PSCBC

PUBLIC SERVICE CO-ORDINATING BARGAINING COUNCIL

ANNUAL REPORT

2021/22

25th

1997 - 2022

PSCBC

PUBLIC SERVICE CO-ORDINATING BARGAINING COUNCIL

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. FOREWORD

Ms Ingrid Dimo
PSCBC Chairperson

Ms KC Matome
Vice-Chairperson Labour

We are honoured to have the opportunity of presenting to you the Annual Report of the Public Service Coordinating Bargaining Council (PSCBC) for the financial period 1 April 2021 to 31 March 2022. As we reflect on the activities for this period, we are heartily reminded of what we alluded to in the previous Annual Report, particularly the substantial impact that covid-19 and the lockdown regulations had on various key spheres of the society. Besides the subsequent loss of lives and calamities that mainly affected livelihoods and the socioeconomic status of the country, the "new normal" sent shockwaves to the labour sector, inevitably resulting in job insecurities and serious impediment to the progress that the South African public service has made towards advancement of collective bargaining.

Nonetheless, during this reporting period, we have witnessed the triumph of a human spirit, expressed through passion and persistence of the various structures of the PSCBC. We have had the pleasure of leading a workforce comprising the Executive Committee, members of Council, and the Secretariat, who fervently put their best foot forward to ensure that the mandate of Council is carried out with distinction. Through innovative and responsive approaches, the PSCBC remained committed to performing its core functions and thrived in many respects, thus assuring confidence among its stakeholders.

From governance perspective, we are pleased to announce that the PSCBC has obtained an unqualified audit outcome on the financial statements for the period under review. A comprehensive audit report is enclosed in a later section of this report.

From a performance perspective, the PSCBC recorded the following achievements during the 2021/2022 financial year:

A significant highlight in the PSCBC calendar for 2021 was the Public Service Summit, which the PSCBC hosted on the 28-31 March 2022 in Kempton Park, Gauteng. The much-anticipated Summit was convened to honour the Birchwood One Agreement that parties to Council signed in 2009, and it was held under the theme *"Strengthening and defending centralized collective bargaining to advance economic development, social justice, a capable and developmental state, labour peace and democratization of the workplace."*

The summit was graced by the presence of dignitaries from the state and labour, including the Ministers for DPSA, Finance, Home Affairs, and National Office Bearers of Trade Unions. We believe it is safe to state that the summit was a huge success and its objectives were achieved. The summit outcomes, which were precisely articulated in the summit declaration, will go a long way in mapping a way for Council to implement the resolutions thereof.

Council entered into and signed the following collective agreement:

PSCBC Resolution 1 of 2021: *Agreement on the Payment of a Salary Adjustment in the Public Service for the Financial Year 2021/2022).*

Council conducted wage negotiations de-briefing session, combined with Relationship by Objectives (RBO) meeting on 12-15 October 2021.

The 24th Annual General Meeting (AGM) of Council was held virtually on the 30th June 2021. Once again, the PSCBC underwent a smooth leadership transition at the AGM as we warmly welcomed the announcement of the new vice-chairperson of Labour, Ms K.C Matome. Ms Matome took over the reins from Mr Casper Nanto, whom we'd like to formally appreciate for the significant contributions he has made as Vice-Chairperson Labour from 2019 to 2021.

In its pursuit to enhance organisational capabilities to progressively fulfil Councils' strategic objectives, the PSCBC values investments towards capacity development for its members. Accordingly, the PSCBC has made provision for parties to attend and participate at conferences and training offered by the International Labour Organisation (ILO), SASLAW, and other institutions in the labour sector.

Another noteworthy area is Council's investment towards supporting vulnerable communities through Corporate Social Initiatives. Details of the CSI contributions, as well as other events that occurred during this period, are recorded in this report.

In conclusion, we convey our gratitude to members of the Executive Committee, Council, the General Secretary, stakeholders, and the staff of the PSCBC for their commitment to keeping the vision of the PSCBC alive and relevant at all times.

2. EXECUTIVE SUMMARY

Mr Frederik Johannes De Bruin

General Secretary

Following a gloomy period of grappling with the aftermath of the breakout of corona virus in 2020, the year 2021 was anticipated to bring a gleam of optimism, as control measures and ways to manage the spread of the virus had advanced. Essentially, hopes were high that we were reaching the end of the pandemic and eminent imminent lockdown regulations. Needless to mention that, although the virus was still prevalent in 2021, fortunately at a much more manageable degree, as an organisation, our adaption strategies enabled the PSCBC to yet again thrive and record success stories in the period 2021/2022.

It is my pleasure to present through this Annual Report, the major activities that the PSCBC has embarked on during the 2021/2022 financial year. As clearly stated in our mission statement, promotion of labour peace in the public service through Collective Bargaining and Dispute Management remains our top priority, and we pride ourselves in passionately executing our mandate to the best of our ability.

During this reporting period, through collective bargaining, Council facilitated and ensured the successful conclusion of the following collective agreement:

PSCBC Resolution 1 of 2021: *Agreement on the Payment of a Salary Adjustment in the Public Service for the Financial Year 2021/2022).* This Resolution was to provide for an agreement on the payment of a salary adjustment for officials employed in the public service for the financial year 01 April 2021 to 31 March 2022. The Agreement enjoyed parties' 60.33% majority status on 26 July 2021.

Consistent with the practice of Council, the PSCBC undertakes a debriefing session after every wage negotiation process to reflect on the previous negotiation process with a view to improve and strengthen the procedure and to develop an implementation plan for future wage negotiations. The 2021/2022 debriefing was held on 12-15 October 2021 at the Zebula Conference Centre in Limpopo. The session was combined with a Relationship-by-Objectives (RBO) for parties to work towards restoring and strengthening their relationship.

Council honoured its constitutional obligation by convening a series of Executive Committee and Council meetings. We also convened a virtual Annual General Meeting (AGM) on 30 June 2021, during which the Annual Report for the previous financial year was presented and endorsed by parties to Council.

Furthermore, the AGM pleasantly welcomed the appointment of the new vice-chairperson for Labour, Ms KC Matome, who has since played a crucial role in propelling the interests of Council. This also gives me an opportunity to extend our gratitude to Mr Casper Nanto for the meaningful role he played in maintaining sound governance during his tenure as PSCBC Vice-Chairperson (Labour). In the same spirit, I convey my gratitude to members of the Executive Committee, who served Council meticulously in the previous year.

In its role to enforce collective agreements and attain labour peace in the public service, the PSCBC dispute management unit attended to a significant number of disputes and recorded a 15% increase in the number of cases referred during the reporting period, in comparison to the previous reporting period.

In terms of financial performance, the Finance Committee (FINCOM) has provided effective oversight of financial activities of Council, thus ensuring that the financial position of Council is in a sound state. This was attested by our independent auditors, PriceWater House Coopers, which confirmed the accuracy of the PSCBC financial statements for this fiscal year.

The PSCBC has also in this reporting period made good progress in developments towards building a new office park for PSCBC. Subsequently, the Executive Committee was presented with stage two of the office park development, which is the architectural concept design, as well as the space planning needs of the proposed new office park development. We will certainly be seeing swift development on this project in the coming year.

A further commendable area is the investment towards capacity development for Council members through strategic trainings and workshops. In this reporting period, members of Council and some members of the secretariat attended and participated at the following events:

- Workshop on the POPI Act;
- SASLAW Webinar on dismissal following the interpretation of mandatory vaccination policy;
- SASLAW conference;
- Skills Programme on Conflict Management and Ethics for public servants;
- Women's Day conference;
- Workshop on bullying in the workplace;
- Workshop on the effective management of meetings;
- Computer Proficiency;
- 19th ILERA World Congress
- 9th ILERA Africa Congress

In terms of Corporate Social Responsibility (CSR) Initiatives, Council identified critical areas and groups that needed intervention during these dreadful times. The details of the CSI activities are elaborated under the Communications section of this report. This report also offers an opportunity to highlight the critical role that our Communications unit has played in ensuring the effectiveness of the PSCBC website, the use of social media, and the promotion of the Council's Brand. Also, elaboration on the various events/projects and engagements with strategic partnerships.

Council ended the 2021/2022 period on a sound note, with a successful hosting of the Public Service Summit on Collective Bargaining on 28-31 March 2022. The summit was convened against the background of an Agreement that Parties to Council entered into in 2009, commonly referred to as the Birchwood One. The Summit was held under the theme: "Strengthening and defending centralized collective bargaining to advance economic development, social justice, a capable and developmental state, labour peace and the democratization of the workplace".

Approximately 500 delegates representing the State as Employer and Trade Union Parties admitted to the PSCBC formed part of the delegation that attended the Summit. The four-day Summit provided a platform for a wide range of stakeholders comprising government and labour professionals, to engage, deliberate and strategize on how to build a progressive public service that will be sustainable and relevant for the generations to come.

The Summit culminated in the endorsement of a declaration which contained the output of the deliberations thereof.

In closing this Executive Summary, I acknowledge the leadership of Council for demonstrating their commitment to fulfilling the Council's mandate. A huge thank-you as well to members of the Executive Committee, Council, stakeholders and staff, who have been an integral part of the milestones and success stories achieved by the PSCBC in this season.

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, No. 66 of 1995 (LRA) 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, 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 Act and its constitution;

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

(h) 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

(viii) 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 months term.

Ms Ingrid Dimo
PSCBC Chairperson

Ms KC Matome
Vice-Chairperson Labour

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

Mr Frederik Johannes De Bruin
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: Modise Letsatsi


Alternate Member: Mkhululi Mntuyedwa


Main Member: Johan Griesel


Alternate: Maile Ngake


Main Member: Salie Faker


Alternate: Mandisa Matyila


Main Member: Louise Esterhuyse


Alternate: Thereza Swartz


Main Member: Simphiwe Gada


Alternate: Matshidiso Dipudi


Main Member: Clement Marule


Alternate: Zimisele Nanto

Main Member: Claude Naiker

Alternate: Basil Manuel

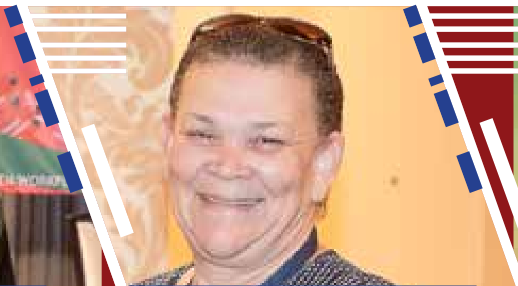
Main Member: Oupa Sebiloane

Alternate: Thulani Ngwenya

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



Alida Portland

Lindiwe Motswane

Peter Masemola

Herman Brynard


Khabonina Masemola


Andile Mnone

5. COLLECTIVE BARGAINING

5.1 Collective Bargaining Unit (CBU)

5.1.1 Overview

One of the objectives of the Council as contained in section 3 of the constitution of the PSCBC (the constitution) is to 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.

The Collective Bargaining Unit (the Unit) is the arm of Council tasked with the responsibility of ensuring that Council achieves this objective by providing an effective and efficient platform through which Council structures in the public service are able to bargain collectively and conclude agreements on matters of mutual interest within the sector.

The report to follow will be highlighting the work done by the Unit during the reporting period, with focus on the following:

- Meetings of Council and EXCO, including Wage Negotiations;
- Public Service Summit on Collective Bargaining;
- Stakeholder Reports and Presentations to the Council (GEMS/GEPF/GEHS Processes);
- Provincial Co-ordinating Chambers of the PSCBC;
- Council Interventions in Chamber processes;
- 2021/2022 Resolutions;
- New and existing Committees

and related reports;

- Capacity Building for Parties to Council;
- Research; and
- The Year Ahead.

5.2 Meetings

5.2.1 Council

In terms of section 15.1 of the constitution, Council must meet once every month, unless it decides otherwise, and one such meeting must be the Annual General Meeting (AGM).

Additional meetings may be called as and when there are specific/urgent matters to be addressed.

In the reporting period, Council held 14 meetings: 1 AGM, 2 normal meetings, and 11 special meetings.

5.2.2 Executive Committee (EXCO)

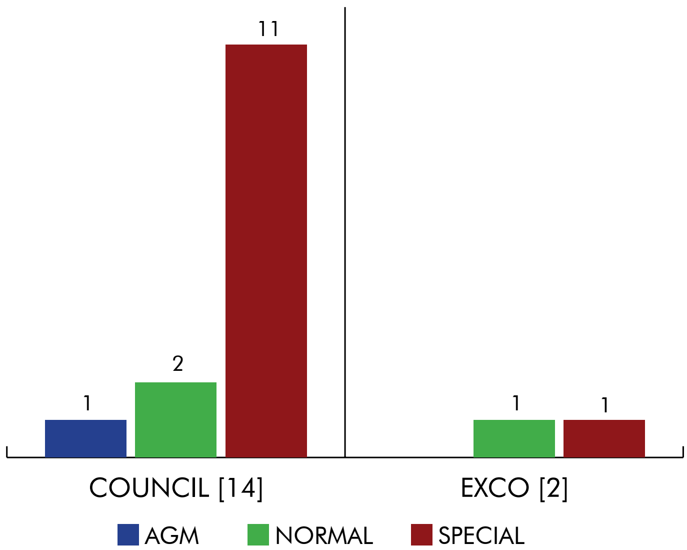
In terms of section 19.11 of the constitution, EXCO must meet at least once every 3 months. In addition, special EXCO meetings may be called to address specific/urgent matters.

In the reporting period, EXCO held 2 meetings, 1 normal meeting and 1 special meeting.

Due to protracted wage negotiations, the debriefing process and the preparations for the public service summit on collective bargaining, processes of EXCO, were held in abeyance pending the finalization of the said processes; hence the few meetings held.

The graph below illustrates the number of Council and EXCO meetings held in the reporting period:

COUNCIL & EXCO MEETINGS FOR THE PERIOD
01 April 2021 - 31 March 2022



5.3 2021/2022 Wage Negotiations

The reporting period also saw Council facilitating meetings to conclude the 2021/2022 wage negotiations. A total of 5 special council meetings were convened in the process.

Parties reached a deadlock in the negotiations. With the support of the ILO, Council secured the services of Mediate Works (PTY) Ltd, the independent experts in dispute resolution, training and advisory service, to assist parties to find solutions to the challenges experienced in the negotiations. A total of 8 wage negotiations facilitation processes were conducted in the period under review.

The process resulted in the signing of the PSCBC Resolution 1 of 2021 (Agreement on the Payment of a Salary Adjustment in the Public Service for the Financial Year 2021/2022).

A report of the facilitation process was developed by the facilitators and was endorsed by Council.

5.4 2021/2022 Wage Negotiations Debriefing/RBO Session

As per the practice of Council, the PSCBC undertakes a debriefing session after every wage negotiation process to reflect on the previous negotiation process with a view to improve and strengthen the process, and to develop an implementation plan for future wage negotiations.

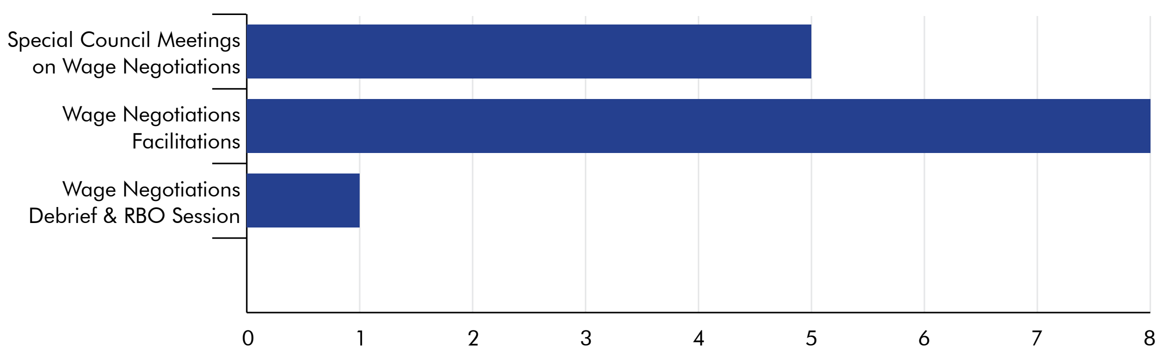
The 2021/2022 debriefing was held on 12-15 October 2021 at Zebula Conference Centre in Limpopo. The session was joined combined with a Relationship-by-Objectives (RBO) for parties to work towards restoring and strengthening their relationship. The following were identified as the themes for the session:

- Non-adherence to Policies, Procedures and Agreements;
- Lack of Relationship-Building Initiatives;
- Lack of Respectful and Ethical Conduct;
- Lack of Effective Communication and Decision-Making;
- Lack of Training and Development.

The outcome of the session was a plan to implement the solutions agreed to. The plan was endorsed by Council for implementation by the General Secretary.

The graph below illustrates the processes concluded in the reporting period relating to the 2021/2022 wage negotiations:

2021/2022 WAGE NEGOTIATION PROCESSES



5.5 Public Service Summit on Collective Bargaining

Parties agreed to hold the Public Service Summit on Collective Bargaining to address and resolve the previously agreed to challenges, address the new challenges raised, and finalise the outstanding matters within resolutions that will enhance collective bargaining within the public service.

The Summit was held from 28 to 31 March 2022 at Emperors Palace in Kempton Park, Gauteng.

Approximately 500 delegates representing the State as Employer and Trade Union Parties admitted to the PSCBC formed part of the delegation to attend the Summit.

The Summit was held under the theme:

> *"Strengthening and defending centralized collective bargaining to advance economic development, social justice, a capable and developmental state, labour peace and the democratization of the workplace"*

The opening day of the Summit was marked by the keynote address by the Honourable Minister for Public and Administration, Ms Ayanda Dlodlo, with messages of support delivered by Mr Joni Musabayana - Director at the Pretoria office of the International Labour Organization (ILO), Adv. Cameron Morajane – CCMA, and Mr Mike Shingange, representing PSCBC Labour Parties.

Other noteworthy speakers at the Summit included the Honourable Minister of Finance, Mr Minister Enoch Godongwana, and the Director-General of the DPSA, Ms Yoliswa Makhasi.

Over the 4 days of the Summit, four plenary sessions were held, spotlighting the following topics:

Plenary 1 - The State of the Public Service

Chairperson: Ms Ingrid Dimo, PSCBC Chairperson.

Address: Minister for Public Service & Administration (MPSA), Hon. Minister Ayanda Dlodlo (MP).

Plenary 2 - Fiscal policy, state of public finances & pension reforms

Chairperson: Adv. Luvuyo Bono, ELRC Chairperson.

Address: Minister of Finance, Hon. Minister Enoch Godongwana.

Plenary 3 - Review of the remuneration policy for the State, duly considering the principles as agreed to in PSCBC Resolution 5 of 2009.

Chairperson: Ms Thandeka Msibi, PHSDSBC Vice-Chairperson.

Address: Director General of the DPSA, Ms Yoliswa Makhasi.

Plenary 4 - Recognising the role of women, youth and people with disabilities in the workplace, providing the necessary support to allow for equal opportunities and eradicating practices of discrimination, harassment and victimisation. Furthermore, to recognise the role of women being the primary care givers of their families through the implementation of a basic childcare policy.

Chairperson: Ms Sharlaine Oodit, GPSSBC General Secretary.

Address: Director: Transformation at DPSA, Ms Fanani Manungu.

Three commissions were held with intensive debate and discussion on the following topics:

Commission 1 - Creating a framework to deal with issues of centralised collective bargaining and agreeing on the implementation of outstanding agreements within Council resolutions.

Commission 2 - Considering the professionalisation of the public service through the implementation of the public service charter and a commitment to the resourcing of the public service to allow public servants to effectively deliver services to the citizenry.

Commission 3 - Enhancing public service through optimal use of the 4th Industrial revolution and digitalisation in the public service.

The last day of the proceedings saw the adoption of the Declaration by the Summit, which was referred to Council for the drafting of an implementation plan and signing thereof.

Council will finalize the implementation plan in the next reporting period, and the declaration will be circulated to parties for signatures.

5.6 Stakeholders Reports and Presentations to Council

5.6.1 During the reporting period, the following reports and presentations were received from stakeholders of Council:

5.6.1.1 Government Employees Pension Fund (GEPF)

For the reporting period, the GEPF provided updates to Council on the following matters:

5.6.1.2 Government Employees Pension Ombudsman

The GEP Ombudsman had been established as an internal structure within the GEPF, and Adv. Makhado Ramabulana had been appointed to head the office.

5.6.1.3 Conduct of Financial Institutions Bill (COFI Bill)

The GEPF had proposed to engage Council on the COFI Bill. However, following the publishing of the second draft of the bill in September 2020 by the National Treasury, the GEPF retracted their proposal to engage Council on the draft Bill. They have referred the Secretariat to the National Treasury, as the custodian of the legislation.

5.6.1.4 Non-Compliance to Rule 26 of the GEP Law

The GEPF presented to Council the non-compliance to Rule 26 of the GEP Law, which governs the period for benefit payments. They also presented the corrective steps put in place to address the non-compliance.

5.6.1.5 Retirement Fund Reform- Limited Withdrawals from Retirement Funds

The GEPF was of the view that the National Treasury had clarified that the proposal to allow for a partial withdrawal of pension fund savings before exiting the Fund was mainly to assist members who have been affected by reduced income due to Covid-19. Therefore, GEPF members were not included in the proposal as they were not subjected to reduced income due to Covid-19.

GEPF felt that the National Treasury was best placed to address the matter with Council.

5.6.1.6 Government Employees Medical Aid Scheme (GEMS)

GEMS presented the following matters to Council during the reporting period:

2020/2021 Trustee Elections Outcome

The outcome of the elections has been declared free and fair by both the independent electoral body and the independent auditors. However, the GEMS Board was concerned that the elections results do not reflect the demographics of the Country and the GEMS membership.

A task team comprising 4 members of the GEMS Board has been established to work together with the PSCBC GEMS Working Committee to find solutions to the challenges identified and to report to the PSCBC and the GEMS Board.

2022 Product Development

GEMS presented the weighted average contribution increase of 2.02 % and how it was arrived at. They also explained how GEMS used the reserves to cushions what could have been a 9% increase to contributions.

5.6.1.7 PAST DISCRIMINATORY PRACTICES - GPAA

The process of addressing the Past Discriminatory Practices has been concluded. GPAA is expected to submit a close-out report in the next reporting period for Council to consider and declare the matter finalised.

5.7 2021/2022 Resolutions

Council concluded a single resolution in the reporting period:

PSCBC RESOLUTION 1 OF 2021 - AGREEMENT ON THE PAYMENT OF A SALARY ADJUSTMENT IN THE PUBLIC SERVICE FOR THE FINANCIAL YEAR 2021/2022.

The objective of the Resolution was to provide for an agreement on the payment of a salary adjustment for employees employed in the public service for the financial year 01 April 2021 to 31 March 2022.

The Agreement was signed by DENOSA, HOSPERSA, NAPTOSA, PSA and SADTU and enjoyed a 60.33% majority status on 26 July 2021.

STATUS REPORT: IMPLEMENTATION OF PSCBC RESOLUTION 1 OF 2018

Following the dispute on the implementation of clause 3.3 of the Agreement, the matter was referred to the Labour Appeal Court (LAC), where an application was made by some of the parties on the side of Labour for an order to enforce the implementation of the clause.

Clause 3.3 of the Agreement provided 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

The LAC ruled against Labour by declaring the salary increases for the 2020/2021 financial period unlawful and invalid, as the Executive contravened certain regulations in agreeing to the salary increases without National Treasury's approval.

Labour referred the matter to the Constitutional Court to have the LAC judgment reversed. The Constitutional Court ruled in favour of the LAC, thereby bringing the matter to finality.

5.8 Committees

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

5.8.1 Committees Established in the Reporting Period

5.8.1.1 Early Childhood Development Function Shift National Task Team (ECD NITT)

The Structure was established to oversee the transfer of the Early Childhood Development function from the Department of Social Development to the Department of Basic Education at both national and provincial level.

The structure comprises the DSD, DBE and their respective Sector Councils and labour unions actively involved in ECD function.

By the end of the reporting period, the structure was still receiving reports from national and provincial task teams on the work that unfolded.

The structure is expected to submit a closeout report on the ECD function shift early in the next reporting period for consideration by the National Implementation Task Team and Council.

5.8.1.2 Working Committee on Public Service Bills

The Committee was established by the Council meeting of 09 December 2021 to work on the draft Public Service Amendment Bill, 2021 and the draft Public Administration Management Amendment Bill, 2021 and make recommendations to Council.

The Committee is expected to finalise the two Bills in the next reporting period.

5.8.1.3 Public Service Summit Steering Committee

Council established the Committee to oversee preparations for the Public Service Summit and to ensure that the Summit takes place as agreed by the Council.

The Committee ensured that Council hosts a successful Summit. The report of the Summit is expected to be tabled in the first meeting of Council in the next reporting period.

5.8.1.4 Relationship-By-Objectives (RBO) Committee

The Committee was established following the Relationship-by-Objectives that was held from 12-15 October 2021 at Zebula Conference Centre in Limpopo. The responsibility of the Committee was to develop a plan to implement the outcomes from the RBO session and to ensure the implementation thereof.

The Committee developed the implementation plan and it was endorsed by Council.

The Committee is monitoring the implementation thereof.

5.8.2 Committees from the Previous Reporting Periods still in Operation

The following committees existed in the reporting period. However, due to processes around the wage negotiations and the Public Service Summit on Collective Bargaining, these committees could not be convened:

5.8.2.1 PSCBC Bursary Committee;

5.8.2.2 PSCBC Working Committee on Essential Services;

5.8.2.3 PSCBC Committee on the Management of Trade Union Membership;

5.8.2.4 Covid-19 Committee;

5.8.2.5 Constitutional Amendment Committee;

5.8.2.6 PSCBC GEMS Working Committee.

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

The Committee has been working on the following in the reporting period:

- 2020/2021 Trustee Elections Outcome;
- 2022 Benefit Design/Product Development;
- Promotion of COVID - 19 Vaccination in the Public Service - Partnership with PSCBC Unions;
- Proposed amendments to the PSCBC GEMS Working Committee Terms of Reference.

5.8.2.7 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.

In principle, the reconfiguration of government departments as envisaged by PSCBC Resolution 1 of 2019 has been concluded. By the end of the reporting period, the NITT was assisting the Northern Cape Province to finalise its merger and overseeing the Early Childhood Development (ECD) function shift processes by ECD NITT.

The NITT is also awaiting a closeout report on the transfer of the ECD function shift from the ECD NITT.

The NITT is expected to present a closeout report on the reconfiguration of government departments to Council in the next reporting period.

5.8.2.8 Working Committee on GEHS

The Committee deferred GEHS issues to the Summit. Parties hoped that political direction will be given at the Summit to assist in unlocking the challenges they were experiencing with GEHS.

The Committee will meet in the next reporting period to consider the guidance from the Summit and to plan the way forward.

5.9 Provincial Co-Ordinating Chambers of the PSCBC

Provincial Co-ordinating Chambers of the PSCBC are established in all provinces in terms of Resolution 9 of 2003 as amended by Resolution 2 of 2005. These structures deal with issues of a transverse nature in the provincial administration with the exception of the South African Police Service, which is a national competency.

5.9.1 Chamber Management Committees

Each Provincial Co-ordinating Chamber of the PSCBC has a management committee comprising of 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 the Chamber complies with the provisions of Resolution 9 of 2003 as amended by Resolution 2 of 2005.

The table below illustrates the management committees in all the nine provinces for the reporting period:

PROVINCE	MANAGEMENT COMMITTEE MEMBERS
Eastern Cape (CCPECP)	Chairperson: Mr M Madikane Vice-Chairperson - Employer: Ms L Sigabi 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 C Ngcobo Vice-Chairperson - Employer: Ms L. Nkosi Vice-Chairperson - Labour: Ms F Zwane Secretariat: Mr T. Tshinavha (PSCBC)
Limpopo (CCPLP)	Chairperson: Mr M. Chilwane Vice-Chairperson - Employer: Mr E.L. Munyai Vice-Chairperson - Labour: Mr M. Nevari Secretary: Mr T. Mphahlele (PSCBC)

PROVINCE	MANAGEMENT COMMITTEE MEMBERS
Mpumalanga (CCPMP)	Chairperson: Mr M. L. Matume Vice-Chairperson - Employer: Vacant Vice-Chairperson - Labour: Ms L. Jiyane. Secretariat: Mr T. Mphahlele (PSCBC)
North West (CCPNWP)	Chairperson: Vacant Vice-Chairperson - Employer: Mr O. Tshekoesele Vice-Chairperson - Labour: Vacant Secretariat: Mr T. Tshinavha (PSCBC)
Northern-Cape (CCPNCP)	Chairperson: Ms D. Bantsijang Vice-Chairperson - Employer: Ms N. Rowan Vice-Chairperson - Labour: Mr R. Scholtz Secretariat: Mr T. Mphahlele (PSCBC)
Western Cape (CCPWCP)	Chairperson: Mr E. Mfingwana Vice-Chairperson - Employer: Ms C. Esau Vice-Chairperson - Labour: Ms M. Marinus Secretariat: Mr T. Mphahlele (PSCBC)

5.9.2 Chamber Meetings - April 2021 to March 2022

In the reporting period, Council continued to provide virtual platforms for Chambers to hold meetings. There have been Chambers that were able to hold meetings physically within the Regulations, as they could not hold virtual meetings due to connectivity challenges.

The following tables illustrate the number of meetings held per province and party attendance at such convened meetings:

(This should be deleted, as it would be a repetition of the following statement.

