



QUARTERLY REPORT FOURTH QUARTER

**2023/2024 Financial Year
01 January 2024 – 31 March 2024**

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INTRODUCTION BY THE ACCOUNTING OFFICER

Performance Review for the Quarter ended March 2024

It gives me great pleasure to present this report of the fourth quarter covering the period 1st January to 31st March 2024.

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 fourth quarter of the 2022/23 financial period.

Council successfully held its Strategic Planning and Budget Workshop on 4th March 2024, attended by the members of the Executive Committee and Finance Sub-Committee. The Strategic Plan, Annual Performance Plan and Budget for the 2024/25 financial year and the recommendations were adopted by the Executive Committee at its Special meeting held on 4th March 2024.

Council ratified Western Cape Collective Agreement No. 1 of 2023: *Collective Agreement 1 of 2023 on the recruitment and appointment procedures for Educators at Education Institutions.*

Labour Management Partnership

During the period under review extensive planning for the cascading of the Labour Management Partnership programme was completed and is ready for implementation. All provinces have

established Provincial Leaderships Teams (PLTs), developed draft missions and visions and identified subcommittees of the PLTs.

The Council selected master trainers from the pilot provinces to attend physical training at Rutgers University from 14th to 22nd March 2024. The session will train all facilitators in the month of April 2024.

Collective Bargaining Services: Provincial

The performance of the provincial chambers during the period under review was consistent with that achieved in the fourth quarter of the 2022/23 financial year.

Six provinces achieved 100%, and only three provinces performed below the 100% mark, namely Free State, Gauteng and Northern Cape.

The Free State Chamber recorded 93%, which is a slight improvement in performance, compared to the 89% recorded in the fourth quarter of the 2022/23 financial year. The Equity Forum meeting did not form a quorum, and as a result, the report was not discussed in the quarterly Chamber meeting.

The Gauteng Chamber achieved 88%, which is a decline in performance, compared to the 100% recorded in the fourth quarter of the 2022/23 financial year. The Employer requested a postponement of the MTEF Meeting planned for 22nd February

2024, citing that due to the planning processes of government, this activity would not be possible in the fourth quarter.

The Northern Cape Chamber recorded 75%, which is a decline in performance, compared to the 92% recorded in the fourth quarter of the 2022/23 financial year. Labour did not present a report on training interventions conducted by them at the quarterly Chamber meeting. The Employer also did not present a report on the implementation of PMDS.

Detailed reports of the nine Chambers are attached.

Dispute Management Services

The ELRC received a total of 230 disputes during the period under review.

A total of 485 events were conducted for the period under review. Of these 129 were conciliations and 356 were arbitration events.

The ELRC finalised 155 disputes during the period under review, which is an improvement compared to the 132 finalised in the third quarter.

Cases from previous financial years

A total of 56 cases from previous financial years remain to date. This is an improvement compared to the 98 cases recorded in the third quarter.

Of the 56 cases, 35 are for the 2022/2023 financial year, 11 are for the 2021/22 financial year, while 10 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 review outcome of the Enterprise Risk Register for the period ended on 31st March 2024 showed a positive movement of the residual risk scores, attributed to the continuous and dedicated monitoring of the key controls put in place to mitigate these risks. All four primary risks closed the year with all residual risk scores rated within the low-risk bracket, whereas the secondary risks closed the year with a total of 14 archived risks and 41 open risks. The open secondary risks range between the low and medium residual risk bracket.

Mobilising Employee Services

Employee wellness

Employee wellness is essential for organisational success, as it impacts workplace culture, organisational resources and productivity.

To ensure continuous employee wellness, the Council conducted fitness training for staff.

Training and Development

The Council recognises that training presents a prime opportunity to expand the knowledge base of all employees. Employees who are

competent and stay on top of changing industry standards, ensure that the Council retains its position as an industry leader.

One employee attended Contract Management and Service Level Agreement training, and five employees enrolled in further study courses.

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 two stakeholder events during the period under review. The ELRC advertorial was also published in SADTU's diary for 2024.

The Council also published the March edition of the *Labour Bulletin* and *New Negotiator*, which are available on the ELRC website.

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.

During the quarter under review, ICT rigorously tested our Disaster Recovery Plan (DRP) as part of our ongoing commitment to ensure

uninterrupted business continuity in the face of unforeseen disruptions.

Moreover, ICT fortified system accessibility by implementing a robust multi-factor authentication system across the Council, further enhancing our security posture.

Conclusion

The Council recorded an overall performance rate of 97%, which is on par with achievement in the fourth 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 4th Quarter	Actual Achievement 4th Quarter	Deviation from planned target to Actual Achievement for 4th 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 fourth quarter	Achieved A Bargaining meeting was held on 6 th March 2024 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 fourth quarter	Achieved A Bargaining meeting was held on 6 th March 2024 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)	Implementation of the Quality Management System (QMS) recommendations Action Plan	Achieved Report on the implementation of the QMS recommendations action plan (Rollout of CTT QMS Training of PTTs) tabled at the Bargaining meeting held on 6 th March 2024	None		
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	Achieved A Bargaining meeting was held on 6 th March 2024 where the universalisation and institutionalisation of	None		

Collective Bargaining Services: National						
Performance Indicator	Annual Target 2023/24	Planned Target For 4 th Quarter	Actual Achievement 4 th Quarter	Deviation from planned target to Actual Achievement for 4 th Quarter	Comment on deviations	Status
		Practitioners for the fourth quarter	Grade R Practitioners was discussed			

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

During the period under review Council convened a Core Training Team (CTT) Task Team meeting on 23rd January 2023 to draft the management plan for the QMS training of Provincial Training Teams (PTTs), which was to be implemented and completed by 31st March 2024. The Free State had indicated that they would implement their own in-house QMS training programme in response to the resolutions that emanated from the 2023 provincial QMS Colloquium. The CTT QMS training of PTTs was rolled out to the other eight provinces with the last province completed on 13th March 2024.

Council convened its Strategic Planning and Budget Workshop on 4th March 2024, which was attended by the members of the Executive Committee and Finance Sub-Committee. The Strategic Plan, Annual Performance Plan and Budget for the 2024/25 financial year and the recommendations were duly adopted by the Executive Committee at its Special meeting held on 4th March 2024.

Council at its Bargaining Meeting held on 6th March 2024, adopted the Management Plan for 2024/25 and ratified Western Cape Collective Agreement No. 1 of 2023: *Collective Agreement 1 of 2023 on the recruitment and appointment procedures for Educators at Education Institutions*.

TVET PCAM Task Team meetings were held on 15th February and 26 March 2024, in which the Employer presented the draft PCAM document with inputs made by labour Parties.

Labour Management Partnership

During the period under review extensive planning for the cascading of the Labour Management Partnership programme was completed and is ready for implementation. All provinces had established Provincial Leaderships Team (PLT), developed draft missions and vision and identified subcommittees of the PLT's.

Monthly meetings with the Provincial Managers were held to support provinces and provide advice on the building of Provincial Structures. Virtual meetings with the PLT's were held in the Eastern Cape, Gauteng and Limpopo to consolidate the formation of Provincial Structures. The Council also honored an invitation to address principals at a conference in the Eastern Cape.

The Council selected master trainers from the pilot provinces to attend physical training at Rutgers University from 14th to 22nd March 2024. The training will train all facilitators in the month of April 2024.

Strategy to overcome areas of underperformance

Not applicable.

Changes to planned targets

No changes were made to planned targets.

Linking performance to budget

Apr 2023 - Mar 2024			
Programme Name	Actual Expenditure	Budget	(Over)/Under Expenditure
Collective Bargaining Services	R'000	R'000	R'000
National	27 429	31 039	3 610
Governance Support Services	1 063	1 724	662
CBS: Provincial	5 183	6 797	1 614
Total	33 674	39 560	5 885

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 4th Quarter	Actual Achievement 4th Quarter	Deviation from planned target to Actual Achievement – 4th 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 consolidated report from the Employer on the distribution of Post Provisioning for 2024 and close-up report. Employer table the reports at the quarterly Chamber meeting or analyzation	Achieved A report on the Distribution of Post Provisioning for 2024 and the close-up report was received from the Employer and was tabled at the chamber meeting of 20 th March 2024	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 8 th March 2024 and was subsequently presented at the Chamber meeting of 20 th March 2024	None		

Collective Bargaining Services: Eastern Cape						
Performance Indicator	Annual Target 2023/24	Planned Target 4 th Quarter	Actual Achievement 4 th Quarter	Deviation from planned target to Actual Achievement – 4 th 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 22 nd February 2024 and the report was subsequently presented at the Chamber meeting of 20 th March 2024	None		
Quality Management System (QMS) Monitoring the implementation of QMS (CA 2 of 2020)	Reports (4)	The employer to present a report on formative results of QMS trainings to the quarterly Chamber meeting	Achieved The progress report on formative results of QMS Trainings was tabled at the Teacher Development Task Team meeting of 26 th and 27 th February 2024 and was subsequently tabled at the Chamber meeting of 20 th March 2024	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 Chamber	Achieved The Employer tabled the progress report on ECD related matters at the Teacher Development Task Team meeting of 26 th and 27 th February 2024 and the report was subsequently tabled at the Chamber meeting of 20 th March 2024	None		

Collective Bargaining Services: Eastern Cape						
Performance Indicator	Annual Target 2023/24	Planned Target 4 th Quarter	Actual Achievement 4 th Quarter	Deviation from planned target to Actual Achievement – 4 th Quarter	Comment on deviations	Status
Teacher Development Monitoring reports on the introduced Teacher Development programmes are available	Reports (4)	A report on the impact assessment of the implemented 2023/24 Teacher Development programmes is received from the Employer and tabled at the quarterly Chamber meeting	Achieved The Teacher Development Task Team was held on 26 th and 27 th February 2024 and the report on the impact assessment of the implemented 2023/24 Teacher Development Programmes was received and subsequently tabled at the Chamber meeting of 20 th March 2024	None		
Dispute Prevention Monitoring reports on the categories and status of the Grievances, Misconduct and disputes lodged are available	Reports (4)	Receive a report from the Task Team on the evaluation of the impact of the interventions made and the report is tabled at the Chamber meeting	Achieved The report on evaluation of the impact of interventions made was tabled at the Dispute Prevention Task Team meeting held on 19 th February 2024 and subsequently tabled at the Chamber meeting of 20 th March 2024	None		
Recruitment and Filling of Posts Monitoring reports on recruitment and filling of posts are available	Reports (4)	A report on the Evaluation of the Recruitment processes for the 2023 year is received from the Employer and tabled it at the quarterly Chamber meeting	Achieved The Task Team on Staffing was held on 19 th February and 11 th March 2024 and the report on evaluation of the recruitment processes for the year 2023 was received and subsequently tabled at the Chamber meeting of 20 th March 2024	None		

Collective Bargaining Services: Eastern Cape						
Performance Indicator	Annual Target 2023/24	Planned Target 4 th Quarter	Actual Achievement 4 th Quarter	Deviation from planned target to Actual Achievement – 4 th Quarter	Comment on deviations	Status
Rationalisation, Realignment, Merger and Closure of Small Schools Monitoring reports on the Realignment, Merger and Closure of small schools are available	Reports (4)	A report on a plan for the Rationalisation, Realignment, Merger and Closure of Small Schools is received from the Employer is analyzed and evaluated by the Task Team and the report is tabled at the quarterly Chamber meeting	Achieved The Task Team on the Rationalisation, Realignment, Merger and Closure of Small Schools was held on 22 nd February 2024 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 the 20 th March 2024	None		

Overview of performance for the fourth 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 the 2023/24 financial year. The commitment displayed by Parties have contributed towards the achievement of all set targets for the quarter. All the expected reports were discussed by Task Teams, STANCO and subsequently ratified by the Chamber meeting.

Quality Management Systems (QMS)

- **2023 Annual Appraisals** were conducted in November-December 2023 for submission to district offices before schools closed. Schools were given until 31st January 2024 to finalise submission. Verification of accuracy and completeness of the scores was done in February 2024 before capturing in March 2024. Implementation Guidelines with clear timeframes were shared with all Districts.
- **Refresher Training for 2023/24:** Some amendments were made to the implementation of QMS (CA No 2 of 2020), requiring provinces to conduct trainings for all school-based educators. The Provincial Training Team (PTT) for the Eastern Cape was trained by the Core Training Team (CTT) on 13th February 2024. The PTT further trained all 12 districts from 15th February to 11th March 2024.

PPN 2024 Grade- R allocation.

- **299 Grade- R allocation:** The Task Team agreed that 299 Grade R posts will be allocated in two phases. The first phase will be in April 2024 and the second phase will be in July 2024. A total of 264 posts will be allocated from 1st April 2024 and the remaining 35 posts will be allocated on 01 July 2024. All these posts will be allocated under Programme 5. Of the 264 posts, 20 posts will be utilised by appointing practitioners who have a Bachelor of Education Foundation Phase degree. The remaining 244 posts will be distributed equally to districts, such that each district will receive 20 posts, which totals 240 posts. The remaining four posts will be allocated to BCM, ORTC, ORTI and Alfred Nzo East districts based on learner enrolment. District Task Teams will manage the allocation of posts for all those Practitioners with NQF level 6 and NQF level 7. The Department proposed a threshold of 25 learner enrolment for schools to qualify for grade R educator posts.

Capacity building

- A **Labour Seminar** was conducted with the aim of updating Parties on the latest developments in the labour law space. Parties at the PELRC realised that the ongoing updates on labour law developments, especially the judgments by various courts are essential in Dispute Prevention and Management. Parties also realised that the ever-changing labour law requires practitioners who are combat ready when confronted by complex matters relating to employer-employee relations. Parties were of the view that a labour law seminar conducted by competent labour law experts would serve as a good platform where the latest developments on dismissals, Unfair labour Practice and Collective Bargaining can be discussed. The seminar was conducted on 12th and 13th February 2024.

Strategy to overcome areas of underperformance

Not applicable.

Changes to planned targets

No changes were made to planned targets.

