSCBC Vice-Chairperson Labour, Mr Casper Nanto, chaired Commission 3: Social Justice & Social Security;
- PSCBC GS, Mr Frikkie De Bruin, CHAIRED Commission 2: The future of Collective Bargaining.

The Council is proud to have been part of such a monumental milestone that was achieved by the GPSSBC, and wishes the organisation all the best for the next coming 20 years and beyond.

9.4.11. ILO Centenary Conference

The PSCBC attended the International Labour Organisation'S 100-year Centenary Conference held at the University of Pretoria: Future Africa Campus from 04 to 05 October 2019. The Conference was hosted under the theme: *"Freedom of Association and Beyond: Appraising 100 years of ILO Engagement in Southern Africa"*, and attracted over 200 delegates.

The Honourable Minister of Employment and Labour: Mr Thulas Nxesi, and the President of COSATU: Ms Zingiswa Losi, were amongst the esteemed delegates who addressed the Conference. The PSCBC General Secretary, Mr Frikkie De Bruin, conducted an informative presentation on the current challenges faced by Bargaining Councils in South Africa.

The PSCBC provided administrative support to the Conference. The Public Service Bargaining Council's Choir also formed part of the Conference entertainment. The PSCBC hosted an exhibition stand for the duration of the Conference. The purpose of the stand was to promote the scope of services of the PSCBC. The PSCBC was honoured to be part of such an esteemed Conference.

9.4.12. GEMS Symposium

The PSCBC partnered with the Government Employees Medical Scheme (GEMS) in hosting their 2019 Symposium held at the Durban International Convention Centre (ICC) from 02 – 03 October 2019. The 2019 Symposium was organised under the theme *"Gearing towards Digital First on the road to Universal Healthcare Coverage".*

The delegates were from both the private and public sector and key players in the healthcare funding industry. The aim of the conference was to showcase the diverse and far-reaching impact of the advancement of technology within the healthcare environment.

The PSCBC hosted an exhibition stand at this event. PSCBC promotional materials and information brochures were distributed to more than 300 delegates who visited our stand. The PSCBC congratulates GEMS on hosting such a well-organised event.

9.4.13. PSCBC Women Empowerment Session

National Women's Day is a public holiday celebrated in South Africa on 9 August. It is a day in which we remember all the 20 000 women who marched to the Union Buildings in 1956 to petition against legislation that required African persons to carry the 'pass'. The phrase Wathint'Abafazi Wathint'imbokodo! (Now you have touched the women, you have struck a rock) continues to represent the strength and courage of women in South Africa.

The aim of this day is to raise awareness about issues which South African women still face at work or in their homes, such as domestic violence, sexual harassment, and gender inequality and breast cancer. The PSCBC held a women empowerment session at Burger's Park Hotel on 22 August 2019. This session is one of the Council's programmes to contribute towards women empowerment, and also to commemorate the National Women's Day. The event was attended by ladies from the PSCBC and Sector Bargaining Councils, as well as Council members. The PSCBC supports a charity called Potter's House - a shelter for abused women. The ladies from the shelter were also invited to attend the event.

There was much anticipation and excitement amongst all of the women who attended this glorious celebration. The Public Service Bargaining Council Choir who provided much jubilation, lived up to the expectation with their melodious voices. Ms Valencia Kola, the PSCBC Manager: Negotiations Support Services, was the programme director for the event. The PSCBC: Ms Ingrid Dimo conducted the opening and welcome address. Ms Mandisa Matyila (Employer Representative) and Ms Bonny Marekwa (2nd President of POPCRU) delivered passionate messages of support on behalf of Employer and Labour respectively. They both were powerful in the delivery of their messages and one could see the spirit of the 20 000 resilient women who marched to the Union Building on 9 August 1956 reawakening in the room.

Ms Agnes Gwagwa from Potters House, who is a victim of abuse herself, delivered a message of appreciation to the PSCBC on behalf of the Potter's House. She indicated that the women at the shelter are eternally grateful to the support received from PSCBC for the past few years. Ms Madelaine Coleske from the SSSBC, who is an acclaimed singer, sang a beautiful tribute that was dedicated to the ladies.

The esteemed guest speaker was Ms Itumeleng Sekhu, who delivered her inspiring and empowering talk entitled "What do you see", taken from the title of her book. When Itumeleng was 11 months old, she suffered a grave disaster when she was badly burned in a fire, resulting in her right hand, as well as four fingers on her left hand, being amputated. She, however, did not allow that to dim her light, and she can humbly state that she is fulfilling her purpose in the media industry in both television and radio for the past 6 years. Although she has only one finger, which is her thumb, she can type 35 words per minute. Itumeleng delivered an inspiring message on how she overcame her challenging obstacles in life, and provided attendees with much needed motivation.

The DDG for the DPSA, Ms Linda Dludla, delivered the key-note address on behalf of the Deputy Minister for the DPSA. In her address, she highlighted the issue of violence against women and urged all women in the room to be united and speak in one voice to denounce this scourge of violence.

The PSCBC Chairperson, Ms Dimo in her closing remarks, thanked everyone for attending and encouraged the women to continue to be united and take a firm stand against violence and women abuse.

9.4.14. Nurses Day Celebration

The PSCBC commemorated International Nurses Day together with the nurses at Olievenhoutbosch Clinic on 17 May 2019. This date marks the birthday of Florence Nightingale, who is regarded as the Pioneer of Nursing. The International Council of Nurses observes this day. The theme for this year is "Nursing: The Balance of Mind, Body, and Spirit."

Sister Mogadime, who is stationed at the clinic, opened the session with a prayer, and expressed her appreciation to be able to perform her duties as a nurse, which is regarded as a "calling" in life. Ms Valencia Kola, PSCBC: Senior Manager Collective Bargaining, thereafter welcomed the clinic nurses, doctors, patients and other attendees to the session, highlighting the role played by nurses within the health care system. The Chairperson of the PSCBC, Ms Ingrid Dimo, provided an overview and purpose of the event. She emphasized that the PSCBC values the work that is done by nurses and pledged our full support to the clinic and the community.

The Vice- Chairperson Labour, Ms Thandeka Msibi, being a nurse herself, delivered a passionate message to the attendees. In her address, she urged the nurses and the Olievenhoutbosch community to work together in ensuring that the clinic provided the best service to its clients.

The PSCBC donated stethoscopes, jackets and comfortable shoes to the nurses. This is due to the fact that nurses work long hours, travel late at night and early hours of the morning, and that they spend many hours on their feet. An oxygen regulator was also donated as the clinics regulator was not working. The oxygen regulator will go a long way in providing patients with oxygen supply when needed, and consequently, assist in saving lives. The Functional Head of the clinic, Sister Kutumela, was really emotional as she was overwhelmed by the support received. She thanked the PSCBC and its leadership for their generous contributions.

The PSCBC Vice-Chairperson Employer, Mr Mpfariseni Phophi, and the General Secretary, Mr Frikkie De Bruin, were in attendance and pledged their support for the event. The day concluded with a hearty lunch served to the nurses.

9.4.15. Mandela Day

Mandela Day is an international day celebrated globally on 18 July to commemorate the excellent leadership of Nelson Mandela in achieving liberation in South Africa. The United Nations (UN) first declared Mandela Day as an international day on 26 November 2009, and 2019 marks the 11th year that this landmark event is being commemorated. The theme 'TAKE ACTION AGAINST POVERTY' has been the call which has been made that everyone should join in fighting against poverty.

In taking action and inspiring change, the PSCBC observed Mandela Day at the 10th Commandments Community Care Centre (CCCC) in Tembisa on Thursday, 18 July 2019. This Centre, which accommodates 37 young men, plays a crucial role in the community of Tembisa as it helps with the rehabilitation of drug addicts and to integrate them back into the community.

In 2016, we began a project at the centre, commencing with renovations to the centre. This year, we continued to build on this project, and the toilets were renovated. There were 2 toilets that were crammed together in a room to accommodate the men. We renovated the toilets and provided 3 toilets in a partitioned room, thereby giving the men back their privacy and dignity.

While the renovations were in progress, the recovering addicts were taken for an educational tour of the Kgoshi Mampuru II Correctional Facility in Pretoria. This was conducted in order to caution them as to what the consequences would be if they choose to continue taking drugs and possibly engaging in criminal activity. This proved to be a real eye opener for the men, many of whom vowed to walk a straight and narrow path and avoid crime and drugs.

After the tour, the men visited the PSCBC offices to enjoy a sumptuous meal prepared by the PSCBC staff. The day concluded with an address by Mr Parag, PSCBC: Manager Communications, encouraging the men to continue with their rehabilitation programme and be drug free. He also urged them to "pay it forward," what they learned, to pass the message on to other and help others as they have been helped. One of the men, Mr Thabang Shongwe, was awarded an educational scholarship to further his studies. The gentlemen were grateful for all the efforts made by the Council and expressed their gratitude.

9.4.16. Youth Commemoration

Youth Day commemorates the Soweto youth uprising of 16 June 1976. In 1975, protests started in African schools after a directive from the then Bantu Education Department that Afrikaans had to be used on an equal basis with English as a language of instruction in secondary schools. On 14 June 2019, the PSCBC General Secretary, Chairperson and staff commemorated Youth Day by visiting the Hector Peterson's Memorial Museum in Soweto.

The staff were welcomed by Mr Mpho Kumeke, the educational officer at the museum, who gave a brief history about the museum and the Soweto Uprising. The highlight of the day was the emotional encounter delivered by Ms Antonette Sithole, the sister of Hector Petersen. She gave a detailed recollection of the day that Hector was killed. There was chaos on the day. As Police arrived, they began firing tear gas in order to disperse the crowd.

Hector was the first boy to be shot on that day. He fell on the corner of Moema and Vilakazi Streets, and he was picked up by Antoinette (then 17 years old). He was taken by car to a nearby clinic where he was pronounced dead on arrival. This was a real hard-hitting story, and many who were engrossed in the story vicariously sobbed after Antonette's recollection. The sombre day concluded with a tour of the museum.

9.4.17. Remembering Madiba

5 December 2013 will always be remembered as the day that the world lost one of its most iconic leader and statesman, Former President of the Republic of South Africa Nelson Rolihlahla Mandela. In commemorating his legacy, the PSCBC visited the Mamelodi Old Age Home and spent the day with the elderly on 5 December 2019.

The home caters for underprivileged elderly people and provides 24-hour care to their residents, including, amongst others, nursing and medical care. The home provided a wish list of items which they required.

The PSCBC staff prepared and served a delicious meal to the residents and handed out toiletry packs. Staff joyfully interacted with residents, who were visibly grateful and overjoyed.
The Centre Manager, Ms Dorothy Dikhali, expressed her appreciation to the PSCBC for this special day and the continuous support received throughout the years.

The PSCBC staff were pleased to have taken part in this initiative.

9.4.18. World Health Day

World Health Day is a global health awareness day that is celebrated every year on 7 April, under the auspices of the World Health Organization (WHO). WHO was founded on the principle that all people should be able to realize their right to the highest possible level of health. The aim is to draw attention to important health issues facing the world each year and to develop a healthy body and mind. This year's theme was "Universal health coverage: everyone, everywhere" under the slogan "Health for All".

On 7 April 2019, the PSCBC held a joint event together with the Sector Bargaining Councils to commemorate World Health Day. Nurses on site conducted health screenings, stations gave employees massages in order to distress, and the Virgin Active Gymnasium conducted a talk on healthy eating and living lifestyles. The event concluded with staff members engaging in an aerobics dance session in an effort to promote exercising.

Attendees really enjoyed the exercise session and requested that more sessions of that nature be held in the future. Staff members were urged to live a healthy lifestyle and approach their health in a proactive manner by monitoring their health, eating correctly and exercising on a regular basis.

9.5. The Year Ahead

The Communications section will have to adapt to the Changing world of work in terms of the COVID-19 pandemic. In embracing the new work culture, our annual Calendar of Events will be adapted to continue operating in the virtual environment. To this end, employees will be upskilled to use the website, social media, electronic conferencing, webinars and other technological innovations to reach our target audience. After all, it is Charles Darwin that stated: "*It is not the strongest of the species that survives, not the most intelligent that survives. It is the one that is most adaptable to change.*"

10. STRATEGIC PLANNING MONITORING AND EVALUATION

10.1. Introduction

The unit is a technical support function that enables the set strategic objectives of PSCBC and standards to be met across units and council.

10.2. Unit's Strategic objectives

To promote effective and efficient coordination of labour relations

10.3. Annual deliverables

10.3.1. EXCO operational planning session

The Operational Planning Session allowed EXCO to look at the state of the organisation, the implementation plan for Collective Bargaining Indaba Accord, the implementation plan for the Debriefing, and the organisation business plan. EXCO reviewed and made recommendations to the business plan, which was subsequently approved and implemented.

10.3.2. Council Strategic Planning Session (2020-2025 strategy)

The PSCBC planned and conducted a four-day strategy planning session in November 2019, where the 2014-2017 strategy was reviewed and priorities for the 2020-2025 were deliberated and prioritised. The new strategy was developed and is in the process of being finalised.