The following tables illustrate the number of meetings held per province and party attendance at such convened meetings:

AGM
Special Meeting
Normal Meeting

CCPECP						
	20-Aug-21	20-Aug-21	20-Aug-21	12-Nov-21	18-Feb-22	Attendance
Employer	√	√	√	√	√	100%
Denosa	√	√	-	-	√	60%
Hospersa	√	√	√	-	√	80%
Naptosa	√	√	√	-	-	60%
Nehawu	√	√	√	√	√	100%
Popcru	-	-		-	-	0%
Psa	√	√	√	√	√	100%
Sadtu	√	√	√	√	√	100%
Sapu	-	-	-	-	-	0%

CCPFSP					
	20-Aug-21	20-Aug-21	12-Nov-21	18-Feb-22	Attendance
Employer	√	√	√	√	100%
Denosa	√	√	√	√	100%
Hospersa	√	√	√	√	100%
Naptosa			√		25%
Nehawu	√	√	-	√	75%
Popcru					0%
Psa	√	√	√	√	100%
Sadtu	√	√	√	√	100%
Sapu					0%

CCPGP							
	10-Jun-21	02-Sep-21	07-Oct-21	07-Oct-21	07-Dec-21	18-Mar-22	Attendance
Employer	√	√	√	√	√	√	100%
Denosa			√	√	√	√	66%
Hospersa	√		-	-	-	-	16%
Naptosa	√	√	√	√	√	√	100%
Nehawu		√	√	√	√	-	66%
Popcru	√		√	√	-	-	50%
Psa	√	√	√	√	√	√	100%
Sadtu	√	√	√	√	√	√	100%
Sapu	-		√	√	√	√	66%

CCPKZNP									
	09-Apr-21	20-May-21	27-Jul-21	27-Jul-21	02-Sep-21	22-Oct-22	03-Nov-21	11-Feb-22	Attendance
Employer	√	√	√	√	√	√	√	√	100%
Denosa			√	√	√	-	-	-	38%
Hospersa	√	-	-	-	√	-	-	√	38%
Naptosa	-	√	-	-	√	-	√	-	38%
Nehawu	√	√	√	√	√	-	√	√	88%
Popcru	-		-	-	-	-	-	-	0%
Psa	√	√	√	√	√	√	√	√	100%
Sadtu	-	√	√	√	√	√	√	√	88%
Sapu	-		-	-	√	√	√	√	50%

CCPLP								
	21-May-21	06-Aug-21	25-Aug-21	06-Sep-21	05-Oct-21	16-Nov-21	16-Feb-22	Attendance
Employer	√	√	√	√	√	√	√	100%
Denosa	√			√	√			43%
Hospersa		√		√	√	√	√	71%
Naptosa								0%
Nehawu	√	√	√	√	√		√	86%
Popcru					√	√	√	43%
Psa	√	√	√	√	√	√	√	100%
Sadtu	√	√	√	√	√	√	√	100%
Sapu	√		√			√	√	57%

CCPMP							
	26-May-21	19-Aug-21	19-Oct-21	03-Dec-21	02-Mar-22	18-Mar-22	Attendance
Employer	√	√	√	√	√	√	100%
Denosa	√		-	√	√	√	67%
Hospersa	√				√	√	50%
Naptosa							0%
Nehawu	√	√	√	√	√	√	100%
Popcru						√	17%
Psa	√	√	√	√	√	√	100%
Sadtu	√	√	√	√	√		83%
Sapu							0%

CCPNWP								
	23-Jun-21	27-Aug-21	27-Aug-21	15-Sep-21	11-Oct-21	16-Nov-21	22-Mar-22	Attendance
Employer	√	√	√	√	√	√	√	100%
Denosa	√	√	√	√	-	-	-	57%
Hospersa	-	-	-	-	-	-	√	14%
Naptosa	-	√	√	√	√	√	√	86%
Nehawu	√	√	√	√	√	√	√	100%
Popcru	-	√	√	-	-	√	-	43%
Psa	-	√	√	√	√	√	√	86%
Sadtu	√	√	√	-	√	-	√	72%
Sapu	-	√	√	-	√	√	√	72%

CCPNCP						
	27-Jul-21	26-Aug-21	04-Oct-21	07-Dec-21	22-Mar-22	Attendance
Employer	√	√	√	√	√	100%
Denosa	√	√	√			60%
Hospersa						0%
Naptosa		√	√	√	√	80%
Nehawu	√	√	√	√	√	100%
Popcru				√	√	40%
Psa	√	√	√	√	√	100%
Sadtu	√					20%
Sapu						0%

CCPWCP										
	21-May-21	23-Jun-21	29-Jul-21	01-Sep-21	10-Sep-21	15-Sep-21	22-Nov-21	02-Dec-21	11-Mar-22	Attendance
Employer	√	√	√	√	√	√	√	√	√	100%
Denosa			√			√		√	√	44%
Hospersa	√		√	√	√	√	√	√	√	89%
Naptosa	√	√	√	√	√	√	√	√	√	100%
Nehawu	√	√		√	√	√	√		√	78%
Popcru										0%
Psa	√	√	√	√	√	√	√	√	√	100%
Sadtu	√	√	√	√	√		√	√	√	89%
Sapu										0%

5.9.3 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	CCPGP, CCPNCP, CCPMP, CCPKZNP
• Safety of Staff in all Provincial Government Departments	CCPGP, CCPNCP, CCPMP, CCPWCP
• Conditions of Buildings	CCPGP
Implementation of PSCBC Resolution 1 of 2019 – Transfer of the Early Childhood Development Function	All Chambers

5.9.4 Chamber Intervention Sessions

Council conducted a single intervention session in the reporting period.

In the previous reporting period, the CCPECP had requested Council to intervene in the impasse that parties had reached, which rendered the Chamber dysfunctional.

Council hosted the intervention session from 07 to 09 September 2021 at the Southern Sun Hemingways in East London. The session was well attended and a platform was created for parties to raise their issues in a cordial and respectful manner.

Having noted the issues that impede cordial and harmonious relationship between themselves, parties carved the following guiding statement:

> *"We, delegates of both Labour and the Employer in the Eastern Cape under the jurisdiction of the Provincial Coordinating Chamber, having assessed and analysed our relationship, hereby commit ourselves to the following:*

- *Compliance to the prescripts of laws regulating Provincial Chambers as guided by the Public Service Coordinating Bargaining Council.*
- *Shared vision, purpose and values of the Chamber viz; mutual respect, trust, honesty and transparency.*
- *A fully functional Chamber that acts accordingly, utilising sub-committees and caucuses effectively to ensure fully prepared delegates for fruitful meetings.*
- *Activation of all means to put to life deadlock-breaking mechanisms. e.g. Principals of the Parties, office of the Director-General and as a last resort, the grievance resolution mechanisms.*
- *Ensure that all delegates are continuously capacitated on labour legislation and conflict management."*

Parties agreed on the action plans to address the following issues that were identified as problematic:

- Information and Communication;
- Bargaining Relationships;
- Mandating Processes;
- Chairmanship of Chamber;
- Monitoring and Evaluation.

The session was hailed as a success by all parties in attendance, and the Chamber will monitor the action plans agreed to.

5.10 Capacity Building for Parties to Council and Chambers

The following training and workshops were conducted for Parties to Council and Chambers in the reporting period:

5.10.4.1 POPI ACT Workshop

The PSCBC saw a need to conduct a workshop on the POPI Act, create awareness and impart knowledge and skills in the professional use of personal information. The focus on using it was to enhance the process of dispute resolution in the Workplace. The workshop was held virtually for both Council and Chambers on 7, 21, 25, and 31 May 2021.

The workshop was well received and appreciated.

5.10.4.2 SASLAW Conference

Council, as members of SASLAW, attended the following SASLOW engagements:

- SASLAW conference 7 and 8 October 2021 and

- SASLAW Webinar on Dismissal following the interpretation of mandatory vaccination policy in February 2022.

Both the conference and the workshop were well received and attended by Parties.

5.10.4.3 Skills Programme on Conflict Management and Ethics

The PSCBC and the GPSSBC collaborated to present the above training programme to national and provincial structures of both councils. The PSETA awarded a grant for this initiative.

The programme was within the identified need to build capacity amongst members and to improve skills and lifelong learning within the public service.

Two sessions of the programme were conducted, with each session taking place over a period of five days. The sessions ran from 6 - 10 September and from 13 - 17 September 2021.

The training was accredited and learners were required to complete and submit the portfolio of evidence at the end of the training programme in order to attain the 16 credits aligned to the unit standards.

The programme was well received.

5.10.4.4 Bullying in the Workplace

With the bullying problem being put under the spotlight in recent years in the Country, the PSCBC saw the need to bring the issue to the fore in the context of the public service, and to workshop Chambers on bullying in the workplace.

The objective of the workshops was to create awareness and to impart knowledge and skills on what constitutes bullying in the workplace, to highlight the tactics of a bully, the damage caused by bullying, and lastly, to present solutions and responses to the bullying problem.

The workshops, through the Zoom virtual platform, were conducted to the PSCBC provincial chambers as follows:

- 12 October 2021 - North West and Gauteng;
- 14 October 2021 - Western Cape;
- 15 October 2021 - Free State and Eastern Cape;
- 18 October 2021 - Northern Cape and Limpopo;
- 22 October 2021 – Mpumalanga;
- 25 October 2021 – Kwa-Zulu Natal.

The workshops were well received and appreciated.

5.10.4.5 Workshop on the effective Management of Meetings

Noting the constant change in party representation in Council and Chambers, as well as the continuous requests for capacitation of members on how to conduct meetings effectively, Council took a decision during the debriefing and RBO session to rollout a workshop on the effective management of meetings to Parties.

Three workshop sessions were conducted on **27, 28** and **31 January 2022** thorough through the Zoom virtual platform.

The workshop focussed on the following amongst others:

- Planning and preparing for a Meeting;
- Purpose of a Meeting;
- Explain role and responsibilities of the Chairperson;
- Welcome & Introductions;
- Housekeeping Rules;
- Rules / Guidelines for Engagement (etiquette);
- Quorum;
- Confirmation of Agenda;
- Recording and Reporting (e.g. minutes);
- Assist Parties to be innovative in handling issues of difference through problem solving;
- Make recommendations where applicable and use of veto power;
- Dispute Resolution.

The sessions were regarded as important in ensuring that meeting attendees know and understand their roles and processes in meetings.

The workshop was well received.

5.10.4.6 Computer Proficiency

Council conducted a survey to determine the levels of computer proficiency of members within its structures, with the view to provide the necessary training.

From the results received, Council rolled out the following capacity programmes to address the shortfalls identified:

24 - 25 January 2022	-	Zoom Intermediate Training (Group 1);
26 January 2022	-	Advanced Zoom Training;
27 - 28 January 2022	-	Zoom Intermediate Training (Group 2);
31 January - 01 February 2022	-	Computer Literacy Training (Group 1);
03 - 04 February 2022	-	Computer Literacy Training (Group 2).

5.10.4.7 19th ILERA World Congress

The Congress was appreciated and it was attended through the Zoom virtual platform from 21 - 24 June 2021 under the theme:

"Making and Breaking Boundaries in Work and Employment Relations."

The PSCBC was invited to present at the congress.

5.10.4.8 9th ILERA Africa Congress

The Congress was held in the Mpumalanga Province at the Skukuza Lodge and Conference Centre from 26 – 29 September 2021, under the theme;

"Challenges facing Employment Relations, Labour Law and Social Protection to reduce poverty, inequality and unemployment in Africa, in the Wake of a Global Pandemic"

The following sub themes complemented the discussions:

- Collective voice and social dialogue;
- Work, employment relations and labour law in Africa;
- Social protection measures and systems
- Migrancy in Africa;
- Digitization of work and 4IR;
- Public sector employment relations in Africa; and
- Gender and work.

The Congress brought together labour practitioners, academia, scholars and other social partners to discuss, engage and deliberate on pertinent issues that will advance the objectives of employment and labour relations in Africa.

The PSCBC was invited to present at the congress.

5.11 Research Component

5.11.1 Overview

The research is a component within the Collective Bargaining Unit. Its primary objective is to assist the Council to conduct research and provide reports to support decision making by the Council. The unit's responsibilities include:

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

5.11.2 The research component worked on the following Reports:

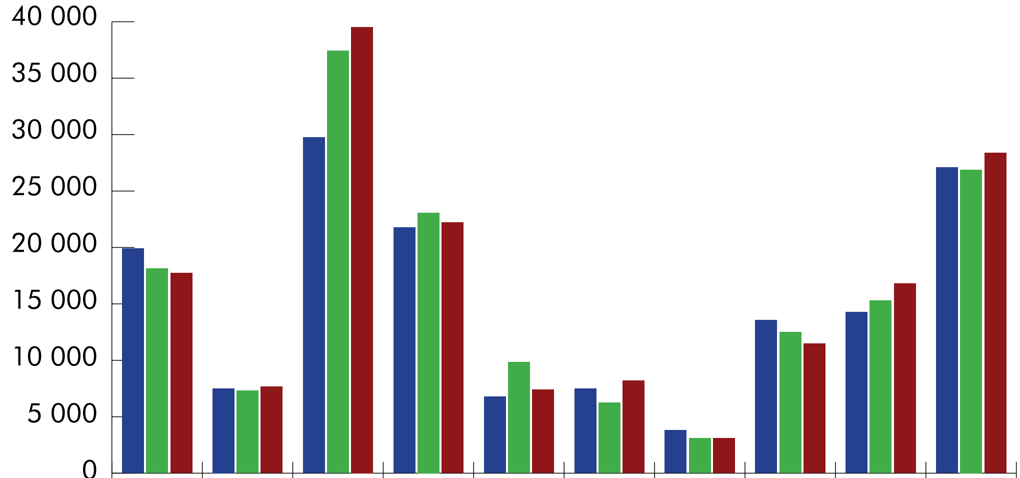
5.11.2.1 Agency Fee Payers Report

The report is developed annually to provide an overview of public servants who do not belong to trade unions. The report compares three-year statistics and also shows a breakdown by provincial departments amongst all provinces.

Key findings

The overall number of public servants not belonging to trade unions have has grown slightly by 2 466 from the previous year.

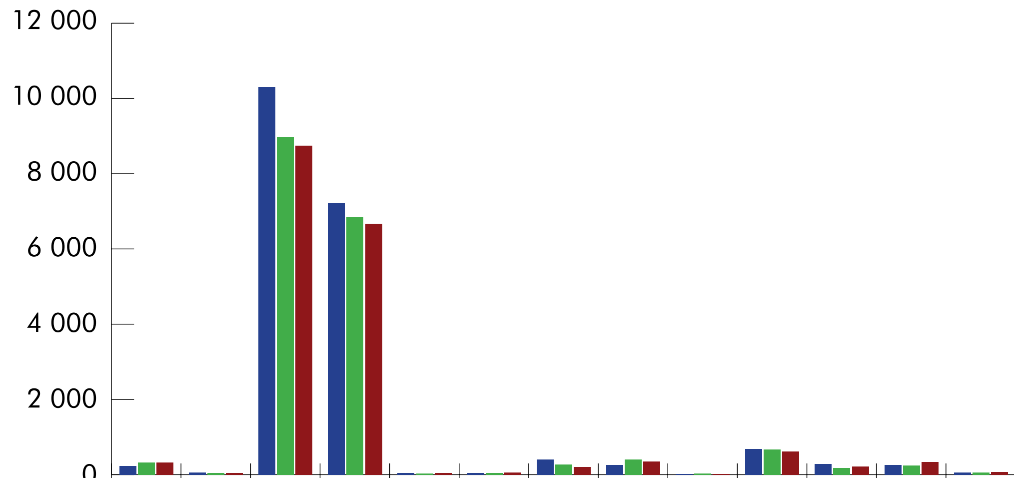
Total Number of Employees not belonging to a Trade Union Broken Down by Province



	EC	FS	GP	KZN	LP	MP	NC	NW	WC	NAT
2019/2020	19 897	7 498	29 728	21 758	6 752	7 457	3 794	13 551	14 256	27 066
2020/2021	18 124	7 289	37 424	23 063	9 814	6 237	3 098	12 503	15 288	26 877
2021/2022	17 726	7 641	39 519	22 201	7 370	8 188	3 074	11 478	16 791	28 373

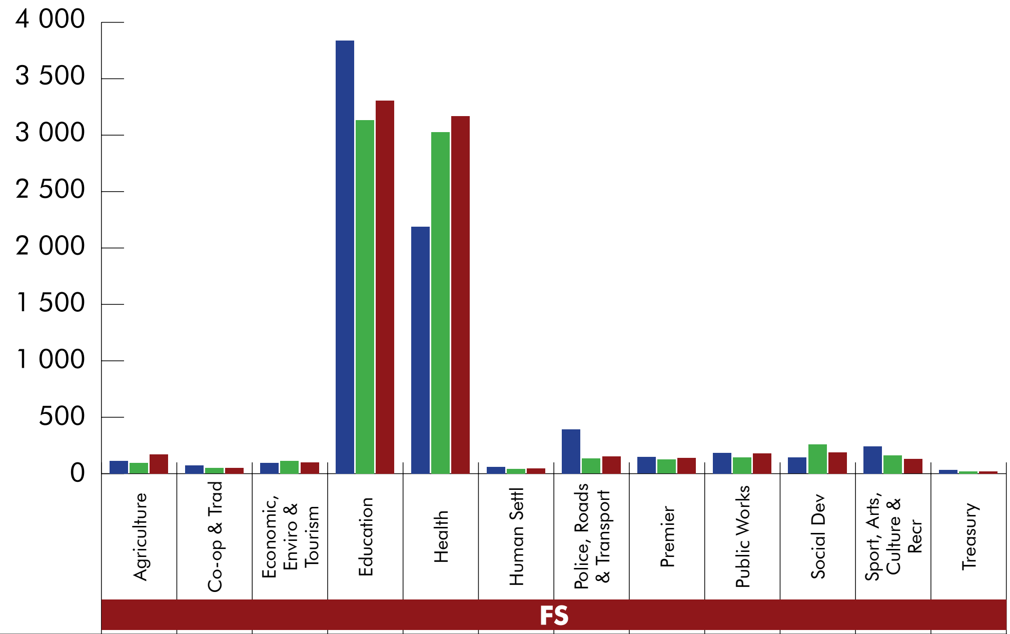
Provincial Breakdown of Employees not belonging to Trade Unions by Departments

Eastern Cape



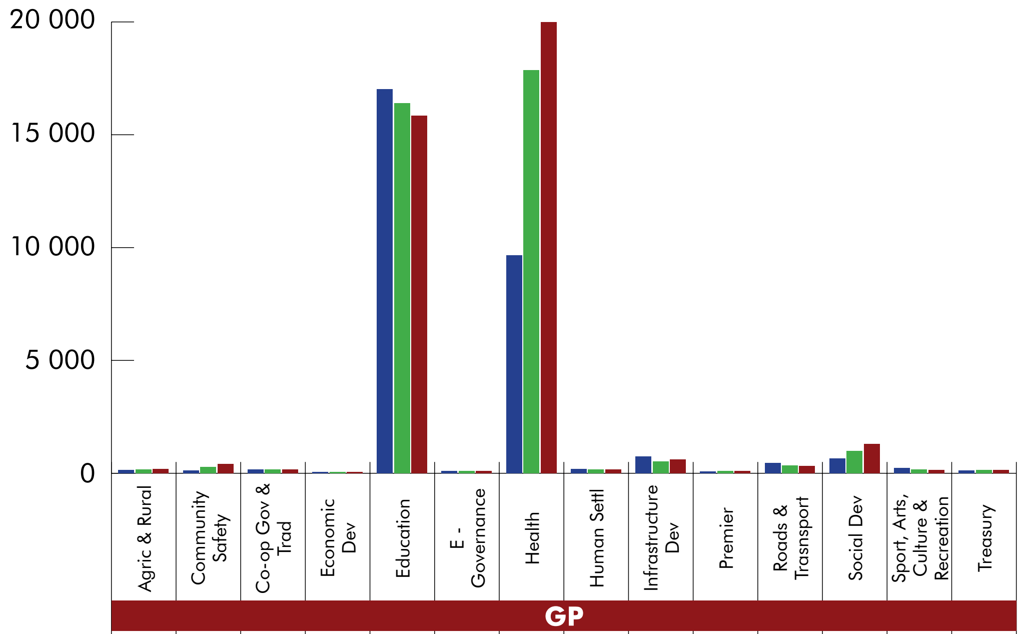
EC	Co-op Gov & Trad	Economic, Enviro & Tourism	Education	Health	Human Settl	Premier	Roads & Public works	Rural & Agrarian	Safety & Liaison	Social Dev	Sport, Arts, Culture & Recr	Transport	Treasury
2019/2020	230	55	10 307	7 220	48	50	408	258	21	691	281	262	66
2020/2021	324	40	8 974	6 842	31	50	269	405	30	669	186	248	61
2021/2022	330	49	8 750	6 673	46	58	205	355	26	615	216	336	67

Free State



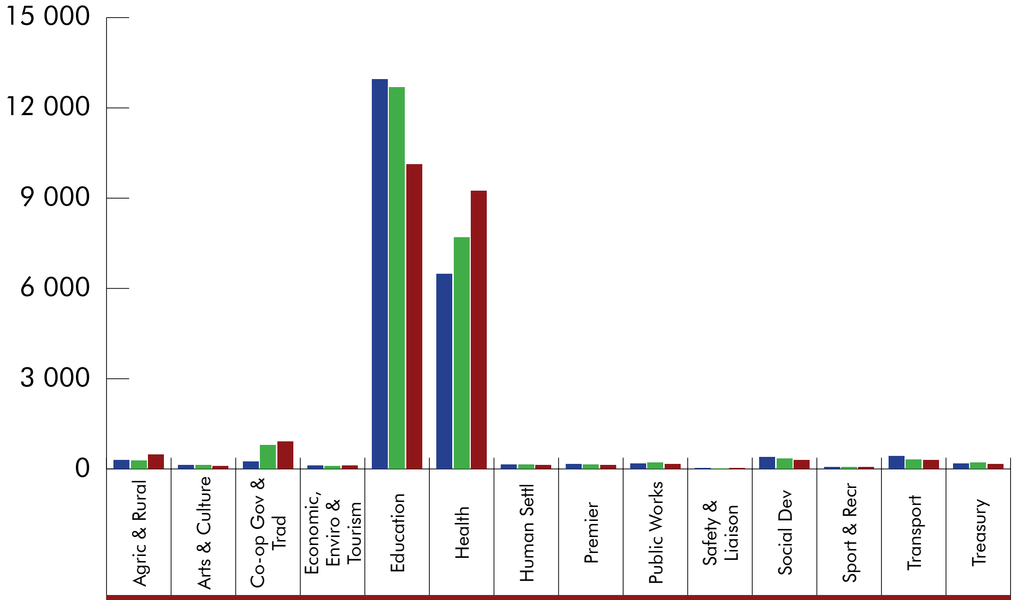
	Agriculture	Co-op & Trad	Economic, Enviro & Tourism	Education	Health	Human Settl	Police, Roads & Transport	Premier	Public Works	Social Dev	Sport, Arts, Culture & Recr	Treasury
2019/2020	111	71	95	3 838	2 187	59	391	146	184	141	242	33
2020/2021	93	48	111	3 132	3 026	40	132	124	143	260	162	18
2021/2022	170	50	99	3 306	3 167	45	152	139	178	189	128	18

Gauteng



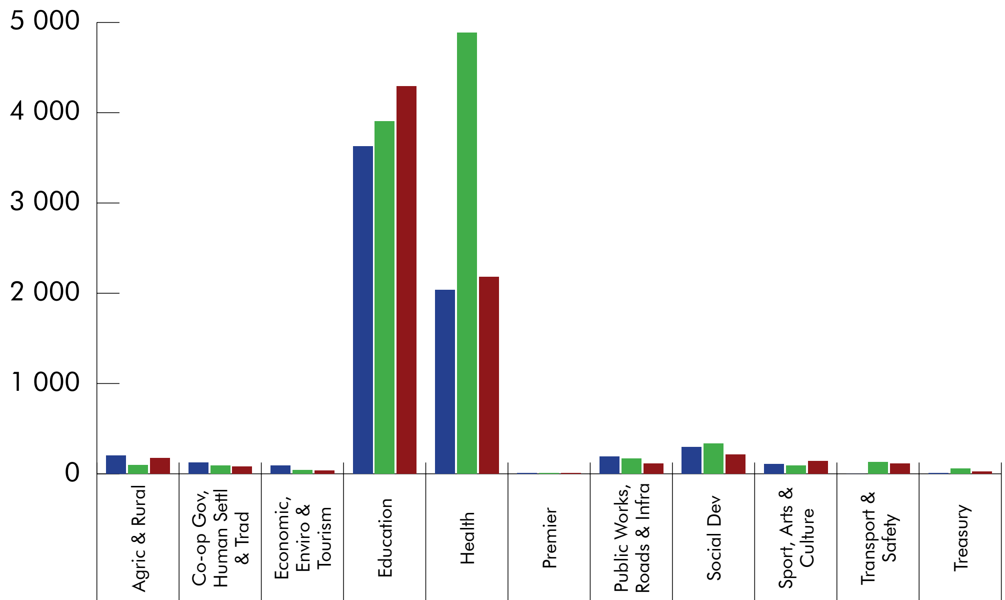
	Agric & Rural	Community Safety	Co-op Gov & Trad	Economic Dev	Education	E - Governance	Health	Human Settl	Infrastructure Dev	Premier	Roads & Trasnsport	Social Dev	Sport, Arts, Culture & Recreation	Treasury
2019/2020	154	114	173	55	17 012	98	9 663	178	737	70	457	663	238	116
2020/2021	161	272	169	45	16 406	92	17 869	169	527	89	341	984	159	142
2021/2022	178	407	167	53	15 843	105	19 988	175	602	97	314	1 295	140	155

Kwazulu-Natal



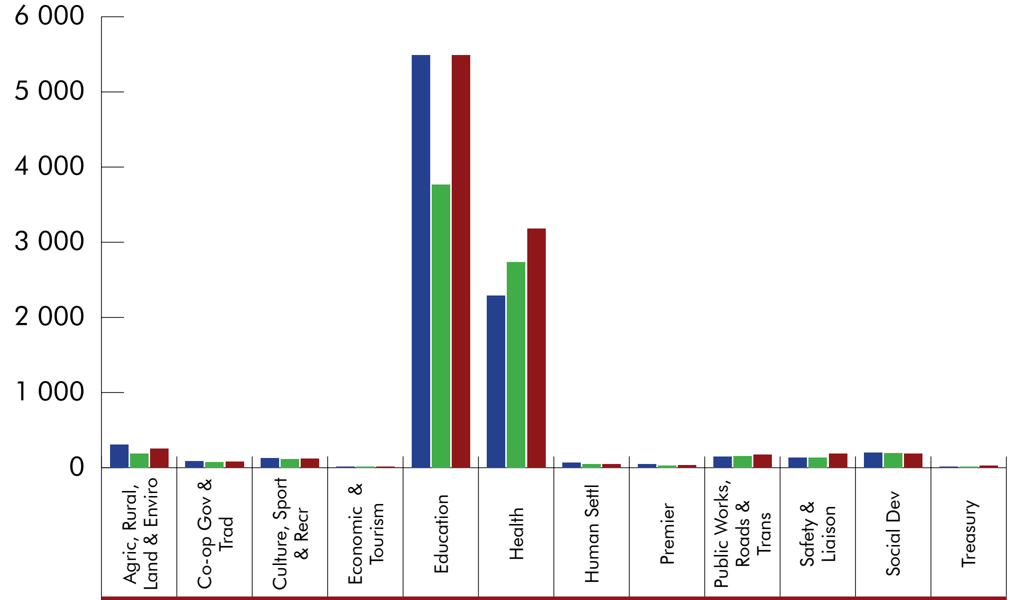
	Agric & Rural	Arts & Culture	Co-op Gov & Trad	Economic, Enviro & Tourism	Education	Health	Human Settl	Premier	Public Works	Safety & Liaison	Social Dev	Sport & Recr	Transport	Treasury
2019/2020	287	123	240	116	12 954	6 479	149	156	175	28	388	53	428	182
2020/2021	267	122	786	98	12 674	7 694	143	141	203	9	349	64	312	201
2021/2022	474	99	914	108	10 128	9 238	131	120	164	19	297	59	296	154

Limpopo



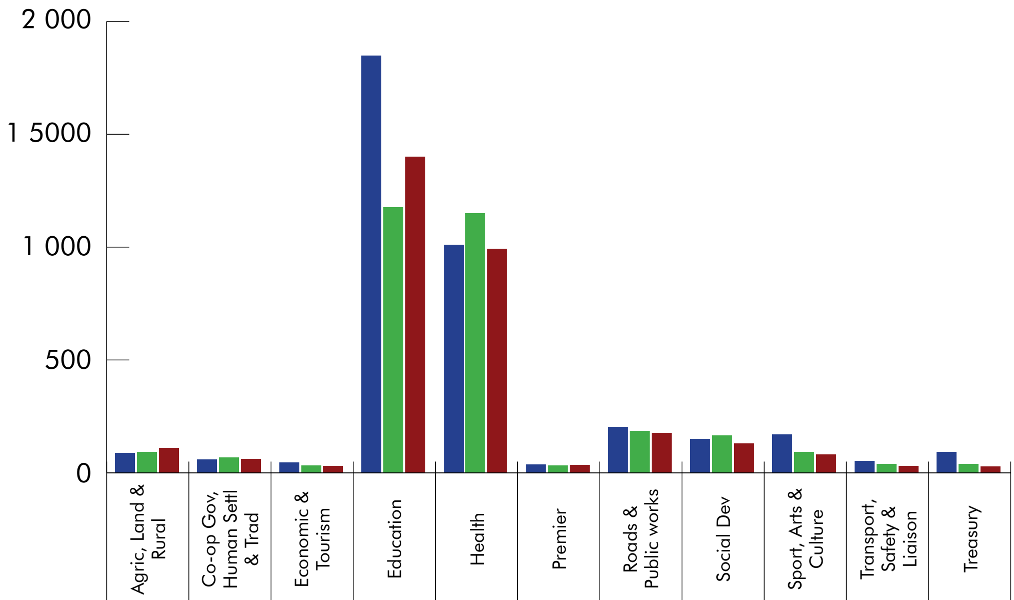
	Agric & Rural	Co-op Gov, Human Settl & Trad	Economic, Enviro & Tourism	Education	Health	Premier	Public Works, Roads & Infra	Social Dev	Sport, Arts & Culture	Transport & Safety	Treasury
2019/2020	201	125	90	3 627	2 036	11	192	295	109	0	9
2020/2021	99	91	43	3 907	4 885	10	168	334	92	128	57
2021/2022	118	150	50	3 268	2 371	18	112	0	315	91	15