Linking performance to budget

Apr 2023 - Mar 2024			
Programme Name	Actual Expenditure	Budget	(Over)/Under Expenditure
	R'000	R'000	R'000
Collective Bargaining Services: Eastern Cape	647	848	201
Total	647	848	201

Free State

Key performance indicators, planned targets and actual achievements

Collective Bargaining Services: Free State						
Performance Indicator	Annual Target 2023/24	Planned Target for 4 th Quarter	Actual Achievement 4 th Quarter	Deviation from planned target to Actual Achievement for 4 th 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 15 th March 2024	None		
Collective Agreement 4 of 2018 Monitoring implementation of Collective Agreement 4 of 2018	Reports (4)	Free State Department of Education presents to Chamber a report on temporary educators converted in terms of ELRC CA 4 of 2018	Achieved The Employer presented a report on the conversion of temporary educators at the Chamber meeting held on 15 th March 2024	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 quality assurance done on performance results	Achieved The Employer presented a report highlighting the performance results on the implementation of EMS and PMDS to the Chamber meeting that was held on 15 th March 2024	None		
Collective Agreement 2 of 2020 Monitoring implementation of Quality Management System (QMS) in terms of CA 2 of 2020	Report (4)	Free State Department of Education presents a report to Chamber on the implementation of QMS	Achieved The Employer presented a progress report on the implementation of QMS at the Chamber meeting held on 15 th March 2024	None		

Collective Bargaining Services: Free State						
Performance Indicator	Annual Target 2023/24	Planned Target for 4 th Quarter	Actual Achievement 4 th Quarter	Deviation from planned target to Actual Achievement for 4 th Quarter	Comments on deviations	Status
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)	n/a	n/a	n/a		<i>This is a bi-annual target that relates to the 2nd and 3rd quarters of the 2023/24 financial year..</i>
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 placement of educators at the Chamber meeting held on 15 th March 2024	None		
37% Benefits Monitor the implementation of 37% in lieu of benefits for educators employed for less than six months	Reports (2)	Free State Department of Education presents to Chamber statistics regarding educators receiving 37% in lieu of benefits	Achieved The Employer presented a report on 37% to the Chamber meeting held on 15 th March 2024	None		
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 15 th March 2024	None		
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 report on School Safety programmes at the Chamber meeting that was held on 15 th March 2024	None		

Collective Bargaining Services: Free State						
Performance Indicator	Annual Target 2023/24	Planned Target for 4 th Quarter	Actual Achievement 4 th Quarter	Deviation from planned target to Actual Achievement for 4 th Quarter	Comments on deviations	Status
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 submitted a comprehensive report to the task team on 22 nd February 2024. The Grade R task team report was further presented to the Chamber meeting that was held on 15 th March 2024	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 15 th March 2024	None		
Equity Forum Monitoring the functionality of Employment Equity Forum	Reports (2)	Free State Department of Education present to Chamber a report on the functionality of Equity Forum	Not Achieved	Report (1)	The Equity Forum meeting did not form a quorum. As a result, the report was not discussed.	
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 15 th March 2024	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 submitted a progress report from the District Dispute Prevention Committees on 1 st March 2024. The Dispute Prevention Task team report was further presented at the Chamber	None		

Collective Bargaining Services: Free State						
Performance Indicator	Annual Target 2023/24	Planned Target for 4 th Quarter	Actual Achievement 4 th Quarter	Deviation from planned target to Actual Achievement for 4 th Quarter	Comments on deviations	Status
			meeting held on 15 th March 2024			
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 report on the provisioning of school infrastructure to the Chamber meeting held on 15 th March 2024	None		

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

The Chamber's performance has been consistent from the commencement until this last quarter of the financial year. This achievement is attributed to the Employer and Labour Parties' commitment to the maintenance and promotion of labour peace and the continuous protection of the interest of educators through effective and efficient collective bargaining processes.

Free State Collective Agreement 1 of 2019

The implementation of FSCA 1 of 2019 on the provincial advertisements depicted 637 posts filled out of a grand total of 793 that were advertised, 156 are not yet filled of which the majority were departmental head and deputy principal posts. Reasons included posts to be readvertised as the panel did not find suitable candidates and some of the processes were awaiting approval for an independent panel.

Collective Agreement 4 of 2018

A report on CA 4 of 2018 presented a total of 175 temporary educators in the system, 32 have been converted into permanent appointment. The outstanding number not converted at the end of this quarter comprises educators without relevant qualifications, those occupying ad hoc posts not to be converted and most of the posts awaiting SGB recommendation.

Collective Agreement 3 of 2017

The level of compliance in relation to the 2023/24 Education Management Service (EMS), Performance Management and Development System (PMDS) for Office-Based Educators on Performance Agreements and Mid-year assessments was both 682 (93%) respectively, and the number of annual assessments submitted was 646 (88%).

Collective Agreement 2 of 2020

The QMS training for newly appointed School Management Team (SMT) members was conducted at Motheo district. Monitoring and support visits in support of SMTs in relation to readiness towards annual appraisals were conducted in February 2024. Visits have shown that there is compliance with QMS implementation and work plans were available even though they needed to be realigned to the needs of the schools to improve school performance. Reports on the development of workplans have shown that there is compliance with the implementation of the collective agreement. A total of 3 159 workplans per district have been developed and signed by SMTs.

Preparations for the payment of 1.5% salary progression from 01/07/2024 as per QMS Collective Agreement 2 of 2020 and 2 of 2022 displayed collected and verified data for QMS appraisal results as follows:

- Total number of schools submitted - 950
- Total number of educators eligible - 21 485
- Number of educators appraised - 21 039 and number not appraised - 458

Collective Agreement 4 of 2016

The implementation report on the placement of educators highlighted a total of 202 temporary educators on substantive posts, 31 Funza Lushaka and two FSDOE bursary holders. A total of 95 for Post Level 1 and 3 as well as 104 temporary educators on promotional posts.

Employee Health and Wellness

The report highlighted cases that were referred to EHW, cases of incapacity and ill-health retirement (PILIR) were 14, cases of occupational illnesses and diseases three and 21 cases of mental illness. The total number of active cases is 401 and 165 cases have been attended.

Safety in Schools

A comprehensive report highlighting all school safety activities and programmes conducted in the five districts was presented as well as capacity building and school safety committee members trained throughout the province.

PILIR

The progress report highlighting the type of incapacity leave, long and ill-health retirement as well as the number of days the employees have applied for was presented for discussion and adoption by the Chamber.

Curriculum Forum

A progress report was presented on the functionality of the Curriculum Forum listing directorate reports that were discussed in the forum which comprises ECD, Primary and Secondary schools, Elementary education and development, examinations and assessment and teacher development.

Provisioning of School Infrastructure

A detailed report on school infrastructure was presented highlighting progress recorded in relation to water infrastructure provided to public schools, the number of public schools provided with electricity infrastructure, sanitation facilities, new or additional boarding facilities and schools where scheduled maintenance projects were completed as well as security fences constructed.

Dispute Prevention

The task team progress on grievances and disputes declared discussed and resolved that the provincial guidelines should be amended to address implementation challenges on recruitment and enhance the implementation of FSCA 1 of 2019 and further minimise prevalent grievances emanating from recruitment processes.

Grade R related matters

A detailed report was presented to the task team highlighted progress on upskilling of Grade R Practitioners, roadshows conducted to address issues related to 300 ETDP-SETA funded practitioners, training for Grade R Practitioners and the overall management of grade R related issues as well as the school readiness assessment highlighting the number of schools and learners assessed.

ADDITIONAL ACHIEVEMENTS

Vetting of educators

A report on the vetting of employees in schools against the National Register for Sex Offenders (NRSO) in line with the Criminal Law (Sexual Offences and Related Matters) Amendment Act of 2021, provided an update on the progress made, highlighting the following:

- The provincial target, is 54,021, with 22,989 forms received from schools thus far, leaving 31,032 forms still outstanding.
- Out of the 22,989 forms received, 22,989 were captured and submitted to SAPS for SAPS69i. Of these, 8,707 have been processed and returned, leaving 14,282 applications still pending with SAPS.
- Findings on the 8,707 applications included 8,058 with no illicit activity and 649 with illicit activities identified, with crimes committed between 1985 and 2023.
- A total of 7,612 applications were submitted to the Department of Justice, resulting in 218 certificates issued by the Department of Justice, all found to be clean from the NRSO. The breakdown of certificates issued by region is as follows:

- Motheo: 191
- Xhariep: 1
- Lejweleputswa: 9
- Fezile Dabi: 17

This means that 7,394 applications are still pending with the Department of Justice.

Strategy to overcome areas of underperformance

STANCO and Chamber will explore and discuss intervention mechanisms on how to strengthen the Employment Equity Forum.

Changes to planned targets

No changes were made to planned targets.

Linking performance to budget

Apr 2023 - Mar 2024			
Programme Name	Actual Expenditure	Budget	(Over)/Under Expenditure
	R'000	R'000	R'000
Collective Bargaining Services: Free State	538	795	257
Total	538	795	257

Gauteng

Key performance indicators, planned targets and actual achievements

Collective Bargaining Services: Gauteng						
Performance Indicator	Annual Target 2023/24	Planned Target For 4 th Quarter	Actual Achievement 4 th Quarter	Deviation from planned target to Actual Achievement for 4 th Quarter	Comment on deviations	Status
Information Sharing						
Post Provisioning and Norms A report on the Medium-Term Expenditure Framework (MTEF) process for post provisioning is available	Reports (4)	The Employer presents a report on the MTEF process for post provisioning to the quarterly Chamber meeting	Not Achieved The Employer did not present a report on the MTEF process for post provisioning to the quarterly Chamber meeting on 13 th March 2024	Report (1)	MTEF Meeting was planned for 22 nd February and on 21 st February 2024, the Employer requested a postponement citing that due to planning processes of government, this activity would not be possible in this quarter.	
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 6 th February 2024 The Employer presented a report to the quarterly Chamber meeting on 13 th March 2024	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 5 th February 2024 The Employer presented a report to the quarterly Chamber meeting on 13 th March 2024	None		

Collective Bargaining Services: Gauteng						
Performance Indicator	Annual Target 2023/24	Planned Target For 4 th Quarter	Actual Achievement 4 th Quarter	Deviation from planned target to Actual Achievement for 4 th Quarter	Comment on deviations	Status
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 are 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 19 th February 2024 The PM submitted the report to the quarterly Chamber meeting on 13 th March 2024	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 6 th February 2024 The PM submitted a report to the quarterly Chamber meeting on 13 th March 2024	None		
Educator Development Monitoring report on the provision and implementation of teacher development programs is available.	Reports (2)	n/a	n/a	n/a		<i>This is a bi-annual target that relates to the first and third quarters of the 2023/24 financial year..</i>
Dispute Prevention Monitoring report on grievances, misconduct, and disputes is available	Reports (4)	The Employer presents a trend analysis report for the financial year on grievances, disputes, and misconduct cases to the quarterly Chamber meeting	Achieved The Employer presented a trend analysis report for the financial year on grievances, disputes, and misconduct cases to the task team on 20 th February 2024	None		

Collective Bargaining Services: Gauteng						
Performance Indicator	Annual Target 2023/24	Planned Target For 4 th Quarter	Actual Achievement 4 th Quarter	Deviation from planned target to Actual Achievement for 4 th Quarter	Comment on deviations	Status
			The Employer presented a report to the quarterly Chamber meeting on 13 th of March 2024			
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 21 st of February 2024 The PM presented the report to a quarterly Chamber meeting on 13 th March 2024	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 Educator Resourcing task team on <ul style="list-style-type: none"> • 20th of February 2024 • 11th of March 2024 The PM presented the report to the quarterly Chamber meeting on 13 th March 2024	None		

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

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

Quality Management System

The Employer presented a report on the implementation of Quality Management System (QMS) to the task team meeting and highlighted the following:

- 96% of Principals completed mid-year appraisals
- 98% of Deputy Principals completed mid-year appraisals
- 99% of Head of Departments also completed mid-year appraisals
- 98% of educators completed the mid-year appraisals
- 100% of Chief-Therapists completed the mid-year appraisals
- 95% of Therapists completed the mid-year appraisals

Employee Health & Wellness

The Employer presented a report on the implementation of the Employee Health and Wellness programmes to the task team meeting. The lack of a full-time external service provider to service GDE employees was amongst the challenges identified.

Safety in schools

The Employer reported having conducted safety audits in a few schools during this fiscal year and it became apparent that schools in townships were not adequately resourced with emergency equipment and required additional support. The schools at high risk were identified and prioritised as needing urgent focus for the delivery and installation of emergency evacuation signage to ensure that all schools were compliant with the Occupational Health & Safety Act of 85 of 1993.

Early Childhood Development (ECD)

The ECD report was presented by the Employer to the task team. The Employer reported a decline in learner numbers resulting in additional teachers in the system. When reporting on the verification of the qualifications audit conducted to check compliance with SACE, of the 739 Practitioners with NQF level 6 and REQV13, 88 Practitioners have expired SACE registrations, one Practitioner has no SACE, 50 Practitioners have Special Category SACE registrations, which means they are only eligible to teach in ECD sites. A total of 144 Practitioners still have Provisional SACE certificates and 450 Practitioners were fully registered with SACE.

Procedure on Incapacity Leave and Ill-health Retirement (PILIR)

The Employer presented the report on the implementation of PILIR programmes to the task team meeting. The Employer reported that 908 applications were approved, and 203 applications were declined. A total of 1199 employees were absent due to ill-health. Furthermore, policy advocacy was conducted in schools.

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. The report covered the progress on office-based advertised posts since 2022 to date, progress on conversion of qualifying educators and education therapists (Term 4: 2023 and Term 1: 2024) and the progress on school-based advertised posts from 2021 to date. The Employer also tabled an update on the Draft Circular on the recruitment and selection of temporary PL1 educators and education therapists and proposed amendments to Educator Guidelines, to which labour requested more time to consult with party principals.

Additional achievement

Vetting of Educators

The Employer reported the following challenges relating to the vetting of school-based educators against the National Register for Sex Offenders (NRSO) in line with the Criminal Law (Sexual Offences and Related Matters) Amendment Act, 2021:

- Lack of compliance from some educators
- No turnaround times for generation of SAPS69i report and NRSO certificates
- SAPS has communicated that they are running a massive recruitment drive and must prioritise SAPS vetting, therefore all applications for SAPS69i reports from other organisations were put on hold until further notice

Educator Development

The Employer, when reporting on the 2024/25 fiscal year programmes and cost containment implications, indicated that the adopted training schedule will be changed, which will result in weekend programmes being done away with and virtual meetings will be limited to less than the hours. Labour expressed their concern about the negative effect that cost containment measures have on service delivery.