10.3.3. Strategic Partnerships (ILO, ILC, COSATU etc.)

The Council planned and participated in different partnership conferences, engagement meetings on labour relations, and for capacity building, skilling and reskilling of council members.

In developing and strengthening a strategic partnership with NEDLAC, engagements and submissions have been made to NEDLAC to explore possible partnerships on issues that protect and advance centralised collective bargaining in the public service. However, while not much ground has been covered, it is expected to be enhanced in the financial year 2020/2021.

10.3.4. Strategy Implementation

Based on the 2014-2017 strategy, which overflowed into 2019/2020, the council was capacitated on the strategic imperatives as outlined in the 2019/2020 business plan. The PSCBC council was workshopped on the Business plan and they contributed to its finalization in line with the strategy.

10.3.5. Business UNIT plans Development

The PSCBC sector units were supported to develop UNIT business plans in alignment to the strategy. The Business plan was approved, and Units developed monthly and weekly plans, which were implemented, within scope and time. However, planning and implementation needed to be cascaded to all staff.

10.3.6. Business UNIT Support

All units were supported to develop monthly and weekly plans. Each unit therefore monitored and reported its performance in terms of the set objectives and deliverables. However, a Monitoring and Reporting culture has to be enhanced and be aligned to individual performance, accountability and delivery.

10.3.7. Monitoring and Evaluation Policy development

The M and E policy was developed and is currently in draft form. It will be finalized and linked to the new strategy 2020-2025. Other PSCBC policies were reviewed, and await finalization. The monitoring of the implementation of policy needs to be an area of focus in 2020/2021.

10.3.8. Monitoring and Evaluation Framework

The Monitoring and Evaluation framework was developed by the PSCBC and will be finalised in alignment with the 2020/2025 strategy. The units were not workshopped on the M and E framework as it is yet to be finalised. The framework will be implemented after the 2020-2025 strategy approval.

10.3.9. Strategy Scorecard

The strategy scorecard was not developed, as the 2014-2017 strategy had elapsed and was pending the finalisation and approval of the new strategy 2020-2025. No scorecard was adopted or customised for each unit.

10.3.10. Knowledge Management

In the financial year 2019/2020, business units started producing reports on a weekly and monthly basis to inform decision making. This allowed the units and the council to correlate and collate information to produce PSCBC monthly, semi-annual and annual reports. However, in the new financial year, the reporting mechanisms need to be reviewed.

10.3.11. Monitoring Resolution 1 of 2018 regular updates

The council resolutions, and in particular, resolution 1 of 2018, were monitored, and the challenge still remains that of the delayed implementation of other resolutions, as well as resolution 1 of 2018. The parties to council have to commit to the implementation of all signed agreements (see attached annexure for reference).

10.3.12. Monitor Implementation of Resolutions and Council Decisions

All resolutions were monitored and a monitoring tool was developed. Council meetings, decisions and actions were reported, including decisions to implement resolutions. Each unit in the PSCBC contributed to the function of the council through set deliverables.

10.3.13. Risk Management

The business risks were identified in each unit and risk management measures taken to mitigate, manage or transfer risks. The new strategy outlines clearly how effectiveness and efficiency would be promoted. EXCO was engaged, leading to the adoption of King IV on governance and 4IR. However, a PSCBC Risk Management plan will need to be developed in the 2020/2025 strategy.

10.3.14. Research development

Based on PSCBC Resolution 1 of 2018 (Clause 7), the council approved a comprehensive research project on danger insurance that covers employees who, in the course of their employment, may have experienced a genuine risk to their lives. The insurance also pertains to those who are employed in specified occupational categories.

Celtic Africana Resources was selected as the Institution to conduct the research. The research has been in progress since December 2019 and is expected to be completed in the financial year 2020/2021. The research team utilised a combination of qualitative and quantitative research methods to assess existing danger allowance and examine a proposed danger insurance model. Stakeholders have been engaged, and occupational categories covered by the current danger allowance dispensation have been analysed. Literature review and interviews with different stakeholders have been conducted. Due to the Covid-19 pandemic, the research may extend beyond the planned timeframe.

10.3.15. Strengthen Research, Monitoring and Evaluation within PSCBC for accountability and efficiency

In promoting current and future research within labour relations, democratization of the workplace, economic development, social justice and labour peace, the Research team within the PSCBC was supported and guided in the planning and development of research concepts, and the preparation of research papers for conferences.

10.3.16. Parliamentary Monitoring Group

Submissions made to parliament over the years by the PSCBC on bills related to public service relations were monitored as to whether they were considered before the final amendment or approval of bills by parliament and the president.

M&E ANNEXURE 1: IMPLEMENTATION OF COLLECTIVE AGREEMENTS

Implemented
Continuous/ In Progress
Not Implemented

Resolution	Agreements	Comments	Tracking
Resolution 1 of 2010 Amendment to PSCBC Resolution 5 of 2009			
– Timeframes for 2010/2011 Salary Negotiations	Salary negotiations should be finalised by no later than 28 February 2010	Negotiations Implemented	
Resolution 2 of 2010 Amendment to PSCBC Resolution 1 of 2005			
Agency Shop Agreement	The Agency fee shall be R 57 per month and is subject to increase annually	Implemented	
Resolution 3 of 2010 Declaration on closure of occupational-Specific Dispensation and process of 2010/2011 Salary Negotiations			
Clauses 1-15 New era for collective bargaining	Commitment to a new era for collective bargaining	Implemented	
Clause 16-18 Efficiency, credibility and trust in the bargaining process	Efficient Bargaining processes	Continuous perpetual improvement of parties	
Clause 19 OSD finalisation and implementation	OSD including FET, Medical Therapeutic support services finalised and implemented in the public service	Implemented	

Clauses 20.1 to 20.5 Outstanding matters from resolution 1 of 2007	Finalisation of minimum service agreements, housing allowance review, recognition of improved qualification, long service awards, night shift allowance, reports on filling vacancies	Implemented	
Clause 20.6 Hosting public sector summit	Public Sector summit to be hosted in 2010	Implemented	
Clause 21 Process for Salary Negotiations	Timeframes for finalising salary negotiations set	Implemented	
Resolution 4 of 2010 Agreement on improvement of salaries and other conditions of service for 2010/2011			
Clause 3 Salary Adjustment	Salaries were adjusted to 7.5% for 2010/2011 financial year	Implemented	
Clause 4.1 Housing allowance	Housing allowance adjustment to R800 per month	Implemented	
Clause 4.2 Develop and implement a sustainable home ownership scheme for public service employees in collaboration with Department of Human Settlement, GEPF and PIC	Establish Home ownership scheme for public servants	Not yet implemented, Resolution 5/2017 established an advisory to be driven by the MPSA to deal with the establishment of the scheme.	
Clause 4.3 Research, investigation on home ownership scheme	Research on the home ownership scheme and development of models to be completed by December 2010 and agreed to by 31 March 2011[7]	Implemented	
Clause 4.4 Home ownership scheme implementation	Home ownership scheme implemented upon conclusion of investigations and negotiations, with effect from 1 April 2011	Continuously monitored	

[7] Linked to resolution 7 of 2015 and 5 of 2017

Clause 5 – Medical Aid Subsidy **Clause 5.1** Investigate all matters with regard to equalisation of the provision of the medical aid subsidy	Equalisation of Medical aid subsidy	Implemented with the introduction of GEMS	
Clause 5.2 Align the provision of the post-retirement medical aid subsidy to GEMS members with that granted to in-service employees on GEMS.	Review of post-retirement medical aid	Implemented	
Clause 6.1 – Minimum Service Agreement	Request essential Service Committee to investigate and provide recommendations on minimum service agreement	Not implemented	
Clause 6.2 Establishment of a reference group	Establish reference group to assist the Essential Service Committee	Not implemented	
Clause 6.3 Appointment of experts	Appointment of experts to assist Essential service committee	Not implemented	
Clause 6.4 Submission of recommendations	Recommendations to be submitted to parties by no later than 31 December 2010	Not implemented	
Clause 7.1-7.4 Negotiations on salary and other service conditions	Alignment of negotiation and budget processes	Not implemented	
Resolution 5 of 2010 Amendment to Resolution 5 of 2003 – LEVY AGREEMENT by 31st July each year			
Clause 4 (a) Levy Agreements	With effect from 1 April 2011, sectoral Bargaining Councils will take full responsibility for all their costs.	Implemented	

Clause 4 (b) PSCBC provision of services	PSCBC to provide specific services if there is a contract drafted and sectoral Bargaining Councils are to be invoiced for the actual costs and administration fees.	Implemented	
Resolution 6 of 2010 Adoption of Declaration of Public Service Summit			
Clause 15.1 Public Sector Summit	Convene a public sector summit to discuss outsourcing and agentisation, performance and productivity in the public service, work environment, minimum wage	Implementation plan developed and currently under discussion	
Resolution 1 of 2011 Agreement on Amendment to PSCBC Resolution 2 of 2010 – AGENCY FEE			
Clauses 3.1 to 3.4 Amending Clause 5.2 of PSCBC Resolution 2 of 2010	Agreement on the Agency fees	Annually reviewed[8]	
Resolution 2 of 2011 Wage settlement for the 2011/2012 financial year.			
Clause 3.1 – Salary Adjustment Annual salary adjustment for 2011/2012 shall be 6.8%	Salary adjustment	Implemented	
Clause 3.2.1 Medical Assistance	Employees who are members of GEMS on the sapphire option, who are on salary levels 1 – 5 and receiving free medical assistance, will continue to receive free medical assistance at retirement with effect from 1 April 2011	Implemented	
Clause 3.2.2 Alignment of pre-retirement and post retirement	Parties agreed to align post-retirement medical assistance with pre-retirement medical assistance for all employees who are members of GEMS effective from 1 April 2011	Implemented[9]	

[8] To appear in the Annual Monitoring report
[9] Linked to GEMS Resolution 4 of 2017

Clause 3.2.3 Investigation on subsidy paid to members on open medical scheme.	Parties agree to investigate the principle of equalising the subsidy payable to members on open medical schemes with those in GEMS. Investigation shall be concluded by 31 March 2012	Not implemented[10]	
Clause 3.3.1 – Home Ownership	Develop and present a comprehensive Government Employees Housing Scheme (GEHS) that ensure home ownership for all levels of employees within the public service	Continuous [11] [12]	
Clause 3.3.3. Establishment of technical working group.	Establish technical working team to develop the scheme in accordance with an agreed timetable	Implemented	
Clause 3.3.6. GEHS end date	GEHS to be concluded by 15 December 2011 and implemented with effect from 1 April 2012	Continuous: Resolution 5/2017 established an advisory driven by the MPSA to deal with the establishment of the scheme.	
Clause 3.4.1 to 3.4.2 Minimum Service Agreement	Engagement on Minimum Service Agreement be elevated to party principals and outcome be tabled for consideration at the PSCBC and implemented with effect from 1 April	Continuous: Elevated to party principals but not tabled for discussion	
Clause 3.5.1-3.5.2 Outstanding matters	All outstanding matters resulting from Resolution 1 of 2007 and 5 of 2009 be subjected to second round of negotiations	Implemented	
Clause 3.6.1-3.6.2 New Matters	New demands tabled during the 2011/2012 negotiations	Implemented	
Resolution 1 of 2012 Agreement on Salary adjustment and improvement on conditions of service in the public service for the period 2012/13 – 2014/15			
Clause 3 Salary Adjustment	Salary adjustment for 2012/13 to be 7%. For 2013/2014 and 2014/2015 will be CPI plus 1%	Implemented	

[10] Linked to Resolution 4 of 2010 clause 5
[11] Linked to Resolution 5 of 2017
[12] Tracked on an ongoing basis

Clause 4 Pay Progression	Clause 4.6 of PSCBC Resolution 9 of 2001 is amended to extend the qualifying period to pay progression from 12 months to 24 months effective from 1 July 2012	Implemented	
Clause 5 Long Service Recognition	All employees with 10 years and more of service to qualify for 30 working days of leave and certificate. For 20 year continued service, to receive cash award of R 7500 and certificate. For 30 years of continued service, to receive a cash award of R 15000 plus c ertificate. And for 40 years of service, to receive a cash award of R 20000 plus certificate.	Implemented	
Clause 6.2 Night Shift Allowance	Night shift allowance is increased from R2.12 to 2.69 from 1 July 2012, as well as from R3.35 to R4 in 1 July 2014	Implemented	
Clauses 6.3-6.8 Annual Review of Night shift allowance	Night shift allowance will be revised annually with effect from 1 April 2015	Implemented[13]	
Clause 7 Recognition of improved qualifications	Upon attainment of the said qualification, an employee will receive 10% of his/her annual salary notch, provided that it doesn't exceed the minimum notch of salary level 8	Implemented	
Clause 8.1 Shop steward Leave	Head of department shall develop the standard operating procedures to ensure the utilisation of shop steward leave is properly managed	Implemented	

