



QUARTERLY REPORT SECOND QUARTER

**2023/2024 Financial Year
01 July 2023 – 30 September 2023**

TABLE OF CONTENTS

Introduction by the Accounting Officer.....	3
Programme 1	Collective Bargaining Services: National7
Programme 1.1	Collective Bargaining Services: Provincial12
Programme 2	Dispute Management Services61
	Annexure A: Dispute Management Services65
Programme 3	Corporate Services74
	Annexure B: Mobilising Employee Services83
Programme 4	Finance and Supply Chain Management Services91
Programme 5	Executive Services98
Programme 6	Financial Report and Financial Statements103
	Report of the CFO103
6.1	Financial Highlights.....105
6.2	Financial Statements108

INTRODUCTION BY THE ACCOUNTING OFFICER

Performance Review for the Quarter ended September 2023

It gives me great pleasure to present this report of the second quarter covering the period 1st July to 30th September 2023.

Core Services (Collective Bargaining Services and Dispute Management Services)

Collective Bargaining Services: National

Collective Bargaining Services: National recorded 80% for the period under review, this is a decline in performance compared to the 100% achievement in the second quarter of the 2022/23 financial period.

Of note during the period under review was the drafting of guidelines and Frequently Asked Questions for both Collective Agreement 2 of 2020 and Collective Agreement 2 of 2022, by the QMS Task Team.

The Council successfully convened its Annual General Meeting on 31st August 2023.

The Basic Education Sector Workshop on Cost Containment Measures was held on 20th and 21st September 2023, which was hosted by the ELRC. The purpose of the workshop was to afford the employer and employee Parties an opportunity to find collective solutions on how the sector can navigate through the turbulent times it is faced with, due to the fiscal constraints that government finds itself in.

The following Collective Agreements were also adopted during the period under review:

- Collective Agreement 1 of 2023: *Amendments of Part C of the ELRC Constitution: Dispute Resolution Procedures (Basic Education and TVET) as Ratified by the Registrar of Labour Relations on 21 July 2021.*
- Collective Agreement 2 of 2023: *Vote Weights for the Trade Unions that are Parties to Council.*

Council also ratified Northern Cape Collective Agreement No. 1 of 2023: *Recruitment and Placement Procedures for Educators at Educational Institutions.*

Collective Bargaining Services: Provincial

The performance of the provincial chambers during the period under review declined slightly, compared to the performance in the 2022/23 financial year.

Six provinces achieved 100%, and three provinces performed below the 100% mark, namely KwaZulu-Natal, North West and Northern Cape.

The North West Chamber achieved 91%, which is a decline in performance, compared to the 100% recorded in the second quarter of the 2022/23 financial year. The Employer advised the formal Chamber meeting held on 8th September 2023 that the report

on Post Provisioning Model is not ready for presentation in the meeting.

The Northern Cape Chamber achieved 63%, which is a decline in performance, compared to the 92% recorded in the second quarter of the 2022/23 financial year. The Employer did not present reports on Dispute Prevention, QMS and PMDS due to internal challenges. The report will be presented during the third quarter Chamber meeting.

The KwaZulu-Natal Chamber did not achieve any of its set targets, which is consistent with the non-performance in the second quarter of the 2022/23 financial year. All reports were not presented at the quarterly Chamber meeting as there was a deadlock when the first task team report (staffing task team report) was presented to Chamber. Organised labour refused to continue with the meeting and the chairperson consequently had to close the meeting.

Detailed reports of the nine Chambers are attached.

Dispute Management Services

The ELRC received a total of 215 disputes during the period under review.

A total of 517 events were conducted for the period under review. Of these 128 were conciliations and 389 were arbitration events.

The ELRC finalised 153 disputes during the period under review.

Cases from previous financial years

A total of 117 cases from previous financial years remain to date. Of the 117 cases, 80 are for the 2022/2023 financial year, 19 are for the 2021/22 financial year, while 18 cases are from previous years and remain unresolved.

Risk Management

The ELRC recognises that risk management is the responsibility of everyone within the Council. Risk management is therefore integrated into all business and decision-making processes including strategy formulation, business planning, financial allocation, internal control, and day-to-day operations. The ELRC has clear risk management objectives:

- At a strategic level, the focus is on the identification and management of material risks inherently associated with the pursuit of the Council's strategic and business objectives.
- At an operational level, ELRC aims to identify, analyse, evaluate, and mitigate all operational risks.

The mid-year review included Line Managers reviewing the risk register to measure the effectiveness of the mitigating actions (existing controls). At the risk management meeting, risk owners discussed the risks and examined any other risk issues they considered important. Risks with residual scores below three were archived accordingly. Through a diligent process of aggregation and consultation, the Internal Audit Function compiled a Risk Management Report for a detailed review by the ARC.

Risk Register Progress Report

Four (4) key risks (core programmes) identified at the beginning of the financial year were reviewed for the effectiveness of the existing controls and kept open for monitoring purposes.

The support programmes risk registers reported a total of 51 risks, of which seven (7) are archived (with residual score reaching below 3) and 44 risks remains active. Management continues to monitor existing controls and where controls are identified as inadequate, addition controls or action plans are identified with the intention of being implemented at a future date.

Mobilising Employee Services

Employee wellness

Employee wellness is essential to organisational success. It impacts the workplace culture and organisational resources and productivity.

To ensure continuous employee wellness, the Council held an Employee Wellness Day. Various health tests were conducted for employees.

Training and Development

The Council recognises that training presents a prime opportunity to expand the knowledge base of all employees. Employees who are competent and on top of changing industry standards, ensures that the Council retains its position as an industry leader.

One employee attended a Minutes Taking Training course during the period under review.

Research & Media

As part of its advocacy campaign, the Council increased its visibility through regular postings on its social media platforms throughout the quarter.

Promotional material was distributed at five stakeholder events during the period under review. The ELRC advertorial was also submitted for publication in the SADTU 2024 diary.

Information Technology

IT Governance forms an integral part of the Council's business. Achievement of IT Governance objectives is monitored through quarterly risk review meetings attended by the Risk Management Committee. The monitoring and achievement of IT Governance objectives is facilitated through this forum, where appropriate IT risks and related business objectives are attended to. In addition, ICT continues to monitor the enterprise systems to ensure that there are no attacks on the systems.

The quarterly testing of the Disaster Recovery Plan (DRP) was conducted during the reviewed quarter to ensure business continuity. Systems were upgraded to the latest operating system to ensure they can respond effectively to vulnerability threats.

Conclusion

The Council recorded an overall performance rate of 90%, which is a slight decline in performance, compared to the 93% achieved in the second quarter of the 2022/23 financial year.

This report is submitted to the Registrar of Labour in terms of section 54 of the Labour Relations Act (LRA) 66 of 1995 (as amended).



Ms NO Foca
General Secretary, ELRC

PROGRAMME 1

COLLECTIVE BARGAINING SERVICES: NATIONAL

Purpose

The purpose of Programme 1 is to contribute to the Council's vision of a strengthened social contract between government, teacher unions and civil society that helps to create a conducive environment for improved quality in teaching and learning. Such is done by promoting collective bargaining at national and provincial levels so as to ensure the development of effective policies for quality public education in a non-disruptive environment for teaching and learning.

Sub-programmes:

- Collective Bargaining (Provincial)
- Research Services
- Dispute Prevention Support Services

Strategic Objectives

- To facilitate bargaining on identified matters of mutual interest in public education.
- To administer research programmes on identified issues for research on evidence-based teacher welfare and national development.
- To facilitate dispute prevention support services through providing effective administrative functions to shop stewards.

Key performance indicators, planned targets and actual achievements

Collective Bargaining Services: National						
Performance Indicator	Annual Target 2023/24	Planned Target For 2nd Quarter	Actual Achievement 2nd Quarter	Deviation from planned target to Actual Achievement for 2nd Quarter	Comment on deviations	Status
Collective Bargaining						
Monitoring the implementation of the management plan	Matters of mutual interest in public education are identified and tabled at Bargaining Meetings.	Bargaining meeting scheduled to attend to matters of mutual interest identified for the first quarter	Achieved The following Bargaining meetings were held where matters of mutual interest were discussed in the second quarter: <ul style="list-style-type: none"> • 25th July 2023 • 31st August 2023 	None		
Facilitate meetings on discussions to conclude a collective agreement on vote weights	Vote Weights collective agreement tabled at Bargaining meeting for conclusion	The Secretariat to table a Collective Agreement on Vote Weights at Council for approval by 31 st July 2023	Achieved Collective Agreement 2 of 2023: " <i>Vote Weights for the Trade Unions that are Parties to Council</i> ", was adopted at the Bargaining meeting held on 25 th July 2023	None		
Facilitate meetings on discussions for teacher incentives	Matter on teacher incentives tabled at Bargaining meeting for discussion	Bargaining meeting scheduled to attend to teacher incentives for the second quarter	Achieved The following Bargaining meetings were held where teacher incentives was discussed in the second quarter: <ul style="list-style-type: none"> • 25th July 2023 • 31st August 2023 	None		
Schedule Webinar on the Quality Management System (QMS)	A webinar to be conducted on the Quality Management System (QMS)	To convene Webinar on the Quality Management System (QMS)	Not Achieved No Webinar was held on the Quality Management System (QMS) during the	Webinar (1)	The 24 th and 25 th October 2023 was identified for the QMS Colloquium.	

Collective Bargaining Services: National						
Performance Indicator	Annual Target 2023/24	Planned Target For 2 nd Quarter	Actual Achievement 2 nd Quarter	Deviation from planned target to Actual Achievement for 2 nd Quarter	Comment on deviations	Status
			second quarter			
Facilitate meeting on discussions for the universalisation and institutionalisation of Grade R practitioners	Matter on the universalisation and institutionalisation of Grade R Practitioners tabled at Bargaining meeting for discussion	Bargaining meeting scheduled to attend to the universalisation and institutionalisation of Grade R Practitioners for the second quarter	<p>Achieved</p> <p>The following Bargaining meetings were held where the universalisation and institutionalisation of Grade R Practitioners were discussed in the second quarter:</p> <ul style="list-style-type: none"> • 25th July 2023 • 31st August 2023 	None		

Overview of performance for the second quarter of the 2023/24 financial year

The DBE and ELRC in their quest to strengthen QMS implementation will partner and collaboratively host the first national QMS colloquium on 24th and 25th October 2023. The colloquium seeks to provide a platform for robust engagements with key stakeholders both at school level and outside the school level as well as those responsible for QMS implementation in schools. The engagements will ask difficult questions that will ultimately unlock the required conditions to achieve full implementation of QMS to enhance accountability and professionalism, which are the desired goals of the sector. In order to plan for this colloquium, three QMS Colloquium Task Team meetings were held.

The QMS Task Team was also making progress with regard to the drafting of guidelines and Frequently Asked Questions for both Collective Agreement 2 of 2020 and Collective Agreement 2 of 2022.

A Grad R Task Team meeting was held on 19th September 2023 to interact with the report on the improvement of the conditions of service for Grade R Practitioners, which was tabled by the Employer at the Bargaining meeting held on 31st August 2023. The task team resolved that the Employer would give a comprehensive presentation on the Mister Tech Policy.

During the period under review the following Collective Agreements were adopted at the Bargaining meeting held on 25th July 2023:

- Collective Agreement 1 of 2023: *Amendments of Part C of the ELRC constitution: Dispute Resolution Procedures (Basic Education and TVET) as Ratified by the Registrar of Labour Relations on 21 July 2021*
- Collective Agreement 2 of 2023: *Vote Weights for the Trade Unions that are Parties to Council*

The Council convened its Annual General Meeting on 31st August 2023, where Adv L Bono was elected as the independent Chairperson of Council and Mr M Cele (SADTU); Mr G M Mabuza (CTU-ATU); Ms J M Mogale (Employer) and Mr M G Rafapa (Employer) were elected as Deputy Chairpersons of Council.

The Basic Education Sector Workshop on Cost Containment Measures was held on 20th and 21st September 2023. The purpose of the workshop was to afford the Employer and employee Parties an opportunity to put their heads together on how the sector navigate through the most turbulent times it is going through due to the fiscal constraints that government finds itself in. The budget cuts experienced for this financial year, in-year budget cuts, has serious impact on the running of the sector. The National Treasury had issued a letter dated 31st August 2023, indicating what needs to be done by National Departments and by implication signalling to Provincial Treasuries to issue the same letter to provincial education departments. National Treasury also issued guidelines and those guidelines points to one direction, the sector needs to cut costs, there is drastic reduction in the baseline allocation which impacts profoundly on the way the sector does its work.

The Director General of the Department of Basic Education identified the following process going forward:

1. Similar meetings should take place at Provincial level to deal with Provincial peculiarities and prepare for a follow up engagement at this level.
2. Parties need to get their houses in order in dealing with inefficiencies.
3. Engagements should at all times be based on transparency and credible information.
4. The Director-General should convene meetings with National Treasury and the Department of Public Service and Administration to raise issues pertinent to the sector.
5. The ELRC needs to put together a team to support PEDs in dealing with some of the factors which contribute to inefficiencies.
6. Parties have been reminded to respect laws, policies and collective agreements.

During the period under review two Special TVET Bargaining meetings were held on 4th August 2023 and 17th August 2023. A TVET Technical Task Team meeting was held on 4th July 2023 to discuss the draft PCAM document.

In terms of the Labour Management Partnership Programme, virtual training is planned with facilitators in the third quarter of the 2023/24 financial year. The purpose of the workshop is to train master trainers to empower the South Africa team to facilitate workshops in the country to foster Labour Management Partnership in all provinces. The Pilot provinces are Limpopo, Mpumalanga KwaZulu-Natal and Western Cape. Training will commence on 3rd November and the final training session is scheduled for 15th December 2023.

Strategy to overcome areas of underperformance

The QMS Colloquium Task Team identified 24th and 25th October 2023 for the colloquium.

Changes to planned targets

No changes were made to planned targets.

Linking performance to budget

Apr - Sep 2023			
Programme Name	Actual Expenditure	Budget	(Over)/Under Expenditure
Collective Bargaining Services	R'000	R'000	R'000
National	11 816	14 334	2 518
Governance Support Services	921	1 832	911
CBS: Provincial	2 120	2 967	847
Total	14 857	19 133	4 276

PROGRAMME 1.1 COLLECTIVE BARGAINING SERVICES: PROVINCIAL

Purpose

The purpose of the provincial chambers is to promote collective bargaining at provincial level to ensure the development of effective policies for quality public education in a non-disruptive environment for teaching and learning.

Eastern Cape

Key performance indicators, planned targets and actual achievements

Collective Bargaining Services: Eastern Cape						
Performance Indicator	Annual Target 2023/24	Planned Target 2nd Quarter	Actual Achievement 2nd Quarter	Deviation from planned target to Actual Achievement – 2nd Quarter	Comment on deviations	Status
Consultation, Implementation and Monitoring of Collective Agreements and Policies						
Post Provisioning Monitoring reports on consultation process for post provisioning are available	Reports (4)	Receive a report from the Employer on the consultation meeting on PPN 2024 and table the report at the quarterly chamber meeting	Achieved A report on the Consultation Meetings on PPN 2024 was received from the Employer and was tabled at the Chamber meeting of the 26 September 2023	None		
Safety in Schools Monitoring reports on schools' safety activities are available	Reports (4)	A report on School Safety activities is presented by the Employer at the quarterly Chamber meeting	Achieved The employer tabled the School Safety activities report at the Employee Wellness and Safety in Schools Task Team meeting of 31 st July 2023 and was subsequently presented at the Chamber meeting of the 26 th September 2023	None		

Collective Bargaining Services: Eastern Cape						
Performance Indicator	Annual Target 2023/24	Planned Target 2 nd Quarter	Actual Achievement 2 nd Quarter	Deviation from planned target to Actual Achievement – 2 nd Quarter	Comment on deviations	Status
Employee Health & Wellness Monitoring reports on the implementation of Employee wellness programmes are available	Reports (4)	A report on programmes that the Employer has implemented presented at the quarterly Chamber meeting	Achieved The Employer tabled the Employee Health & Wellness Programmes report at the Employee Wellness and Safety in Schools Task Team meeting of 31 st July 2023 and was subsequently presented at the Chamber meeting of 26 th September 2023	None		
Quality Management System (QMS) Monitoring the implementation of QMS (CA 2 of 2020)	Reports (4)	The Employer to present a progress report on training of QMS	Achieved The progress report on QMS Training was tabled at the Teacher Development Task Team meeting of 1 st and 2 nd August 2023 and subsequently tabled at the Chamber meeting of 26 th September 2023	None		
ECD Monitoring reports on ECD related matters such as training and professional development, curriculum development, conditions of service, statistical report on supply and demand, and updates around national processes are available	Reports (4)	The Employer presents a progress report to the task team on ECD related matters. The PM submits the report to the Chamber	Achieved The Employer tabled the progress report on ECD related matters at the Teacher Development Task Team meeting of 1 st and 2 nd August 2023 and subsequently tabled the report at the Chamber meeting of 26 th September 2023	None		

Collective Bargaining Services: Eastern Cape						
Performance Indicator	Annual Target 2023/24	Planned Target 2 nd Quarter	Actual Achievement 2 nd Quarter	Deviation from planned target to Actual Achievement – 2 nd Quarter	Comment on deviations	Status
Teacher Development Monitoring reports on the introduced Teacher Development programmes are available	Reports (4)	A report on the implementation of the 2023/24 introduced Teacher Development programmes is received from the Employer and tabled at the quarterly Chamber meeting	Achieved The Teacher Development Task Team meeting was held on 1 st and 2 nd August 2023 and the report on the implementation of 2023/24 introduced Teacher Development Programmes was received and subsequently tabled at the Chamber meeting of 26 th September 2023	None		
Dispute Prevention Monitoring reports on the categories and status of the Grievances, Misconduct and disputes lodged are available	Reports (4)	Receive a report emanating from the Dispute Prevention Task Team and present it at the quarterly chamber meeting	Achieved The Dispute Prevention Task Team meeting was held on 31 st July 2023 and the report emanating from the Task Team was tabled at the Chamber meeting of the 26 th September 2023	None		
Recruitment and Filling of Posts Monitoring reports on recruitment and filling of posts are available	Reports (4)	A report on the 2023 Recruitment & Filling of Posts is received from the Employer and tabled it at the quarterly Chamber meeting	Achieved The Task Team meeting on Staffing was held on 14 th August and 11 th September 2023 and the report on 2023 recruitment and Filling of Posts was received and subsequently tabled at the Chamber meeting of 26 th September 2023	None		

Collective Bargaining Services: Eastern Cape						
Performance Indicator	Annual Target 2023/24	Planned Target 2 nd Quarter	Actual Achievement 2 nd Quarter	Deviation from planned target to Actual Achievement – 2 nd Quarter	Comment on deviations	Status
Rationalisation, Realignment, Merger and Closure of Small Schools Monitoring reports on the Realignment, Merger and Closure of small schools are available	Reports (4)	A report on a plan for the Rationalisation, Realignment, Merger and Closure of Small Schools is received from the Employer and tabled at the quarterly Chamber meeting	Achieved The Task Team meeting on the Rationalisation, Realignment, Merger and Closure of Small Schools was held on 14 th August and 11 th September 2023 and the report on a plan for Rationalisation Realignment, Merger and Closure of Small Schools was received and subsequently tabled at the Chamber meeting of 26 th September 2023	None		

Overview of performance for the second quarter of the 2023/24 financial year

The commitment displayed by Parties during the period under review have contributed towards the achievement of all Chamber targets. All the expected reports were discussed by Task Teams, STANCO and subsequently ratified by the Chamber meeting.

Labour Management Partnership: During the period under review the Director: Labour Management Partnership Programme, Mr Jonavon Rustin made a presentation on the establishment of Labour Management provincial structures at the STANCO meeting held on 13th September 2023. STANCO members welcomed and appreciated the presentation. STANCO further appreciated that Mr Rustin availed himself to assist the province to establish labour management structures.

Post Provisioning Norms and Standards: A Budget workshop was held on 10th July 2023, where the Department presented the indicative budget for PPN 2024. The MEC made the declaration of 52 817 Posts for the 2024 post basket on 28th September 2023.