Mpumalanga



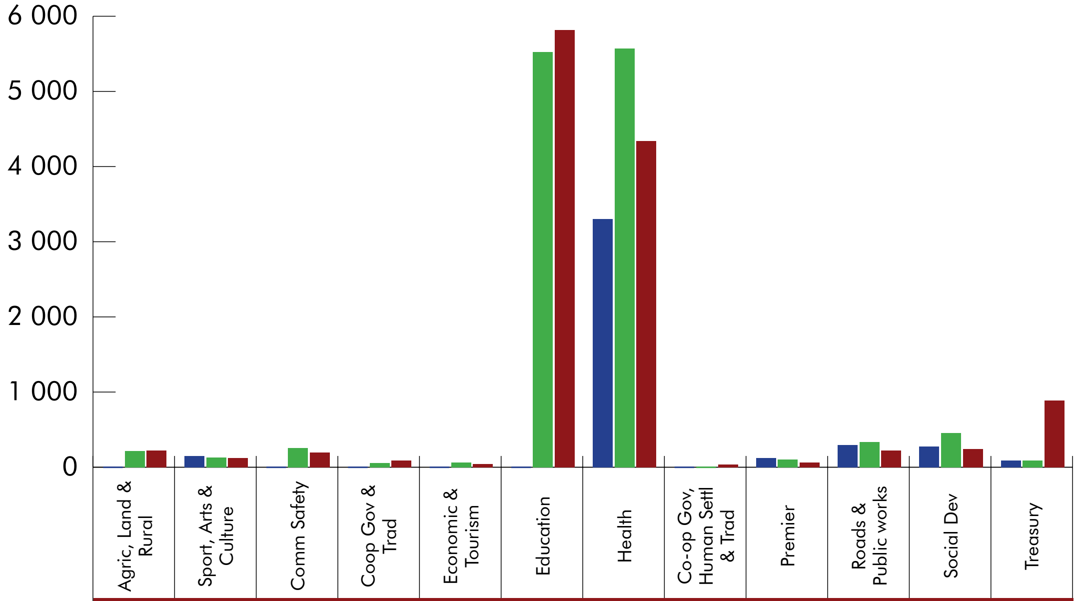
MP	Agric, Rural, Land & Enviro	Co-op Gov & Trad	Culture, Sport & Recr	Economic & Tourism	Education	Health	Human Settl	Premier	Public Works, Roads & Trans	Safety & Liaison	Social Dev	Treasury
2019/2020	256	74	108	15	4 574	1 910	59	41	125	112	168	15
2020/2021	159	61	98	15	3 139	2 280	43	26	128	111	162	15
2021/2022	152	80	96	28	5 630	2 005	47	44	174	161	215	19

Northern Cape



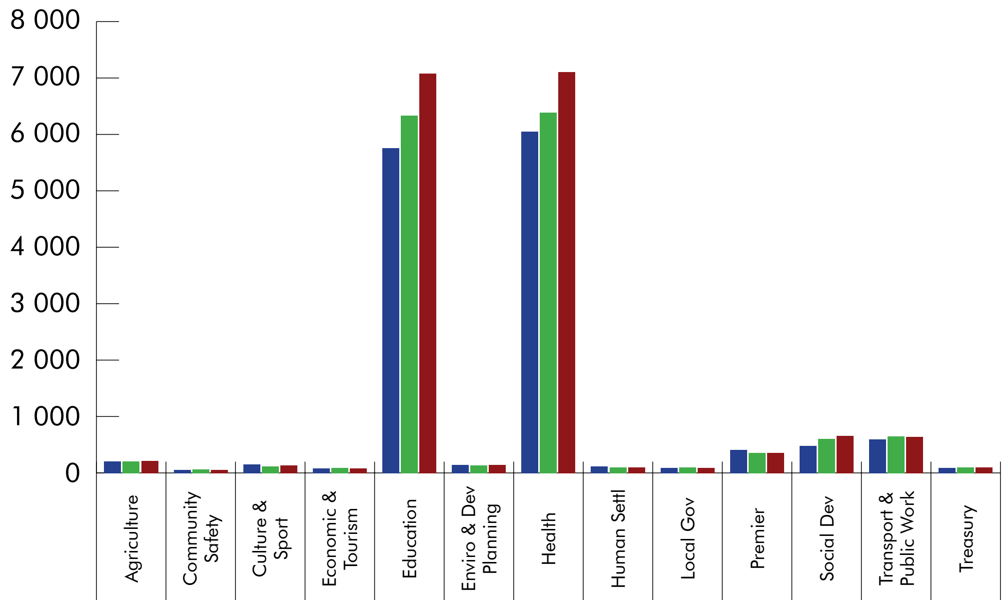
NC	Agric, Land & Rural	Co-op Gov, Human Settl & Trad	Economic & Tourism	Education	Health	Premier	Roads & Public works	Social Dev	Sport, Arts & Culture	Transport, Safety & Liaison	Treasury
2019/2020	88	58	46	1 849	1 010	36	202	149	170	53	92
2020/2021	91	68	33	1 177	1 150	33	185	166	93	39	39
2021/2022	110	61	31	1 401	993	34	176	129	81	30	28

North West



NW	Agric, Land & Rural	Sport, Arts & Culture	Comm Safety	Coop Gov & Trad	Economic & Tourism	Education	Health	Co-op Gov, Human Settl & Trad	Premier	Roads & Public works	Social Dev	Treasury
2019/2020	0	149	0	0	0	0	3 301	0	123	294	275	88
2020/2021	214	130	254	58	61	5 526	5 571	0	103	339	454	93
2021/2022	226	123	194	88	42	5 815	4 343	35	61	222	244	85

Western Cape



WC	Agriculture	Community Safety	Culture & Sport	Economic & Tourism	Education	Enviro & Dev Planning	Health	Human Settl	Local Gov	Premier	Social Dev	Transport & Public Work	Treasury
2019/2020	206	56	153	87	5 759	144	6 056	123	91	410	481	597	93
2020/2021	209	64	122	89	6 339	141	6 394	106	101	363	609	649	102
2021/2022	215	59	136	85	7 084	145	7 112	102	91	356	657	647	102

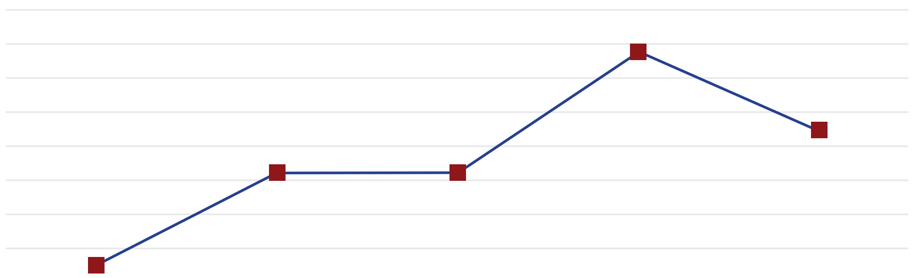
Levy Payers Report

The primary purpose of the analysis is to determine whether the public service workforce is contracting or expanding. The report therefore measures the rate between the current and the previous year.

Key findings

The graph below shows that the size of the public service have has decreased compared to the previous year, although it is still higher compared to the three previous years. As can be noted, there was a noticeable increase in the 2020/2021 financial year, which was due to emergency recruitment, particularly in the Department of Health, as well as Social Development.

Year-to-year Change



2017/2018	2018/2019	2019/2020	2020/2021	2021/2022
1224535	1229921	1229903	1236982	1232483

Staff Changes in Provinces by Departments

Eastern Cape

DEPARTMENT	2018/2019	2019/2020	2020/2021	2021/2022	ANNUAL ▲	ANNUAL % ▲
Agrarian	2761	2637	2479	2487	8	▲ 0,32%
Arts, Cult, Sport & Recr	1228	1187	1156	1135	-21	▼ 1,82%
Coop & Trad	1440	1395	1349	1348	-1	▼ 0,74%
DSD	4426	4565	4459	4897	438	▲ 9,82%
Eco Dev, Enviro & Tour	532	488	474	471	-3	▼ 0,63%
Education	69225	68369	66361	65199	-1162	▼ 1,75%
Health	40593	40472	42139	38871	-3268	▼ 7,76%
Hmn Settl	580	528	509	520	11	▲ 2,16%
Premier	387	369	351	353	2	▲ 0,57%
Pub Works	3395	1989	1900	1694	-206	▼ 10,84%
Safety	141	132	141	132	-9	▼ 6,38%
Trans	1548	2562	2474	2503	29	▲ 1,17%
Treasury	445	451	422	423	1	▲ 0,23%

Free State

DEPARTMENT	2018/2019	2019/2020	2020/2021	2021/2022	ANNUAL ▲	ANNUAL % ▲
Agriculture	1082	998	961	973	12	▲ 1,24%
Arts, Cult, Sport & Recr	916	1026	1015	943	-72	▼ 7,09%
Coop & Trad	375	490	495	487	-8	▼ 1,62%
DSD	1942	2016	2043	2029	-14	▼ 0,69%
Education	27384	28174	27 914	28 731	817	▲ 2,93%
Health	17261	20255	18881	19053	172	▲ 0,91%
Hmn Settl	346	343	347	398	51	▲ 14,69%
Pol, RD & Trans	3484	3071	2909	2557	-352	▼ 12,10%
Premier	631	659	637	622	-15	▼ 2,35%
Pub Works	1312	1355	1504	1304	-200	▼ 13,30%
Sml Bus & Tour	705	682	705	668	-37	▼ 5,25%
Treasury	355	387	381	362	-19	▼ 4,99%

Gauteng

DEPARTMENT	2018/2019	2019/2020	2020/2021	2021/2022	ANNUAL ▲	ANNUAL % ▲
Agri & Rurl	943	975	970	1077	107	▲ 11,03%
Arts, Cult, Sport & Recr	579	653	630	594	-36	▼ 5,71%
Coop & Trad	663	658	659	645	-14	▼ 2,12%
DSD	4108	4646	4708	4894	186	▲ 3,95%
Eco Dev	460	417	371	359	-12	▼ 3,23%
Education	89178	90092	92126	93563	1437	▲ 1,56%
E-Gov	774	784	765	779	14	▲ 1,83%
Health	66198	62143	77691	78680	989	▲ 1,27%
Hmn Settl	801	759	724	698	-26	▼ 3,59%
Infra Dev	2697	2576	2557	2505	-52	▼ 2,03%
Premier	491	534	554	551	-3	▼ 0,54%
Road & Trans	2006	1871	1598	1493	-105	▼ 6,57%
Safety	1124	1184	1321	1481	160	▲ 12,11%
Tourism	58	70	59	61	2	▲ 3,39%
Treasury	748	790	732	733	1	▲ 0,14%

Kwazulu-Natal

DEPARTMENT	2018/2019	2019/2020	2020/2021	2021/2022	ANNUAL ▲	ANNUAL % ▲
Agri & Rurl	2630	2381	2354	2447	93	▼ 3,95%
Arts & Cult	488	483	475	444	-31	▲ 6,53%
Coop & Trad	1364	1605	1849	1907	58	▼ 3,14%
DSD	3697	3626	3770	3621	-149	▲ 3,95%
Eco Dev & Tour	500	552	555	597	42	▼ 7,57%
Education	104010	104182	101936	99470	-2466	▲ 2,42%
Health	66701	62632	66457	66696	239	▼ 0,36%

DEPARTMENT	2018/2019	2019/2020	2020/2021	2021/2022	ANNUAL ▲	ANNUAL % ▲
Hmn Settl	690	680	689	631	-58	▲ 8,42%
Premier	571	516	528	506	-22	▲ 4,17%
Pub Works	1636	1589	1501	1407	-94	▲ 6,26%
Safety	157	160	157	182	25	▼ 1,88%
Sport & Recr	238	245	250	254	4	▼ 1,60%
Transport	3856	3569	3363	3237	-126	▲ 3,75%
Treasury	438	515	475	410	-65	▲ 13,68%

Limpopo

DEPARTMENT	2018/2019	2019/2020	2020/2021	2021/2022	ANNUAL ▲	ANNUAL % ▲
Agriculture	-	-	2219	2079	-140	▼ 6,31%
Arts, Sport & Cult	-	-	458	445	-13	▼ 2,84%
Coop, Hmn & Trad	1959	1772	1735	1702	-33	▼ 1,90%
DSD	2962	3084	3061	2955	-106	▼ 3,46%
Eco Dev & Tour	1127	1199	1136	1062	-74	▼ 6,51%
Education	57283	57971	56538	56687	149	▲ 0,26%
Health	34730	41854	36984	30797	-6187	▼ 16,73%
Premier	459	434	404	390	-14	▼ 3,47%
Pub & Roads	3041	2776	2483	2135	-348	▼ 14,02%
Trans & Safety	-	2309	2797	2109	-688	▼ 24,60%
Treasury	447	471	430	379	-51	▼ 11,86%

Mpumalanga

DEPARTMENT	2018/2019	2019/2020	2020/2021	2021/2022	ANNUAL ▲	ANNUAL % ▲
Agri, Land & Rurl	1325	1312	1166	1165	-1	▼ 0,09%
Coop & Trad	778	741	704	676	-28	▼ 3,98%
DSD	1904	1855	1837	1844	7	▲ 0,38%
Eco Dev & Tour	260	213	212	206	-6	▼ 2,83%
Education	42014	42091	41963	41355	-608	▼ 1,45%
Health	20265	20028	20493	21014	521	▲ 2,54%
Hmn Settl	265	368	340	342	2	▲ 0,59%
Premier	242	212	211	224	13	▲ 6,16%
Pub & Roads	2991	2692	2552	2484	-68	▼ 2,66%
Safety	1377	1476	1475	1479	4	▲ 0,27%
Sport & Recr	440	436	424	434	10	▲ 2,36%
Treasury	285	278	279	283	4	▲ 1,43%

Northern Cape

DEPARTMENT	2018/2019	2019/2020	2020/2021	2021/2022	ANNUAL ▲	ANNUAL % ▲
Agri, Land & Rurl	561	530	506	711	205	▲ 40,51%
Coop, Hmn & Trad	618	605	591	544	-47	▼ 7,95%
DSD	959	1128	1180	1131	-49	▼ 4,15%
Eco Dev & Tour	179	162	157	152	-5	▼ 3,09%
Education	12715	12668	11976	12736	760	▲ 6,35%
Health	6996	6478	6650	6377	-273	▼ 4,11%
Premier	251	236	230	224	-6	▼ 2,61%
Roads & Pub Work	885	954	911	855	-56	▼ 6,15%
Sport, Art & Cult	456	522	502	511	9	▲ 1,79%
Trans & Safety	376	380	368	358	-10	▼ 2,72%
Treasury	367	295	281	264	-17	▼ 6,05%

North West

DEPARTMENT	2018/2019	2019/2020	2020/2021	2021/2022	ANNUAL ▲	ANNUAL % ▲
Agri & Rurl	1545	1426	1358	1276	-82	▼ 6,04%
Arts, Cult & Trad	691	680	672	661	-11	▼ 1,64%
Coop Gov & Trad			675	656	-19	▼ 2,81%
DSD	2538	2666	2985	2612	-373	▼ 12,50%
Eco Dev, Enviro & Tour	-	-	506	452	-54	▼ 10,67%
Education	32350	32539	32736	33705	969	▲ 2,96%
Finance	561	565	555	521	-34	▼ 6,13%
Health	17611	19604	21485	22010	525	▲ 2,44%
Human Sett	-	-	241	278	37	▲ 15,35%
Premier	745	708	426	410	-16	▼ 3,76%
Pub Works & Road	2820	2762	2693	2529	-164	▼ 6,09%
Trans & Safety	1444	1466	1489	1573	84	▲ 5,64%

Western Cape

DEPARTMENT	2018/2019	2019/2020	2020/2021	2021/2022	ANNUAL ▲	ANNUAL % ▲
Agriculture	896	884	883	876	-7	▼ 0,79%
DSD	2113	2400	2492	2541	49	▲ 1,97%
Eco Dev & Tour	215	209	205	195	-10	▼ 4,88%
Education	43041	44821	43255	44581	1326	▲ 3,07%
Enviro Dev Plan	376	366	370	362	-8	▼ 2,16%
Health	31602	31346	32155	32151	-4	▼ 0,01%
Hmn Settl	470	454	444	439	-5	▼ 1,13%
Local G	353	364	370	369	-1	▼ 0,27%
Premier	1049	958	919	906	-13	▼ 1,41%
Pub Works & Trans	2280	2536	2484	2537	53	▲ 2,13%
Safety	297	304	303	286	-17	▼ 5,61%

DEPARTMENT	2018/2019	2019/2020	2020/2021	2021/2022	ANNUAL ▲	ANNUAL % ▲
Sport & Cult	558	532	517	525	8	▲ 1,55%
Treasury	285	308	287	297	10	▲ 3,48%

Research also undertook the following work:

Dipstick Research: Covid-19 induced challenged on bargaining councils.

The purpose was to determine the challenges posed by the lockdown regulations due to the Covid-19 pandemic in different bargaining councils.

ILERA Papers:

- Gender inequality and discrimination. Approved for ILERA Africa Regional Congress 26 – 29 September 2021.
- Migrant Labour in Africa (South African Case Study). Approved for ILERA Africa Regional Congress 26 – 29 September 2021.
- Policy and Regulations on Employment of Foreign Nationals. Approved for 19 ILERA World Congress 21 – 24 June 2021 Lund Sweden (Virtual Conference).
- Freedom of association, collective bargaining, and the right to strike: Legislation, methods, and results in South Africa. Approved for ILERA World Congress 21 – 24 June 2021 Lund Sweden (Virtual Conference).
- Enforcement of labour regulation in relation to minimum wages was approved for the 13th European Congress in Barcelona, to be presented on 8 – 10 September 2022.
- Labour market regulations on gender equity and gender pay gap approved for 13th European Congress in Barcelona, to be presented on 8 – 10 September 2022.

5.12 Year Ahead

It is now clear that Covid-19 will be with us for some time to come. Together with our stakeholders, we have shown resilience in the face of adversity to continue delivering our services to Council and its structures.

CBU will continue to work around the pandemic, whilst in the process, ensuring the safety of those we serve. We will continue to provide physical and virtual platforms to host meetings and provide training to the public service.

Work is already cut out for us in the coming reporting period. We will take part in the implementation of the Summit declaration. We will be instrumental in the coming 2022/2023 wage negotiations. We are well prepared to take part in all processes leading to the 25th Year Celebration of the PSCBC.

We anticipate the signing of agreements on the 2022/2023 wage negotiations and on other matters of Council. We will be ready to facilitate workshops to ensure uniformity in terms of implementation throughout the public service.

CBU will continue to conduct research on pertinent issues to assist Council to understand the playing fields both locally and internationally to be able to take informed decisions in all processes of Council.

The year ahead will be no different, as CBU will continue to render the much needed support and exceptional service to Council and its structures.

6. DISPUTE MANAGEMENT

6.1 Overview

The dispute resolution and prevention function is core in attaining labour peace. The Dispute Resolution Unit provides essential support to the Council towards achieving its strategic objectives, which include the review of the dispute resolution procedures; rules and administrative processes; the recruitment of panellists; monitoring of compliance by panellist with the Service Level Agreement; and development of dispute prevention training programs to assist in the monitoring and evaluation of collective agreements in order to ensure compliance.

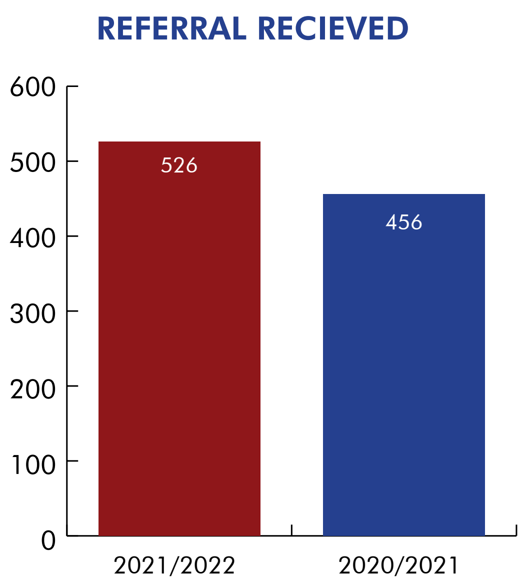
The report reflects on the referrals received by the Council from 01 April 2021 to 31 March 2022, with a comparison of the referrals received in the previous reporting period.

6.2 Statistics

6.2.1 Number of referrals received

A total number of 526 referrals were was received from 01 April 2021 to 31 March 2022, in comparison to 456 referrals received in the previous reporting period, resulting in a 15% increase in the referral rate.

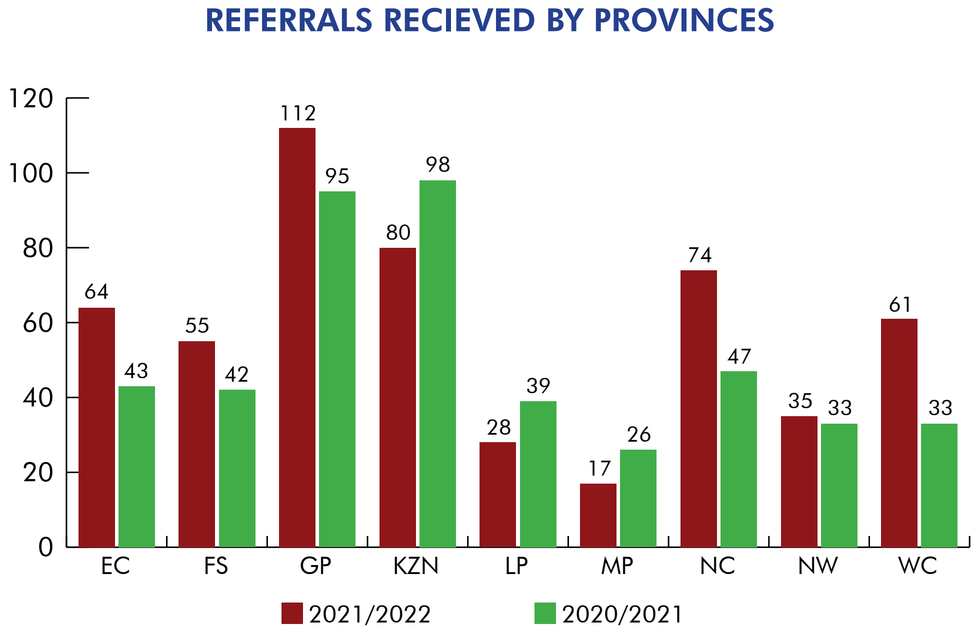
Graph One: Comparison in the number of referrals received



6.2.1.1 A breakdown of cases referred by Provinces

There is an overall referral rate increase in the cases referred, with a significant referral rate increase in the Northern Cape Province of 57% and 85% in the Western Cape Province. However, the Limpopo Province recorded a slight decrease in the referral rate of 28%. It must be noted that Mpumalanga remains the least referring Province, accounting for 5% of the cases referred.

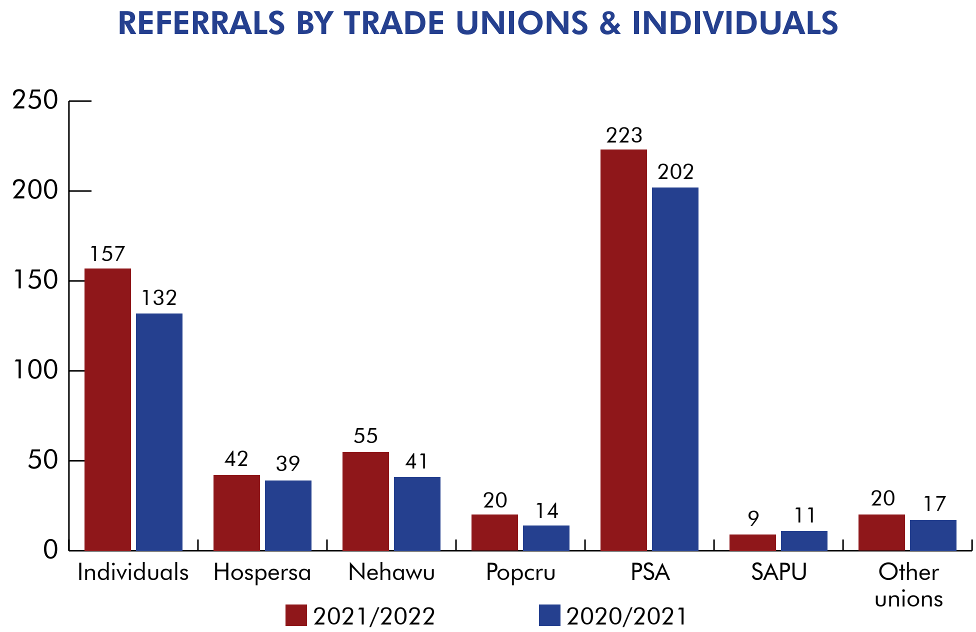
Graph Two: A breakdown of referrals by Provinces



6.2.1.2 Referrals by Trade unions/individuals

The PSA referred 42% of the total referrals received, and 44% in the previous reporting period. The disputes referred by individuals are at 30% and 29% when compared to the previous reporting period.

Graph Three: Referrals by unions/individuals

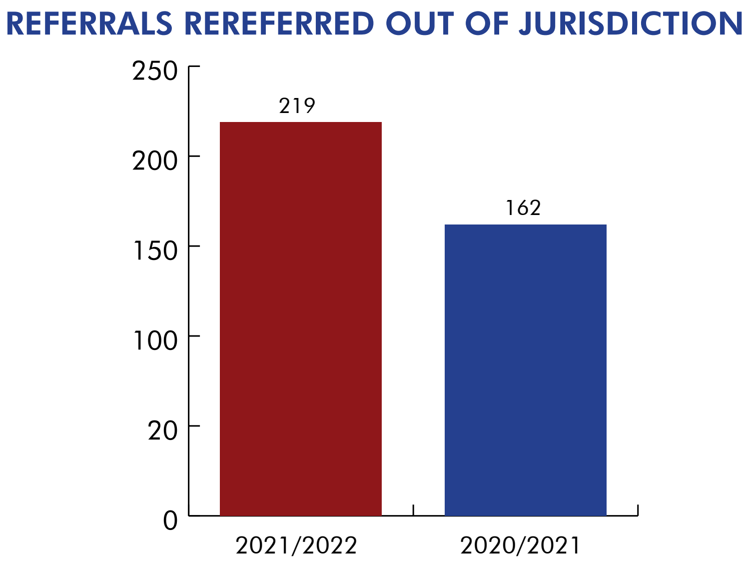


6.2.2 Out of jurisdiction referred cases[1]

Of the **526** referrals received, **219** referrals were screened out of jurisdiction in the reporting period, accounting for 42% of the cases referred as opposed to the period 2020/21, where from the **456** referred, **162** were screened out of jurisdiction, which accounts for 19% of the cases referred.

The reasons for referrals being 'out of jurisdiction' are, inter alia, the nature of the disputes such as unilateral change to terms and conditions of employment, mutual interest, alleged unfair dismissals, alleged unfair labour practices, and referrals which are not properly referred, whereby the conditions in the Dispute Resolution rules have been met. (i.e. proof of services, date of the dispute, referral not signed, etc.).

Graph Four: Out of jurisdiction

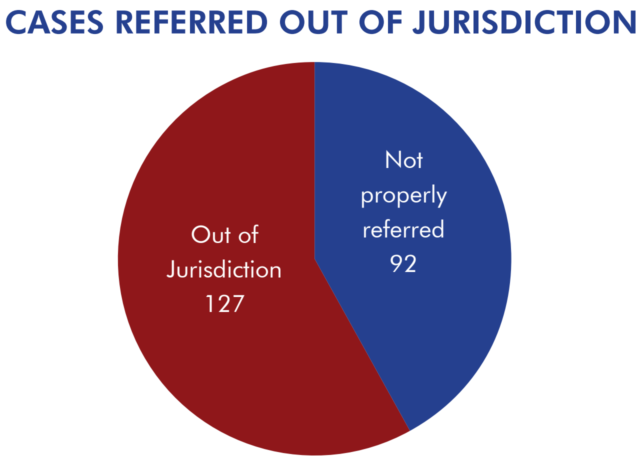


6.2.2.1 Cases referred (not properly referred and out of jurisdiction) period - 2021/2022

A total of **219** referrals were screened and found out of jurisdiction or not properly referred.

- Not properly referred – 92;
- Out of Jurisdiction – 127.

Diagram A: Cases referred out of jurisdiction

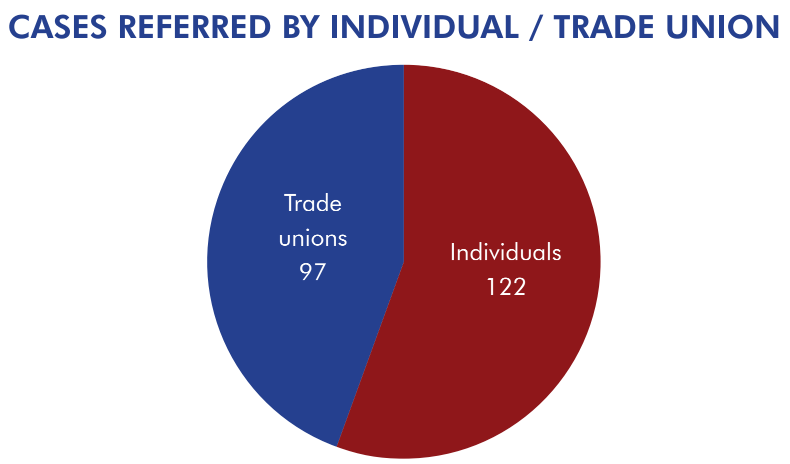


1 Disputes relating to unfair labour practice, unfair dismissals, unilateral change to terms and conditions of employment, Sector resolutions and not properly/correctly referred, etc.

