



QUARTERLY REPORT THIRD QUARTER

**2023/2024 Financial Year
01 October 2023 – 31 December 2023**

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INTRODUCTION BY THE ACCOUNTING OFFICER

Performance Review for the Quarter ended December 2023

It gives me great pleasure to present this report of the third quarter covering the period 1st October to 31st December 2023.

Core Services (Collective Bargaining Services and Dispute Management Services)

Collective Bargaining Services: National

Collective Bargaining Services: National recorded 100% for the period under review, this is consistent with the achievement in the third quarter of the 2022/23 financial period.

The ELRC convened the QMS Colloquium on 24th and 25th October 2023 on a hybrid platform where other relevant officials could connect and participate in the Colloquium. The purpose of the Colloquium was to provide a platform for meaningful engagements on the performance management of school-based educators in basic education, and to assess the critical resources required to ensure the effectiveness of QMS at all levels of the sector.

Of note, in relation to the Labour Management Partnership Programme, is the first virtual facilitators session, which was held with 25 facilitators from the four pilot provinces, namely KwaZulu-Natal, Limpopo, Mpumalanga, and Western Cape and the training was facilitated by Professors Saul Rubinstein and Charles Heckscher. Workshops took place from 8th November and concluded on 14th December 2023.

Collective Bargaining Services: Provincial

The performance of the provincial chambers during the period under review was unprecedented, compared to the performance in the third quarter of the 2022/23 financial year where six provinces achieved 100%.

All nine provinces achieved 100% during the quarter under review.

Detailed reports of the nine Chambers are attached.

Dispute Management Services

The ELRC received a total of 183 disputes during the period under review.

A total of 429 events were conducted for the period under review. Of these 113 were conciliations and 316 were arbitration events.

The ELRC finalised 132 disputes during the period under review.

Cases from previous financial years

A total of 98 cases from previous financial years remain to date. Of the 98 cases, 64 are for the 2022/2023 financial year, 19 are for the 2021/22 financial year, while 15 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 third quarter review of the Risk Register was done by the Risk Management Team in line with the mandatory compliance activities of the organisation. The process included considering issues that are arising and whether they need to be included in the register, and the effectiveness status of the mitigating actions (existing controls). Core programmes reported a total of four key risks and support programmes reported a total of 42 risks, three emerging risks were added to the register and 12 risks were archived. Management continues to monitor existing controls and where controls are identified as inadequate, additional 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 conducted teambuilding activities (quad biking, zip lining and game drive) as part of its year-end staff function.

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 three stakeholder events during the period under review. The ELRC advertorial was also submitted for publication in the PEU and NATU diaries for 2024.

The Council held its first ever Colour Run event in celebration of World Teachers' Day in Cape Town on 28th October 2023.

The Council also received exceptional media coverage during the period under review, with 11 interviews on sexual misconduct cases and the ELRC processes on different broadcast media platforms.

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 a record first as all targets were achieved during the period under review, which is an improvement in performance, compared to the 96% achieved in the third 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).



Dr 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 3rd Quarter	Actual Achievement 3rd Quarter	Deviation from planned target to Actual Achievement for 3rd 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 third quarter	Achieved A Bargaining meeting was held on 16 th November 2023, where matters of mutual interest were discussed	None		
Facilitate meetings on discussions to conclude a collective agreement on vote weights	Vote Weights collective agreement tabled at Bargaining meeting for conclusion	n/a	n/a	n/a		<i>This is an annual target that only relate to the second quarter of the 2023/24 financial year.</i>
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 third quarter	Achieved A Bargaining meeting was held on 16 th November 2023, where teacher incentives was discussed	None		
Schedule a Colloquium on the Quality Management System (QMS)	A Colloquium to be conducted on the Quality Management System (QMS)	Task Team and Bargaining meetings in preparation of the recommendations on the implementation of the Quality Management System (QMS)	Achieved A QMS Task Team meeting held on 9 th November 2023, where the recommendations on the implementation of QMS was discussed The Bargaining meeting held on 16 th November 2023 adopted the QMS Colloquium recommendations action plan	None		

Collective Bargaining Services: National						
Performance Indicator	Annual Target 2023/24	Planned Target For 3 rd Quarter	Actual Achievement 3 rd Quarter	Deviation from planned target to Actual Achievement for 3 rd Quarter	Comment on deviations	Status
Facilitate meeting on discussions for the universalization and institutionalisation of Grade R practitioners	Matter on the universalization and institutionalisation of Grade R Practitioners tabled at Bargaining meeting for discussion	Bargaining meeting scheduled to attend to the universalization and institutionalisation of Grade R Practitioners for the third quarter	Achieved A Bargaining meeting was held on 16 th November 2023, where the universalisation and institutionalisation of Grade R Practitioners was discussed	None		

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

During the period under review the ELRC convened the QMS Colloquium on 24th and 25th October 2023 on a hybrid platform where other relevant officials could connect and participate in the Colloquium. The purpose of the Colloquium was to provide a platform for meaningful engagements on the performance management of school-based educators in basic education, and to assess the critical resources required to ensure the effectiveness of QMS at all levels of the sector. The participants at the Colloquium were split into three Commissions to come up with recommendations on the following topics:

- Commission 1: Envisaged value of Educator Appraisals
- Commission 2: Supervisors (SMTs & CMs) as the driving force for QMS Implementation
- Commission 3: Supporting schools for successful implementation of QMS

The Commissions reported back to the Colloquium their recommendations and the Colloquium paved a way forward. The key recommendations that came out of the Colloquium were as follows:

- 1) Training / Capacity building
- 2) Monitoring and support of QMS Implementation (*Integrated monitoring and support should be informed by the outcomes of the appraisal process*)
- 3) Strengthen accountability for performance management of school-based educators
- 4) Strengthen communication at all levels of the sector

- 5) Integrated planning
- 6) Progressive professional development

The QMS Colloquium recommendations action plan was adopted at the Bargaining meeting held on 16th November 2023.

A TVET PCAM Workshop was held on 11th October 2023 on a hybrid platform where the draft PCAM document was discussed and the Essential Services Committee (CCMA) made a presentation on “*Security Services in Education Institutions*” in which the Employer was encouraged to draft Minimum Service Agreements for security services. There was a follow-up TVET Technical Task Team (PCAM) meeting that was held on 9th November 2023, in which the Employer presented the revised draft PCAM document with the inputs made by labour Parties, it is work in progress.

Labour Management Partnership

The first virtual facilitators session was held with 25 facilitators from the four pilot provinces, namely KwaZulu-Natal, Limpopo, Mpumalanga, and Western Cape and the training was facilitated by Professors Saul Rubinstein and Charles Heckscher.

A Recap workshop was held on 8th November 2023, with all facilitators and the Provincial Managers of the ELRC. This was followed by an evaluation survey that yielded positive results. One of the outcomes was that a WhatsApp group be created for the facilitators, this was done and is active. Emanating from the workshop, a reporting template was developed for provinces as well as a guiding document on the role of the facilitators.

A meeting with provincial managers was convened on 17th November 2023 to discuss the reporting template and receive inputs from the Provincial managers. As a result of the meeting, the template was enhanced. At the meeting, the team resolved to meet once a month in the fourth quarter and thereafter once per quarter to monitor progress. The second virtual session took place on 30th November 2023, where the ELRC presented the Role of the Facilitator document to the team at Rutgers. A presentation on the Labour Management Partnership was made to the Broad Management Team on 5th December 2023.

The final virtual training session for 2023 with Rutgers University took place on 14th December 2023.

Strategy to overcome areas of underperformance

Not applicable.

Changes to planned targets

No changes were made to planned targets.

Linking performance to budget

Oct - Dec 2023			
Programme Name	Actual Expenditure	Budget	(Over)/Under Expenditure
Collective Bargaining Services	R'000	R'000	R'000
National	5 644	7 645	2 001
Governance Support Services	26	680	654
CBS: Provincial	1 769	2 330	561
Total	7 439	10 655	3 216

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 3 rd Quarter	Actual Achievement 3 rd Quarter	Deviation from planned target to Actual Achievement – 3 rd 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 on the Distribution of posts Staff Establishment issued to all schools and the implementation of CA 4/2016 and table the report at the quarterly chamber meeting	Achieved A report on the Distribution of posts, Issuing of Staff Establishment to Schools and the implementation of CA 4 of 2016 was received from the Employer and was tabled at the Chamber meeting of 23 rd November 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 26 th October 2023 and was subsequently presented at the Chamber meeting of 23 rd November 2023	None		

Collective Bargaining Services: Eastern Cape						
Performance Indicator	Annual Target 2023/24	Planned Target 3 rd Quarter	Actual Achievement 3 rd Quarter	Deviation from planned target to Actual Achievement – 3 rd 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 26 th October 2023 and was subsequently presented at the Chamber meeting of 23 rd November 2023	None		
Quality Management System (QMS) Monitoring the implementation of QMS (CA 2 of 2020)	Reports (4)	The Employer to present to Chamber the progress report on training of QMS	Achieved The progress report on QMS Training was tabled at the Teacher Development Task Team meeting of 24 th and 25 th October 2023 and subsequently tabled at the Chamber meeting of 23 rd November 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 24 th and 25 th October 2023 and subsequently tabled the report at the Chamber meeting of 23 rd November 2023	None		

Collective Bargaining Services: Eastern Cape						
Performance Indicator	Annual Target 2023/24	Planned Target 3 rd Quarter	Actual Achievement 3 rd Quarter	Deviation from planned target to Actual Achievement – 3 rd 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 was held on 24 th and 25 th October 2023 and the report on the implementation of the 2023/24 introduced Teacher Development Programmes was received and subsequently tabled at the Chamber meeting of 23 rd November 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 was held on 1 st November 2023 and the report emanating from the Task Team was tabled at the Chamber meeting of 23 rd November 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 on Staffing was held on 1 st and 7 th November 2023 and the report on the 2023 Recruitment & Filling of Posts was received and subsequently tabled at the Chamber meeting of 23 rd November 2023	None		
Rationalisation, Realignment, Merger and Closure of Small Schools Monitoring reports on the Realignment,	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	Achieved The Task Team on the Rationalisation, Realignment, Merger and Closure of Small Schools was held on 26 th	None		

Collective Bargaining Services: Eastern Cape						
Performance Indicator	Annual Target 2023/24	Planned Target 3 rd Quarter	Actual Achievement 3 rd Quarter	Deviation from planned target to Actual Achievement – 3 rd Quarter	Comment on deviations	Status
Merger and Closure of small schools are available		the quarterly Chamber meeting	October 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 23 rd November 2023			

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

The performance of the Chamber during the reporting period was in line with the set targets as contained in the approved Annual Performance Plan for 2023/24 financial year.

Post Provisioning Norms and Standards

After the declaration made by the Honourable MEC the following meetings were held:

- **The First Distribution Workshop** by the Acting Head of Department with PELRC Parties and the SGB Association was held on 23rd October 2023. The Department presented the distribution principles. Parties agreed that a second distribution workshop should be convened. Parties also agreed that the Labour and SGB association would submit questions and suggestions in writing.
- **The Second Distribution Workshop** was held on 6th November 2023 and finalised on 9th November 2023. The Department presented the revised distribution principles. Labour and the SGB Association were not pleased with the 299 Grade R allocated posts. The Acting Head of Department presented that the department would source extra funds for the 299 Grade R posts. Parties agreed that extra funding should be sourced for grade R posts and that the pre-final staff establishment be sent to schools. Parties also agreed on the establishment and training of structures, that the HRM instruction and Management Plan be made available and a copy of PPN be issued to schools.
- **Provincial Task Team (PTT) on PPN 2024:** In trying to monitor the implementation of the declared 2024 Post Provision and the distribution thereof, the PTT meeting was held on 10th November 2023 a day after the second distribution workshop. The Department presented HRM instruction, the Management Plan and PPN samples. Labour was not pleased with the issue of 44 high schools that

were allocated less than eight posts. The Department appealed to Labour that the pre-final be issued to schools while they were looking into the issue of the 44 High Schools.

Rationalisation Re alignment , Merger and Closure of Small Schools

- Out of 256 targeted schools, 126 have conducted stakeholder consultation and were consolidated for consideration by the MEC for due approval
- The programme has accumulated backlog on consultation as these could not be concluded by June/July of the 2023/24 financial year, in line with the 2023/24 School Rationalisation and Realignment Programme (SRRP) Management Plan
- The SRRP Recovery Plan has since been developed to focus districts on schools with learner enrolments below 100 and below 50 without scholar transport and/or infrastructure requirements to migrate learners
- There are 656 schools in the province with less than 100 learners, 81% of these schools' enrolment has declined over the last five years; 616 are primary schools, 21 are secondary schools and 18 are combined schools
- There are 318 schools in the province with less than 50 learners, 87% of these schools' enrolment have declined over the last five years; 310 of these are primary schools, six secondary schools and two combined schools

Strategy to overcome areas of underperformance

Not applicable.

Changes to planned targets

No changes were made to planned targets.