Corporal Punishment Symposium

A symposium on corporal punishment was held on 15th March 2024. A panel of experts presented on the prevalence of corporal punishment. The Centre for Child Law presented on the impact of corporal punishment. The labour parties raised concerns regarding definitions of assault and unfair procedures when coming to how the Department charged offenders. Labour further expressed concern that assault was one of the highest acts of misconduct recorded by the Gauteng Department of Education (GDE). The Employer also presented on the alternatives to corporal punishment. The Parties to Chamber resolved to take the discussion further to the dispute prevention task team to develop recommendations to be presented to Chamber for ratification. The Symposium assisted Parties in identifying challenges and possible solutions to deal with Corporal Punishment in the province.

ELRC constitution Workshop

A capacity building workshop on the ELRC Constitution was held on 29th February 2024 for Gauteng Chamber negotiators. Labour appreciated the workshop and excellent way that the role of Council and Provincial chambers was outlined by the facilitator.

PILIR Workshop

On 21st February 2024, the Employer conducted a workshop for task team members on PILIR. The workshop focused on the legislative framework, areas of policy change and areas of challenges with applications received from employees. Some of the challenges involved late submission of PILIR applications by the clients; applications completed on incorrect annexures and employees who are at home for a period of 1 year or more. Labour appreciated the workshop.

Strategy to overcome areas of underperformance

The Employer envisions having a meeting on Post Provisioning Norms and in the new financial year.

Changes to planned target

No changes were made to planned targets.

Linking performance to budget

Apr 2023 - Mar 2024			
Programme Name	Actual Expenditure	Budget	(Over)/Under Expenditure
	R'000	R'000	R'000
Collective Bargaining Services: Gauteng	648	872	224
Total	648	872	224

KwaZulu-Natal

Key performance indicators, planned targets and actual achievements

Collective Bargaining Services: KwaZulu-Natal						
Performance Indicator	Annual Target 2023/24	Planned Target for 4 th Quarter	Actual Achievement 4 th Quarter	Deviation from planned target to Actual Achievement for 4 th 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 The Employer presented a report to the Teacher Development Task Team on 13 th February 2024 on the monitoring and support of the implementation of QMS. The Teacher Development Task Team report was presented at the quarterly Chamber meeting on 14 th March 2024	none		
Employee Health & Wellness Monitoring reports on the implementation of Employee Health and Wellness programmes are available	Reports (4)	A report on programmes that the Employer has implemented presented to Chamber by 31 st March 2024	Achieved A report on programmes that the Employer has implemented was presented to the EHW Task Team on 8 th February 2024. The EHW Task Team report was presented at the quarterly Chamber meeting on 14 th March 2024	none		

Collective Bargaining Services: KwaZulu-Natal						
Performance Indicator	Annual Target 2023/24	Planned Target for 4 th Quarter	Actual Achievement 4 th Quarter	Deviation from planned target to Actual Achievement for 4 th 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 28 th February 2024. The QLTC Task Team report was presented at the quarterly Chamber meeting on 14 th March 2024	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 Teacher Development Task Team on 13 th February 2024. The Teacher Development Task Team report was presented at the quarterly Chamber meeting on 14 th March 2024	none		

Collective Bargaining Services: KwaZulu-Natal						
Performance Indicator	Annual Target 2023/24	Planned Target for 4 th Quarter	Actual Achievement 4 th Quarter	Deviation from planned target to Actual Achievement for 4 th Quarter	Comments on deviations	Status
Dispute Prevention Monitoring reports on grievances, misconduct, and disputes are available	Reports (4)	Employer presents a report on the review of collective agreements to the task team. A task team report is presented at the quarterly Chamber meeting	Achieved The Employer presented a report on the review of Collective Agreements to the dispute prevention task team on 21 st February 2024. A dispute prevention task team report was presented in the quarterly Chamber meeting of 14 th March 2024	None		
ECD Monitoring report on ECD related matters such as training and professional development, curriculum development, conditions of service, statistical report on supply and demand, and updates around national processes is available	Reports (4)	The Employer presents a report 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 27 th February 2024. Task team report was presented at the quarterly Chamber meeting on 14 th March 2024	None		

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

Teacher Well Being Seminar

Chamber convened Teacher Wellbeing Seminars in the iLembe, Pine Town and Harry Gwala districts of education. 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.

Staffing Matters

Two Staffing task Team meetings were convened to deal with staffing issues in special schools and the following matters were delegated to the task team by Chamber:

- Vetting of Personnel
- Implementation of HRM 46 of 2023
- Conversion of Educators CA 4 of 2018
- Guidelines for Conversion of Temporary Educators CA 4 of 2018
- School Rationalisation and Re-alignment Process (SRRP)

On vetting of educators, there is not much movement as there are challenges raised by organised labour regarding the payment of taking the fingerprints. The Employer had to seek a mandate as Labour was adamant in saying they would not allow their members to make these payments from their pockets. Instead, the Employer should make the payments first and issue a circular confirming that the payment has been made so that educators can then participate in the process.

The School Rationalisation and Re-alignment Process (SRRP) face challenges due to a lack of funding. Schools identified for closure cannot be closed because learner transport is not available to transport learners to the new school, which may be far from where they live.

Labour Management Partnership

Chamber had a very successful Labour Management Partnership workshop during this quarter attended by 50 delegates from the Employer, 30 delegates from SADTU and 20 delegates from CTU-ATU. Miss Nomarashiya Caluza was the invited guest speaker, and the Labour Management Partnership Programme Director gave a message of support.

Strategy to overcome areas of underperformance

Not applicable.

Changes to planned target

No changes were made to planned targets.

Linking performance to budget

Apr 2023 - Mar 2024			
Programme Name	Actual Expenditure	Budget	(Over)/Under Expenditure
	R'000	R'000	R'000
Collective Bargaining Services: KwaZulu-Natal	704	838	133
Total	704	838	133

Limpopo

Key performance indicators, planned targets and actual achievements

Collective Bargaining Services: Limpopo						
Performance Indicator	Annual Target 2023/24	Planned Target For 4 th Quarter	Actual Achievement 4 th Quarter	Deviation from planned target to Actual Achievement for 4 th 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 implementation of the post establishment be tabled by the Employer and discussed in the Chamber meeting	Achieved A report on the management plan for the implementation of 2024 post establishments was tabled by the Employer and discussed in the HRM Sub-Committee meeting held on 1 st March 2024 and in the Chamber meeting on 19 th March 2024	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 and discussed in the EPM Sub-Committee meeting held on 13 th February 2024 and the Chamber meeting on 19 th March 2024	None		
Teacher Well-being Monitoring reports on the implementation of Teacher Well-being are available	Reports (4)	The Employer presents a progress report on the implementation of the advocacy campaign to the task team. The PM submits a report to Chamber at the quarterly Chamber meeting	Achieved Progress report on the implementation of the teacher well-being campaign was tabled by the Employer and discussed in the Employee Health, Wellness and Schools' Safety Sub-committee meeting held on 1 st February 2024 and the Chamber meeting on 19 th March 2024	None		

Collective Bargaining Services: Limpopo						
Performance Indicator	Annual Target 2023/24	Planned Target For 4 th Quarter	Actual Achievement 4 th Quarter	Deviation from planned target to Actual Achievement for 4 th 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 and discussed in the Employee Health, Wellness and Schools' Safety Sub-committee meeting held on 1 st February 2024 and the Chamber meeting on 19 th March 2024	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 and discussed in the ECD task Team meeting held on 30 th January 2024 and the Chamber meeting on 19 th March 2024	None		
Capacity Building Programs Monitoring reports on parties' workshops and training cascaded to their constituencies at district and circuit level	Reports (3)	Parties table progress reports in the Chamber meeting on capacity building programs roll out for their constituencies	Achieved The reports on the capacity building programs were tabled in the Chamber meeting held on 19 th March 2024	None		
Rationalisation of schools Monitoring reports on rationalisation of schools are available	Reports (3)	The Employer tables a report on the rationalisation of schools at the quarterly chamber meeting	Achieved The report on rationalisation of schools was tabled by the Employer and discussed in the HRM Sub-Committee meeting held on 1 st March 2024 and in the Chamber meeting on 19 th March 2024	None		

Collective Bargaining Services: Limpopo						
Performance Indicator	Annual Target 2023/24	Planned Target For 4 th Quarter	Actual Achievement 4 th Quarter	Deviation from planned target to Actual Achievement for 4 th Quarter	Comments on deviations	Status
PILIR (Policy on Incapacity Leave and Ill-health Retirement) Monitoring reports on the processing of PILIR referrals are available	Reports (3)	A report on the processing of PILIR referrals be tabled by the Employer and discussed in the Chamber meeting	Achieved The report on the processing of PILIR referrals was tabled by the Employer and discussed in the HRM Sub-Committee meeting held on 1 st March 2024 and in the Chamber meeting on 19 th March 2024	None		
Dispute Prevention Monitoring reports on the categories and status of grievances and disputes lodged are available	Reports (4)	The Employer tables at the quarterly chamber meeting a report on the categories, trends and status of grievances and disputes lodged	Achieved The report on the categories, trends and status of grievances and disputes lodged was tabled by the Employer in the Dispute Prevention Task Team meeting on 28 th February 2024 and the Chamber meeting held on 19 th March 2024	None		
Educators Performance management Monitoring reports on the implementation of performance management instruments are available	Reports (4)	The Employer tables a report on the implementation of performance management instruments at the Chamber meeting	Achieved The reports on the implementation of performance management instruments were tabled by the Employer and discussed in the EPM Sub-Committee meeting held on 13 th February 2024 and the Chamber meeting on 19 th March 2024	None		
Curriculum and examinations Monitoring reports on the implementation of curriculum policies and the management of examinations are available	Reports (3)	The Employer tables a report on the implementation and management of the curriculum and examinations policies at the Chamber meeting	Achieved The report on the management of the curriculum and examinations curriculum policies was tabled by the Employer and discussed in the Curriculum and Examinations Sub-Committee meeting held on 28 th February 2024 and in the Chamber meeting on 19 th March 2024	None		

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

Parties worked hand in glove towards the successful achievement of all the targets set for the fourth quarter.

Staffing of schools

Ninety-nine percent of the promotional posts such as school principals, deputy principals and Departmental head posts advertised in the previous financial year were filled. Of the 77 posts advertised for therapists, social workers and professional nurses, 92% were filled. Limpopo Provincial Treasury approved a total of 2 550 posts, that is, 506 Principals, 400 Deputy Principals and 1 644 Departmental Heads to be advertised in 2024 for filling. Ninety-three percent of the 603 Funza Lushaka bursary holders for 2022 had been placed, whereas for the 2023 Funza Lushaka Bursary holders, 73% had been placed. Thirty-six percent of the 1352 educators identified as being in excess of the post establishment were absorbed elsewhere in other school posts whose curricular needs they have matched.

Quality Management System (QMS)

The training of the Limpopo provincial team on QMS took place on 13th March 2024. The provincial QMS team would cascade this training to districts and circuits.

Rationalisation and merging of schools.

A total of 17 schools in Capricorn and Mopani East were merged with others in the quarter under review. Of these, only eight were moved to their new stations.

Safety in schools

Out of 3 864 schools in the province, 2 864 were reported to have been linked to the nearest police stations. So far 7 252 school representatives were trained on the PSSG (Provincial Schools Safety Guidelines).

Teacher Wellbeing

A total of 43 premises at the provincial office, Districts, Circuits and schools were among those inspected for safety in this quarter and then identified as not being compliant with the safety standard of buildings. Cancer awareness sessions were held in five districts and the Marketing of wellness programs was done at Gauta Jonathan Primary School. Sixteen employees received psycho-social support.

Strategy to overcome areas of underperformance

Not applicable.

Changes to planned targets

No changes to planned targets.

Linking performance to budget

Apr 2023 - Mar 2024			
Programme Name	Actual Expenditure	Budget	(Over)/Under Expenditure
	R'000	R'000	R'000
Collective Bargaining Services: Limpopo	514	616	102
Total	514	616	102

Mpumalanga

Key performance indicators, planned targets and actual achievements

Collective Bargaining Services: Mpumalanga						
Performance Indicator	Annual Target 2023/24	Planned Target For 4 th Quarter	Actual Achievement 4 th Quarter	Deviation from planned target to Actual Achievement for 4 th Quarter	Comment on deviations	Status
Consultation, Implementation and Monitoring of Collective Agreements and Policies						
Post Provisioning A report on the Medium-Term Expenditure Framework (MTEF) process for post provisioning is available.	Reports (4)	The Employer presents a report on the MTEF processes on post provisioning to the quarterly Chamber meeting.	Achieved The Employer presented a report on the MTEF processes on the revised PPN as informed by the ten days snap survey and the number of posts created and lost by schools as per the revised PPN to the quarterly Chamber meeting held on 25 th March 2024	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 and Collective Agreement No. 2 of 2022 to the quarterly Task Team meeting held on 14 th February 2024 and the report was presented, adopted, and ratified in the quarterly Chamber meeting held on 25 th March 2024	None		
Employee Health & Wellness Monitoring reports on the implementation of Employee wellness programmes are available.	Reports (4)	A report on programmes that the Employer has implemented presented to the quarterly Chamber meeting.	Achieved The Employer presented a report on programmes implemented on Employee Health and Wellness to the Task Team meeting held on 22 nd February 2024 and the report was presented, adopted, and ratified by the quarterly Chamber meeting held on 25 th March 2024	None		

Collective Bargaining Services: Mpumalanga						
Performance Indicator	Annual Target 2023/24	Planned Target For 4 th Quarter	Actual Achievement 4 th Quarter	Deviation from planned target to Actual Achievement for 4 th Quarter	Comment 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 to the task team. The PM submits the report to the quarterly Chamber meeting	Achieved The Employer presented a report on the implementation of school safety activities to the quarterly Task Team meeting which was held on 22 nd February 2024 and the PM submitted the report to the quarterly Chamber meeting held on 25 th March 2024	None		
Dispute Prevention Monitoring report on grievances, misconduct, and disputes is available	Reports (4)	The Employer presents a trend analysis report for the financial year on grievances, disputes, and misconduct cases to the quarterly Chamber meeting	Achieved The Employer presented a trend analysis report for the financial year on grievances, disputes, and misconduct cases to the quarterly task team meeting held on 21 February 2024 and the report was presented to quarterly Chamber meeting held on 25 March 2024	None		
Early Childhood Development (ECD) Monitoring report on 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 on ECD matters to the quarterly Chamber meeting	Achieved The Employer presented a progress report on ECD related matters to the Task Team meeting which was held on 22 nd February 2024 and the report was presented and ratified in the quarterly Chamber meeting held on 25 th March 2024	None		

Collective Bargaining Services: Mpumalanga						
Performance Indicator	Annual Target 2023/24	Planned Target For 4 th Quarter	Actual Achievement 4 th Quarter	Deviation from planned target to Actual Achievement for 4 th Quarter	Comment on deviations	Status
Filling of post Monitoring report on recruitment, selection, filling of posts, excess educators, Collective Agreement 4 of 2018 (the appointment and conversion of temporary educators to posts on the educator establishment), 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 and the appointment and conversion of temporary educators to posts on the educator establishment to the quarterly Task Team meeting held on 21 st February 2024 and the report was presented in the quarterly Chamber meeting held on 25 th March 2024	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 14 th February 2024 and the PM presented the report in the quarterly Chamber meeting held on 25 th March 2024	None		

Overview of performance for the fourth 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 quarterly chamber meetings where Parties to the Chamber shared information and consulted with each other.