6.2.2.2 A breakdown of cases referred – out of Jurisdiction by individuals and trade unions

Of the **219** referrals which were screened and found out of jurisdiction or not properly referred, **97** referrals were referred by the trade unions (47 not properly referred and 50 referred outside of the PSCBC jurisdiction), and **122** referrals were referred by individuals (52 not properly referred and 70 referred outside of the PSCBC jurisdiction).

Diagram B: Cases referred out of jurisdiction Individuals/Trade Unions out of jurisdiction/not correctly referred



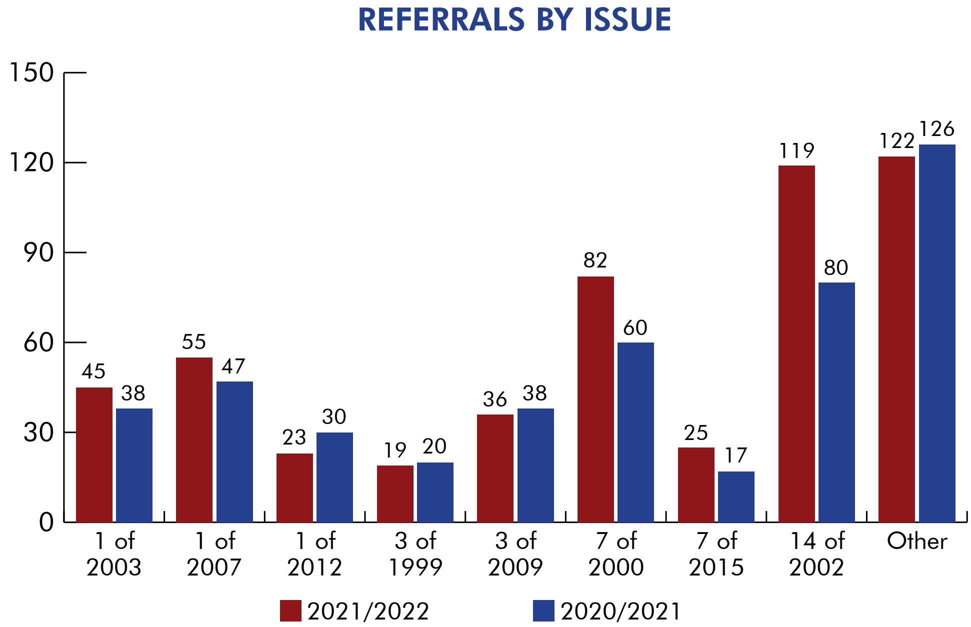
6.2.3 Disputes referred to conciliation by issue

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

- Disputes referred in terms of Resolution 14 of 2002[2] constitute 23% and 17% respectively in the previous reporting period.
- Disputes relating to Resolution 7 of 2000[3] account for 16% against 13% in the previous reporting period.
- Disputes relating to Resolution 1 of 2007[4] account for 11% and 10% in the previous reporting period.

2 Grievance rules for the Public Service;
3 Improvement in the conditions of service of the Public Service employees – leave provisions;
4 Improvement salaries and other conditions of service of the Public Service employees – payment of overtime.

Graph Five: Referrals by issue



6.2.3.1 Referrals by issue in Provinces

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

Disputes relating to Resolution 7 of 2000; improved conditions of service (leave provisions) are received mainly in the Eastern Cape and KwaZulu-Natal Provinces.

Disputes relating to Resolution 1 of 2007; improved conditions of service (payment of overtime) are received mainly in the KwaZulu-Natal, Gauteng and Northern Cape Provinces.

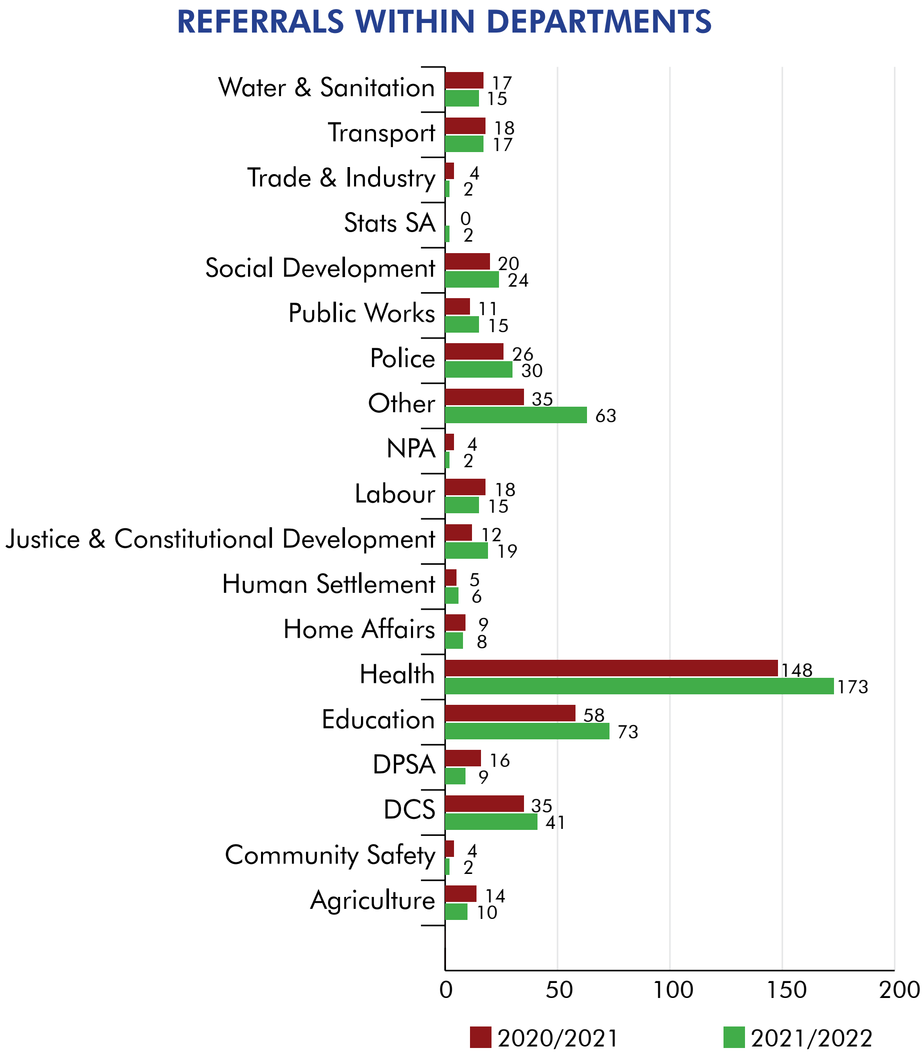
Table A: A breakdown of referrals by Issue in Provinces

Issue	EC	FS	GP	KZN	LP	MP	NC	NW	WC	Total
1 of 2003	1	4	19	5	5	0	4	6	1	**45**
1 of 2007	7	6	9	10	4	2	9	4	4	**55**
1 of 2012	9	2	5	0	0	0	4	1	2	**23**
3 of 1999	2	2	3	5	0	2	5	0	0	**19**
3 of 2009	5	1	8	10	2	3	2	4	1	**36**
7 of 2000	16	6	15	17	2	2	8	2	14	**82**
7 of 2015	2	0	1	6	2	0	1	1	12	**25**
14 of 2002	5	27	17	14	5	3	40	5	3	**119**
Other	17	7	35	13	8	5	1	12	24	**122**
Total	**64**	**55**	**112**	**80**	**28**	**17**	**74**	**35**	**61**	**526**

6.2.4 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 33%.

Graph Six: Referrals against National Departments



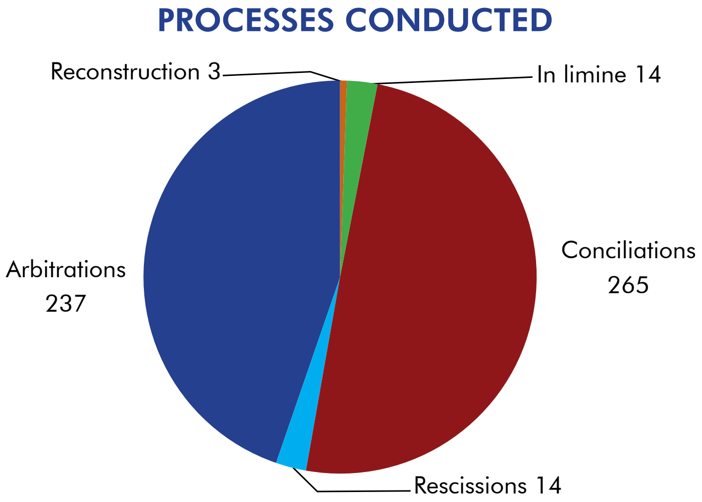
6.2.5 Processes conducted/scheduled

A total number of **533** processes were was scheduled/conducted in comparison to **844** in the previous reporting period, resulting in a 35% decrease.

The following processes were conducted/scheduled: 3 re-construction hearings, 14 rescissions in terms of Section 144 of the LRA, 14 in limine[5], 265 conciliations and 237 arbitrations.

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

Diagram C: A breakdown of processes conducted



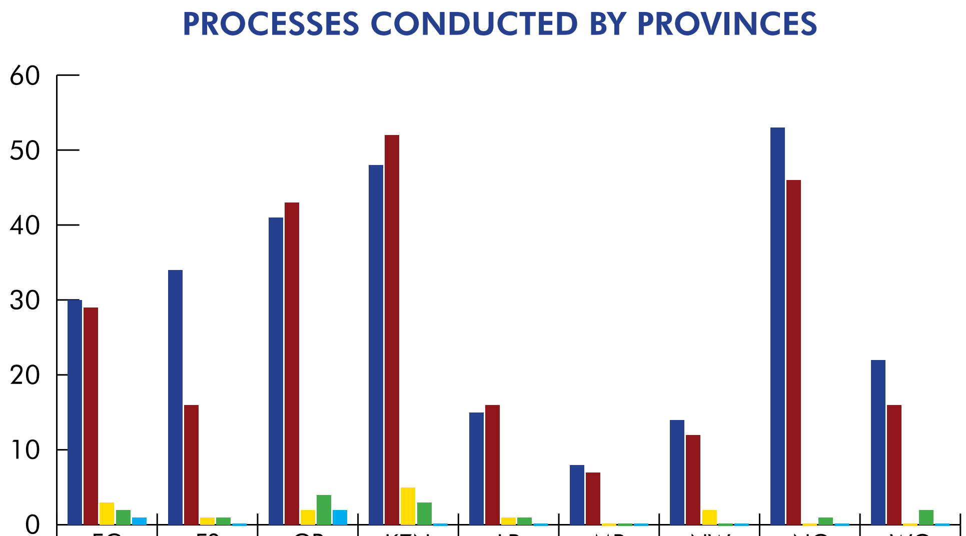
6.2.5.1 Number of processes scheduled/conducted by Provinces

Of the **265** conciliations conducted, **53** conciliations were conducted in Northern Cape, **48** in KwaZulu-Natal, **41** in the Gauteng Province, and **34** in the Free State.

Of the **237** arbitrations conducted, **52** arbitrations were conducted in KwaZulu-Natal, **46** in Northern Cape, **43** in Gauteng, and **29** in the Eastern Cape Province.

The number of arbitration hearings scheduled in the KwaZulu-Natal continue to be the highest 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



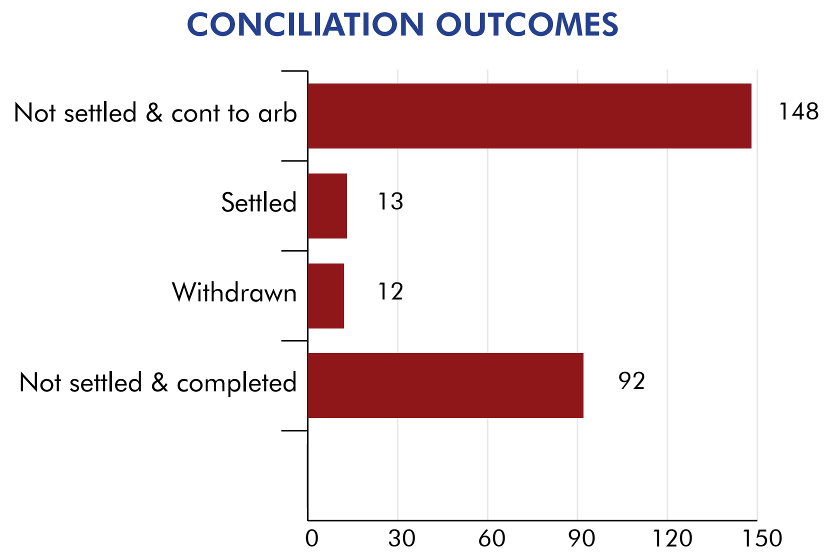
	EC	FS	GP	KZN	LP	MP	NW	NC	WC
Conciliations	30	34	41	48	15	8	14	53	22
Arbitrations	29	16	43	52	16	7	12	46	16
Rescissions	3	1	2	5	1	0	2	0	0
In limine	2	1	4	3	1	0	0	1	2
Reconstruction	1	0	2	0	0	0	0	0	0

6.3 Process outcomes

6.3.1 Conciliation outcomes

At the conciliation phase, 90.5% of the conciliations remain unresolved. The rate of settlements is at 5% and the withdrawals at 4.5% at the conciliation phase.

Graph Eight: A breakdown of conciliation process outcomes



6.3.2 Arbitration outcome

The Council scheduled/conducted **237** arbitrations, and **34** arbitrations awards were rendered. However, a total of 87 awards were rendered in the reporting period (April to March 2022), irrespective of the date the cases were heard and finalised, **6** awards pending, **84** postponements, **29** withdrawals and **30** settlements.

It is to be noted that 12% of the disputes were withdrawn at arbitration level. The stats indicate a 35% rate of postponements. The reasons for postponements occasioned by parties and panellists range from the following:

- Postponed due to limited or poor connectivity on virtual platforms;
- Postponed due to COVIC-19 hospitalisation/bereavement;
- 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

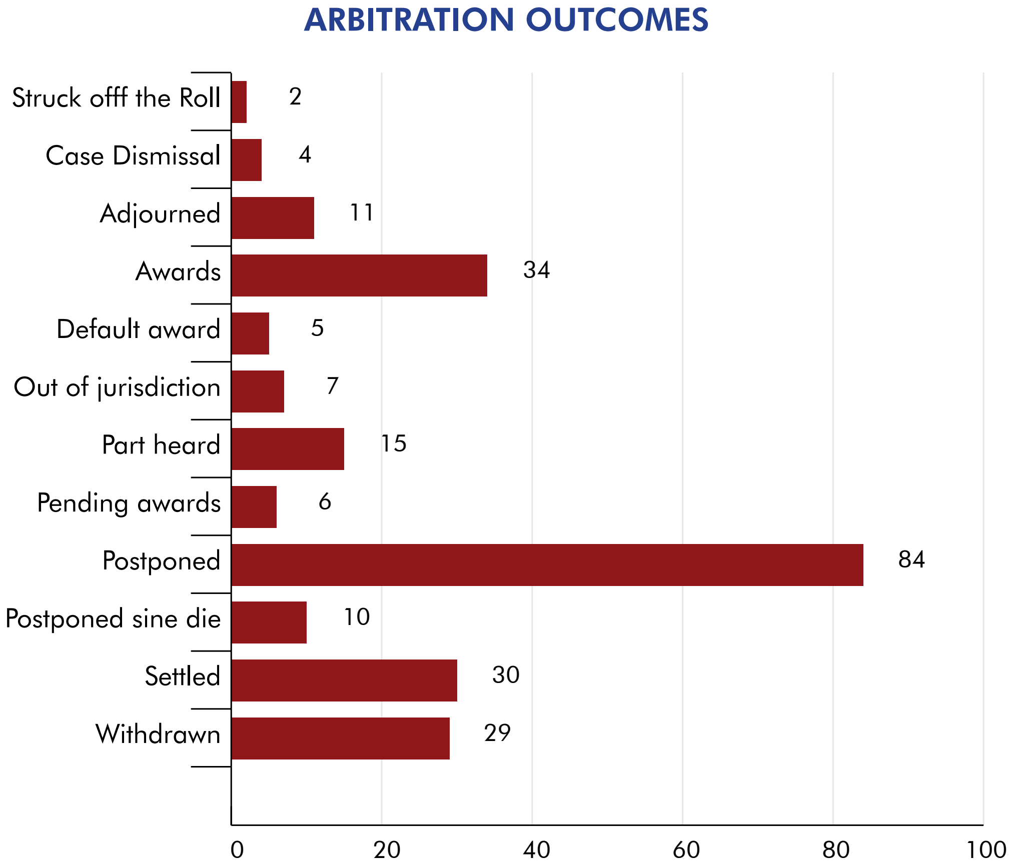


Table B: A breakdown of arbitration/con-arb outcomes by Provinces

OUTCOMES	EC	FS	GP	KZN	LP	MP	NC	NW	WC	Total
Case Dismissed	1	0	0	2	0	0	1	0	0	**4**
Struck off the Roll	1	0	0	1	0	0	0	0	0	**2**
Adjourned	2	2	2	1	0	0	1	1	2	**11**
Awards	2	0	3	17	2	2	3	2	3	**34**
Default award	0	2	0	3	0	0	0	0	0	**5**
Out of Jurisdiction	1	0	1	1	1	0	3	0	0	**7**
Part heard	3	2	0	4	0	0	5	0	1	**15**
Pending awards	0	0	4	1	0	0	0	0	1	**6**
Postponed	13	7	20	11	7	2	17	3	4	**84**
Postponed sine die	2	0	1	2	1	1	1	1	1	**10**
Settled	3	1	6	3	1	2	11	3	0	**30**
Withdrawn	1	2	6	6	4	0	4	2	4	**29**
Total	**29**	**16**	**43**	**52**	**16**	**7**	**46**	**12**	**16**	**237**

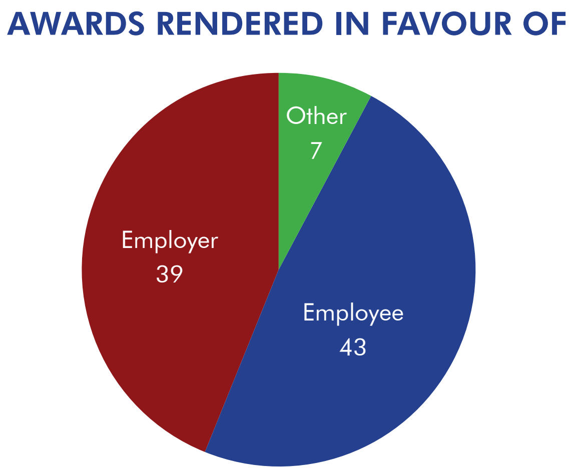
6.3.3 Arbitration awards in favour of employee, employer and out of jurisdiction

A total of 8 (Jan-March), 47 (July-December) and 34 (April-June) arbitration awards were rendered out of the **237** arbitrations conducted in the reporting period.

Therefore, a total of **89** awards were rendered from **April 2021 to March 2022**, irrespective of the period the arbitrations were heard and finalised.

43 awards were found in favour of the unions/employees, which represent 48% of the award rendered; **39** awards in favour of the employer, which makes up 43% of the awards rendered; and **7** awards were ruled neither in favour of the employee nor the employer ("other" – ruled out of jurisdiction), which account for 8% of the awards rendered/received.

Diagram D: A breakdown of arbitration awards in favour of



6.3.4 A breakdown of award by Issue

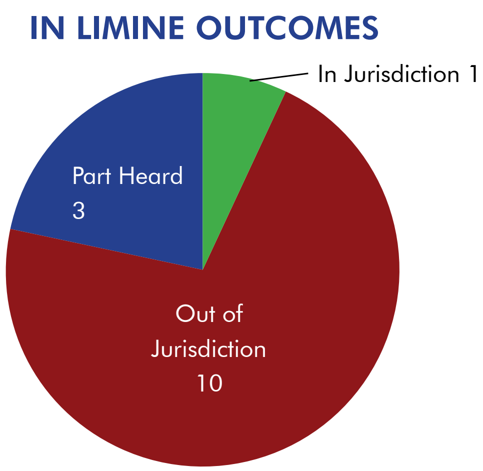
- **20** awards were issued in relation to Resolution 7 of 2000 - improvement in the conditions of service – leave provisions; 7 awards were found in favour of the employer, 11 were found in favour of the employee, and 2 awards were ruled out of the PSCBC jurisdiction.
- **14** awards were issued in relation to Resolution 1 of 2003 – disciplinary procedure; 5 awards were found in favour of the employer, 7 were found in favour of the employee, and 2 were found out of jurisdiction.
- **11** awards were issued in relation to Resolution 3 of 2009 – revised salary structure of employees not covered by the OSD on level 1 to 12 – grade progression; 8 awards were in favour of the employer, 2 in favour of employee, and 1 award was found out of the PSCBC jurisdiction.
- **10** awards were issued in relation to Resolution 1 of 2007 – improved in salaries and other conditions of service – payment of overtime; 8 awards were in favour of the employee, and 2 was were in favour of the employer.
- **6** awards were issued in relation to Resolution 1 of 2012 – revised salary structure of employees not covered by the OSD on level 1 to 12 – clause 18.1 & qualification bonus; 5 awards were in favour of the employer, and 1 award was ruled out of the jurisdiction of the PSCBC.
- **11** awards were issued in relation to Resolution 14 of 2002 – grievance rules; 9 awards were found in favour of the employee and 2 in favour of the employer.
- **4** awards were issued in relation to Resolution 4 of 2015 – danger allowance; of which 3 were found in favour of the employer and 1 in favour of the employee.
- **1** award was issued in relation to Resolution 1 of 2008 – revised foreign service dispensation (COLA), which was found in favour of the employee.

- 4 awards were issued in relation to Resolution 7 of 2015 – establishment of housing scheme; 2 awards were found in favour of the employee and 2 in favour of the employer.
- 2 awards were issued in relation to Resolution 3 of 1999 – remunerative allowance and benefits; both were found in favour of the employer.
- 4 awards were issued in relation to Resolution 1 of 2007 - improvement in the conditions of service; of which 2 awards were found in favour of the employee and 2 in favour of the employer.

6.3.5 Outcomes of in limine processes

Of the **14** in limine processes conducted, **10** were ruled out of jurisdiction, **1** was ruled in jurisdiction, and 3 were part-heard.

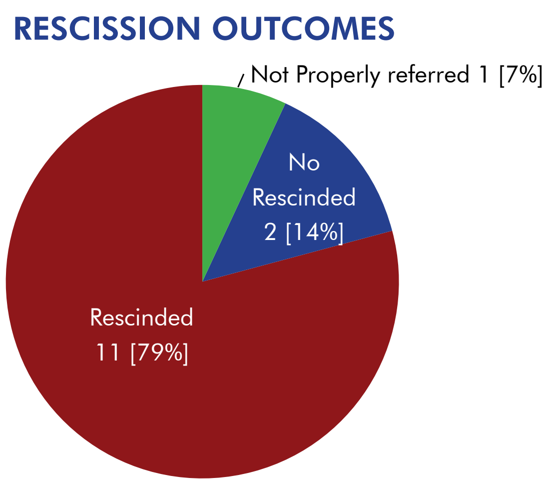
Diagram E: In limine Outcomes



6.3.6 Outcomes of rescission processes

Of the **14** rescissions conducted in terms of Section 144 of the LRA, **1** was not properly referred, **11** were rescinded, and 2 were not rescinded.

Diagram F: A breakdown of rescission outcomes



6.4 CASES ON REVIEW

A total of 10 cases have been taken on review in this reporting period. The statistics indicate that the employee party have taken a 100% of the awards on review to the Labour Court in this reporting period.

Table C: Matters taken to Labour Court review in the period 2021/22

Case Number	Outcome	LC Number	PSCBC Resolution/ Issue	Reviewed By
PSCBC352-20/21	Pending Labour Court Appeal	JR666/2021	Res 01 of 2008 (cola adjustment)	Applicant
PSCBC573-19/20	Pending Labour Court Appeal	C368/2021	Res 07 of 2000 (leave provisions)	Applicant
PSCB579-17/18	Pending Labour Court Appeal	JR769/2021	Res 03/2009	Applicant
PSCBC25-21/22	Pending Labour Court Appeal	C496/2021	Res 01/2003	Applicant
PSCBC182-20/21	Pending Labour Court Appeal	JR1918/21	Res 01/2007	Applicant
PSCBC16-20/21	Pending Labour Court Appeal	PR139/21	Res 07/2000	Applicant
PSCBC142-20/21	Pending Labour Court Appeal	JR2062/21	Res 01/2008	Applicant
PSCBC488-19/20	Pending Labour Court Appeal	JR277/21	Res 04//2005	Applicant
PSCBC115-21/22	Pending Labour Court Appeal	JR2784/21	Res 02/2017	Applicant
PSCBC114-21/22	Pending Labour Court Appeal	PR24/22	Res 03/2009	Applicant

7. CORPORATE SERVICES

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 its 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 Financial committee

The Financial 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).

7.3 Meetings

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

	02 June 2021	31 August 2021	14 September 2021	16 February 2022
Ms I. Dimo (Chairperson)	√	√	√	√
Ms K.C. Matome (Vice-Chairperson Labour)	-	√	√	√
Ms N. Xulu (NEHAWU)	√	-	√	-
Mr S. Masemola (POPCRU)	√	√	√	-
Ms L. Motshwane (SADTU)	√	√	-	√
Ms A. Portland (DENOSA)	√	√	√	√
Mr H. Brynard (DPSA)	√	√	√	√
Ms K. Masemola (National Treasury)	√	√	√	√
Mr A. Mnone (DPSA)	√	√	√	√

7.4 Financial analysis

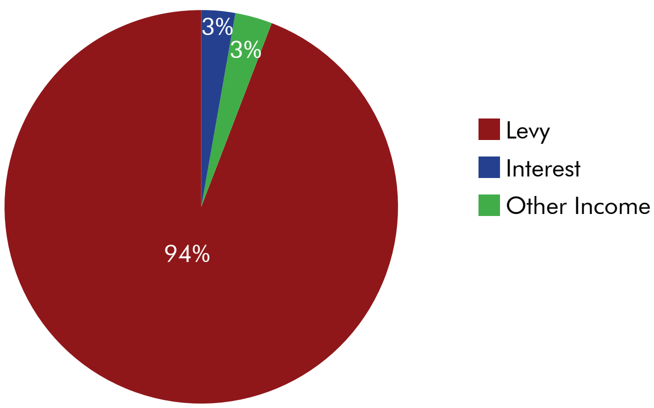
7.4.1 Total Income – Levy Account

The overall income for the Council during the 2021/2022 financial year was R 47,531,995.00, of which:

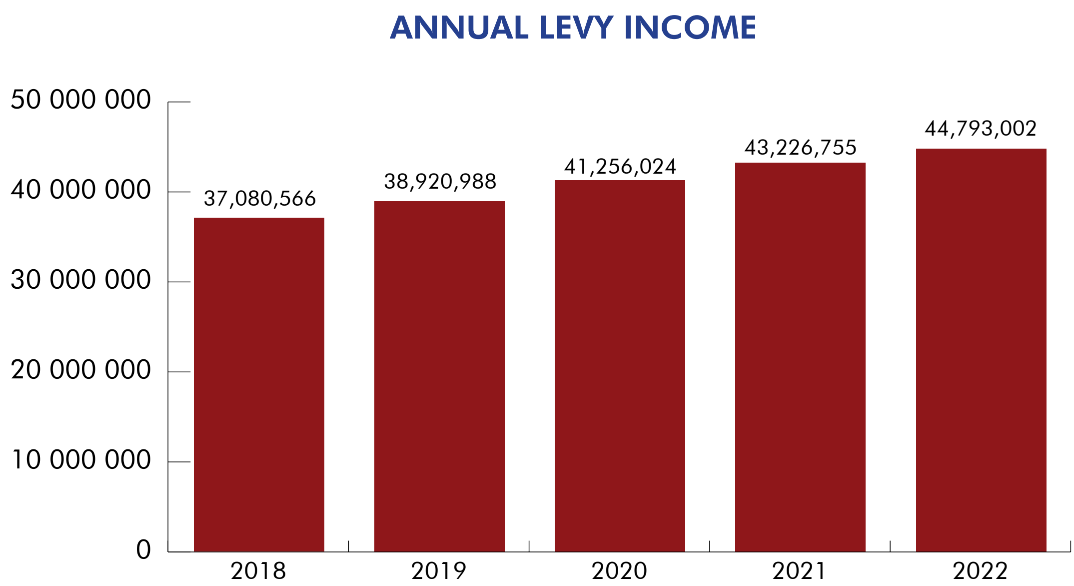
- 94% was generated out of the levies from the public service as per Resolution 2 of 2013,
- 3% was generated from interest earned on levies and reserves,
- 3% was generated from other income.

The levies of R 44,793,002.23 received were slightly lower than the projected income of R45, 042,278.00. Other income totalling R1, 401,555.35 was higher than the projected income of R108, 384 due to the Public Service Summit sponsorship income received in the current year. Interest income received has remained consistent when compared to the prior previous year.

TOTAL INCOME FOR THE PERIOD 1 APRIL 2021 TO 31 MARCH 2022



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.