[13] Appears in the Annual Monitoring Report

Clause 8.2-8.5 Review of Shop Steward Leave	Leave for shop steward of recognised trade unions will be increased from 10 to 15 working days in a leave cycle with effect from 1 January 2013	Implemented	
Clause 9 Outsourcing and agentisation	The PSCBC will review the impact of existing outsourcing and agentisation practices within the public service as agreed to in the 2010 Public Service Summit[14]	Implemented	
Clause 10 Compliance with occupational health and safety act	The PSCBC will conduct an independent audit on compliance with the occupational health and safety act, and the report must be tabled at PSCBC for discussion	Not completed	
Clause 11 – Decent Work	The PSCBC will conduct an independent study on decent work, and the research report must be tabled at the PSCBC for discussion by 1 April 2014	Implemented[15]	
Clause 12 Performance management and development system	Employer will review the current PMDS and table its proposal to PSCBC for consultation by 31 July 2013	In progress	
Clause 13 Exit Management Systems	Employer will review the exit management system in order to expedite the processing of pension pay-outs within 30 days	Not completed	
Clause 14 Family Responsibility Leave	With effect from 1 January 2013, an employee will be entitled to 5 working days family responsibility leave per annual leave cycle	Implemented	
Clause 15 – Pre-Natal Leave	With effect from 1 January 2013, an eligible employee will be entitled to 8 working days pre-natal leave per pregnancy	Implemented	

[14] Linked to Resolution 1 of 2015 Clause 5
[9] Linked to Resolution 1 of 2015

Clause 16 Rearrangement of working time	The PSCBC will review the working time arrangements in the public service with a view to determine which service delivery areas require different working time arrangements	Not Implemented	
Clause 17 Danger Allowance	The PSCBC will conduct a comprehensive review of Annexure A of Resolution 1 of 2017	Implemented	
Clause 18 Amendment to PSCBC Resolution 3 of 2009	Agreement on a revised salary structure for employees on salary level 1 – 12 not covered by an OSD Salary structure review	Not implemented[16]	
Clause 19 Housing Allowance	Parties to the PSCBC share a common vision of promoting and implementing home ownership. Housing allowance will be increased from R 800.00 per month to R 900 per month.	Implemented	
Clause 20 Amendment to PSCBC resolution 2 of 2011 Minimum service level agreement	To amend clause 3.4.2 and outcome of the engagement referred to in 3.4.1 will be tabled for consideration at the PSCBC	Implemented[17]	
Clause 21.1 Remuneration Policy	Employer will review the remuneration policy of the public service	Not implemented	
21.2 Service Charter Agreement	Parties signed a service charter agreement	Implemented	
Clause 21.3 Independent research	Parties may conduct independent research and develop their respective position papers	Implemented	
Clause 21.4 Paper presented for consultation at the PSCBC	These papers will be tabled for consultation at the PSCBC	Not implemented	

[16] Linked to resolution 1 of 2018
[17] Linked to resolution 1 of 2012

Resolution 2 of 2012 Foreign Service Dispensation for Employees Serving in Republic of South Africa Missions Abroad			
Clause 3.1.1 Introduction of category V missions for Payment of DPACA	Parties agreed to introduce category V missions for purpose of the payment of DPACA	Implemented	
Clause 3.1.3 DPACA to be reviewed Annually	The DPACA US$ nom amount to be reviewed annually based upon the US CPI	Implemented[18]	
Resolution 3 of 2012 Agreement on the closing out of the project on addressing past discriminatory pension practices			
Clause 4.1-4.3 Pension redress programme	Parties agreement on the pension Administration process on the implementation of PSCBC resolution 7 of 1998 and PSCBC Resolution 12 of 2002 by GPAA will commence on 1 August 2012	Implemented	
Resolution 1 of 2013 Service Charter agreement			
Clause 1.1 -1.4 Service charter agreement	Parties agreed to a service charter agreement	Implemented	
Resolution 2 of 2013: Agreement to Increase Levies			
Clause 4.1 Levy review	Levy contribution be increased each by R0.50 each by the employee and the employer	Implemented	
Clause 4.2 Levy contribution	The total Levy Contribution will therefore be R2.00 (I.e. R1.00 per party)Review on Levy Increment	Implemented	
Clause 4.3 Increase of Levy contribution	The Levy Contribution will therefore increase on 1 April of every year following the date of signing this agreement	Levy reviewed Annually	
Clause 4.4 Review of Levy increase	Increase on levies to be reviewed after 5 years	To be reviewed in September 2019[19]	
Resolution 1 of 2014:Agreement on the transfer and placement of staff in reconfiguration of departments			
Clause 4.1 to 4.14 Transfer and placement of staff	All employees identified for transfer as a result of the scoping report shall be transferred to the recipient departments	Implemented	

[18] Linked to resolution 1 of 2012
[19] Clause on Levy increases to appear in the Annual Monitoring report

Resolution 1 of 2015:Agreement on review and impact of existing outsourcing and agentisation practices within the public service & conducting an independent impact study on the principle of decent work			
Clause 5 outsourcing and agentisation	Review of the impact of existing outsourcing and Agentisation practices Review of outsourcing and agentisation[20]	In progress: study was conducted, findings presented, but awaiting final report	
Clause 6 decent work study	The council will establish a joint venture with ILO to conduct an independent impact study on decent work	In progress: Council attended ILO sessions on decent work. Report pending for submission	
Resolution 2 of 2015: Agreement on Salary adjustment and conditions of service in the public service for the period 2015/16-2017/18			
Clause 3 Salary adjustments	salary adjustment of 7% based on projected CPI plus 1% for the year 2016-2018	Implemented	
Clause 4 Family responsibility leave	Introduction of 5 working days per calendar year of family responsibility leave	Implemented	
Clause 5 Paternity leave	Introduction of 3 working days per calendar year for new born or adopted child not older than 2 years with effect from the date of the signing of the agreement	Implemented	
Clause 6.1.1-6.1.3 Medical Assistance for in service employees of GEMS	Medical assistance for in-service employees on GEMS will be adjusted by 28,5% effective on the 1st of January 2015	Implemented	
Clause 6.2.1-6.2.4 Former Employers	New post-retirement medical assistance dispensation for all employees on GEMS	Implemented	
Clause 6.3 future medical subsidy adjustment	The first annual adjustment of medical subsidy shall come into effect on 1 January 2016	In progress[21]	
Clause 7 payments of 13th cheque/service bonus	All employees will be required to make a once off election on the date of payment of the 13th cheque	Implemented	

[20] Linked to Resolution 1 of 2012 clause 9
[21] To appear in the Annual monitoring report

Clause 8 Recognition of prior learning (RPL)	The employer recognises the principle of prior learning as contained in SAQA National policy for the implementation of recognition of prior learning	Implemented	
Clause 9 Introduction of Bursary scheme to children of employees.	Employer undertakes to conduct a feasibility study in respect of providing a bursary scheme for children of employees	In progress: Parties engaging with council	
Resolution 3 of 2015:Review of the Government Employee Medical Aid Scheme			
Clause 3.1 Efficacy of GEMS Model	Parties to conduct a comprehensive study on the efficacy of the operating Model of GEMS	Implemented[22]	
Clause 3.2 Review of GEMS Objectives	Parties also to review whether the objectives set up for GEMS are being fulfilled. The review process was to be finalised within 12 months of the date of signature of the agreement	Implemented[23]	
Resolution 4 of 2015:Agreement on the review of annexure A of PSCBC Resolution 1 of 2007: Danger Allowance			
Clause 4.1.1(a) Danger Allowance	The following occupational category be deleted from the list of eligible occupational categories employees working for safety restricted laboratories of national institution for communicable diseases	Implemented[24]	
Clause 4.1.3 -4.1.4 Annual adjustment of danger allowance	Annual adjustment to danger allowance will continue to be effected on 1 July of each year based on projected CPI	Implemented[25]	
Clause 4.1.5 Review of annual adjustment to danger allowance	The provision of the standards and danger allowance shall exclude staff employed in terms of SA Police Act,1995	Implemented	

[22] Linked to Resolution 4 of 2017
[23] Linked to previous Resolution 7 of 2015 clause 4.1 and 4.2
[24] Linked to resolution 5 of 2015 clause 3.1-3.2
[25] Will appear in the Annual monitoring report

Resolution 5 of 2015:Agreement of new danger dispensation			
Clause 3.1 Danger dispensation	Parties agree that employer shall make a comprehensive review of danger dispensation	Continuous	
Clause 3.2 new categories of danger dispensation	Identification of new categories of danger dispensation	Continuous	
Resolution 6 of 2015:Agreement to review post retirement			
Clause 3.1 Post-retirement medical subsidy	parties agree that the employer shall undertake to investigate the feasibility of extending post-retirement medical subsidy, to more than one dependent	Implemented	
Clause 3.2 Housing allowance for retired employees	The employer further undertakes to investigate the feasibility of extending the housing allowance to cover retired employees. The process to review must be finalised within 18 months from the date of signature of this agreement	Implemented	
Resolution 7 of 2015: Frame work Agreement to Establish GEHS			
Clause 4.1 GEHS	parties agreed that GEHS shall provide the services to educate employees on the benefits and advantages of home ownership, advise on available house option, support and facilitate financial rehabilitation of affected employees	Continuous: Advisory committee is meeting regularly and reports submitted to council	
Clause 4.2 Review of GEHS	The employer through GEHS shall contribute to improving access to affordable housing finance	In progress	

Clause 4.3 Development of a database for GEHS demand and supply of houses	Facilitation and provision of housing stock supply by maintaining a comprehensive database of demand and supply of housing.	In progress	
Clause 4.4 GEHS Transitional Arrangement	Housing allowance continues to be paid to eligible employees, joint working towards inclusive administrator and governance, enabling partnership to support the implementation of GEHS	In progress	
Clause 4.5 State Financing of employee housing	With effect from 1 July 2015, housing allowance paid to employees shall be R1 200	Implemented	
Clause 4.5.3 Annual Adjustment of housing allowance	The amount of the housing allowance shall be adjusted annually on the basis of CPI	Implemented[26]	
Clause 4.6 Annual adjustment of the housing allowance	The amount of the housing allowance shall be adjusted annually on the basis of CPI such adjustments shall be implemented on 1 July of each year Review of housing allowance adjustments	Implemented[27]	
Resolution 8 of 2015: Amendment to PSCBC resolution 2 of 2015 on Salary adjustment and conditions of service in the public service for the period 2015/16-2017/18			
Clause 3.1 Salary adjustment and conditions of service	The salary adjustment for the period 1 April 2015 to 31 March 2016,effective from 1 April, will be 7% for all levels 1-12	Implemented	
Clause 3.2 salary adjustment for all levels 1-12	The salary adjustment for the period 1 April 2016 to 31 March 2017,effective from 1 April 2016,will be based on average projected CPI plus 1%	Implemented	

[26] To appear in the Annual monitoring report
[27] To appear in the Annual monitoring report

Clause 3.3 Salary adjustment for all levels 1-12	The salary adjustment for the period 1 April 2017 to 31 March 2018,effective from 1 April 2017,will be based on average projected CPI plus 1%	Implemented	
Resolution 1 of 2016 Amendment to PSCBC Resolution 9 of 1998 designation of the health sector for establishment of bargaining council			
Clause 4.1.1 – 4.1.2 Occupational categories	Occupational category of community liaison officer be deleted and community development practitioner be added as well as Assistant Community development practitioner	In progress	
Resolution 2 of 2016 Amendments to Resolutions 1, 3 and 5 of 2015 Timeframe			
Clause 3.1-4.3 Amendments to Resolutions 1, 3 and 5 of 2015	Amendments of resolution 1 of 2015 on outsourcing and agentisation, resolution 3 of 2015 on GEMS and Resolution 5 of 2015 on New danger Dispensation (Review Timeframe)	Implemented	
Resolution 1 of 2017 Amendment of Improvement of Certain Existing Pension Benefits and Creation of New Benefits			
Clause 4.1 GEPF	Increase the funeral benefits from R7500 to R15000 for a member, spouse and pensioner From R3000 to R6000 for children and still born	Implemented	
4.1.2 Increase in the Funeral benefit	Board of trustee to review the funeral benefit every two years	Implemented[28]	
Clause 4.2 Replacing Orphans pension	Replacing the orphan's pension with a child's pension	Implemented	
Clause 4.3 Establishing additional Voluntary contribution scheme	Establishing an additional voluntary contribution scheme	In progress	