Post Provisioning Norms (PPN)

The Employer presented a revised PPN report informed by the ten day snap survey in the quarterly Chamber meeting held on 25th March 2024 and reported that the pool of 32 637 posts approved by the MEC has increased to 32 755. The Employer further reported that the total number of learners before the revision was 1 065 164 and after the revision the total number of learners has increased to 1 073 792, an increase of 8628. The Employer stated that the teacher-learner ratio was 1:32,72 before the revision and 1:32,78 after the revision, which is a decrease of 0,02. The Employer also reported on the number of posts lost and gained due to the revised PPN.

Quality Management System (QMS)

The Employer presented a QMS report on the implementation of Collective Agreements 2 of 2020 and 2022 to a task team meeting which was held on 14th February 2024. The report discussed the processes being implemented to manage data for the submission of QMS scores and mentioned that summative assessment reports have been submitted except for a few schools. The Employer also reported that they would conduct focused training for School Management Teams to address identified challenges during monitoring and presented a draft management plan for the implementation of QMS in the 2024 academic year. The PM presented the report at the quarterly Chamber meeting held on 25th March 2024.

Dispute Prevention

The Employer reported that they received 348 cases of misconduct, 186 grievances, and six cases which were in the Labour Court. The report highlighted common types of misconducts that were committed. The Employer expressed concern about the existence of cases of corporal punishment and sexual harassment and sexual relationship with learners.

Early Childhood Development (ECD)

The Employer presented a progress report on the implementation of ECD. The report covered monitoring and support of ECD centers, recruitment of practitioners for NQF Level 4 training for the 2024/25 financial year, workshops conducted, advocacy campaigns and that there were 1603 practitioners who have been translated to grade R educators to date and 432 remain practitioners.

Filling of posts

The Employer presented a report on the filling of posts, which indicated that there were 563 temporary educators converted into permanent status as of 31st January 2024. There were 593 temporary educators whose contracts of employment were renewed for the 2024 academic year, and that from the March 2023 vacancy list where a total of 694 posts were advertised, 450 posts were approved and filled. One hundred

and thirty-four posts had outstanding recommendations, 79 were withdrawn, 28 were awaiting approval and five were disputed. The Employer further indicated that from the November 2023 vacancy list there was no progress to report, as districts were busy issuing schedules. The Employer reported that out of the 877 posts advertised seven were withdrawn.

Strategy to overcome areas of underperformance.

Not applicable.

Changes to planned target

No changes were made to planned targets.

Linking performance to budget

Apr 2023 - Mar 2024			
Programme Name	Actual Expenditure	Budget	(Over)/Under Expenditure
	R'000	R'000	R'000
Collective Bargaining Services: Mpumalanga	472	655	183
Total	472	655	183

North West

Key performance indicators, planned targets and actual achievements

Collective Bargaining Services: North West						
Performance Indicator	Annual Target 2023/24	Planned Target For 4 th Quarter	Actual Achievement 4 th Quarter	Deviation from planned target to Actual Achievement for 4 th Quarter	Comment on deviations	Status
Consultation, Implementation and Monitoring of Collective Agreements and Policies						
Post Provisioning Consolidated reports on the consultation process and distribution of post provisioning for the following financial year are available	Reports (3)	Receiving report on distribution of post provisioning for 2024 from Employer and tabling it at quarterly Chamber meeting	Achieved The Chamber meeting of 13 th March 2024 received a report on distribution of post provisioning for 2024 from the Employer	None		
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 13 th March 2024 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 13 th March 2024 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 13 th March 2024 received a report on ECD related matters from the Task Team meeting convened on 2 nd February 2024	None		

Collective Bargaining Services: North West						
Performance Indicator	Annual Target 2023/24	Planned Target For 4 th Quarter	Actual Achievement 4 th Quarter	Deviation from planned target to Actual Achievement for 4 th 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 13 th March 2024 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 13 th March 2024 received reports on categories and status of the disputes, grievances and misconduct-cases from the Task Team meeting convened on 26 th January 2024	None		
Terminations (contract expiry; resignations; retirements; deceased and dismissals) Consolidated reports on the category of terminations are available	Reports (2)	Receiving reports on the category of terminations from Employer and tabling it at the quarterly Chamber meeting	Achieved The Chamber meeting of 13 th March 2024 received reports on the category of terminations from the Employer	None		
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 13 th March 2024 received reports on School Safety activities from the Employer	None		
Advertisement and Filling of Posts Monitoring reports on sharing information on the advertisement and filling of posts are available	Reports (2)	n/a	n/a	None		<i>This is a bi-annual target that relates to the second and third quarters of the 2023/24 financial year.</i>

Collective Bargaining Services: North West						
Performance Indicator	Annual Target 2023/24	Planned Target For 4 th Quarter	Actual Achievement 4 th Quarter	Deviation from planned target to Actual Achievement for 4 th Quarter	Comment on deviations	Status
Workshop on MTEF Concepts The report on workshop for party-members related to description of MTEF concepts is available	Reports (1)	Receiving report on workshop related to description of MTEF concepts from Employer and tabling it at the quarterly chamber meeting.	Achieved The Chamber meeting of 13 th March 2024 received a report of the workshop related to description of MTEF concepts from the Provincial Manager. The workshop was held on 23 rd February 2024	None		
Temporary Educators Monitoring reports on appointment and conversion of temporary educators are available	Report (2)	n/a	n/a	n/a		<i>This is a bi-annual target that relates to the second and third quarters of the 2023/24 financial year.</i>
Performance Management and Development System (PMDS) Consolidated reports on assessed employees are available	Report (2)	Receiving statistical report on PMDS assessment from the Employer and table it at the quarterly chamber meeting	Achieved The Chamber meeting of 13 th March 2024 received a statistical report on PMDS assessment from the Employer	None		

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

Numerous activities aimed at advancing and sustaining Chamber objectives were held during the period under review. The formal Chamber meeting held on 13th March 2024 consolidated recommendations from those activities and some are reported as follows:

- The logistics related to the training of educators during school recess should be communicated with relevant personnel
- The information on the assessment of seconded officials should be made available
- An instrument should be designed to promote the objectives of the report on 'Schools Safety'
- In an attempt to minimise the high rate of disputes it was agreed that:
 - Appeals and sanctions should be concluded within reasonable timeframes by the Employer
 - Formal grievances related to alleged corruption of officials during disciplinary hearings should be submitted by Labour

Additional reports were received related to 'Temporary Teachers' and 'Vetting of Educators.' The meeting agreed on the need to induct party-members on programs related to 'Vetting of Educators.'

Strategy to overcome areas of underperformance

Not applicable.

Changes to planned targets

No changes were made to planned targets.

Linking performance to budget

Apr 2023 - Mar 2024			
Programme Name	Actual Expenditure	Budget	(Over)/Under Expenditure
	R'000	R'000	R'000
Collective Bargaining Services: North West	692	711	19
Total	692	711	19

Northern Cape

Key performance indicators, planned targets and actual achievements

Collective Bargaining Services: Northern Cape						
Performance Indicator	Annual Target 2023/24	Planned Target For 4 th Quarter	Actual Achievement 4 th Quarter	Deviation from planned target to Actual Achievement for 4 th Quarter	Comment on deviations	Status
Consultation, Implementation and Monitoring of Collective Agreements and Policies						
Post Provisioning Monitoring reports on the consultation process for post provisioning is available.	Reports (4) Meeting (1)	The Employer to table an Implementation report, inclusive of the Allocation of Additional Posts to schools at the quarterly Chamber meeting	Achieved The Employer tabled an Implementation report, inclusive of the Allocation of Additional Posts to schools at the quarterly Chamber meeting on 26 th March 2024	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 26 th March 2024	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 26 th March 2024	None		

Collective Bargaining Services: Northern Cape						
Performance Indicator	Annual Target 2023/24	Planned Target For 4 th Quarter	Actual Achievement 4 th Quarter	Deviation from planned target to Actual Achievement for 4 th Quarter	Comment on deviations	Status
	Reports (2)	Labour to present a training intervention report to the quarterly Chamber meeting	Not Achieved	Report (1)	Labour did not present a report on training interventions conducted by them at the quarterly Chamber meeting on 26 th March 2024.	
Implementation of Collective Agreements: <ul style="list-style-type: none"> Quality Management System (QMS) Monitoring the implementation of QMS (CA 2 of 2020) Performance Management and Development System (PMDS) for office-based educators Monitoring the implementation of PMDS (CA 1 of 2017) 	Reports (2)	The Employer to present a progress report on the implementation of QMS to the quarterly Chamber meeting	Achieved The Employer presented a report on the implementation of QMS at the quarterly Chamber meeting on 26 th March 2024	None		
	Reports (2)	The Employer to present a report on the implementation of PMDS to the quarterly Chamber meeting	Not Achieved	Report (1)	The Employer did not present a report on the implementation of PMDS at the quarterly Chamber meeting on 26 th March 2024.	
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 26 th March 2024.	None		

Collective Bargaining Services: Northern Cape						
Performance Indicator	Annual Target 2023/24	Planned Target For 4 th Quarter	Actual Achievement 4 th Quarter	Deviation from planned target to Actual Achievement for 4 th 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 26 th March 2024	None		

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

Post Provisioning Norms and Standards: Labour enquired about 250 ‘ring-fenced’ posts reported o. The Employer confirmed their inclusion in the post basket. It was further indicated that the total number of posts would equate to 9718 posts, which were inclusive of excesses and substitutes. The figure would be influenced by provincial imperatives and rounding ups. The excesses were underestimated by 50 posts and stood at 68, which would be levelled during the year, due to natural attrition.

Dispute Prevention: The Employer indicated that it had placed 12 officials on precautionary suspension, with ten suspensions pending. Those suspensions cost the Employer R2, 698, 655.25. Suspension matters related mostly to sexual harassment matters, which were hampered by the availability of venues to ensure segregation between the charged educator and the victimised learner, during proceedings. The Employer was exploring the use of virtual venues to address those cases and would present such proposal to the ELRC. The Employer received three conciliation notices, finalised one, with two pending. The Employer received 21 arbitration notices, and finalised 13, whilst eight were pending.

Safety in Schools: The Employer indicated that 158 school-based incidents of crime, violence and learner ill-discipline were reported and addressed in terms of the respective schools’ internal disciplinary measures. Those incidents were as listed: i) vandalism (13); ii) theft and burglary (24); iii) drugs and other substances (11); iv) bullying (09); v) assault (59); vi) fighting and intimidation (21); vii) group fights (05); viii) sexual harassment and abuse (10) and ix) possession of dangerous objects (06).

Early Childhood Development (ECD): The Employer reported that the concept document to provide pilot home-based ECD services to zero-to-two-year-olds was awaiting approval. A service level agreement to provide play groups for 3 400 children has been signed. A trip was

undertaken to Japan to study ECD programs, resulting in an implementation plan to be shared with the Parties to Chamber. For REQV13 and 14 qualifications, practitioners currently receive a stipend of R13 000.00, with a planned conversion to PL1. Practitioners on ECD NQF levels 4 and 5 are currently paid R8 500.00, with a planned increase to R9 137.00. The practitioners' stipend increments would be implemented retrospectively, as the current financial year increments were not implemented.

Strategy to overcome areas of underperformance

Improve communication with the Employer.

Changes to planned targets

No changes were made to planned targets.

Linking performance to budget

Apr 2023 - Mar 2024			
Programme Name	Actual Expenditure	Budget	(Over)/Under Expenditure
	R'000	R'000	R'000
Collective Bargaining Services: Northern Cape	488	659	171
Total	488	659	171

Western Cape

Key performance indicators planned targets and actual achievements

Collective Bargaining Services: Western Cape						
Performance Indicator	Annual Target 2023/24	Planned Target For 4 th Quarter	Actual Achievement 4 th Quarter	Deviation from planned target to Actual Achievement for 4 th 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 an implementation report at the quarterly Chamber meeting	Achieved. The Employer presented an implementation report at the quarterly Chamber meeting on 14 th March 2024	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 task team on 22 nd February 2024 A report on programmes that the Employer has implemented was presented at the Chamber meeting on 14 th March 2024	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 6 th March 2024 The PM submitted a report at the quarterly Chamber meeting on 14 th March 2024	None		

Collective Bargaining Services: Western Cape						
Performance Indicator	Annual Target 2023/24	Planned Target For 4 th Quarter	Actual Achievement 4 th Quarter	Deviation from planned target to Actual Achievement for 4 th Quarter	Comment on deviations	Status
Dispute Prevention Monitoring report on grievances, misconduct, disputes, and training conducted is available	Reports (3)	The Employer presents a trend analysis report on grievances, misconducts, and disputes to the DPTT A report is submitted at the quarterly Chamber meeting	Achieved The Employer presented a trend analysis report on grievances, misconducts, and disputes to the DPTT on 21 st February 2024 A report was submitted at the quarterly Chamber meeting on 14 th March 2024	None		
	Reports (2)	Training intervention report is presented at the quarterly Chamber meeting by the Employee Parties	Achieved Training intervention report was presented at the quarterly Chamber meeting by the Employee Parties on 14 th March 2024	None		
Quality Management System (QMS) Monitoring the implementation of QMS (CA 2 of 2020)	Reports (4)	The Employer presents a progress report on the implementation of QMS at the quarterly Chamber meeting	Achieved The Employer presented a progress report on the implementation of QMS at the task team meeting on 14 th February 2024 The Employer presented a progress report on the implementation of QMS at the quarterly Chamber meeting on 14 th March 2024	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 4 th March 2024	None		

Collective Bargaining Services: Western Cape						
Performance Indicator	Annual Target 2023/24	Planned Target For 4 th Quarter	Actual Achievement 4 th Quarter	Deviation from planned target to Actual Achievement for 4 th Quarter	Comment on deviations	Status
			The PM submitted a report at the quarterly Chamber meeting on 14 th March 2024			

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

Challenges experienced during the quarter under review pertain to late submission of reports from both the Employer and Employee Parties. The late submission was mainly due to the hectic organisational operations of the Parties. Notwithstanding this challenge, the Western Cape Chamber was able to achieve all the predetermined quarterly targets once again. Gratitude should therefore be expressed to all the Parties for their steadfast commitment in ensuring that the operations of the Chamber were not compromised. During an extremely hectic and challenging period, this Chamber navigated to adjust around the Parties organisational commitments and that of the Provincial Education Labour Relations Council.