Linking performance to budget

Oct - Dec 2023			
Programme Name	Actual Expenditure	Budget	(Over)/Under Expenditure
	R'000	R'000	R'000
Collective Bargaining Services: Eastern Cape	170	213	43
Total	170	213	43

Free State

Key performance indicators, planned targets and actual achievements

Collective Bargaining Services: Free State						
Performance Indicator	Annual Target 2023/24	Planned Target For 3 rd Quarter	Actual Achievement 3 rd Quarter	Deviation from planned target to Actual Achievement for 3 rd Quarter	Comments on deviations	Status
Consultation, Implementation and Monitoring of Collective Agreements and Policies						
FSCA 1 of 2019 as amended Monitoring the implementation of 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 filling of posts in terms of Vacancy List 1/2023 at the Chamber meeting held on 3 rd November 2023	None		
Collective Agreement 4 of 2018 Monitoring implementation of Collective Agreement 4 of 2018	Reports (4)	FSDOE presents to Chamber a report on temporary educators converted in terms of ELRC CA 4 of 2018	Achieved The Employer presented a progress report on the conversion of temporary educators at the Chamber meeting held on 3 rd November 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 CA 3 of 2017	Reports (4)	Free State Department of Education presents to Chamber a report on evaluation outcomes of office-based educators	Achieved A progress report on Education Management Service (EMS), Performance Management and Development System (PMDS) evaluation outcomes was presented by the Employer to the Chamber meeting that was held on 3 rd November 2023	None		
Collective Agreement 2 of 2020 Monitoring implementation of Quality Management System (QMS) in terms of	Report (4)	Free State Department of Education presents a report to Chamber on the implementation of QMS	Achieved The Employer presented a report on the implementation of QMS to the Chamber meeting that was	None		

Collective Bargaining Services: Free State						
Performance Indicator	Annual Target 2023/24	Planned Target For 3 rd Quarter	Actual Achievement 3 rd Quarter	Deviation from planned target to Actual Achievement for 3 rd Quarter	Comments on deviations	Status
CA 2 of 2020			held on 3 rd November 2023			
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 a) Issuing of staff establishments to schools. b) Educators declared additional to the staff establishments	Achieved The Employer presented to the Chamber on 3 rd November 2023, the final staff establishments that have been issued to all schools in the province and the provincial summary regarding educators declared additional to the staff establishments	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 Employer presented a report on the placement of educators to the Chamber meeting held on 3 rd November 2023	None		
37% Benefits Monitor the implementation of 37% in lieu of benefits for educators employed for less than six months	Reports (2)	n/a	n/a	n/a		<i>This is a bi-annual target that only relates to the second and fourth quarters of the 2023/24 financial year.</i>
Employee Health & Wellness Monitoring reports on the implementation of Employee wellness programmes are available	Reports (4)	A report on programmes that the Free State Department of Education has implemented is presented at the quarterly Chamber meeting	Achieved The Employer presented a report on the implementation of EHW programmes to the Chamber meeting that was held on 3 rd November 2023	None		

Collective Bargaining Services: Free State						
Performance Indicator	Annual Target 2023/24	Planned Target For 3 rd Quarter	Actual Achievement 3 rd Quarter	Deviation from planned target to Actual Achievement for 3 rd Quarter	Comments on deviations	Status
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 The Employer presented a comprehensive report on the implementation of school safety programmes at the Chamber meeting held on 3 rd November 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 The Employer presented ECD and Gr R progress reports to a task team on 13 th October 2023. A task team report was further presented to the Chamber meeting that was held on 3 rd November 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 Employer presented a report on the functionality of Curriculum Forum to the Chamber meeting held on 3 rd November 2023	None		
Equity Forum Monitoring the functionality of Employment Equity Forum	Reports (2)	n/a	n/a	n/a		<i>This is a bi-annual target that only relates to the second and fourth quarters of the 2023/24 financial year.</i>

Collective Bargaining Services: Free State						
Performance Indicator	Annual Target 2023/24	Planned Target For 3 rd Quarter	Actual Achievement 3 rd Quarter	Deviation from planned target to Actual Achievement for 3 rd 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 The Employer presented a report on the implementation of PILIR to the Chamber meeting that was held on 3 rd November 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 The Employer presented grievance reports in the DPTT meeting on 20 th October 2023. A Dispute Prevention Task team report was presented at the Chamber meeting held on 3 rd November 2023	None		
School Infrastructure Monitoring the provisioning of school infrastructure	Reports (3)	Free State Department of Education to present a report to Chamber on provisioning of school infrastructure.	Achieved The Employer presented a progress report on the provisioning of school infrastructure at the Chamber meeting held on 3 rd November 2023	None		

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

The Chamber achieved all planned targets, which signifies the obligation of Parties in the implementation of the approved Annual Performance Plan. This is to ensure effective collective bargaining and negotiation processes in pursuit of labour peace and enhanced working relations among stakeholders in the education sector.

Implementation of FSCA 1 of 2019

The progress recorded highlighted a total of 527 posts have been filled out of 792 posts advertised in the Vacancy List 1 of 2023 and the Department is in the process of concluding 265 posts which have not yet been filled.

Implementation of Collective Agreement 4 of 2018

A remarkable progress attributed to the effective implementation of this agreement has been recorded as there has been a gradual increase in the conversion of temporary educators into permanent appointment from 49 in the last quarter to 60 in the third quarter.

Implementation of CA 3 of 2017

This agreement has been implemented adequately as 1.5% pay progression for 2022/23 Education Management Service (EMS), Performance Management and Development System (PMDS) cycle was effected on 12th and 13th October 2023 on a supplementary run to bring the payments up to date and ensure that the processes for 2022/2023 are concluded.

Implementation of CA 2 of 2020

Training was intended to support School Management Teams (SMTs) to understand QMS annual processes and the use of instruments. The content of training included QMS as a school-based performance management system, roles and responsibilities of the role players, guidelines on appraisal processes, instruments and work plans. Monitoring and Support visits were conducted in September and October 2023. The focus was on implementation of QMS Work Plans for SMTs, Annual Appraisal processes and implementation of QMS Management Plan. The visits conducted have shown that:

- There is compliance with the implementation of QMS in the schools and have started with annual appraisals.
- QMS Management plans were available in most schools visited but not adequately controlled.
- Work plans are available but needs to be revisited as some components were not aligned to the needs of the schools to improve the school performance.
- A total of 774 schools were visited to monitor the state of readiness regarding the Annual Appraisal Processes.

Post Provisioning for 2024

The positive results of concluding post provisioning consultation processes within prescribed timeframes and issuing final staff establishments to all schools in the province are noticeable in that SMTs have ample time to prepare for the new year. Progress is recorded in the identification and placement of educators additional to staff establishments, which revealed that out of 837 excess educators, 362 have been placed and 475 were outstanding due to issues related to the distance and curriculum.

Implementation of Collective Agreement 4 of 2016

The progress report on placement of educators highlighted the following:

- 650 educators on substantive posts; 72 Funza Lushaka and 47 FSDOE bursary holders, 219 Post Level 1 and 15 Post Level 3
- 392 educators on promotional posts, 134 Ad hoc posts, four Dinaledi, technical subjects seven and 86 posts retained

Employee Health and Wellness

The report highlighted the cases that were referred to EHW, employees screened for non-communicable diseases and wellness management cases showing that out of 351 active cases, 99 have been attended. Wellness sport events were held, and wellness gym was launched at head office. The Virtual Teacher Well-being Seminar was held on 18th Oct 2023 and 32 schools participated.

School Safety

A comprehensive report highlighted Capacity Building provided and School Safety Committee members trained in all the districts. All the other activities focused on the multi-sectoral response to school safety programs; Anti-Crime Awareness Campaigns; Safety Steering Committees launched; schools monitored and supported on safety issues and interventions put in place based on findings.

Dispute Prevention

The task team progress report on grievances and disputes that have been declared also highlighted training conducted on the implementation of FSCA 1 of 2019 and prevalent challenges pertaining to recruitment processes emanating from the Vacancy List 1 of 2023.

Grade R and ECD related matters

The progress report highlighted CAPS content training that was conducted for Grade R Practitioners, Teacher Development and Support on National Curriculum Framework provided to 1502 practitioners, NQF to 255 practitioners and Roadshows that focused on addressing Grade R management matters and ECD Curriculum were attended by 1035 practitioners.

Provisioning of School Infrastructure

The school infrastructure report was presented highlighting that a survey has been conducted to determine among others, the number of schools that have Mathematics laboratories and their utilisation at schools. A total of 233 schools responded to the survey and when the survey was completed, the Mathematics Laboratory verification was done to verify the findings. Forty-seven secondary schools were identified for the verification process which started in May 2023, and it is continuing. A detailed report of verified schools was provided and 27 of the 47 schools have been verified up to date.

Strategy to overcome areas of underperformance

Not applicable.

Changes to planned targets

No changes were made to planned targets.

Linking performance to budget

Oct - Dec 2023			
Programme Name	Actual Expenditure	Budget	(Over)/Under Expenditure
	R'000	R'000	R'000
Collective Bargaining Services: Free State	175	235	60
Total	175	235	60

Gauteng

Key performance indicators, planned targets and actual achievements

Collective Bargaining Services: Gauteng						
Performance Indicator	Annual Target 2023/24	Planned Target For 3 rd Quarter	Actual Achievement 3 rd Quarter	Deviation from planned target to Actual Achievement for 3 rd 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 anomalies on staff establishments to the quarterly Chamber meeting	Achieved The Employer presented a report on anomalies on staff establishments to the quarterly Chamber meeting on 29 th November 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 11 th October 2023 The Employer presented a report to the quarterly Chamber meeting on 29 th November 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 A report on programmes that the Employer has implemented was presented to the task team meeting on 17 th October 2023 The Employer presented a report to the quarterly Chamber meeting on 29 th	None		

Collective Bargaining Services: Gauteng						
Performance Indicator	Annual Target 2023/24	Planned Target For 3 rd Quarter	Actual Achievement 3 rd Quarter	Deviation from planned target to Actual Achievement for 3 rd Quarter	Comment on deviations	Status
			November 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 A report on School Safety activities was presented by the Employer to the task team on 24 th October 2023. The PM submitted the report to the quarterly Chamber meeting on 29 th November 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 the quarterly Chamber meeting	Achieved The Employer presented a progress report to the task team on ECD related matters on 11 th October 2023 The PM submitted a report to the quarterly Chamber meeting on 29 th November 2023	None		
Educator Development Monitoring report on the provision and implementation of teacher development programs is available	Reports (2)	The Employer presents a report on the provision and implementation of teacher development programmes to a task team meeting. The PM presents the report to the quarterly Chamber meeting	Achieved The Employer presented a report on the provision and implementation of teacher development programmes to the task team meetings on: <ul style="list-style-type: none"> • 19th October 2023 • 9th November 2023 The PM presented the report to the quarterly Chamber meeting on 29 th November 2023	None		

Collective Bargaining Services: Gauteng						
Performance Indicator	Annual Target 2023/24	Planned Target For 3 rd Quarter	Actual Achievement 3 rd Quarter	Deviation from planned target to Actual Achievement for 3 rd Quarter	Comment on deviations	Status
Dispute Prevention Monitoring report on grievances, misconduct, and disputes is available	Reports (4)	The Employer presents a statistical report on grievances, disputes, and misconduct cases to the quarterly Chamber meeting	Achieved The Employer presented a statistical report on grievances, disputes, and misconduct cases to the task team on: <ul style="list-style-type: none"> • 26th October 2023. • 9th November 2023 The Employer presented a report to the quarterly Chamber meeting on 29 th November 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 12 th October 2023. The PM presented the report to the quarterly Chamber meeting on 29 th November 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. The PM presented the report to the quarterly Chamber meeting on 26 th October 2023 The PM presented the report to the quarterly Chamber meeting on 29 th November 2023	None		

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

During the period under review the Gauteng Chamber was able to achieve the set targets in terms of the Annual Performance Plan.

Quality Management System

The Employer presented a report on the implementation of QMS to the task team meeting on 11th October 2023 and 29th November 2023. The Employer presented the status of mid-year appraisals processes conducted in schools by all educators as informed by ELRC Collective Agreements 2 of 2020 and 2 of 2022. Out of a 1 974 principals, 1826 QMS mid-year appraisals were completed, which amounts to 92.5%. Out of a total of 1 974 deputy principals, 2680 mid-year appraisals were finalised, amounting to 96.5%. From a total of 56 928 educators, 55 171 QMS mid-year appraisals were finalised, totalling 97%. Regarding QMS, IQMS and EMS PMDS mop-up, the Employer reported that there were 19 school-based educators and four office-based educators who qualified for pay progression but did not receive it for the 2022/23 performance cycle, due to several reasons. The PMD Directorate was in a process of finalising the submission for the payment of pay progression for the above mentioned 23 educators.

Employee Health & Wellness

The Employer presented a report on the implementation of the Employee Health and Wellness programmes to the Chamber meeting on 29th November 2023. In implementing the objectives of the unit, the Employer reported that through its Accelerated Employee Health & Wellness (EH&W) marketing, advocacy sessions were conducted in schools, counselling sessions and trauma counselling reaching a total of 1558 cases, were managed. A total of 1 324 employees were reached through its trauma debriefing sessions. The Directorate conducted 1 020 HIV tests and 1 545 employees were screened for TB. Through its Mental Health awareness workshops, 928 employees were reached. A total of 3 049 employees participated in the Sports and recreational activities. Under Occupation Health Safety (OHS), the Employer conducted 36 inspections and one district was audited by the Department of Employment and Labour (DEL). Overall the Employer experienced challenges in relation to the Department lacking a full-time external service provider to service Gauteng Department of Education (GDE) employees, due to this, the Department was resorting to utilisation of short-term contracts. The Department lacks human resource capacity to implement the EH&W programme at District level.