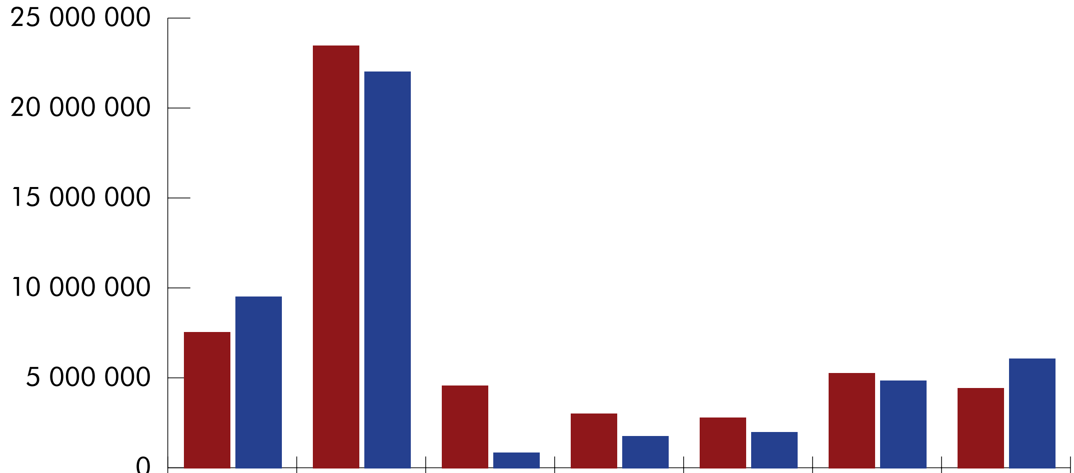
7.4.2 Total Expenditure – Levy Account

The overall expenditure for the Council during the 2021/2022 financial year amounts to R47, 226,591, which was lower than the projected expenditure of R 51,292,153.

The graph below depicts the departmental expenditures:

Actual expenses per department were lower than the budgeted amount due to the current COVID19 pandemic, except for Collective Bargaining and Corporate Services. Included in the Collective Bargaining expenditure are the following Council approved events, the Public Sector Wage Negotiations, and the Public Service Summit. Corporate Services budget understated by the non-inclusion of depreciation amount of R1, 859,887 being a non-cash item.

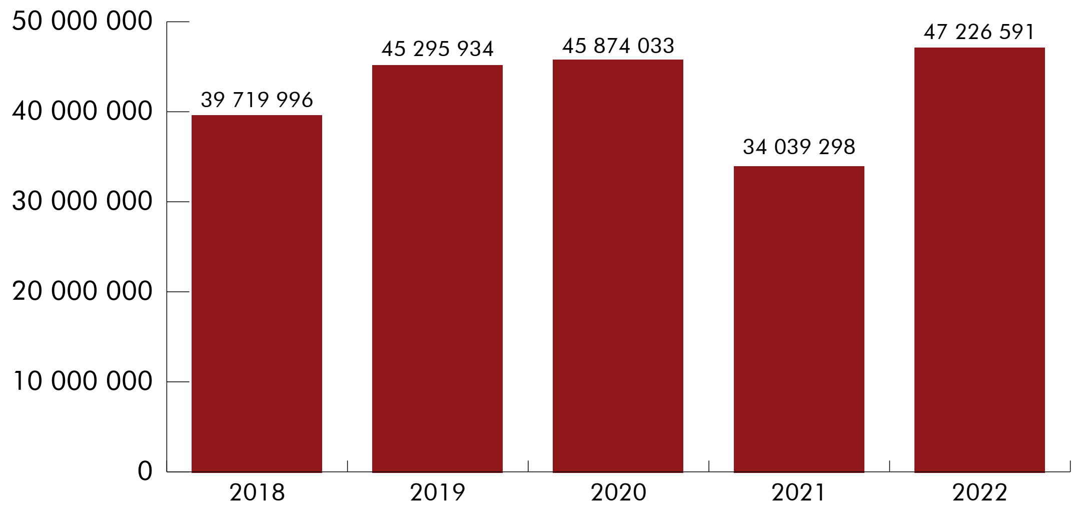
BUDGET VERSUS EXPENDITURE YE 2022



	Collective Bargaining	Human Resources	Dispute Resolution	Communications & Media	Information Technology	Management Services	Finance & Logistics
Budget	7 574 574	23 514 830	4 590 556	3 036 873	2 828 020	5 295 257	4 452 044
Actual	9 537 886	22 057 584	866 084	1 782 288	2 003 725	4 870 814	6 108 211

The graph below indicates the annual expenditure over the last five years. A decrease in the expenditure graph in 2021 is expected, due to the COVID19 pandemic and the Government's regulation protocol thereon.

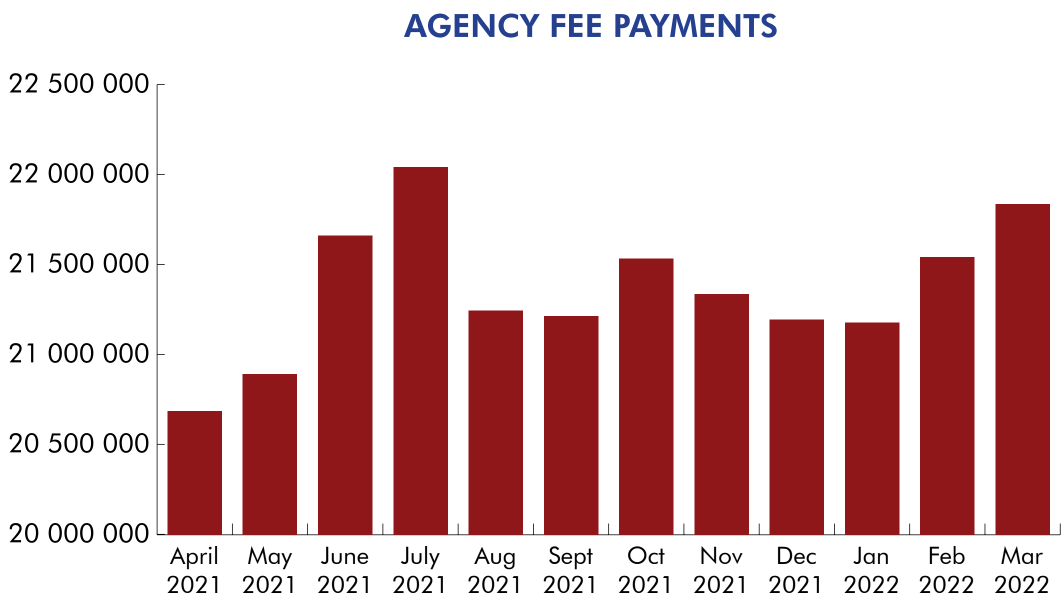
ACTUAL EXPENDITURE



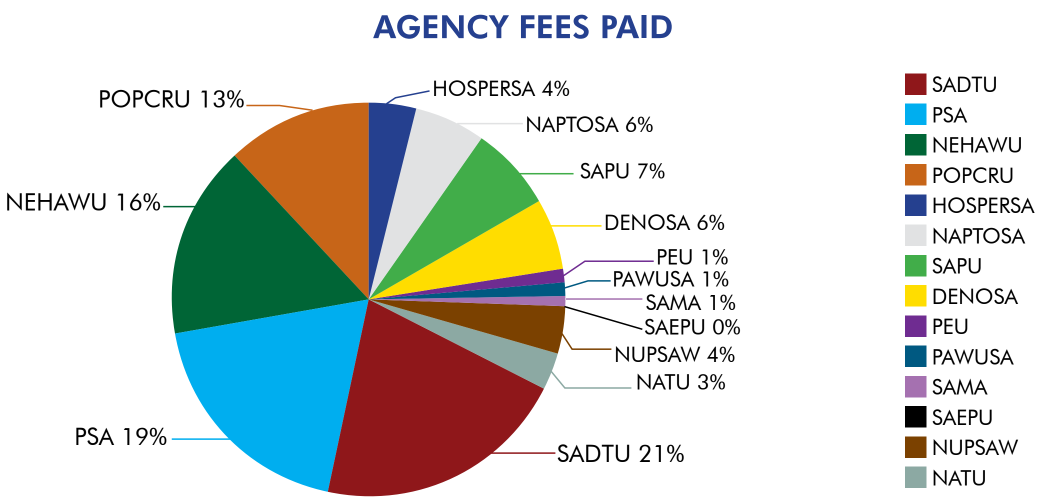
7.5 Agency Shop Fee Account – Disbursements to Admitted Trade Unions

An amount of R256, 298,151.71 was received for the 2022 financial year for distributions to the unions. Also accrued is a distribution amount of R62, 746,210.66, inclusive of capital and interest portion 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 2020 and 2021 respectively.

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 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 and PSCBC Resolution 1 of 2005.

7.6 Property Development; Die Hoewes Ext 213

During the 2022 financial period, there was progress in terms of developing the new PSCBC building. Following the advertisement, invitation and appointment of a project manager, as well as professional organizations in the built environment industry, the Council advanced with the Geotechnical and Land Surveyor reports, which were further presented to the Council.

Architectural Concept Design and Space Planning Needs on the new PSCBC Office Park Development

The PSCBC Executive Committee was presented with stage two of the office park development, which is the architectural concept design, as well as the space planning needs of the proposed new office park development.

Rezoning of the Vacant Land

Council is experiencing challenges in terms of the land on which the office park will be built. Currently, the land is zoned as a residential area. Unfortunately, the rezoning process can take between eight to 12 months to complete. However, the rezoning will run parallel to other processes.

7.7 Information Technology Infrastructure Upgrades

The Microsoft Exchange Server 2013 currently runs in a virtualize environment, using VMware Hypervisor ESXi 7, with the Domain Controller running on the same Hypervisor.

Council has upgraded some of the application servers on the network, which include Trend Micro Antivirus Server, Print Server, Veritas Backup Exec Server, Pastel Server (SAGE Evolution, Payroll and Accounting), Winscribe audio recording, and ASA ASDM RADIUS Server.

The 4 Mbps ADSL internet connection in the main boardroom has been discontinued and a new fibre optic link of 100 Mbps speed is now in place for PSCBC business and wireless network.

7.7.1 Backup and Disaster Recovery System

PSCBC uses a 12 terabyte backup server with the latest veritas backup exec installation as on-premise backup solution, which is currently used to back-up the database, fax server and all other application servers. Council will be expanding the retention on its disk storage. With this being said, and depending on the storage allocated into the backup exec solution, we are able to store data on the local server for extended periods of time.

7.7.2 Network, Internet and Email Security

A new generation firewall is in place at the point of connection between external and internal network, in order to send and receive information to outside the Council or to share information. With a firewall in place, there can be no direct internal and external communication, which then ensures that unauthorized access is blocked at the point of connection to the internet.

PSCBC email delivery structures are especially responsive to the threat of computer virus invasion, and the threat of spam emails, when protecting PCs from external threats. There is an email filter server in place for dealing with internal threats, which will be especially responsive to the threat of the spread of computer virus, and the threat of information leaks, and permits transmission of only emails without any issues.

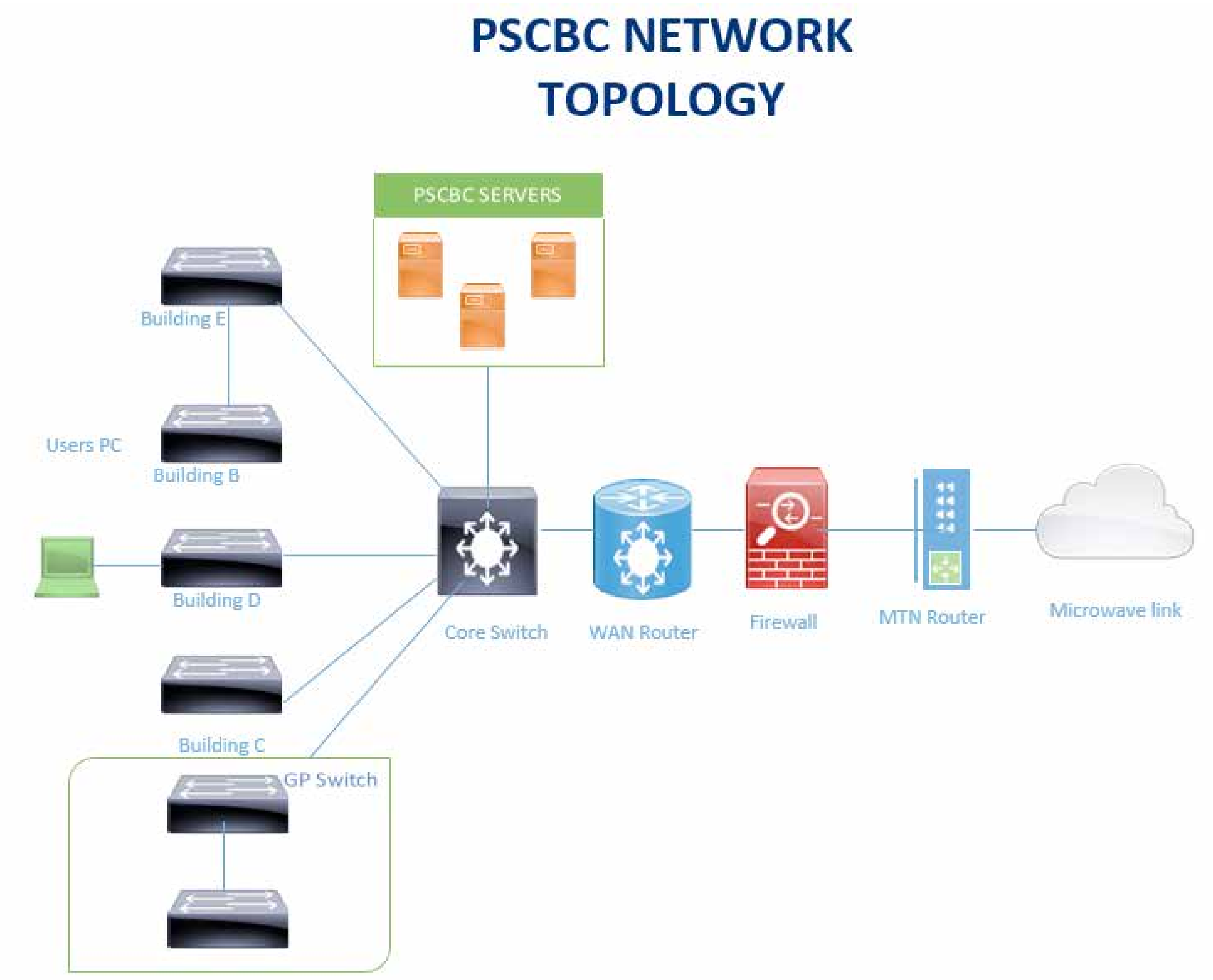
We are implementing the following counter measures with a gateway in order to lower risk when accessing the internet for work.

- Using ID and password authentication to regulate users, and storing and monitoring logs.
- Using image authentication to prevent machine communication by a virus.
- Filtering URLs via a standardized policy.
- Checking for web virus.

We prevent information leaks with a gateway using the following strategies:

- Implementing remote access authentication using ID and password.
- Encrypting communication of information flowing through the Internet.
- Controlling Server access.

Changes are occurring in our social lifestyles and corporate activities due to the rapid development of information technologies. PSCBC has taken action to respond to such changes, and also to stay ahead of future changes.



7.8 Year Ahead

The overall financial position of Council is sound. The Council has recorded a net surplus for the year.

Looking ahead, in light of the lockdown imposed by the outbreak of the COVID19 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 COVID19 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, ensuring that productivity and services are not compromised.

8. HUMAN RESOURCE MANAGEMENT

8.1 Overview

The COVID-19 worldwide pandemic and the announcement of a National State of Disaster lockdown protocol on 23 March 2020, introduced a new normal. The PSCBC has continued readjusting and equipping staff with the necessary training and resources to enable them to continuously work remotely.

8.2 Staff retention

The PSCBC remains the employer of choice with over 70 years of institutional knowledge and experience shared amongst its senior management structures, and over 180 years shared amongst the staff complement. Over 30% of the staff complement have served the Council for a decade and above.

8.2.1 Resignations

No resignations were received by the Council during the period under review.

8.2.2 Appointments

Council made the following appointment, following a capacity building programme that was facilitated over a period of two years. The programme was a success and Council retained the investments made by absorbing the staff member.

Name	Position	From
Cyla Kok	Junior Resident Panellist	03 January 2022

8.3 Vacant positions

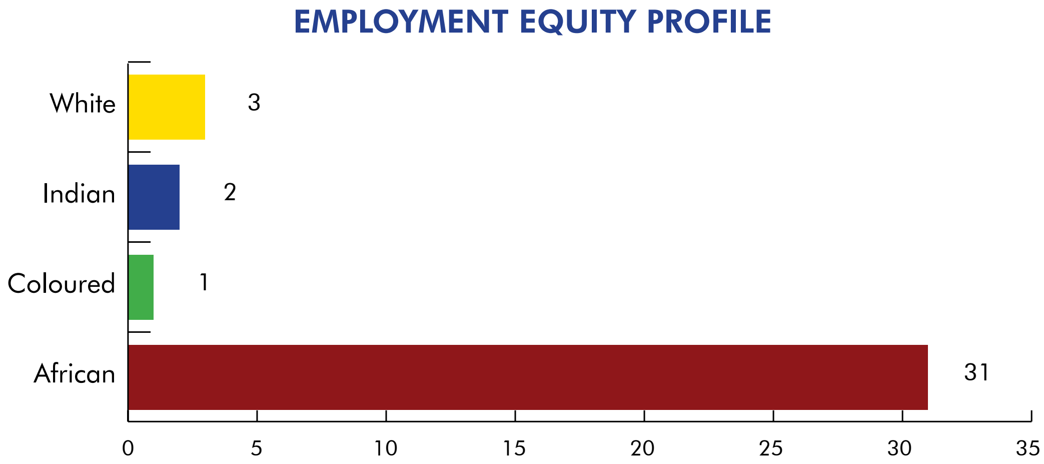
With the COVID-19 outbreak, the introduction of work from home, and as a result of Council's commitment to filling of vacancies in a phased approach, the following vacancies remain vacant. Council remains committed to filling of vacancies, subject to operational requirements.

- Manager: Internal Audit
- Senior Officer: Monitoring and Evaluation

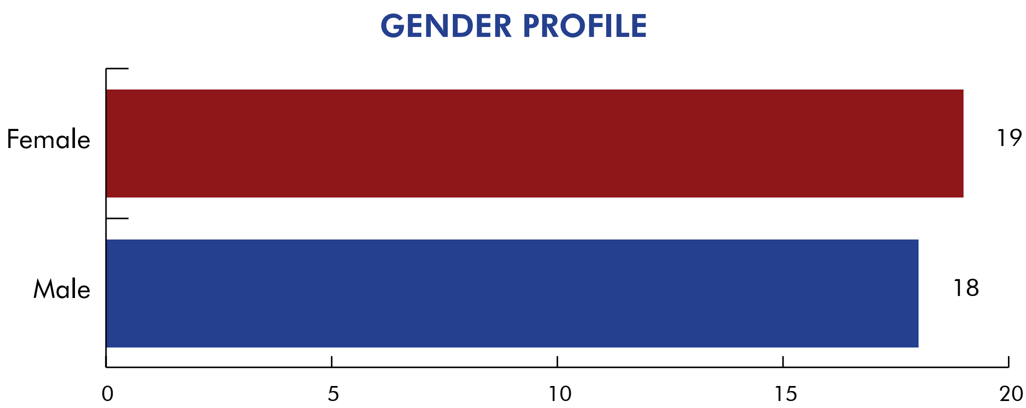
- Senior Administrator Task Teams and Committees
- Administrator: Research
- Administrator: Enforcement
- Administrator: Resource Centre

8.4 Profile representation

8.4.1 Employment Equity Profile



8.4.2 Gender Profile



8.5 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
Bachelor of Laws (UNISA)	Petunia Bhengani
National Certificate in Bookkeeping (Intec College)	Rekha Sooknunan
Bachelor of Arts in Communication Science (UNISA)	Kwena Manamela
Advance Diploma in Public Accountability (Stellenbosch University)	Frikkie de Bruin

While the 2021/2022 period might have been a challenging one, the Council takes pride in the following staff members who completed their funded qualifications:

Qualification	Employees
Diploma in Marketing Management (IMM Graduate School)	Shana Keogh
Bachelor of Arts, Honours in Development Studies (UNISA)	Makwena Ramaru
MPhil Human Resource Management and Labour Relations Management (University of Pretoria)	Koketso Mocheko

The following short courses were attended:

Short courses attended	Employees
Negotiation and Conflict Resolution Course (UCT)	Tsumbedzo Tshinavha
Graphic Design (UCT)	Shana Keogh
Basic Fire Fighting (NQF aligned - NOSA)	Makwena Ramaru TsumbedzoTshinavha Tseke Mphahlele Refilwe Msiza Cwayita Mbaba Sonnyboy Manyane Divine Ngwenya Busisiwe Makgaretsa Evelyn Molaudzi Innocent Madlala Lebogang Papo Xolani Magagula Mbulaheni Netshifhefhe Phillip Kgoadi Deogracia Mathabe Zanele Zwane

The following workshops and seminars were attended:

Workshops and seminars	Employee
Protection of Personal Information Webinar	All staff members

Workshops and seminars	Employee
SASLAW National Women's Breakfast Webinar	Makwena Ramaru Valencia Kola Refilwe Msiza Portia Seeletso Bianca Singh Zanele Zwane Cwayita Mbaba Rekha Sooknunan Deogracia Mathabe Shana Keogh Petunia Bhengani Cyla Kok Dineo Nhlapo Lebogang Papo
IFRS Annual Update 2021	Portia Seeletso Wandile Mgobhozi
SAGE Update on Important Payroll Changes	Xolani Magagula Zanele Zwane
COVID-19 and Vaccination Webinar	All staff members
Mandatory Vaccination in the Workplace Webinar	Frikkie de Bruin Valancia Kola Wandile Mgobhozi Petunia Bhengani Oomang Parag Mbulaheni Netshifhefhe Christopher Phiri Makwena Ramaru Xolani Magagula Cyla Kok
SAGE Mid-Year Payroll Seminar	Xolani Magagula Zanele Zwane Wandile Mgobhozi
Bullying in the Workplace Webinar	All staff members
Breast Cancer Webinar	Evelyn Molaudzi Busisiwe Makgaretsa Makwena Ramaru Koketso Mocheko Portia Seeletso Mmthapelo Mongwe Cyla Kok Christopher Phiri
Intermediate training on Virtual Platforms	All staff members
ZOOM Training Advance ZOOM Training Computer Literacy Training	All staff members

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 Plans (WSP) for 2021/22, and approved Annual Training Report (ATR) for 2020/21.

8.6 Employee wellness

For the year under review, Council has maintained a COVID-19 free work environment by taking all reasonably necessary precautions to ensure the health and safety of its staff members, clients, stakeholders and public in general by ensuring adequate availability of sanitizers, personal protective equipment (PPE), screening and office decontamination, as well as providing constant training to staff members. Council further retained the services of a COVID-19 cleaner for cleaning and sanitizing of frequent contact areas.

PSCBC Vaccination drive

Following the President's announcement on the country's implementation of a phased approach in the vaccination programme and the webinar on COVID-19 and vaccinations, the PSCBC took part in a vaccination drive which led to a 97% of the staff compliment being fully vaccinated. The programme was a success and achieved the objectives of:

- Protecting the organization;
- Protecting institutional knowledge;
- To minimize the chances of a collapse of Council due to a spike of infections; and
- To heed the call by the President for a drive-in achievement of a herd immunity, so as to save lives and the South African economy, or the livelihood of citizens.

The easing of COVID-19 restrictions presented an opportunity for Council to facilitate a year-end function for staff members. All COVID-19 protocols were observed and the event was held in an open area to further ensure that the health of staff members was prioritised.

Staff members then engaged in the Councils traditional exchange of gifts while observing proper social distancing. This is aimed at breaking any barriers as staff members participate in the appreciation of one another as valuable members of the PSCBC team.

8.7 Year Ahead

The year ahead has been declared as the year for intensifying training interventions, and, as such, much focus will be placed on the provision of training, with more emphasis being placed on NQF-aligned programmes. In aligning the Council to its adopted strategy, the human resource unit will further embark on an organizational review process, which is envisaged to be submitted to the approval structures in the new financial year.

The policies on Sexual Harassment and Use of social media in the workplace have been prioritized and will be circulated to staff members for inputs.

We remain an employer of choice and seek to maintain a good standing with regard to Skills Development and Health and Safety of the PSCBC's staff complement.

8.8 Secretariat Profile 2021/22

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


Tseke Mphahlele
Officer: Negotiations Support Chambers


Tsumbedzo Tshinavha
Officer: Negotiations Support Chambers


Mmathapelo Mongwe
Officer: Research

Refilwe Msiza
Senior Administrator: Council & EXCO Support

Setshaba Mashifane
Administrator: Negotiations Support Chambers

Dispute Management

Petunia Bhengani
Senior Manager: Dispute Management

Koketso Mocheko
Senior Officer: Dispute Management

Dineo Choshi
Officer: Dispute Management

Lebogang Papo
Administrator: Dispute Management

Resident Panellist


Manus Netshifhefhe
Resident Panellist


Cyla Kok
Junior Resident Panellist

Corporate Services


Wandile Mgobhozi
Senior Manager: Corporate Services


Portia Seeletso
Senior Officer: Finance


Sonnyboy Manyane
Senior Officer Logistics, Procurement & Facilities


Olumuyiwa Olomo
Senior Officer: Information Technology


Xolani Magagula
Senior Officer: Human Resource


Bianca Singh
Officer Finance: Creditors


Cwayita Mbaba
Officer: Information Technology


Zanele Zwane
Officer Finance: Debtors


Divine Ngwenya
Officer: Logistics, Procurement & Facilities


Rekha Sooknunan
Administrator: Corporate Services


Deogracia Mathabe
Registry Clerk


Busi Makgaretsa
Cleaner


Evelyn Molaudzi
Cleaner


Phillip Kgoadi
Driver


Debra Kutumela
Receptionist

Strategic Monitoring and Evaluation

Christopher Phiri
Manager: Strategic Monitoring and Evaluation

Communications

Oomang Parag
Manager: Communications

Kwena Manamela
Senior Officer: Communications

Shana Keough
Officer: Marketing, IR & Strategic Partnership

Innocent Madlala
Administrator: Communications

9. COMMUNICATIONS

9.1 Overview

The Communications Section forms an integral component of the Council and assists widely in the Council achieving its overall goals and objectives as set out in its mandate. It is pivotal that this section communicates effectively and disseminates quality information both internally and externally. The strategic objective of the Communications Section is to adequately market and promote the Council's brand strategically both nationally and internationally, using various integral communication technologies/channels to attain the determined objectives. Brand communication, marketing, branding, media relations, advertising, communication, social media, resource centre, events management, stakeholder relations and strategic partnerships were key channels in the 2021/22 financial year.

The policies and procedures are used as a roadmap in carving footprints on the day-to-day operations and for the implementation of the business plan for this section. This ensures that interaction with stakeholders and the public at large is conducted in a coordinated and coherent manner and preserves the image of the Council.

This section of the report will entail the key activities that were performed by the Communications Section for the 2021/22 financial year.

9.2 Website

The website is one of the key components of the communication mix in enhancing and promoting the image of the council amongst its stakeholders both nationally and globally. Due to the availability of internet 24/7, the website is not limited either by time or space. That is the reason why its usage was heightened extensively during this reporting period, firstly, due to a continued concerted effort in maintaining the online print, and secondly, that most of our clients are reliant on the website as the trusted source of information.

Synergy amongst all of our communication mediums in the dissemination of information was maintained. This means that the information published on the website is used interchangeably with our social media channels. Links to all important information were prioritised to ensure that the traffic is driven to the website as it is the core of our communication medium.

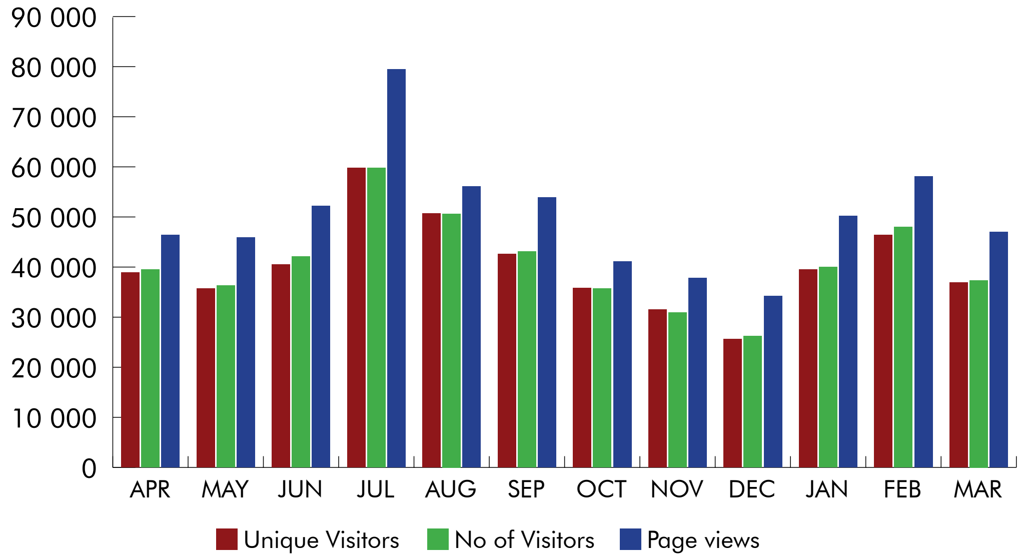
In order to understand the dynamics of the website, tables and graphs are used to illustrate the website usage and associated statistics. The tables and graphs below will include the number of unique visitors, number of visits, as well as the pages. Unique visitor is a term used in web analytics to refer 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 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.