[28] To appear in the Annual monitoring report

Clause 4.4 Establishing Preservation vehicle	establish a preservation vehicle to preserve their proceeds upon exit	In progress	
Clause 4.5 Spouse pension	Review of the reduction factors in favour of an increased spouse pension	In progress	
Clause 4.6 Amendment of clean break principles	amend the application of clean break principle from debt approach to service adjustment approach	In progress	
Clause 4.7 Discharge Benefit Anomaly	GEPF will amend its Rules to rectify the anomaly between discharge benefit and resignation benefit	In progress	
Clause 4.8 Market value Adjustment	GEPF to amend its rules so that the market value adjustment will not be applied to all transfers out of the fund	Implemented	
Resolution 2 of 2017 Agreement on threshold and procedures for the granting of organisation rights			
Clause 3.1 to 3.5 Threshold and procedures for granting organisational rights	Council acknowledges the right to freedom of association, voluntarism, majoritarianism, orderly centralised collective bargaining, labour peace and stability by setting uniform rules Review of the threshold and procedures for granting organisation rights	Implemented, Council monitoring through Disputes	
Clause 5.1-5.3 Threshold of representatives	Trade unions granted organisational rights Threshold for trade unions set at 75% for those who meet and not meet the threshold based on the LRA organisational rights	Implemented[29]	

[29] To appear in the Annual monitoring report

Clause 6.1-6.7 Procedure to obtain organisational rights	Procedure to obtain organisation rights: Serve the employer with a notice requesting to exercise one or more organisational rights based on section 21 (2) of LRA Review of (Trade Union) organisational rights	Implemented	
Clause 9.2 Council to conduct assessment	Council to conduct assessment on organisational rights	In progress	
Clause 9.3 Council monitor progress	Council monitor implementation of agreement	Implemented	
Resolution 3 of 2017 Wage negotiation process			
Clause 3.1 Exchange of information	Exchange of information for economic indicators from time to time	Implemented	
Clause 3.2 Facilitated bargaining meetings	Meetings to be held at suitable venue	Implemented	
Clause 3.2.1-3.2.2 facilitated bargaining meetings	Meetings to be held at suitable venue and parties can agree to conduct research on identified issues and meet further before negotiations	implemented	
Clause 4.1 Negotiation stage	Review Negotiation process at negotiation stage. Parties can decide if they need a facilitator	Implemented	
Clause 4.2 Negotiation stage	The facilitator, if appointed, can determine as the negotiation proceeds in what order to deal with items	Implemented	
Clause 4.3 Negotiation stage	If no facilitator is appointed, the parties shall commence the negotiation in joint meeting and commit to further meetings	Implemented	
Resolution 4 of 2017 Review of the government employee medical scheme			

Clause 4.1 Performance review of GEMS	The resolution will conclude with the intended performance review of the PSCBC	Implemented	
Clause 4.2-4.3 GEMS working committee	Establishment of a working committee. Working committee to consult on strategic direction, efficiency of administration, consider the scheme benefit structure, consider membership education	Implemented	
Clause 4.4 composition of GEMS working committee structure	The working committee will comprise 4 members from the employer, 4 from admitted unions in council and 4 from GEMS	Implemented	
Clause 4.5 to 4.7 the role of GEMS working committee	The Principal of GEMS and the PSCBC GS will be ex-officio members of the working committee	Implemented	
Clause 4.8 Stakeholder analysis on GEMS	The PSCBC and GEMs will agree to provide permanent secretary support to the working committee	Implemented	
Clause 5.1-5.2 governance of the scheme **Clause 5.1**	Proper representation of membership on the board. Membership appointed from public service administration, PSCBC, trade unions, members of the scheme representing trade unions, independent members	Implemented	
Resolution 5 of 2017 Establishment of an advisory body for government employee housing scheme GEHS			
Clause 4.1 Establishment of Advisory body	Formation of the advisory body based on Minister's decision	Implemented	

Clause 4.2.1 to 4.3 Role of the advisory body	Advisory body to guide on the strategic direction of the scheme, efficiency of the administration, receive reports on financial sustainability and reports on membership satisfaction. Advisory Body to comprise 6 members	In progress	
Resolution 1 of 2018 Salary adjustment and improvement of conditions of service			
Resolution 1 of 2018 Salary adjustments	Salary adjustment and improvement of conditions of service for the period 2018/2019, 2019/2020, and 2020/2021	Implemented	
Clause 3.1 Salary adjustments	Salary adjustments for period 1 April 2018 to 31 March 2019 for salary level 1-12	Implemented	
Clause 3.2 Salary adjustments	Salary adjustments for period 1 April 2019 to 31 March 2020 for salary level 1-12	Implemented	
Clause 3. Salary adjustments	Salary adjustments for period 1 April 2020 to 31 March 2021 for salary level 1-12	Not implemented	
Clause 3.4 salary adjustments	Projected CPI 2019/2020 and 2020/2021 to be determined by treasury	Continuous	
Clause 4.1 Pay progression	Parties agreed on equalisation of pay progression based on legislations prescribed	In progress	
Clause 4.2.1.1-4.2.2 Equalisation incrementally	Parties agreed to implement the equalization incrementally for educators, TVET lecturers and educators employed according to Reviewed salary adjustments Increment across the board at 0.3% as of July 2018 and 0.2% as of 1 July 2019 Employees employed in terms of the police services Act an increment across the board of 0.2% by 1 July 2019	In progress	

Clause 5.1.1-5.1.3 Surrogacy leave	Entitlement of 4 consecutive days paid leave of surrogate motherhood from the date of birth of child. If both parents are employees of the public service, only one will qualify An employee who is the surrogate mother is entitled to six consecutive weeks leave after birth of the child	Implemented	
Clause 5.2 Temporary incapacity leave	The parties agreed to develop a guiding document on the implementation of tempo-rary incapacity leave within 1 month	In progress	
Clause 5.3 Shop steward leave	Leave taken by shop steward while on annual leave if performing union activities during such annual leave, the leave shall be converted to shop steward leave upon receipt of a formal request	Implemented	
Clause 5.4 Family responsibility leave	Employer will take responsibility to issue a directive on the application of age cap of a child without disability in the granting of family responsibility leave circulated to all departments within 1 month of the agreement Review of family responsibility leave	Implemented	
Clause 6.1 Housing	Parties agreed on the delinking of the payment of housing allowances of the spouse	Implemented	

Clause 6.2 from 1 September 2019	Parties agreed to the incremental implementation of delinking of housing a llowances For spouses of employees on salary level 1-5 from 1 September 2018. For spouses of employees on salary level 6-12 with effective allowances,	In progress	
Clause 6.3 Annual Increase of Housing allowance	Increase of housing allowance on an annual basis is g uaranteed as per clause 4.6 of PSCBC Resolution 7 of 2015	Implemented[30]	
Clause 6.4 Development of PTO	Employer took the responsibility of developing the definition of permission to occupy PTO and circulate to all departments	Implemented	
Clause 6.5 Funding Model and establishment of advisory body GEHS	Addition of a clause 4 on funding model to address the needs of those employees on salary level 1-5 Establishment of the advisory Body for GEHS	Implemented	
Clause 7 Comprehensive danger Insurance	The PSCBC to ensure research is conducted on a comprehensive danger insurance within six months	In Progress	
Clause 8.1 Outstanding matters	Outstanding matters resolution 3 of 2009, resolution 4 of 2015 clause 4.1.4, resolution 5 of 2015 clause 3 be reviewed within 3 months	In Progress	
Clause 8.2 Filling of vacant posts	The employer confirms there is no public service wide moratorium for filing funded vacant posts	In progress	

[30] To appear in the Annual monitoring report

Clause 8.2.2 Statistics on the filling of vacant posts	Employer to provide labour with detailed statistics on the filling of vacant posts from 1 July 2017 to 30 April 2018 Provision of statistics of filling of positions by employer	Still under discussion in council	
Clause 8.2.3 Quarterly reporting on filling of posts	Parties agreed to amend clause 14.1.4 of resolution 1 of 2007 by submitting quarterly reports on number of funded vacancies, number of vacancies advertised, number of vacancies filled and number of vacancies unfilled, with reasons of non-filling	In progress	
Clause 8.2.4 Report on comparative head count	The state to provide a report on the comparative head count of employees from 1 July 2017 to 31 march 2018Review of a report on employees head count	Not implemented	
Clause 9 GEMS	Review of government employees medical scheme. Additional clause 4.3.8 to develop a benefit product for employees on level 1-5 that will enhance the medical cover on an ongoing basis	Completed	
Resolution 2 of 2018 Compensation methodology of redress of discriminatory pension practices			
Clause 3.1 GEPF pension years	Parties agreed in PSCBC resolution 7 of 1998 for GEPF to increase pensionable years of service, or implement other measures of employees disadvantaged by past specific racial or gender discrimination Review of	Implemented	

Clause 4.1-4.2 discriminatory pension practices	agreement on payment by GEPF based on actuaries at 68.4% Parties agreed in giving effect to PSCBC resolution 7 of 1998 and resolution 12 of 2002 to increase the years of service of qualifying applicant buts still in the system	Implemented	
Clause 4.3 Pension redress programme	Qualifying applicants who exited the public service will receive a lump sum	Continuous	
Clause 4.4 GPAA	Government Pension administration agency will seek approval for the provision of 4.3 from the Board of Trustee of GEPF	Implemented	
Clause 4.5 Adjustment of pensionable service	GPAA to adjust accordingly the increased pensionable service of qualifying applicants who are still in service Review of discriminatory pension practices	Implemented	
Clause 4.6 GPAA communication on the outcome of the Adjustments	GPAA to inform all qualifying applicants of the outcome of the adjustments to service periods and cash benefits payable	In progress	

ANNEXURE 2: Annual Implementation of Collective Agreements

Resolution	Agreements Made	Comments	Tracking
Resolution 1 of 2011 Agreement on Amendment to PSCBC Resolution 2 of 2010 – AGENCY FEE			
Clauses 3.1 to 3.4 Annual review of Agency fees	Amending Clause 5.2 of PSCBC Resolution 2 of 2010	Tracked Annually[31]	
Resolution 2 of 2011 Wage settlement for the 2011/2012 financial year.			
Clause 3.1 – Salary Adjustment Annual salary adjustment for 2011/2012 shall be 6.8%	Salary adjustment	Implemented	
Clause 3.3.1 – Home Ownership	Develop and present a comprehensive Government Employees Housing Scheme (GEHS) that ensures home ownership for all levels of employees within the public service	Continuous[32]	
Resolution 1 of 2012 Agreement on Salary adjustment and improvement on conditions of service in the public service for the period 2012/13 – 2014/15			
Clause 6.3 Annual Review of Night shift allowance	Night shift allowance to be revised annually with effect from 1 April 2015 based on the CPI for the previous year	Continuous	
Resolution 2 of 2012 Resolution 2 of 2012 Foreign Service Dispensation for Employees Serving in Republic of South Africa Missions Abroad			
Clause 3.1.3 DPACA to be reviewed Annually	The DPACA US$ nom amount to be reviewed annually based upon the US CPI	Implemented[33]	
Resolution 2 of 2013 Agreement to increase levies			

[31] To appear in the Annual Monitoring report
[32] Tracked on an ongoing basis
[33] Reviewed annually to appear in Annual Monitoring report

Clause 4.3 Increase of Levy contribution	The Levy Contribution will therefore increase on 1 April of every year following the date of signing this agreement	Levy reviewed Annually	
Resolution 2 of 2015: Agreement on Salary adjustment and conditions of service in the public service for the period 2015/16-2017/18			
Clause 6.3 Future medical subsidy adjustment	The first annual adjustment of medical subsidy shall come into effect on 1 January 2016	In progress	
Resolution 4 of 2015:Agreement on the review of annexure A of PSCBC Resolution 1 of 2007: Danger Allowance			
Clause 4.1.3-4.1.5 Annual adjustment of danger allowance	Annual adjustment to danger allowance will continue to be effected on 1 July of each year based on projected CPI	Implemented	
Resolution 7 of 2015: Frame work Agreement to Establish GEHS			
Clause 4.5.3 Annual Adjustment of housing allowance	The amount of the housing allowance shall be adjusted annually on the basis of CPI	Implemented	
Clause 4.6 Annual adjustment of the housing allowance	The amount of the housing allowance shall be adjusted annually on the basis of CPI such adjustments shall be implemented on 1 July of each year	Implemented	
Resolution 1 of 2018 Salary adjustment and improvement of conditions of service			
Clause 6.3 Annual Increase of Housing allowance	Increase of housing allowance on an annual basis is guaranteed as per clause 4.6 of the PSCBC Resolution 7 of 2015	Implemented	

Public Service Co-ordinating Bargaining Council

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Annual Financial Statements

for the year ended 31 March 2020

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Public Service Co-ordinating Bargaining Council
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General Information

Country of incorporation and domicile	South Africa
Nature of business and principal activities	Enhance labour peace and promote sound relations between employer and employees in the public service
Registered office	Public Service Bargaining Centre Building A and B 260 Basden Avenue Lyttelton Centurion 0176
Postal address	PO Box 3123 Lyttleton South Centurion 0176
Auditor	PricewaterhouseCoopers Inc. Registered Auditor
Physical address	4 Lisbon Lane Waterfall City Juskie View 2090
Company registration number	LR2/6/6/126
Level of assurance	These annual financial statements have been audited in compliance with the applicable requirement of Section 53 of the Labour Relations Act, No 66 of 1995.
Preparer	These annual financial statements were independently compiled by: Moyana and Associates Chartered Accountants (Pty) Ltd
Published	15 -09- 2020

Public Service Co-ordinating Bargaining Council
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Annual Financial Statements for the year ended 31 March 2020

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The reports and statements set out below comprise the annual financial statements presented to the members:

Public Service Co-ordinating Bargaining Council
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Annual Financial Statements for the year ended 31 March 2020

Councils' Responsibilities and Approval

The Council of the Public Service Co-ordinating Bargaining Council (PSCBC) is required in terms of Section 53 of the Labour Relations Act, 1995 to maintain adequate accounting records and is responsible for the content and integrity of the Annual Financial Statements and related financial information included in this report. It is their responsibility to ensure that the Annual Financial Statements fairly present the state of affairs of the PSCBC as at the end of the financial year and the results of its operations and cash flows for the period then ended, in conformity with the International Financial Reporting Standards. The external auditor is engaged to express an independent opinion on the Annual Financial Statements.