Safety in schools

The Employer presented the safety in schools report to the task team meeting held on 24th October 2023. The Employer reported that 548 handheld metal detectors were distributed to 275 high risk schools to improve the safety of schools. The Department was working in collaboration with South African Police Service (SAPS), Community Policing Forums, and community patrollers to increase safety in schools. The Department embarked on standardisation and implementation of school safety policies. Only 89 schools across districts submitted their safety in school policy and 92 schools across Gauteng Province have not submitted their policies. The directorate advocacy programmes rolled out in schools focused on psycho-social support and promotion of alternative forms to corporal punishment. Topics covered include, Anti-bullying; sexual abuse; Gender based violence (GBV) and substance abuse. The Department distributed sanitary pads to schools and embarked on a back-to-school campaign in collaboration with ward councilors and community safety groups.

Early Childhood Development (ECD)

The ECD report presented by the Employer to the task team on 11th October 2023, highlighted that the Department was planning to advocate the policy and procedure of compliance for relevant upskilling programmes for 2024/25. Twenty ECD centers had been selected for Mathematics and Language Programme and Nutrition Programme. Furthermore, the Employer gave an update report on Grade R practitioners who had been converted. The report indicated that to date 522 out of 782 practitioners have been converted.

Educator Development

The Employer presented a report on the implementation of educator training programmes and shared that 400 educators registered for the ETDP-SETA End-User computing programme. A total of 396 out of the 400 educators successfully completed the programme and a graduation ceremony was held in October 2023. A total of 347 newly appointed deputy principals and principals completed a leadership and management course as part of the Department's induction programme. Furthermore, 228 notice educators were trained on classroom management and discipline and 981 Grade R- 9 educators were trained on Coding & Robotics.

Dispute prevention

The Employer presented a dispute prevention report and indicated that from the 426 disciplinary cases received, 244 were completed. The Employer attained 57% for the reporting quarter. From the 44 disputes referred and completed, 39 were in favour of the GDE and five were against the GDE. The Employer further reported that 71 cases of suspension and 17 suspension cases were lifted.

The Employer further shared a report on type of grievances referred. Grievances relating to the filling of posts constitute 52% (179) of the total number of grievances lodged. This was an indication that employees generally invoked the grievance procedure on the filling of posts. This was expected as everyone apply for the post with hope that they will be promoted. Grievance relating to unfair treatment stand at 61, followed by salary at 13. It appears that there is a delay in the processing of payment which lead to employees lodging grievances.

Filling of posts and the translation of temporary educators

The Employer presented a report on the filling of posts and translation of temporary educators to the Educator Resourcing task team meeting held on 26th October 2023. The report detailed the progress on conversion of qualifying educators and education therapists for term 2 & 3. The Employer reported that of the 3 889 qualifying educators identified as qualifying temporary educators for translation, only 1439 were converted. A total of 1 436 (37%) were successfully converted. The Employer reported the following challenges experienced in terms of conversions contract educators:

- Delays by principals and SGBs in submitting conversion forms in line with Collective Agreement 4 of 2018
- Educators appointed in ad hoc posts (e.g., against promotion) for longer periods – at the time of conversion, principals cite curricular needs of the school
- There was a delay by some of the qualifying contract educators to submit the permanent SACE certificate
- A cohort of educators were not contributing to pension (system issue) - thus their conversion was delayed
- Despite numerous communications, fraudsters still take advantage of vulnerable qualifying educators

Strategy to overcome areas of underperformance

Not applicable.

Changes to planned target

No changes were made to planned targets.

Linking performance to budget

Oct - Dec 2023			
Programme Name	Actual Expenditure	Budget	(Over)/Under Expenditure
	R'000	R'000	R'000
Collective Bargaining Services: Gauteng	234	306	72
Total	234	306	72

KwaZulu-Natal

Key performance indicators, planned targets and actual achievements

Collective Bargaining Services: KwaZulu-Natal						
Performance Indicator	Annual Target 2023/24	Planned Target for 3 rd Quarter	Actual Achievement 3 rd Quarter	Deviation from planned target to Actual Achievement for 3 rd 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)	n/a	n/a	n/a		<i>This is a bi-annual target that only relates to the first and second quarters of the 2023/24 financial year.</i>
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	Achieved Employer presented a report to the teacher development task team on 24 th October 2023 on the monitoring and support of the implementation of QMS. The Task Team report was presented at the quarterly Chamber meeting on 30 th November 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 to Chamber by 31 st December 2023	Achieved A report on programmes that the Employer has implemented was presented to the task team on 17 th October 2023. The Task Team report was presented at the quarterly Chamber meeting on 30 th November 2023	none		

Collective Bargaining Services: KwaZulu-Natal						
Performance Indicator	Annual Target 2023/24	Planned Target for 3 rd Quarter	Actual Achievement 3 rd Quarter	Deviation from planned target to Actual Achievement for 3 rd 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 the implementation of school safety programmes is presented by the Employer to the task team and the task team report is presented at the quarterly Chamber meeting	Achieved A report on the implementation of school safety programmes was presented by the Employer to the QLTC Task Team on 13 th November 2023. The Task Team report was presented at the quarterly Chamber meeting on 30 th November 2023	none		
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	Achieved The Employer presented a report on the implementation of teacher development programs to the Task Team on 24 th October 2023. The Task Team report was presented at the quarterly Chamber meeting on 30 th November 2023	none		
Dispute Prevention Monitoring reports on grievances, misconduct, and disputes are available	Reports (4)	The PELRC facilitates GBV workshop, a report is presented at the quarterly Chamber meeting	Achieved The Employer presented a report to the Dispute Prevention Task Team of 26 th October 2023 on the facilitation of GBV workshop. The PELRC facilitated the actual workshop on 10 th November 2023. A Dispute Prevention Task Team Report was presented in the	None		

Collective Bargaining Services: KwaZulu-Natal						
Performance Indicator	Annual Target 2023/24	Planned Target for 3 rd Quarter	Actual Achievement 3 rd Quarter	Deviation from planned target to Actual Achievement for 3 rd Quarter	Comments on deviations	Status
			quarterly Chamber meeting of 30 th November 2023			
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	Achieved The Employer presented a report on the implementation of curriculum delivery programmes to the Task Team on 17 th October 2023. The Task Team report was presented at the quarterly Chamber meeting on 30 th November 2023	None		

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

Teacher Well Being Seminar

Chamber convened a very successful Teacher Wellbeing Seminar in uMgungundlovu District, Maritzburg Boys College. Presentations covered the following topics which educators highly appreciated: Presentation on Handbook for Teachers Safety and Security in South African Schools presented by SACE; stress management facilitated by Yeyeye Human Development Consultant; Personal Financial Management facilitated by Old Mutual, and a presentation was received from Thuthuzela Care Centre. Attendance by both school and office-based educators was very good.

Post Provisioning Norm

The KZN Chamber has finally concluded on the issues relating to Post Provisioning Norms. The declaration meeting and the distribution meetings were concluded in the third quarter. Parties have been engaging tirelessly with the Draft HRM Circular for Staffing of schools in 2024, and it was finally issued to schools on 1st December 2023. The delay has negatively impacted schools as they needed to identify surplus educators and/or receive educators so that they could conclude planning for 2024 academic year.

Staffing Matters

Parties have agreed and adopted Draft Collective Agreement No. 1 of 2023, on the absorption of 500 grade R educators into state paid posts. The 500 grade R educators were declared by the MEC to be converted into state paid post during the 2023/2024 financial year. Parties in Chamber needed to look at the modalities on how the conversion can be implemented, considering the appropriate minimum requirements. The adopted Draft Collective Agreement No. 1 of 2023 will be submitted for ratification by Council.

Strategy to overcome areas of underperformance

The Induction workshop for PELRC negotiators will take place during the fourth quarter.

Changes to planned target

No changes were made to planned targets.

Linking performance to budget

Oct - Dec 2023			
Programme Name	Actual Expenditure	Budget	(Over)/Under Expenditure
	R'000	R'000	R'000
Collective Bargaining Services: KwaZulu-Natal	232	381	148
Total	232	381	148

Limpopo

Key performance indicators, planned targets and actual achievements

Collective Bargaining Services: Limpopo						
Performance Indicator	Annual Target 2023/24	Planned Target For 3 rd Quarter	Actual Achievement 3 rd Quarter	Deviation from planned target to Actual Achievement for 3 rd 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)	A report on the issuing of finalised post establishments and staffing of schools be tabled by the Employer in the Chamber meeting	Achieved A report on the management plan for the implementation of the 2024 post establishments was tabled by the Employer in the HRM Sub-Committee meeting on 2 nd November 2023 and the Chamber meeting held on 22 nd November 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 20 th October 2023 and the Chamber meeting on 22 nd November 2023	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 wellbeing campaign was tabled by the Employer in the Employee Health, Wellness and Schools' Safety Sub-Committee meeting held on 11 th October 2023 and the Chamber meeting on 22 nd November 2023	None		

Collective Bargaining Services: Limpopo						
Performance Indicator	Annual Target 2023/24	Planned Target For 3 rd Quarter	Actual Achievement 3 rd Quarter	Deviation from planned target to Actual Achievement for 3 rd 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 11 th October 2023 and the Chamber meeting on 22 nd November 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 held on 6 th October 2023 and the Chamber meeting on 22 nd November 2023	None		
Capacity Building Programs Monitoring reports on parties' workshops and training cascaded to their constituencies at district and circuit level	Reports (3)	n/a	n/a	n/a		<i>This is a tri-annual target that relates to the first, second and fourth quarters of the 2023/24 financial year.</i>
Rationalisation of schools Monitoring reports on rationalisation of schools are available	Reports (3)	n/a	n/a	n/a		<i>This is a tri-annual target that relates to the first, second and fourth quarters of the 2023/24 financial year.</i>
PILIR (Policy on Incapacity Leave and Ill-health Retirement) Monitoring reports on the	Reports (3)	n/a	n/a	n/a		<i>This is a tri-annual target that relates to the first, second and fourth</i>

Collective Bargaining Services: Limpopo						
Performance Indicator	Annual Target 2023/24	Planned Target For 3 rd Quarter	Actual Achievement 3 rd Quarter	Deviation from planned target to Actual Achievement for 3 rd Quarter	Comments on deviations	Status
processing of PILIR referrals are available						<i>quarters of the 2023/24 financial year.</i>
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 17 th October 2023 and the Chamber meeting on 22 nd November 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 report on the implementation of performance management instruments were tabled by the Employer in the EPM Sub-Committee meeting held on 20 th October 2023 and Chamber meeting on 22 nd November 2023	None		
Curriculum and examinations Monitoring reports on the implementation of curriculum policies and the management of examinations are available	Reports (3)	n/a	n/a	n/a		<i>This is a tri-annual target that relates to the first, second and fourth quarters of the 2023/24 financial year.</i>

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

Chamber achieved all its targets set for this quarterly as was the case in innumerable other successive quarters. This success is the outcome of task team and sub-committee meetings whose work were later confirmed in the chamber meeting. The atmosphere of cooperation is still prevalent among Parties. The rate of postponements of meetings was reduced drastically during the quarter under review.

Staffing of schools

Progress was registered on the management plan for the filling of the 2024 schools' post establishment, i.e., all the activities were executed as planned. The Employer was also moving towards achieving the employment equity targets during the filling of promotional posts.

Quality Management System (QMS)

Chamber went the extra mile of monitoring the payment of pay progression for EMS-PMDS AND QMS 2022/23. A total of 5 779 school-based educators were negatively affected due to promotions, attritions, non-compliance and incorrectly captured PERSAL numbers. A total of 3 992 office-based educators were found to be ineligible for pay progression and for the 1 877 who qualified, payments were finalised in October as scheduled.

Rationalisation and merging of schools

Two schools were reported to have been merged and moved to their new stations in the quarter under review.

Safety in schools

A total of 141 First Aiders who serve in the safety committee were trained on First Aid level 1 and 2. Fifty-nine premises were inspected in this quarter and identified as not being compliant with the safety standards of buildings. The following premises were served with a contravention / prohibitions notice: quarter: Sekgosese cluster (Capricorn North District); Hipambukile Primary School; Madzivi Primary School (Mopani East District) and Mapula Primary School. In the same breath, 70 premises inspected were found to be compliant with the safety standards of buildings.

Teacher Wellbeing

The review of the Provincial Schools' Safety Guidelines (PSSG) manual was to be finalised during the third quarter and be taken for printing and then distribution to districts. Two districts, namely Sekhukhune South & Waterberg had not finished their training on the PSSG. Training of the 212 Independent and 35 LSEN schools, Principals, SGB chairpersons and one board member was set for February/March 2024.

Strategy to overcome areas of underperformance

Not applicable.

Changes to planned targets

No changes to planned targets.