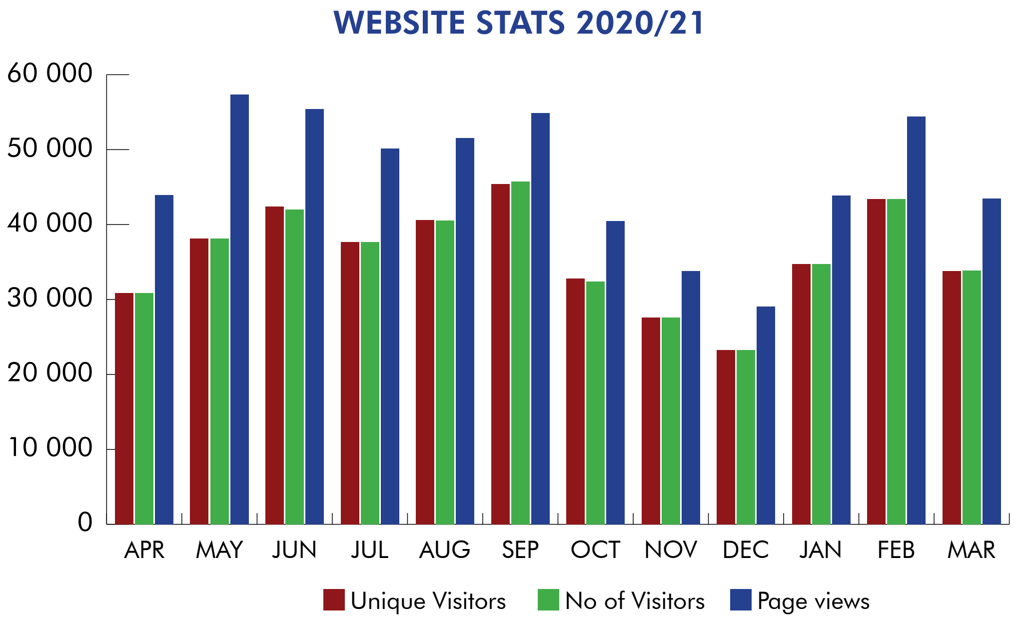
2021/22	UNIQUE VISITORS	NO OF VISITORS	PAGE VIEWS
APR	38 704	38 870	46 096
MAY	35 667	35 854	45 821
JUN	40 187	42 076	52 094
JUL	59 588	59 560	79 598
AUG	50 226	50 332	55 705
SEP	42 527	42 809	53 907

2021/22	UNIQUE VISITORS	NO OF VISITORS	PAGE VIEWS
OCT	35 509	35 703	41 045
NOV	30 834	30 501	37 763
DEC	24 908	25 951	33 981
JAN	39 329	39 807	49 987
FEB	46 091	47 566	57 871
MAR	36 406	37 019	46 975
Total	**441272**	**486048**	**600843**

2020/21	UNIQUE VISITORS	NO OF VISITORS	PAGE VIEWS
APR	30 858	31 016	43 727
MAY	37 948	37 839	57 043
JUN	42 187	42 076	55 094
JUL	37 610	37 701	49 950
AUG	40 306	40 392	51 705
SEP	45 527	45 706	54 809
OCT	32 624	32 202	40 516
NOV	27 393	27 583	33 661
DEC	23 094	23 061	29 066
JAN	34 591	34 647	43 675
FEB	43 049	43 313	54 293
MAR	33 855	33 646	43 399
Total	**429042**	**429182**	**556938**

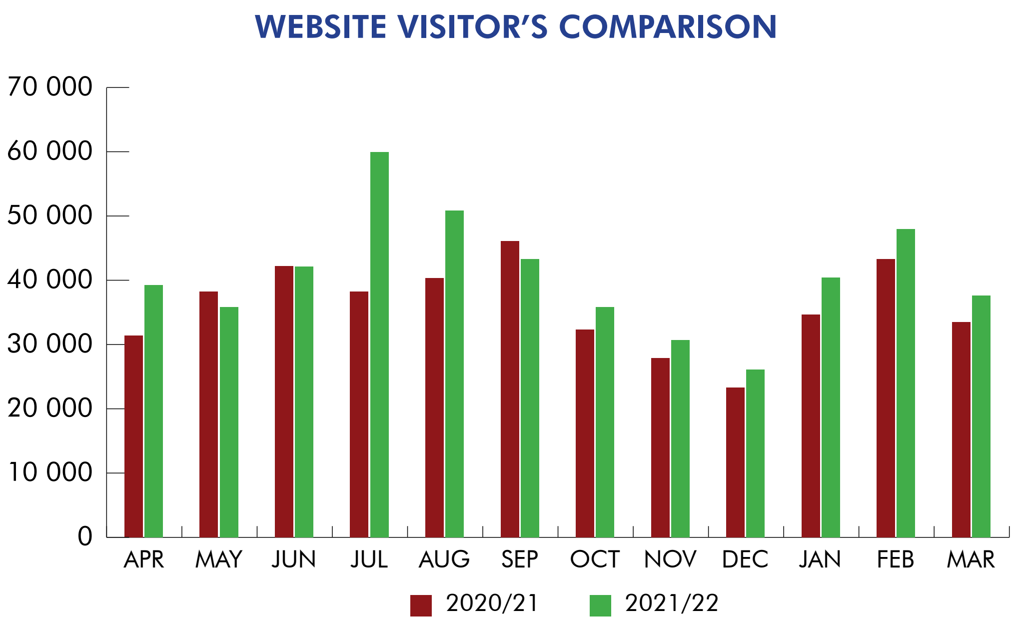
WEBSITE STATS 2021/22





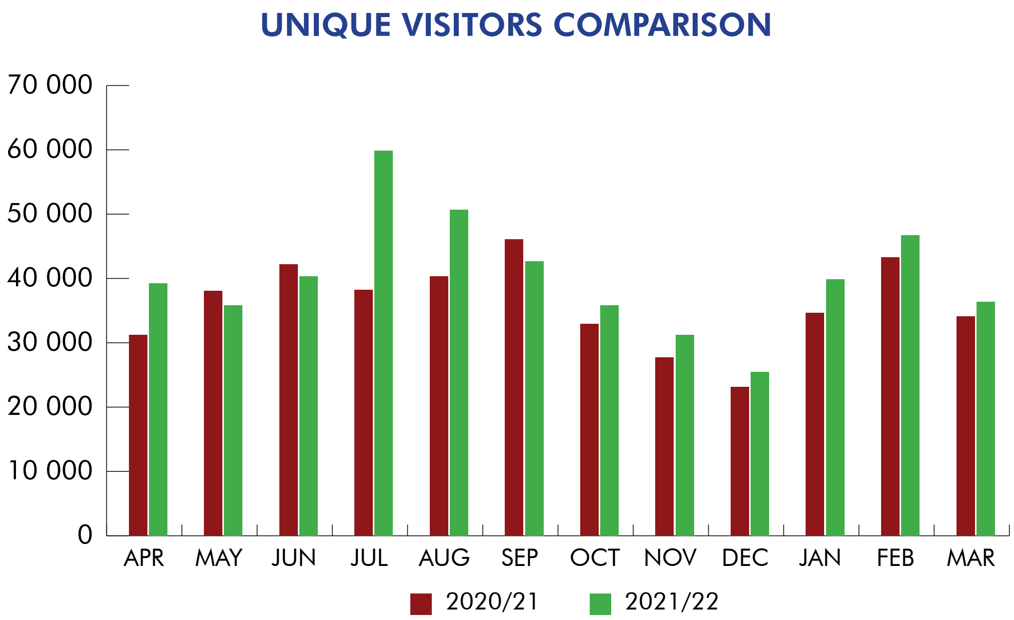
9.2.1 Summary of Visitors

The graph below illustrates the number of visitors to the website- comparative summary for the 2020/2021 and 2021/2022 Financial Years.



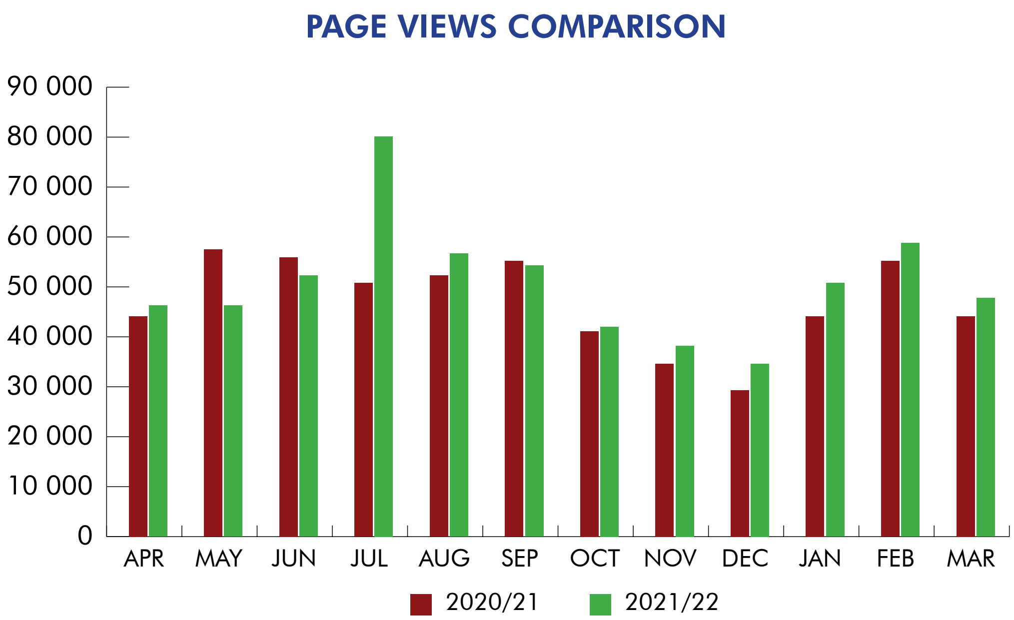
9.2.2 Summary of Unique Visitors

The graph below illustrates the number of unique visitors to the website- comparative summary for the 2020/21 and 2021/22 Financial Years.



9.2.3 Summary of pages

The graph below illustrates the number of pages accessed - summary for the 2020/2021 and 2021/2022 Financial Years.



9.3 Social media

Social Media is a powerful, efficient and effective communication tool that is used to disseminate information to a multitude of people, and in the 2021/22 financial year, it was used strategically to promote, educate and maintain brand visibility. Its power and influence were evident during this financial year as it played an indispensable role to solicit discussions on our social media pages, especially on Facebook and Twitter. A weekly social media plan was carefully crafted, scheduled and implemented on a weekly basis, which is the reason why we have seen an exponential growth on all our social media platforms.

The plan includes topical posters/ messages on various issues affecting stakeholder, commemorative and PSCBC events. The posts generated huge interest, implored discussions from followers, and gave them a platform to air their views and concerns. Their opinions gave us an opportunity to evaluate and tactically institute posts according to feedback received.

We are pleased to report that in this financial year, we added three social media platforms (Instagram, LinkedIn and YouTube), which brings the social media pages to five. While Facebook was used predominantly in this financial year, we have also seen growth in engagements on Twitter.

Listed below are statistics and information on our Social Media platforms:

Facebook

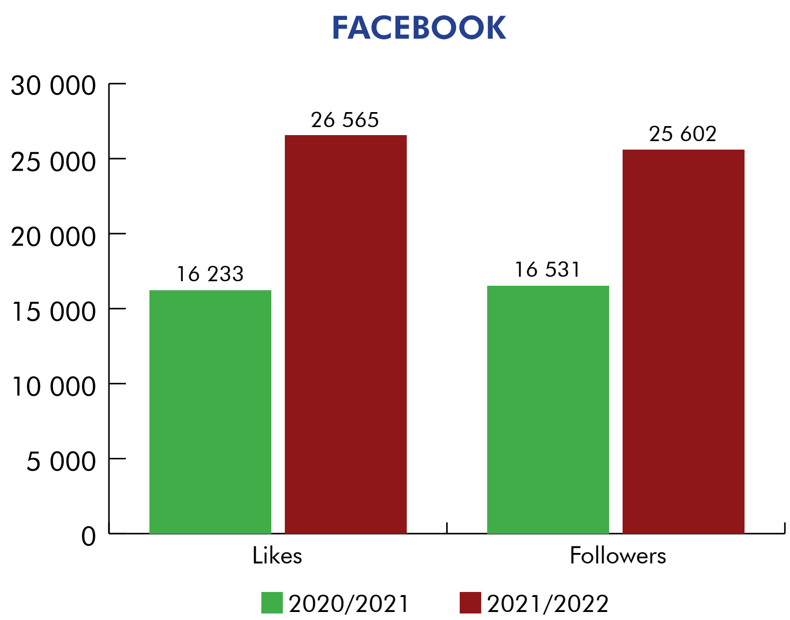
https://www.facebook.com/pscbc.council?fref=ts

Listed below are the number of likes and followers on our Facebook page for the 2021/2022 and 2020/2021 financial years:

Facebook	2020/21	2021/22
Likes	16 233	26 565
Followers	16 531	25 602

Facebook 2019/2020/2021

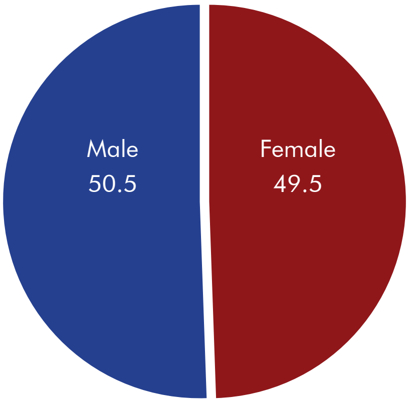
The graph below illustrates the comparison between likes and followers for the 2021/2022 and 2020/2021 financial years:



Summarised below is the aggregate demographic data of people who like the PSCBC 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	1.0%	0.8%	**1.8%**
25-34	12.7%	11.8%	**24.5%**
35-44	18.8%	16.6%	**35.4%**
45-54	9.2%	9.6%	**18.8%**
55-64	2.8%	3.2%	**6.0%**
65+	6.0%	7.5%	**13.5%**
Total	**50.5%**	**49.5%**	**100%**

DEMOGRAPHIC



Top Countries	PSCBC Followers
South Africa	94.9%
Botswana	0.6%
India	0.2%
Bangladesh	0.1%
Lesotho	0.1%
Nigeria	0.1%

Top Cities	PSCBC Followers
Pretoria, South Africa	8.3%
Cape Town, South Africa	8.2%
Durban, South Africa	4.7%
Johannesburg, South Africa	3%
Soweto, South Africa	2.8%
Bloemfontein, South Africa	2.4%
Port Elizabeth, South Africa	2.4%
Polokwane, South Africa	2.3%
East London, South Africa	2.2%
Pietermaritzburg, South Africa	1.9%

Twitter

@pscbcnews

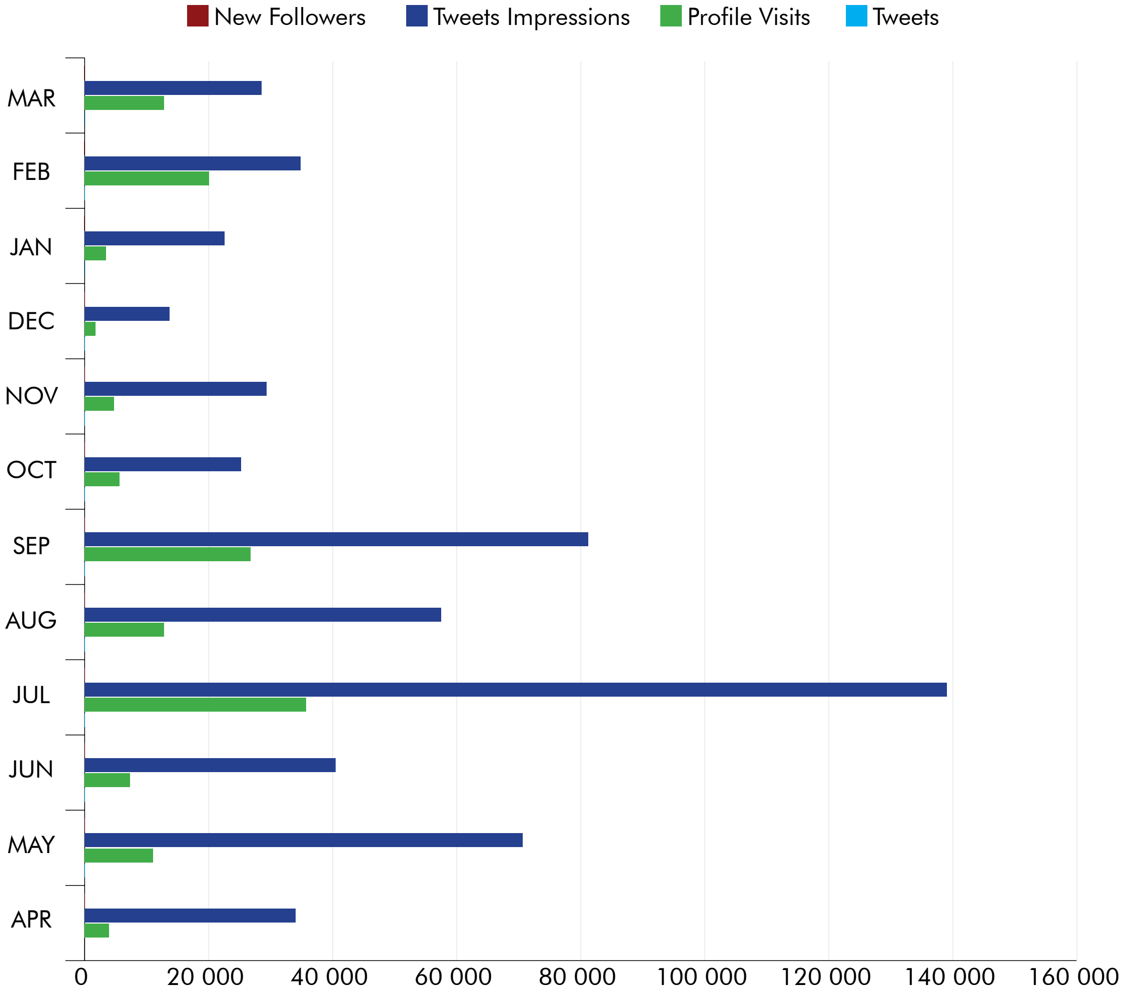
https://twitter.com/pscbcnews

Listed below are the number of followers on our twitter page for the 2021/2022 and 2020/2021 financial years:

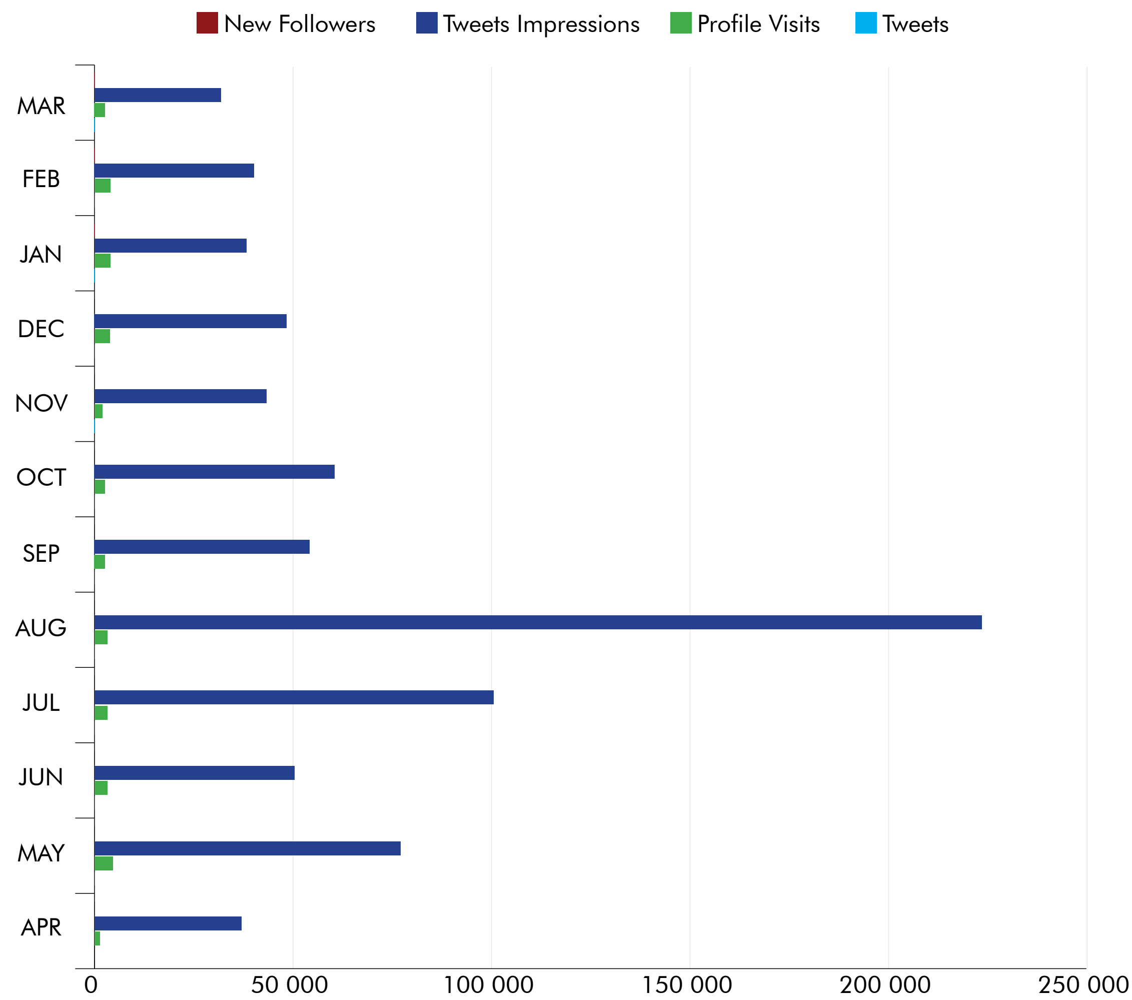
Twitter	2020/21	2021/22
Followers	5 700	6 743

The statistics below highlight the number of tweets, tweets impressions (number of times users saw the tweet on Twitter) and new followers of the PSCBC page for the 2021/2022 and 2020/2021 financial years:

2021/2022 Tweets	Tweets	Profile Visits	Tweets Impressions	New Followers
APR	42	4 143	34 100	62
MAY	69	11 000	70 700	108
JUN	49	7 396	40 600	62
JUL	90	35 800	139 000	250
AUG	55	13 000	57 500	70
SEP	51	27 000	81 100	213
OCT	38	5 776	25 200	28
NOV	43	4 753	29 400	25
DEC	30	2 024	13 800	15
JAN	35	3 441	22 400	13
FEB	49	20 000	35 000	30
MAR	63	13 000	28 800	143
Total	**614**	**147 333**	**577 600**	**1 019**



2020/2021 Tweets	Tweets	Profile Visits	Tweets Impressions	New Followers
APR	22	1 617	37 200	162
MAY	43	4 857	77 200	213
JUN	39	3 769	50 600	10
JUL	76	3 432	101 000	154
AUG	104	3 612	224 000	172
SEP	63	2 930	54 400	54
OCT	52	3 098	60 800	93
NOV	42	1 787	43 700	74
DEC	39	4 098	48 700	116
JAN	52	3 837	38 500	89
FEB	61	4 091	40 600	42
MAR	40	2 919	32 000	56
Total	**633**	**40 047**	**808 700**	**1 235**



Tweets: Number of tweets posted each month. In the 2021/2022 financial year, we conducted 633 tweets, and in the 2020/2021 financial year, we conducted 614 tweets.

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).

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).

Instagram

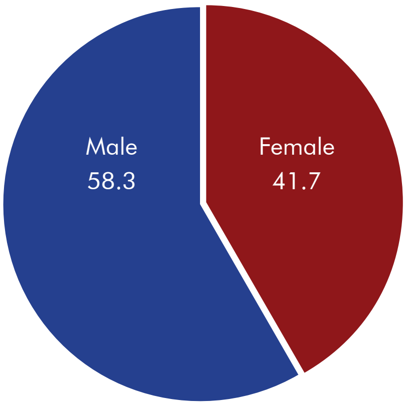
The PSCBC created an Instagram Account on 18 May 2021.

The PSCBC has a total of acquire a total amount of 292 followers for the period 18 May 2021 – 31 March 2022.

Summarised below is the aggregate demographic data of people who follow the PSCBC Instagram 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	1.3%	0.9%	2.2%
25-34	13.4%	12.5%	25.9%
35-44	18.2%	11.5%	29.7%
45-54	15.6%	10.6%	26.2%
55-64	5.8%	2.8%	8.6%
65+	4.0%	3.4%	7.5%
Total	**58.3%**	**41.7%**	**100%**

DEMOGRAPHIC



Top Countries	PSCBC Followers
South Africa	90.4%
Nigeria	4.1%
India	0.3%
Kenya	0.3%
Rwanda	0.3%

Top Cities	PSCBC Followers
Pretoria, South Africa	15.4%
Cape Town, South Africa	9.6%
Centurion, South Africa	7.5%
Johannesburg, South Africa	6.2%
Bloemfontein, South Africa	4.8%

LinkedIn

The PSCBC created a LinkedIn Account on 23 May 2021.

The PSCBC has a total of acquire a total amount number of 200 followers for the period 23 May 2021 – 31 March 2022.

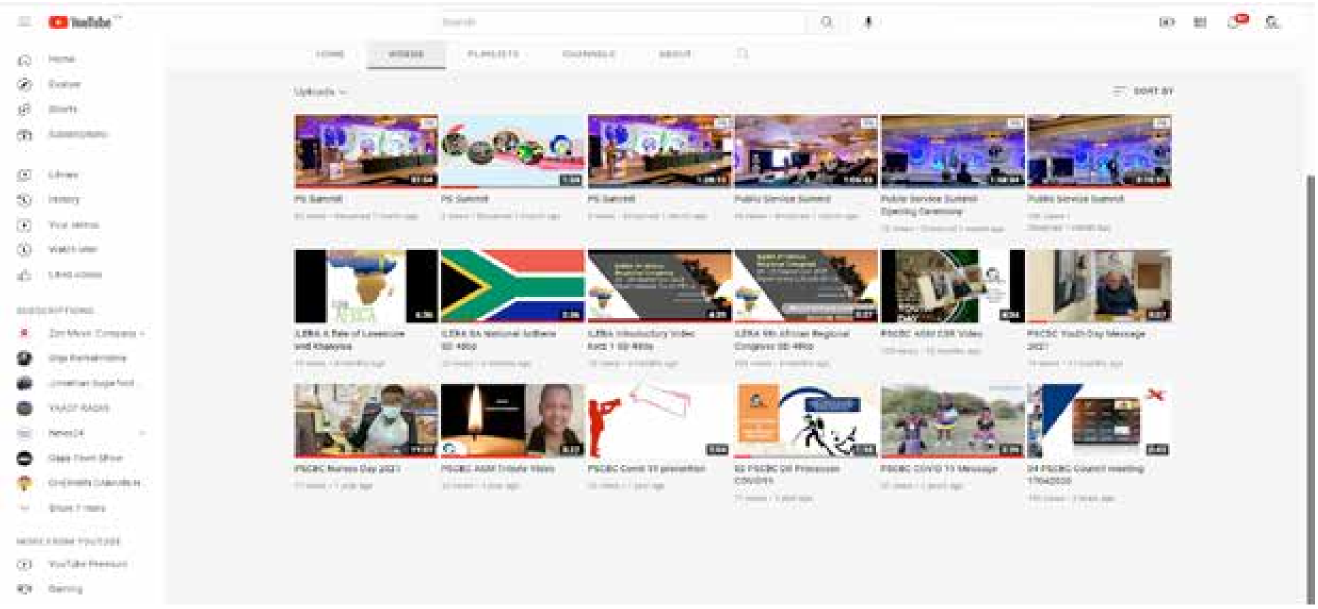
Summarised below is the aggregate demographic data of people who follow the PSCBC LinkedIn page. Countries of origin and cities within South Africa are also included. This is based on the age and gender information that subscribers to social media provide in their user profiles:

Industry	Total
Government Administration	18.04%
Legal Services	8.25%
Human Resources	7.22%
Alternative Dispute Resolution	5.15%
Law Enforcement	4.64%
Law Practice	4.12%
Government Relations	3.61%
Mining & Metals	3.09%
Education Management	3.09%
Financial Services	3.09%
Other	39.69%
Total	**100%**

Location	PSCBC Followers
Johannesburg, South Africa	57.02%
Durban, South Africa	8.26%
Cape Town, South Africa	4.69%
Polokwane, South Africa	3.31%
Nelspruit, South Africa	3.31%
Bisho, South Africa	2.48%
Port Elizabeth, South Africa	1.65%
Phalaborwa, South Africa	1.65%
Witbank, South Africa	1.65%
Kimberley, South Africa	1.65%
Other	14.06%
Total	**100%**

YouTube:

The PSCBC uses YouTube as a social media channel to upload our videos. The channel has a total of 65 subscribers and we have uploaded 18 videos since the creation of the channel in 2020. Below is an illustration of the various videos and the number of views:



9.4 Events

Events play a significant role in educating, promoting, marketing and building the PSCBC brand amongst all stakeholders both nationally and internationally. The PSCBC continues to strive to maintain and strengthen relations by hosting, attending and addressing congresses, events and seminars hosted by its stakeholders and strategic partners. Below are important events and Corporate Social Responsibility initiatives hosted by Council during this financial year.

9.4.1 Public Service Summit

The PSCBC hosted an informative Public Service Summit on 28 – 31 March 2022 at the Emperors Palace Convention Centre in Kempton Park, Gauteng. The parties also agreed and committed to *"This being the beginning of a new era, an era of renewal and rebuilding of partnership"*.

The Public Service Summit was hosted under the theme:

> *"Strengthening and defending centralised collective bargaining to advance economic development, social justice, a capable and developmental state, labour peace and the democratisation of the workplace."*

The roadmap to the Public Service Summit is illustrated below.

In preparation for the Public Service Summit, the PSCBC hosted two sessions, namely: *'Concurrent work-stream and Pre-commission'* from 21-23 February 2022, and thereafter, the 14-16 March 2022 respectively. The objective of these two sessions was to bring parties to council together in emphasizing that we are in a new era, an era of renewal and rebuilding partnerships.

The Summit was well attended by high-level delegations, which included the leadership of the various Trade Unions, as well as various Ministers – Minister for Public Service & Administration, Honourable Ayanda Dlodlo, Minister of Finance, Honourable Enoch Godongwana, and Minister of Home Affairs, Honourable Dr Aaron Motsoaledi.