Language In Education Policy Workshop: The Eastern Cape Department of Education is currently implementing the Language Policy in Education (LIEP of 1997) through the Incremental Introduction of African Language (IIAL) and Mother Tongue Based Bilingual Education

(MTBBE) strategies. Parties at the Chamber resolved that the Department of Education should organise a workshop on the Language in Education Policy implementation. The Workshop was held on 14th September 2023 and the following topics were presented:

- ECDoE LieP Implementation Plan by Mr Wababa Director: Education Language Policy Department of Education
- ECDoE Reading Strategy by Ms P. Vinjevold
- Establishment of DBE Language unit by Prof Makalela of Wits University
- Language Policies of universities – Prof Ralarala from University Western Cape
- In-service and Pre-service Teacher Development on Multilingual Pedagogies – Dr Ramadiro from Fort Hare University

Training of Negotiators: The training was held on 17th and 18th August 2023 and was attended by the Chamber negotiators. The objective of the training was to ensure that each negotiator understands the basic principles of bargaining, conflict management and negotiation skills. Parties appreciated the training and indicated that the engagement at the level of chambers will improve going forward.

Strategy to overcome areas of underperformance

Not applicable.

Changes to planned targets

No changes were made to planned targets.

Linking performance to budget

Apr - Sep 2023			
Programme Name	Actual Expenditure	Budget	(Over)/Under Expenditure
	R'000	R'000	R'000
Collective Bargaining Services: Eastern Cape	276	380	104
Total	276	380	104

Free State

Key performance indicators, planned targets and actual achievements

Collective Bargaining Services: Free State						
Performance Indicator	Annual Target 2023/24	Planned Target For 2 nd Quarter	Actual Achievement 2 nd Quarter	Deviation from planned target to Actual Achievement for 2 nd Quarter	Comments on deviations	Status
Consultation, Implementation and Monitoring of Collective Agreements and Policies						
FSCA 1 of 2019 as amended Monitoring the implementation of Free State Collective Agreement (FSCA) 1 of 2019 as amended	Reports (4)	Free State Department of Education presents to Chamber a status report on the posts advertised and filled	Achieved The Employer presented a progress report on the advertisement and filling of posts at the Chamber meeting that was held on 8 th September 2023	None		
Collective Agreement 4 of 2018 Monitoring implementation of Collective Agreement 4 of 2018	Reports (4)	Free State Department of Education presents to Chamber a report on temporary educators converted in terms of ELRC CA 4 of 2018	Achieved Progress report on the conversion of temporary educators was presented by the Department at the Chamber meeting held on 8 th September 2023	None		
Collective Agreement 3 of 2017 Monitoring implementation of Education Management Service (EMS), Performance Management and Development System (PMDS) for Office-Based Educators in terms of Collective Agreement 3 of 2017	Reports (4)	Free State Department of Education presents to Chamber a report on the implementation of PMDS	Achieved Progress report on the implementation of PMDS was presented by the Department at the Chamber meeting that was held on 8 th September 2023	None		

Collective Bargaining Services: Free State						
Performance Indicator	Annual Target 2023/24	Planned Target For 2 nd Quarter	Actual Achievement 2 nd Quarter	Deviation from planned target to Actual Achievement for 2 nd Quarter	Comments on deviations	Status
Collective Agreement 2 of 2020 Monitoring implementation of Quality Management System (QMS) in terms of Collective Agreement 2 of 2020	Report (4)	Free State Department of Education presents a report to Chamber on the implementation of QMS	Achieved A report on implementation of QMS was presented by the Department at the Chamber meeting that was held on 8 th September 2023	None		
Post Provisioning Post Provisioning Consultation process regarding the creation and distribution of posts is convened and concluded within the required and prescribed timelines	Report (2)	Free State Department of Education presents to Chamber a report on the Post Provisioning Consultation by 30 th September 2023	Achieved Post Provisioning Consultation on the creation and distribution of posts was held on 4 th August 2023 Parties concluded and adopted the Post Provisioning report for 2024 in a meeting held on 8 th September 2023	None		
Collective Agreement 4 of 2016 Monitoring the implementation of Collective Agreement 4 of 2016.	Reports (4)	Free State Department of Education present to Chamber a report on placement of educators.	Achieved The Department presented a report on the placement of educators at the Chamber meeting that was held on 8 th September 2023	None		
37% Benefits Monitor the implementation of 37% in lieu of benefits for educators employed for less than six months	Reports (2)	Free State Department of Education presents to Chamber statistics regarding educators receiving 37% in lieu of benefits	Achieved The Department presented a report on implementation of 37% benefits for educators at the Chamber meeting that was held on 8 th September 2023	None		
Employee Health & Wellness Monitoring reports on the implementation of Employee	Reports (4)	A report on programmes that the Free State Department of Education has	Achieved Implementation report on EHW programmes was presented by the	None		

Collective Bargaining Services: Free State						
Performance Indicator	Annual Target 2023/24	Planned Target For 2 nd Quarter	Actual Achievement 2 nd Quarter	Deviation from planned target to Actual Achievement for 2 nd Quarter	Comments on deviations	Status
wellness programmes are available		implemented is presented at the quarterly Chamber meeting	Department at the Chamber meeting that was held on 8 th September 2023			
Safety in Schools Monitoring reports on the implementation of programmes on Safety in Schools are available	Reports (4)	A report on School Safety activities is presented by the Free State Department of Education at the quarterly chamber meeting	Achieved A report on implementation of school safety programmes was presented by the Department to the Chamber meeting held on 8 th September 2023	None		
ECD and GRADE R Monitoring report on ECD and Grade R related matters such as training and professional development, curriculum development, conditions of service, statistical report on supply and demand, and updates around national processes is available	Reports (4)	Free State Department of Education presents progress report to the task team on ECD and Grade R related matters. A Task Team Report is presented at the quarterly Chamber meeting	Achieved Progress report on ECD and Grade R related matters was presented by the Department to a task team on 21 st July 2023 A task team report was further presented to the Chamber meeting that was held on 8 th September 2023	None		
Curriculum Forum Monitoring the functionality of Curriculum Forum	Reports (4)	Free State Department of Education present to Chamber a report on the functionality of Curriculum Forum	Achieved The Department submitted a report on the functionality of Curriculum Forum to the Chamber meeting that was held on 8 th September 2023	None		
Equity Forum Monitoring the functionality of Employment Equity Forum	Reports (2)	Free State Department of Education present to Chamber a report on the functionality of Equity Forum	Achieved The Department submitted a report on the functionality of Employment Equity Forum to the Chamber meeting held on 8 th September 2023	None		

Collective Bargaining Services: Free State						
Performance Indicator	Annual Target 2023/24	Planned Target For 2 nd Quarter	Actual Achievement 2 nd Quarter	Deviation from planned target to Actual Achievement for 2 nd Quarter	Comments on deviations	Status
PILIR Monitoring the implementation of Policy on Incapacity Leave and Ill-Health Retirement	Reports (4)	Free State Department of Education present to Chamber a report on the implementation of PILIR	Achieved A report on implementation of PILIR was presented at the Chamber meeting held on 8 th September 2023	None		
Dispute Prevention Monitoring reports on the categories and status of grievances and disputes lodged	Reports (4)	Convene DPTT meeting to discuss reports on grievances and disputes. Task Team report is presented at the quarterly Chamber meeting	Achieved Grievances and disputes were discussed in the DPTT meeting held on 6 th September 2023 Task team report was presented at the Chamber meeting which was held on 8 th September 2023	None		
School Infrastructure Monitoring the provisioning of school infrastructure	Reports (3)	n/a	n/a	n/a		<i>This is tri-annual target that relates to the first, third and fourth quarters of the 2023/24 financial year.</i>

Overview of performance for the second quarter of the 2023/24 financial year

The Chamber's APP is consistently and successfully implemented resulting in enhanced harmonious relations amongst Parties and the maintenance of labour peace in the education sector.

Collective Agreement 4 of 2018

The collective agreement is continuously being implemented and it brings about a considerable improvement in the lives of individual educators. The number increased from 25 temporary educators against substantive vacant posts that were converted into permanent appointment in the previous quarter to 49 conversions in the second quarter.

Implementation of Collective Agreement 2 of 2020

The QMS training was provided to support newly appointed Circuit Managers to understand QMS processes and the use of instruments. Monitoring and support visits were conducted in support of School Management Teams (SMTs) for the implementation of the QMS Management Plan. The visits have shown that ongoing support is needed on the development of SMT workplans and appraisal processes, management plans were available, there was compliance with mid-year appraisals and a total of 20 410 educators, therapists and psychologists were appraised and there was evidence on the use of instruments and timetables.

The QMS indaba was held in three districts to strengthen the implementation of CA 2 of 2020 and 2 of 2022. The QMS Colloquium was also held at a provincial level on 24th and 25th August 2023, to strengthen implementation and the following key resolutions were taken:

- District programmes should incorporate the implementation of QMS
- IQMS Sub-directorate and districts to schedule training for Circuit Managers, Subject Advisors and SMTs
- Monitoring the implementation of workplans should be prioritised as a key activity of Circuit Managers and SMTs
- Appraisal processes are to be incorporated in school and district plans and must be strictly monitored

Implementation of Collective Agreement 4 of 2016

The placement report depicted a total of 628 educators on substantive posts and 361 on promotional posts, and 362 educators additional to the establishment have been placed as at end of September 2023.

Employee Health and Wellness

The report highlighted 259 employees screened for non-communicable diseases and awareness campaigns conducted in all the districts. A total of 347 active cases were reported, 164 have been attended, 18 finalised and 42 cases were referred externally.

School Safety

The report highlighted that capacity building was provided and 29 School Safety Committee members were trained on drug testing. District Safety Steering Committees were launched in all the districts and are expected to:

- Develop a comprehensive school safety and violence prevention plan for the district
- Lead the efforts to identify school safety needs and interventions and select appropriate interventions based on identified needs

- Support schools with the implementation of the safety plan, monitor and evaluate effectiveness of school safety initiatives in the district
- Mobilise communities to protect their schools and advise the Provincial School Safety Steering Committee on priority matters relating to safety in schools

Dispute Prevention

The task team progress report was presented on grievances and disputes that have been declared. The report also highlighted training that was conducted on the implementation of FSCA 1 of 2019, challenges facing the processes pertaining to recruitment and selection as well as grievances emanating from the Vacancy list 1 of 2023 that was recently published.

Grade R and ECD related matters

Progress report showed that CAPS training was conducted, and 695 Grade R Practitioners have been trained. Documents have been submitted to the Education Training and Development Practices - Sector Education and Training Authority (ETDP-SETA) for funding of 300 Grade R practitioners. Monitoring of curriculum was also done and 179 ECD centers were visited.

PILIR

The progress report was presented to Chamber, and a workshop has been conducted to address policy implementation challenges that were identified, and general problems encountered in the management of sick leave and incapacity leave.

Curriculum and Employment Equity Forum

Progress reports were presented depicting the functionality of the Curriculum and Employment Equity Forum as well as challenges that have been encountered and measures put in place to resolve the situation.

Strategy to overcome areas of underperformance

Not applicable.

Changes to planned targets

No changes were made to planned targets.

Linking performance to budget

Apr - Sep 2023			
Programme Name	Actual Expenditure	Budget	(Over)/Under Expenditure
	R'000	R'000	R'000
Collective Bargaining Services: Free State	260	351	91
Total	260	351	91

Gauteng

Key performance indicators, planned targets and actual achievements

Collective Bargaining Services: Gauteng						
Performance Indicator	Annual Target 2023/24	Planned Target For 2 nd Quarter	Actual Achievement 2 nd Quarter	Deviation from planned target to Actual Achievement for 2 nd Quarter	Comment on deviations	Status
Information Sharing						
Post Provisioning and Norms A report on the Medium-Term Expenditure Framework (MTEF) process for post provisioning is available	Reports (4)	The Employer presents a report on the meaningful consultations, creation, and distribution of post provisioning to the quarterly Chamber meeting	Achieved The Employer presented a report on the meaningful consultations, creation and distribution of post provisioning on PPN on: <ul style="list-style-type: none"> • 7th September 2023 • 26th September 2023 The Employer presented a report to the quarterly Chamber meeting on 28 th September 2023	None		
Quality Management System (QMS) Monitoring report on the implementation of QMS (CA 2 of 2020) is available	Reports (4)	The Employer to present a report on the implementation of QMS to the quarterly Chamber meeting	Achieved The Employer presented a report on the implementation of QMS to the task team meeting on 1 st August 2023 The Employer presented a report to the quarterly Chamber meeting on 28 th September 2023	None		
Employee Health & Wellness Monitoring reports on the implementation of Employee wellness programmes are	Reports (4)	A report on programmes that the Employer has implemented presented	Achieved The Employer presented a report on programmes	None		

Collective Bargaining Services: Gauteng						
Performance Indicator	Annual Target 2023/24	Planned Target For 2 nd Quarter	Actual Achievement 2 nd Quarter	Deviation from planned target to Actual Achievement for 2 nd Quarter	Comment on deviations	Status
available		to the quarterly Chamber meeting	implemented to the task team meeting on 2 nd August 2023 The Employer presented a report to the quarterly Chamber meeting on 28 th September 2023			
Safety in Schools Monitoring report on the implementation of activities on safety in schools report is available	Reports(4)	A report on School Safety activities is presented by the Employer to the task team. The PM submits the report to the quarterly Chamber meeting	Achieved The Employer presented a report on School Safety activities to the task team on 17 th August 2023 The PM submitted the report to the quarterly Chamber meeting on 28 th September 2023	None		
ECD Monitoring report on ECD related matters such as training and professional development, curriculum development, conditions of service, statistical report on supply and demand, and updates around national processes is available	Reports (4)	The Employer presents a report to the task team on ECD related matters. The PM submits a report to the quarterly Chamber meeting	Achieved The Employer presented a progress report to the task team on ECD related matters on 1 st August 2023 The PM submitted a report to the quarterly Chamber meeting on 28 th September 2023	None		
Educator Development Monitoring report on the provision and implementation of teacher development programs is available	Reports (2)	n/a	n/a	n/a		<i>This is a bi-annual target that only relates to the first and third quarters of the 2023/24 financial year.</i>

Collective Bargaining Services: Gauteng						
Performance Indicator	Annual Target 2023/24	Planned Target For 2 nd Quarter	Actual Achievement 2 nd Quarter	Deviation from planned target to Actual Achievement for 2 nd Quarter	Comment on deviations	Status
Dispute Prevention Monitoring report on grievances, misconduct, and disputes is available	Reports (4)	The Employer presents a two-quarter trend analysis report on grievances, disputes, and misconduct cases to the quarterly Chamber meeting	Achieved The Employer presented a two-quarter trend analysis report on grievances, disputes, and misconduct cases to the task team on 22 nd August 2023. The Employer presented a report to the quarterly Chamber meeting on 28 th September 2023	None	.	
Procedure on incapacity leave and ill-health retirement (PILIR) Monitoring report on the introduction and implementation of programmes on Procedure on Incapacity Leave and Ill-health Retirement (PILIR) is available	Reports (4)	The Employer presents a report on the implementation of programmes on PILIR to a task team. The PM presents the report to a quarterly Chamber meeting	Achieved The Employer presented a report on the implementation of programmes on PILIR to a task team on 11 th August 2023 The PM presented a report to the quarterly Chamber meeting on 28 th September 2023	None		
Filling of posts and Translation of temporary educators Progress report on the filling of posts and (monitoring Collective Agreement 4 of 2018 is available) the translation of temporary educators is available	Reports (4)	The Employer presents a report on the filling of posts and the translation of temporary educators to the task team. The PM presents the report to the quarterly Chamber meeting.	Achieved The Employer presented a report on the filling of posts and the translation of temporary educators to the task team on 15 th August 2023 The PM presented the report to the quarterly Chamber meeting on 28 th September 2023	None		

Overview of performance for the second quarter of the 2023/24 financial year

Post Provisioning and Norms

The Employer presented the Draft Post Provisioning for 2024/25 to a meeting on 7th and 26th September 2023. The Employer presented a budget of R47 672 026 000, with a deficit of R2-billion for Public Ordinary Schools. The Employer reported that the GDE was prepared to absorb the shortfall and retain the current post establishment, with a further 1500 growth posts for 2024. The proposal assumed that all employees would tab into 37% in lieu of benefits. The Employer further reported that the Gauteng Department of Education (GDE) will absorb 4.8% projected Cost-Of-Living Adjustment (COLA) for the 2024/25 financial year, as a directive from the National Treasury.

Quality Management System

The Employer presented a report on the implementation of QMS to the task team meeting on 1st August 2023. The Employer reported that there were a total of 1 309 school-based educators who scored zero due to a number of reasons, including abscondment, displacement and medical boarding. Regarding educators who scored between 1-49%, the Employer reported that 51 PL1 educators were referred to the Teacher Development Directorate for intervention. The PL3 educators were also receiving developmental support from the school Principals and the cluster leader. The Employer further reported that the payment of pay progression for all qualifying educators would be paid in August 2023.

Employee Health & Wellness

The Employer presented a report on the implementation of the Employee Health and Wellness programmes to the task team meeting held on 2nd August 2023. In implementing the objectives of the unit, the Employer reported between 19% and 49% of targets were reached by the different programmes. Employer reported having underperformed in implementing its GBVF and mental health programmes. The Employer reported to having reached 58% target when conducting the HIRA assessment in its offices. The evacuation drills, SHE rep, first aid, fire alarm and firefighting trainings were not conducted, however, the OHS programs were being published in the GDE news. The Employer further reported that the Sports and recreation programme was doing very well. The department was represented at the NPCSSSE and also participated in the 2023 comrades marathon and the 2023 AIDS conference.

Safety in schools

The Employer presented the safety in schools report to the task team meeting held on 17th August 2023. The Employer reported to have purchased handheld metal detectors for patrollers in schools to be used to scan learners, staff and visitors when entering school premises.

Furthermore, the Department was exploring the employment of Wardens to 275 priority schools in collaboration with the Department of Community Safety (DCS). The department was delivering a multi-certification programme to 150 schools, which includes First-Aid training and Basic Firefighting. The Employer further reported that it is embarking on guided prison tours aimed at discouraging learners from conflicting with the law.

Early Childhood Development (ECD)

The ECD report presented by the Employer indicated that 782 practitioners were in the process of being converted to grade R educators after verification of qualifications was completed. Educators who submitted documents late may only be converted from 1st September 2023. Furthermore, the Employer was conducting advocacy roadshow encouraging Grade R practitioners who were not willing to study, to inform them about the probability of termination of their contracts when grade R is fully professionalised.

Educator Development

The Employer presented a report on the implementation of educator training programmes for 2024/25 to the special task team meeting held on 5th and 11th September 2023. The training programmes will target teachers, school management teams and officials at the Head Office and District offices.

Dispute prevention

The Employer presented a dispute prevention report to the task team on 22nd August 2023. The employer indicated the following achievements: from the total of 192 grievances, 114 were completed and only 66 were completed within 30 days. From the 324 discipline case received, 115 were completed and only 88 were completed within 60 days. From the 27 disputes referred and completed, 24 were in favour of GDE and 4 against GDE. Employer further reported that 21 case of abscondment and of the 4 educators who applied for reinstatement, 3 were granted.

The report indicated the following challenges:

- Delay of investigations
- Grievances not completed on the prescribed form
- Failure to enforce compliance with the request for information
- Failure to monitor the conclusion of cases

Procedure on incapacity leave and ill-health retirement (PILIR)

The Employer presented the report on the implementation of PILIR programmes to the task team meeting held on 11th August 2023. The report indicated the outcomes of the PILIR applications in the first quarter from the Health Risk Manager as follows: a total of 801 PILIR applications were received from District Offices. A total of 522 applications were recommended, 50 applications were partially recommended and 215 applications were not recommended and 14 long term PILIR application were converted. The Employer received 128 grievances, which were all referred to HRM. The Employer further reported on some of the challenges experienced, in that employees who had not exhausted their normal sick leave were submitting PILIR applications. Employees at Head Office, District Offices and schools were not capacitated on PILIR guidelines, also manager/Line managers were reluctant to complete part D of the PILIR applications and doctors were taking a long time to complete Annexure B. Ongoing advocacy will be conducted by the department to address these challenges.