Linking performance to budget

Oct - Dec 2023			
Programme Name	Actual Expenditure	Budget	(Over)/Under Expenditure
	R'000	R'000	R'000
Collective Bargaining Services: Limpopo	166	179	14
Total	166	179	14

Mpumalanga

Key performance indicators, planned targets and actual achievements

Collective Bargaining Services: Mpumalanga						
Performance Indicator	Annual Target 2023/24	Planned Target For 3 rd Quarter	Actual Achievement 3 rd Quarter	Deviation from planned target to Actual Achievement for 3 rd 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 anomalies on the staff establishments to the quarterly Chamber meeting.	Achieved The Employer presented on the anomalies of the new PPN, posts created and lost due to the new PPN to the task team meeting held on 8 th November 2023 and the PM presented the report in the Chamber meeting held on 12 th December 2023	None		
Quality Management System (QMS) Monitoring the implementation of QMS (Collective Agreement 2 of 2020 and Collective Agreement 2 of 2022)	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 Collective Agreement No. 2 of 2020 to the quarterly task team meeting held on 1 st November 2023 and the report on the implementation of Collective Agreement No. 2 of 2022 was presented, adopted, and ratified in the quarterly Chamber meeting held on 12 th December 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 to the quarterly Chamber meeting.	Achieved The Employer presented a report on programmes implemented on Employee Health and Wellness to the	None		

Collective Bargaining Services: Mpumalanga						
Performance Indicator	Annual Target 2023/24	Planned Target For 3 rd Quarter	Actual Achievement 3 rd Quarter	Deviation from planned target to Actual Achievement for 3 rd Quarter	Comment on deviations	Status
available			task team meeting held on 2 nd November 2023 and the reviewed report was presented, adopted, and ratified by the quarterly Chamber meeting held on 12 th December 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 quarterly Chamber meeting held on 12 th December 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 8 th November 2023 and the report was presented to quarterly Chamber meeting held on 12 th December 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 on ECD related matters to the quarterly Chamber meeting held on 12 th December 2023	None		

Collective Bargaining Services: Mpumalanga						
Performance Indicator	Annual Target 2023/24	Planned Target For 3 rd Quarter	Actual Achievement 3 rd Quarter	Deviation from planned target to Actual Achievement for 3 rd Quarter	Comment on deviations	Status
supply and demand, and updates around national processes is available						
Filling of post Monitoring report on recruitment, selection, filling of posts, excess educators, Collective Agreement 4 of 2018 (translation of temporary educators), new entrants, and promotional posts is available	Reports (4)	The Employer presents a report on the filling of posts and the appointment and conversion of temporary educators to posts on the educator establishment to the quarterly Chamber meeting.	Achieved The Employer presented a report on the filling of posts to the quarterly task team meeting held on 8 th November 2023 and the report was presented in the quarterly Chamber meeting held on 12 th December 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 task team meeting held on 1 st November 2023 and the PM presented the report in the quarterly Chamber meeting held on 12 th December 2023.	None		

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

During the reporting period the Mpumalanga Chamber was able to achieve its planned targets by holding STANCO, task team and the quarterly Chamber meetings where Parties to the Chamber shared information and consulted each other.

Post Provisioning Norms

The Employer presented a PPN report on the anomalies of the new PPN in the quarterly task team meeting held on 8th November 2023 and reported that after a consensus was reached on the pool of 32 637 posts to be distributed to schools, the Employer send the school staff establishment certificates to schools for verification. The Employer reported that they received five anomalies and addressed them and reported on the number of posts gained and lost by schools due to the new PPN.

Quality Management System

The Employer presented a QMS report on the implementation of Collective Agreements No. 2 of 2020 and 2022 to the task team meeting which was held on 1st November 2023 and indicated that 23 540 qualifying educators were programmatically paid their pay progression and that there were 970 cases of rejections for the following reasons: 484 cases where the notch changed during the qualifying period, 484 cases where officials did not qualify for notch and two cases where the educators were on the maximum notch. The Employer further reported in the Chamber meeting held on 12th December 2023, that there were 43 Therapists and Psychologists who were not paid the pay progression for the 2022/23 cycle because of lack of assessment instrument, and that they would only start assessing them using Collective Agreement No. 2 of 2022.

Early Childhood Development (ECD)

The Employer presented a progress report on the implementation of ECD to the quarterly Chamber meeting held on 12th December 2023. The report covered the following issues: monitoring and support of ECD centers; the recruitment of 400 practitioners for NQF Level 4 training for the 2024/25 financial year; the workshops conducted; the advocacy campaigns and that there were 1 595 out of a total of 2 054 practitioners who have been translated to grade R educators to date. A further 129 practitioners are currently registered with the North West university for professional qualification and that 191 have recently completed their studies.

Filling of posts

The Employer presented a report on the filling of posts to the task team meeting held on 8th November 2023, the report indicated that from the November 2021 vacancy list that there were 23 posts that were outstanding, and that from the 2022 vacancy list there were no changes from the progress reported in the last task team meeting. The Employer reported that from the March 2023 vacancy list they advertised 694 posts, 262 were successfully filled; 58 were enroute for approval; 48 were withdrawn and 323 were outstanding. The Employer reported that they issued a vacancy list of promotional posts in November and the closing date is 14th December 2023. The Employer reported that in implementing Collective Agreement No. 4 of 2018, they have translated 1455 temporary educators who were appointed on or before 31st

December 2022 into permanent educators and that there are 590 temporary educators who were appointed after 31st December 2022, who are eligible for translation and would be translated once the PERSAL matter is resolved.

Maths Science and Technology (MST) Schools

The Employer presented a progress report on MST schools to the quarterly task team meeting held on 1st November 2023. The report covered the following issues: progress on the implementation of MST concept, the provision of laboratories to the MST schools and the requirements for the appointment of school principals managing MST schools.

Strategy to overcome areas of underperformance.

Not applicable.

Changes to planned target

No changes were made to planned targets.

Linking performance to budget

Oct - Dec 2023			
Programme Name	Actual Expenditure	Budget	(Over)/Under Expenditure
	R'000	R'000	R'000
Collective Bargaining Services: Mpumalanga	189	206	17
Total	189	206	17

North West

Key performance indicators, planned targets and actual achievements

Collective Bargaining Services: North West						
Performance Indicator	Annual Target 2023/24	Planned Target For 3 rd Quarter	Actual Achievement 3 rd Quarter	Deviation from planned target to Actual Achievement for 3 rd 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)	n/a	n/a	n/a		<i>This is a tri-annual target that relates to first, second and fourth quarters of 2023/24 financial year.</i>
Quality Management System (QMS) Monitoring the implementation of QMS (CA 2 of 2020 and CA2 of 2022)	Reports (4)	The Employer to present a report to Chamber on the implementation of QMS	Achieved The Chamber meeting of 10 th November 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 10 th November 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 statistical report in respect to status and utilisation of human and physical resources related to ECD programmes. The Task Team submitted a report to Chamber	Achieved The Chamber meeting of 10 th November 2023 received a report on ECD related matters from the Task Team meeting convened on 3 rd November 2023	None		

Collective Bargaining Services: North West						
Performance Indicator	Annual Target 2023/24	Planned Target For 3 rd Quarter	Actual Achievement 3 rd Quarter	Deviation from planned target to Actual Achievement for 3 rd 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 10 th November 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 10 th November 2023 received reports on categories and status of the disputes, grievances and misconduct-cases from the Task Team meeting convened on 27 th October 2023	None		
Terminations (contract expiry; resignations; retirements; deceased and dismissals) Consolidated reports on the category of terminations are available	Reports (2)	n/a	n/a	n/a		<i>This is a bi-annual target that relates to second and fourth quarters of 2023/24 financial year.</i>
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 Chamber meeting of 10 th November 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 3 rd Quarter	Actual Achievement 3 rd Quarter	Deviation from planned target to Actual Achievement for 3 rd 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 10 th November 2023 received a report on advertisement and filling of posts from the 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 10 th November 2023 received statistical reports of temporary educators from the Task Team held on 27 th October 2023	None		
Performance Management and Development System (PMDS) Consolidated reports on assessed employees are available	Report (2)	n/a	n/a	n/a		<i>This is a bi-annual target that relates to the second and fourth quarters of 2023/24 financial year.</i>

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

The two major activities yielded noteworthy developments during the period under review. Both the Strategic Planning Workshop (SPW) and the Chamber meeting reported the following developments:

- Programme aiming at intensifying party relations and sustaining chamber objectives through:
 - creating a session seeking to mediate on the differences observed amongst Parties
 - effecting remedies to the root causes that pose risks to the effective functionality of Chamber
- Developing the 2024/25 APP and budget
- Endorsing campaign intending to caution school principals on the failure to honour objectives of Collective Agreement No. 2 of 2020
- Agreeing that the Labour Management Partnership Programme be incorporated into the 2024/25 APP
- Approving the report on “Vetting of Educators” as a standing agenda-item of Chamber meetings

Accepting the report on Post Provisioning Model (PPM).

Strategy to overcome areas of underperformance

Not applicable.

Changes to planned targets

No changes were made to planned targets.

Linking performance to budget

Oct - Dec 2023			
Programme Name	Actual Expenditure	Budget	(Over)/Under Expenditure
	R'000	R'000	R'000
Collective Bargaining Services: North West	281	355	75
Total	281	355	75

Northern Cape

Key performance indicators, planned targets and actual achievements

Collective Bargaining Services: Northern Cape						
Performance Indicator	Annual Target 2023/24	Planned Target For 3 rd Quarter	Actual Achievement 3 rd Quarter	Deviation from planned target to Actual Achievement for 3 rd Quarter	Comment on deviations	Status
5.1.2.10 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 table a report on Appeals against the Educator Staff Establishment issued to schools at the quarterly Chamber meeting	Achieved The Employer presented a report on Appeals against the Educator Staff Establishment issued to schools to the quarterly Chamber meeting on 23 rd November 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 23 rd November 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 23 rd November 2023	None		

Collective Bargaining Services: Northern Cape						
Performance Indicator	Annual Target 2023/24	Planned Target For 3 rd Quarter	Actual Achievement 3 rd Quarter	Deviation from planned target to Actual Achievement for 3 rd Quarter	Comment on deviations	Status
	Reports (2)	n/a	n/a	n/a		<i>This is a bi-annual target that relates to the second and fourth quarters of 2023/24 financial year.</i>
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)	n/a	n/a	n/a		<i>This is a bi-annual target that relates to the second and fourth quarters of 2023/24 financial year.</i>
	Reports (2)	n/a	n/a	n/a		<i>This is a bi-annual target that relates to the second and fourth quarters of 2023/24 financial year.</i>
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 23 rd November 2023	None		

Collective Bargaining Services: Northern Cape						
Performance Indicator	Annual Target 2023/24	Planned Target For 3 rd Quarter	Actual Achievement 3 rd Quarter	Deviation from planned target to Actual Achievement for 3 rd 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 23 rd November 2023	None		

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

Post Provisioning Norms and Standards: The Employer reported on appeals and indicated that the number of appeals made by 13th October 2023, were as follows: i) Namakwa district = 1; Pixley ka Seme district = 2; John Taolo Gaetsewe district = 1; Frances Baard district = 3 and ZF Magcawu = 2.

Dispute Prevention: The Employer indicated that it had placed 12 officials on precautionary suspension, with nine suspensions pending. Those suspensions cost the Employer R3 067 369.75. Four applicants took their arbitration awards on review in the Labour Court. Labour enquired whether the implementation of an arbitration award was automatically suspended by review proceedings. The Employer disagreed. They indicated that when taking a matter on review, they launch a simultaneous application halting the implementation of the arbitration award.

Safety in Schools: The Employer indicated that safety risk assessments were done and 147 school safety volunteers were allocated to 86 identified schools. The 86 schools were those that were continuously subjected to criminal activities. Due to budget constraints, only the high-risk schools could be covered. The allocation was informed as follows: 1 - 500 learners = 4 volunteers; 500 – 1300 = 6 volunteers and 1300+ learners = 7 volunteers.

Educator Health and Wellness: The Employer indicated that the province was serviced by seven officials in terms of employee health and wellness programmes, which resulted in a limited reach. Labour enquired about the Employer’s collaboration with the Department of Health,

within the context of section 17 cases where no condoms were utilised, which exposed children to double health risk(s). The Employer indicated that the Department of Health experienced a shortage of staff, which impacted the management of HIV & AIDS, sexually transmitted infections, and tuberculosis.

Early Childhood Development (ECD): The Employer confirmed their commitment to implement the conversion of duly qualified grade R practitioners. However, due to financial constraints, immediate implementation was uncertain. The projected date for final implementation was 2025. The construction of ECD centres was not affected by cost containment measures, because construction was funded through conditional grants.

Strategy to overcome areas of underperformance

Not applicable.

Changes to planned targets

No changes were made to planned targets.