The Annual Financial Statements are prepared in accordance with the International Financial Reporting Standards and are based upon appropriate accounting policies consistently applied and supported by reasonable and prudent judgements and estimates.

The Council acknowledges that it is ultimately responsible for the system of internal financial control established by the organisation and place considerable importance on maintaining a strong control environment. To enable the Council to meet these responsibilities, the Council members sets standards for internal control aimed at reducing the risk of error or loss in a cost effective manner. The standards include the proper delegation of responsibilities within a clearly defined framework, effective accounting procedures and adequate segregation of duties to ensure an acceptable level of risk. These controls are monitored throughout the PSCBC and all employees are required to maintain the highest ethical standards in ensuring the Council's business is conducted in a manner that in all reasonable circumstances is above reproach. The focus of risk management in the PSCBC is on identifying, assessing, managing and monitoring all known forms of risk across the PSCBC. While operating risk cannot be fully eliminated, the PSCBC endeavours to minimise it by ensuring that appropriate infrastructure, controls, systems and ethical behaviour are applied and managed within predetermined procedures and constraints.

The Council is of the opinion, based on the information and explanations given by management, that the system of internal control provides reasonable assurance that the financial records may be relied on for the preparation of the Annual Financial Statements. However, any system of internal financial control can provide only reasonable, and not absolute, assurance against material misstatement or loss.

The Council has reviewed the PSCBC's cash flow forecast for the year to 31 March 2021 and, in light of this review and the current financial position, they are satisfied that the PSCBC has access to adequate resources to continue in operational existence for the foreseeable future.

The external auditor is responsible for independently auditing and reporting on the PSCBC's Financial Statements. The Financial Statements have been examined by the external auditor and his report is presented on pages 5-7.

The Coucil has made available to the auditor, all information requested for performance of the audit.

The Annual Financial Statements and additional schedules set out on page 4 to 29, which have been prepared on the going concern basis, were approved by the Council on 15-09-2020 and were signed on its behalf by:

Approval of annual financial statements

F de Bruin

General Secretary

C Nanto

Vice Chairperson Labour

I Dimo

Chairperson of Council

Public Service Co-ordinating Bargaining Council
(Registration number: LR2/6/6/126)
Annual Financial Statements for the year ended 31 March 2020

Councils' Report

1. Introduction

The Council has pleasure in submitting their report on the financial statements of Public Service Co-ordinating Bargaining Council for the year ended 31 March 2020.

2. Review of activities

Main buisness and operations

The Public Service Co-ordinating Bargaining Council (PSCBC) is registered in terms of Section 35 and Section 36 of the Labour Relations Act, 1995. It is mainly formed to enhance labour peace and promote sound relations between employer and employees in the public service and operates principally in South Africa.

The objectives of the PSCBC, within its registered scope, are to:
(a) generally enhance labour peace in the public service;
(b) promote a sound relationship between the employer and its employees;
(c) in terms of the Labour Relations Act and the constitution, negotiate and bargain collectively to reach agreement on matters of mutual interest to the employer and employees represented by admitted trade unions;
(d) provide mechanisms for the prevention and resolution of disputes between
(i) the employer and trade unions admitted to the PSCBC;
(ii) the employer and trade unions not admitted to the PSCBC; and
(iii) the employer and employees, where the employer has the requisite authority to resolve such disputes;
(e) conclude, supervise and enforce collective agreements;
(f) comply with its powers and duties in terms of the Labour Relations Act and its constitution;
(g) consider and deal with such other matters as may affect the interest of the parties to the PSCBC; and
(h) promote effective communication and co-ordination between the PSCBC and sectors.

The operating results and state of affairs of the organisation are fully set out in the attached financial statements and do not in our opinion require any further comment.

Net deficit of the Council was R 2 269 037 (2019: R 4 299 368 deficit).

3. Going concern

The financial statements have been prepared on the basis of accounting policies applicable to a going concern. This basis presumes that funds will be available to finance future operations and that the realisation of assets and settlement of liabilities, contingent obligations and commitments will occur in the ordinary course of business.

4. Events after the reporting period

Nature of event

At the time of publishing these results, the Council finds itself in the unprecedented circumstances of the COVID-19 pandemic, with South Africa operating under a National State of Disaster and in an extended economic and social lockdown. The full economic impact of the lockdown has still to be determined, and the prognosis will remain fluid and uncertain for many months to come.

Estimate of the financial impact due the COVID-19

Management has considered the impact of the lockdown on the financial position at 31 March 2020 and is of the view that the pandemic does not affect the economic assumptions and estimates made at 31 March 2020 for measurement purposes and no impairments are considered necessary.

Management has also considered the impact of the lockdown arising from the COVID-19 pandemic on the next financial year to confirm the appropriateness of the going concern assumption used in the preparation of these financial statements. The Council is soundly structured, with a bank balance of R23,743,978 at 31 March 2020. The Board has assessed the Council's solvency and liquidity having regard for the cash on hand and anticipated cash flows and has concluded that it is satisfied with the Council's ability to continue as a going concern for the 2021 financial year.

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Independent auditor's report

To the Council Members of Public Service Co-ordinating Bargaining Council

Our opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of Public Service Co-ordinating Council (the Council) as at 31 March 2020, and its financial performance and cash flows for the year then ended in accordance with International Financial Reporting Standards.

What we have audited

Public Service Co-ordinating Council's financial statements set out on pages 8 to 29 comprise:

- the statement of financial position as at 31 March 2020;
- the statement of profit or loss and other comprehensive income for the year then ended;
- the statement of changes in funds for the year then ended;
- the statement of cash flows for the year then ended; and
- the notes to the financial statements; and
- the summary of significant accounting policies.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

We are independent of the Council in accordance with the sections 290 and 291 of the Independent Regulatory Board for Auditors' *Code of Professional Conduct for Registered Auditors (Revised January 2018)*, parts 1 and 3 of the Independent Regulatory Board for Auditors' *Code of Professional Conduct for Registered Auditors (Revised November 2018)* (together the IRBA Codes) and other independence requirements applicable to performing audits of financial statements in South Africa. We have fulfilled our other ethical responsibilities, as applicable, in accordance with the IRBA Codes and in accordance with other ethical requirements applicable to performing audits in South Africa. The IRBA Codes are consistent with the corresponding sections of the International Ethics Standards Board for Accountants' *Code of Ethics for Professional Accountants* and the International Ethics Standards Board for Accountants' *International Code of Ethics for Professional Accountants (including International Independence Standards)* respectively.

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Private Bag X36, Sunninghill, 2157, South Africa
T: +27 (0) 11 797 4000, F: +27 (0) 11 209 5800, www.pwc.co.za

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Chief Executive Officer: L S Machaba
The Company's principal place of business is at 4 Lisbon Lane, Waterfall City, Jukskei View, where a list of directors' names is available for inspection.
Reg. no. 1998/012055/21. VAT reg.no. 4950174682.

Other information

The council members are responsible for the other information. The other information comprises the information included in the document titled "Public Service Co-ordinating Bargaining Council Annual Financial Statements for the year ended 31 March 2020", which includes the Council's Report. The other information does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express an audit opinion or any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the council members for the financial statements

The council members are responsible for the preparation and fair presentation of the financial statements in accordance with International Financial Reporting Standards, and for such internal control as the council members determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the council members are responsible for assessing the Council's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the council members either intend to liquidate the Council or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Council's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Council members.

- Conclude on the appropriateness of the Council members' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Council's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Council to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the council members regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Report on Other Legal and Regulatory Requirements

In connection with our reporting responsibilities in terms of Section 53 (2) (b) of the Labour Relations Act, 1995, we report that we have not identified significant exceptions in respect of the Council's compliance with the provisions contained in its constitution relating to financial matters.

PricewaterhouseCoopers Inc.

PricewaterhouseCoopers Inc.
Director: Raj Dhanlall
Registered Auditor
Johannesburg
16 September 2020

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Public Service Co-ordinating Bargaining Council
(Registration number: LR2/6/6/126)
Annual Financial Statements for the year ended 31 March 2020

Statement of Financial Position as at 31 March 2020

Figures in Rand	Notes	2020	2019
Assets			
Non-Current Assets			
Property, plant and equipment	4	21 972 081	22 847 890
Right of use asset	5	486 504	-
Intangible assets	6	2 831 924	3 202 388
		25 290 509	**26 050 278**
Current Assets			
Trade and other receivables	7	547 492	855 983
Cash and cash equivalents	8	23 743 978	24 104 450
Trust Bank Account: Agency fees	9	31 648 117	21 915 696
		55 939 587	**46 876 129**
Total Assets		**81 230 096**	**72 926 407**
Equity and Liabilities			
Equity			
Accumulated surplus		46 285 529	48 554 566
Liabilities			
Non-Current Liabilities			
Finance lease liabilities	10	303 216	124 799
Current Liabilities			
Trade and other payables	11	2 775 447	2 088 144
Finance lease liabilities	10	190 463	187 921
Corporate card	8	27 324	55 281
Agency fees held in trust	12	31 648 117	21 915 696
		34 641 351	**24 247 042**
Total Liabilities		**34 944 567**	**24 371 841**
Total Equity and Liabilities		**81 230 096**	**72 926 407**

The accounting policies on pages 12-19 and the notes on pages 20 to 29 form an integral part of the annual financial statements.

Public Service Co-ordinating Bargaining Council
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Annual Financial Statements for the year ended 31 March 2020

Statement of Profit or Loss and Other Comprehensive Income

Figures in Rand	Notes	2020	2019
Levy income	16	41 256 024	38 920 988
Other operating income	17	177 938	795 447
Other operating expenses		(45 827 018)	(45 238 309)
Operating deficit		**(4 393 056)**	**(5 521 874)**
Interest received	18	2 171 036	1 280 134
Finance costs	19	(47 017)	(57 628)
Deficit for the year		**(2 269 037)**	**(4 299 368)**
Other comprehensive deficit		-	-
Total comprehensive deficit for the year		**(2 269 037)**	**(4 299 368)**

The accounting policies on pages 12 to 19 and the notes on pages 20 to 29 form an integral part of the financial statements.

Public Service Co-ordinating Bargaining Council
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Annual Financial Statements for the year ended 31 March 2020

Statement of Changes in Funds

Figures in Rand	Retained surplus	Total equity
Balance at 01 April 2018	**52 853 934**	**52 853 934**
Deficit for the year	(4 299 368)	(4 299 368)
Other comprehensive income	-	-
Total comprehensive deficit for the year	**(4 299 368)**	**(4 299 368)**
Balance at 01 April 2019	**48 554 566**	**48 554 566**
Deficit for the year	(2 269 037)	(2 269 037)
Other comprehensive income	-	-
Total comprehensive deficit for the year	**(2 269 037)**	**(2 269 037)**
Balance at 31 March 2020	**46 285 529**	**46 285 529**

The accounting policies on pages 12 to 19 and the notes on pages 20 to 29 form an integral part of the financial statements.

Public Service Co-ordinating Bargaining Council

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Annual Financial Statements for the year ended 31 March 2020

Statement of Cash Flows

Figures in Rand	Notes	2020	2019
Cash flows from operating activities			
Cash generated used in operations	22	(1 808 665)	(2 507 038)
Interest received		2 171 036	1 280 134
Finance costs		(47 017)	(57 628)
Net cash from/(used by) operating activities		**315 354**	**(1 284 532)**
Cash flows from investing activities			
Purchase of property, plant and equipment	4	(473 600)	(453 923)
Sale of property, plant and equipment	4	41 571	1 374
Purchase of right of use asset	5	(391 000)	-
Purchase of intangible assets	6	(5 799)	(18 073)
Net cash used by investing activities		**(828 828)**	**(470 622)**
Cash flows from financing activities			
Finance lease payments		180 959	22 806
Total cash and cash equivalents movement for the year		**(332 515)**	**(1 732 348)**
Cash at the beginning of the year		24 049 169	25 781 517
Total cash and cash equivalents at end of the year	8	**23 716 654**	**24 049 169**

The accounting policies on pages 12 to 29 and the notes on pages 20 to 29 form an integral part of the annual financial statements.