Filling of posts and the translation of temporary educators

The Employer presented a report on the filling of posts to the task team meetings held on 15th and 22nd August 2023. For the second quarter, a total of 4 719 qualifying educators will be converted, 673 educators were converted and 196 conversion letters were issued by the end of April 2023. The Employer reported that the delay in conversions was due to a systematic error that caused this cohort of educators to not contribute towards pension. The Employer reported that from time to time mandates to rectify errors were sent to GDF and were resolved.

Strategy to overcome areas of underperformance

Not applicable.

Changes to planned target

No changes were made to planned targets.

Linking performance to budget

Apr - Sep 2023			
Programme Name	Actual Expenditure	Budget	(Over)/Under Expenditure
	R'000	R'000	R'000
Collective Bargaining Services: Gauteng	250	354	104
Total	250	354	104

KwaZulu-Natal

Key performance indicators, planned targets and actual achievements

Collective Bargaining Services: KwaZulu-Natal						
Performance Indicator	Annual Target 2023/24	Planned Target for 2 nd Quarter	Actual Achievement 2 nd Quarter	Deviation from planned target to Actual Achievement for 2 nd Quarter	Comments on deviations	Status
Consultation, Implementation and Monitoring of Collective Agreements and Policies						
Post Provisioning Monitoring reports on the Medium-Term Expenditure Framework (MTEF) process for post provisioning are available	Reports (2)	Meaningful consultations, creation and distribution of post provisioning is finalised by 30 th September 2023 and a report is presented to a quarterly Chamber meeting by the Employer	Not Achieved The consultation on post creation was held on 26 th September 2023	Report (1)	The report was not presented at the quarterly Chamber meeting as there was a deadlock when the first task team report (staffing task team report) was presented to Chamber. Organised labour refused to continue with the meeting and a quorum, the Chairperson had to close the meeting.	
Quality Management System (QMS) Monitoring the implementation of QMS (CA 2 of 2020)	Reports (4)	The Employer to present a report to task team on the monitoring and support of the implementation of QMS. A report is presented at the quarterly Chamber meeting.	Not Achieved The Employer presented a report to the teacher development task team on 25 th July 2023 on the monitoring and support of the implementation of QMS	Report (1)	The report was not presented at the quarterly Chamber meeting as there was a deadlock when the first task team report (staffing task team report) was presented to Chamber.	

Collective Bargaining Services: KwaZulu-Natal						
Performance Indicator	Annual Target 2023/24	Planned Target for 2 nd Quarter	Actual Achievement 2 nd Quarter	Deviation from planned target to Actual Achievement for 2 nd Quarter	Comments on deviations	Status
					Organised labour refused to continue with the meeting and a quorum, the Chairperson had to close the meeting.	
Employee Health & Wellness Monitoring reports on the implementation of Employee wellness programmes are available	Reports (4)	A report on programmes that the Employer has implemented is presented to Chamber by 30 th September 2023	Not Achieved A report on programmes that the Employer has implemented was presented to the task team on 15 th August 2023	Report (1)	The report was not presented at the quarterly Chamber meeting as there was a deadlock when the first task team report (staffing task team report) was presented to Chamber. Organised labour refused to continue with the meeting and a quorum, the Chairperson had to close the meeting.	
Safety in Schools Monitor the reporting on the implementation of programmes on safety in schools	Reports (4)	A report on Training of School Safety Structures is presented by the Employer to the task team and the task team report is presented at the quarterly Chamber meeting.	Not Achieved A report on the training of school safety structures was presented by the Employer to the task team on 17 th August 2023	Report (1)	The report was not presented at the quarterly Chamber meeting as there was a deadlock when the first task team report (staffing task team report) was presented to	

Collective Bargaining Services: KwaZulu-Natal						
Performance Indicator	Annual Target 2023/24	Planned Target for 2 nd Quarter	Actual Achievement 2 nd Quarter	Deviation from planned target to Actual Achievement for 2 nd Quarter	Comments on deviations	Status
					Chamber. Organised labour refused to continue with the meeting and a quorum, the Chairperson had to close the meeting.	
Teacher Development Monitoring reports on the implementation of teacher development program(s) are available	Reports (4)	The Employer presents a report on the implementation of teacher development programs to the task team. The task team report is presented at the quarterly Chamber meeting	Not Achieved The Employer presented a report on the implementation of teacher development programs to the task team on 25 th July 2023	Report (1)	The report was not presented at the quarterly Chamber meeting as there was a deadlock when the first task team report (staffing task team report) was presented to Chamber. Organised labour refused to continue with the meeting and a quorum, the Chairperson had to close the meeting.	
Dispute Prevention Monitoring reports on grievances, misconduct, and disputes are available	Reports (4)	Employers present a report of a workshop on corrective discipline to the task team. A report is presented at the quarterly Chamber meeting.	Not Achieved The Employer presented a report of a workshop on corrective discipline to the task team on 23 rd August 2023	Report (1)	The report was not presented at the quarterly Chamber meeting as there was a deadlock when the first task team report (staffing task team	

Collective Bargaining Services: KwaZulu-Natal						
Performance Indicator	Annual Target 2023/24	Planned Target for 2 nd Quarter	Actual Achievement 2 nd Quarter	Deviation from planned target to Actual Achievement for 2 nd Quarter	Comments on deviations	Status
					report) was presented to Chamber. Organised labour refused to continue with the meeting and a quorum, the Chairperson had to close the meeting.	
ECD Monitoring report on ECD related matters such as training and professional development, curriculum development, conditions of service, statistical report on supply and demand, and updates around national processes is available	Reports (4)	The Employer presents a report on implementation of curriculum delivery programmes to the task team. The task team report is presented at the quarterly Chamber meeting	Not Achieved The Employer presented a report on the implementation of curriculum delivery programmes to the task team on 15 th August 2023	Report (1)	The report was not presented at the quarterly Chamber meeting as there was a deadlock when the first task team report (staffing task team report) was presented to Chamber. Organised labour refused to continue with the meeting and a quorum, the Chairperson had to close the meeting.	

Overview of performance for the second quarter of the 2023/24 financial year

Draft Collective Agreement No. 1 of 2023

KZN Chamber Parties collectively agreed on a Draft Collective Agreement talking to the absorption of 500 grade R educators into State paid posts and the monitoring of grade R posts in the system. The Draft Collective Agreement was to be adopted by Chamber on 15th September 2023 for onward processing.

Due to procedural internal matters, the Employer could not commit and adopt the Draft Collective Agreement No 1 of 2023 during the Chamber meeting on 15th September 2023.

Organised labour indicated that they could not continue with the rest of the items on the agenda if the Draft Collective Agreement No. 1 of 2023 is not adopted by Chamber, they requested that the meeting is closed.

School Based Educator Post distribution

KZN has not concluded the process of School-Based Educator Post distribution, a notice has been issued by the Employer inviting Parties to a meeting on this matter on 3rd November 2023.

Strategy to overcome areas of underperformance

A Chamber meeting will be convened on 3rd November 2023 to adopt the task team reports.

Changes to planned target

No changes were made to planned targets.

Linking performance to budget

Apr - Sep 2023			
Programme Name	Actual Expenditure	Budget	(Over)/Under Expenditure
	R'000	R'000	R'000
Collective Bargaining Services: KwaZulu-Natal	314	458	144
Total	314	458	144

Limpopo

Key performance indicators, planned targets and actual achievements

Collective Bargaining Services: Limpopo						
Performance Indicator	Annual Target 2023/24	Planned Target For 2 nd Quarter	Actual Achievement 2 nd Quarter	Deviation from planned target to Actual Achievement for 2 nd Quarter	Comments on deviations	Status
Consultation, Implementation and Monitoring of Collective Agreements and Policies						
Human Resources Management Monitoring HR reports on the provisioning of Human Resources are available	Reports (4)	Consultations on the post provisioning norms are finalised and a report be tabled in Chamber by the Employer	Achieved The report on the consultations of the 2024 posts provisioning norms was tabled by the Employer in the Special Chamber meetings held on 18 th September 2023, 19 th July 2023 and in Chamber meeting held on 26 th September 2023	None		
Quality Management System (QMS) Monitoring the implementation of QMS (CA 2 of 2020)	Reports (4)	The Employer to present a report to Chamber on the implementation of QMS	Achieved The report on the implementation of QMS was tabled by the Employer in the EPM Sub-Committee meeting held on 15 th August 2023 and the Chamber meeting on 26 th September 2023 respectively	None		
Teacher Well-being Monitoring reports on the implementation of Teacher Well-being are available	Reports (4)	The Employer submits a progress report on the implementation of a teacher well-being campaign to Chamber at the quarterly Chamber meeting	Achieved Progress report on the implementation of the teacher well-being campaign was tabled by the Employer in the Employee Health, Wellness and Schools' Safety Sub-Committee meeting held on 15 th August 2023 and the Chamber meeting on 26 th September 2023	None		

Collective Bargaining Services: Limpopo						
Performance Indicator	Annual Target 2023/24	Planned Target For 2 nd Quarter	Actual Achievement 2 nd Quarter	Deviation from planned target to Actual Achievement for 2 nd Quarter	Comments on deviations	Status
Safety in Schools Monitor the reporting on the implementation of programmes on safety in schools	Reports (4)	A report on School Safety activities is presented by the Employer at the quarterly Chamber meeting	Achieved The report on School Safety activities was tabled by the Employer in the Employee Health, Wellness and Schools' Safety Sub-Committee meeting held on 15 th August 2023 and the Chamber meeting on 26 th September 2023	None		
ECD Monitoring report on ECD related matters such as training and professional development, curriculum development, conditions of service, statistical report on supply and demand, and updates around national processes is available	Reports (4)	The Employer presents a progress report to the task team on ECD related matters. The PM submits a report to Chamber at the quarterly Chamber meeting	Achieved Progress report on ECD matters was tabled by the Employer in the ECD task Team meeting and the Chamber meeting held on 26 July 2023 and 26 September 2023 respectively	None		
Capacity Building Programs Monitoring reports on parties' workshops and training cascaded to their constituencies at district and circuit level	Reports (3)	Parties table progress reports in the Chamber meeting on capacity building programs for their constituencies	Achieved The report on the capacity building programs were tabled in the Chamber meeting held on 26 th September 2023	None		
Rationalisation of schools Monitoring reports on rationalisation of schools are available	Reports (3)	The Employer tables a report on the rationalisation of schools at the quarterly chamber meeting	Achieved The report on rationalisation of schools was tabled by the Employer in the HRM Sub-Committee held on 11 th September 2023 and in the Chamber meeting on 26 th September 2023	None		

Collective Bargaining Services: Limpopo						
Performance Indicator	Annual Target 2023/24	Planned Target For 2 nd Quarter	Actual Achievement 2 nd Quarter	Deviation from planned target to Actual Achievement for 2 nd Quarter	Comments on deviations	Status
PILIR (Policy on Incapacity Leave and Ill-health Retirement) Monitoring reports on the processing of PILIR referrals are available	Reports (3)	A report on the processing of PILIR referrals be tabled by the Employer and discussed in the Chamber meeting	Achieved The report on the processing of PILIR referrals was tabled by the Employer in the HRM Sub-Committee meeting held on 11 th September 2023 and the Chamber meeting on 26 th September 2023	None	None	
Dispute Prevention Monitoring reports on the categories and status of grievances and disputes lodged are available	Reports (4)	The Employer tables at the quarterly chamber meeting a report on the categories, trends and status of grievances and disputes lodged	Achieved The report on the categories, trends and status of grievances and disputes lodged was tabled by the Employer in the Dispute Prevention task team meeting held on 7 th August 2023 and the Chamber meeting on 26 th September 2023	None		
Educators Performance management Monitoring reports on the implementation of performance management instruments are available	Reports (4)	The Employer tables a report on the implementation of performance management instruments at the Chamber meeting	Achieved The reports on the implementation of performance management instruments were tabled by the Employer in the EPM Sub-Committee meeting held on 15 th August 2023 and the Chamber meeting on 26 th September 2023	None		
Curriculum and examinations Monitoring reports on the implementation of curriculum policies and the management of examinations are available	Reports (3)	The Employer tables a report on the implementation and management of the curriculum and examinations policies at the Chamber meeting	Achieved The report on the management of the curriculum and examinations curriculum policies was tabled by the Employer in the Curriculum and Examinations Sub-Committee meeting held on	None		

Collective Bargaining Services: Limpopo						
Performance Indicator	Annual Target 2023/24	Planned Target For 2 nd Quarter	Actual Achievement 2 nd Quarter	Deviation from planned target to Actual Achievement for 2 nd Quarter	Comments on deviations	Status
			23 rd August 2023 and in the Chamber meeting held on 26 th September 2023			

Overview of performance for the second quarter of the 2023/24 financial year

The Chamber achieved all targets for the quarter under review and this performance is the result of task team and sub-committee discussions and recommendations which culminated in Chamber decisions.

The Staffing of schools

The Employer declared the 2024 post establishment of 51752 posts which had not changed for several consecutive years now. The management plan for the implementation of this post establishment was also subsequently tabled and adopted in the sub-committee meeting.

Quality Management System (QMS)

The training of school-based Education Therapists, Psychologists and Counsellors on the newly signed QMS Collective Agreement took place on 29th August 2023. All programme coordinators were taken on board.

Rationalisation and merging of schools

A total of 227 schools, including one for the quarter under review has been merged so far. One FET Grade was moved to the host centre. Five schools applied for a change of merging centres. There was Community resistance in eight schools (i.e 3.5%), one Grade 11 and 12 school was moved and other grades had not yet moved. An additional school had moved to the identified merging centre to take the tally of moved schools to 58. A total of 115 (i.e 50.66%) schools had not yet moved to the identified merging centres. There are scholar transport challenges in eight schools so far. The merging process had been put on hold in 22 schools so far and this is as a result of the increase in learner enrolment. One Employee party raised a concern on the negative impact that the merging of schools will finally have on rural communities.

The implementation and monitoring of the Rural Education Framework is ongoing.

Dispute Prevention

The number of cases referred for arbitrations and conciliation as well as grievances had decreased once more, one out of nine grievances were finalised. The Employer continued to train schools on grievance and dispute handling. The Employer also facilitated two workshops on the Employment Equity issues as invited by one of the Parties to Chamber. All these were done with the aim of empowering educators and reducing the rate of grievances and disputes.

Safety in schools

A total of 922 schools-based teams (represented by principal/deputy, School Safety Officer and SGB member) from the eight districts were trained on the Provincial Schools' Safety Guidelines. Thus far, 3 182 Schools' Safety Committees (SSC) were established.

Teacher Wellbeing

The Employer held Wellness Information Sessions during Candlelight Commemoration Day observed in Sekhukhune South, Waterberg, Mopani West, Vhembe West, Mogalakwena and during Sports fun days held in Sekhukhune South (Manthole /Hlogotlou Circuits and Mopani West districts for a total of 1 318 educators, i.e. 848 females and 470 males.

Strategy to overcome areas of underperformance

Not applicable.

Changes to planned targets

No changes to planned targets.

Linking performance to budget

Apr - Sep 2023			
Programme Name	Actual Expenditure	Budget	(Over)/Under Expenditure
	R'000	R'000	R'000
Collective Bargaining Services: Limpopo	227	281	54
Total	227	281	54

Mpumalanga

Key performance indicators, planned targets and actual achievements

Collective Bargaining Services: Mpumalanga						
Performance Indicator	Annual Target 2023/24	Planned Target For 2 nd Quarter	Actual Achievement 2 nd Quarter	Deviation from planned target to Actual Achievement for 2 nd Quarter	Comment on deviations	Status
Consultation, Implementation and Monitoring of Collective Agreements and Policies						
Post Provisioning A report on the Medium-Term Expenditure Framework (MTEF) process for post provisioning is available.	Reports (4)	The Employer presents a report on the meaningful consultations, creation, and the distribution of posts to the quarterly Chamber meeting	Achieved The Employer presented an indicative budget on 10 th August 2023 and consulted Parties on the 2024 PPN on 6 th and 13 th September 2023 and a report on the consultations, creation and distribution of posts was presented in the Chamber held on 22 nd September 2023	None		
Quality Management System (QMS) Monitoring the implementation of QMS (CA 2 of 2020)	Reports (4)	The Employer to present a report on the implementation of QMS to the quarterly Chamber meeting.	Achieved The Employer presented a report on the implementation of QMS to the quarterly task team meeting held on 22 nd August 2023 and the report was presented, adopted, and ratified in the quarterly Chamber meeting held on 22 nd September 2023	None		
Employee Health & Wellness Monitoring reports on the implementation of Employee wellness programmes are available.	Reports (4)	A report on programmes that the Employer has implemented presented to the quarterly Chamber meeting.	Achieved The Employer presented a report on programmes implemented on Employee Health and Wellness to a task team meeting held on 16 th	None		

Collective Bargaining Services: Mpumalanga						
Performance Indicator	Annual Target 2023/24	Planned Target For 2 nd Quarter	Actual Achievement 2 nd Quarter	Deviation from planned target to Actual Achievement for 2 nd Quarter	Comment on deviations	Status
			August 2023 and the report was presented, adopted, and ratified by the quarterly Chamber meeting held on 22 nd September 2023			
Safety in Schools Monitor the reporting on the implementation of programmes on safety in schools	Reports (4)	A report on School Safety activities is presented by the Employer to the task team. The PM submits the report to the quarterly Chamber meeting	Achieved The Employer presented a report on school safety activities to the task team meeting held on 16 th August 2023 and the PM presented the report to the quarterly Chamber meeting held on 22 nd September 2023	None		
Dispute Prevention Monitoring report on grievances, misconduct, and disputes is available	Reports (4)	The Employer presents a statistical report on workshops conducted on dispute prevention, grievances, and misconduct management to the quarterly Chamber meeting	Achieved The Employer presented a statistical report on workshops conducted on dispute prevention, grievances, and misconduct management to the quarterly task team meeting held on 17 th August 2023 and the report was presented to quarterly Chamber meeting held on 22 nd September 2023	None		
Early Childhood Development (ECD) Monitoring report on training and professional development, curriculum development, conditions of service, statistical report on	Reports (4)	The Employer presents a progress report to the task team on ECD related matters. The PM submits a report to the quarterly Chamber meeting	Achieved The Employer presented a progress report to the task team meeting held on 16 th August 2023 on ECD related matters. The PM submitted the report to the quarterly Chamber meeting held on 22 nd September 2023.	None		

Collective Bargaining Services: Mpumalanga						
Performance Indicator	Annual Target 2023/24	Planned Target For 2 nd Quarter	Actual Achievement 2 nd Quarter	Deviation from planned target to Actual Achievement for 2 nd Quarter	Comment on deviations	Status
supply and demand, and updates around national processes is available			The Employer also presented a revised report to the Chamber meeting held on 22 nd September 2023			
Filling of post Monitoring report on recruitment, selection, filling of posts, excess educators, translation of temporary educators, new entrants, and promotional posts is available	Reports (4)	The Employer presents a report on the filling of posts to the quarterly Chamber meeting	Achieved The Employer presented a report on the filling of posts to the quarterly task team meeting held on 17 th August 2023 and the report was presented in the quarterly Chamber meeting held on 22 nd September 2023	None		
Maths Science and Technology (MST) Schools Monitoring report on the implementation of the MST project, provision of resources (Human and physical) to the MST schools and the feeder schools, training of educators and performance of MST schools	Reports (4)	The Employer presents a report on MST schools to the quarterly Chamber meeting	Achieved The Employer presented a report on MST schools to the quarterly Chamber meeting held on 22 nd September 2023	None		

Overview of performance for the second quarter of the 2023/24 financial year

During the reporting period the Mpumalanga Chamber was able to achieve its planned targets by convening STANCO, task team and the quarterly Chamber meetings where Parties shared information and consulted on priority Chamber matters.

Post Provisioning Norms

During the period under review, the Employer consulted the Employee Parties to the Chamber on the 2024 post provisioning norms. The first consultative meeting was held on 6th September 2023 and the second meeting was held on 13th September 2023, where the Parties reached consensus on a pool of 32 637 posts to be distributed to schools for the 2024 academic year.

Quality Management System

The Quality Management System report provided a snapshot of the performance of educators and the payment of pay progression for approximately 23 540 educators.