The first day revelries at the PSCBC Public Service Summit commenced in a celebratory mood as the Mzansi Youth Choir ushered delegates joyfully with their harmonious voices. The songs were celebratory as the Summit is staged at a time when the PSCBC celebrates its 25th Anniversary. The youthful choir opened the occasion with the National Anthem. This was followed with the praise singer who orated poetry and song to bless the Summit.

The programme director was Mr Mompati Jones Galorale, who in directing directed the proceedings with ease and efficiency. The PSCBC Chairperson, Ms Ingrid Dimo, welcomed delegates and declared the Summit officially open. The proceedings continued with the Director of ILO Pretoria, Mr Joni Masubayana, who delivered a virtual message of support on behalf of the International Labour Organisation (ILO). This was followed by a message by the CCMA Director, Adv. Cameron Morajane. The PSCBC General Secretary, Mr Frikkie De Bruin, provided the Summit objectives. Then the NEHAWU President, Mr Mike Shingange, addressed the Summit on behalf of labour.

The Deputy Minister for Public Service & Administration, Dr Chana Pilane-Majake, introduced the keynote speaker, the Minister for Public Service & Administration, Honourable Ayanda Dlodlo, who delivered an inspiring keynote address.

The summit continued after lunch with the 1st plenary under the theme *"The state of the Public Service"*, Chaired by the PSCBC Chairperson, Ms Ingrid Dimo. The Director-General of the DPSA, Ms Yoliswa Makhasi, presented a report on the state of the public service, which delegates subsequently deliberated on and engaged with the DG.

During the 2nd plenary, which was chaired by the ELRC Chairperson, Adv. Luvuyo Bono, the Minister of Finance, Hon. Minister Enoch Godongwana, presented on *"Fiscal policy, state of public finances & pension reforms"*. This topic witnessed robust engagement by delegates.

A cocktail evening was organised for delegates to network under the theme "Restoring dignity, take a pledge and say no to Gender Based Violence". In addition to the event being addressed by Deputy Minister for DPSA, Dr Chana Pilane-Majake, a play titled *"Bofelo Ba Madi"*, which means *"The place of the blood"*, was staged. The play showcased the plight of women and children in South African and how they are affected by GBV. In keeping with the theme, delegates were afforded the opportunity to sign the pledge to demonstrate their stand against in fighting this scourge (GBV).

The second day commenced with an engaging mood as the delegates attended the thought-provoking session in plenary 3 with the theme "Review of the remuneration policy for the State, duly considering the principles as agreed to in PSCBC Resolution 5 of 2009". The PHSDSBC Vice-Chairperson, Ms Thandeka Msibi, chaired the session, and Mr Cornel Uys presented an informative report, which delegates appreciated and engaged on.

In ensuring that the views and inputs of all stakeholders are registered, the summit had three commissions which dealt with the following topics:

Commission 1: *"Creating a framework to deal with issues of centralised collective bargaining and agreeing on the implementation of outstanding agreements within Council resolutions"*.

Commission 2: *"Considering the professionalisation of the public service through the implementation of the public service charter and a commitment to the resourcing of the public service to allow public servants to effectively deliver services to the citizenry"*.

Commission 3: *"Enhancing public service through optimal use of the 4th Industrial revolution and digitalisation in the public service"*.

The delegates were able to engage the above-mentioned topics from the afternoon of the second day till midday of the third day.

On the evening of the second day, there was a gala dinner organised in celebration of the PSCBC 25 years of promoting and advancing collective bargaining, democratisation, labour peace, social justice and economic development in the public service. The PSCBC Chairperson, Ms Ingrid Dimo, officially welcomed guests, and was followed by the President of FEDUSA, Mr Godfrey Selematsela, who made an address on behalf of labour. The Minister for Public Service & Administration, Honourable Ayanda Dlodlo, delivered a heartfelt speech, and the programme concluded with a vote of thanks by Mr Mompati Galorale, PSCBC council member. He thanked everyone for attending. This was a successful evening as guests were in a jovial mood.

The third day continued with the commissions until midday, and rapporteurs from each commission reported back, which included the recommendations to be drafted in the summit declaration. The reports from commissions were moved by labour and employer.

The final day began with plenary 4, which was about "Recognising the role of women, youth and people with disabilities in the workplace, providing the necessary support to allow for equal opportunities and eradicating practices of discrimination, harassment and victimisation. Furthermore, to recognise the role of women in being the primary care givers of their families through the implementation of a basic childcare policy". The GPSSBC General Secretary, Ms Sharlaine Oodit, chaired the session, and Ms Fanani Manungu, the Director responsible for Transformation of the DPSA, presented a report on the role of women in the public service.

In the closing session of the Summit, with the PSCBC General Secretary, Mr Frikkie De Bruin, led in reading the "Declaration of the Summit", which was adopted by the Summit. The programme director, Mr Mompati Jones Galorale, thanked delegates for their pivotal inputs throughout, well and also expressed appreciation to the partners for making the summit a success, and for their contribution during the congress. The Summit was officially closed by the PSCBC chairperson.

A synopsis of the declaration is contained below:

The PSCBC should review the collective bargaining structures in the public service through a collaborative venture with the ILO as to be guided by international best practices and for this review to give due consideration to expanding the definition of the public service to include public administration that will be inclusive of state agencies, entities and non-commercial parastatals, including a methodology to overcome legislative challenges. In addition to that, a task team will be set up to rigorously audit of all collective agreements since 2010 to identify areas of non-implementation and agree on a clear process for the implementation of the outstanding areas.

Parties also resolved that the PSCBC must review its constitution to reinforce the principles of centralised collective bargaining and Sectors must align their Constitutions in line with that of the PSCBC. The PSCBC should set up a cross-sectoral task team to undertake this process.

Parties looked into the practice of outsourcing in government and resolved that there should be a reversing of the fragmentation of the public service through the privatization of service delivery and outsourcing of functions. Parties agreed that government should conduct a spending review on the costs of at least three selected agencies vis-à-vis departmental divisions, and a further spending review of at least three selected large outsourcing contracts where outsourced functions could be insourced.

Parties expressed their concern with the slow implementation of the Government Employees Housing Scheme (GEHS) that directly impacts on the human dignity of Public Servants, and that the PSCBC Committee on GEHS will approach the GEPF and PIC to conduct a feasibility study on a funding model for affordable and accessible housing products for public servants. Parties agreed that product development in GEMS must improve the health care benefits of its members and funding for those benefits should be prioritised from the savings incurred by the scheme. Parties further mandate GEMS to undertake a study on ensuring a staff complement suitable to build capacity and capability to insource its administrative functions that would result in cost savings for the scheme.

On the professionalisation of the public service, parties agreed to the introduction of pre-employment training and development of all aspiring public servants at managerial level and in relevant professional occupations, similar to aspirant attorneys first having to pass the relevant board exams before they are allowed to practice. It was also agreed upon by parties that the public service sector much must forge association with professional bodies linked to specific occupational classes where such bodies exist.

Parties resolved that the organizational structures of departments must be reviewed to ensure public servants will be able to deliver services by reducing overlapping functions, and for the PSCBC to undertake a study on key frontline public services, comparing the levels of pay between equivalent professional occupations in the public and private sectors, with a view to close the gaps, to retain experienced personnel and attract suitably qualified professionals into the public service.

During the discussions, parties recognised the need to enhance the public service through optimal use of the 4th Industrial Revolution and digitisation in the public service. Importantly, parties also agreed to recognise the role of women, youth and people with disabilities in the workplace, providing the necessary support to allow for equal opportunities and eradicating of practices of discrimination, harassment, and victimisation. Furthermore, to recognise the role of women in being the primary care givers of their families through the implementation of a basic childcare policy. Additionally, the summit recognises the ILO Convention on Violence and Harassment.

A full version of the Declaration is available on the PSCBC website:

https://pscbc.co.za/index.php?option=com_docman&view=document&slug=pscbc-summit-on-collective-bargaining-declaration-tabled-for-adoption-12042022&Itemid=842

9.4.2 24th Annual General Meeting

The COVID-19 pandemic has exacerbated the fragile conditions under which the PSCBC operates, and, with the ushering in of level 4 lockdown restrictions, the PSCBC has therefore conducted its 24th Annual General Meeting (AGM) virtually on Thursday, 30 June 2021. Over the years, members and stakeholders have looked forward to the AGM, where social interaction was much enjoyed. This year, while attendees expressed their despondency in attending such a boisterous occasion on an online stage, they nevertheless enjoyed the productive online engagements.

The PSCBC Chairperson, Ms Ingrid Dimo, welcomed the various attendees; from the State as the Employer, Trade Unions and other Stakeholders. The meeting commenced on a sombre note as colleagues and loved ones whom we lost over the past year were remembered. The posthumous video was uploaded to the YouTube social media platform and the link is as follows: https://youtu.be/hjE5PaxkPXE.

The PSCBC General Secretary (GS), Mr Frikkie De Bruin, presented the Annual Report of the Council. The report included an overarching view and achievements of the various departments of the PSCBC. It was announced that the PSCBC has once again received an unqualified audit report, which means a clean audit report.

The members adopted the report, financial statements and the budget. The Chairperson thanked the outgoing Vice Chairperson Labour, Mr Casper Nanto (NEHAWU), who performed a remarkable task of leading the

Labour delegation during his tenure. His humility and meticulous manner of conduct will be sorely missed. The incoming new Vice-Chair Labour, Ms KC Matome (SADTU), was presented and welcomed by members. We wished her well with her mammoth task at hand.

The Employer will pronounce on their candidate for the Vice-Chair Employer in due course. The meeting concluded with the Chairperson thanking the GS for the outstanding work that has been conducted and for achieving an outstanding audit report, especially during this challenging period.

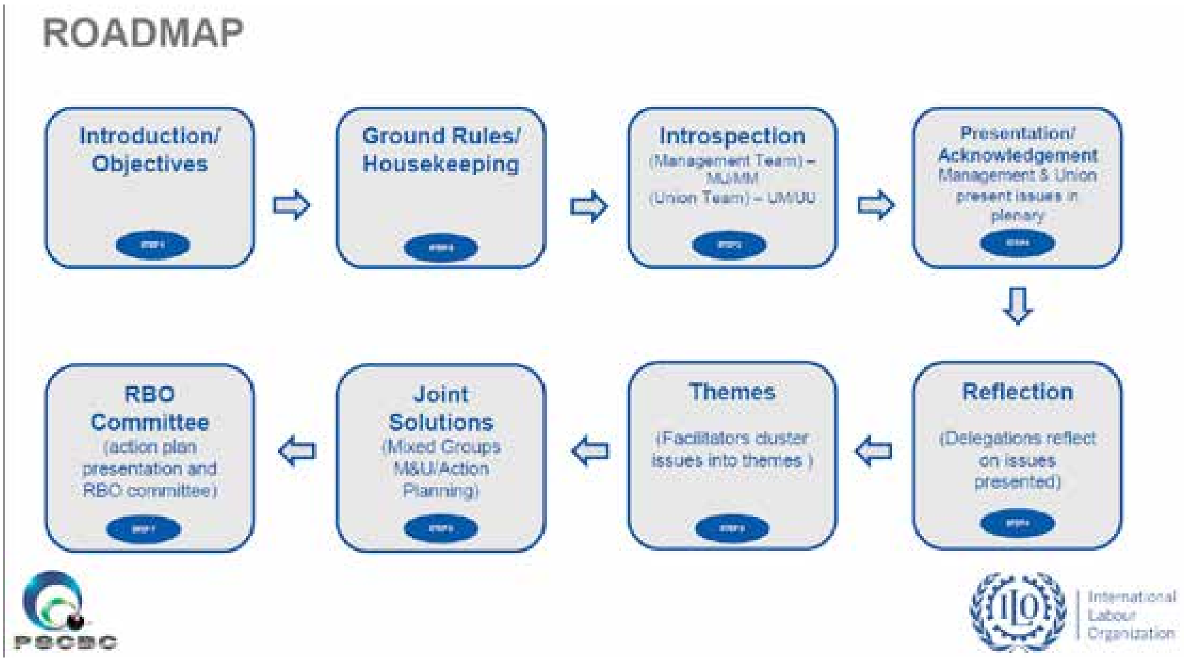
9.4.3 Wage negotiations debrief and RBO session

A debriefing session on the wage negotiations. The session also included a relationship by objectives (RBO) exercise and was held from the 12-15 October 2021.

This was in line with council's aim to promoting sound labour relations through collective bargaining and dispute management in the public service. The objective of a relationship building initiative is to identify problem areas in the working relationship/ environment and to agree on mutually accepted solutions going forward. This was a highly structured process to build relations between the State as the Employer and the Admitted Trade Unions.

The International Labour Organisation (ILO) as an organisation that is advancing social justice and promoting decent work globally, facilitated the RBO session.

Below is a roadmap of the session:



Shortcomings and methods to overcome them were identified in this session and allowed parties to develop an action plan that was concluded in a tabular form. This plan included the common problems, the agreed solution, who will be responsible for the solution, and the timeframe for delivery of the solution.

This interactive session proved to be highly successful and assisted widely in bringing parties closer together and understand each other's points of view and relevant challenges.

Parties to council appreciated the sessions as they were highly informative.

9.4.4 Concluding Council Meeting

The Council held its concluding meeting for 2021 on 09 December 2021, and parties to council attended the meeting. The purpose of the meeting was to reflect and conclude all the outstanding matters for the year 2021. The meeting was chaired by the PSCBC Chairperson, Ms Ingrid Dimo, and the General Secretary, Mr Frikkie De Bruin, presented the various reports to council for adoption. The reports were welcomed and adopted.

A draft policy on remote working framework for the public service was presented to council by a representative from the Department of Public Service and Administration. The policy is a guideline on how to implement remote working in the public service. The aim of the presentation was so that organized labour can make their inputs to the policy. Organised labour welcomed the presentation from labour and committed to submitting their inputs.

Parties to council acknowledged that 2021 was a challenging year and applauded the Secretariat for the sterling work done and the coordinated effort in ensuring that council processes were well co-ordinated during the year.

The PSCBC Chairperson and General Secretary wished council members a blessed and safe festive season. They encouraged members to continue observing the COVID-19 protocols during the festive season.

9.4.5 NEHAWU 12th National Congress

The PSCBC attended and hosted an exhibition stand at the National Education Health and Allied Workers' Union (NEHAWU) 12th National Elective Congress, which was held from 03 - 06 November 2021 at the Birchwood Hotel in Boksburg, Gauteng. The theme for the Congress was: "Strengthen workplace organisation to defend collective bargaining, deepen class consciousness and advance internationalism".

The Congress was well attended by NEHAWU members to assess progress made in the implementation of its resolutions since the last congress held in 2017. The congress welcome address was presented by the Gauteng Premier, Comrade David Makhura. The PSCBC General Secretary, Mr Frikkie De Bruin, and the Chairperson, Mrs Ingrid Dimo, were amongst the high-profile delegates that attended this esteemed Congress.

The PSCBC as a stakeholder-driven organisation deems its stakeholders as essential component in its objective of advancing and influencing change in the labour market. At the congress, the PSCBC hosted an exhibition stand with the aim of promoting promote the scope of services, duties and responsibilities of the Council to more than 600 delegates who attended the congress. The delegates comprised Public Servants, international guests and other dignitaries. Our exhibition stand attracted more than 500 delegates, and information brochures, together with branded corporate gifts, were handed to all visitors to the stand.

The PSCBC would like to applaud NEHAWU on the launch of their book at the Congress, titled: "In the Belly of the Beast", which records the detailed history of the union in the last 30 years. The PSCBC congratulated the newly-Elected National Office-Bearers of NEHAWU: President – Cde. Michael Shingange, 1st Deputy President – Cde. Nyameka Macanda, 2nd Deputy President – Cde. Patrick Makhafane, National Treasurer –

Cde. Kgomotso Makhupola, General Secretary – Cde. Zola Saphetha and Deputy General Secretary – Cde. December Mavuso.

The PSCBC wished the new leadership all the best as they embark on a journey to spearhead the union to greater heights.

9.4.6 NUPSAW 7th National Congress

The PSCBC attended and exhibited at the National Union of Public Service & Allied Workers 7th National Congress on 27 February 2022. The congress was held at the Olive Convention Centre, Durban under the theme "Building working class power to change the status Quo".

The PSCBC Communication Manager, Mr Oomang Parag, addressed the delegates on behalf of the PSCBC, and in his address, he congratulated NUPSAW on staging the 7th National Congress. Mr Parag, on behalf of PSCBC, also expressed well wishes to the outgoing General Secretary, Cde. Success Mataitsane, who was one of the founding members of the PSCBC. Cde. Mataitsane will be remembered for standing steadfast for workers' rights, as well as his commitment and dedication to the labour relations fraternity over the years. In addition, he also wished delegates well with their deliberations.

The purpose of attending and exhibiting at the Congress was to promote the scope of services and the duties and responsibilities of the Council to the 500 delegates attending the Congress. Promotional material and information brochures were handed out to delegates in attendance.

The PSCBC congratulated the newly-elected leadership: Mr Titus Daniso (President), Mr Simpiwe Gabela (1st Deputy President), Ms Ruth Maredi (2nd Deputy President), Mr Aron Mokoana (National Treasurer), Mr Solly Malema (General Secretary), and Mr Phakamane Soldaka (Deputy General Secretary).

9.4.7 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 of 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 their homes, such as domestic violence, sexual harassment, and gender inequality and breast cancer.

The PSCBC held a hybrid Women's empowerment session on 30 August 2021 to commemorate Women's month at the Maslow Hotel in Menlyn, Pretoria. The Deputy Minister for DPSA, Hon. Dr Chana Pilane-Majake, General Secretary of FEDUSA, Ms Riefdah Ajam, and POPCRU 2nd Deputy President, Ms Bonny Marekwa, Chairperson of the PSCBC, Ms Ingrid Dimo, Vice-chairperson of the PSCBC, Ms Kgopana Matome, ladies from the PSCBC, & Sector Bargaining Councils, graced this glamorous event.

The PSCBC Chairperson as the Programme Director of the session, managed to captivate the audience, even though the event was conducted in a hybrid format under strict lockdown levels. She stressed the importance of the role that women play in society and urged women to stand together and speak with a united voice.

The General Secretary of FEDUSA, Ms Riefdah Ajam, and POPCRU 2nd Deputy President, Ms Bonny Marekwa, delivered passionate and eloquent messages of support. They were all in unison on issues of GBV and how women need to be united and resilient.

The Deputy Minister for Public Service & Administration, Hon. Dr Chana Pilane-Majake, ascended the podium and delivered a heartfelt keynote address which focussed on issues, including; violence against women, women in leadership, and the importance of forums where women can gather and elevate each other.

Ms Samantha Monyela presented an informative address on a highly topical matter which involves women finding a work life balance. This was followed by a talk from Ms Mamodise Kwenamore, a motivational speaker and an author of many motivational books, who gave an uplifting motivational talk which was so pertinent to the challenges that are being experienced by women currently.

In her closing remarks, the PSCBC Vice-Chairperson Labour, Ms Kgopana Matome, thanked everyone who attended, and expressed special appreciation to the speakers for their informative presentations. She urged ladies to never despair and to continue to stand together.

9.4.8 The 7th National Annual Batho Pele Awards

The PSCBC attended the Annual Batho Pele Excellence Awards hosted by the Department of Public Service and Administration (DPSA). The awards were held on Thursday, 24 March 2022 at Birchwood Hotel, Boksburg. The theme was "Combating the Covid-19 pandemic through a Batho Pele focus, Putting People First."

The purpose of the awards ceremony was to recognise outstanding civil servants. The abrupt and brutal disruption by the COVID-19 pandemic has thrown the public and public servants into a frenzy, forcing them to not only deal with fighting its spread but trying to manage its accompanying socio-economic fallout. It has catapulted public servants onto the frontlines, staring the beast in the eye in the response to the crisis with an ever-evolving roadmap, forcing them to deal with a quickly and ever-changing situation and also improving along the way. Therefore, the following categories were added for this year:

- Best Doctor of the Year;
- Best Researcher of the Year;
- Best Covid-19 Health Worker of the Year;
- Best Responsive Government Institution of the Year;
- Best Front-Line Service Delivery Employee of the Year;
- Best General Worker of the Year (Level 1-5).

Mr Oomang Parag, Manager Communication, who served as the Chairperson of the adjudication panel for the awards, addressed the attendees and stated that "There are no winners and losers, you all are special in your own way. Thank you for your contribution towards service excellence and for your service to the citizens of South Africa."

Other categories included:

Best Responsive Government Institution of the Year;

Best Front-Line Service Delivery Employee of the Year;

Best General Worker of the Year (Level 1-5);

The Charlotte Maxeke Award (Outstanding Batho Pele Public Servant of the Year);

Life Time Achievers.

The PSCBC congratulated all of the winners at the 7th National Batho Pele Excellence Awards for their resilience and showing strength in combatting the COVID-19 pandemic.

9.4.9 Celebrating International Nurses Day

On 12 May of every year, the world celebrates International Nurses' Day in recognition of the tireless contribution of nurses to saving lives and providing quality care for their patients. This year's theme is "Nurses: A Voice to Lead – A vision for the future healthcare". The COVID-19 pandemic has highlighted the transformative and vital roles that are played by nurses.

As part of the PSCBC's Corporate Social Responsibility (CSR), council always participates in this momentous celebration. In commemorating 2021 International Nurses' Day, the PSCBC deemed it imperative to show its appreciation to the health care workers by supporting the Olievenhoutbosch Clinic and donated much needed personal protective and medical equipment which are needed for their extensive vaccine roll out programme.

The PSCBC GS, Mr Frikkie De Bruin, on his recorded International Nurses Day message (https://www.youtube.com/watch?v=Au7dn1x7myc&t=271s) commended the work done by the nurses at the clinic and said "we as the PSCBC bear testament to your dedication and commitment in providing a quality healthcare service to the community with a commendable level of excellence. We value how you strive to improve the service to the people of your community and how you always come up with innovative ways to bring the best care to the ones you serve. The Olievenhoutbosch Clinic under the leadership of Sister Kutumela has maintained strong levels of commitment and passion in upholding the Batho Pele principles and delivering on the outcomes of the Service Charter."

The Clinic Manager, Sister Kutumela, thanked the PSCBC for their continued support during this difficult and challenging period, indicating that the donated equipment will provide them with adequate tools to perform their duties effectively and efficiently.

9.4.10 16 Days of Activism

The 16 days of activism for no violence against women and children is a global awareness – raising campaign celebrated every year from the 25th of November to the 10th of December. The period includes universal children's day and world AIDS day. South Africa continues to experience high levels of violence against its women and children, and the COVID-19 pandemic and lockdowns have also acted as a catalyst to the pre-existing condition.

On 7 December 2021, the PSCBC hosted an event at the South African State Theatre, staging a dramatic play titled "Bofelo Bamadi", which translates to "the place of blood." The Sector Bargaining Councils, and ladies from the shelter for abused women, Potters House, attended the event.

Bofelo Bamadi is a cry for help; a devised play, which takes us on a journey that reveals the traumatic incidents of gender-based violence in South Africa, which has ironically been on a rise on women's month (August 2019). The play echoes voices and statements made by all South Africans in all social media platforms and still pose the question "#AmINext"? According to the director, the play was birthed in 2019 when women like Uyinene Mrwetyana, the boxing champ Baby Lee, and other women were brutally murdered.

The play was exceptionally put together and the audience were captivated and emotionally stirred. Attendees had the opportunity to engage with the Actresses and ask questions of clarity. The PSCBC is grateful to the

State Theatre for affording us the opportunity to engage in this partnership and it was agreed that there is a need to tell this gloomy story to members of the Council going forward.

9.5 Corporate social responsibility (CSR) initiative

The PSCBC and GPSSBC collaborated in a joint CSR project in order to distribute face masks to Non-Profit Organisations (NPO) across our country. The aim was to acknowledge and support the incredible work which these NPO's are conducting within our various marginalised communities. NPOS with the elderly, women and children were the target population for this project. It is heart-warming to see that we could reach out to 30 NPO's and make a donation of 20 000 face masks. We are glad that we could reach out to such a large audience and provide much needed protection during this dreaded scourge of the pandemic. Below are some of the comments captured electronically:

> *"Your concern for the welfare of our children in the fight against COVID-19, is highly appreciated. At this time in our lives, we have to be extra careful to protect our precious children and their caregivers." – SOS Children's Villages*
>
> *"Thank you so much for considering the Night Shelter for this donation. We are very grateful and it certainly takes a lot of pressure off from the staff to make sure all our clients change their masks." – Night Shelter George, WC*
>
> *"We as Olievenhoutbosch Disabled Organisation take this opportunity to express and convey our profound gratitude and appreciation to PSCBC for your assistance and support during these difficult and trying times. Thank you very much for the donation of face masks they will go a long way in the fight against Covid-19." - Olievenhoutbosch Disabled Organisation*

The PSCBC committed to continue with this magnificent programme and further assist the needy to be safe.

9.5.1 KZN Food Relief Programme

The PSCBC is an organization that cares for the communities that it operates in. It is also the intention of the Council to assist and lend a helping hand during times of need. The month of July 2021 was a dark and gloomy month for the South African nation as we witnessed unrest which turned violent and destruction to property in a form of looting in both KwaZulu-Natal and Gauteng. This led to a radical shortage of food in KZN and the most vulnerable were suffering. On 20 July 2021, the PSCBC engaged in an initiative to assist in donating food and other essential goods to underprivileged communities.

This initiative was also a response to the Nelson Mandela International Day theme for 2021: One Hand Can Feed Another. In alleviating poverty, indeed one hand must feed another. The PSCBC partnered with the Gift of the Givers Foundation, who distributed the food to the needy communities. Some food parcels were also given to an old age home in Durban who were also in dire need of supplies. The PSCBC was glad to assist our People during this difficult time.

9.5.2 Tracker's Tomorrow's Man

As part of our Corporate Social Responsibility (CSR) initiative, we participated in the Tracker Programme with the hope to assist in raising responsible young men by providing access to role models, mentors and skills development. Tracker's Tomorrow's Man Programme is aimed at empowering and developing boy children through exposing them to positive role models, career guidance and to the working world; hopefully allowing them a crucial and inspiring glance into their potential future careers.

Ten grade 11 boys from the Stanza Bopape Secondary School were hosted virtually as part of the programme. The PSCBC Manager: Communications, Mr Oomang Parag, facilitated the session. The various departmental heads of the PSCBC conducted presentations on the scope of work in their relevant departments to expose the youth to the various career options that are available to them. The IT Senior Officer, Mr Olumuyiwa Olomo, took the boys on a virtual tour of the PSCBC Information Technology (IT) environment as the boys displayed a keen interest in the field of IT.

The boys with their inquisitive fresh minds engaged in a lengthy question and answer session, and, judging by the engagements, it is evident that the scholars received a wealth of information within a very short period of time. The day ended in a jubilant mood as the boys were presented with certificates and digital tablets, which will aid them as the school has much of its operations in the virtual environment. The evidently thrilled Principal, Mr Malepe, thanked the leadership of PSCBC for their continuous support and the keen interest in making education fashionable again.

9.5.3 Mandela Commemoration

5 December is memorialised annually as Nelson Mandela's Remembrance Day. It was on 5 December 2013 that this noble soul was called to rest. In celebration of Mandela's legacy, the PSCBC embarked on a corporate social responsibility (CSR) initiative and conducted repairs at the Louis Botha Orphanage, in Queenswood, Pretoria.

The orphanage was established in 1918, to provide housing and care to the children orphaned by the "Great Flu Epidemic". The Louis Botha Home for children is an independent, unaffiliated welfare organisation, which cares for traumatised children removed by the children's court from their parents' care as a result of physical and emotional abuse or neglect. The orphanage, which has integrated the various race groups, operates on a "Cottage System." Their model has proven to be extremely successful, and is now used as a standard for similar institutions in this area.

Upon inspection on a site visit, it was established that the walls had deep cracks, which resulted in multiple damp walls that posed a health risk for children as damp often causes respiratory-related problems. As part of the project, the roof was fixed, wall cracks repaired and the entire unit was painted. The House manager and the kids were extremely thrilled and grateful to the PSCBC for the repairs that were conducted.

This project fulfilled the PSCBC's CSR need to contribute towards developing the communities in its vicinity.

9.6 Year Ahead

The Communications Section in the period 2021/22 adapted to the changing way of work and readjusted well to the gradual opening to the economy and lifting of the COVID-19 regulations. In embracing the new way of work, our annual Calendar of Events will be adapted to a hybrid environment. To this end, employees will be upskilled to use the website, social media, electronic conferencing, webinars, graphic design and other technological innovations to reach our target audience.

10. STRATEGIC PLANNING, MONITORING AND EVALUATION

10.1 Overview

The unit is a technical support function for all strategic objectives of PSCBC and ensures that the set standards are met across units and council.

Unit's Strategic objectives

- To promote effective and efficient coordination of labour relations;
- To establish strategic partnerships with institutions, including Parliament and its committees that will allow council to further its objectives;
- To strengthen Research, Monitoring and Evaluation within PSCBC for accountability and efficiency.

10.2 Annual deliverables

10.2.1 Council Strategic Planning Session (2020-2025 strategy)

The PSCBC planned and conducted a four-day strategy planning session in November 2019 at which 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 approved by council.

10.2.2 Strategic Partnerships

The Council planned and participated in different partnerships and conferences, such as ILERA congress, Latin America World congress, and the Human Resource Development Summit. Research partnerships with the Public Service Sector Education and Training Authority were enhanced, leading to combined research on PSETA programmes.

In developing and strengthening a strategic partnership with NEDLAC, an engagement meeting was conducted with NEDLAC leadership to explore possible partnerships. However, further meetings are expected in the new financial year 2022/2023.

10.2.3 Strategy Development and Implementation

The PSCBC strategy 2020-2025 has been finalised and implemented accordingly despite pending Council approval.