Public Service Co-ordinating Bargaining Council

(Registration number: LR2/6/6/126)
Annual Financial Statements for the year ended 31 March 2020

Summary of Significant Accounting Policies

1. Corporate Information

Public Service Co-ordinating Bargaining Council is a public company incorporated and domiciled in South Africa. The address of its registered office and principal place of business is Public Service Bargaining Centre Building A and B 260 Basden Avenue. Their principal activities are to enhance labour peace and promote sound relations between employer and employees in the public service.

1.1 Significant accounting policies

The principal accounting policies applied in the preparation of these financial statements are set out below.

These accounting policies are consistent with the previous period.

1.2 Basis of preparation

The financial statements have been prepared on the going concern basis in accordance with, and in compliance with, International Financial Reporting Standards ("IFRS") and Section 53 of the Labour Relations Act.

The financial statements have been prepared on the historic cost convention, except for the measurement of investment properties of certain financial instruments at fair value, and incorporate the principal accounting policies set out below. They are presented in Rands, which is the organisation's functional currency.

1.3 Significant judgements and sources of estimation uncertainty

The preparation of financial statements in conformity with IFRS requires management, from time to time, to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets, liabilities, income and expenses. These estimates and associated assumptions are based on experience and various other factors that are believed to be reasonable under the circumstances. Actual results may differ from these estimates. The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimates are revised and in any future periods affected.

Critical judgements in applying accounting policies

The critical judgements made by management in applying accounting policies, apart from those involving estimations, that have the most significant effect on the amounts recognised in the financial statements, are outlined as follows:

Key sources of estimation uncertainty

Trade receivables

The organisation assesses its trade receivables for impairment at the end of each reporting period. In determining whether an impairment loss should be recorded in profit or loss, the organisation makes judgements as to whether there is observable data indicating a measurable decrease in the estimated future cash flows from the financial asset.

The impairment (or loss allowance) for trade receivables is calculated on a portfolio basis, except for individually significant trade receivables which are assessed separately. The impairment test on the portfolio is based on historical loss ratios, adjusted for national and industry-specific economic conditions and other indicators present at the reporting date that correlate with defaults on the portfolio. These annual loss ratios are applied to loan balances in the portfolio and scaled to the estimated loss emergence period.

Provisions

Provisions are inherently based on assumptions and estimates using the best information available.

Public Service Co-ordinating Bargaining Council

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Annual Financial Statements for the year ended 31 March 2020

Summary of Significant Accounting Policies

1.4 Property, plant and equipment

Property, plant and equipment are tangible assets which the organisation holds for its own use or for rental to others and which are expected to be used for more than one year.

An item of property, plant and equipment is recognised as an asset when it is probable that future economic benefits associated with the item will flow to the organisation, and the cost of the item can be measured reliably.

Property, plant and equipment is initially measured at cost. Cost includes all of the expenditure which is directly attributable to the acquisition or construction of the asset, including the capitalisation of borrowing costs on qualifying assets and adjustments in respect of hedge accounting, where appropriate.

Property, plant and equipment is subsequently stated at cost less accumulated depreciation and any accumulated impairment losses, except for land which is stated at cost less any accumulated impairment losses.

Depreciation of an asset commences when the asset is available for use as intended by management. Land is not depreciated. Depreciation is charged to write off the asset's carrying amount over its estimated useful life to its estimated residual value, using a method that best reflects the pattern in which the asset's economic benefits are consumed by the organisation. Leased assets are depreciated in a consistent manner over the shorter of their expected useful lives and the lease term. Depreciation is not charged to an asset if its estimated residual value exceeds or is equal to its carrying amount. Depreciation of an asset ceases at the earlier of the date that the asset is classified as held for sale or derecognised.

The useful lives of items of property, plant and equipment have been assessed as follows:

Item	Depreciation method	Average useful life
Buildings	Straight line	30 years
Motor vehicles	Straight line	5-7 years
Office furniture and equipment	Straight line	2-5 years
IT equipment	Straight line	3 years

The residual value, useful life and depreciation method of each asset are reviewed at the end of each reporting year. If the expectations differ from previous estimates, the change is accounted for prospectively as a change in accounting estimate.

Each part of an item of property, plant and equipment with a cost that is significant in relation to the total cost of the item is depreciated separately.

The depreciation charge for each year is recognised in profit or loss unless it is included in the carrying amount of another asset.

An item of property, plant and equipment is derecognised upon disposal or when no future economic benefits are expected from its continued use or disposal. Any gain or loss arising from the derecognition of an item of property, plant and equipment, determined as the difference between the net disposal proceeds, if any, and the carrying amount of the item, is included in profit or loss when the item is derecognised.

Public Service Co-ordinating Bargaining Council

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Annual Financial Statements for the year ended 31 March 2020

Summary of Significant Accounting Policies

1.5 Intangible assets

An intangible asset is recognised when:

- it is probable that the expected future economic benefits that are attributable to the asset will flow to the entity; and
- the cost of the asset can be measured reliably

Intangible assets are initially recognised at cost.

Intangible assets are carried at cost less any accumulated amortisation and any impairment losses.

An intangible asset is regarded as having an indefinite useful life when, based on all relevant factors, there is no foreseeable limit to the period over which the asset is expected to generate net cash inflows. Amortisation is not provided for these intangible assets, but they are tested for impairment annually and whenever there is an indication that the asset may be impaired. For all other intangible assets amortisation is provided on a straight line basis over their useful life.

The amortisation period and the amortisation method for intangible assets are reviewed every period-end.

Amortisation is provided to write down the intangible assets, on a straight line basis, to their residual values as follows:

Item	Useful life
Computer software	2-10 years

1.6 Financial instruments

Financial assets and financial liabilities are recognised in the company's statement of financial position when the company becomes a party to the contractual provisions of the instrument.

Financial assets and financial liabilities are initially measured at fair value. Transaction costs that are directly attributable to the acquisition or issue of financial assets and financial liabilities (other than financial assets and financial liabilities at fair value through profit or loss) are added to or deducted from the fair value of the financial assets or financial liabities, as appropriate, on initial recognition. Transaction costs directly attributable to the acquisition of financial assets or financial liabilities at fair value through profit or loss are recognised immediately in profit or loss.

Financial assets

All recognised financial assets are measured subsequently in their entirely at either amortised cost or fair value, depending on the classification of the financial assets.

Classification of financial assets

Debt instruments that meet the following conditions are measured subsequently at amortised cost:
- the financial asset is held within a business model whose objective is to hold financial assets in order to collect contractual cash flows; and
- the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

The company holds the following financial assets:

Cash and cash equivalents

Cash and cash equivalents are subsequently measured at amortised cost. Cash and cash equivalents comprise deposits held at call with banks.

Trust Bank Account: Agency Fees

Trust bank account are subsequently measured at amortised cost. Trust bank account comprise of agency fees administered by the PSCBC.

Public Service Co-ordinating Bargaining Council
(Registration number: LR2/6/6/126)
Annual Financial Statements for the year ended 31 March 2020

Summary of Significant Accounting Policies

1.6 Financial instruments (continued)

Trade and other receivables

Trade and other receivables are subsequently measured at amortised cost. These comprise of Trade receivables, Prepaid expenditure, Current assets and Other Receivables.

Amortised cost and effective interest method

The effective interest method is a method of calculating the amortised cost of a debt instrument and of allocating interest income over the relevant period.

For financial assets other than purchased or originated credit-impaired financial assets (i.e. assets that are credit-impaired on initial recognition), the effective interest rate is the rate that exactly discounts estimated future cash receipts (including all fees and points paid or received that form an integral part of the effective interest rate, transaction costs and other premiums or discounts) excluding expected credit losses, through the expected life of the debt instrument, or, where appropriate, a shorter period, to the gross carrying amount of the debt instrument on initial recognition. For purchased or originated credit-impaired financial assets, a credit-adjusted effective interest rate is calculated by discounting the estimated future cash flows, including expected credit losses, to the amortised cost of the debt instrument on initial recognition.

The amortised cost of a financial asset is the amount at which the financial asset is measured at initial recognition minus the principal repayments, plus the cumulative amortisation using the effective interest method of any difference between that initial amount and the maturity amount, adjusted for any expected credit loss. The gross carrying amount of a financial asset is the amortised cost of a financial asset before adjusting for any expected credit loss.

Interest income is recognised using the effective interest method for debt instruments measured subsequently at amortised cost and at fair value through other comprehensive income. For financial assets other than purchased or originated credit-impaired financial assets, interest income is calculated by applying the effective interest rate to the gross carrying amount of a financial asset, except for financial assets that have subsequently become credit-impaired (see below). For financial assets that have subsequently become credit-impaired, interest income is recognised by applying the effective interest rate to the amortised cost of the financial asset. If, in subsequent reporting periods, the credit risk on the credit-impaired financial instrument improves so that the financial asset is no longer credit-impaired, interest income is recognised by applying the effective interest rate to the gross carrying amount of the financial asset.

Public Service Co-ordinating Bargaining Council
(Registration number: LR2/6/6/126)
Annual Financial Statements for the year ended 31 March 2020

Summary of Significant Accounting Policies

1.6 Financial instruments (continued)

Impairment of financial assets

The company recognises a simplified loss allowance approach for expected credit losses on amounts due from related parties, trade and other receivables. The amount of expected credit losses is updated at each reporting date to reflect changes in credit risk since initial recognition of the respective financial instrument.

In assessing whether the credit risk on a financial instrument has increased significantly since initial recognition, Public Service Co-ordinating Bargaining Council (PSCBC) compares the risk of a default occurring on the financial instrument at the reporting date with the risk of a default occurring on the financial instrument at the date of initial recognition. In making this assessment, PSCBC Limited considers both quantitative and qualitative information that is reasonable and supportable, including historical experience and forward looking information that is available without undue cost or effort. Forward looking information considered includes the future prospects of the industries in which the PSCBC debtors operate, obtained from economic expert reports, governmental bodies, and other similar organisations, as well as consideration of various external sources of actual and forecast economic information that relate to the PSCBC core operations.

In particular, the following information is taken into account when assessing whether credit risk has increased significantly since initial recognition:
- an actual or expected significant deterioration in the financial instrument's credit rating;
- significant deterioration in external market indicators of credit risk for a particular financial instrument;
- existing or forecast adverse changes in business, financial or economic conditions that are expected to cause a significant decrease in the debtor's ability to meet its debt obligations;
- an actual or expected significant deterioration in the operating results of the debtor;
- significant increases in credit risk on other financial instruments of the same debtor;

Irrespective of the outcome of the above assessment, PSCBC presumes that the credit risk on a financial asset has increased significantly when contractual payments are past due.

Despite the foregoing, PSCBC assumes that the credit risk on a financial instrument has not increased significantly since initial recognition if the financial instrument is determined to have low credit risk at the reporting date. A financial instrument is determined to have low credit risk if:
- the financial instrument has a low risk of default;
- the debtor has a strong capacity to meet its contractual cash flow obligations in the near term, and
- adverse changes in economic and business conditions in the longer term may, but will not necessarily, reduce the ability of the beneficiary to fulfil its contractual cash flow obligations.

Financial liabilities

Debt and equity instruments are classified as either financial liabilities or as equity in accordance with the substance of the contractual arrangements and the definitions of a financial liability and an equity instrument.

Financial liabilities are recognised when the company becomes party to the contractual provisions of the relevant instrument. Financial liabilities are derecognised when they are extinguished, that is discharged, cancelled or expired.

The company holds the following financial liabilities.

Corporate card

Corporate card are subsequently measured at amortised cost. Corporate card comprise of a bank overdraft facility.

Trade and other payables

Trade and other payables are subsequently measured at amortised cost. These comprise of Trade payables, leave accural, bouns accural, accrued expenses and medical aid contributions.

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Summary of Significant Accounting Policies

1.6 Financial instruments (continued)

Agency fees held in trust

Agency fees held in trust are subsequently measured at amortised cost. Agency fees held in trust comprise of agency fees administered by the PSCBC.

All financial liabilities are measured subsequently at amortised cost using the effective interest method. However, financial liabilities that arise when a transfer of a financial asset does not qualify for derecognition or when the continuing involvement approach applies, and are measured in accordance with the specific accounting policies set out below.

Financial liabilities are measured subsequently at amortised cost using the effective interest method. The effective interest method is a method of calculating the amortised cost of a financial liability and of allocating interest expense over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash payments (including all fees and points paid or received that form an integral part of the effective interest rate, transaction costs and other premiums or discounts) through the expected life of the financial liability, or (where appropriate) a shorter period, to the amortised cost of a financial liability.

Financial liabilities are presented as current liabilities if payment is due or could be demanded within 12 months. If not, they are presented as non-current liabilities.

Financial liabilities are offset and the net amount is reported in the statement of financial position when there is a legally enforceable right to offset the recognised amounts and there is an intention to settle on a net basis.

