



Independent Communications Authority of South Africa

MINUTES OF THE SPECIAL MEETING OF COUNCIL HELD ON 06 SEPTEMBER 2024		
Time:	08:00am	
Venue:	Virtual – Microsoft Teams	
Present	██████████	Chairperson
	██████████	Councillor
	████████████████████	Councillor
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	██████████	Councillor
	██████████	Councillor
By Invitation	████████████████████	CEO
	██████████	CFO
	████████████████████	Corporate Secretary
Partial Attendees	██████████	Executive: Human Resources
	██████████	HR&REMCO Member
Apologies	██████████	Councillor

No.	Action Item	Person Responsible
1.	<p>Opening and apologies</p> <p>1.1. The Chairperson declared the meeting open at 08:00 and welcomed all present.</p> <p>1.2. Councillor [REDACTED] had a doctor's appointment.</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>Alternate COLA 2024/25FY Proposals</p> <p>Presented by the CEO assisted by the Executive: Human Resources.</p> <p><u>Council Comments:</u></p> <p>4.1. The CEO provided a brief background on the proposals tabled to the Union.</p> <p>4.2. The Corporate Secretary confirmed to Council that the response letter to NEHAWU had been sent from the office of the Chairperson, in line with the Council resolution. The said letter acknowledged receipt of the letter sent by NEHAWU to Council and further advised NEHAWU to direct its COLA 2024/25FY proposals to the management negotiations team, in line with the Recognition Agreement.</p> <p>4.3. Management confirmed to Council that NEHAWU had since the last Council meeting held on 4 September 2024, directly engaged the management negotiations team and advanced the COLA 2024/25FY alternate proposals.</p> <p>4.4. Council resolved to not deliberate on the matter in order to allow the CEO and the management negotiations team to formulate a formal submission to Council, properly outlining the alternate COLA 2024/25FY proposals and the financial implications thereof.</p>	CEO / Executive: Human Resources

No.	Action Item	Person Responsible
5.	<p>Appointment of the Acting Executive: Regions & Consumer Affairs</p> <p>The Executive: Human Resources presented the item.</p> <p><u>Council Comments:</u></p> <p>5.1. Council iterated its previous directions to management, cautioning management against possible allegations of bias if the Provincial Manager: Gauteng would be appointed to act as Executive: Regions Consumer. Council considered that such an acting appointment would not be considered as equitable, given that the duration of the vacancy would not allow other Provincial Managers a similar opportunity to act in the position.</p> <p>5.2. The CEO indicated that the HR team will bring a submission proposing two or three Senior Managers from other divisions, who have the capability and the capacity to act in the position. Council advised that appointing a Senior Manager to act in the position would provide for a growth and development opportunity for those Senior Managers.</p> <p>5.3. Council rejected the recommendation made in the submission and directed that a revised submission be brought back to Council, proposing two (2) Senior Managers to act in the position.</p> <p>5.4. Councillor [REDACTED] wished to record his dissenting view, in that he was supporting the recommendation made in the memorandum, for the Provincial Manager: Gauteng, to be appointed to act in the position, subject to the amendment of the appointment period.</p>	Executive: Human Resources
6.	<p>Closure</p> <p>The Chairperson thanked all who were present at the meeting and declared the meeting adjourned.</p>	Chairperson

Signed: _____

(Chairperson)

Date: _____

21 October 2024