Quality Management System (QMS)

Labour indicated that they are concerned about the many principals who are not teaching specifically in Metro East, Metro Central and Metro South Education. Labour wanted to understand what could collectively be done to ensure compliance with the implementation of Collective Agreement 2 of 2020. They inquired what will happen to principals not teaching, if consequence management would be applied? The Employer responded that they attempt to manage with the Chief Director: Districts. They envisage training Circuit Managers (CMs) on how to deal with the training of newly appointees that must be trained. They will assess the situation and will implement consequence management if necessary.

Early Childhood Development (ECD)

A repeated challenge of the ECD Managers that are not on the Employer's organogram and Organisational Design (OD) scoping was again highlighted this quarter.

Additional Achievement

Capacity Building

On 16th February 2024 the PELRC convened a workshop to capacitate newly appointed representatives to chamber meetings. This workshop was presented by the Party Leaders, Chairperson, Deputy Chairperson and Provincial Manager. The workshop concentrated on the history, services, values, Constitution, and the Committee Work Procedures of Collective Bargaining Services of the ELRC. Delegates expressed their sincere appreciation to all facilitators for a well-informed and well-structured workshop.

Strategy to overcome areas of underperformance

Not applicable.

Changes to planned targets

No changes were made to planned targets.

Linking performance to budget

Apr 2023 - Mar 2024			
Programme Name	Actual Expenditure	Budget	(Over)/Under Expenditure
	R'000	R'000	R'000
Collective Bargaining Services: Western Cape	479	802	324
Total	479	802	324

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 4 th Quarter	Actual Achievement 4 th Quarter	Deviation from planned target to Actual Achievement for 4 th 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	85% of cases in jurisdiction are processed (scheduling or issuing of certificate) within 30 days of receipt	<p>Achieved</p> <p>98.05%</p> <p>151</p> <p>Out of 230 cases received, 162 cases were in jurisdiction and</p>	+13.05%	Clustering of conciliation.	

Dispute Management Services						
Performance Indicator	Annual Target 2023/24	Planned Target For 4 th Quarter	Actual Achievement 4 th Quarter	Deviation from planned target to Actual Achievement for 4 th Quarter	Comment on deviations	Status
			<p>69 cases were out of jurisdiction</p> <p>Of the 162 that were in jurisdiction, 8 were IBA cases</p> <p>All 154 cases were conciliated within 30 days of receipt</p> <p>Of the 154 cases that were conciliated 151 were conciliated in 30 days and 3 were outside of the 30 days</p>			
Administration of requests for arbitration	75% of cases scheduled for arbitration within 45 days after receipt of referral	To schedule 80% of cases scheduled for arbitration within 45 days after receipt of certificate of non-resolution	<p>Achieved</p> <p>100%</p> <p>103</p> <p>A total of 103 arbitration dispute referrals were received</p> <p>The 103 cases received were all arbitrated within 45 days</p>	+20%	Zoom scheduling of cases and no school holiday disruptions.	
Administration of sexual misconduct cases	To schedule 60% of sexual misconduct cases for inquiry by arbitrator within 60 days after receipt of the referral	To schedule 60% of sexual misconduct cases for inquiry by arbitrator within 60 days after receipt of the referral	<p>Achieved</p> <p>100%</p> <p>8</p> <p>A total of 11 sexual misconduct cases for inquiry by arbitrator were received</p> <p>Of the 11 cases, 8 were in jurisdiction and 3 were out of jurisdiction</p>	+40%	The use of special venues is helping to schedule the cases more efficiently.	

Dispute Management Services						
Performance Indicator	Annual Target 2023/24	Planned Target For 4th Quarter	Actual Achievement 4th Quarter	Deviation from planned target to Actual Achievement for 4th Quarter	Comment on deviations	Status
			All 8 in jurisdiction were processed within 60 days			
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 57 (45 awards and 12 special awards) arbitration awards received were quality controlled	None		
Facilitation of training sessions for Dispute Resolution Practitioners	Facilitate six (6) training sessions for Dispute Resolution Practitioners and maintain attendance register	Facilitate two (2) training session for Dispute Resolution Practitioners and maintain attendance register	Achieved 100% 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 100% Two panellist trainings 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

Apr 2023 - Mar 2024			
Programme Name	Actual Expenditure	Budget	(Over)/Under Expenditure
Dispute Management Services	R’000	R’000	R’000
Dispute Resolution Services	25 541	33 138	7 597
Total	25 541	33 138	7 597

ANNEXURE A: DISPUTE MANAGEMENT SERVICES

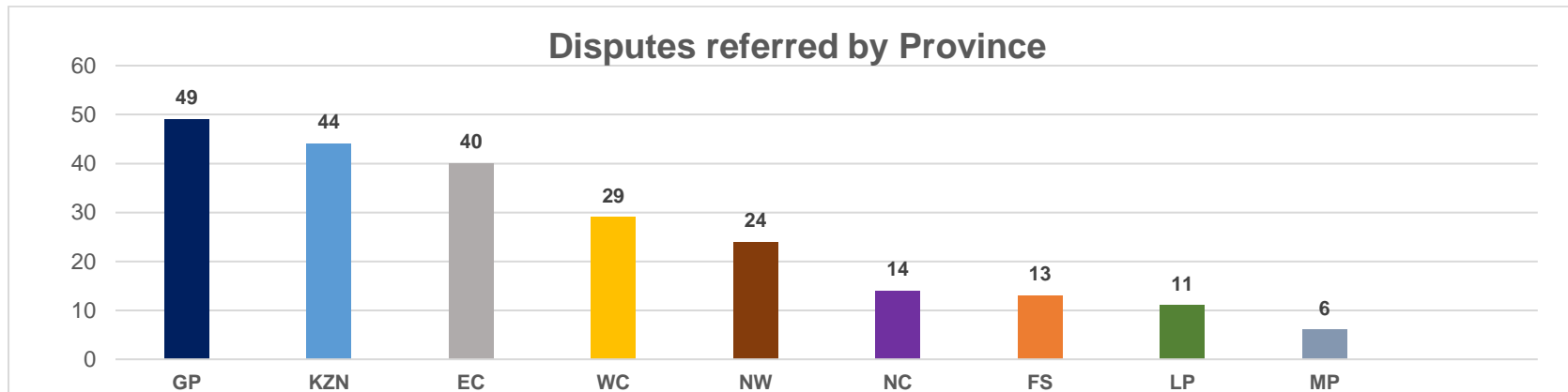
Dispute Management Services: Basic Education
 Dispute Management Services: Higher Education and Training (TVET)
 Training of Dispute Resolution Practitioners

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

The ELRC received a total of 230 disputes during the period under review. Of the 230 disputes received, 162 (70,43%) were “In jurisdiction”, 68 (29,56%) were found to be “Out of Jurisdiction”.

KZN	EC	GP	WC	FS	MP	LP	NC	NW	TOTAL
44	40	49	29	13	6	11	14	24	230

Disputes referred by Province



For the period under review, Gauteng was the highest referring province with 49 cases referred. This was followed by KwaZulu-Natal with 44, Eastern Cape 40, Western Cape with 29, North West with 24, Northern Cape with 14, Free State 13, Limpopo 11 and Mpumalanga with six disputes referred in the quarter under review.

Disputes Referred by Nature: January to March 2024

Provinces	ULP Promo/App	Other ULP	Unfair dismissal	Special dismissal related to abuse of learners	BCEA	Interpretation of Collective Agreements	Total
EC	9	13	6	4	4	4	40
GP	8	18	13	2	4	4	49
WC		9	11	2	2	5	29
FS	1	3	6	0	1	2	13
MP	1	3	1	1	0	0	6
LP		8	2	0	1	0	11
NW	4	13	2	0	1	4	24
NC	3	4	4	1	0	2	14
KZN	20	11	9	1	2	1	44
Total	46	82	54	11	15	22	230

Of the 230 disputes that were referred, 46 related to ULP-Promotion and Appointments; 82 related to Other Unfair Labour Practice; 54 to Alleged Unfair Dismissal; 15 were BCEA; 22 were Interpretation of Collective Agreements, and 11 were referred in terms of Section 188A (Inquiry by Arbitrator) of the Labour Relations Act.

In Jurisdiction as per nature: January to March 2024

Provinces	ULP Promo/App	Other ULP	Unfair dismissal	Special dismissal related to abuse of learners	BCEA	Interpretation of Collective Agreements	Total
EC	7	7	4	2	3	4	27
GP	5	10	11	1	3	1	31
WC	0	7	9	2	1	3	22
FS	0	3	3	0	1	1	8
MP	1	3	1	1	0	0	6
LP		6	0	0	1	0	7
NC	3	11	2	1	1	4	22
NW	2	4	3	0		1	10
KZN	14	8	3	1	2	1	29
Total	32	59	36	8	12	15	162

Of the 230 disputes that were received, 162 were “In Jurisdiction”. Of the 162 that were “In Jurisdiction” 32 related to ULP – Promotion and Appointments; 59 related to Other Unfair Labour Practice; 36 related to Unfair dismissals; 12 related to BCEA; 15 related to Interpretation of collective agreement and eight related to Inquiry by Arbitrator (Special disputes),

Out of Jurisdiction as per nature: January to March 2024

Provinces	ULP Promo/App	Other ULP	Unfair dismissal	Special dismissal related to abuse of learners	BCEA	Interpretation of Collective Agreements	Total
EC	2	6	2	2	1	0	13
GP	3	8	2	1	1	3	18

Provinces	ULP Promo/App	Other ULP	Unfair dismissal	Special dismissal related to abuse of learners	BCEA	Interpretation of Collective Agreements	Total
WC	0	2	2	0	1	2	7
FS	1	0	3	0	0	1	5
MP	0	0	0	0	0	0	0
LP	0	2	2	0	0	0	4
NC	1		1	0	0	1	3
NW	1	2	0	0	0	0	3
KZN	6	3	6	0	0	0	15
Total	14	23	18	3	3	7	68

Out of the 68 disputes found to be out of jurisdiction; 14 related to ULP-Promotion and Appointments; 23 were other ULP's; 18 related to Unfair Dismissal; three related to BCEA, seven related to interpretation of Collective Agreement and three related to Inquiry by Arbitrator (Special disputes). It must be noted that the substantive amounts of disputes that were screened as out of jurisdiction were due to defective and incomplete referrals, including those that were referred outside timeframes and condonation was not granted.

Processes Conducted: January to March 2024

Provinces	Conciliation/Pre Arbitration	Arbitration	Total
EC	28	95	123
GP	19	66	85
WC	21	26	47
FS	7	18	25
MP	4	7	11
LP	6	14	20
NC	8	16	24

Provinces	Conciliation/Pre Arbitration	Arbitration	Total
NW	21	28	49
KZN	15	86	101
Total	129	356	485

A total of 485 events were conducted for the period under review. Of these 485 were event/processes, 129 were conciliations and 356 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: January to March 2024

Province	Withdrawn Conc.	Settled Conc.	Withdrawn Arb.	Dismissed Arb.	Settled Arb.	Award	Rulings	Special Awards	Total
EC	2	0	17	0	0	13	7	3	42
GP	2	0	8	1	0	9	2	3	25
WC	5	1	6	1	3	2	3	1	22
FS	1	0	3	1	0	2	2	3	12
MP	0	0	3	0	0	0	0	1	4
LP	0	0	1	0	1	3	1	0	6
NC	1	1	5	0	0	4	4	0	15
NW	1	1	4	0	1	4	4	0	15
KZN	1	0	4	1	0	8	1	1	14
Total	13	3	51	4	5	45	24	12	155

The ELRC finalised 155 disputes during the period under review. A total of 45 arbitration awards were rendered and 12 special awards were rendered. Five disputes were settled at arbitration, while three were settled at conciliation. Withdrawn disputes amounted to a total of 64, with 13 being withdrawn at conciliation and 51 withdrawn at arbitration. Four disputes were dismissed at arbitration and 24 rulings were handed down in the period under review.

Arbitrations heard in the period: January to March 2024

Province	2023/2024	2022/2023	2021/2022	2020/2021	2019/2020	2018/2019	2017/2018	Total
EC	85	5	0	1	4	0	0	95
GP	52	13	1	0	0	0	0	66
WC	25	0	0	0	1	0	0	26
FS	15	3	1	0	0	0	0	19
MP	4	2	0	0	0	1	0	7
LP	9	5	0	0	0	0	0	14
NC	16	0	0	0	0	0	0	16
NW	20	7	1	0	0	0	0	28
KZN	45	23	10	3	4	0	1	86
Total	271	58	13	4	9	1	1	357

A total of 357 disputes were scheduled for arbitration in the period under review. Of the 357 arbitrations heard, 271 are for the 2023/24 financial year, 58 are for the 2022/23 financial year, 13 are for the 2021/22 financial year and 15 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	5	0	0	2	0	0	0	7
GP	3	1	0	0	0	0	0	4
WC	0	0	0	1	0	0	0	1
FS	5	1	0	0	0	0	0	6
MP	2	0	1	0	0	0	0	3
NW	3	0	0	0	0	0	0	3
LP	2	0	0	0	0	0	0	2
NC	0	0	0	0	0	0	0	0
KZN	15	9	2	3	0	1	0	30
Total	35	11	3	6	0	1	0	56

A total of 56 cases from previous financial years are to be carried over to the first quarter of the 2024/25 financial year. Of these 56 cases, 35 cases are for the 2022/23 financial year, 11 are for the 2021/22 financial year, while 10 cases are from previous years and remain unresolved.

