



Independent Communications Authority of South Africa

MINUTES OF THE SPECIAL MEETING OF COUNCIL HELD ON 04 SEPTEMBER 2024		
Time:	15:00	
Venue:	Virtual – Microsoft Teams	
Present	██████████	Chairperson
	██████████	Councillor
	██████████████████	Councillor
	██████████	Councillor
	██████████	Councillor
	██████████████	Councillor
	██████████	Councillor
	██████████	Councillor
By Invitation	██████████████████	CEO
	██████████	CFO
	██████████	Corporate Secretary
Partial Attendees	██████████	Executive: Human Resources
	██████████	HR&REMCO Chairperson
Apologies	██████████	Councillor

No.	Action Item	Person Responsible
1.	<p>Opening and apologies</p> <p>1.1. The Chairperson declared the meeting open at 15:00 and welcomed all present.</p> <p>1.2. Councillor [REDACTED] was on leave.</p> <p>The opening and apologies were noted.</p>	Chairperson
2.	<p>Ratification of agenda</p> <p>The agenda was ratified without amendments.</p>	Council
3.	<p>Declaration of interest</p> <p>No conflict of interest was noted.</p>	Council
4.	<p>Letter from NEHAWU addressed to Council and dated 2 September 2024 with COLA 2024/25FY Proposals</p> <p>Presented by the HR&REMCO Chairperson</p> <p><u>Council Comments:</u></p> <p>4.1. The Executive: HR took Council through the process that unfolds if there is no meeting of minds between NEHAWU and the management negotiation team and subsequent to which, NEHAWU may resolve to lodge a dispute at the CCMA.</p> <p>4.2. Council was advised that the tone of the letter appears to be reconciliatory.</p> <p>4.3. Council sought confirmation if NEHAWU has, prior to the letter to Council, intimated the proposals advanced in the letter to the management negotiation team. Further, Council sought to establish if the letter is therefore an escalation and whether the Recognition Agreement provides for escalation to Council.</p> <p>4.4. Council was advised that the Recognition Agreement does not provide for escalation and that the contents of the letter have not been intimated with the management negotiation team.</p> <p>4.5. Council resolved to acknowledge receipt of the letter but to advise NEHAWU to remit its letter to the management negotiation team for consideration. Council considered that directly engaging NEHAWU would undermine the negotiations structures as well as the processes provided for in the Recognition Agreement.</p> <p>4.6. Council further resolved that, once NEHAWU adheres to the process prescribed in the Recognition Agreement, in that</p>	HR&REMCO Chairperson

No.	Action Item	Person Responsible
	NEHAWU presents its COLA 2024/25FY proposals to the management negotiation team, management should thereafter table to Council the said proposals and make recommendations informed by a thorough analysis of the financial implications thereof.	
5.	<p>CEO's brief regarding the Strategic Planning Session scheduled to start on the 5th September 2024</p> <p>5.1 The CEO advised Council that the venue for the Strategic planning session has been confirmed as the Capital Empire in Sandton and the session was set to start at 09:30am the following day.</p> <p>5.2 The HR&REMCO Chairperson confirmed that she had received an invite to the strategic planning session but will be attending another engagement in Namibia. [REDACTED] an HR&REMCO member, will be attending the strategic planning session on her behalf.</p>	
6.	<p>General</p> <p>6.1 The Corporate Secretary alerted Council that he would be circulating two urgent round robin resolutions, one dealing with the IMSA Solutions (Pty) Ltd review application which Council had previously been apprised of, and the other in relation to a recommendation for the appointment of an acting Executive: Regions and Consumer Affairs.</p>	
7.	<p>Closure</p> <p>The Chairperson thanked all who were present at the meeting and declared the meeting adjourned at 15:52.</p>	Chairperson

Signed: [REDACTED]
 [REDACTED]
 (Chairperson)

Date: 21 October 2024