10.2.4 Business Plans and Operational plans

The PSCBC sector units were supported to develop UNIT operational plans in alignment to the strategy and PSCBC Business Plan. The Business plan was approved and Units developed weekly plans that were implemented, within scope and time.

The culture of planning and accountability has been fostered in the PSCBC and this has been demonstrated during Covid-19 with the hybrid model where staff have performed as expected with minimum supervision.

10.2.5 Business UNIT Support

All units were supported to develop weekly plans and reporting to the PSCBC. Each unit therefore monitored and reported its performance in terms of the set objectives and deliverables.

10.2.6 Policy development and Review

Various policies were reviewed and developed during the 2021/2022 financial year. These policies included the POPIA policy, the Remote Work policy, and communication policy.

10.2.7 Monitoring and Evaluation Framework

The PSCBC-developed Monitoring and Evaluation framework is aligned with the PSCBC strategy 2020/2025.

10.2.8 Knowledge Management

In the financial year 2021/2022, PSCBC units have been producing reports on a weekly 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. Information from collaborator system has been used to inform council on all council matters.

10.2.9 Monitor Implementation of Resolutions and Council Decisions

All resolutions were monitored and a monitoring tool was developed (see attached tool). The monitoring of the implementation of resolutions assisted Council to track employer's implementation of resolutions.

10.2.10 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, and those that are employed in specified occupational categories.

Celtic Africana Resources concluded the first phase of the Comprehensive danger insurance research and the report was tabled to council for approval, and recommendations were made by both parties to develop new terms of reference for a phase two research.

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 PSCBC was supported and guided in the planning and development of research concepts, conference/congress abstracts and research papers that were accepted for international and regional conferences.

10.2.11 Parliamentary Monitoring Group

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

10.2.12 Council meetings

Council meetings were attended throughout the financial year and Tasks made during the council were tracked to ensure accountability.

2021/2022 IMPLEMENTATION OF COLLECTIVE AGREEMENTS

Implemented (green) **Continuous/in progress** (yellow) **Not Implemented** (red)

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 Feb 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[7]			
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.	

7 Cross reference Resolution 2 of 2010 with Resolution 1 of 2011

Resolution	Agreements	Comments	Tracking
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[8]	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	
Clause 5 – Medical Aid Subsidy Clause 5.1 Investigate all matters with regards 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. These services will be provided if there is contract drafted and sectoral Bargaining Councils are to be invoiced for the actual costs and administration fees.	Implemented	

8 Linked to resolution 7 of 2015 and 5 of 2017

Resolution	Agreements	Comments	Tracking
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[9]	
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[10]	
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[11]	
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[12 13]	
Clause 3.3.3. Establishment of technical working group.	Establish technical working team to develop the scheme in accordance with an agreed timetable	Implemented	

9 To appear in the Annual Monitoring report
10 Linked to GEMS Resolution 4 of 2017
11 Linked to Resolution 4 of 2010 clause 5
12 Linked to Resolution 5 of 2017
13 Tracked on an ongoing basis

Resolution	Agreements	Comments	Tracking
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	
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 certificate. 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 1st April 2015	Implemented[14]	

14 Appears in the Annual Monitoring Report

Resolution	Agreements	Comments	Tracking
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	
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	PSCBC will review the impact of existing outsourcing and agentisation practices within the public service as agreed to in the 2010 Public Service Summit[15]	Implemented	
Clause 10 Compliance with occupational health and safety act	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	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[16]	
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 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	
Clause 16 Re-arrangement of working time	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	PSCBC will conduct a comprehensive review of Annexure A of Resolution 1 of 2017	Implemented	

15 Linked to Resolution 1 of 2015 Clause 5
16 Linked to Resolution 1 of 2015

Resolution	Agreements	Comments	Tracking
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[17]	
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 PSCBC	Implemented[18]	
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 PSCBC	These papers will be tabled for consultation at the PSCBC	Not implemented	
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[19]	
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 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	

17 Linked to resolution 1 of 2018
18 Linked to resolution 1 of 2012
19 Reviewed annually to appear in Annual Monitoring report

Resolution	Agreements	Comments	Tracking
Clause 4.3 Increase of Levy contribution	The Levy Contribution will therefore increase on the 1st of 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[20]	
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 to be identified for transfer as a result of the scoping report shall be transferred to the recipient departments	Implemented	
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[21]	In progress: study was conducted, findings presented but awaiting final report	
Clause 6 decent work study	The council will establish 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 of 1% for the year 2016-2018	Implemented	
Clause 4 Family responsibility leave	Introduction of 5 working days per calendar year of family responsibilities 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	

20 Clause on Levy increases to appear in the Annual Monitoring report
21 Linked to Resolution 1 of 2012 clause 9

Resolution	Agreements	Comments	Tracking
Clause 6.3 future medical subsidy adjustment	The first annual adjustment of medical subsidy shall come into effect on 1 January 2016	In progress[22]	
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	
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 the prior learning	Implemented	
Clause 9 Introduction of Bursary scheme to children of employees.	Employer undertakes to conduct a feasibility study on providing a bursary scheme for children of employees	In progress: Parties engaging with council	
Resolution 3 of 2015:Review on 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[23]	
Clause 3.2 Review of GEMS Objectives	Parties also to review whether the objectives set up for GEMS are being fulfilled The process to review was to be finalised within 12 months of the date of signature of the agreement	implemented[24]	
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[25]	
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[26]	
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	
Resolution 5 of 2015:Agreement of new danger dispensation			
Clause 3.1 Danger dispensation	Parties agree that employer shall take comprehensive review on danger dispensation	Continuous	
Clause 3.2 new categories of danger dispensation	Identification of new categories of danger dispensation	Continuous	

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

Resolution	Agreements	Comments	Tracking
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 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	Finalised with an offer made	
Clause 4.2 Review of GEHS	The employer, through GEHS, shall contribute to improving access to affordable housing finance	Finalised	
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.	Completed	
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	Completed	
Clause 4.5 State Financing of employee housing	With effect 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[27]	
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[28]	

27 To appear in the Annual monitoring report
28 To appear in the Annual monitoring report

Resolution	Agreements	Comments	Tracking
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	
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[29]	
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	
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	

29 To appear in the Annual monitoring report

Resolution	Agreements	Comments	Tracking
Clause 4.7 Discharge Benefit Anomaly	GEPF will amend its Rules so as to rectify 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 organisational 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[30]	
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 organizational rights based on section 21 (2) of LRA Review of (Trade Union) organizational rights	Implemented	
Clause 9.2 Council 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 proceed in what order to deal with items	Implemented	

30 To appear in the Annual monitoring report

Resolution	Agreements	Comments	Tracking
Clause 4.3 Negotiation stage	If no facilitator 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 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 GMES working committee	The Principal of GEMS and the PSCBC GS will be ex-officio by 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 appoint 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 of 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	Implemented	
Clause 3.4 salary adjustments	Projected CPI 2019/2020 and 2020/2021 to be determined by treasury	Implemented	
Clause 4.1 Pay progression	Parties agreed on equalisation of pay progression based on legislations prescribed	In progress	

Resolution	Agreements	Comments	Tracking
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 Review 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 paid leave of surrogate motherhood from the date of birth of child If both parents are employees of 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 in the implementation of temporary incapacity leave within 1 month	In progress	
Clause 5.3 Shop steward leave	Leave taken by shop steward while on annual leave if performs 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 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 allowances 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 guaranteed as per clause 4.6 of PSCBC Resolution 7 of 2015	Implemented[31]	

31 To appear in the Annual monitoring report

Resolution	Agreements	Comments	Tracking
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	PSCBC to ensure research is conducted on a comprehensive danger insurance within six months	Completed	
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	
Clause 8.2.2 Statistics on the filling of vacant posts	Employer to provide labour with detailed statistics information 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 2018 Review 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	

Resolution	Agreements	Comments	Tracking
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 of 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	
Resolution 1 of 2019 Reconfiguration of government departments	Reconfiguration of government departments	In progress	
Resolution 1 of 2021	Wage agreement	In progress	

Public Service Co-ordinating Bargaining Council
(Registration number LR2/6/6/126)
Annual Financial Statements
for the year ended 31 March 2022

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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	LR2/6/5/126
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	______________

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

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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 (IFRS). 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 (IFRS) 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 2023 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 6 to 8.

The Council 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 31, which have been prepared on the going concern basis, were approved by the Council on 30-06-2022 and were signed on its behalf by:

Approval of annual financial statements

F de Bruin	**I Dimo**
General Secretary	**Chairperson of Council**
K Matome	**M Galbraith**
Vice Chairperson Labour	**Vice Chairperson Employer**

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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 2022.

2. Review of activities

Main business 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 surplus of the Council was R 305 405 (2021: R 10 501 618).

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 National State of Disaster had being lifted on 05 April 2022 returning the country to full economic activity. The impact of the lockdown is 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 2022 and is of the view that the pandemic does not affect the economic assumptions and estimates made at 31 March 2022 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 R35 429 546 at 31 March 2022. 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 2023 financial year.

Councils' Report

Adjusting events

Management considers information obtained subsequent to the reporting date, in relation to known or knowable events and expected eventualities identified as at 31 March 2022, as adjusting subsequent events. With regards to financial reporting impacts associated with COVID-19, the key principle is that COVID-19 is considered to be sufficiently prevalent at 31 March 2022.

Therefore, COVID-19 related events that arise in the post balance sheet period, that provide additional information in relation to assets and liabilities in existence at 31 March 2022, have been considered adjusting subsequent events.

New events which occur after 31 March 2022 which do not relate to existing assets and liabilities related to COVID-19 at the reporting date, are considered to be non-adjusting subsequent events, and these, together with their relating financial effects, have been disclosed to the extent that they are considered to be material.

Independent auditor's report

To the 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 Bargaining Council (the Council) as at 31 March 2022, 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 Bargaining Council's financial statements set out on pages 9 to 29 comprise:

- the statement of financial position as at 31 March 2022;
- 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 for the year then ended;
- the statement of cash flows for the year then ended; and
- the notes to the financial statements, which include a 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 Independent Regulatory Board for Auditors' Code of Professional Conduct for Registered Auditors (IRBA Code) and other independence requirements applicable to performing audits of financial statements in South Africa. We have fulfilled our other ethical responsibilities in accordance with the IRBA Code and in accordance with other ethical requirements applicable to performing audits in South Africa. The IRBA Code is consistent with the corresponding sections of the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards).

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 Statement for the year ended 31 March 2022", which includes the Council's Report, which we obtained prior to the date of this auditor'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 members.
- Conclude on the appropriateness of the 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.

PricewaterhouseCoopers Inc.

PricewaterhouseCoopers Inc.
Director: Raj Dhanlall
Registered Auditor

Johannesburg, South Africa
21 July 2022

Public Service Co-ordinating Bargaining Council
(Registration number: LR2/6/6/126)
Annual Financial Statements for the year ended 31 March 2022

Statement of Financial Position as at 31 March 2022

Figures in Rand	Notes	2022	2021
Assets			
Non-Current Assets			
Property, plant and equipment	3	22 927 599	23 400 783
Right of use asset	4	114 616	282 358
Intangible assets	5	2 324 313	2 918 882
		25 366 528	**26 602 023**
Current Assets			
Trade and other receivables	6	1 276 080	979 422
Cash and cash equivalents	7	35 433 043	32 090 472
Trust Bank Account: Agency fees	8	90 446 599	65 224 953
		127 155 722	**98 294 847**
Total Assets		**152 522 250**	**124 896 870**
Funds and Liabilities			
Funds			
Accumulated surplus		57 092 552	56 787 147
Liabilities			
Non-Current Liabilities			
Finance lease liabilities	9	-	126 716
Current Liabilities			
Trade and other payables	10	4 852 886	2 579 793
Finance lease liabilities	9	126 716	176 504
Corporate card	7	3 497	1 757
Agency fees held in trust	11	90 446 599	65 224 953
		95 429 698	**67 983 007**
Total Liabilities		**95 429 698**	**68 109 723**
Total Funds and Liabilities		**152 522 250**	**124 896 870**

The accounting policies on pages 13 to 19 and the notes on pages 20 to 29 form an integral part of the annual financial statements.

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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 2022

Statement of Profit or Loss and Other Comprehensive Income

Figures in Rand	Notes	2022	2021
Revenue	15	44 793 002	43 226 755
Operating income	16	1 404 209	114 766
Operating expenses		(47 193 792)	(33 969 765)
Operating surplus / deficit		**(996 581)**	**9 371 756**
Interest received	17	1 337 437	1 199 393
Finance costs	18	(35 451)	(69 531)
Surplus for the year		**305 405**	**10 501 618**
Other comprehensive income		-	-
Total comprehensive income for the year		**305 405**	**10 501 618**

The accounting policies on pages 13 to 19 and the notes on pages 20 to 29 form an integral part of the financial statements.

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Statement of Changes in Funds

Figures in Rand	Retained surplus	Total equity
Balance at 01 April 2020	**46 285 529**	**46 285 529**
Surplus for the year	10 501 618	10 501 618
Other comprehensive income	-	-
Total comprehensive surplus for the year	**10 501 618**	**10 501 618**
Balance at 01 April 2021	**56 787 147**	**56 787 147**
Surplus for the year	305 405	305 405
Other comprehensive income	-	-
Total comprehensive surplus for the year	**305 405**	**305 405**
Balance at 31 March 2022	**57 092 552**	**57 092 552**

The accounting policies on pages 13 to 19 and the notes on pages 20 to 29 form an integral part of the financial statements.

M.J.

Public Service Co-ordinating Bargaining Council
(Registration number: LR2/6/6/126)
Annual Financial Statements for the year ended 31 March 2022

Statement of Cash Flows

Figures in Rand	Notes	2022	2021
Cash flows from operating activities			
Cash generated used in operations	21	2 842 394	10 621 676
Interest received		1 337 437	1 199 393
Finance costs		(35 451)	(69 531)
Net cash from operating activities		**4 144 380**	**11 751 538**
Cash flows from investing activities			
Purchase of property, plant and equipment	3	(608 481)	(2 534 605)
Purchase of intangible assets	5	(18 564)	(654 413)
Net cash used by investing activities		**(627 045)**	**(3 189 018)**
Cash flows from financing activities			
Finance lease payments		(176 504)	(190 459)
Total cash and cash equivalents movement for the year		**3 340 831**	**8 372 061**
Cash and cash equivalents at the beginning of the year		32 088 715	23 716 654
Total cash and cash equivalents at the end of the year	7	**35 429 546**	**32 088 715**

The accounting policies on pages 13 to 19 and the notes on pages 20 to 29 form an integral part of the annual financial statements.

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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

Useful lives of property, plant and equipment

The annual depreciation charge for property, plant and equipment is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 3 for the carrying amount of the property plant and equipment and accounting policy 1.4 for the useful economic lives for each class of assets.

As indicated in accounting policy 1.4 the estimated useful lives of items of property, plant and equipment range between 2 – 30 years. However, the actual useful lives might be shorter or longer depending on technological innovations and other factors.

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Summary of Significant Accounting Policies

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

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.

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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 liabilities, 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 entirety 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.

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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.

Impairment of financial asset

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.

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Summary of Significant Accounting Policies

1.6 Financial instruments (continued)

Impairment of financial assets (continued)

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 accrual, bonus accrual, 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 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

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 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.

1.10 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.

1.11 Operating Income

Operating income is recognised in profit and loss in the period in which they are incurred.

1.12 Borrowing costs

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

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Notes to the Financial Statements

2. 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.

Exposure arising from risk: The risk arises from borrowings and other liabilities such as the trade and other payables, finance leases.

Measurement: The risk is measured through the rolling cash flow forecasts that the organisation has each year.

Management of risk: The risk is managed by the availability of committed credit lines and borrowing facilities provided by the financial institution.

Change: The management of the risk has remained unchanged from prior year.

At 31 March 2022	Less than 1 year	Between 1 and 2 year
Trade and other payables	4 852 886	-
Finance lease	126 716	-

At 31 March 2021	Less than 1 year	Between 1 and 2 year
Trade and other payables	2 579 793	-
Finance lease	176 504	126 716

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Notes to the Financial Statements

Figures in Rand	2022	2021

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.

Exposure arising from risk: Credit risk arises from cash and cash equivalents, contractual cash flows of debt investments carried at amortised cost, favourable derivative financial instruments and deposits with banks and financial institutions.

Measurement: The risk is measured through the aging analysis and credit ratings.

Management of risk: The risk is managed by diversification of bank deposits, credit limits and letters of credit investment guidelines for debt investments.

Change: Management of the risk has remained unchanged from prior year.

	2022	2021
Cash and cash equivalents	35 433 043	32 090 472
Trade receivables	1 276 080	979 422
	36 709 123	**33 069 894**

	2022	2021
Trade and other receivables	1 276 080	979 422
Less: Loss allowance	-	-
	1 276 080	**979 422**

Trade receivables are written off where there is no reasonable expectation of recovery. Indicators that there is no reasonable expectation of recovery include, amongst others, the failure of a debtor to engage in a repayment plan with the organisations, and a failure to make contractual payments for a period of greater than 120 days past due.

Impairment losses on trade receivables are presented as net impairment losses within operating profit. Subsequent recoveries of amounts previously written off are credited against the same line item.

The loss allowance was Rnil (2021: Rnil).

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Notes to the Financial Statements

3. Property, plant and equipment

	2022			2021		
	Cost	Accumulated depreciation	Carrying value	Cost	Accumulated depreciation	Carrying value
Land	11 903 728	-	11 903 728	11 903 728	-	11 903 728
Buildings	11 716 041	(3 229 424)	8 486 617	11 716 041	(2 839 021)	8 877 020
Office furniture and fixtures	2 564 830	(2 407 877)	156 953	2 653 136	(2 451 182)	201 954
Motor vehicles	247 999	(247 998)	1	247 999	(247 998)	1
IT equipment	4 496 681	(3 286 483)	1 210 198	5 772 000	(4 524 022)	1 247 978
Property Development	1 170 102	-	1 170 102	1 170 102	-	1 170 102
Total	**32 099 381**	**(9 171 782)**	**22 927 599**	**33 463 006**	**(10 062 223)**	**23 400 783**

Reconciliation of property, plant and equipment - 2022

	Opening balance	Additions	Disposals	Depreciation	Closing balance
Land	11 903 728	-	-	-	11 903 728
Buildings	8 877 020	-	-	(390 403)	8 486 617
Office furniture and fixtures	201 954	25 927	(2 654)	(68 274)	156 953
Motor Vehicles	1	-	-	-	1
IT equipment	1 247 978	582 554	-	(620 334)	1 210 198
Property development	1 170 102	-	-	-	1 170 102
	23 400 783	**608 481**	**(2 654)**	**(1 079 011)**	**22 927 599**

Reconciliation of property, plant and equipment - 2021

	Opening balance	Additions	Depreciation	Closing balance
Land and Buildings	11 903 728	-	-	11 903 728
Buildings	9 267 423	-	(390 403)	8 877 020
Office furniture and fixtures	286 032	11 040	(95 118)	201 954
Motor vehicles	1	-	-	1
IT equipment	514 897	1 353 463	(620 382)	1 247 978
Property development	-	1 170 102	-	1 170 102
	21 972 081	**2 534 605**	**(1 105 903)**	**23 400 783**

Property, plant and equipment encumbered as security

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, property development capital expenses of R1 170 102 had been incurred by the Council for the development of new office building. There were no other contractual obligations entered into by the Council.

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Notes to the Financial Statements

4. Right of use asset

	2022			2021		
	Cost	**Accumulated depreciation and impairment**	**Carrying value**	**Cost**	**Accumulated depreciation and impairment**	**Carrying value**
Right of use asset	391 000	(276 384)	114 616	613 468	(331 110)	282 358

Reconciliation of right of use asset - 2022

	Opening balance	**Depreciation**	**Total**
Right of use asset	282 358	(167 742)	114 616

Reconciliation of right of use asset - 2021

	Opening balance	**Depreciation**	**Total**
Right of use asset	486 504	(204 146)	282 358

Right of use asset encumbered as security

The Right of use asset with a carrying amount of R 114 616 (2021: R 282 358), consist of office equipment and are encumbered by finance lease liabilities in the amount of R 126 716 (2021:R 303 220) (note 9).

5. Intangible assets

	2022			2021		
	Cost	**Accumulated amortisation**	**Carrying value**	**Cost**	**Accumulated amortisation**	**Carrying value**
Acquired computer software	4 720 480	(2 396 167)	2 324 313	4 701 915	(1 783 033)	2 918 882

Reconciliation of intangible assets - 2022

	Opening balance	**Additions**	**Amortisation**	**Total**
Acquired computer software	2 918 882	18 564	(613 133)	2 324 313

Reconciliation of intangible assets - 2021

	Opening balance	**Additions**	**Amortisation**	**Total**
Acquired computer software	2 831 924	654 413	(567 455)	2 918 882

Notes to the Financial Statements

Figures in Rand	2022	2021

6. Trade and other receivables

Trade receivables	939 147	648 914
Deposits held	3 520	3 520
Other receivables	333 413	326 988
	1 276 080	**979 422**

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 2022 R44 469 (2021: R 21 970) were past due but not impaired.

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

Not past due	889 676	603 624
2 months past due	2 502	-
3 months past due	2 500	23 320
4 months past due	44 469	21 970
	939 147	**648 914**

7. 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	222	232
Bank balances	3 282 061	2 788 165
Short-term deposits	32 150 760	29 302 075
Corporate card	(3 497)	(1 757)
	35 429 546	**32 088 715**

Current assets	35 433 043	32 090 472
Current liabilities	(3 497)	(1 757)
	35 429 546	**32 088 715**

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	35 429 546	32 088 715

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Notes to the Financial Statements

Figures in Rand	2022	2021

8. 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. As at 31 March 2021, 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 11).

The trust monies are held with Standard Bank Limited.

	2022	2021
Agency fees held in trust	90 446 589	65 224 953

9. Finance lease liabilities

	2022	2021
Minimum lease payments which fall due		
- within one year	136 463	211 844
- in second to fifth year inclusive	-	136 459
	136 463	348 303
Less: future finance charges	(9 747)	(45 083)
Present value of minimum lease payments	**126 716**	**303 220**
Present value of minimum lease payments due		
- no later than one year	126 716	176 506
- later than one year and no later than five years	-	126 714
	126 716	**303 220**
Non-current liabilities	-	126 716
Current liabilities	126 716	176 504
	126 716	**303 220**

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 114 616 (2021:R 282 358) serve as security for the liabilities (Refer to Note 4).

Office equipment lease commenced on the 17 February 2020 and it is due to expire on the 17 February 2023 (i.e 36 month period).

10. Trade and other payables

	2022	2021
Trade payables	2 128 327	391 106
Accrued leave pay	1 357 665	1 432 484
Accrued bonus	498 743	478 488
Accrued expenses	742 725	163 015
Medical aid contribution	125 426	114 700
	4 852 886	**2 579 793**

11. 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).

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Notes to the Financial Statements

Figures in Rand	2022	2021

11. Agency fees held in trust (continued)

Agency fees held in trust	90 446 599	65 224 953
Breakdown of agency fees held in trust:		
Opening balance	65 224 953	31 648 117
Interest received (Net)	1 907 990	753 430
Less: Expenditure incurred	(153 405)	(14 351)
Agency fees received	256 415 298	242 795 910
Agency fees paid	(232 948 237)	(209 958 153)
	90 446 599	**65 224 953**

12. Financial assets by category

The accounting policies for financial instruments have been applied to the line items below:

2022	**Financial Assets at amortised cost**	**Total**
Trade and other receivables	1 276 080	1 276 080
Cash and cash equivalents	35 433 043	35 433 043
Agency fees held in trust	90 446 599	90 446 599
	127 155 722	**127 155 722**

2021	**Financial Assets at amortised cost**	**Total**
Trade and other receivables	979 422	979 422
Cash and cash equivalents	32 090 472	32 090 472
Agency fees held in trust	65 224 953	65 224 953
	98 294 847	**98 294 847**

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Notes to the Financial Statements

Figures in Rand	2022	2021

13. Financial liabilities by category

2022	Financial liabilities at amortised cost	Total
Finance lease liabilities	126 716	126 716
Trade and other payables	4 852 886	4 852 886
Corporate card	3 497	3 497
Agency fee liability	90 446 599	90 446 599
	95 429 698	**95 429 698**

2021	Financial liabilities at amortised cost	Total
Finance lease liabilities	303 220	303 220
Trade and other payables	2 579 783	2 579 783
Corporate card	1 757	1 757
Agency fee liability	65 224 953	65 224 953
	68 109 723	**68 109 723**

The carrying value of the financial liabilities included above approximate their fair values.

14. Post retirement benefits

The PSCBC has no obligation to provide post retirement benefits to employees.

15. Revenue

	2022	2021
Levy income	44 793 002	43 226 755

16. Operating income

	2022	2021
Subsidy received	78 302	66 883
Insurance, sponsorships, recoveries, and services seta income	1 318 707	40 683
Administration fees	7 200	7 200
	1 404 209	**114 766**

17. Interest received

	2022	2021
Interest income		
Levy account	1 337 437	1 199 393

18. Finance costs

	2022	2021
Interest paid - Finance lease	35 451	69 531

19. 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).

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Notes to the Financial Statements

Figures in Rand	2022	2021

20. Operating expenses

Amortisation	613 133	567 456
Audit Fees	520 343	500 191
Depreciation	1 246 753	1 310 048
Employee cost	21 240 035	20 524 692
Legal fees	1 584 739	1 098 155
Travel - local	115 537	79 477
	25 320 540	**24 080 018**

21. Cash generated from (used in) operations

Profit before taxation	305 405	10 501 618
Adjustments for:		
Amortisation	613 133	567 456
Depreciation	1 246 753	1 310 048
Loss on sale of assets	2 654	-
Interest received	(1 337 437)	(1 199 393)
Finance costs	35 451	69 531
Changes in working capital:		
Increase in trade and other receivables	(296 658)	(431 930)
Increase in trade and other payables	2 273 093	(195 654)
	2 842 394	**10 621 676**

22. Related parties

Relationships
The following are related parties:

Senior management are regarded as key management personnel	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

Senior management		
Remuneration	7 917 554	7 295 036
Chairperson of Council		
Attendance of meetings and cost reimbursement	589 333	504 326

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Notes to the Financial Statements

23. Events after the reporting period

Nature of event

At the time of publishing these results, the National State of Disaster had being lifted on 05 April 2022 returning the country to full economic activity. The impact of the lockdown is 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 2022 and is of the view that the pandemic does not affect the economic assumptions and estimates made at 31 March 2022 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 R 35 433 043 at 31 March 2022. 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 2023 financial year.

Adjusting events

Management considers information obtained subsequent to the reporting date, in relation to known or knowable events and expected eventualities identified as at 31 March 2022, as adjusting subsequent events. With regards to financial reporting impacts associated with COVID-19, the key principle is that COVID-19 is considered to be sufficiently prevalent at 31 March 2022.

Therefore, COVID-19 related events that arise in the post balance sheet period, that provide additional information in relation to assets and liabilities in existence at 31 March 2022, have been considered adjusting subsequent events.

New events which occur after 31 March 2022 which do not relate to existing assets and liabilities related to COVID-19 at the reporting date, are considered to be non-adjusting subsequent events, and these, together with their relating financial effects, have been disclosed to the extent that they are considered to be material.

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Detailed Income Statement

Figures in Rand	Notes	2022	2021
Revenue			
Levy income		44 793 002	43 226 755
Other Income			
Subsidy received		78 302	66 883
Insurance, sponsorships, recoveries and services seta income		1 318 707	40 683
Administration fees		7 200	7 200
Interest received	17	1 337 437	1 199 393
		2 741 646	**1 314 159**
Expenses (Refer to page 31)		**(47 193 792)**	**(33 969 765)**
Operating surplus for the year		**340 856**	**10 571 149**
Finance costs	18	(35 451)	(69 531)
Surplus for the year		**305 405**	**10 501 618**

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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 2022

Detailed Income Statement

Figures in Rand	Note	2022	2021
Operating expenses			
25th Anniversary		(49 266)	-
Alarm security		(33 139)	(32 100)
Amortisation		(613 133)	(587 455)
Arbitration and conciliation		(829 364)	(1 622 667)
Auditor's remuneration	20	(520 343)	(500 191)
Bank Charges		(37 490)	(31 943)
Body corporate levies		(1 353 302)	(800 040)
Books and subscriptions		(60 330)	(24 722)
COVID19 Expenses		(20 067)	(137 604)
Case Management Systems and reports		(8 000)	(8 000)
Cleaning		(298 802)	(199 946)
Collaborator System		(1 079 449)	(1 033 277)
Conferences, meetings and seminars		(9 509 705)	(615 297)
Depreciation		(1 246 753)	(1 310 048)
Electricity expense		(381 041)	(313 275)
Employee costs		(21 240 035)	(20 524 692)
Information technology		(946 486)	(1 309 687)
Insurance		(163 602)	(210 455)
Lease rentals on operating lease		(19 944)	(18 924)
Legal expenses		(1 584 739)	(1 098 155)
Licences		(6 823)	(7 135)
Management services		(701 859)	(583 839)
Marketing and communications		(1 672 692)	(375 822)
Motor vehicle expenses		(39 775)	(21 377)
Office refreshments		(42 863)	(20 892)
Postage		(27 014)	(2 290)
Printing and Stationery		(141 537)	(88 536)
Provincial Chamber costs		(599 017)	(61 425)
Rates and taxes		(565 246)	(533 151)
Loss on disposal of assets		(2 654)	-
Repair and Maintenance		(208 730)	(309 221)
Research and development costs		(350 000)	-
Sewerage		(6 693)	(9 087)
Strategic partnerships		(237 428)	(31 945)
Telephone and fax		(270 106)	(257 070)
Training		(2 174 961)	(1 186 179)
Travel - local		(115 537)	(79 477)
Waste management		(13 774)	(13 174)
Water		(22 183)	(30 467)
		(47 193 792)	**(33 969 765)**

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NOTES

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PSCBC

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25th
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PUBLIC SERVICE CO-ORDINATING BARGAINING COUNCIL