Early Childhood Development (ECD)

The Employer presented a progress report which indicated that 1582 out of a total of 2054 practitioners have been translated to grade R educators to date, whereas 469 remain grade R practitioners and three are substitute practitioners.

Filling of posts

The Employer reported to a task team meeting that was held on 17th August 2023 that from the November 2021 vacancy list where they advertised 1 123 posts, 921 posts were successfully filled, 174 were withdrawn, 24 were enroute for approval and four had outstanding recommendations. The Employer further reported that from the 2022 vacancy list where they advertised 118 posts, 93 were successfully filled, 23 were withdrawn and three had outstanding recommendations. The Employer reported that in implementing Collective Agreement No. 4 of 2018, they have translated 1 243 temporary educators into permanent educators.

Strategy to overcome areas of underperformance.

Not applicable.

Changes to planned target

No changes were made to planned targets.

Linking performance to budget

Apr - Sep 2023			
Programme Name	Actual Expenditure	Budget	(Over)/Under Expenditure
	R'000	R'000	R'000
Collective Bargaining Services: Mpumalanga	197	291	94
Total	197	291	94

North West

Key performance indicators, planned targets and actual achievements

Collective Bargaining Services: North West						
Performance Indicator	Annual Target 2023/24	Planned Target For 2 nd Quarter	Actual Achievement 2 nd Quarter	Deviation from planned target to Actual Achievement for 2 nd Quarter	Comment on deviations	Status
Consultation, Implementation and Monitoring of Collective Agreements and Policies						
Post Provisioning Consolidated reports on the consultation process and distribution of post provisioning for the following financial year are available	Reports (3)	Receiving report on for post provisioning from Employer and tabling it at the quarterly Chamber meeting.	Not Achieved	None	The Employer advised the formal Chamber meeting held on 8 th September 2023 that the report on Post Provisioning Model was not ready yet.	
Quality Management System (QMS) Monitoring the implementation of QMS (CA 2 of 2020)	Reports (4)	The Employer to present a report to Chamber on the implementation of QMS.	Achieved The Chamber meeting of 8 th September 2023 received a report on the implementation of QMS from the Employer	None		
Employee Health & Wellness Monitoring reports on the implementation of Employee Wellness programmes are available	Reports (4)	A report on programmes that Employer has implemented, presented to the quarterly Chamber meeting.	Achieved The Chamber meeting of 8 th September 2023 received reports on activities related to programmes of Employees Health and Wellness	None		
Early Childhood Development (ECD) Monitoring progress report on the implementation of ECD programmes are available	Reports (4)	The Employer presents a report to the task team on ECD related matters. The Task Team submits a report to Chamber.	Achieved The Chamber meeting of 8 th September 2023 received a report on ECD related matters from the Task Team meeting convened on 20 th July 2023	None		

Collective Bargaining Services: North West						
Performance Indicator	Annual Target 2023/24	Planned Target For 2 nd Quarter	Actual Achievement 2 nd Quarter	Deviation from planned target to Actual Achievement for 2 nd Quarter	Comment on deviations	Status
Teacher Development Monitoring progress reports on provisioning of teacher development programs are available	Management Plan (1) Reports (3)	Receiving Teacher development programmes report from Employer and tabling it at the quarterly Chamber meeting.	Achieved The Chamber meeting of 8 th September 2023 received a report on Teacher Development programmes from the Employer	None		
Dispute Prevention Analysing reports on the categories and status of the Disputes, Grievances and Misconduct-cases lodged are available	Reports (4)	Receiving statistical report (national and provincial) from Task Team and tabling it at the quarterly Chamber meeting	Achieved The Chamber meeting of 8 th September 2023 received reports on categories and status of the disputes, grievances and misconduct-cases from the Task Team meeting convened on 14 th July 2023	None		
Terminations (contract expiry; resignations; retirements; deceased and dismissals) Consolidated reports on the category of terminations are available	Reports (2)	Receiving reports on the category of terminations from Employer and tabling it at the quarterly Chamber meeting	Achieved The Chamber meeting of 8 th September 2023 received reports on category of terminations from the Employer	None		
Safety in Schools Monitor the reporting on the implementation of programmes on safety in schools	Management Plan (1) Reports (3)	A report on School Safety activities is presented by the Employer at the quarterly Chamber meeting.	Achieved The Chamber meeting of 8 th September 2023 received reports on School Safety activities from the Employer	None		

Collective Bargaining Services: North West						
Performance Indicator	Annual Target 2023/24	Planned Target For 2 nd Quarter	Actual Achievement 2 nd Quarter	Deviation from planned target to Actual Achievement for 2 nd Quarter	Comment on deviations	Status
Advertisement and Filling of Posts Monitoring reports on sharing information on the advertisement and filling of posts are available	Reports (2)	Receiving statistical report on advertisement and filling of posts from Employer and tabling it at the quarterly Chamber meeting.	Achieved The Chamber meeting of 8 th September 2023 received a report on advertisement and filling of posts from Employer	None		
Workshop on MTEF Concepts The report on workshop for party-members related to description of MTEF concepts is available	Reports (1)	n/a	n/a	n/a		<i>This is an annual target that only relates to the fourth quarter of the 2023/24 financial year.</i>
Temporary Educators Monitoring reports on appointment and conversion of temporary educators are available	Report (2)	Receiving statistical report of temporary educators from Task Team and tabling it at the quarterly Chamber meeting	Achieved The Chamber meeting of 8 th September 2023 received statistical reports of temporary educators from the Task Team meeting held on 4 th August 2023	None		
Performance Management and Development System (PMDS) Consolidated reports on assessed employees are available	Report (2)	Receiving statistical report on PMDS assessment from Employer and table it at the quarterly Chamber meeting	Achieved The Chamber meeting of 8 th September 2023 received a statistical report on PMDS assessment from the Employer	None		

Overview of performance for the second quarter of the 2023/24 financial year

The Chamber convened three task teams and STANCO meeting aimed at preparations of the formal chamber meeting during the quarter under review.

The recommendations derived from the three task teams were acknowledged and endorsed by the formal Chamber meeting of 8th September 2023 and the following were deliberated on:

- The Chamber pleaded for expedited implementation of the recommendation of the Task Team on Dispute Prevention advocating that the circular on handling misconduct cases at schools be distributed.
- The meeting held the view that quarterly targets of the APP of the PELRC in respect of programs on ECD are unspecific.
- The same meeting supported the recommendation of the Task Team on ECD in respect of incorporating activities reflected by the contents of the APP on ECD, as quarterly targets.

The Chamber also received the management-plan meant to promote objectives of the programme of "School Safety".

During August, the Chamber conducted a capacity-building programme for members of SADTU (office-bearers and school-principals). The workshop related to topics on leave-measurers, grievance-procedure and dispute-lodging, misconducts including Collective Agreements No. 4 of 2016 and 4 of 2018.

Strategy to overcome areas of underperformance

The employer made commitment that the report on Post Provisioning Model will be availed during the third quarter of 2023/24.

Changes to planned targets

No changes were made to planned targets.

Linking performance to budget

Apr - Sep 2023			
Programme Name	Actual Expenditure	Budget	(Over)/Under Expenditure
	R'000	R'000	R'000
Collective Bargaining Services: North West	184	255	71
Total	184	255	71

Northern Cape

Key performance indicators, planned targets and actual achievements

Collective Bargaining Services: Northern Cape						
Performance Indicator	Annual Target 2023/24	Planned Target For 2 nd Quarter	Actual Achievement 2 nd Quarter	Deviation from planned target to Actual Achievement for 2 nd Quarter	Comment on deviations	Status
Consultation, Implementation and Monitoring of Collective Agreements and Policies						
Post Provisioning Monitoring reports on the consultation process for post provisioning is available	Reports (4) Meeting (1)	The Employer to conduct meaningful consultations on the Indicative Budget and Staff Establishment Process and present a report to the quarterly Chamber meeting	Achieved The Employer presented a report following meaningful consultations held on the indicative budget and staff establishment process to the quarterly Chamber meeting on 22 nd September 2023	None		
Educator Health & Wellness Monitoring reports on the implementation of Educator wellness programmes are available.	Management Plan (1) Reports (3)	The Employer to present a report on the implementation of educator wellbeing programmes at the quarterly Chamber meeting	Achieved The Employer presented a report on the implementation of the educator well-being programmes at the quarterly Chamber meeting on 22 nd September 2023	None		
Dispute Prevention Monitoring report on grievances, misconduct, disputes, and training conducted is available.	Reports (4)	The Employer presents a trend analysis report on grievances, misconducts, and disputes to the quarterly Chamber meeting	Achieved The Employer presented a trend analysis report on grievances, misconducts, and disputes at the quarterly Chamber meeting on 22 nd September 2023	None		

Collective Bargaining Services: Northern Cape						
Performance Indicator	Annual Target 2023/24	Planned Target For 2 nd Quarter	Actual Achievement 2 nd Quarter	Deviation from planned target to Actual Achievement for 2 nd Quarter	Comment on deviations	Status
	Reports (2)	Labour to present a training intervention report to the quarterly Chamber meeting	Not Achieved	Report (1)	Labour did not report on the training interventions conducted by them and did not provide any explanation. The report will be presented during the third quarterly Chamber meeting.	
Implementation of Collective Agreements: <ul style="list-style-type: none"> Quality Management System (QMS) Monitoring the implementation of QMS (CA 2 of 2020) Performance Management and Development System (PMDS) for office-based educators Monitoring the implementation of PMDS (CA 1 of 2017) 	Reports (2)	The Employer to present a progress report on the implementation of QMS to the quarterly Chamber meeting	Not Achieved	Report (1)	The Employer did not present the progress report due to its internal challenges. The report will be presented during the third quarterly Chamber meeting.	
	Reports (2)	The Employer to present a report on the implementation of PMDS to the quarterly Chamber meeting	Not Achieved	Report (1)	The Employer did not present the implementation report due to its internal challenges. The report will be presented during the third quarterly Chamber meeting.	
Schools Safety Monitoring and reporting on interventions related to school safety.	Reports (4)	The Employer to present a report on School Safety activities to the quarterly Chamber meeting	Achieved The Employer presented a report on School Safety activities at the quarterly Chamber meeting on 22 nd September 2023	None		

Collective Bargaining Services: Northern Cape						
Performance Indicator	Annual Target 2023/24	Planned Target For 2 nd Quarter	Actual Achievement 2 nd Quarter	Deviation from planned target to Actual Achievement for 2 nd Quarter	Comment on deviations	Status
Early Childhood Development (ECD) Monitoring report on ECD related matters such as training and professional development, curriculum development, conditions of service, statistical report on supply and demand, and updates around national processes is available.	Reports (4)	The Employer to present a report on ECD related matters at the quarterly Chamber meeting.	Achieved The Employer presented a report on ECD related matters, at the quarterly Chamber meeting on 22 nd September 2023	None		

Overview of performance for the second quarter of the 2023/2024 financial year

Post Provisioning Norms and Standards: The Employer confirmed during the first consultation that the post basket of 10 188 will be retained for the 2024 academic year. During the consultation process it was confirmed that the additional funding required to convert qualifying grade R practitioners, was tabled with the National and Provincial Department of Treasury, during the *'ten-by-ten'* meeting. The Special Chamber scheduled to adopt the post provisioning process did not converge in the processes' adoption. Labour indicated that the non-adoption of the process was in terms of their mandate and considering the impact of endorsing a process that did not provide for educators on the establishment, not budgeted for. The effect of that was that learners were prejudiced, in that no quality learning and teaching could take place in public schools. Parties agreed that they would engage their principals and provide feedback during the quarterly Chamber. The Employer confirmed the allocation of R190-million towards the cost of employees. The post provisioning process was adopted during the Special Chamber held on 27th September 2023.

Dispute Prevention: The Employer indicated that it had placed 13 officials on precautionary suspension at the cost of R3 556 260.30. There were no officials conducting business with the Employer.

Educator Health and Wellness: Labour expressed their disappointment with the Employer's approach of focusing on office-based educators, whilst school-based educators were reached haphazardly and mainly within the Frances Baard District. The Employer noted the concerns raised and indicated that their target was to reach at least 50% to 70% of educators, with the assistance of Labour.

Early Childhood Development (ECD): Discussions were focused on the resolution that instructed the conversion of duly qualified grade R practitioners. The Employer indicated that the budget required an adjustment to provide for the implementation of the resolution, which funds were not available. It was projected that an amount of R90 732 325.88 was required to absorb 259 grade R practitioners as post level one teachers.

Strategy to overcome areas of underperformance

Implementation of Collective Agreements Task Team meeting to be held on 24th October 2023. The next Chamber meeting is scheduled for 15th November 2023.

Changes to planned targets

No changes were made to planned targets.

Linking performance to budget

Apr - Sep 2023			
Programme Name	Actual Expenditure	Budget	(Over)/Under Expenditure
	R'000	R'000	R'000
Collective Bargaining Services: Northern Cape	212	263	51
Total	212	263	51

Western Cape

Key performance indicators planned targets and actual achievements

Collective Bargaining Services: Western Cape						
Performance Indicator	Annual Target 2023/24	Planned Target For 2 nd Quarter	Actual Achievement 2 nd Quarter	Deviation from planned target to Actual Achievement for 2 nd Quarter	Comment on deviations	Status
Consultation, Implementation and Monitoring of Collective Agreements and Policies						
Post Provisioning Monitoring reports on the consultation process for post provisioning is available	Reports (4)	Meaningful consultations, creation and distribution of post provisioning is finalised, and a report is presented at the quarterly Chamber meeting by the Employer	Achieved Meaningful consultations, creation, and distribution of post provisioning was finalised on 22 nd September 2023, and a report was presented at a Special Chamber meeting by the Employer on 26 th September 2023	None		
Employee Health & Wellness Monitoring reports on the implementation of Employee wellness programmes are available	Reports (4)	A report on programmes that the Employer has implemented is presented at the quarterly Chamber meeting	Achieved A report on programmes that the Employer has implemented was presented at the PILIR and Wellness Task Team meeting on 29 th August 2023 A report on programmes that the Employer has implemented was presented at the quarterly Chamber meeting on 14 th September 2023	None		
ECD (Grade R) Monitoring report on ECD related matters such as training and professional development, curriculum development, conditions of service, statistical report on	Reports (4)	The Employer presents a progress report to the task team on ECD related matters. The PM submits a report at the quarterly Chamber meeting.	Achieved The Employer presented a progress report to the task team meeting on ECD related matters on 23 rd August 2023	None		

Collective Bargaining Services: Western Cape						
Performance Indicator	Annual Target 2023/24	Planned Target For 2 nd Quarter	Actual Achievement 2 nd Quarter	Deviation from planned target to Actual Achievement for 2 nd Quarter	Comment on deviations	Status
supply and demand, and updates around national processes is available.			The PM submitted a report at the quarterly Chamber meeting on 14 th September 2023			
Dispute Prevention Monitoring report on grievances, misconduct, disputes, and training conducted is available	Reports (4)	The Employer presents a trend analysis report on grievances, misconducts, and disputes to the DPTT A report is submitted at the quarterly Chamber meeting	Achieved The Employer presented a trend analysis report on grievances, misconducts, and disputes to the DPTT on 13 th September 2023 A report was submitted at the quarterly Chamber meeting on 14 th September 2023	None		
	Reports (2)	Training intervention report is presented at the quarterly Chamber meeting by the Employee Parties	Achieved Training intervention report was presented at the quarterly Chamber meeting by the Employee Parties on 14 th September 2023	None		
Quality Management System (QMS) Monitoring the implementation of QMS (CA 2 of 2020)	Reports (4)	The Employer presents a progress report on the implementation of QMS at the quarterly Chamber meeting	Achieved The Employer presented a progress report on the implementation of QMS at the task team meeting on 5 th September 2023 The Employer presented a progress report on the implementation of QMS at the quarterly Chamber meeting on 14 th September 2023	None		

Collective Bargaining Services: Western Cape						
Performance Indicator	Annual Target 2023/24	Planned Target For 2 nd Quarter	Actual Achievement 2 nd Quarter	Deviation from planned target to Actual Achievement for 2 nd Quarter	Comment on deviations	Status
Schools Safety Monitoring and reporting on interventions related to school safety	Reports (4)	A report on Schools Safety activities is presented by the Employer at the task team. The PM submits a report at the quarterly Chamber meeting	Achieved A report on Schools Safety activities was presented by the Employer at the task team meeting on 15 th August 2023 The PM submitted a report at the quarterly Chamber meeting on 14 th September 2023	None		

Overview of performance for the second quarter of the 2023/24 financial year

Employee Health & Wellness

The Employer in collaboration with both Educator and Public Service unions are busy with advocacy and mobilisation for the envisaged Employee Wellness Webinar taking place on 14th October 2023. Advocacy is also done to mobilise employees to utilise the employee health and wellbeing programmes offered by the Employer's service provider free of charge.

Early Childhood Development (ECD)

The persistent challenge for the Employer is the lack of personnel to effectively monitor spending of the subsidy. ECD Managers are not on the WCED organogram which poses a further risk regarding effective service delivery in this sector. Labour expressed concern about this challenge reflecting in the report consistently without any intervention strategy in place. The Employer reported that the Organisational Development Directorate was engaged with scoping and Employee Parties would be consulted once the scoping is completed.

Quality Management System (QMS)

The Employer did not present a written report on Collective Agreement No. 2 of 2022. Employee Parties have expressed concern that no report was presented. The Employer indicated that the directorate was engaged in collating the data of Collective Agreement No. 2 of 2022 and would present reports in future.

Strategy to overcome areas of underperformance

None

Changes to planned targets

No changes were made to planned targets.

Linking performance to budget

Apr - Sep 2023			
Programme Name	Actual Expenditure	Budget	(Over)/Under Expenditure
	R'000	R'000	R'000
Collective Bargaining Services: Western Cape	199	333	134
Total	199	333	134

PROGRAMME 2 DISPUTE MANAGEMENT SERVICES

Purpose

The purpose of Programme 2 is to manage disputes proactively. This includes prevention of disputes by defusing conflicts that can disrupt teaching and learning, and it also includes dispute resolution. Professional development and training are included in Programme 2 to ensure that Dispute Resolution Practitioners and Panellists operate effectively. Particular emphasis is placed on training that helps to protect the rights of children involved in special disputes.

Sub-programmes

- Conciliation and pre-arbitration services
- Arbitration services
- Training of Dispute Resolution Practitioners and/or Negotiators
- Professional Training and Development of Panellists
- Quality control of awards and rulings

Strategic Objectives

- To provide efficient dispute resolution services.
- To ensure quality over arbitration awards.
- To provide Professional Development to Panellists.

Dispute Management Services						
Performance Indicator	Annual Target 2023/24	Planned Target For 2nd Quarter	Actual Achievement 2nd Quarter	Deviation from planned target to Actual Achievement for 2nd Quarter	Comment on deviations	Status
Provision of dispute resolution services						
Administration of cases in jurisdiction for conciliation	Processing of 90% of cases in jurisdiction within 30 days	All cases in jurisdiction are processed (scheduling or issuing of certificate) within 30 days of receipt	Achieved 100% 128 Out of 215 cases received, 155 cases were in jurisdiction and	None	Clustering of conciliation.	

Dispute Management Services						
Performance Indicator	Annual Target 2023/24	Planned Target For 2 nd Quarter	Actual Achievement 2 nd Quarter	Deviation from planned target to Actual Achievement for 2 nd Quarter	Comment on deviations	Status
			<p>60 cases were out of jurisdiction.</p> <p>Of the 155 that were in jurisdiction, 27 were IBA cases.</p> <p>All 128 cases were conciliated within 30 days of receipt.</p>			
Administration of requests for arbitration	75% of cases scheduled for arbitration within 45 days after receipt of referral	80% of cases scheduled for arbitration within 45 days after receipt of referral	<p>Achieved</p> <p>100%</p> <p>84</p> <p>A total of 84 arbitration dispute referrals were received.</p> <p>All 84 cases were scheduled within 45 days.</p>	+20%	Zoom scheduling of cases and no school holiday disruptions.	
Administration of sexual misconduct cases	To schedule 60% of sexual misconduct cases for inquiry by arbitrator within 60 days after receipt of the referral	To schedule 60% of sexual misconduct cases for inquiry by arbitrator within 60 days after receipt of the referral	<p>Achieved</p> <p>100%</p> <p>27</p> <p>A total of 31 sexual misconduct cases for inquiry by arbitrator were received.</p> <p>Of the 31 cases, 27 were in jurisdiction and four were out of jurisdiction.</p> <p>All 27 cases in jurisdiction were scheduled within 60 days.</p>	+40%	Due to the cooperation from the court with assistance of venues.	