Linking performance to budget

Oct - Dec 2023			
Programme Name	Actual Expenditure	Budget	(Over)/Under Expenditure
	R'000	R'000	R'000
Collective Bargaining Services: Northern Cape	134	243	109
Total	134	243	109

Western Cape

Key performance indicators planned targets and actual achievements

Collective Bargaining Services: Western Cape						
Performance Indicator	Annual Target 2023/24	Planned Target For 3 rd Quarter	Actual Achievement 3 rd Quarter	Deviation from planned target to Actual Achievement for 3 rd Quarter	Comment on deviations	Status
Collective Bargaining						
Post Provisioning Monitoring reports on the consultation process for post provisioning is available	Reports (4)	The Employer presents a progress report at the quarterly Chamber meeting on the implementation of post provisioning and any anomalies	Achieved The Employer presented a progress report at the quarterly Chamber meeting on the implementation of post provisioning and any anomalies on 28 th November 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 Chamber meeting	Achieved A report on programmes that the Employer has implemented was presented at the Chamber meeting on 28 th November 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 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 at the quarterly Chamber meeting	Achieved The Employer presented a progress report to the task team on ECD related matters on 15 th November 2023 The PM submitted a report at the quarterly Chamber meeting on 28 th November 2023	None		
Dispute Prevention Monitoring report on grievances, misconduct, disputes, and training conducted is available	Reports (3)	n/a	n/a	n/a		<i>This is a tri-annual target that relates to the first, second and fourth quarters of 2023/24 financial</i>

Collective Bargaining Services: Western Cape						
Performance Indicator	Annual Target 2023/24	Planned Target For 3 rd Quarter	Actual Achievement 3 rd Quarter	Deviation from planned target to Actual Achievement for 3 rd Quarter	Comment on deviations	Status
						year.
	Reports (2)	n/a	n/a	n/a		<i>This is a bi-annual target that relates to second and fourth quarters of 2023/24 financial year.</i>
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 26 th October 2023 The Employer presented a progress report on the implementation of QMS at the quarterly Chamber meeting on 28 th November 2023	None		
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 27 th November 2023 The PM submitted a report at the quarterly Chamber meeting on 28 th November 2023	None		

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

The Chamber performed as expected in terms of the approved APP during the period under review. The Chamber's performance reflects the combined determination of Parties in striving for excellence to enhance performance of the Chamber and improve quality public education in

every school and classroom in the province. Achieving the predetermined targets is of paramount importance to all Parties, as this ensures that labour peace prevails through collaboration among them.

Post Provisioning

The Head of Education concluded on the consultations of outstanding matters that were deferred from the consultations held on 22nd September 2023 on 16th November 2023.

Employee Health and Wellness

The second Employee Health and Wellness (EHW) Webinar was successfully held on 14th October 2023, with 1 911 registered employees and 1 124 YouTube viewers of the event. Topics presented were relative to the needs of employees and the feedback received was extremely encouraging. The utilisation of intervention services improved tremendously because of advocacy and awareness campaigns done over the years.

Early Childhood Development (ECD)

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

Strategy to overcome areas of underperformance

Not applicable.

Changes to planned targets

No changes were made to planned targets.

Linking performance to budget

Oct - Dec 2023			
Programme Name	Actual Expenditure	Budget	(Over)/Under Expenditure
	R'000	R'000	R'000
Collective Bargaining Services: Western Cape	188	213	25
Total	188	213	25

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 3 rd Quarter	Actual Achievement 3 rd Quarter	Deviation from planned target to Actual Achievement for 3 rd 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	75% of cases in jurisdiction are processed (scheduling or issuing of certificate) within 30 days of receipt	Achieved 100% 117 Out of 183 cases received, 131 cases were in jurisdiction and	+25%	Clustering of conciliation.	

Dispute Management Services						
Performance Indicator	Annual Target 2023/24	Planned Target For 3 rd Quarter	Actual Achievement 3 rd Quarter	Deviation from planned target to Actual Achievement for 3 rd Quarter	Comment on deviations	Status
			<p>52 cases were out of jurisdiction.</p> <p>Of the 131 that were in jurisdiction, 14 were IBA cases.</p> <p>All 117 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	To schedule 60% of cases for arbitration within 45 days after receipt of certificate of non-resolution	<p>Achieved</p> <p>100%</p> <p>79</p> <p>A total of 118 arbitration dispute referrals were received.</p> <p>Of the 118 received 79 were scheduled within 45 days and 39 were received during the recess period.</p>	+40%	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>71.42%</p> <p>10</p> <p>A total of 16 sexual misconduct cases for inquiry by arbitrator were received.</p> <p>Of the 16 cases, 14 were in jurisdiction and 2 were out of jurisdiction.</p> <p>Of the 14 in jurisdiction 10 were processed within 60 days and 4 were outside 60 days.</p>	+11.42%	The use of special venues is assisting in scheduling the cases better.	

Dispute Management Services						
Performance Indicator	Annual Target 2023/24	Planned Target For 3rd Quarter	Actual Achievement 3rd Quarter	Deviation from planned target to Actual Achievement for 3rd 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 73 (56 awards and 17 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 one (1) training sessions for Dispute Resolution Practitioners and maintain attendance register. Facilitate one (1) training session for Dispute Resolution Practitioners in collaboration with ITCILO.	Achieved 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	Facilitate two (2) training sessions for professional development of Panellists, maintain an attendance register	Achieved Two panellist training conducted for the quarter as planned	None		

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

Oct - Dec 2023			
Programme Name	Actual Expenditure	Budget	(Over)/Under Expenditure
Dispute Management Services	R'000	R'000	R'000
Dispute Resolution Services	7 748	8 227	480
Total	7 748	8 227	480

ANNEXURE A: DISPUTE MANAGEMENT SERVICES

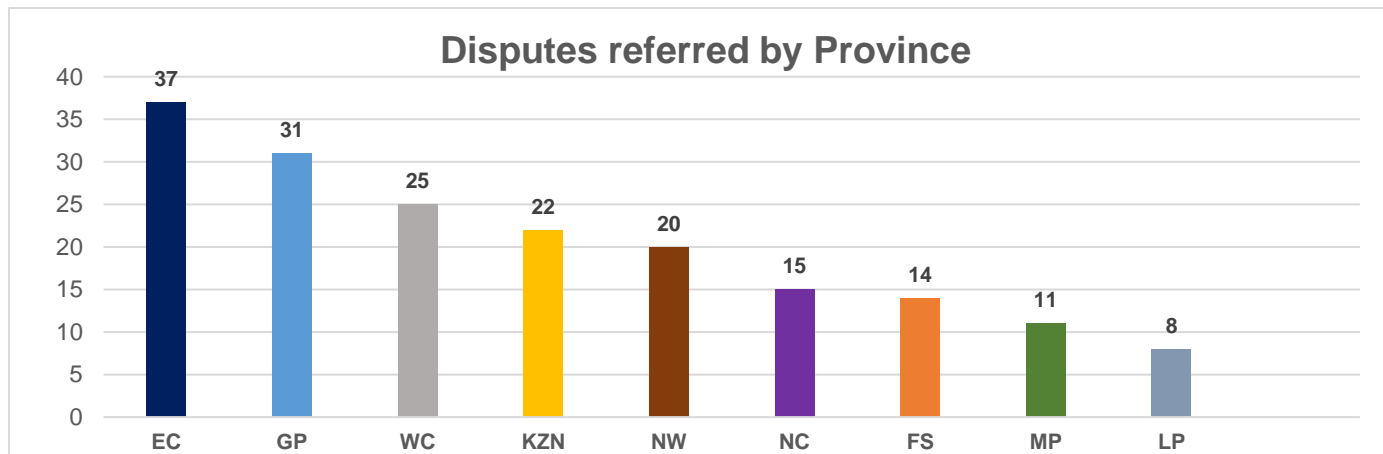
Dispute Management Services: Basic Education
 Dispute Management Services: Higher Education and Training (TVET)
 Training of Dispute Resolution Practitioners

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

The ELRC received a total of 183 disputes during the period under review. Of the 183 disputes received, 132 (72,13%) were “In jurisdiction”, 51 (27,86%) were found to be “Out of Jurisdiction”.

KZN	EC	GP	WC	FS	MP	LP	NC	NW	TOTAL
22	37	31	25	14	11	8	15	20	183

Disputes referred by Province



For the period under review, Eastern Cape was the highest referring province with 37 cases referred. This was followed by Gauteng with 31; Western Cape 26; KwaZulu-Natal with 22; Northwest with 20; Northern Cape with 15; Free State 14; Mpumalanga 11 and Limpopo with eight disputes referred in the quarter under review.

Disputes Referred by Nature: October to December 2023

Provinces	ULP Promo/App	Other ULP	Unfair dismissal	Special dismissal related to abuse of learners	BCEA	Interpretation of Collective Agreements	Total
EC	10	18	2	2	4	1	37
GP	9	13	6	2	1	0	31
WC	5	7	2	3	1	7	25
FS	0	4	3	3	1	3	14
MP	3	4	1	3	0	0	11
LP	1	6	1	0	0	0	8
NC	2	3	1	0	4	5	15
NW	4	10	2	1	2	1	20
KZN	3	9	6	2	2	0	22
Total	37	74	24	16	15	17	183

Of the 183 disputes that were referred, 37 related to ULP-Promotion and Appointments; 74 related to Other Unfair Labour Practice; 24 to Alleged Unfair Dismissal; 15 were BCEA; 17 were Interpretation of Collective Agreements, and 16 were referred in terms of Section 188A (Inquiry by Arbitrator) of the Labour Relations Act.

In Jurisdiction as per nature: October to December 2023

Provinces	ULP Promo/App	Other ULP	Unfair dismissal	Special dismissal related to abuse of learners	BCEA	Interpretation of Collective Agreements	Total
EC	9	16	0	2	4	0	32
GP	5	9	3	2	0	0	19
WC	4	4	2	3	1	7	21
FS	0	4	3	2	0	2	11
MP	3	1	1	3	0	0	8
LP	0	4	1	0	0	0	5
NC	1	3	0	0	3	5	12
NW	2	6	1	0	2	1	12
KZN	1	4	3	2	2	0	12
Total	25	51	14	14	12	15	132

Of the 144 disputes that were received, 132 were “In Jurisdiction”. Of the 132 that were “In Jurisdiction” 25 related to ULP – Promotion and Appointments; 51 related to Other Unfair Labour Practice; 14 related to Unfair dismissals; 12 related to BCEA; 15 related to Interpretation of collective agreement and 14 related to Inquiry by Arbitrator (Special disputes),

Out of Jurisdiction as per nature: October to December 2023

Provinces	ULP Promo/App	Other ULP	Unfair dismissal	Special dismissal related to abuse of learners	BCEA	Interpretation of Collective Agreements	Total
EC	1	2	2	0	0	1	5
GP	4	4	3	0	1	0	12

Provinces	ULP Promo/App	Other ULP	Unfair dismissal	Special dismissal related to abuse of learners	BCEA	Interpretation of Collective Agreements	Total
WC	1	3	0	0	0	0	4
FS	0	0	0	1	1	1	3
MP	0	3	0	0	0	0	3
LP	1	2	0	0	0	0	3
NC	1	0	1	0	1	0	3
NW	2	4	1	1	0	0	8
KZN	2	5	3	0	0	0	10
Total	12	23	10	2	3	2	51

Out of the 51 disputes found to be out of jurisdiction; 12 related to ULP-Promotion and Appointments; 23 were other ULP's; 10 related to Unfair Dismissal; three related to BCEA, two related to interpretation of Collective Agreement and two related to Inquiry by Arbitrator (Special disputes). It must be noted that the substantive amount 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: October to December 2023

Provinces	Conciliation/Pre Arbitration	Arbitration	Total
EC	23	90	113
GP	14	54	68
WC	8	19	27
FS	14	9	23
MP	6	3	9
LP	6	17	23

Provinces	Conciliation/Pre Arbitration	Arbitration	Total
NC	11	4	15
NW	18	30	48
KZN	13	90	103
Total	113	316	429

A total of 429 events were conducted for the period under review. Of these 429 were event/processes, 113 were conciliations and 316 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: October to December 2023

Province	Withdrawn Conc.	Settled Conc.	Withdrawn Arb.	Dismissed Arb.	Settled Arb.	Award	Rulings	Special Awards	Total
EC	0	0	4	0	2	23	3	2	34
GP	2	1	4	0	2	7	3	3	22
WC	3	0	2	0	1	6	2	4	18
FS	0	0	2	0	2	2	1	4	11
MP	2	0	0	0	0	0	2	0	4
LP	1	0	3	0	0	3	1	1	9
NC	0	2	1	0	0	0	1	0	4
NW	2	1	2	0	3	5	0	0	13
KZN	1	0	2	0	2	10	0	3	17
Total	11	4	20	0	12	56	13	17	132

The ELRC finalised 132 disputes during the period under review. A total of 56 arbitration awards were rendered and 17 special awards were rendered. A total of 12 disputes were settled at arbitration, while four were settled at conciliation. Withdrawn disputes amounted to a total of 31, with 11 being withdrawn at conciliation and 20 withdrawn at arbitration. A total of 13 rulings were handed down in the period under review.

Arbitrations heard in the period: October to December 2023

Province	2023/2024	2022/2023	2021/2022	2020/2021	2019/2020	2018/2019	2017/2018	Total
EC	72	12	0	0	6	0	0	90
GP	31	22	1	0	0	0	0	54
WC	14	4	0	0	1	0	0	19
FS	6	1	2	0	0	0	0	9
MP	2	0	0	0	0	0	1	3
LP	8	9	0	0	0	0	0	17
NC	3	0	0	0	0	1	0	4
NW	18	10	1	1	0	0	0	30
KZN	35	32	8	8	3	3	1	90
Total	189	90	12	9	10	4	2	316

A total of 316 disputes were scheduled for arbitration in the period under review. Of the 316 arbitrations heard, 189 are for the 2023/2024 financial year, 90 are for the 2022/23 financial year, 12 are for the 2021/22 financial year and 25 emanate from previous financial years.