1.7 Right of use asset

Right of use assets are tangible assets which the organisation holds in terms of a lease agreement with the lessor which are expected to be used for a period of 3 years.

An item of right of use asset is recognised at the commencement of the lease agreement with the lessor, and the cost of the item can be measured reliably.

Right of use assets is initially measured at cost. Cost is calculated as the initial amount of the lease liability, plus any lease payments made to the lessor before the lease commencement date, plus any initial direct costs incurred, minus any lease incentives received.

Property, plant and equipment is subsequently stated at cost less accumulated depreciation and any accumulated impairment losses, except for land which is stated at cost less any accumulated impairment losses.

The depreciation period for the right-of-use asset is from the lease commencement date to the earlier of the end of the lease term or the end of the useful life of the asset. An exception is when it is reasonably certain that the lessee will exercise an option to purchase the asset, in which case the amortization period is through the end of the asset's useful life.

The useful lives of items of right of use assets has been assessed as follows:

Item	Depreciation method	Average useful life
Leased office equipment	Straight line	Over the term of the lease

If a right-of-use asset is determined to be impaired, the impairment is immediately recorded, thereby reducing the carrying amount of the asset. Its subsequent measurement is calculated as the carrying amount immediately after the impairment transaction, minus any subsequent accumulated depreciation.

At the termination of a lease, the right-of-use asset and associated lease liability are removed from the books of the lessee. The difference between the two amounts is accounted for as a profit or loss at that time.

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Summary of Significant Accounting Policies

1.8 Employee benefits

Short-term employee benefits

The cost of short-term employee benefits, (those payable within 12 months after the service is rendered, such as paid vacation leave and sick leave, bonuses, and non-monetary benefits such as medical care), are recognised in the period in which the service is rendered and are not discounted.

The expected cost of compensated absences is recognised as an expense as the employees render services that increase their entitlement or, in the case of non-accumulating absences, when the absence occurs.

The expected cost of profit sharing and bonus payments is recognised as an expense when there is a legal or constructive obligation to make such payments as a result of past performance.

1.9 Provisions and contingencies

Provisions are raised when the organisation has a present legal or constructive obligation.

Provisions are recognised when:
- the council has a present obligation as a result of a past event;
- it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation; and
- a reliable estimate can be made of the obligation.

The amount of a provision is the present value of the expenditure expected to be required to settle the obligation.

Provisions are not recognised for future operating losses.

Contingent assets and contingent liabilities are not recognised.

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Summary of Significant Accounting Policies

1.10 Revenue

IFRS 15 establishes a comprehensive framework for determining whether, how much and when revenue is recognised. It replaces IAS 18 Revenue.

IFRS 15 Revenue from Contracts with Customers (applicable from 1 March 2018)

The Council's revenue with customers comprises primarily of levy income collected from employees and employers of various government departments.

IFRS 15 established a comprehensive framework for determining and reporting the nature, amount, timing and uncertainty of revenue and cash flows arising from an entity's contracts with customers. The standard outlines the principles that must be applied to measure and recognise revenue with the core principle being that revenue should be recognised at an amount that reflects the consideration to which an entity expects to be entitled in exchanged for fulfilling its performance obligations to a customer.

The principles in IFRS 15 must be applied using the following five-step model:
1. Identify the contract(s) with a customer.
2. Identify the performance obligations in the contract
3. Determine the transaction price
4. Allocate the transaction price to the performance obligations in the contract
5. Recognise revenue when or as the entity satisfies its performance obligations

The Council has adopted IFRS 15 using the cumulative effect method with the effect of initially applying this standard recognised at the date of initial application (being 1 January 2018). Accordingly, the information presented for the prior period has not been restated. Additionally, the disclosure requirements in IFRS 15 have been generally been applied to comparative information. Apart from providing more qualitative disclosures on the Council's revenue transactions, the application of IFRS 15 has not had a significant impact on the Council. As at the date of initial application, no adjustments were required to the Council's Statement of Profit or Loss and Other Comprehensive Income or Statement of Financial Position.

The Council recognises revenue from customers at a point in time by recognising the cash value of income received on a monthly basis. No element of financing is deemed to be present and no adjustment for time value of money are made to the transaction price.

1.11 Investment Income

Interest income is accrued on a time proportion basis with reference to the principal amount receivable and the effective interest rate applicable. Interest income is accounted for as it accrues, unless collectability is in doubt. Interest income excludes that portion which relates to agency fees held in trust.

1.12 Borrowing costs

Borrowing costs are recognised as an expense in the period in which they are incurred.

1.13 Contingent liabilities

Contingent liabilities are disclosed when the organisation has a possible obligation that arose from a past event and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the organisation.

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2. New Standards and Interpretations

2.1 Standards and interpretations effective and adopted in the current year

In the current year, the organisation has adopted the following standards and interpretations that are effective for the current financial year and that are relevant to its operations:

Standard/ Interpretation:

IFRS 15 Revenue

The adoption of IFRS 15 from 1 March 2018 has resulted in changes to the accounting policies with regards to the process followed in order to recognise revenue applicable to the Council, however these changes have not resulted in the need to restate any prior period figures.

IFRS 15 establishes a comprehensive framework for determining whether, how much and when revenue is recognized. It replaced IAS 18 Revenue. Under IFRS 15, revenue is recognised at an amount that reflects the consideration to which an entity expects to be entitled for transferring goods or services to a customer based on the satisfaction of performance obligations.

Revenue is measured based on the consideration specified in a contract with customers and excludes amounts collected on behalf of third parties. The Council recognises revenue when it transfers control over a product or service to a customer..

IFRS 16 Leases

The Company has adopted IFRS16 "Leases" from 1 January 2019, which has resulted in changes in the accounting policies and adjustments to the amounts recognised in the financial statements.

In accordance with the transitional provisions of IFRS 16, the Company has adopted the new guidance applying a modified retrospective approach with the cumulative effect of initially applying this standard as an adjustment to the opening balance of retained earnings in the period of initial application, i.e. 1 January 2019. Comparative prior year periods were not restated. Entities applying the modified retrospective approach may also elect to use certain practical expedients.

The new standard sets out the principles for the recognition, measurement, presentation and disclosure of leases. All leases result in the lessee recognising the right to use an asset at the commencement date of the lease, and if lease payments are made over time, also recognising financing. Accordingly, IFRS 16 eliminates the classification of leases as either operating leases or finance leases as required by IAS 17 and, instead, introduces a single lessee accounting model. Lessees will be required to recognise: (a) assets and liabilities for all leases with a lease term of more than 12 months, unless the underlying asset is of low value; and (b) depreciation of right-of-use assets separately from interest on lease liabilities in profit or loss . IFRS 16 substantially carries forward the lessor accounting requirements from IAS 17. Accordingly, a lessor continues to classify its leases as operating leases or finance leases, and to account for those two types of leases differently. For subleases, intermediate lessors should classify subleases based on the right-of-use asset from the head lease, rather than the underlying lease asset as it was under IAS 17, thus there is in creased likelihood that a sublease previously classified as operating lease will be classified as a finance lease under IFRS 16

IFRS 9 Financial Instruments

This standard replaces IAS 39. It includes requirements on the classification and measurement of financial assets and liabilities. It also includes an expected credit loss model that replaces the current incurred loss impairment model. The company has taken the exemption not to restate comparative information for prior periods with respect to the classification and measurement, (including impairment of trade receivables) requirements of IFRS 9.

Initial application of IFRS 9 leads to the following changes:

A) Classification of financial assets
IFRS 9 contains three principal classification categories for financial assets: measured at amortised cost, FVOCI (fair value through other comprehensive income) and FVTPL (fair value through profit or loss). The classification of financial assets under IFRS 9 is generally based on the business model in which a financial asset is managed and its contractual cash flow characteristics.

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2. New Standards and Interpretations (continued)

IFRS 9 eliminates the previous IAS 39 categories of held to maturity, loans and receivables and available for sale. IFRS 9 largely retains the existing requirements in IAS 39 for the classification and measurement of financial liabilities.

The adoption of IFRS 9 did not have an effect on the company's accounting policies related to financial liabilities. Classification has remained the same for financial liabilities at amortised cost.

The company does not apply hedge accounting and does not use any derivative financial instruments and therefore these areas have not been considered further.

The company's most significant financial assets is its trade receivables and cash and cash equivalents.

The following table explains the original measurement categories under IAS 39 and the new measurement categories under IFRS 9 for each class of the company's financial assets as at 1 March 2018:

	IAS 39 Classification	IFRS 9 Classification
Cash & Cash Equivalents	Loans and Receivables	Amortised cost
Trade receivables	Loans and Receivables	Amortised cost

As the key driver for classification of financial assets is dependant on the business model for managing the asset and the asset's contractual cash flow characteristics, the company has made an assessment at the initial application of IFRS 9 for each class of financial asset.

Trade and other receivables, loans to group companies, loans to shareholders and cash and cash equivalents classified as Loans and receivables as at 28 February 2018 are held to collect contractual cash flows and give rise to cash flows representing solely payments of principal and interest. These are classified and measured as Debt instruments at amortised cost beginning 1 March 2018.

The company has not designated any financial liabilities as at fair value through profit or loss. There are no changes in classification and measurement for the company's financial liabilities.

B) Impairment of financial assets
IFRS 9 introduces the expected credit loss impairment approach to be applied on all financial assets (debt instruments) at amortized cost or at fair value through other comprehensive income.

Under IAS 39, these instruments were assessed to determine whether there has been objective evidence of impairment. Objective evidence may exist for example if a debtor is facing serious financial difficulties or there is a substantial change in the debtor's technological, economic, legal or market environment.

Expected credit losses are measured as the probability weighted present value of all cash shortfalls over the expected life of each financial asset.

The company has assessed all qualifying financial assets for impairment at 1 March 2018 and 28 February 2019 and did not identify a material difference between the IAS 39 impairment and the IFRS 9 impairment provision. As a result, no adjustment was made to the provision for doubtful debts in respect of trade receivables and loans and receivables at the transition date of 1 March 2018.

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3. Risk management

Capital risk management

The council's objectives when managing capital are to safeguard the council's ability to continue as a going concern in order to provide returns for shareholder and benefits for other stakeholders and to maintain an optimal capital structure to reduce the cost of capital.

In order to maintain or adjust the capital structure, the entity may draw down on available banking facilities and funds.

There are no externally imposed capital requirements.

There have been no changes to what the council manages as capital, the strategy for capital maintenance or externally imposed capital requirements from the previous year.

Financial risk management

The council's activities expose it to a variety of financial risks: market risk (including currency risk, fair value interest rate risk, cash flow interest rate risk and price risk), credit risk and liquidity risk.

The council's overall risk management program focuses on the unpredictability of financial markets and seeks to minimise potential adverse effects on the organisation's financial performance. The council approved and monitor risk management policies.

Liquidity risk

The table below analyses the council's non-derivative financial liabilities and net-settled derivative financial liabilities into relevant maturity groupings based on the remaining period at the statement of financial position date to the contractual maturity date. The amounts disclosed in the table are the contractual undiscounted cash flows.

At 31 March 2020	**Less than 1 year**	**Between 1 and 2 year**
Trade and other payables	2 775 447	-
Finance lease	190 463	303 216

At 31 March 2019	**Less than 1 year**	**Between 1 and 2 year**
Trade and other payables	2 088 144	-
Finance lease	187 921	124 799

Credit risk management

Financial assets which potentially subject the PSCBC to concentrations of credit risk consist principally of cash and cash equivalents and debtors. Concentrations of credit risk with respect to trade receivables are limited due to the profile and number of debtors. Funds are only deposited with reputable financial institutions.

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4. Property, plant and equipment

	2020			2019		
	Cost or revaluation	Accumulated depreciation	Carrying value	Cost or revaluation	Accumulated depreciation	Carrying value
Land	11 903 728	-	11 903 728	11 903 728	-	11 903 728
Buildings	11 716 041	(2 448 618)	9 267 423	11 716 041	(2 058 084)	9 657 957
Office furniture and fixtures	2 642 096	(2 356 064)	286 032	2 504 599	(2 209 897)	294 702
Motor vehicles	247 999	(247 998)	1	247 999	(247 998)	1
Leased office equipment	-	-	-	590 164	(302 636)	287 528
IT equipment	4 418 537	(3 903 640)	514 897	4 161 591	(3 457 617)	703 974
Total	**30 928 401**	**(8 956 320)**	**21 972 081**	**31 124 122**	**(8 276 232)**	**22 847 890**

Reconciliation of property, plant and equipment - 2020

	Opening balance	Additions	Disposals	Transfer to Right of use asset (Refer to note 5 - Right of use asset)	Depreciation	Closing balance
Land	11 903 728	-	-	-	-	11 903 728
Buildings	9 657 957	-	-	-	(390 534)	9 267 423
Office furniture and fixtures	294 702	176 015	(408)	-	(184 277)	286 032
Motor Vehicles	1	-	-	-	-	1
Leased office equipment	287 528	-	-	(287 528)	-	-
IT equipment	703 974	297 585	(33 313)	-	(453 349)	514 897
	22 847 890	**473 600**	**(33 721)**	**(287 528)**	**(1 028 160)**	**21 972 081**

Reconciliation of property, plant and equipment - 2019

	Opening balance	Additions	Disposals	Depreciation	Closing balance
Land and Buildings	11 903 728	-	-	-	11 903 728
Buildings	10 048 492	-	-	(390 535)	9 657 957
Office furniture and fixtures	403 438	90 460	(1 374)	(197 822)	294 702
Motor vehicles	1	-	-	-	1
Leased office equipment	261 258	222 468	-	(196 198)	287 528
IT equipment	1 105 543	140 995	-	(542 564)	703 974
	23 722 460	**453 923**	**(1 374)**	**(1 327 119)**	**22 847 890**

Property, plant and equipment encumbered as security

Leased assets with a carrying amount of 2019: R 287 528, consist of office equipment and are encumbered by finance lease liabilities in the amount of 2019: R 312 720 (note 10).