Dispute Management Services						
Performance Indicator	Annual Target 2023/24	Planned Target For 2 nd Quarter	Actual Achievement 2 nd Quarter	Deviation from planned target to Actual Achievement for 2 nd Quarter	Comment on deviations	Status
Quality control of arbitration awards	100% Quality Control (QC) done in all arbitration awards concluded	100% of all awards are quality controlled by Senior Commissioners	Achieved 100% All 76 (67 awards and 9 Special awards) arbitration awards received were quality controlled.	None		
Facilitation of training sessions for Dispute Resolution Practitioners	Facilitate six (6) training sessions for Dispute Resolution Practitioners and maintain attendance register	Facilitate two (2) training sessions for Dispute Resolution Practitioners and maintain attendance register	Two trainings were conducted for Dispute Resolution Practitioners for the quarter as planned.	None		
Facilitation of training sessions for professional development of Panellists	Facilitate four (4) training sessions for professional development of Panellists	n/a	n/a	n/a		<i>This is a bi-annual target that relates to the third and fourth quarters of the 2023/24 financial year.</i>

Strategy to overcome areas of underperformance

The Council continues to minimise frivolous requests for postponements, as well as reduce the high number of adjournments by enforcing Clause 45 of the ELRC constitution. The increase in requests for postponements negatively affect the turn-around times for conciliation and arbitration processes, thus affecting the performance of the Dispute Management section. The Council also encourages Panellists to enforce clause 54 of the ELRC constitution to discourage inadequate preparation for hearings and requests for postponement.

In hearings where a child is a victim or a witness, the Council continues to ensure that appropriate venues are booked for these special hearings, e.g., Magistrate Court, Children’s Court, or Teddy Bear Clinic (Johannesburg) and Department of Social Development in Free State and Northern Cape. The Council will also ensure that Intermediaries are appointed to protect the rights of the child, as stipulated in Section 28

of the Constitution, *“The Right of the child is of paramount importance in all matters concerning the child”*. The Council continues to recruit Panellists, Interpreters, and Intermediaries to improve on its efficiencies.

As a way of improving efficiencies, the Council continues to enforce compliance by ensuring that Panellists submit arbitration awards to the ELRC within 14 days of the conclusion of arbitration proceedings, in terms of clause 18.5 of the ELRC constitution.

Most disputes referred to the Council are on unfair labour practice related to promotions and appointments and dismissals. In a bid to address these disputes, the Council continues to rely on the Dispute Prevention Task Teams to resolve these areas of concern. The Council has committed to assist the Provincial District Prevention Task Teams by providing them with statistics on disputes which are referred every month, so that they can develop some intervention strategies to resolve and finalise grievances.

Changes to planned targets

No changes were made to planned targets.

Linking performance to budget

Jul - Sep 2023			
Programme Name	Actual Expenditure	Budget	(Over)/Under Expenditure
Dispute Management Services	R'000	R'000	R'000
Dispute Resolution Services	13 134	16 246	3 112
Total	13 134	16 246	3 112

ANNEXURE A: DISPUTE MANAGEMENT SERVICES

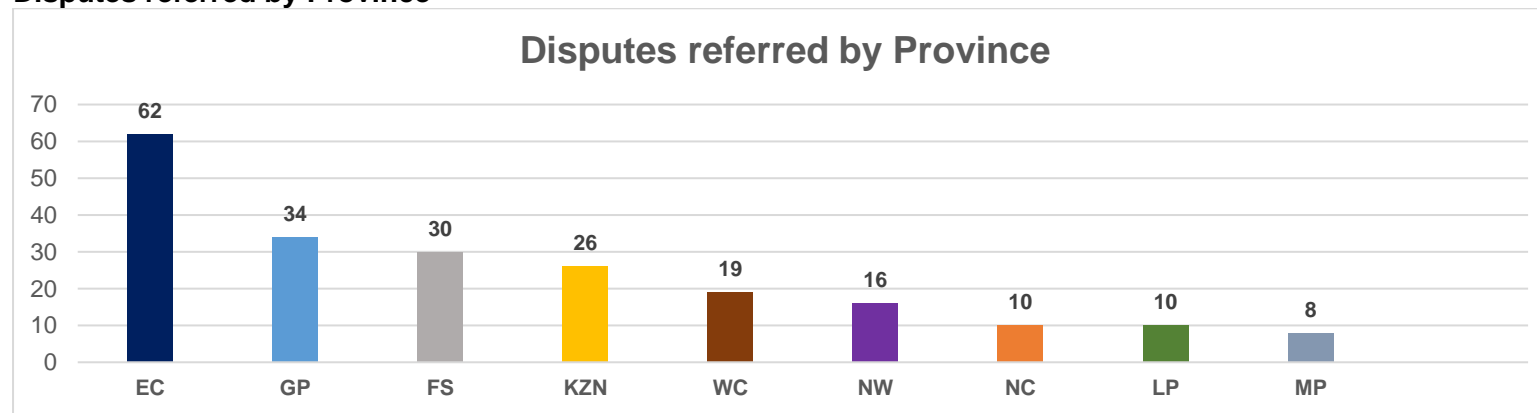
Dispute Management Services: Basic Education
 Dispute Management Services: Higher Education and Training (TVET)
 Training of Dispute Resolution Practitioners

Overview of performance for the second quarter of the 2023/24 financial year

The ELRC received a total of 215 disputes during the period under review. Of the 215 disputes received, 155 (73%) were “In jurisdiction” and 60 (28%) were found to be “Out of Jurisdiction”.

KZN	EC	GP	WC	LP	FS	NW	MP	NC	NAT	TOTAL
26	62	34	19	10	30	16	8	10	0	215

Disputes referred by Province



For the period under review, Eastern Cape was the highest referring province with 62 cases referred. This was followed by Gauteng with 34, Free State 30; KwaZulu-Natal with 26; Western Cape with 19; North-West with 16; Northern Cape with 10; Limpopo with 10 and Mpumalanga with eight disputes referred in the quarter under review.

Disputes Referred by Nature: July to September 2023

Provinces	ULP Promo/App	Other ULP	Unfair dismissal	Special dismissal related to abuse of learners	BCEA	Interpretation of Collective Agreements	Mutual Interest	Total
EC	24	18	3	9	6	2	0	62
GP	4	15	9	4	2	0	0	34
FS	3	14	2	7	3	1	0	30
MP	1	1	0	1	2	3	0	8
LP	0	7	3	0	0	0	0	10
NW	0	14	2	0	0	0	0	16
NC	1	4	1	2	0	2	0	10
WC	2	8	4	2	0	3	0	19
KZN	6	7	5	6	2	0	0	26
NAT	0	0	0	0	0	0	0	0
Total	41	88	29	31	15	11	0	215

Of the 215 disputes that were referred, 41 related to ULP-Promotion and Appointments; 88 related to Other Unfair Labour Practice; 29 to Alleged Unfair Dismissal; 15 were BCEA; 11 were Interpretation of Collective Agreements, and 31 were referred in terms of Section 188A (Inquiry by Arbitrator) of the Labour Relations Act.

In Jurisdiction as per nature: July to September 2023

Provinces	ULP Promo/App	Other ULP	Unfair dismissal	Special dismissal related to abuse of learners	BCEA	Interpretation of Collective Agreements	Mutual Interest	Total
EC	19	16	1	9	6	1	0	52
GP	3	8	5	4	1	0	0	21
WC	2	4	1	2	0	3	0	12
FS	2	13	1	6	0	1	0	23
MP	0	1	0	1	1	2	0	5
LP	0	5	2	0	0	0	0	7
NW	0	13	2	0	0	0	0	15
NC	0	3	0	2	0	2	0	7
KZN		6	2	3	2	0	0	13
NAT	0	0	0	0	0	0	0	0
Total	26	69	14	27	10	9	0	155

Of the 215 disputes that were received, 155 were “In Jurisdiction”. Of the 155 that were “In Jurisdiction” 26 related to ULP-Promotion and Appointments; 69 related to Other Unfair Labour Practice; 14 related to Unfair dismissals; 10 related to BCEA; nine related to Interpretation of Collective Agreement and 27 related to Inquiry by Arbitrator (Special disputes).

Out of Jurisdiction as per nature: July to September 2023

Provinces	ULP Promo/App	Other ULP	Unfair dismissal	Special dismissal related to abuse of learners	BCEA	Interpretation of Collective Agreements	Mutual Interest	Total
EC	5	2	2	0	0	1	0	10
GP	1	7	4	0	1	0	0	13
WC	0	4	3	0	0	0	0	7
FS	1	1	1	1	3	0	0	7
MP	1	0	0	0	1	1	0	3
LP	0	2	1	0	0	0	0	3
NW	0	1	0	0	0	0	0	1
NC	1	1	1	0	0	0	0	3
KZN	6	1	3	3	0	0	0	13
NAT	0	0	0	0	0	0	0	0
Total	15	19	15	4	5	2	0	60

Out of the 63 disputes found to be out of jurisdiction; 15 related to ULP-Promotion and Appointments; 19 were other ULP's; 15 related to Unfair Dismissal; five related to BCEA; two related to interpretation of Collective Agreement and four related to Inquiry by Arbitrator (Special disputes). It must be noted that the substantive amounts of disputes that were screened as out of jurisdiction were due to defective and incomplete referrals, including those that were referred outside timeframes and condonation was not granted.

Processes Conducted: July to September 2023

Provinces	Conciliation/Pre Arbitration	Arbitration	Total
EC	44	103	147
GP	17	70	87
WC	11	30	41
FS	15	21	36
MP	5	3	8
LP	7	20	27
NW	15	32	47
NC	5	7	12
KZN	9	103	112
NAT	0	0	0
Total	128	389	517

A total of 517 events were conducted for the period under review. Of these 517 were event/processes, 128 were conciliations and 389 were arbitration events. Ordinarily each conciliation is concluded in a single event. Arbitrations are often conducted more than once, depending on the complexity of each dispute.

Disputes finalised by outcome: July to September 2023

Province	Withdrawn Conc.	Settled Conc.	Withdrawn Arb.	Dismissed Arb.	Settled Arb.	Award	Rulings	Special Awards	Total
EC	4	0	7	0	5	23	6	0	45
GP	0	0	5	0	3	11	9	4	32
WC	3	0	1	1	2	8	2	2	19
FS	0	1	1	0	0	7	2	0	11
MP	1	0	1	0	0	1	1	0	4

LP	1	0	2	0	0	5	0	0	8
NW	2	0	4	0	0	3	6	1	16
NC	2	0	0	0	1	2	1	2	8
KZN	0	1	2	0	1	7	0	0	11
Total	13	2	23	1	12	67	27	9	154

The ELRC finalised 154 disputes during the period under review. A total of 67 arbitration awards were rendered and nine special awards were rendered. A total of 12 disputes were settled at arbitration, while two were settled at conciliation. Withdrawn disputes amounted to a total of 36, with 13 being withdrawn at conciliation and 23 withdrawn at arbitration. A total of 27 rulings were handed down in the period under review.

Arbitrations heard in the period: July to September 2023

Province	2023/2024	2022/2023	2021/2022	2020/2021	2019/2020	2018/2019	2017/2018	2016/2017	2015/2016	Total
KZN	24	42	20	8	4	3	2	0	0	103
FS	6	13	2	0	0	0	0	0	0	21
MP	1	1	1	0	0	0	0	0	0	3
EC	30	64	0	0	9	0	0	0	0	103
GP	19	44	7	0	0	0	0	0	0	70
WC	13	7	9	0	1	0	0	0	0	30
NW	20	10	1	1	0	0	0	0	0	32
NC	4	2	1	0	0	0	0	0	0	7
LP	5	14	0	0	1	0	0	0	0	20
Total	98	155	21	1	11	3	2	0	0	389

A total of 389 disputes were scheduled for arbitration in the period under review. Of the 389 arbitrations heard, 98 are for 2023/2024 financial year, 155 are for the 2022/23 financial year, 21 are for the 2021/22 financial year and 17 emanate from previous financial years.

Cases carried over from previous period

Province	2022/2023	2021/2022	2020/2021	2019/2020	2018/2019	2017/2018	Total
KZN	27	14	6	2	2	1	52
FS	8	2	0	0	0	0	10
MP	1	0	0	1	0	0	2
EC	20	0	0	2	0	0	22
GP	10	1	0	0	0	0	11
WC	2	1	0	2	0	0	5
NW	6	1	1	0	0	0	8
NC	0	0	0	1	0	0	1
LP	6	0	0	0	0	0	6
Total	80	19	7	8	2	1	117

A total of 117 cases from previous financial years remain to date. Of the 117 cases, 80 are for the 2022/2023 financial year, 19 are for the 2021/22 financial year, while 18 cases are from previous years and remain unresolved.

Postponements: July to September 2023

Province	Granted	Not Granted	Total
KZN	12	2	14
FS	8	2	10
MP	1	0	1
GP	4	1	5
WC	5	1	6
EC	9	1	10
NW	7	2	9
NC	1	1	2

Province	Granted	Not Granted	Total
LP	2	1	3
Total	49	11	60

A total of 49 cases were postponed for the period under review.

Active Inquiry by Arbitrator July to September 2023

Provinces	2023/2024
EC	9
GP	4
FS	7
LP	0
MP	1
NW	0
NC	2
WC	2
KZN	6
Total	31

The Council received 31 IBA cases which are being dealt with in terms of Collective Agreement No. 3 of 2018.

2.2 TRAINING OF DISPUTE RESOLUTION PRACTITIONERS AND PANELLISTS

2.2.1. DISPUTE RESOLUTION PRACTITIONERS (DRP) PROFESSIONAL DEVELOPMENT

Two training sessions for Dispute Resolution Practitioners were conducted for the quarter, as follows:

- a. North West and Gauteng Provinces on 10th August 2023
- b. Limpopo and Mpumalanga Provinces on 11th August 2023

The training was based on the Law of Evidence and recent case law.

2.2.2. PANELLISTS PROFESSIONAL DEVELOPMENT

No panellist training took place during the quarter under review.

PROGRAMME 3 CORPORATE SERVICES

Purpose

The purpose of Programme 3 is to provide support services to the core operational functions of the Council, to ensure that it delivers an efficient and effective service on its mandates.

Sub-programmes:

- Mobilising Employee Services
- Communication Services
- Information Communication Technology (ICT)

Strategic Objectives

- To professionalise the ELRC by investing in human capital
- To promote the corporate image of the ELRC
- To ensure the continuous availability, reliability, effectiveness and efficiency of ICT systems

Key performance indicators, planned targets and actual achievements

Human Resources

Human Resources						
Performance Indicator	Annual Target 2023/24	Planned Target For 2nd Quarter	Actual Achievement 2nd Quarter	Deviation from planned target to Actual Achievement for 2nd Quarter	Comment on deviations	Status
Building capacity by ensuring that employees are trained and developed.	Four (4) employees to participate in skills development and submit a quarterly skills and development report to the General Secretary	One (1) employee to participate in skills development and submit a quarterly skills and development report to the General Secretary	Achieved One employee attended Minutes Taking Training. The Report was submitted to the General Secretary	None		

Human Resources						
Performance Indicator	Annual Target 2023/24	Planned Target For 2 nd Quarter	Actual Achievement 2 nd Quarter	Deviation from planned target to Actual Achievement for 2 nd Quarter	Comment on deviations	Status
Monitor and manage the Performance Management System	Collate and verify completeness of the performance contracts as per the timeframes provided and submit the report to the General Secretary	n/a	n/a	n/a		<i>This is an annual target that only relates to the first quarter of the 2023/24 financial year.</i>
	Collate and verify completeness of the performance assessments as per the timeframes provided and submit the report to the General Secretary	Prepare and submit a quarterly Moderation Committee report to the General Secretary within a month after the Moderation Committee meeting	Achieved HR has prepared and submitted a quarterly report to the General Secretary within a month after the Moderation Committee meeting	None		
Management of Compensation and benefits for all staff	Maintain accurate and complete Payroll Masterfile and database and submit a quarterly payroll report to the General Secretary	Maintain an accurate and complete Payroll Masterfile and database and submit a quarterly payroll report to the General Secretary	Achieved The payroll processing for all staff was accurately completed and monitored for the quarter under review. The report was submitted to the General Secretary	None		
Provide Wellness programmes to employees	Conduct four (4) Employee Wellness programmes per annum as per the annual plan and submit a quarterly report to the General Secretary	Conduct one (1) Employee Wellness programme during the quarter and submit a quarterly report to the General Secretary	Achieved The following Employee Wellness event was conducted: • Employee Wellness Day A report was submitted to the General Secretary	None		

Strategy to overcome areas of underperformance

Not applicable.

Changes to planned targets

No changes were made to planned targets.

Research & Media

Key performance indicators, planned targets and actual achievements

Research & Media						
Performance Indicator	Annual Target 2023/24	Planned Target For 2 nd Quarter	Actual Achievement 2 nd Quarter	Deviation from planned target to Actual Achievement for 2 nd Quarter	Comment on deviations	Status
Advertising and marketing to improve the corporate image of the Council	Conduct advertising campaign in line with Marketing Plan for 2023/24 to market the Council	Marketing on social media platforms (quarterly activity)	<p>Achieved</p> <p><u>Marketing on social media platforms</u></p> <p>Weekly posts were made on the Council's social media pages during the period under review. Of note are the following posts:</p> <ul style="list-style-type: none"> 7th July to 15th September 2023 - STANCO meetings on building Labour Management structures in the following provinces: North West; Limpopo; Mpumalanga; Eastern Cape and Northern Cape 21st July 2023 - The ELRC General Secretary, Ms Cindy Foca, presenting on sexual offences and 	+1	<i>Publication in stakeholder publications</i> ELRC advertorial in SADTU 2024 diaries.	

Research & Media						
Performance Indicator	Annual Target 2023/24	Planned Target For 2 nd Quarter	Actual Achievement 2 nd Quarter	Deviation from planned target to Actual Achievement for 2 nd Quarter	Comment on deviations	Status
		Distribution of ELRC branded material at stakeholder events (where applicable)	<p>the role of the principal at the SADTU Western Cape Principals Conference</p> <ul style="list-style-type: none"> 20th and 21st September 2023 - Basic Education Sector Workshop on Cost Containment Measures <p>Promotional material distributed at the following events:</p> <ul style="list-style-type: none"> SADTU Western Cape Seminar on 21st July 2023 Natu Policy Conference on 22nd July 2023 PEU Gender Education Conference on 25th August 2023 DBE excellence awards on 15th September 2023 Basic Education Sector Workshop on cost containment measures on 20th September 2023 			

Research & Media						
Performance Indicator	Annual Target 2023/24	Planned Target For 2 nd Quarter	Actual Achievement 2 nd Quarter	Deviation from planned target to Actual Achievement for 2 nd Quarter	Comment on deviations	Status
Implementation of a digitised records management solution to preserve Council records	Monitoring and management of records management system through bi-annual reports	n/a	n/a	n/a		<i>*This is a bi-annual target that is only applicable to the 1st and 3rd quarters of the 2023/24 financial year.</i>

Overview of performance for the second quarter of the 2023/24 financial year

As part of its marketing campaign, the Council increased its visibility through regular postings on its social media platform throughout the quarter.

Promotional material was distributed at the following events:

- SADTU Western Cape Seminar on 21st July 2023
- Natu Policy Conference on 22nd July 2023
- PEU Gender Education Conference on 25th August 2023
- DBE excellence awards on 15th September 2023
- Basic Education Sector Workshop on cost containment measures on 20th September 2023

The ELRC advertorial was also submitted for publication in the SADTU 2024 diary.

Strategy to overcome areas of underperformance

Not applicable.

Changes to planned targets

No changes were made to planned targets.