Cases carried over from previous period

Province	2022/2023	2021/2022	2020/2021	2019/2020	2018/2019	2017/2018	2016/2017	Total
EC	11	0	0	2	0	0	0	13
GP	8	1	0	0	0	0	1	10
WC	3	0	0	2	0	0	0	5
FS	6	3	0	0	0	0	0	9

Province	2022/2023	2021/2022	2020/2021	2019/2020	2018/2019	2017/2018	2016/2017	Total
MP	1	0	0	0	0	1	0	2
NW	4	0	0	0	0	0	0	4
LP	0	0	0	0	0	0	0	0
NC	5	1	0	0	0	0	0	6
KZN	26	14	4	3	1	1	0	49
Total	64	19	4	7	1	2	1	98

A total of 98 cases from previous financial years are to be carried over to the fourth quarter of the 2023/24 financial year. Of these 98 cases, 64 cases are for the 2022/23 financial year, 19 are for the 2021/22 financial year, while 15 cases are from previous years and remain unresolved.

Postponements: October to December 2023

Province	Granted	Not Granted	Total
EC	12	0	12
GP	6	1	7
WC	2	0	2
FS	6	0	6
MP	0	0	0
LP	2	0	2
NC		0	0
NW	3	2	5
KZN	17	1	18
Total	48	4	52

A total of 52 application for postponement were received. Of the 52 applications received 48 were granted and four were not granted for the period under review.

Active Inquiry by Arbitrator: October to December 2023

Provinces	Inquiry by Arbitrator
EC	2
GP	2
FS	3
LP	0
MP	3
NW	1
NC	0
WC	3
KZN	2
Total	16

The Council received 16 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. Eastern Cape Province on 17th and 18th October 2023
- b. KwaZulu-Natal Province on 14th and 15th November 2023

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

2.2.2. PANELLISTS PROFESSIONAL DEVELOPMENT

One training session was conducted for the quarter as follows:

- a. KwaZulu-Natal Province on 16th and 17th November 2023
- b. Eastern Cape Province on 11th and 12th December 2023

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 3rd Quarter	Actual Achievement 3rd Quarter	Deviation from planned target to Actual Achievement for 3rd Quarter	Comment on deviations	Status
Building capacity by ensuring that employees are trained and developed	4 employees to participate in skills development and provide proof of attendance	n/a	n/a	n/a		<i>This is a tri-annual target that relates to the first, second and fourth quarters of the 2023/24 financial year.</i>

Human Resources						
Performance Indicator	Annual Target 2023/24	Planned Target For 3 rd Quarter	Actual Achievement 3 rd Quarter	Deviation from planned target to Actual Achievement for 3 rd 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 relate 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	HR 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 the attendance register and/or proof of communication to the SM:SC	Conduct one (1) Employee Wellness programme during the quarter and submit a quarterly report to the General Secretary	Achieved The following Employee Wellness events were conducted: <ul style="list-style-type: none"> Breast Cancer Awareness Team Building A report was submitted to the General Secretary	+1	Communique on breast cancer awareness was shared with employees.	

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 3 rd Quarter	Actual Achievement 3 rd Quarter	Deviation from planned target to Actual Achievement for 3 rd 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"> • ELRC Dispute Resolution Practitioners Training in the Eastern Cape on 17th October and KZN Panellist training on 16th and 17th November 2023 • 24th and 25th October 2023 – ELRC QMS Colloquium • 21st - 22nd November 2023 - ELRC exhibiting at the 10th EI Africa Regional Conference 	+2	<p>Promotional material distributed at the following events:</p> <p>SADTU Northern Cape Principals' Seminar – 18th to 19th October 2023</p> <p>National Education Excellence Awards – November 2023</p> <p>EI Africa Regional Conference from 21st – 22nd November 2023</p> <p>Interviews on sexual misconduct and the ELRC processes were held on the following broadcast media platforms:</p> <ul style="list-style-type: none"> • News24 • Daily Sun • Radio 786 • Lesedi FM • eNCA • SAfm • Power FM • Newzroom Africa • News channel 404 	

Research & Media						
Performance Indicator	Annual Target 2023/24	Planned Target For 3 rd Quarter	Actual Achievement 3 rd Quarter	Deviation from planned target to Actual Achievement for 3 rd Quarter	Comment on deviations	Status
			<ul style="list-style-type: none"> ELRC Interviews – 19th to 20th December 2023 		<ul style="list-style-type: none"> SABC Tv 	
		Advertising in publications/diaries of Parties to Council (annual activity)	Achieved ELRC advertorial in PEU and Natu Diaries for 2024	None		
		World Teachers' Day celebration	Achieved ELRC Colour Run in the Western Cape on 28 th October 2023	None		
Implementation of a digitised records management solution to preserve Council records	Monitoring and management of records management system through bi-annual reports	Report (1) on records management system activities for the quarter	Achieved Report produced on records management system activities for the quarter Offsite movement of Finance documents and scanning of information to e-Records system Two requests for old files from the e-Records system from DMS	None		

Overview of performance for the third 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:

- National Education Excellence Awards on 5th October 2023
- SADTU Northern Cape Principals' Seminar on 18th and 19th October 2023
- Council exhibited at the EI Africa Regional Conference on 21st and 22nd November 2023

The ELRC advertorial was also submitted for publication in the PEU and NATU diaries for 2024.

The Council also had its first ever Colour Run event in celebration of World Teachers' Day in Cape Town on 28th October 2023.

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 3 rd Quarter	Actual Achievement for 3 rd Quarter	Deviation from the planned target to actual target achievement for 3 rd 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 98% 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, MS APP, Emails 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		
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	Not Achieved ICT Steering Committee meeting was convened on 11 th December 2023	None		

Information Communications Technology						
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 third 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

Oct - Dec 2023			
Programme Name	Actual Expenditure	Budget	(Over)/Under Expenditure
Corporate Services	R'000	R'000	R'000
Human Resources	2 621	2 681	60
Information Technology	902	1 026	124
Communication Services	901	1 263	363
Total	4 423	4 970	547

ANNEXURE B: MOBILISING EMPLOYEE SERVICES

Overview of the Human Resources Department's performance for the third 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

There was no recruitment in the quarter under review.

EMPLOYEE RELATIONS MATTERS

No employee relations issues were recorded during the quarter under review.

FURTHER STUDIES AND SKILLS DEVELOPMENT

No training was planned for the quarter under review.

PERFORMANCE MANAGEMENT

The second quarter Performance Assessments for the 2023/24 financial year were received from all departments. The Moderation Committee convened its meeting during the quarter under review, and a report on the Performance Assessments was submitted to the General Secretary.

EMPLOYEE WELLNESS

The Council conducted two wellness events during the third quarter, namely team building and Breast Cancer Awareness.

Team Building

This was a strategic planning event conducted by an external service provider. The following activities were covered: quad biking, zip lining and game drives. Funny awards were also issued at the evening function.

The aim of these events is to improve staff communication and engagement.

Breast Cancer Awareness

Communication was shared with all staff on Breast Cancer Awareness.

RESIGNATIONS/RETIREMENT

No resignations/retirement during the period under review.

Leave Report October to December 2023

Corporate Services

CS	Days Taken
ANNUAL LEAVE	80
SICK LEAVE	20
FAMILY RESPONSIBILITY	0
STUDY	0

Office of the CFO

Office of the CFO	Days Taken
ANNUAL LEAVE	106
SICK LEAVE	20
FAMILY RESPONSIBILITY	3
STUDY	2

Executive Services

EX	Days Taken
ANNUAL LEAVE	40
SICK LEAVE	7
FAMILY RESPONSIBILITY	1
STUDY	6

Dispute Management Services

DMS	Days Taken
ANNUAL LEAVE	51
SICK LEAVE	16
FAMILY RESPONSIBILITY	4
STUDY	2

Collective Bargaining Services

CBS	Days Taken
ANNUAL LEAVE	150
SICK LEAVE	24
FAMILY RESPONSIBILITY	5
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	R13 637	R22 296	61%	20	R 682
Dispute Management Services	R6 064	R20 882	29%	8	R 758
Corporate Services	R6 591	R10 655	62%	9	R 732
Finance & Supply Chain Management Services	R8 254	R10 644	78%	16	R 516
Executive Services	R7 751	R6 765	115%	5	R 1 550
Total	R42 296	R71 242	59%	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	R4 901	12%	2	R2 450
Senior Management	R4 816	11%	3	R1 605
Professional qualified/Managers	R15 632	37%	16	R977
Skilled/Officers	R15 334	36%	31	R495
Semi-skilled/ Clerks	R864	2%	3	R288
Unskilled/General	R749	2%	3	R250
Total	R42 296	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	R13 637	R1	0,0%	20	R0
Dispute Resolution	R6 064	R1	0,0%	8	R0
Corporate Services	R6 591	R16	0,0%	9	R2
Finance & Supply Chain Management Services	R8 254	R1	0,0%	16	R0
Executive Services	R7 751	R4	0,0%	5	R1
Total	R42 296	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%
Finance & Supply Chain Management Services	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 3rd Quarter	Actual Achievement 3rd Quarter	Deviation from planned target to Actual Achievement for 3rd Quarter	Comment on deviations	Status
Achieve unqualified audit opinion of the audited annual financial statement from external audit at year end.	Achieve unqualified audit opinion of the audited annual financial	n/a	n/a	n/a	n/a	<i>This is a bi-annual target that relates to the first and second quarters of the 2023/24 financial year.</i>

Finance						
Performance Indicator	Annual Target 2023/24	Planned Target For 3 rd Quarter	Actual Achievement 3 rd Quarter	Deviation from planned target to Actual Achievement for 3 rd Quarter	Comment on deviations	Status
	statement from external audit at year end.	Produce 1 accurate and timeous quarterly financial statements within a month after the end of the reporting quarter	Achieved One accurate and timeous quarterly financial statement was 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 monthly financial statements were produced within a month after the end of the reporting month.	None		
An approved accurate and comprehensive FY2024/25 MTEF Budget 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	Approved FY2023/24 Mid-Year budget	Achieved FY2023/24 - Mid-Year budget was approved on 6 th November 2023	None		
		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		
		Produce 2 accurate monthly budget variance reports within a month after the end of the reporting month	Achieved Two monthly budget variance reports were produced within a month after the end of the reporting month	None		

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

The third quarter budget vs actual report and the financial statements were prepared timeously and reviewed by the Chief Financial Officer before submission for the governance meetings.

The department prepared financial statements for the months of October and November 2023, in compliance with the APP quarterly targets. The financial statements were reviewed by the Chief Financial Officer and the review notes were taken into consideration in finalising the files. Finance management distributed the monthly budget variance reports to managers and comments were taken into consideration in preparation of the monthly financial report.

The FY2023/24 Mid-year budget was prepared and presented to the Executive Committee on 6th November 2023, and approval was granted.

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 3 rd Quarter	Actual Achievement 3 rd Quarter	Deviation from planned target to Actual Achievement for 3 rd 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	n/a	n/a	n/a		<i>This is a bi-annual target that only relates to the second and fourth quarters of the 2023/24 financial year.</i>
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 3 rd Quarter	Actual Achievement 3 rd Quarter	Deviation from planned target to Actual Achievement for 3 rd Quarter	Comment on deviations	Status
	Two (2) approved Procurement Plans	n/a	n/a	n/a	n/a	<i>This is a bi-annual target that only relates to the second and fourth quarters of the 2023/24 financial year.</i>

Overview of performance for the third 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 newly identified assets for disposal were approved and cleared from the FAR. The physical removal is ongoing. The Council received compensation from the insurance company for the damaged carpets in B1 and B2. The items were not replaced as Council is considering different type of flooring. There were asset additions during the quarter: Portable Aircon, Office Chair, Cameras (CCTV) and Aircon for the server room.

Monitoring of Irregular, Unauthorised, Fruitless and Wasteful expenditure

Irregular, Unauthorised, Fruitless and Wasteful expenditure report is compiled and is being monitored. There were no cases of Irregular or Unauthorised expenditure. However, two cases of Wasteful and Fruitless Expenditure were, reported during the quarter, both are allotted to external parties and the recovery process has been instituted.

Acquisition Management

1. Procurement Plan – Tenders
 - a. For the 2023/24 financial year, there was one tender listed during the mid-term review: that is for External Audit Services. This was evaluated and awarded during the second quarter. The building repairs and maintenance was revised and due to multiple transactions, it was moved to the RFQ side.
2. Procurement Plan – above R50 000 but below R500 000
 - a. On the approved procurement plan for the year 2023-24, there were eight items that were due in the third quarter and all have been completed.
3. Other items
 - a. The Procurement Plan was revised 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 month period.
2. There are four contracts expiring within six months in the quarter under review. 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 one lease for Mpumalanga, the end user has been notified. The External Audit – Ngubane Inc. and Eastern Cape office rental -Trueprop service level agreements are still to be finalised.