Land with a carrying amount of R11 903 728 has been earmarked for the development of the new office building.

As at the approval date of the AFS, no contractual obligations have been entered into by the Council.

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5. Right of use asset

	2020			2019		
	Cost	Accumulated depreciation and impairment	Carrying value	Cost	Accumulated depreciation and impairment	Carrying value
Right of use asset	613 468	(126 964)	486 504	-	-	-

Reconciliation of right of use asset - 2020

	Opening balance	Additions	Depreciation	Total
Right of use asset	287 528	391 000	(192 024)	486 504

Right of use asset encumbered as security

The Right of use asset with a carrying amount of R 486 504, consist of office equipment and are encumbered by finance lease liabilities in the amount of R 493 679 (note 10).

6. Intangible assets

	2020			2019		
	Cost	Accumulated amortisation	Carrying value	Cost	Accumulated amortisation	Carrying value
Computer software	4 047 502	(1 215 578)	2 831 924	4 041 703	(839 315)	3 202 388

Reconciliation of intangible assets - 2020

	Opening balance	Additions	Amortisation	Total
Computer software	3 202 388	5 799	(376 263)	2 831 924

Reconciliation of intangible assets - 2019

	Opening balance	Additions	Amortisation	Total
Computer software	3 559 370	18 073	(375 055)	3 202 388

7. Trade and other receivables

	2020	2019
Trade receivables	161 809	144 245
Prepaid expenditure	90 346	530 000
Other current assets	2 300	2 300
Other receivables	293 037	179 438
	547 492	**855 983**

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7. Trade and other receivables (continued)

Trade and other receivables past due but not impaired

Trade and other receivables which are less than 5 months past due are not considered to be impaired. At 31 March 2020 R 38 841 (2019: R 60 859) were past due but not impaired.

The ageing of amounts past due but not impaired is as follows:

Not past due	122 968	70 386
2 months past due	-	13 000
3 months past due	-	-
4 months past due	38 841	60 859
	161 809	**144 245**

8. Cash and cash equivalents

For the purpose of the statement of cash flows, cash, cash equivalents and bank overdrafts include total cash assets less bank overdrafts:

Cash on hand	232	1 000
Bank balances	3 381 531	898 124
Short-term deposits	20 362 215	23 205 326
Corporate card	(27 324)	(55 281)
	23 716 654	**24 049 169**

Current assets	23 743 978	24 104 450
Current liabilities	(27 324)	(55 281)
	23 716 654	**24 049 169**

Standard bank corporate card

Standard Bank Corporate cards have a limit amount of R55 000.00 per month.

Credit quality of cash at bank and short term deposits, excluding cash on hand

The credit quality of cash at bank and short term deposits, excluding cash on hand that are neither past due nor impaired can be assessed by reference to external credit ratings (if available) or historical information about counterparty default rates.

Credit rating

P-3	23 716 654	24 049 260

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9. Trust Bank Account: Agency fees

This relates to agency fees administered by the PSCBC in terms of an Agency shop agreement (Resolution 1 of 1998) and section 25 of the Labour Relations Act.

This relates to agency fees administered by the PSCBC in terms of an Agency shop agreement (Resolution 1 of 1998) and section 25 of the Labour Relations Act. As at 31 March 2020, the following are the admitted trade unions on whose behalf the subject funds are collected and held in trust bank account and disbursed on a monthly basis: DENOSA, HOSPERSA, NATU, NAPTOSA, NUPSAW, NEHAWU, NPSWU, PAWUSA, POPCRU, PEU, PSA, SADTU, SAEPU, SAMA, SAOU, SAPU and UNIPSAWU (Refer to Note 12).

The trust monies are held with Standard bank Limited.

	2020	2019
Agency fees held in trust	31 648 117	21 915 696

10. Finance lease liabilities

	2020	2019
Minimum lease payments which fall due		
- within one year	259 937	229 513
- in second to fifth year inclusive	348 303	144 279
	608 240	373 792
Less: future finance charges	(114 561)	(61 072)
Present value of minimum lease payments	**493 679**	**312 720**
Present value of minimum lease payments due		
- no later than one year	190 463	187 921
- later than one year and no later than five years	303 216	124 799
	493 679	**312 720**
Non-current liabilities	303 216	124 799
Current liabilities	190 463	187 921
	493 679	**312 720**

Office equipment is leased under two non-cancellable lease agreements for terms of 3 years each at interest rates of 10% and 20% respectively.

As the lease terms transfer substantially all the risks and rewards of ownership, the lease is classified as a finance lease.

Right of use assets in the amount of R 486 504 (Leased asset: 2019: R 287 528) serve as security for the liabilities (Refer to Note 5).

Office equipment lease commenced on the 04 October 2018 & 17 February 2020 and it is due to expire on the 03 October 2021 & 17 February 2023 respectively (i.e 36 month period).

11. Trade and other payables

	2020	2019
Trade payables	498 421	314 936
Accrued leave pay	859 095	942 762
Accrued bonus	516 766	460 369
Accrued expenses	794 760	279 471
Medical aid contribution	106 405	90 606
	2 775 447	**2 088 144**

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12. Agency fees held in trust

This relates to agency fees administered by the PSCBC in terms of Agency shop agreement (Resolution 1 of 1998) and section 25 of the Labour Relations Act (Refer to Note 8).

	2020	2019
Agency fees held in trust	31 648 117	21 915 696
Breakdown of agency fees held in trust:		
Opening balance	21 915 696	19 163 178
Interest received (Net)	375 497	284 700
Less: Expenditure incurred	(99 276)	(14 903)
Agency fees received	225 127 739	217 506 814
Agency fees paid	(215 671 539)	(215 023 893)
	31 648 117	**21 915 696**

13. Financial assets by category

The accounting policies for financial instruments have been applied to the line items below:

2020	**Loans and receivables**	**Total**
Trade and other receivables	547 592	547 592
Cash and cash equivalents	23 743 978	23 743 978
Agency fees held in trust	31 648 117	31 648 117
	55 939 687	**55 939 687**

2019	**Loans and receivables**	**Total**
Trade and other receivables	855 983	855 983
Cash and cash equivalents	24 049 260	24 049 260
Agency fees held in trust	21 915 696	21 915 696
	46 820 939	**46 820 939**

14. Financial liabilities by category

2020	**Financial liabilities at amortised cost**	**Total**
Finance lease liabilities	493 679	493 679
Trade and other payables	2 775 447	2 775 447
	3 269 126	**3 269 126**

2019	**Financial liabilities at amortised cost**	**Total**
Finance lease liabilities	312 720	312 720
Trade and other payables	2 088 149	2 088 149
	2 400 869	**2 400 869**

The carrying value of the financial liabilities included above approximate their fair values.

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15. Post retirement benefits

The PSCBC has no obligation to provide post retirement benefits to employees.

16. Revenue

Levy income	41 256 024	38 920 988

17. Other operating income

Profit on sale of assets and liabilities	7 850	-
Subsidy received	96 005	182 127
Insurance, sponsorships, recoveries, and services seta income	66 883	606 120
Administration fees	7 200	7 200
	177 938	**795 447**

18. Interest received

Interest income		
Levy account	2 171 036	1 280 134

19. Finance costs

Interest paid - Finance lease	47 017	57 627

20. Taxation

The PSCBC is exempt from normal income tax in terms of Section 10(1)(cA)(i) of the South African Income Tax Act, 1962 (Act No. 58 of 1962).

21. Other operating expenses

Amortisation	376 263	375 055
Audit Fees	482 477	471 023
Depreciation	1 220 184	1 327 119
Employee cost	18 504 749	15 808 147
Legal fees	1 454 365	2 218 265
Travel - local	101 072	301 239
	22 139 110	**20 500 848**

22. Cash generated from (used in) operations

Loss before taxation	(2 269 037)	(4 299 368)
Adjustments for:		
Amortisation	376 263	375 055
Depreciation	1 220 184	1 327 119
Profit on sale of assets	(7 850)	-
Interest received	(2 171 036)	(1 280 134)
Finance costs	47 017	57 628
Changes in working capital:		
Trade and other receivables	308 491	918 589
Trade and other payables	687 303	394 073
	(1 808 665)	**(2 507 038)**

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23. Related parties

Relationships
The following are related parties:

Senior management	Key Senior Management: Remuneration
Chairperson of Council	Council member: Attendance of meeting and reimbursement of cost

Balances and transactions with other related parties

Related party

	2020	2019
Senior management		
Remuneration	5 562 474	4 800 985
Chairperson of Council		
Attendance of meetings and cost reimbursement	468 928	480 777

24. Events after the reporting period

Nature of event

At the time of publishing these results, the Council finds itself in the unprecedented circumstances of the COVID-19 pandemic, with South Africa operating under a National State of Disaster and in an extended economic and social lockdown. The full economic impact of the lockdown has still to be determined, and the prognosis will remain fluid and uncertain for many months to come.

Estimate of the financial impact due the COVID-19

Management has considered the impact of the lockdown on the financial position at 31 March 2020 and is of the view that the pandemic does not affect the economic assumptions and estimates made at 31 March 2020 for measurement purposes and no impairments are considered necessary.

Management has also considered the impact of the lockdown arising from the COVID-19 pandemic on the next financial year to confirm the appropriateness of the going concern assumption used in the preparation of these financial statements. The Council is soundly structured, with a bank balance of R23,743,978 at 31 March 2020. The Board has assessed the Council's solvency and liquidity having regard for the cash on hand and anticipated cash flows and has concluded that it is satisfied with the Council's ability to continue as a going concern for the 2021 financial year.

Public Service Co-ordinating Bargaining Council
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Annual Financial Statements for the year ended 31 March 2020

Detailed Income Statement

Figures in Rand	Notes	2020	2019
Operating expenses			
20th Anniversary/CBI		(32 747)	(5 117 867)
Alarm security		(20 073)	(16 976)
Amortisation		(376 263)	(375 055)
Arbitration and conciliation		(2 066 244)	(2 894 982)
Auditors remuneration	21	(482 477)	(471 023)
Bad debts		(21 705)	-
Bank Charges		(46 889)	(37 999)
Body corporate levies		(745 709)	(1 378 784)
Books and subscriptions		(73 822)	(36 348)
Case Management Systems and reports		(32 000)	(32 000)
Cleaning		(172 774)	(152 958)
Collaborator System		(401 275)	(296 181)
Conferences, meetings and seminars		(6 184 374)	(6 197 446)
Corporate wear		(130 395)	(86 649)
Depreciation		(1 220 164)	(1 327 119)
Electricity expense		(289 180)	(288 469)
Employee costs		(18 504 749)	(15 808 147)
Enforcement of Collective Agreements		(195 500)	-
Information technology		(623 076)	(442 843)
Insurance		(211 552)	(191 993)
Lease rentals on operating lease		(33 856)	(22 603)
Legal expenses		(1 454 365)	(2 218 265)
Licences		(13 052)	(12 188)
Management services		(628 131)	(716 166)
Marketing and communications		(3 255 135)	(1 178 785)
Motor vehicle expenses		(58 653)	(47 794)
Office refreshments		(74 650)	(58 603)
Pensions redress project		(30 718)	(1 014 126)
Postage		(27 564)	(23 762)
Printing and Stationery		(299 023)	(375 805)
Provincial Chamber costs		(639 082)	(876 563)
Rates and taxes		(427 176)	(577 141)
Repair and Maintenance		(223 054)	(369 717)
Research and development costs		(2 315 250)	(130 000)
Sewerage		(10 879)	(8 521)
Strategic partnerships		(920 498)	(240 352)
Telephone and fax		(223 258)	(282 279)
Training		(3 214 923)	(1 590 784)
Travel - local		(101 072)	(301 239)
Waste management		(11 378)	(12 221)
Water		(34 313)	(28 556)
		(45 827 018)	**(45 238 309)**

The supplementary information presented does not form part of the annual financial statements and is unaudited

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