Postponements: January to March 2024

Province	Granted	Not Granted	Total
EC	10	2	12
GP	2	1	3
WC	1	0	1
FS	6	0	6
MP	0	0	0
LP	2	0	2
NC	1	0	1
NW	0	0	0
KZN	5	5	10
Total	27	8	35

A total of 35 application for postponement were received. Of the 35 applications received 27 were granted and eight were not granted for the period under review.

Active Inquiry by Arbitrator: January to March 2024

Provinces	Inquiry by Arbitrator
EC	4
GP	2
FS	0
LP	0
MP	1

Provinces	Inquiry by Arbitrator
NW	1
NC	1
WC	2
KZN	1
Total	12

The Council received 12 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. Western Cape on 4th and 5th March 2024
- b. Northern Cape Province on 13th and 14th March 2024

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

2.2.2. PANELLISTS PROFESSIONAL DEVELOPMENT

Two training sessions were conducted for the quarter as follows:

- a. Gauteng Province on 13th and 14th March 2024
- b. Online training on 19th March 2024

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 4th Quarter	Actual Achievement 4th Quarter	Deviation from planned target to Actual Achievement for 4th 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	One (1) employee to participate in skills development and submit a quarterly skills and development report to the General Secretary	Achieved During the period under review one (1) employee attended Contract Management and Service Level Agreement training and five (5) employees enrolled	+5	The Council encourages employees to further their studies.	

Human Resources						
Performance Indicator	Annual Target 2023/24	Planned Target For 4 th Quarter	Actual Achievement 4 th Quarter	Deviation from planned target to Actual Achievement for 4 th Quarter	Comment on deviations	Status
			for the following further study courses: <ul style="list-style-type: none"> • Mcom Computer Auditing • Advanced Computer Short Course • Mcom Information System Technology • Bcom Hons- Industrial and Organisational Psychology • Master of Laws - LLM (Labour Law) 			
Monitor and manage the Performance Management System	Collate and verify completeness of the performance contracts as per the timeframes provided and submit the report to the General Secretary	n/a	n/a	n/a		<i>This is an annual target that only relates to the first quarter of the 2023/24 financial year.</i>
	Collate and verify completeness of the performance assessments as per the timeframes provided and submit the report to the General Secretary	Prepare and submit a quarterly Moderation Committee report to the General Secretary within a month after the Moderation Committee meeting	Achieved HR 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 completed Payroll Masterfile and database	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		

Human Resources						
Performance Indicator	Annual Target 2023/24	Planned Target For 4 th Quarter	Actual Achievement 4 th Quarter	Deviation from planned target to Actual Achievement for 4 th Quarter	Comment on deviations	Status
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:CS	Conduct one (1) Employee Wellness programme during the quarter and submit a quarterly report to the General Secretary	<p>Achieved</p> <p>The following Employee Wellness event was conducted:</p> <ul style="list-style-type: none"> Employee Fitness Day <p>A report was submitted to the General Secretary</p>	None		

Strategy to overcome areas of underperformance

Not applicable.

Changes to planned targets

No changes were made to planned targets.

Research & Media

Key performance indicators, planned targets and actual achievements

Research & media						
Performance Indicator	Annual Target 2023/24	Planned Target For 4 th Quarter	Actual achievement 4 th quarter	Deviation from planned target to Actual Achievement for 4 th 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"> • 18th January 2024 – Congratulations to the class of 2023 • 13th February – 13th March 2024 - PELRC QMS trainings • 14th February 2024 - PELRC Eastern Cape Labour Law 	None		

Research & media						
Performance Indicator	Annual Target 2023/24	Planned Target For 4 th Quarter	Actual achievement 4 th quarter	Deviation from planned target to Actual Achievement for 4 th Quarter	Comment on deviations	Status
			Seminar			
		Distribution of ELRC branded material at stakeholder events (where applicable)	<p>Achieved</p> <p>Promotional material distributed at the following events:</p> <ul style="list-style-type: none"> • NAPTOSA training on 24th January 2024 • PELRC Gauteng Corporal Punishment Symposium on 15th March 2024 	None		
		Advertising in publications / diaries of Parties to Council (annual activity)	<p>Achieved</p> <p>ELRC advertorial in SADTU Diary for 2024</p>	None		
		Marketing of Council services and developments in <i>Labour Bulletin & New Negotiator</i> (Annual activity)	<p>Achieved</p> <p>March edition of <i>Labour Bulletin</i> and <i>New Negotiator</i> published</p>	None		
Implementation of a digitised records management solution to preserve Council records	Monitoring and management of records management system through bi-annual reports	n/a	n/a	n/a		<i>*This is a bi-annual target that only relates to the first and third quarters of the 2023/24 financial year.</i>

Overview of performance for the fourth 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:

- NAPTOSA training on 24th January 2024
- PELRC Gauteng Corporal Punishment Symposium on 15th March 2024
- Exhibition at SACE Regulation of Education Misconduct on 19th March 2024

The ELRC advertorial is also featured in the SADTU 2024 diary.

The March edition of the *Labour Bulletin* and *New Negotiator* on labour developments and ELRC highlights was published during the period under review.

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 4 th Quarter	Actual Achievement for 4 th Quarter	Deviation from the planned target to actual target achievement for 4 th 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% 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	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		

Information Communications Technology						
Performance Indicator	Annual Target 2023/24	Planned Target for 4 th Quarter	Actual Achievement for 4 th Quarter	Deviation from the planned target to actual target achievement for 4 th quarter	Comments on deviations	Status
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.	Annual assessment and review of ICT governance in compliance with COBIT, ISO 2700 and ITIL frameworks and issue a report	Achieved The ICT Steering Committee meeting was arranged for the quarter and the report was issued	None		
Ensure that all ICT Systems are well protected and maintained	Ensure 95 % End-point protection and email content filtering	95% End-point protection and email content filtering and issue a report	Achieved ICT ensured 100% protection of all endpoint and email content filtering and a report was issued	None		
	Ensure 100% of all malicious viruses quarantined and cleaned	100% of all malicious viruses quarantined and cleaned and issue a report	Achieved 100% of all malicious viruses quarantined and cleaned and a quarterly report was issued	None		

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

- Multi-factor authentication was enabled for the quarter to enhance the security of the Council's data
- Quarterly testing for the Disaster Recovery Plan was conducted for the quarter under review to ensure business continuity
- ICT governance meetings were held to ensure compliance with adopted ICT standards
- The VIP People and ESS were updated to the latest version for the quarter under review

Strategy to overcome areas of underperformance

Not applicable.

Changes to planned targets

No changes were made to planned targets.

Linking performance to budget

Apr 2023 - Mar 2024			
Programme Name	Actual Expenditure	Budget	(Over)/Under Expenditure
Corporate Services	R'000	R'000	R'000
Human Resources	9 125	9 904	779
Information Technology	3 010	4 102	1 092
Communication Services	1 276	1 597	321
Total	13 411	15 603	2 192

ANNEXURE B: MOBILISING EMPLOYEE SERVICES

Overview of the Human Resources Department's performance for the fourth 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 were no recruitments/appointments for the quarter under review.

EMPLOYEE RELATIONS MATTERS

One employee received a written warning letter for double payment.

FURTHER STUDIES AND SKILLS DEVELOPMENT

During the period under review one employee attended Contract Management and Service Level Agreement training and five employees enrolled in the following further study courses:

- Mcom Computer Auditing
- Advanced Computer Short Course
- Mcom Information System Technology
- Bcom Hons- Industrial and Organisational Psychology
- Master of Laws - LLM (Labour Law)

PERFORMANCE MANAGEMENT

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

EMPLOYEE WELLNESS

During the period under review the Council conducted one wellness programme, i.e. Employee Fitness Day. A fitness trainer was invited to train employees on cardio exercises. This event was conducted to assist employees with a fitness routine as well as mental health.

RESIGNATIONS/RETIREMENT

No employees resigned/retired during the period under review.

Leave Report January to March 2024

Corporate Services	Days Taken
ANNUAL LEAVE	94
SICK LEAVE	25
FAMILY RESPONSIBILITY	2
STUDY	2

Office of the CFO	Days Taken
ANNUAL LEAVE	159
SICK LEAVE	32
FAMILY RESPONSIBILITY	8
STUDY	0

Executive Services	Days Taken
ANNUAL LEAVE	46
SICK LEAVE	9
FAMILY RESPONSIBILITY	0
STUDY	0

Dispute Management Services	Days Taken
ANNUAL LEAVE	77
SICK LEAVE	58
FAMILY RESPONSIBILITY	2
STUDY	6

Collective Bargaining Services	Days Taken
ANNUAL LEAVE	204
SICK LEAVE	18
FAMILY RESPONSIBILITY	3
STUDY	0

Personnel cost by programme

Programme	Personnel Expenditure (R'000)	Total Expenditure for the entity (R'000)	Personnel exp. as a % of total exp. (R'000)	No. of employees	Average personnel cost per employee (R'000)
Collective Bargaining	R16 294	R33 674	48%	20	R 815
Dispute Management Services	R7 030	R25 541	28%	8	R 879
Corporate Services	R7 799	R13 411	58%	9	R 867
Finance & Supply Chain Management Services	R10 361	R14 551	71%	16	R 648

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)
Executive Services	R7 586	R8 686	87%	5	R 1 517
Total	R49 071	R95 864	51%	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 570	9%	2	R2 285
Senior Management	R4 475	9%	3	R1 492
Professional qualified/Managers	R18 787	38%	16	R1 174
Skilled/Officers	R19 209	39%	31	R620
Semi-skilled/ Clerks	R1 086	2%	3	R362
Unskilled/General	R946	2%	3	R315
Total	R49 071	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	R16 294	R17	0,0%	20	R1
Dispute Resolution	R7 030	R1	0,0%	8	R0
Corporate Services	R7 799	R48	0,1%	9	R5
Finance & Supply Chain Management Services	R10 361	R11	0,0%	16	R1

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)
Executive Services	R7 586	R28	0,1%	5	R6
Total	R49 071	R106	0,2%	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

Nature of disciplinary Action	Number
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

Levels	FEMALE								
	AFRICAN		COLOURED		INDIAN		WHITE		
	Current	Target	Current	Target	Current	Target	Target	Current	Target
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 4th Quarter	Actual Achievement 4th Quarter	Deviation from planned target to Actual Achievement for 4th Quarter	Comment on deviations	Status
Achieve an unqualified audit opinion from external audit at year end	Achieve unqualified audit opinion of the audited annual financial	n/a	n/a	n/a	n/a	<i>*This is a bi-annual target that only relate to the first and second quarter of the 2023/24 financial year.</i>

Finance						
Performance Indicator	Annual Target 2023/24	Planned Target For 4 th Quarter	Actual Achievement 4 th Quarter	Deviation from planned target to Actual Achievement for 4 th 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 timely 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 (2) accurate 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 FY2024/25 MTEF budget	Achieved FY2024/25 MTEF budget was approved on 04 Mar 2024	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 (2) accurate monthly budget variance reports were produced within a month after the end of the reporting month	None		

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

The fourth quarter financial statements and the budget vs actual report were prepared on time. Review notes raised were taken in consideration and cleared before the report was finalised and submitted for the governance meetings.

The Finance department prepared the financial statements for the months of January and February 2024. Monthly budget variance reports for January and February were distributed in line with the finance performance targets. Monthly financial statements and the budget reports were reviewed, and comments were taken into consideration for the preparation of the quarterly financial statements and report.

The budget for the MTEF period for 2024/2025 was presented and approved by the Executive Committee in the meeting held on 4th March 2024.

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 4 th Quarter	Actual Achievement 4 th Quarter	Deviation from planned target to Actual Achievement for 4 th 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	Maintain a complete and accurate year-end Fixed Assets Register. Produce an assets verification report and submit to management for reporting purposes	Achieved A complete and accurate year-end Fixed Assets Register was maintained An Assets Verification Report was produced and submitted to management for reporting purposes	None		
Number of Irregular, Unauthorised, Fruitless and Wasteful expenditure reports produced	Four (4) reports on monitoring of Irregular, Unauthorised, Fruitless and Wasteful Expenditure produced and submitted to management and Finance unit for disclosure purposes in the financial statements	Produce a year-to-date report on Irregular, Unauthorised, Fruitless and Wasteful Expenditure activities and submit to management for reporting purposes	Achieved A year-to-date report on Irregular, Unauthorised, Fruitless and Wasteful Expenditure activities was produced and submitted to management for reporting purposes	None		
Number of Contract Management reports are produced	Four (4) reports produced on contract management system activities	Produce a year-to-date report on contract monitoring activities and submit to management for reporting purposes	Achieved A year-to-date report on contract monitoring activities was produced 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 A quarterly report on the execution of the approved 2023/24 Procurement Plan was produced and submitted to	None		

Supply Chain Management Services						
Performance Indicator	Annual Target 2023/24	Planned Target For 4 th Quarter	Actual Achievement 4 th Quarter	Deviation from planned target to Actual Achievement for 4 th Quarter	Comment on deviations	Status
			management for reporting purposes			
	Two (2) approved Procurement Plans	Produce a 2024/25 Procurement Plan and submit it to the delegated official(s) for approval	Achieved Procurement Plan for 2024/25 was produced and submitted for approval by delegated official(s)	None		

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

Fixed Assets Management

Fixed Asset Register is reviewed monthly for any changes in the Council's Assets. The year end asset verification was performed and concluded in March. The report was submitted to senior management and was reviewed and signed off.

Monitoring of Irregular, Unauthorised, Fruitless and Wasteful expenditure

The report on Irregular, Unauthorised, Fruitless and Wasteful expenditure is compiled and being monitored. There were no cases of Irregular or Unauthorised expenditure. However, three cases of Wasteful and Fruitless Expenditure were reported during the quarter. These were due to officials not cancelling accommodation in time. Two of these expenses were from staff and have been fully recovered. The other one was from an external party and has been condoned after considering the unavoidable circumstances that led to the incurred expenditure.

Acquisition Management

1. Procurement Plan – Tenders
 - a. For 2023/24 FY there were no items under tenders due in this quarter (Q4).
2. Procurement Plan – above R50 000 but below R500 000
 - a. On the approved procurement plan for the year 2023-24. There were 18 items that were listed and four were due in the fourth quarter and all have been completed.