Strategy to overcome areas of underperformance

Not applicable.

Changes to planned targets

No changes were made to planned targets.

Linking performance to budget

Oct - Dec 2023			
Programme Name	Actual Expenditure	Budget	(Over)/Under Expenditure
Finance & Supply Chain Management Services	R'000	R'000	R'000
Supply Chain Management	939	1 267	328
Finance Administration	2 634	2 747	113
Total	3 573	4 014	441

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 3 rd Quarter	Actual Achievement 3 rd Quarter	Deviation from Planned Target to Actual Achievement for 3 rd 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 relate 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 3 rd Quarter	Actual Achievement 3 rd Quarter	Deviation from Planned Target to Actual Achievement for 3 rd 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"> • Two (2) assurance audit engagements, • Three (3) mandatory reviews, • One (1) follow-up engagement <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 relate 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 3 rd Quarter	Actual Achievement 3 rd Quarter	Deviation from Planned Target to Actual Achievement for 3 rd 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	None		

Overview of performance for the third 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:

- Procurement Management - Supply Chain Management
- Asset Management - Supply Chain Management

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

Oct - Dec 2023			
Programme Name	Actual Expenditure	Budget	(Over)/Under Expenditure
Executive Services	R'000	R'000	R'000
Financial Management and Compliance Services	2 065	2 477	412
Total	2 065	2 477	412

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 31 DECEMBER 2023

ASSETS AND LIABILITIES

Non - Current Assets

Total asset additions of R580,373 (2022: R1.5-million), mainly made up of computers equipment purchased for administration purposes to support the core operations of the Council.

The total carrying amount of non-current assets as at the end of the reporting period is R22.9-million, compared to the R23.5-million carrying amount at the end of the third quarter of 2022. An amount of R1.7-million has been expensed as depreciation and amortisation in the current and comparative year.

Current Assets

Trade and other receivables decreased by R261,633 to R1-million from R1.3-million. The decrease is mainly from prepayments that have been utilised.

Total cash and cash equivalents reported as at the end of the quarter is R268-million, compared to R237.3-million of the comparable period. This movement indicates an increase of R30.7-million due to savings made and interest earned from the funds invested with the South African Reserve Bank (SARB).

Liabilities

Trade and other payables increased by R1.3-million from R1.1-million in 2022. The increase is mainly as a result of recognising the accruals at the end of the reporting period. The trade and other payables amount represent only accounts for liabilities known as at the time of closing the books at the end of the quarter.

Provisions are reported at R1.9-million (2022: R2.2-million). The decrease is mainly due to payments made to SADTU for claims made for travel and accommodation expenses incurred for attending governance meetings.

INCOME AND EXPENDITURE

Income

Income from levies is reported at R80-million compared to R76.5-million in the prior year, indicating an increase of R3.5-million. The movement is mainly due to the annual levy increase as per the Levy Collective Agreement.

Other income received is reported at R16.2-million compared to R10.2-million in the comparable period. The increase of R6-million is mainly attributable to interest received from the investments with SARB.

Expenditure

Total expenditure is reported at R73-million compared to R58.8-million in the third quarter of 2022. The increase of R14.2-million is mainly due to the increase in operating activities such as the launch of the Labour Management Partnerships in all nine Provinces; International Labour Organisation (ILO) training for practitioners and employee costs. The money has been spent in line with the approved Council's Annual Performance Plan.

CONCLUSION

The total surplus for the nine months ended 31st December 2023 is R23.1-million, compared to R27.9-million in the prior year.

HIGHLIGHTS FOR THE PERIOD ENDED 31 DECEMBER 2023

Total Income

The actual revenue collected during the period under review amounted to R26.8-million (2022: R25.6-million), which is 1% below the projected income of R27.7-million. Other income collection of R5.6-million (2022: R4.2-million) is more than the projected amount of R687,046 by more than 100%. The increase is attributable to interest received on the funds invested with the Reserve Bank.

Total Expenditure

1. Dispute Management Services

DMS approved budget for the third quarter is R8.2-million (2022: R6.7-million) and the actual expense is R7.7-million. There is an under expenditure of R479,605 (6%), compared to the budget. This saving is mainly from core operations due to the slow down of operations caused by the academic break, fewer cases are scheduled.

1. Collective Bargaining Services

1.1. Collective Bargaining Services: National (incl. governance support expense)

Overall actual spending is reported at R5.7-million (68%) of the allocated budget of R8.3-million, compared to the prior year reported spending of R4.4-million. There is an under expenditure of R2.6-million against the allocated budget for the period under review.

The under expenditure is mainly on employee cost, FTSS, Implementation of Acts and governance meetings which are mostly held virtually.

1.2. Collective Bargaining Services: Provincial Chambers

Overall actual spending is reported at R1.7-million (2022: R1.4-million), variance of (24%) against the budget of R2.3-million.

The savings is mainly on workshops and administration. The provincial chambers are expecting to have some workshops during the last quarter of the financial year. Some administration line items are overbudgeted and these areas will be reassessed for the ensuing financial year budgeting processes.

2. Administration Support Services

Overall actual spending is reported at R10.1-million, which is 12% below the allocated budget of R11.5-million, while the spending for the prior year was reported at R8.1-million for the same period. The overall under expenditure of R1.4-million is mainly due to the following:

- A saving of R546 000 on the Corporate Service budget is made up of enterprise licenses and internet connectivity, marketing and advertising as there are still activities that will take place in the fourth quarter to utilise the available budget.
- There is a saving of R441 000 from Finance & SCM due to underspending on consulting fees, repairs and maintenance.
- A saving of R412 000 was made from the Executive Office budget mainly due to legal fees.

All the programmes expenditure is in line with the Council's planned targets for the quarter.

3. Irregular, Unauthorised, Fruitless and Wasteful report

No new cases of Irregular and Unauthorised expenditure were reported during the period under review.

For fruitless and wasteful expenditure, the year was opened with a balance of R12,837. For the current year, R6,025 was incurred, an amount of R14,537 was condoned while R2,790 was recovered. Therefore the remaining balance of R1,535 will be recovered before the end of the financial year.

The remaining balance is made up of cost for accommodation that was not used/cancelled by the panellists for an arbitration case.

4. Procurement – Tenders

No tenders were evaluated and awarded during the period under review. The listed tender was concluded in the previous period.

Conclusion

Overall, the Council reports expenditure of R25.3-million (including CAPEX) against a budget of R30.8-million. 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 31 DECEMBER 2023

Statement of Financial Position as at 31 December 2023

	Notes	Dec-23 R	Dec-22 R
Assets			
Non-Current Assets			
		22,883,087	23,457,228
Property and equipment	2	22,683,685	23,127,486
Intangible assets	3	199,402	329,742
Current Assets			
		268,929,655	238,552,997
Trade and other receivables	4	1,040,139	1,301,772
Cash and cash equivalents	5	267,889,516	237,251,225
Total Assets		<u>291,812,742</u>	<u>262,010,225</u>
Equity and Liabilities			
Equity			
Retained surplus		287,546,797	258,683,421
Liabilities			
Current Liabilities			
		4,265,945	3,326,804
Trade and other payables	6	2,365,124	1,114,456
Provisions	7	1,900,821	2,212,348
Total Equity and Liabilities		<u>291,812,742</u>	<u>262,010,225</u>

Statement of Comprehensive Income for period ended 31 December 2023

Description	Notes	Dec-23 R	Dec-22 R
Revenue	8	79,985,027	76,516,782
Other Income	9	16,157,248	10,220,003
Depreciation, amortisation and impairment lo	2&3	(1,726,466)	(1,713,116)
Employee related costs	10	(37,054,548)	(33,378,215)
Operating Expenditure	17	(34,212,398)	(23,729,015)
Operating Surplus for the period		23,148,862	27,916,438
Other comprehensive income		-	-
Total Comprehensive income for the period		23,148,862	27,916,438

Statement of Changes in Equity for the period ended 31 December 2023

Description	Retained surplus	Total equity
	R	R
Balance at 01 January 2022	230,766,983	230,766,983
Total comprehensive surplus for the period	27,916,438	27,916,438
Balance at 01 January 2023	258,683,421	258,683,421
Surplus for the remainder of 2023/24	5,714,514	5,714,514
Total comprehensive surplus for the period	23,148,862	23,148,862
Balance at the end of the period	287,546,797	287,546,797

Statement of Cash Flows for the period ended 31 December 2023

	Notes	Dec-23 R	Dec-22 R
Cash flows from operating activities			
Cash received from customers		80,074,430	76,574,083
Cash paid to suppliers and employees		<u>(73,580,080)</u>	<u>(58,831,349)</u>
Net cash from operating activities	14	<u>6,494,351</u>	<u>17,742,733</u>
Cash flows from investing activities			
Purchase of property and equipment	2	(580,373)	(1,466,385)
Disposal of property and equipment	2	2,254	39,964
Cash received from investment		<u>15,327,243</u>	<u>9,213,256</u>
Net cash from investing activities		<u>14,749,123</u>	<u>7,786,835</u>
Increase in cash and cash equivalents for the period		21,243,474	25,529,569
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>267,889,516</u>	<u>237,251,225</u>

Accounting Policies for the period ended 31 December 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 31 December 2023

Note 2

Property and equipment

	Dec-23			Dec-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	(15,316,641)	18,224,682	33,541,323	(14,521,441)	19,019,882
Generators	599,576	(201,407)	398,169	599,576	(177,409)	422,167
Lifts	702,669	(221,017)	481,652	702,669	(192,898)	509,771
Furniture and fittings	2,143,459	(1,829,861)	313,598	2,172,725	(1,831,772)	340,953
Motor vehicles	499,000	(487,483)	11,517	499,000	(476,285)	22,715
Office equipment	993,354	(554,913)	438,441	947,209	(493,836)	453,373
Computer equipment	5,606,970	(3,791,344)	1,815,626	4,940,989	(3,582,369)	1,358,620
	45,086,351	(22,402,666)	22,683,685	44,403,491	(21,276,010)	23,127,481

Reconciliation of property and equipment 31 December 2023

	Opening Balance as at 01 Apr 2023	Additions	Disposals	Depreciation	Total as at 31 Dec 2023
Land	1,000,000	-	-	-	1,000,000
Buildings	19,037,108	-	-	(812,426)	18,224,682
Generators	416,250	-	-	(18,081)	398,169
Lifts	502,837	-	-	(21,185)	481,652
Furniture and fittings	321,849	81,801	(21,956)	(68,098)	313,598
Motor vehicles	14,729	-	-	(3,212)	11,517
Office equipment	448,993	63,474	(2,528)	(71,497)	438,441
Computer equipment	1,997,527	435,098	(6,082)	(610,917)	1,815,626
	23,739,292	580,373	(30,566)	(1,605,415)	22,683,685

NB: Immaterial difference accepted between note and FAR Reconciliation.

Reconciliation of property and equipment 31 December 2022

	Opening Balance as at 01 Apr 2022	Additions	Disposals	Depreciation	Total as at 31 Dec 2022
Land	1,000,000	-	-	-	1,000,000
Buildings	20,041,704	-	-	(1,021,823)	19,019,881
Generators	440,248	-	-	(18,081)	422,167
Lifts	530,957	-	-	(21,186)	509,771
Furniture and fittings	407,849	6,605	(6,414)	(67,079)	340,961
Motor vehicles	47,115	-	-	(24,400)	22,715
Office equipment	397,838	124,517	(32)	(68,952)	453,371
Computer equipment	407,662	1,335,263	(37,578)	(346,727)	1,358,620
	23,273,373	1,466,385	(44,024)	(1,568,248)	23,127,486

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.

Computer equipment and furniture and fittings that had 1 year remaining of useful life at the beginning of the financial year have been increased by an additional 2 years.