Information Communication Technology

Key performance indicators planned targets and actual achievements

Information Communications Technology						
Performance Indicator	Annual Target 2023/24	Planned Target for 2 nd Quarter	Actual Achievement for 2 nd Quarter	Deviation from the planned target to actual target achievement for 2 nd quarter	Comments on deviations	Status
Average of 98% of network, Server, and VPN Disaster Recovery Testing of Critical systems and VPN connection of servers uptime daily and issue a monthly report	Ensure that ICT servers and VPN are monitored and produce a report	Monitor network to ensure 98% of VPN and Server Availability	Achieved ICT successfully achieved 100% availability of VPN and Servers and a report was produced	None		
	Ensure that all ICT critical Servers are backed up	Ensure 98% backup of all enterprise systems and produce a quarterly report	Achieved ICT achieved 100% on all backup systems and a report was produced	None		
	ICT Disaster Recovery Test Plan in case of downtime and produce a report	Ensure that Disaster Recovery Testing is conducted, and all critical systems are tested (Sage Evolution, mails and Sage People)	Achieved ICT managed to conduct a disaster recovery test for all critical systems (Sage Evolution, Emails and Sage People). The test was successful and a report was produced	None		

Information Communications Technology						
Monitoring of the ICT governance framework to ensure compliance with best practices, e.g., COBIT, ISO 2700 and ITIL as adopted by the Council	Monitoring the effectiveness of the ICT governance frameworks on a quarterly basis and issue a report.	Monitoring and reporting on the ICT governance framework on a quarterly basis	Achieved During the quarter, ICT conducted quarterly assessments and review of ICT governance to ensure that they are in compliance with COBIT, ISO 2700 and ITIL framework and a report was issued	None		
Ensure that all ICT Systems are well protected and maintained	Ensure 95 % End-point protection and email content filtering	95% End-point protection and email content filtering and issue a report	Achieved ICT ensured 100% protection of all endpoint and email content filtering and a report was issued	None		
	Ensure 100% of all malicious viruses quarantined and cleaned	100% of all malicious viruses quarantined and cleaned and issue a report	Achieved 100% of all malicious viruses quarantined and cleaned and a quarterly report was issued	None		

Overview of performance for the second quarter of the 2023/24 financial year

- Servers were upgraded to the latest windows server update.
- Quarterly testing for the Disaster Recovery Plan was conducted for the quarter under review to ensure business continuity.
- A new Network Attached Storage was procured and configured for the Council.

- The VIP People and ESS were updated to the latest version for the quarter under review.

Strategy to overcome areas of underperformance

Not applicable.

Changes to planned targets

No changes were made to planned targets.

Linking performance to budget

Apr - Sep 2023			
Programme Name	Actual Expenditure	Budget	(Over)/Under Expenditure
Corporate Services	R'000	R'000	R'000
Human Resources	4 263	4 509	246
Information Technology	1 444	2 208	764
Communication Services	330	790	460
Total	6 037	7 507	1 470

ANNEXURE B: MOBILISING EMPLOYEE SERVICES

Overview of the Human Resources Department's performance for the second quarter of the 2023/24 financial year.

INTRODUCTION

The quarterly report summarises the Human Resources activities for the quarter under review. The issues that are discussed include recruitment, resignations (turnover), vacancies, employment equity, personnel expenditure, training and skills development, employee wellness and employee relations.

RECRUITMENT/APPOINTMENTS

The recruitment process for the Senior Manager: Collective Bargaining post was conducted during the quarter under review. A total of 44 candidates applied for the post and only six met the minimum requirements. Due to the miniscule number of qualifying candidates, the Executive Committee took a decision to re-advertise the position through alternative means such as recruitment agencies and LinkedIn to attract a broader scope of suitable candidates.

EMPLOYEE RELATIONS MATTERS

No industrial relations issues recorded during the quarter under review.

FURTHER STUDIES AND SKILLS DEVELOPMENT

During the period under review one employee attended Minutes Taking Training. While the Council provides financial assistance for further studies, few employees have shown interest in advancing their studies.

PERFORMANCE MANAGEMENT

The first quarter Performance Assessments for the 2023/2024 financial year were received from all departments. The Moderation Committee convened its meeting during the quarter under review, and a report of the Performance Assessment for the quarter under review was submitted to the General Secretary.

EMPLOYEE WELLNESS

During the period under review the Council conducted one wellness programme, i.e. Employee Wellness Day. The Council sourced a service provider that came on site to conduct various health tests for employees. This type of event assists employees to stay updated with their health status. Provincial employees also participated in the same activity with assistance from Dischem and Clicks. The Council further celebrated Spring Day.

RESIGNATIONS/RETIREMENT

No employee resigned/retired during the period under review.

Leave Report July to September 2023

Corporate Services	Days Taken
ANNUAL LEAVE	50
SICK LEAVE	15
FAMILY RESPONSIBILITY	7
STUDY	0

Office of the CFO	Days Taken
ANNUAL LEAVE	89
SICK LEAVE	30
FAMILY RESPONSIBILITY	4
STUDY	2

Executive Services	Days Taken
ANNUAL LEAVE	26
SICK LEAVE	3
FAMILY RESPONSIBILITY	0
STUDY	0

Dispute Management Services	Days Taken
ANNUAL LEAVE	45
SICK LEAVE	8
FAMILY RESPONSIBILITY	0
STUDY	0

Collective Bargaining Services	Days Taken
ANNUAL LEAVE	100
SICK LEAVE	24
FAMILY RESPONSIBILITY	3
STUDY	0

Personnel cost by programme

Programme	Personnel Expenditure (R'000)	Total Expenditure for the entity (R'000)	Personnel exp. as a % of total exp. (R'000)	No. of employees	Average personnel cost per employee (R'000)
Collective Bargaining	R8 377	R14 857	56%	20	R 419
Dispute Management Services	R3 480	R13 134	26%	8	R 435
Corporate Services	R3 903	R6 037	65%	9	R 434
Finance and Supply Chain Management Services	R5 101	R7 070	72%	16	R 319
Executive Services	R3 897	R4 701	83%	5	R 779
Total	R24 759	R45 798	54%	58	

Personnel cost by salary band

Level	Personnel Expenditure (R'000)	% of personnel exp. to total personnel cost	No. of employees	Average personnel cost per employee (R'000)
Top Management	R2 378	10%	2	R1 189
Senior Management	R2 278	9%	3	R759
Professional qualified/Managers	R9 641	39%	16	R603
Skilled/Officers	R9 457	38%	31	R305
Semi-skilled/ Clerks	R537	2%	3	R179
Unskilled/General	R467	2%	3	R156
Total	R24 759	100%	58	

Training Costs

Programme	Personnel Expenditure (R'000)	Training Expenditure (R'000)	Training exp. as a % of Personnel cost	No. of employees	Average training cost per employee (R'000)
Collective Bargaining	R8 377	R1	0,0%	20	R0
Dispute Resolution	R3 480	R1	0,0%	8	R0
Corporate Services	R3 903	R16	0,1%	9	R2
Office of the CFO	R5 101	R1	0,0%	16	R0
Executive Services	R3 897	R4	0,0%	5	R1
Total	R24 759	R24	0,1%	58	

Employment levels per programme

Programme	2023/2024 Approved Posts	2023/2024 No. of Employees	2023/2024 Vacancies	% of vacancies
Executive Office	5	5	0	0%
Collective Bargaining	21	20	1	5%
Corporate Services	9	9	0	0%
Office of the CFO	16	16	0	0%
Dispute Management Services	8	8	0	0%
TOTAL	59	58	1	2%

Employment and vacancies per level

Programme	2023/2024 Approved Posts	2023/2024 No. of Employees	2023/2024 Vacancies	% of vacancies
Top Management	2	2	0	0%
Senior Management	4	3	1	25%
Professional qualified	16	16	0	0%
Skilled	31	31	0	0%
Semi-skilled	3	3	0	0%
Unskilled	3	3	0	0%
TOTAL	59	58	1	2%

Employment Changes

Salary Band	Employment at beginning of period	Appointments	Terminations	Transfers	Employment at end of the period
Top Management	2	0	0	0	2
Senior Management	3	0	0	0	3
Professional qualified	16	0	0	0	16
Skilled	31	0	0	0	31
Semi-skilled	3	0	0	0	3
Unskilled	3	0	0	0	3
Total	58	0	0	0	58

Reasons for staff leaving

Reason	Number	% of total no. of staff leaving
Death	0	0%
Resignation	0	0%
Dismissal	0	0%
Retirement	0	0%
Ill health	0	0%
Expiry of contract	0	0%
Other (Termination by mutual agreement)	0	0%
Total	0	0%

Labour Relations Issues

Nature of disciplinary Action	Number
Verbal Warning	0
Written Warning	0
Final Written warning	0
Demotion	0
Disciplinary	0
Dismissal	0
Grievances	0
Other (Termination by mutual agreement)	0
Total	0

Equity targets

Levels	MALE								
	AFRICAN		COLOURED		INDIAN		WHITE		
	Current	Target	Current	Target	Current	Target	Target	Current	Target
Top Management	0	0	0	0	0	0	0	0	0
Senior Management	1	0	0	0	0	0	0	0	0
Professional qualified	8	0	0	0	0	0	0	0	0
Skilled	12	0	0	0	0	0	0	0	0
Semi-skilled	3	0	0	0	0	0	0	0	0
Unskilled	2	0	0	0	0	0	0	0	0
TOTAL	26	0	0	0	0	0	0	0	0

Levels	FEMALE								
	AFRICAN		COLOURED		INDIAN		WHITE		
	Current	Target	Current	Target	Current	Target	Target	Current	Target
Top Management	2	0	0	0	0	0	0	0	0
Senior Management	2	0	0	0	0	0	0	0	0
Professional qualified	4	0	3	0	0	0	0	1	0
Skilled	16	0	1	0	1	0	0	1	0
Semi-skilled	0	0	0	0	0	0	0	0	0
Unskilled	1	0	0	0	0	0	0	0	0
TOTAL	25	0	4	0	1	0	0	2	0

Levels	Disabled Staff			
	Male		Female	
	Current	Target	Current	Target
Top Management	0	0	0	0
Senior Management	0	0	0	0
Professional qualified	0	0	0	0
Skilled	0	0	1	0
Semi-skilled	0	0	0	0
Unskilled	1	0	0	0
TOTAL	1	0	1	0

PROGRAMME 4 FINANCE AND SUPPLY CHAIN MANAGEMENT SERVICES

Purpose

The purpose of supply chain management services is to ensure that contracts for goods and services, are done in accordance with a system which is fair, equitable, transparent, competitive and cost effective as per section 217 of RSA Constitution.

Sub-programmes:

- Finance and Administration
- Demand management
- Database (suppliers) management
- Contract management
- Procurements and acquisitions
- Assets management

Strategic Objectives

- To ensure sound financial management and reporting discipline in terms of section 53 of the LRA
- To provide procurement and provisioning functions in the ELRC into and integrated SCM function
- To provide sound asset management which includes safeguarding and maintenance of the ELRC assets
- Take effective and appropriate steps to prevent unauthorised, irregular, fruitless and wasteful expenditure

Finance

Finance						
Performance Indicator	Annual Target 2023/24	Planned Target For 2 nd Quarter	Actual Achievement 2 nd Quarter	Deviation from planned target to Actual Achievement for 2 nd Quarter	Comment on deviations	Status
Achieve an unqualified audit opinion from external audit at year end	Achieve unqualified audit opinion of the audited annual financial	Approved FY2022/23 Annual Financial Statements within two months after the beginning of the	Achieved The Annual Financial statements were approved in the AGM of 31 st August 2023	None		

Finance						
Performance Indicator	Annual Target 2023/24	Planned Target For 2 nd Quarter	Actual Achievement 2 nd Quarter	Deviation from planned target to Actual Achievement for 2 nd Quarter	Comment on deviations	Status
	statement from external audit at year end	quarter				
		Produce 1 accurate and timeous semi-annual financial statements within a month after the end of the reporting quarter	One (1) set of accurate semi-annual financial statements were produced within a month after the end of the reporting quarter	None		
		Produce 2 accurate monthly financial statements within a month after the end of the reporting month	Achieved Two (2) months' accurate financial statements were produced within a month after the end of the reporting month	None		
An approved accurate and comprehensive MTEF Budget FY2024/25 and Mid-Year review of the budget FY2023/24	Receive approval of an accurate and comprehensive FY2024/25 MTEF Budget and Mid-Year review of the budget FY2023/24 from EXCO	n/a	n/a	n/a	n/a	<i>*This is a bi-annual target that relates to the third and fourth quarters of the 2023/24 financial year.</i>
		Produce accurate quarterly budget variance report within a month after the end of the reporting quarter	Achieved Accurate quarterly budget variance report was produced within a month after the end of the reporting quarter	None		To be confirmed on 13 Oct 2023
		Produce 2 accurate monthly budget variance reports within a month after the end of the reporting month.	Achieved Two (2) month's accurate budget variance reports were produced within a month after the end of the reporting month	None		

Overview of performance for the second quarter of the 2023/24 financial year

Finance presented to EXCO and Council on 31st August 2023, the annual financial statements, as part of the annual report for the year ended 31st March 2023. These were audited by the Council's external auditors and an unqualified audit opinion was received on the audited financial statements.

The Chief Financial Officer reviewed the compiled statements for July and August 2023. The related review notes which had no effect on the figures, were cleared before the files were submitted to the General Secretary for final sign off.

On 7th September 2023, Finance conducted the annual mid-year budget refresher workshop where managers are assisted with preparation of the mid-year budget adjustments and to address any matters of concern regarding the budgeting processes.

The distribution of monthly budget variance reports for July and August 2023, was done timeously. Management comments on the reports were taken into consideration during preparation of the monthly financial statements and for mid-year budget adjustments.

Strategy to overcome areas of underperformance

Not applicable.

Changes to planned targets

No changes were made to planned targets.

Supply Chain Management Services

Key performance indicators planned targets and actual achievements

Supply Chain Management Services						
Performance Indicator	Annual Target 2023/24	Planned Target For 2nd Quarter	Actual Achievement 2nd Quarter	Deviation from planned target to Actual Achievement for 2nd Quarter	Comment on deviations	Status
Complete and accurate Fixed Assets Register (FAR) at the end of the year	Maintain a complete and accurate Fixed Assets Register (FAR) as at year end for reporting purposes	Produce a mid-year fixed assets verification/count outcome report and submit to management for reporting purposes.	Achieved The mid-year fixed assets verification/count outcome report was produced and submitted to management for reporting purposes	None		
Number of Irregular, Unauthorised, Fruitless and Wasteful expenditure reports produced	Four (4) reports on monitoring of Irregular, Unauthorised, Fruitless and Wasteful Expenditure produced and submitted to management and Finance unit for disclosure purposes in the financial statements.	Produce a year-to-date report on Irregular, Unauthorised, Fruitless and Wasteful Expenditure activities and submit to management for reporting purposes.	Achieved A year-to-date report on Irregular, Unauthorised, Fruitless and Wasteful Expenditure activities was produced and submitted to management for reporting purposes	None		
Number of Contract Management reports are produced	Four (4) reports produced on contract management system activities	Produce a year-to-date report on contract monitoring activities and submit to management for reporting purposes	Achieved Produced a year-to-date report on contract monitoring activities and submitted to management for reporting purposes	None		
Number of procured projects executed in line with the approved 2023/24 Organisational Procurement Plan	Four (4) reports on execution of the approved 2023/24 Procurement Plan were produced	Produce a quarterly report on the execution of the approved 2023/24 Procurement Plan and submit to management for reporting purposes	Achieved Produced a quarterly report on the execution of the approved 2023/24 Procurement Plan and submitted to management for reporting purposes	None		

Supply Chain Management Services						
Performance Indicator	Annual Target 2023/24	Planned Target For 2nd Quarter	Actual Achievement 2nd Quarter	Deviation from planned target to Actual Achievement for 2nd Quarter	Comment on deviations	Status
	Two (2) approved Procurement Plans	Review the 2023/24 approved Procurement Plan and submit it to the delegated official(s) for approval	<p>Achieved</p> <p>The approved Procurement Plan was reviewed and submitted for approval to by delegated official(s)</p>	None		

Overview of performance for the second quarter of the 2023/24 financial year

The monthly reports on commitments are compiled and circulated to management for monitoring.

Fixed Assets Management

Fixed Asset Register is reviewed monthly for any changes in the Council's assets. The bi-annual asset verification was conducted during the quarter and the report was submitted to management. Assets identified for disposal were approved and cleared from the FAR. There were few additions of assets, replacement of furniture at national and at the PELRC-KZN.

Monitoring of Irregular, Unauthorised, Fruitless and Wasteful expenditure

Irregular, Unauthorised, Fruitless and Wasteful expenditure report is compiled and being monitored.

There were no cases of Irregular or Unauthorised expenditure. However, three cases of Wasteful and Fruitless Expenditure were reported for the quarter, two were due to external parties and the recovery process has been instituted. While one was internal and was condoned. The balance carried forward from the previous financial year to the value of R12 836.56 was submitted for condonation and was approved.

Acquisition Management

1. Procurement Plan – Tenders

- a. For 2023/24 financial year there are two tenders listed: External Audit Services and Building repairs and maintenance. External Audit Services was evaluated and awarded during the second quarter. The building repairs and maintenance is under consideration and the end user is to consolidate requirements for specification purposes.
2. Procurement Plan – above R50 000 but below R500 000
 - a. On the approved procurement plan for the 2023-24 financial year, there was one item that was due in the second quarter (promotional material for AGM) and has been completed. Strategic Plan for PELRC North-West has been completed, and for the PELRC-Gauteng, responses are being reviewed, although both are due in the third quarter.
3. Other items
 - a. There are additional items in the Procurement Plan as per the Mid-Term review and has been submitted for approval.

Contract Management

1. Contracts are closely monitored, and end users are notified of their contracts expiring within a six months period.
2. There are five contracts that are expiring within six months, three of these have since been extended. They relate to Fire Suppression - G4S; KZN printer lease – Konica Minolta and Limpopo office rental -Excellerate. While for the remaining two, the procurement process has been concluded for External Audit – Ngubane Inc. and Eastern Cape office rental - Trueprop and the service level agreement is being finalised.

Strategy to overcome areas of underperformance

Not applicable.

Changes to planned targets

No changes were made to planned targets.

Linking performance to budget

Apr - Sep 2023			
Programme Name	Actual Expenditure	Budget	(Over)/Under Expenditure
Finance and Supply Chain Management Services	R'000	R'000	R'000
Supply Chain Management	1 934	2 578	644
Finance Administration	5 136	5 237	100
Total	7 070	7 815	745

PROGRAMME 5 EXECUTIVE SERVICES

Purpose

The purpose of Executive services is to ensure the Council meets its strategic vision which rests on the pillars of its mandate to maintain labour peace in public education and extends to the attainment of quality education in public schools, through stakeholder collaboration and support of initiatives to restore the image of the teaching profession.

Sub-programmes:

- Strategic and corporate governance
- Internal audit and compliance
- Risk management

Strategic Objectives

- To add value through assessing the tone and risk management culture of the organisation, as well as evaluating and reporting on the effectiveness and efficiency of the implementation of management policies.
- To instil fiscal discipline, sound corporate governance and compliance with regulatory framework.