Contract Management

1. Contracts are closely monitored, and end users are notified of their contracts expiring within a six-month period.
2. There are 14 contracts expiring within six months in this quarter. Four of these will be extended. These relate to Mpumalanga Office lease; generator maintenance; lift maintenance and car hire agreement. There are three printer contracts expiring and they will be combined, and a tender issued. One contract relating to Wi-fi service will be incorporated into the internet connectivity SLA. For the remaining contracts, an RFQ process will be followed, and this has been discussed with the respective end users. The office space rental for North-West PELRC is at an advanced stage and should be concluded.
3. One new contract has been entered into and that relates to the Eastern Cape - PELRC office lease and there was one cancellation for the same for previous offices.

Strategy to overcome areas of underperformance

Not applicable.

Changes to planned targets

No changes were made to planned targets.

Linking performance to budget

Apr 2023 - Mar 2024			
Programme Name	Actual Expenditure	Budget	(Over)/Under Expenditure
Finance and Supply Chain Management Services	R'000	R'000	R'000
Supply Chain Management	4 181	5 068	887
Finance Administration	10 369	10 988	618
Total	14 551	16 056	1 505

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 4th Quarter	Actual Achievement 4th Quarter	Deviation from Planned Target to Actual Achievement for 4th 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	Develop the Annual Audit Plan and submit to the ARC for approval by end March 2024	Achieved The Internal Audit Coverage Plan for the 2024/25 financial year was submitted to ARC members on 20 th March 2024 and approved by the ARC on 27 th March 2024	None		

Executive Services						
Internal Audit						
Programme Performance Indicator	Annual Target 2023/24	Planned Target For 4 th Quarter	Actual Achievement 4 th Quarter	Deviation from Planned Target to Actual Achievement for 4 th 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 audit engagements planned for the fourth quarter were completed, and reports were issued to management accordingly</p> <p>The audit engagements are:</p> <ul style="list-style-type: none"> • Two (2) assurance audit engagements • Four (4) mandatory reviews • One (1) follow-up engagement • Two (2) ad-hoc engagements <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		

Executive Services						
Internal Audit						
Programme Performance Indicator	Annual Target 2023/24	Planned Target For 4 th Quarter	Actual Achievement 4 th Quarter	Deviation from Planned Target to Actual Achievement for 4 th Quarter	Comment on Deviations	Status
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	Facilitate the development of the annual risk register process by Management and submit ERR to the ARC for approval by end March 2024	Achieved The Annual Risk Assessment Report and Enterprise Risk Register for the 2024/25 financial year was submitted to ARC members on 20 th March 2024 and approved by the ARC on 27 th March 2024	None		
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 fourth quarter of the 2023/24 financial year

The Internal Audit resources were utilised to perform risk-based audits, follow up on prior audits management implementation of corrective action plans, mandatory reviews, support to management activities, inhouse 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:

- Financial Controls – Finance
- Dispute Resolution - Dispute Management Services

Follow-up review:

- Follow up of Prior Audit Report

Mandatory reviews:

- Quarterly Compliance Checklist
- Enterprise Risk Register
- Quarterly Report
- Annual Performance Plan 2024/25 and Strategic Plan 2024/25 to 2028/29

Ad-hoc engagements:

- Review and the 2024/25 Internal Audit Charter
- Review of the 2024/25 Audit and Risk Committee Charter

Strategy to overcome areas of underperformance

Not applicable.

Changes to planned targets

No changes were made to planned targets.

Linking performance to budget

Apr 2023 - Mar 2024			
Programme Name	Actual Expenditure	Budget	(Over)/Under Expenditure
Executive Services	R'000	R'000	R'000
Financial Management and Compliance Services	8 686	9 906	1 220
Total	8 686	9 906	1 220

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 MARCH 2024

ASSETS AND LIABILITIES

Non - Current Assets

Total asset additions of R906 255 (2023: R2.2-million) were made during the period under review to property, equipment and intangible assets. The procured items were mainly for administration purposes.

The total carrying amount of non-current assets as at the end of the reporting period is R22.8-million, compared to the R24.1-million carrying amount at the end of March 2023. An amount of R2.1-million (2023: R1.8-million) has been expensed as depreciation and amortisation.

Current Assets

Trade and other receivables increased by 63% to R2.3-million (2023: R1.4-million). The increase is mainly as a result of prepaid expenses for research & development (Education International Congress taking place in June 2024) and deposits made on the leases for the provincial offices.

Total cash and cash equivalents reported as at the end of the fourth quarter is R276.8-million, compared to R246.6-million of the comparable period. This movement indicates an increase of R30.1-million (12%). The Council retained more funds by continuing with virtual meetings where possible and also from investing funds in the Reserve Bank call accounts, which earned a higher interest than in the operating bank account.

Liabilities

Trade and other payables increased by 69% to R5.4-million (2023: R3.2-million). This increase is mainly due to the Fulltime Shop Stewards claim received from the Limpopo Department of Education. 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. The figure for accruals will change when the Council reports for the annual period, as invoices relating to the previous financial year are received and processed on a continuous basis.

Provisions have decreased by 45% to R2.5-million (2023: R4.5-million). The decrease indicated is due to the performance bonus that is yet to be approved by EXCO.

INCOME AND EXPENDITURE

Income

Income from levies is reported at R106.2-million (2023: R101.3-million), the increase of 5% is mainly attributed to the increase in the levies as regulated in the Collective Agreement. Other income received has increased by 48% to R22.4-million (2023: R15.1-million). This increase is mainly attributable to more interest earned from the money invested with the Reserve Bank, as management has made more transfers to the Reserve Bank call accounts to maximise the returns on the cash.

Expenditure

Total expenditure is reported at R99-million (2023: R82.8-million). The increase is on Training and development, CBS governance activities and FTSS. While on support services, the increase is mainly on repairs and maintenance costs and travelling costs. The money has been spent in line with the Council's approved Annual Performance Plan.

CONCLUSION

The total surplus for the 12 months ended 31st March 2024, is reported at R29.6-million (2023: R33.6-million).

HIGHLIGHTS FOR THE PERIOD ENDED 31 MARCH 2024

Total Income

The actual income collected during the period under review amounted to R128.2-million (2023: R129.6-million), which is 1% less than the projected income of R129.8-million. This decrease is mainly attributable to low collection of the levy than anticipated. This is mainly due to the estimated number of educators used in the budget compared to actual.

Total Expenditure

All the programme spending is in line with the performance targets.

1. Dispute Management Services

DMS approved budget for the period is R33.1-million and the actual utilisation is R25.5-million, compared to the prior year spending of R21.2-million. The under expenditure of R7.6-million is due to under spending on training for parties and panellists amounting to R3.2-million, administration budget R434 454 and core operations budget under spending of R4.2-million.

2. Collective Bargaining Services

a. Collective Bargaining Services: National and Governance

Overall actual spending is reported at R28.5-million of the allocated budget of R32.8-million, compared to the prior year reported spending of R22-million. There is an under expenditure of R4.3-million against the allocated budget for the period under review. Made up of R1.9-million on core operations, R2.4-million is on administration budget due to savings made on the senior manager vacancy.

b. Collective Bargaining Services: Provincial Chambers

Overall actual spending is reported at R5.2-million of the allocated budget of R6.8-million, compared to the prior year reported spending of R4-million. There is an under expenditure/saving of R1.6-million against the allocated budget for the period under review. The saving on the budget is mainly due to management continuing with virtual meetings for governance and chambers where possible, in order to minimise costs.

3. Administration Support Services

Overall actual spending is reported at R36.6-million, which is 12% below the allocated budget of R41.6-million, while the spending for the prior year was reported at R32.1-million for the same period. The overall under expenditure of R4.9-million is mainly due to the following:

- A saving of R2.2-million on the Corporate Service budget is made up of enterprise licenses, internet connectivity, advertising and human resources administration.
- There is a saving of R1.5-million from Finance & SCM due to underspending on consulting fees, repairs and maintenance.
- A saving of R1.2-million was made from the Executive Office budget mainly due to legal fees.

4. 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, R12 035 was incurred, an amount of R17 532 was condoned while R7 340 was recovered. Therefore we closed the year with a Rnil balance.

5. Procurement – Tenders

This financial year only one tender was advertised that relates to External Audit services. This was evaluated and awarded in the second quarter of 2023/24.

Conclusion

Overall, the Council reports expenditure of R96.7-million (including CAPEX) against a budget of R116-million. This translates to 83% utilisation of the allocated budget for the reporting period.

PROGRAMME 6.2: FINANCIAL STATEMENTS

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

FINANCIAL STATEMENTS
FOR THE QUARTER ENDED 31 MARCH 2024

Statement of Financial Position as at 31 March 2024

	Notes	Mar-24 R	Mar-23 R
Assets			
Non-Current Assets			
Property and equipment	2	22,483,609	23,739,296
Intangible assets	3	306,544	320,453
Current Assets			
Trade and other receivables	4	2,304,339	1,416,993
Cash and cash equivalents	5	276,779,239	246,646,041
Total Assets		301,873,731	272,122,784
Equity and Liabilities			
Equity			
Retained surplus		294,003,457	264,397,943
Liabilities			
Current Liabilities			
Trade and other payables	6	5,385,922	3,241,064
Provisions	7	2,484,352	4,483,778
Total Equity and Liabilities		301,873,731	272,122,784

*Fourth Quarter Financial Statements
Education Labour Relations Council*

Statement of Comprehensive Income for period ended 31 March 2024

Description	Notes	Mar-24 R	Mar-23 R
Revenue	8	106,159,490	101,301,969
Other Income	9	22,431,318	15,137,130
Depreciation, amortisation and impairment loss	2&3	(2,145,283)	(1,844,748)
Employee related costs	10	(49,208,430)	(46,612,391)
Operating Expenditure	19	<u>(47,631,580)</u>	<u>(34,350,998)</u>
Operating surplus for the year		29,605,514	33,630,963
Other income comprehensive income		-	-
Total Comprehensive income for the year		<u>29,605,514</u>	<u>33,630,963</u>

Statement of Changes in Equity as at 31 March 2024

	Retained surplus	Total equity
	R	R
Balance at 01 April 2022	230,766,980	230,766,980
Total comprehensive surplus for the year	33,630,963	33,630,963
Balance at 01 April 2023	264,397,943	264,397,943
Total comprehensive surplus for the year	29,605,514	29,605,514
Balance at 31 March 2024	294,003,457	294,003,457

Statement of Cash Flows as at 31 March 2024

	Notes	Mar-24 R	Mar-23 R
Cash flows from operating activities			
Cash received from customers		106,159,490	102,384,527
Cash paid to suppliers and employees		<u>(95,840,535)</u>	<u>(78,760,153)</u>
Net cash from operating activities	14	<u>10,318,955</u>	<u>23,624,374</u>
Cash flows from investing activities			
Purchase of property and equipment	2	(788,190)	(2,201,634)
Disposal of property and equipment	2	2,859	55,830
Purchase of intangible assets	3	(118,065)	-
Cash received from investment	9	<u>20,717,639</u>	<u>13,445,815</u>
Net cash from investing activities		<u>19,814,243</u>	<u>11,300,011</u>
Increase in cash and cash equivalents for the year		30,133,198	34,924,385
Cash at the beginning of the year		<u>246,646,041</u>	<u>211,721,656</u>
Total cash at the end of the year	5	<u>276,779,239</u>	<u>246,646,041</u>

Accounting Policies for the period ended 31 March 2024

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 March 2024

Note 2

Property and equipment	Mar-24			Mar-23		
	Cost	Accumulated depreciation	Carrying Value	Cost	Accumulated depreciation	Carrying Value
Land	1,000,000	-	1,000,000	1,000,000	-	1,000,000
Buildings	33,630,323	(15,585,835)	18,044,488	33,541,323	(14,504,216)	19,037,107
Generators	599,576	(207,390)	392,186	599,576	(183,326)	416,250
Lifts	702,669	(228,028)	474,641	702,669	(199,831)	502,838
Furniture and fittings	2,183,321	(1,844,786)	338,535	2,159,662	(1,837,812)	321,850
Motor vehicles	499,000	(488,546)	10,454	499,000	(484,271)	14,729
Office equipment	1,040,002	(577,612)	462,390	947,241	(498,246)	448,995
Computer equipment	5,639,276	(3,878,360)	1,760,916	5,575,583	(3,578,056)	1,997,527
	45,294,167	(22,810,558)	22,483,609	45,025,054	(21,285,758)	23,739,296

Reconciliation of property and equipment 31 March 2024

	Opening Balance	Additions	Disposals	Depreciation	Total
Land	1,000,000	-	-	-	1,000,000
Buildings	19,037,108	89,000	-	(1,081,619)	18,044,488
Generators	416,250	-	-	(24,064)	392,186
Lifts	502,837	-	-	(28,196)	474,641
Furniture and fittings	321,850	121,663	(21,956)	(83,024)	338,535
Motor vehicles	14,729	-	-	(4,275)	10,454
Office equipment	448,995	110,122	(2,528)	(94,198)	462,390
Computer equipment	1,997,527	467,404	(6,082)	(697,933)	1,760,916
	23,739,295	788,190	(30,566)	(2,013,309)	22,483,609

Reconciliation of property and equipment 31 March 2023

	Opening Balance	Additions	Disposals	Depreciation	Total
Land	1,000,000	-	-	-	1,000,000
Buildings	20,041,705	-	-	(1,004,598)	19,037,108
Generators	440,248	-	-	(23,998)	416,250
Lifts	530,957	-	-	(28,120)	502,837
Furniture and fittings	407,841	6,605	(6,488)	(86,108)	321,850
Motor vehicles	47,115	-	-	(32,386)	14,729
Office equipment	397,840	131,976	(32)	(80,789)	448,995
Computer equipment	407,662	2,063,053	(38,595)	(434,593)	1,997,527
	23,273,368	2,201,634	(45,115)	(1,690,592)	23,739,295

Disposals

The amount disclosed above reflect the carrying value of the disposed assets. Cash receipts for the disposed assets amount to R2 859.

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, benchmarking, and the latest available information. This resulted in an increase of R122,437 to the surplus.

Computer, office 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 3 years.