Note 3

Intangible assets	Dec-23			Dec-22		
	Cost	Accumulated amortisation	Carrying Value	Cost	Accumulated amortisation	Carrying Value
Application Software	4,667,148	(4,472,928)	194,220	4,667,148	(4,352,135)	315,013
System Software	634,129	(628,947)	5,182	634,129	(619,402)	14,728
	5,301,278	(5,101,875)	199,402	5,301,278	(4,971,537)	329,742

Reconciliation of intangible assets 31 December 2023

	Opening Balance as at 01 Apr 2023	Amortisation	Total as at 31 Dec 2023
Application Software	308,240	(114,019)	194,220
System Software	12,214	(7,032)	5,182
	320,453	(121,051)	199,402

Reconciliation of intangible assets 31 December 2022

	Opening Balance as at 01 Apr 2022	Amortisation	Total as at 31 Dec 2022
Application Software	451,614	(136,601)	315,014
System Software	22,996	(8,268)	14,728
	474,610	(144,868)	329,742

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

31 December 2023	Financial Assets at Amortised Cost	Non Financial Assets	Total
Deposits	368,860	-	368,860
Flight ticket refunds *	28,771	-	28,771
Other receivables	37	-	37
Prepayments	-	594,103	594,103
Receivable from employees	-	4,731	4,731
Trade receivables	43,637	-	43,637
	441,304	598,835	1,040,139

31 December 2022	Financial Assets at Amortised Cost	Non Financial Assets	Total
Deposits	308,860	-	308,860
Flight ticket refunds *	11,927	-	11,927
Flight tickets for re-use	-	18,251	18,251
Other receivables	790	-	790
Prepayments	-	904,835	904,835
Receivable from employees	-	11,342	11,342
Trade receivables	45,767	-	45,767
	367,344	934,428	1,301,772

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	Dec-23 R	Dec-22 R
Cash and cash equivalents consist of:		
Cash on hand	24,967	27,236
Current account	13,375,616	10,965,176
Short term deposits*	254,488,933	226,258,813
	267,889,516	237,251,225

*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	Dec-23	Dec-22
	R	R
Trade payables	1,184,829	152,426
Accrued expenses	1,180,295	962,030
	2,365,124	1,114,456

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

Note 7

Provisions	Dec-23	Dec-22
	R	R
Provision for 13th Cheque	-	-
Provision for annual leave	1,845,977	1,558,594
Provision for SADTU	54,844	653,754
	1,900,821	2,212,348

Reconciliation of provisions 31 December 2023

	Opening balance as at 01 Apr 2023	Additions	Reversed	Paid	Total as at 31 Dec 2023
Provision for 13th Cheque	668,190	2,317,721		(2,985,911)	-
Provision for annual leave	1,542,261	332,554	(28,838)		1,845,977
Provision for SADTU	72,344	-	-	(17,500)	54,844
	2,282,795	2,650,275	(28,838)	(3,003,411)	1,900,821

Reconciliation of provisions 31 December 2022

	Opening balance as at 01 Apr 2022	Additions	Reversed	Paid	Total as at 31 Dec 2022
Provision for 13th Cheque	560,621	1,728,282	-	(2,288,903)	-
Provision for annual leave	1,390,843	273,261	-	(105,510)	1,558,594
Provision for SADTU	653,754	-	-	-	653,754
	2,605,218	2,001,543	-	(2,394,413)	2,212,348

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	Dec-23 R	Dec-22 R
Levies - FETC	2,263,562	4,066,927
Levies - DBE	77,721,465	72,449,855
Total	79,985,027	76,516,782

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

Levy contribution is at a rate of R21.20 per educator.

Note 9

Other income	Dec-23 R	Dec-22 R
Rental income	288,391	296,699
Interest income	15,327,243	9,213,256
Penalty income	272,281	484,466
Other income	269,333	225,582
Total	16,157,248	10,220,003

Note 10

Employee costs	Dec-23 R	Dec-22 R
Basic earnings	29,056,367	26,197,531
13th Cheque	2,256,120	2,031,122
Medical Aid	794,081	722,316
Unemployment Insurance Fund (UIF)	93,342	89,162
Skills Development Levy (SDL)	335,079	298,261
Leave pay accrual charge	303,717	313,197
Housing allowance	496,154	482,931
Post employment benefits	3,719,688	3,243,695
Total cost	37,054,548	33,378,215

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	Dec-23	Dec-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	Dec-23	Dec-22
	R	R

Already contracted, but not provided for:

Operating expenditure	8,500,558	4,430,454
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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	1,566,350	1,379,850
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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	1,310,037	821,567
Later than one year and not later than five years	1,510,829	-
	2,820,866	821,567

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	Dec-23	Dec-22
	R	R
Surplus for the period	23,148,861	27,916,438
Adjustments for:		
Depreciation and amortisation	1,726,467	1,713,116
Movement in accruals	114,772	121,773
Loss on assets disposed	28,312	4,056
Movement in provisions	(2,582,957)	(2,210,636)
Interest income	(15,327,243)	(9,213,256)
Changes in working capital:		
Trade and other receivables	376,854	668,709
Trade and other payables	(990,714)	(1,257,466)
	6,494,352	17,742,733

Note 15

Related parties

Employer party	Department of Basic Education
Chairperson of Council	Dr Luvuyo Bono
Members of key management	Dr 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

	Dec-23	Dec-22
	R	R
SADTU	1,217,853	-
Advocate L. Bono*	259,460	234,918
	1,477,313	234,918

The amount paid to SADTU, relates to the fees paid for training and for the seconded employee who manages the labour management partnerships.

*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)

	Dec-23	Dec-22
	R	R
Dr L. Bono	123,000	161,000

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 123 000 and were only paid to Dr L. Bono.

Audit Committee fees

	Dec-23	Dec-22
	R	R
Mr SA Ngobeni	55,930	60,438
Ms J Masite	22,374	20,952
Dr C Motau	22,769	26,190
	101,073	107,580

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

	Basic salary	13th cheque	Post employment benefit	Other allowances*	Total
31 December 2023					
Ms NO Foca	1,345,340	149,377	241,593	356,951	2,093,261
Ms U Ndobeni	965,913	107,237	86,719	322,407	1,482,276
	2,311,253	256,614	328,313	679,359	3,575,538

	Basic salary	13th cheque	Post employment benefit	Other allowances*	Total
31 December 2022					
Ms NO Foca	1,258,383	138,773	220,854	309,564	1,927,574
Ms U Ndobeni	904,250	99,609	79,262	295,385	1,378,506
	2,162,633	238,382	300,116	604,950	3,306,080

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

Note 15 (continued)

Senior management emoluments

31 December 2023	Basic salary	13th cheque	Post employment benefit	Other allowances*	Total
Ms LO Makofane	778,643	86,455	77,414	210,857	1,153,369
Ms NA Bongco	768,160	85,215	68,911	257,706	1,179,992
Mr MP Moela	786,333	87,309	141,208	206,636	1,221,486
	2,333,136	258,979	287,533	675,200	3,554,847

31 December 2022	Basic salary	13th cheque	Post employment benefit	Other allowances*	Total
Ms LO Makofane	728,067	80,290	63,890	192,908	1,065,155
Ms NA Bongco	718,443	69,141	62,975	235,749	1,086,308
Mr MP Moela	735,258	81,083	129,042	129,631	1,075,015
	2,181,767	230,515	255,908	558,289	3,226,478

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

Note 16

Fulltime Shopsteward expenses	Dec-23	Dec-22
	R	R
International expenses	834,547	663,676
Employee cost	1,043,540	-
Local expenses	2,278,917	842,799
	4,157,004	1,506,475

Note 17

Administration expenses	Notes	Dec-23	Dec-22
		R	R
Accommodation expenses		39,721	9,598
Administration and management fees		527,476	531,450
Advertising and Recruitment		1,021,078	260,118
Arbitration		8,340,944	8,668,670
Assets below R5000		8,735	25,317
Auditors fees	12	861,483	621,742
Bank charges		45,125	45,802
Chairperson's fees	15	123,000	161,000
Cleaning and sanitation		117,312	105,958
Computer expenses		568,790	359,244
Conciliation		515,650	566,655
Condonation		59,000	70,500
Consulting and professional fees		186,624	86,754
Consumables		73,575	64,524
Cost of quality control		119,500	129,000
Delivery expenses		29,641	24,360
Employee wellness, Gifts and SHE expenses		438,799	222,250
Facilitation and Dispute Prevention		23,982	33,758
Fulltime Shopstewards	16	4,157,004	1,506,476
<i>International expenses</i>		834,547	663,676
<i>Local expenses</i>		3,322,457	842,799
Governance and provincial chambers		2,598,665	1,363,923
Implementation of Acts and Agreements		536,431	7,000
Insurance		393,443	458,465
Research and Development		-	1,859,286
Legal Expenses		980,138	896,576
Loss on disposal of assets		28,312	4,059
Motor vehicle expenses		53,787	41,666
Municipal expenses		1,299,051	1,107,775
Printing and stationery		451,665	432,319
Refreshments		68,598	25,237
Rentals		1,566,350	1,379,850
Repairs and maintenance		469,396	369,797
Security		796,149	727,928
Storage and removal		67,340	4,785
Subscriptions and license fees		967,738	610,798
Telecommunication costs and postal fees		367,647	426,347
Training		5,829,357	380,235
Travelling costs		480,892	139,793
		34,212,398	23,729,015

Supplementary information to the Third Quarter Financial Statements for the period ended 31 December 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	Dec-23	Dec-22
	R	R
Opening balance	12,837	-
Add: Fruitless and wasteful expenditure incurred during the year	6,025	8,503
Less: Recovered during the year	(2,790)	(1,661)
Less: Condoned during the year	(14,537)	-
Closing balance	1,535	6,842

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
Dec-23



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	Full year Budget - FY 2023/2024				Quarter 3 - FY 2023/2024				Quarter 3 - FY 2022/2023			
	Actual	Budget	Variance	Variance %	Actual	Budget	Variance	Variance %	Actual	Budget	Variance	Variance %
INCOME	96 113 962	110 962 569	14 848 607	13%	32 434 955	27 740 642	(4 694 313)	-17%	29 796 515	26 581 992	(3 214 523)	-12%
Revenue	79 985 027	108 214 385	28 229 358	26%	26 849 201	27 053 596	204 395	1%	25 624 748	24 757 284	(867 464)	-4%
Other Income	16 128 935	2 748 184	(13 380 751)	-487%	5 585 754	687 046	(4 898 708)	-713%	4 171 767	1 824 708	(2 347 059)	-129%
OPERATING EXPENSES	71 241 556	114 354 640	41 316 730	36%	25 247 353	30 342 789	5 095 436	17%	18 905 582	25 264 756	6 359 174	25%
DISPUTE MANAGEMENT SERVICES	20 881 854	32 909 678	12 027 824	37%	7 747 814	8 227 420	479 605	6%	4 954 749	6 675 142	1 720 393	26%
COLLECTIVE BARGAINING SERVICES	22 295 908	39 875 888	17 579 979	44%	7 439 094	10 655 169	3 216 075	30%	5 831 967	9 555 745	3 723 778	39%
CBS (NATIONAL)	17 459 439	30 578 773	13 119 334	43%	5 643 781	7 644 693	2 000 912	26%	4 402 431	7 293 239	2 890 808	40%
Governance And Support Services	947 518	2 721 539	1 774 021	65%	26 107	680 385	654 278	96%	23 443	547 787	524 344	96%
Chamber Expenses	3 888 951	6 575 575	2 157 258	33%	1 769 206	2 330 091	560 885	24%	1 406 093	1 714 720	308 627	18%
Gauteng	483 719	688 742	205 023	30%	233 594	305 611	72 017	24%	198 069	213 900	15 831	7%
Free State	435 344	795 207	359 863	45%	175 101	234 683	59 581	25%	196 203	260 330	64 127	25%
Eastern Cape	446 531	777 894	213 709	27%	170 296	213 149	42 853	20%	84 614	137 478	52 864	38%
Western Cape	386 971	802 308	415 337	52%	188 156	212 926	24 770	12%	210 442	273 300	62 858	23%
Limpopo	392 680	610 273	217 593	36%	165 761	179 463	13 701	8%	141 575	148 217	6 642	4%
Mpumalanga	386 384	666 150	279 766	42%	189 030	205 817	16 787	8%	146 347	140 199	-6 148	-4%
Northern Cape	346 304	659 152	312 848	47%	134 083	242 714	108 632	45%	133 677	159 646	25 969	16%
North West Province	464 555	710 825	246 270	34%	280 694	355 207	74 514	21%	168 574	234 247	65 673	28%
KwaZulu Natal	546 463	865 024	318 561	37%	232 491	380 520	148 029	39%	126 592	147 403	20 811	14%
CORPORATE SERVICES	10 654 967	15 607 184	4 952 217	32%	4 423 137	4 969 729	546 592	11%	3 013 966	3 502 494	488 528	14%
Media & Communications	1 229 929	1 600 877	370 948	23%	900 683	1 263 377	363 894	29%	202 267	275 702	73 435	27%
Information Communication Technology	2 345 307	4 102 242	1 756 935	43%	901 590	1 025 561	123 970	12%	546 520	947 602	401 082	42%
Human Resource	7 079 731	9 904 065	2 824 334	29%	2 620 864	2 680 791	59 927	2%	2 265 179	2 279 190	14 011	1%
FINANCE AND SUPPLY CHAIN MANAGEMENT SERVICES	10 643 644	16 055 507	4 144 876	26%	3 572 737	4 013 877	441 140	11%	3 328 624	3 613 747	285 123	8%
Supply Chain Management	2 873 459	5 067 981	2 194 522	18%	938 690	1 266 995	328 306	26%	890 918	1 090 253	199 335	18%
Financial Accounting Services	7 770 185	10 987 526	3 217 341	29%	2 634 047	2 746 882	112 834	4%	2 437 706	2 523 494	85 788	3%
EXECUTIVE SERVICES	6 765 183	9 906 383	3 141 200	32%	2 064 572	2 476 596	412 024	17%	1 776 276	1 917 627	141 351	7%
SURPLUS/DEFICIT BEFORE CAPEX	24 872 406	10 962 569	(13 910 000)	-56%	7 187 601	27 740 642	20 553 041	74%	10 890 933	26 581 992	15 691 059	59%
CAPITAL EXPENDITURE (CAPEX)	580 373	1 710 920	1 130 547	66%	47 497	427 730	380 233	89%	115 087	540 574	425 487	79%
SURPLUS/DEFICIT AFTER CAPEX	24 292 033	9 251 649	(15 040 384)	-62%	7 140 104	27 312 912	20 172 808	74%	10 775 846	26 041 418	15 265 572	59%