Key performance indicators, planned targets and actual achievements

Executive Services						
Internal Audit						
Programme Performance Indicator	Annual Target 2023/24	Planned Target For 2 nd Quarter	Actual Achievement 2 nd Quarter	Deviation from Planned Target to Actual Achievement for 2 nd Quarter	Comment on Deviations	Status
Approved FY2024/25 Internal Audit Coverage Plan	Internal Audit Coverage Plan developed and approved by the Audit and Risk Committee (ARC) by end March 2024	n/a	n/a	n/a		<i>This is an annual target that only relates to the fourth quarter of the 2023/24 financial year.</i>

Executive Services						
Internal Audit						
Programme Performance Indicator	Annual Target 2023/24	Planned Target For 2 nd Quarter	Actual Achievement 2 nd Quarter	Deviation from Planned Target to Actual Achievement for 2 nd Quarter	Comment on Deviations	Status
Quarterly reporting to Management and ARC on the status on internal controls of audited areas	Perform 100% of planned risk-based audits and reporting to Management and the ARC	Perform all quarterly planned risk-based audits, report the outcome to Management and table the reports at the ARC quarterly meeting	<p>Achieved</p> <p>All quarterly planned engagements were completed, and reports were issued to management accordingly:</p> <ul style="list-style-type: none"> • One (1) assurance audit engagement • Three (3) mandatory reviews • One (1) follow-up engagement • Two (2) ad-hoc reports <p>The audit reports were shared with the ARC at the quarterly meeting</p>	None		
Quarterly reporting to Management and ARC on the status of implementing management agreed corrective action plans from prior audit reports	Quarterly evaluation of the implementation of corrective action for prior audit findings and reporting the outcome to Management and ARC	Follow-up on the implementation of management agreed corrective action plans from prior audit report and issue a quarterly report to Management and table the report at the ARC quarterly meeting	<p>Achieved</p> <p>A follow-up on prior audit report was done and a report on the implementation status was issued accordingly and tabled at the quarterly ARC meeting</p>	None		
Approved 2024/25 annual Enterprise Risk Register (ERR)	Facilitation of the annual risk register development process and submission of the Enterprise Risk Register to the ARC for approval by end March 2024	n/a	n/a	n/a		<i>This is an annual target that only relates to the fourth quarter of the 2023/24 financial year.</i>

Executive Services						
Internal Audit						
Programme Performance Indicator	Annual Target 2023/24	Planned Target For 2 nd Quarter	Actual Achievement 2 nd Quarter	Deviation from Planned Target to Actual Achievement for 2 nd Quarter	Comment on Deviations	Status
Quarterly reporting to Management and ARC on the Enterprise Risk Register	Evaluate the ERR and report the outcome to Management and table the report at the ARC quarterly meeting	Evaluate the quarterly ERR and report the outcome to Management and table the report at the ARC quarterly meeting	Achieved The quarterly risk registers were received from management and reviewed accordingly. A Risk Monitoring report was issued and tabled at the quarterly ARC meeting			

Overview of performance for the second quarter of the 2023/24 financial year

The Internal Audit resources were utilised to perform risk-based audits, follow up of prior audits management implementation of corrective action plans, mandatory reviews, support to management activities, in-house committees' service, and administration activities. Hence, the Internal Audit Function undertook audit engagements and issued reports in line with the 2023/24 Audit Work Plan, namely:

Assurance audit:

- ICT General and Application Controls

Ad-hoc reviews:

- Tender Closing Process for External Auditor
- Tender Compliance Checking for External Auditor

Follow-up review:

- Follow up of Prior Audit Report

Mandatory reviews:

- Quarterly Compliance Checklist
- Enterprise Risk Register
- Quarterly Report

Strategy to overcome areas of underperformance

Not applicable.

Changes to planned targets

No changes were made to planned targets.

Linking performance to budget

Apr - Sep 2023			
Programme Name	Actual Expenditure	Budget	(Over)/Under Expenditure
Executive Services	R'000	R'000	R'000
Financial Management and Compliance Services	4 701	4 948	247
Total	4 701	4 948	247

Robot Indicator Status for performance tables:

Status	Colour
Not Achieved	Red
50% or more of target achieved, supported by evidence	Yellow
Target fully achieved	Green
Default status of an indicator (White)	White

PROGRAMME 6 FINANCIAL REPORT AND FINANCIAL STATEMENTS

REPORT OF THE CFO AS AT 30 SEPTEMBER 2023

ASSETS AND LIABILITIES

Non - Current Assets

The total carrying amount of non-current assets as at the end of the reporting period is R23.4-million, compared to R23.9-million carrying amount at the end of quarter two (2022). Asset additions, amounting to R532,875 were made during the first half of the financial year, of which R312 320 relates to the server. The book value of the disposed assets amounted to R12,854.

An amount of R1.1-million has been expensed as depreciation and amortisation in both comparable periods.

Current Assets

Trade and other receivables increased by R2.2-million from R712,307. The movement is mainly due to the increased amount for prepaid expenses, relating to the cost paid for Practitioners training (R1.7-million) being attended in the last week of September and first week of October 2023.

Total cash and cash equivalents reported as at the end of the period is R261.2-million compared to R230.6-million of the comparable period. This movement indicates an increase of R30.6-million mainly due to the increase in the levy income and interest capitalised on the funds invested with the Reserve Bank.

Liabilities

The overall movement for trade and other payables is a decrease of R234,795. The main contributor to the decrease is the amount payable to panellists (accruals), as fewer claims have been accrued for compared to the prior year.

Provisions are reported at R3.9-million, there is a minimal decrease compared to the previous financial year due reassessed SADTU provision balance.

INCOME AND EXPENDITURE

Income

Income from levies is reported at R53.1-million compared to R50.9-million (2022). This reported amount indicates an increase of R2.2-million which is mainly due to the increase in the levy. DBE and DHET have now started paying the revised levy amount.

Other income received has increased by R4.7-million from R5.9-million in the prior year. This increase is mainly attributable to higher interest income resulting from more funds invested with SARB.

Expenditure

Total employee cost is reported at R24.6-million compared to R22.2-million (2022), this represents an increase of 11%, which is mainly due to the cost of living adjustment.

Operating expenditure is reported at R21.4-million compared to R16-million (2022). The increase of R5.5-million (34%) is mainly due to the increase in core operating activities. The money has been spent in line with the approved Council's Annual Performance Plan.

CONCLUSION

The total surplus for the first six months ended 30th September 2023 is R16.5-million compared to R17.5-million in the prior year.

HIGHLIGHTS FOR THE PERIOD ENDED 30 SEPTEMBER 2023

Total Income

The actual income collected during the period under review amounted to R63.7-million compared to R56.8-million in the prior year. This translates to 7% more than the projected income of R59.6-million.

Total Expenditure

1. Dispute Management Services

The actual utilisation for the department is R13.1-million (budget R16.2-million) compared to R10.3-million spent in the prior year. The under expenditure of 19% is mainly due to the following reasons:

- 1.1. A saving on core operations of R1.5-million, was made, mainly coming from arbitration, conciliation, facilitation, training for panellists and legal fees.
- 1.2. There was no spending on the training for the Parties, resulting in a saving of R1.6-million on the budget line item.

Compared to the annual budget, the spending is at 40%. The potential savings have been taken into consideration for the mid-year budget adjustments.

2. Collective Bargaining Services

2.1. Collective Bargaining Services: National

Overall actual spending is reported at R12.7-million (Budget: R16.2-million), compared to the prior year reported spending of R10.3-million. There is an under expenditure of R3.5-million against the allocated budget for the period under review.

- 2.1.1. The under expenditure is mainly on core operations budget lines like TVET, FTSS, Round Table, Research, employee cost and some governance meetings.

Compared to the annual budget, the spending is at 39%. Majority of the budget for governance meetings will be spent during the fourth quarter on the annual strategic planning activities.

2.2. Collective Bargaining Services: Provincial Chambers

Overall actual spending is reported at R2.1-million (71%) against the budget of R2.9-million, while the spending for the prior year was reported at R1.8-million.

The variance of 29% is mainly because there was no spending on the provincial chamber workshops.

Compared to the annual budget, the spending is at 31%. Majority of the chambers' core budget will be spent during the third quarter on the annual strategic planning activities.

3. Administration Support Services

Overall actual spending is reported at R17.8-million, which is 12% below the allocated budget of R20.3-million, while the spending for the prior year was reported at R15.8-million for the same period. The overall under expenditure of R2.5-million is mainly due to the following:

- A saving of R1.5million on Corporate Service budget is mainly made up by, administration expenses from Media (marketing and research) and ICT (enterprise licenses and internet connectivity).
- There is a saving of R744,928 from Finance & SCM due to underspending on insurance, repairs and maintenance.
- A saving of R247,472 was made from the Executive office budget mainly due to legal fees.

Compared to the annual budget, the spending is at 43%.

4. Irregular, Unauthorised, Fruitless and Wasteful report

No new cases of Irregular and Unauthorised expenditure were reported in the first half of the financial year.

For fruitless and wasteful expenditure, R12,837 was brought forward at the beginning of the financial year, and an amount of R4,765 has been incurred during the first half of this year. R14,537 was condoned and R1,700 was recovered. Therefore, the balance at the end of the period is R1,535 which will be recovered during remaining period of the financial year.

5. Procurement – Tenders

The legal services tender brought forward from the previous financial year, was evaluated and awarded in the first half for the financial year.

There are two tenders listed for this financial year. The external audit tender was evaluated and awarded during this quarter. The remaining will be advertised before the end of the financial year.

Conclusion

All the programme spending is in line with the units' planned targets for the period under review.

Material under spending and savings have been considered for the mid-year budget adjustments and in line with the Council's policies.

Overall, the Council reports expenditure of R46.3-million, against a budget of R56.4-million (including CAPEX). This translates to 82% utilisation of the allocated budget for the period.

PROGRAMME 6.2: FINANCIAL STATEMENTS

EDUCATION LABOUR RELATIONS COUNCIL
(Registration number LR2/6/6/110)

FINANCIAL STATEMENTS
FOR THE QUARTER ENDED 30 SEPTEMBER 2023

Statement of Financial Position as at 30 September 2023

	Notes	Sep-23 R	Sep-22 R
Assets			
Non-Current Assets			
		23,432,357	23,920,618
Property and equipment	2	23,194,735	23,547,400
Intangible assets	3	237,622	373,218
Current Assets			
		264,153,263	231,288,017
Trade and other receivables	4	2,944,153	712,307
Cash and cash equivalents	5	261,209,110	230,575,710
Total Assets		287,585,620	255,208,635
Equity and Liabilities			
Equity			
Retained surplus		280,935,131	248,277,655
Liabilities			
Current Liabilities			
		6,650,489	6,930,980
Trade and other payables	6	2,728,975	2,963,770
Provisions	7	3,921,514	3,967,210
Total Equity and Liabilities		287,585,620	255,208,635

Statement of Comprehensive Income for period ended 30 September 2023

Description	Notes	Sep-23 R	Sep-22 R
Revenue	8	53 135 826	50 892 034
Other Income	9	10 554 221	5 868 805
Depreciation, amortisation and impairment loss	2&3	(1 147 414)	(1 110 387)
Employee related costs	10	(24 565 935)	(22 179 729)
Operating Expenditure	17	(21 439 505)	(15 960 053)
Operating Surplus for the period		16 537 192	17 510 670
Other comprehensive income		-	-
Total Comprehensive income for the period		16 537 192	17 510 670

Statement of Changes in Equity for the period ended 30 September 2023

Description	Retained surplus	Total equity
	R	R
Balance at 01 October 2021	230,766,985	230,766,985
Total comprehensive surplus for the period	17,510,670	17,510,670
Balance at 01 October 2022	248,277,655	248,277,655
Surplus for the remainder of 2022/23	16,120,284	16,120,284
Total comprehensive surplus for the period	16,537,192	16,537,192
Balance at the end of the period	280,935,131	280,935,131

Statement of Cash Flows for the period ended 30 September 2023

	Notes	Sep-23 R	Sep-22 R
Cash flows from operating activities			
Cash received from customers		53,288,327	51,022,339
Cash paid to suppliers and employees		<u>(48,197,613)</u>	<u>(36,273,675)</u>
Net cash from operating activities	14	<u>5,090,714</u>	<u>14,748,664</u>
Cash flows from investing activities			
Purchase of property and equipment	2	(532,875)	(1,311,656)
Disposal of property and equipment	2	1,814	28,588
Cash received from investment		<u>10,003,416</u>	<u>5,388,459</u>
Net cash from investing activities		<u>9,472,355</u>	<u>4,105,391</u>
Increase in cash and cash equivalents for the period		14,563,069	18,854,054
Cash at the beginning of the financial year		<u>246,646,041</u>	<u>211,721,656</u>
Total cash at the end of the period	5	<u>261,209,110</u>	<u>230,575,710</u>

Accounting Policies for the period ended 30 September 2023

1. Presentation of financial statements

The financial statements have been prepared in accordance with the International Financial Reporting Standards for Small and Medium-sized Entities (IFRS for SME's) and the Labour Relations Act, 66 of 1995 as amended. The financial statements have been prepared on the historical cost basis (unless otherwise stated) and incorporate the principal accounting policies set out below. They are presented in South African Rands.

These accounting policies have been amended to be compliant with the reporting framework of IFRS for SME's.

1.1 Significant judgements and sources of estimation uncertainty

Key sources of estimation uncertainty

Useful lives of property and equipment

The Council reviews the estimated useful lives of property and equipment when changing circumstances indicate that they may have changed since the most recent reporting date. Change in the estimate of useful lives of property and equipment is based on past experience, pattern of use and asset condition. For building, the structural engineering reports and any other identified improvements are taken into consideration.

Provisions

Provisions are inherently based on assumptions and estimates using the best information available. Additional disclosure of these estimates are included on 1.8 and in note 7 - Provisions.

1.2 Property and equipment

Property and equipment are tangible items that:

- are held for use in the production or supply of goods or services, for rental to others or for administrative purposes; and
- are expected to be used during more than one period.

Property and equipment is carried at cost less accumulated depreciation and accumulated impairment losses.

Cost includes all costs incurred to bring the asset to the location and condition necessary for it to be capable of operating in the manner intended by management.

Costs include costs incurred initially to acquire or construct an item of property and equipment and costs incurred subsequently to add to, replace part of, or service it. If a replacement cost is recognised in the carrying amount of an item of property and equipment, the carrying amount of the replaced part is derecognised.

Depreciation is provided using the straight-line method to write down the cost over the useful life of the property and equipment, which is as follows:

Item	Depreciation method	Average useful life in years
Buildings	Straight line	25
Lifts	Straight line	25
Generators	Straight line	25
Furniture and fittings	Straight line	10
Motor vehicles	Straight line	7
Office equipment	Straight line	8 to 10
Computer equipment	Straight line	3
Leasehold improvements	Straight line	5

The depreciation method and useful life of each asset are reviewed at each reporting date if there are indicators present that there has been a significant change from the previous estimate.

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in surplus or deficit in the period.

Property and equipment is subsequently stated at cost less accumulated depreciation and any accumulated impairment losses.

Land is not depreciated, and it is stated at cost.

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

1.3 Intangible assets

Intangible assets are initially recognised at cost and subsequently at cost less accumulated amortisation and accumulated impairment losses.

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

Item	Depreciation method	Average useful life in years
Systems (operational) software	Straight line	3
Application software	Straight line	8

The amortisation period and amortisation method for intangible assets are reassessed when there is an indication that there is a change from the previous estimate.

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

1.4 Financial instruments

Initial measurement

Financial instruments are initially measured at the transaction price (including transaction costs except in the initial measurement of financial assets and liabilities that are measured at fair value through profit or loss) unless the arrangement constitutes, in effect, a financing transaction in which case it is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial instruments at amortised cost

These include loans, trade receivables and trade payables. Those debt instruments which meet the criteria in section 11.8(b) of the Standard, are subsequently measured at amortised cost using the effective interest method. Debt instruments which are classified as current assets or current liabilities are measured at the undiscounted amount of the cash expected to be received or paid unless the arrangement effectively constitutes a financing transaction.

At each reporting date, the carrying amounts of assets held in this category are reviewed to determine whether there is any objective evidence of impairment. If there is objective evidence, the recoverable amount is estimated and compared with the carrying amount. If the estimated recoverable amount is lower, the carrying amount is reduced to its estimated recoverable amount, and an impairment loss is recognised immediately in surplus or deficit.

Derecognise a financial asset when:

- the contractual rights to the cash flows from the financial asset expire or are settled;
- the entity transfers to another party all the significant risks and rewards relating to the financial asset; or
- the entity, despite having retained some significant risks and rewards relating to the financial asset, has transferred the ability to sell the asset in its entirety to an unrelated third party who is able to exercise that ability unilaterally and without needing to impose additional restrictions on the transfer.

Derecognise a financial liability when the obligation is discharged, cancelled, or expires.

1.5 Leases

A lease is classified as a finance lease if it transfers substantially all the risks and rewards incidental to ownership to the lessee. All other leases are operating leases.

Operating leases – lessee

Operating lease payments are recognised as an expense on a straight-line basis over the lease term unless:

- another systematic basis is representative of the time pattern of the benefit from the leased asset, even if the payments are not on that basis, or

- the payments are structured to increase in line with expected general inflation (based on published indices or statistics) to compensate for the lessor's expected inflationary cost increases.

Any contingent rents are expensed in the period they are incurred.

1.6 Impairment of assets

The council assesses at each reporting date whether there is any indication that property and equipment or intangible assets may be impaired.

If there is any such indication, the recoverable amount of any affected asset (or group of related assets) is estimated and compared with its carrying amount. If the estimated recoverable amount is lower, the carrying amount is reduced to its estimated recoverable amount, and an impairment loss is recognised immediately in surplus or deficit.

If an impairment loss subsequently reverses, the carrying amount of the asset (or group of related assets) is increased to the revised estimate of its recoverable amount, but not in excess of the amount that would have been determined had no impairment loss been recognised for the asset (or group of assets) in prior years. A reversal of impairment is recognised immediately in surplus or deficit.

1.7 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 leave pay, bonuses, and non-monetary benefits such as medical care), are recognised in the period in which the service is rendered and are not discounted.

Defined contribution plans

Payments to defined contribution retirement benefit plans are charged as an expense as they fall due.

1.8 Provisions

Provisions are recognised when the Council has an obligation at the reporting date as a result of a past event; it is probable that the Council will be required to transfer economic benefits in settlement; and the amount of the obligation can be estimated reliably.

Provisions are measured at the present value of the amount expected to be required to settle the obligation using a rate that reflects current market assessments of the time value of money and the risks specific to the obligation. The increase in the provision due to the passage of time is recognised as interest expense.

Provisions are not recognised for future operating deficits.

A contingent liability is a possible obligation that arises from past events and the existence of which will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events that are beyond the control of the entity.

Alternatively, a contingent liability is a present obligation that arises from past events but is not recognised because:

- It is not probable that an outflow of resources embodying economic benefits or service potential will be required to settle the obligation; or
- The amount of the obligation cannot be measured with sufficient reliability.

1.9 Revenue

Revenue is measured at the fair value of the consideration received or receivable and represents the amounts receivable for services rendered in the normal course of business.

Council's revenue is determined based on the Collective Agreement on Levies.

1.10 Interest income

Interest income is earned from the Council's call accounts. It is recognised, in surplus or deficit, using the effective interest rate method.

1.11 Other income

Other income comprises all other receipts that are not from the normal course of business. This is mainly receipts for mandatory grants from EDTPSETA, subsidy for arbitration awards from CCMA, recovery of municipal charges from the Council's tenant at national office and unknown receipt.

1.12 Penalty income

Penalty income is penalty charged for late receipt of panellist claims. It is determined based on the Panellist Fee Policy.

1.13 Rental income

Comprises of income from use of the unoccupied office space which is let out to NECT.

1.14 Related Parties

Parties are considered to be related if one party has the ability to control the other party or exercise significant influence over the other party in making financial and operating decisions; or if the related party entity and another party are subject to common control.

Related parties include individuals who have significant influence over the entity, such as members of the Executive Committee (EXCO), its committees and key management personnel.

All transactions between the entity and related parties during the reporting period as well as comparative information are disclosed in the notes to the annual financial statements.