Note 3

Intangible assets	Mar-24			Mar-23		
	Cost	Accumulated amortisation	Carrying Value	Cost	Accumulated amortisation	Carrying Value
Application Software	4,785,213	(4,487,830)	297,383	4,667,148	(4,358,909)	308,240
System Software	634,129	(624,969)	9,161	634,129	(621,916)	12,214
	5,419,343	(5,112,799)	306,544	5,301,278	(4,980,824)	320,453

Reconciliation of intangible assets 31 March 2024

	Opening Balance	Additions	Amortisation	Total
Application Software	308,240	118,065	(128,921)	297,383
System Software	12,214	-	(3,053)	9,161
	320,453	118,065	(131,974)	306,544

Reconciliation of intangible assets 31 March 2023

	Opening Balance	Additions	Amortisation	Total
Application Software	451,613	-	(143,374)	308,240
System Software	22,996	-	(10,782)	12,214
	474,609	-	(154,156)	320,453

During the prior financial year the Council noticed that its major intangible asset would reach the end of its useful life in the year 2024, this resulted in reassessment of its useful life and a reduced amortisation during this financial year.

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. This resulted in an increase of R22,123 to the surplus. The items which had 1 year remaining of useful life at the beginning of the financial year have been increased by an additional 3 years.

*Fourth Quarter Financial Statements
Education Labour Relations Council*

Note 4

Trade and other receivables

31 March 2024	Financial Assets at Amortised Cost	Non Financial Assets	Total
Deposits	452,601	-	452,601
Flight ticket refunds *	26,173	-	26,173
Other receivables	37	-	37
Prepayments	-	1,739,748	1,739,748
Trade receivables	85,780	-	85,780
	564,591	1,739,748	2,304,339

31 March 2023	Financial Assets at Amortised Cost	Non Financial Assets	Total
Accrued income	44,855	-	44,855
Deposits	308,860	-	308,860
Flight ticket refunds *	37,488	-	37,488
Other receivables	5,203	-	5,203
Prepayments	-	954,579	954,579
Receivable from employees	-	3,435	3,435
Trade receivables	62,573	-	62,573
	458,979	958,014	1,416,993

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	2024	2023
	R	R
Cash and cash equivalents consist of:		
Cash on hand	18,281	20,200
Current account	17,011,178	12,605,107
Short term deposits*	259,749,780	234,020,734
	276,779,239	246,646,041

*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	2024	2023
	R	R
Trade payables	983,276	2,175,538
Accrued expenses	4,402,646	1,065,526
	5,385,922	3,241,064

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

Note 7

Provisions	2024	2023
	R	R
Provision for 13th cheque	749,461	668,190
Provision for performance bonus	-	2,200,984
Provision for annual leave	1,680,047	1,542,261
Provision for SADTU	54,843	72,343
	2,484,352	4,483,778

Reconciliation of provisions 31 March 2024

	Opening Balance	Additions	Reversed	Paid	Total
Provision for 13th cheque	668,190	3,070,202	-	(2,988,931)	749,461
Provision for performance bonus	2,200,984	-	-	(2,200,984)	-
Provision for annual leave	1,542,261	472,553	(334,767)	-	1,680,047
Provision for SADTU	72,343	-	-	(17,500)	54,843
	4,483,778	3,542,755	(334,767)	(5,207,415)	2,484,352

Reconciliation of provisions 31 March 2023

	Opening Balance	Additions	Reversed	Paid	Total
Provision for 13th cheque	564,810	2,706,838	-	(2,603,458)	668,190
Provision for performance bonus	1,813,577	2,200,984	-	(1,813,577)	2,200,984
Provision for annual leave	1,390,843	462,616	(155,136)	(156,063)	1,542,261
Provision for SADTU	653,754	-	(581,411)	-	72,343
	4,422,984	5,370,438	(736,547)	(4,573,097)	4,483,778

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	2024	2023
	R	R
Levies - FETC	2,988,694	5,001,354
Levies - DBE	103,170,796	96,300,615
	106,159,490	101,301,969

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

Note 9

Other income	2024	2023
	R	R
Interest income	20,717,639	13,445,815
Penalty income	343,628	516,142
Gains on disposal of assets	-	10,715
Other income*	980,403	803,672
Rental income	389,648	360,786
	22,431,318	15,137,130

Note 10

Employee costs	2024	2023
	R	R
Basic earnings	38,818,546	34,946,159
13th Cheque	2,995,461	2,692,758
Medical Aid	1,065,917	965,837
Unemployment Insurance Fund (UIF)	124,692	119,450
Skills Development Levy (SDL)	430,697	384,461
Leave pay accrual charge	137,787	306,015
Performance bonus	-	2,200,984
Housing allowance	662,654	643,985
Post retirement benefits	4,972,676	4,352,742
Total cost	49,208,430	46,612,391

Total number of employees 56 (2024: 58)

Post retirement benefits (Defined contribution plan)

The entity provides retirement benefits through a defined contribution plan to all its employees. The Provident Fund and Retirement Annuity Fund 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) (I) of the Income tax Act, No. 58 of 1962.

Note 12

Auditor's remuneration	2024	2023
	R	R
Consulting fees	96,645	79,037
Disbursements	33,730	14,312
Statutory audit fees	731,109	528,393
	861,483	621,742

Note 13

Commitments	2024	2023
	R	R

Already contracted, but not provided for:

Operating expenditure	8,217,760	4,631,191
-----------------------	------------------	------------------

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	2,157,192	1,859,750
-------------------------	------------------	------------------

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

Total minimum lease payments

Not later than one year	1,866,267	1,022,484
Later than one year and not later than five years	2,717,780	558,845
	4,584,047	1,581,328

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	2024	2023
	R	R
Surplus for the year	29,605,514	33,630,963
Adjustments for:		
Depreciation and amortisation	2,145,283	1,844,748
Movement in accruals	3,337,120	225,267
Movement in provisions	(1,999,426)	60,794
(Gains) Loss on disposal of assets	27,707	(10,715)
Interest income	(20,717,639)	(13,445,815)
Changes in working capital:		
Trade and other receivables	(887,345)	553,488
Trade and other payables	(1,192,259)	765,644
	10,318,955	23,624,374

Note 15

Related parties

Employer party	Department of Basic Education
Chairperson of Council	Advocate 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	1
Senior management	Management	4

Related party transactions

Fees paid to related parties in respect of services rendered

	2024	2023
	R	R
Advocate L. Bono*	347,460	318,918

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

Executive emoluments (Chairperson's fees)

	2024	2023
	R	R
Advocate L. Bono	171,000	175,000

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 R171,000 and were only paid to Advocate L. Bono.

Audit Committee fees

	2024	2023
	R	R
Mr SA Ngobeni	64,822	73,389
Ms J Masite	27,770	26,190
Dr C Motau	28,165	39,285
	120,757	138,864

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 year.

Executive management emoluments

31 March 2024	Basic salary	13th cheque	Provident and Retirement Fund contribution	Performance bonus	Other allowances*	Total
Dr NO Foca	1,793,471	186,721	322,257	-	515,953	2,818,402
Ms U Ndobeni	1,287,624	134,046	115,673	-	429,388	1,966,732
	3,081,095	320,768	437,930	-	945,341	4,785,134

31 March 2023	Basic salary	13th cheque	Provident and Retirement Fund contribution	Performance bonus	Other allowances*	Total
Dr NO Foca	1,674,702	173,466	295,792	237,897	383,485	2,765,341
Ms U Ndobeni	1,203,076	124,511	106,157	89,202	394,795	1,917,739
	2,877,778	297,977	401,947	327,097	778,279	4,683,081

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

Senior management emoluments

	Basic salary	13 th cheque	Provident and Retirement Fund contribution	Performance bonus	Other allowances*	Total
31 March 2024						
Ms LO Makofane	1,038,008	108,069	93,257	-	288,112	1,527,445
Ms NA Bongco	1,023,805	106,519	91,919	-	342,985	1,565,228
Mr MP Moela	1,048,260	103,011	188,355	-	253,264	1,592,890
	3,110,073	317,598	373,531	-	884,361	4,685,563

Senior management emoluments	Basic salary	13 th cheque	Provident and Retirement Fund contribution	Performance bonus	Other allowances*	Total
31 March 2023						
Ms LO Makofane	968,938	100,363	85,568	137,641	257,726	1,550,236
Ms NA Bongco	955,865	88,926	84,343	141,745	314,985	1,585,864
Mr MP Moela	978,508	81,083	172,827	139,000	172,972	1,544,390
	2,903,311	270,372	342,738	418,386	745,683	4,680,490

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

Note 16

Fulltime Shopsteward expenses	2024	2023
	R	R
International expenses	2,629,889	663,676
Employee cost	1,412,399	381,078
Local expenses	5,765,011	4,024,355
	9,807,299	5,069,109

Note 17

Going concern

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

Note 18

Events after reporting period

No significant events have occurred subsequent to the reporting period.

*Fourth Quarter Financial Statements
Education Labour Relations Council*

Note 19

Administration expenses	Notes	2024	2023
		R	R
Accommodation expenses		26,845	12,573
Administration and management fees		642,097	730,488
Advertising and Recruitment		1,041,431	336,575
Arbitration		10,913,123	11,448,659
Assets below R5000		23,672	45,453
Auditors fees	12	764,838	542,705
Bad debts written off		1,535	-
Bank charges		58,040	63,936
Chairperson's fees	15	171,000	175,000
Cleaning and sanitation		149,816	137,608
Computer expenses		788,297	491,064
Conciliation		664,040	731,215
Condonation		74,500	94,000
Consulting and professional fees		242,712	170,638
Consumables		89,923	85,345
Cost of quality control		149,500	157,500
Delivery expenses		35,586	29,607
Facilitation and Dispute prevention		25,382	4,330
Governance and provincial chambers		3,258,298	1,732,316
Employee wellness and SHE expenses		384,864	244,770
Implementation of Acts and Agreements		856,899	214,889
Insurance		538,218	611,845
Fulltime Shopstewards	17	9,807,299	5,069,109
Legal Expenses		1,269,662	1,137,537
Loss on disposal of assets	2	27,707	-
Motor vehicle expenses		57,917	57,408
Municipal expenses		1,807,528	1,715,026
Printing and stationery		606,112	534,242
Refreshments		70,756	32,524
Rentals		2,157,192	1,859,750
Repairs and maintenance		975,333	571,280
Research and Development		-	1,915,286
Security		1,073,256	967,798
Storage and removal		68,674	7,236
Subscriptions and license fees		1,299,350	893,957
Telecommunication costs and postal fees		402,464	593,125
Training		6,555,865	687,998
Travelling costs		551,849	185,768
Workman's compensation		-	62,439
		47,631,580	34,350,998

Supplementary information to the Annual Financial Statements for the year ended 31 March 2024

**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	2024	2023
	R	R
Opening balance	12,837	-
Add: Fruitless and wasteful expenditure incurred during the year	12,035	23,171
Less: Recovered during the year	(7,340)	(7,281)
Less: Condoned	(17,532)	(3,053)
Less: Reversed during the year	-	-
Closing balance	-	12,837

The Council implements improved controls and where fruitless expenditure is incurred; such is recovered from the relevant official or party member.

Fourth Quarter Financial Statements
Education Labour Relations Council

Education Labour Relations Council
Statement of Comparison of Budget and Actual amounts
Mar-24



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	March-24				March 2023			
	Actual	Budget	Variance	Variance %	Actual	Budget	Variance	Variance %
INCOME	128 192 872	129 826 609	1 633 737	1%	129 558 652	113 626 798	15 931 854	14%
Revenue	106 159 490	108 214 385	2 054 895	2%	115 421 522	106 327 966	9 093 556	9%
Other income	22 033 382	21 612 224	(421 158)	-2%	14 137 130	7 298 832	6 838 298	94%
OPERATING EXPENSES	95 863 686	114 263 052	18 399 367	16%	79 326 584	102 018 480	22 691 896	22%
DISPUTE MANAGEMENT SERVICES	25 540 899	33 138 128	7 597 229	23%	21 214 283	26 627 149	5 412 866	20%
COLLECTIVE BARGAINING SERVICES	33 674 364	39 559 652	5 885 288	15%	26 003 351	37 290 014	11 286 663	30%
CBS (NATIONAL)	27 428 614	31 038 814	3 610 200	12%	21 798 561	29 172 957	7 374 396	25%
Governance And Support Services	1 062 756	1 724 283	661 527	38%	221 614	2 518 746	2 297 132	91%
Chamber Expenses	5 182 994	6 796 555	1 613 561	24%	3 983 176	5 598 311	1 615 135	29%
Gauteng	648 012	872 244	224 232	26%	518 109	855 601	337 492	39%
Free State	538 297	795 207	256 910	32%	466 717	771 318	304 601	39%
Eastern Cape	647 455	848 447	200 992	24%	425 964	549 910	123 946	23%
Western Cape	478 683	802 308	323 625	40%	450 145	599 311	149 166	25%
Limpopo	514 138	615 804	101 666	17%	419 119	592 866	173 747	29%
Mpumalanga	471 558	654 965	183 407	28%	351 085	402 269	51 184	13%
Northern Cape	488 385	659 152	170 767	26%	358 364	638 583	280 219	44%
North West Province	692 188	710 824	18 636	3%	475 542	591 989	116 447	20%
KwaZulu Natal	704 278	837 604	133 326	16%	518 131	596 464	78 333	13%
CORPORATE SERVICES	13 411 377	15 603 383	2 192 006	14%	11 142 711	13 403 974	2 261 263	17%
Media & Communications	1 276 338	1 597 077	320 739	20%	375 707	496 806	121 099	24%
Information Communication Technology	3 010 328	4 102 242	1 091 915	27%	2 395 269	3 790 408	1 395 139	37%
Human Resource	9 124 712	9 904 064	779 352	8%	8 371 735	9 116 760	745 025	8%
FINANCE AND SUPPLY CHAIN MANAGEMENT SERVICES	14 550 578	16 055 506	1 504 929	9%	13 332 057	14 469 991	1 137 934	8%
Supply Chain Management	4 181 254	5 067 980	886 726	17%	3 998 311	4 361 014	362 703	8%
Financial Accounting Services	10 369 324	10 987 526	618 202	6%	9 333 746	10 108 977	775 231	8%
EXECUTIVE SERVICES	8 686 468	9 906 383	1 219 915	12%	7 634 182	10 227 352	2 593 170	25%
SURPLUS/DEFICIT BEFORE CAPEX	32 329 186				36 094 938			
CAPITAL EXPENDITURE (CAPEX)	788 190	1 710 920	1 323 739	77%	2 201 634	2 883 060	681 426	24%
SURPLUS/DEFICIT AFTER CAPEX	31 540 996				33 893 304			