Notes to the Financial Statements for the period ended 30 September 2023

Note 2

Property and equipment

	Sep-23			Sep-22		
	Cost	Accumulated depreciation	Carrying Value	Cost	Accumulated depreciation	Carrying Value
Land	1,000,000	-	1,000,000	1,000,000	-	1,000,000
Buildings	33,541,323	(15,044,847)	18,496,476	33,541,323	(14,179,595)	19,361,728
Generators	599,576	(195,358)	404,218	599,576	(171,360)	428,216
Lifts	702,669	(213,930)	488,739	702,669	(185,810)	516,859
Furniture and fittings	2,201,847	(1,852,887)	348,960	2,271,039	(1,901,776)	369,263
Motor vehicles	499,000	(486,409)	12,591	499,000	(468,122)	30,878
Office equipment	969,994	(535,780)	434,214	952,177	(509,064)	443,114
Computer equipment	5,752,495	(3,742,958)	2,009,537	5,417,717	(4,020,375)	1,397,342
	45,266,904	(22,072,169)	23,194,735	44,983,501	(21,436,102)	23,547,400

Reconciliation of property and equipment 30 September 2023

	Opening Balance as at 01 Apr 2023	Additions	Disposals	Depreciation	Total as at 30 Sep 2023
Land	1,000,000	-	-	-	1,000,000
Buildings	19,037,108	-	-	(540,632)	18,496,476
Generators	416,250	-	-	(12,032)	404,218
Lifts	502,837	-	-	(14,098)	488,739
Furniture and fittings	321,849	77,908	(5,454)	(45,343)	348,960
Motor vehicles	14,729	-	-	(2,138)	12,591
Office equipment	448,995	34,475	(2,333)	(46,922)	434,214
Computer equipment	1,997,528	420,493	(5,066)	(403,417)	2,009,537
	23,739,295	532,875	(12,854)	(1,064,582)	23,194,735

Reconciliation of property and equipment 30 September 2022

	Opening Balance as at 01 Apr 2022	Additions	Disposals	Depreciation	Total as at 30 Sep 2022
Land	1,000,000	-	-	-	1,000,000
Buildings	20,041,704	-	-	(679,977)	19,361,728
Generators	440,248	-	-	(12,032)	428,216
Lifts	530,957	-	-	(14,098)	516,859
Furniture and fittings	407,849	6,605	-	(45,191)	369,263
Motor vehicles	47,115	-	-	(16,237)	30,878
Office equipment	397,838	90,099	-	(44,824)	443,113
Computer equipment	407,662	1,214,952	(28,633)	(196,637)	1,397,343
	23,273,373	1,311,656	(28,633)	(1,008,996)	23,547,400

Disposals

The amount disclosed above reflect the carrying value of the disposed assets. Cash receipts for the disposed assets amount to R1,814.

Land

Erf, Die Hoewes Extension 26 Township, Registration Division J.R. Province of Gauteng, in extent 3019 square meters.

Changes in estimates

The entity reassesses the useful lives and residual values of items of property and equipment at the end of each reporting period, in line with the accounting policy and section 17 Property, plant and equipment. These assessments are based on historic analysis and available information. This resulted in an increase of R8,761 to the surplus.

Note 3

Intangible assets	Sep-23			Sep-22		
	Cost	Accumulated amortisation	Carrying Value	Cost	Accumulated amortisation	Carrying Value
Application Software	4,667,148	(4,436,388)	230,760	4,667,148	(4,311,425)	355,724
System Software	634,129	(627,268)	6,862	634,129	(616,636)	17,494
	5,301,278	(5,063,656)	237,622	5,301,278	(4,928,060)	373,218

Reconciliation of intangible assets 30 September 2023

	Opening Balance as at 01 Apr 2023	Additions	Amortisation	Total as at 30 Sep 2023
Application Software	308,240	-	(77,480)	230,760
System Software	12,214	-	(5,352)	6,862
	320,453	-	(82,832)	237,622

Reconciliation of intangible assets 30 September 2022

	Opening Balance as at 01 Apr 2022	Additions	Amortisation	Total as at 30 Sep 2022
Application Software	451,614	-	(95,890)	355,724
System Software	22,996	-	(5,502)	17,494
	474,610	-	(101,392)	373,218

Changes in estimates

At the end of each reporting period, the entity reassesses whether there is any indication that any intangible asset may be impaired, in line with the accounting policy and section 18 Intangible Assets. These assessments are based on historic analysis, benchmarking, and the latest available and reliable information.

Note 4

Trade and other receivables

30 September 2023	Financial Assets at Amortised Cost	Non Financial Assets	Total
Deposits	358,860	-	358,860
Flight ticket refunds *	34,586	-	34,586
Other receivables	1,572	-	1,572
Prepayments	-	2,459,266	2,459,266
Receivable from employees	-	8,673	8,673
Trade receivables	81,196	-	81,196
	476,214	2,467,939	2,944,153

30 September 2022	Financial Assets at Amortised Cost	Non Financial Assets	Total
Deposits	301,368	-	301,368
Flight ticket refunds *	18,251	-	18,251
Flight tickets for re-use	-	790	790
Other receivables	11,927	-	11,927
Prepayments	-	294,163	294,163
Receivable from employees	-	14,503	14,503
Trade receivables	71,305	-	71,305
	402,851	309,456	712,307

Trade and other receivables are not pledged as security. The carrying amount of the receivables approximate their fair value.

* Flight tickets refunds are air travel tickets that have been cancelled due unavailability of pre-booked travellers.

Note 5

Cash and cash equivalents	Sep-23 R	Sep-22 R
Cash and cash equivalents consist of:		
Cash on hand	16,022	21,030
Current account	11,923,602	12,311,283
Short term deposits*	249,269,486	218,243,397
	261,209,110	230,575,710

*Short term deposits are held with the South African Reserve Bank (Corporate of Public deposits) and bears interest at a rate more competitive than those offered by the commercial banks. These are made available immediately on call or request.

Note 6

Trade and other payables	Sep-23 R	Sep-22 R
Trade payables	1,023,898	891,679
Accrued expenses	1,705,077	2,072,091
	2,728,975	2,963,770

Trade and other payables are all financial instruments carried at amortised cost.

Note 7

Provisions	Sep-23 R	Sep-22 R
Provision for 13th Cheque	2,110,804	1,767,658
Provision for annual leave	1,738,366	1,545,798
Provision for SADTU	72,344	653,754
	3,921,514	3,967,210

Reconciliation of provisions 30 September 2023

	Opening balance as at 01 Apr 2023	Additions	Reversed	Paid	Total as at 30 Sep 2023
Provision for 13th Cheque	668,191	1,482,613	-	(40,000)	2,110,804
Provision for annual leave	1,542,261	224,942	(28,837)	-	1,738,366
Provision for SADTU	72,344	-	-	-	72,344
	2,282,796	1,707,555	(28,837)	(40,000)	3,921,514

Reconciliation of provisions 30 September 2022

	Opening balance as at 01 Apr 2022	Additions	Reversed	Paid	Total as at 30 Sep 2022
Provision for 13th Cheque	564,810	1,294,814	-	(91,966)	1,767,658
Provision for annual leave	1,390,843	260,465	-	(105,510)	1,545,798
Provision for SADTU	653,754	-	-	-	653,754
	2,609,407	1,555,279	-	(197,476)	3,967,210

Provisions for SADTU comprise of costs to be claimed for services rendered by Parties to Council, for which claims have not been received. A reliable estimate is made based on provisions of the Collective Agreement and the number of meetings attended.

Note 8

Revenue	Sep-23	Sep-22
	R	R
Levies - FETC	1,512,300	2,708,424
Levies - DBE	51,623,526	48,183,610
	53,135,826	50,892,034

All levies received bear no credit risk and are paid from salary deductions from educators and an equal contribution by employer.

Note 9

Other income	Sep-23	Sep-22
	R	R
Rental income	192,261	178,019
Interest income	10,003,416	5,388,459
Penalty income	239,320	132,898
Other income	119,224	169,429
	10,554,221	5,868,805

Note 10

Employee costs	Sep-23	Sep-22
	R	R
Basic earnings	19,300,393	17,430,606
13th Cheque	1,460,713	1,294,814
Medical Aid	524,353	480,526
Unemployment Insurance Fund	61,992	59,052
Skills Development Levy (SDL)	210,482	188,519
Leave pay accrual charge	196,104	259,000
Housing allowance	329,654	320,931
Post employment benefits	2,482,244	2,146,281
Total cost	24,565,935	22,179,729

Defined contribution plan

The entity provides post employment benefits through a defined contribution plan to all its employees. The Provident Fund and Retirement Annuity Funds are governed by the Pension Funds Act, 1956 (Act no 24 of 1956).

The entity is under no obligation to cover any unfunded benefits.

Note 11

Taxation

The Council is exempt from the payment of income tax in terms of section 10(1) (CA) (l) of the Income tax Act, No. 58 of 1962.

Note 12

Auditor's remuneration	Sep-23	Sep-22
	R	R
Disbursements (expenses)	33,730	14,312
Consulting fees	96,645	79,037
Statutory audit fees	731,109	528,393
	861,483	621,742

Note 13

Commitments	Sep-23	Sep-22
	R	R
Already contracted, but not provided for:		
Operating expenditure	10,310,484	5,570,241

This committed expenditure relates to operating expenses and will be financed by available retained surplus. Commitments disclosed takes into consideration clauses as per the contractual agreements.

Minimum lease payments under operating lease recognised as an expense during the year

Operating lease expense	1,004,237	913,925
-------------------------	-----------	---------

At the end of the period, the Council has outstanding commitments under operating lease that falls due as follows:

Total minimum lease payments

Not later than one year	1,322,178	628,097
Later than one year and not later than five years	2,418,308	-
	3,740,486	628,097

Operating lease payments represent rentals payable by the ELRC for rentals of premises in the nine provincial offices. Rental expenses are increased annually as per the escalation clauses of the lease agreements.

Note 14

Cash generated from operations	Sep-23	Sep-22
	R	R
Surplus for the period	16,537,192	17,510,670
Adjustments for:		
Depreciation and amortisation	1,147,414	1,110,387
Movement in accruals	639,554	2,072,094
Loss on assets disposed	11,039	46
Movement in provisions	(562,264)	2,748,646
Interest income	(10,003,416)	(5,388,459)
Changes in working capital:		
Trade and other receivables	(1,527,160)	1,258,174
Trade and other payables	(1,151,645)	(4,562,894)
	5,090,714	14,748,664

Note 15

Related parties

Employer party	Department of Basic Education
Chairperson of Council	Advocate Luvuyo Bono
Members of key management	Ms Nolusindiso Foca
	Ms Unathi Ndobeni
	Ms Octavia Makofane
	Mr Matlose Moela
	Ms Nelisiwe Bongco
Trade unions	South African Democratic Teachers Union (SADTU)
	Combined Trade Union – Autonomous Trade Union (CTU-ATU)

Non-Executive members serve in the audit committee of the ELRC. The Audit Committee sits for four meetings annually and any other special meetings.

Key Management Personnel
Key management information

Class	Description	Number of members
Executive members	Accounting Authority	11
Non-executive members	Accounting Authority	3
Executive management	Accounting Officer & Executive	2
Senior management	Management	3

Note 15 (continued)

Related party transactions

Fees paid to related parties in respect of services rendered

	Sep-23	Sep-22
	R	R
SADTU	150,584	-
Advocate L. Bono*	219,460	178,918
	370,044	178,918

*This relates to the fees paid for services rendered by the independent Chairperson as a panellist in matters of arbitration or dispute resolution. The Chairperson's decisions in dispute resolution and arbitration matters do not affect the financial position of the Council.

Executive emoluments (Chairperson's fees)

	Sep-23	Sep-22
	R	R
Advocate L. Bono	91,000	63,000

Members of the ELRC Executive committee did not receive emoluments during the financial year as per collective agreement. The Board fees to date amount to R 91 000 and were only paid to Advocate L. Bono.

Audit Committee fees

	Sep-23	Sep-22
	R	R
Mr SA Ngobeni	47,038	51,804
Ms J Masite	16,978	20,952
Dr C Motau	17,373	20,952
	81,389	93,708

Non-Executive members serve in the audit committee of the ELRC. The Audit Committee sits for four meetings annually and any other special meetings. The fee reflected above is a consolidation of the total fees paid for the period and reimbursement for travel.

Note 15 (continued)

Executive management emoluments

30 September 2023	Basic salary	13th cheque	Post employment benefit	Other allowances*	Total
Ms NO Foca	897,209	74,505	160,930	275,862	1,408,505
Ms U Ndobeni	644,202	53,486	57,765	214,354	969,807
	1,541,411	127,991	218,695	490,216	2,378,313

30 September 2022	Basic salary	13th cheque	Post employment benefit	Other allowances*	Total
Ms NO Foca	842,063	67,554	145,917	234,256	1,289,790
Ms U Ndobeni	605,425	48,489	52,368	194,980	901,261
	1,447,488	116,043	198,285	429,236	2,191,051

* Other allowances comprise travel allowance, per diem, medical aid fringe benefit, SDL and UIF.

Note 15 (continued)

Senior management emoluments

30 September 2023	Basic salary	13th cheque	Post employment benefit	Other allowances*	Total
Ms LO Makofane	519,278	43,121	46,571	140,563	749,533
Ms NA Bongco	512,515	42,503	45,903	171,576	772,496
Mr MP Moela	524,406	43,547	94,061	159,134	821,148
	1,556,199	129,171	186,535	471,273	2,343,177

30 September 2022	Basic salary	13th cheque	Post employment benefit	Other allowances*	Total
Ms LO Makofane	487,195	39,085	42,212	127,288	695,780
Ms NA Bongco	481,021	38,525	41,607	155,722	716,875
Mr MP Moela	492,007	39,471	85,257	85,479	702,215
	1,460,223	117,081	169,076	368,489	2,114,870

* Other allowances comprise travel allowance, per dium, medical aid fringe benefit, SDL and UIF.

Note 16

Fulltime Shopsteward expenses	Sep-23	Sep-22
	R	R
International expenses	834,547	663,676
Employee cost	674,680	-
Local expenses	1,738,173	-
	3,247,400	663,676

Note 17

Administration expenses	Notes	Sep-23 R	Sep-22 R
Accommodation expenses		203,100	8,428
Administration and management fees		345,457	371,782
Advertising and Recruitment		267,206	108,853
Arbitration		5,823,483	6,050,511
Assets below R5000		8,735	13,759
Auditors fees	12	861,483	621,742
Bank charges		31,394	29,684
Chairperson's fees	15	91,000	63,000
Cleaning and sanitation		76,180	77,713
Computer expenses		338,782	210,785
Conciliation		379,645	380,125
Condonation		45,000	47,500
Consulting and professional fees		76,808	34,286
Consumables		49,638	49,662
Cost of quality control		80,000	86,000
Delivery expenses		19,345	22,799
Employee wellness, Gifts and SHE expenses		56,744	23,627
Facilitation and Dispute Prevention		22,622	32,398
Fulltime Shopstewards	16	3,247,400	663,676
Governance and provincial chambers		1,406,683	576,391
Implementation of Acts and Agreements		14,000	7,000
Insurance		247,565	322,735
International travel expenses (R&D)		-	1,915,286
Legal Expenses		700,933	616,711
Loss on disposal of assets		11,039	46
Motor vehicle expenses		39,663	20,331
Municipal expenses		972,297	750,951
Printing and stationery		280,552	277,265
Refreshments		34,951	14,399
Rentals		1,004,237	913,925
Repairs and maintenance		239,012	232,834
Security		515,842	484,348
Storage and removal		3,163	3,560
Subscriptions and license fees		592,553	412,819
Telecommunication costs and postal fees		229,741	278,948
Training		2,752,826	187,346
Travelling costs		370,426	48,828
		21,439,505	15,960,053

Supplementary information to the Semi-annual Financial Statements for the period ended 30 September 2023

Annexure 1

Fruitless and wasteful expenditure

Fruitless and wasteful expenditure means expenditure which is made in vain and would have been avoided had reasonable care been exercised.

Where an investigation determines, a receivable will be recorded against an employee or party who has been found to have incurred the fruitless and wasteful expenditure. In instances where a receivable is not raised against an employee or the amount is irrecoverable, the General Secretary may write off the debt.

Fruitless and wasteful expenditure is accounted for in terms of the Council's Supply Chain Management Policy.

Fruitless and wasteful expenditure	Sep-23	Sep-22
	R	R
Opening balance	12,837	-
Add: Fruitless and wasteful expenditure incurred during the year	4,765	2,700
Less: Recovered during the year	(1,530)	(12)
Less: Condoned during the year	(14,537)	-
Closing balance	1,535	2,688

The fruitless and wasteful expenditure relates to accommodation not used and not timely cancelled by a Panellist to an arbitration matter. The Council implements improved controls and where fruitless expenditure is incurred; such is recovered from the relevant person.

Annexure 2
Statement of Comparison of Budget and Actual amounts

Education Labour Relations Council
Statement of Comparison of Budget and Actual amounts
Sep-23

HOME Page

	Semi-annual - FY2023/24				Semi-annual - FY2022/23				Full Year Budget - FY2023/24		
	Actual	Budget	Variance	Variance %	Actual	Budget	Variance	Variance %	Budget	Remaining	Variance %
INCOME	63 690 046	29 801 780	33 888 266	114%	56 760 794	53 163 983	3 596 811	7%	110 962 569	47 272 522	43%
Revenue	53 135 826	27 053 596	26 082 230	96%	50 892 034	49 514 567	1 377 467	3%	108 214 385	55 078 559	51%
Other income	10 554 220	2 748 184	7 806 037	284%	5 868 759	3 649 416	2 219 344	61%	2 748 184	(7 806 037)	-284%
OPERATING EXPENSES	45 798 297	55 649 163	9 850 866	18%	38 116 497	51 912 522	13 796 025	27%	114 531 660	68 733 362	60%
Dispute Management Services	13 134 040	16 246 287	3 112 247	19%	10 266 282	13 647 484	3 381 202	25%	32 923 903	19 789 864	60%
Collective Bargaining Services	14 856 814	19 133 032	4 276 217	22%	12 055 393	18 860 507	6 805 114	36%	39 872 984	25 016 170	63%
CBS (NATIONAL)	11 815 658	14 333 903	2 518 245	18%	10 182 470	15 769 083	5 586 613	35%	30 599 814	18 784 156	61%
Governance And Support Services	921 411	1 832 257	910 846	50%	113 472	472 787	359 314	76%	2 374 283	1 452 872	61%
Chamber Expenses	2 119 745	2 966 871	847 126	29%	1 759 451	2 618 637	859 186	33%	6 898 887	4 779 142	69%
Gauteng	250 124	354 263	104 139	29%	239 159	355 301	116 142	33%	852 244	602 120	71%
Free State	260 243	351 154	90 911	26%	183 452	333 949	150 497	45%	797 707	537 464	67%
Eastern Cape	276 236	379 823	103 588	27%	181 143	249 372	68 229	27%	848 448	572 212	67%
Western Cape	198 815	333 092	134 277	40%	149 542	245 241	95 698	39%	802 308	603 493	75%
Limpopo	226 919	280 796	53 877	19%	182 684	266 333	83 649	31%	625 404	398 485	64%
Mpumalanga	197 354	290 887	93 533	32%	136 824	187 164	50 340	27%	666 775	469 421	70%
Northern Cape	212 222	263 432	51 210	19%	149 331	259 892	110 560	43%	659 152	446 930	68%
North West Province	183 861	255 162	71 301	28%	250 788	377 495	126 707	34%	655 325	471 464	72%
KwaZulu Natal	313 972	458 262	144 290	31%	286 528	343 893	57 365	17%	991 524	677 552	68%
Corporate Services	6 036 926	7 506 927	1 470 001	20%	5 412 796	6 612 364	1 199 568	18%	15 874 383	9 837 457	62%
Media & Communications	330 446	790 288	459 842	58%	145 574	158 403	12 829	8%	1 554 077	1 223 631	79%
Information Communication Technology	1 443 717	2 208 124	764 407	35%	1 110 690	2 057 704	947 014	46%	4 416 242	2 972 525	67%
Human Resource	4 262 763	4 508 515	245 752	5%	4 156 533	4 396 257	239 724	5%	9 904 064	5 641 301	57%
Finance and Supply Chain Management Services	7 069 907	7 814 834	744 928	10%	6 290 950	7 524 996	1 234 046	16%	16 144 006	9 074 099	56%
Supply Chain Management	1 933 768	2 578 240	644 472	25%	1 796 272	2 470 507	674 235	27%	5 156 480	3 222 712	62%
Financial Accounting Services	5 136 138	5 236 594	100 456	2%	4 494 678	5 054 489	559 811	11%	10 987 526	5 851 388	53%
Executive Services	4 700 611	4 948 083	247 472	5%	4 091 075	5 267 171	1 176 096	22%	9 716 383	5 015 772	52%
SURPLUS BEFORE CAPEX	17 891 749	(25 847 383)			18 644 296	1 251 461			(3 569 091)	116 005 885	
Capital Expenditure (CAPEX)	532 875	774 710	241 835	31%	1 311 656	1 091 530	(220 126)	-20%	1 549 420	1 016 545	66%
SURPLUS AFTER CAPEX	17 358 874	(26 622 093)			17 332 640	159 931			(5 118 511)	114 989 340	