



**Independent Communications Authority of South Africa**

<b>MINUTES OF AN ORDINARY MEETING OF COUNCIL</b>		
<b>Date</b>	<b>14 June 2022</b>	
<b>Time:</b>	<b>08:00</b>	
<b>Venue:</b>	<b>Microsoft Teams</b>	
<b>Present</b>	████████████████████	Chairperson
	██████████	Councillor
	██████████████	Councillor
	██████████████	Councillor
	██████████████████	Councillor
<b>By Invitation</b>	██████████████	CEO
	██████████████	CFO
	██████████████████	CAE
	██████████████	Corporate Secretary
	██████████████	Secretariat Officer
	██████████████████	Secretariat Officer
	██████████████	Secretariat Officer
<b>Partial Attendees</b>	██████████	Executive: Licensing and Compliance
	██████████████	SM: ICT Licensing Services
	██████████████	Senior Manager: Spectrum Licensing
	██████████	SM: Engineering Facilities & Research
	██████████████	SM: Talent and Performance Management
	██████████	SM: Social Policy for ICT
	██████████████	Executive: Legal, Risk and CCC
	██████████████	SM: Type approval and numbering
	██████████████	Manager: Service Broadcasting
<b>Apologies</b>	None	



No.	Action Item	Person Responsible
1.	<p><b>Opening and apologies</b></p> <p>1.1. The Chairperson opened the meeting at 08:00 and welcomed all present.</p> <p>1.2. Cllr [REDACTED].</p> <p>1.3. Cllr [REDACTED] requested to be excused at 11am to join another meeting.</p> <p><b>The opening and apologies were noted.</b></p>	Chairperson
2.	<p><b>Declaration of interest</b></p> <p>No conflict of interest was noted.</p>	Council
3.	<p><b>Ratification of the Agenda</b></p> <p>The agenda was ratified.</p>	All
4.	<p><b>Minutes of previous Council meeting - 30 March 2022</b></p> <p>The minutes were approved.</p>	Council
5.	<p><b>Matters Arising</b></p> <p>The matters arising document was deferred to the next meeting of the council.</p>	CEO
6.	<p><b>International Engagements</b></p> <p>There is a meeting currently taking place in Rwanda and attended by Cllr [REDACTED] and Cllr [REDACTED]. A submission will be brought to Council at a subsequent Council meeting.</p> <p><b>There was no other update and/or submission on International Engagements.</b></p>	CEO / Exec: Corporate Services



No.	Action Item	Person Responsible
7.	<p data-bbox="264 456 794 495"><b>Licensing of IMT (“Standing Item”)</b></p> <p data-bbox="264 544 1262 616"><b>The Executive: E &amp; T (in his capacity as an IMT Committee member) presented the item.</b></p> <p data-bbox="264 651 1262 768">7.1. The purpose of the submission is to present an update on the two parallel processes (i.e., the second phase of IMT and the finalisation of the social obligations).</p> <p data-bbox="264 819 1262 1021">7.2. The IMT Spectrum Licensing Committee (the “Committee”) prepared a draft information memorandum and further consideration of the dependencies that might arise for the final list. The document will be considered for gazetting by 30 June 2022.</p> <p data-bbox="264 1072 1262 1234">7.3. The Committee is waiting for the Council's decision on Telkom’s amendment application on whether to include the IMT 2300. However, there are consultations underway on frequency assignment plans.</p> <p data-bbox="264 1285 1262 1608">7.4. In terms of obligations, there was a request from DCDT to replace the social obligations with respect to the SAPS and Libraries. Furthermore, a workshop was conducted on 1 June 2022 with the licensees and on 13 June 2022 with DCDT. There were concerns in terms of the definition of connectivity and the difference in access and service during the workshop with the licensees which was communicated with DCDT. Council should note that the definition was not defined in the ITA.</p> <p data-bbox="264 1659 1262 1821">7.5. The committee received the first batch of Traditional Authority Offices and sites for Libraries on 13 June 2022. On 15 June 2022, the committee will continue and deliberate on representation from licensees and formulate positions.</p> <p data-bbox="264 1872 1262 1944">7.6. In terms of the payment spectrum of annual licensees, a pro-rated fee was calculated, and invoices were issued to licensees.</p>	<p data-bbox="1287 456 1469 528"><b>Cllr [REDACTED] / Exec: E &amp; T</b></p>



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	<p>7.7. With regards to Cell C's payment plan, the committee received a supplementary legal opinion sought regarding the guarantee. The license is to be issued once the payment has been approved.</p> <p>7.8. The committee awaits the outcome of the sharing agreement application to align the recommendations.</p> <p>7.9. The bank guarantees of the five (5) licensees were reversed except that of Cell C.</p> <p><u>The following comments were made:</u></p> <p>7.10. Council sought clarity on Cell C's payment plan and legal opinion.</p> <p>7.11. Cell C has committed to making payment in July 2022. It was indicated that the Authority has not endorsed Cell C's payment plan and the council is of the view that the Authority will run a high risk in terms of obligations and failing the outcome of the auction should there be pronouncement. The legal opinion will be circulated.</p> <p>7.12. Council enquired about the recommendations, dependences, and duplication of licensees.</p> <p>7.13. The committee informed Council that independencies that may affect the bands were identified. However, the committee was advised that, if the consultation on the frequency plans is concluded for consideration, depending on Council approval, will be included. In terms of speed, it was indicated that licensees should provide a minimum average speed of 10mbps p/m. Furthermore, in terms of duplication of obligations, the DCTD indicated that the libraries obligation must be separated from the two sign-on centres. The committee will meet and deliberate on the way forward and/or position.</p> <p><b>The update was noted by Council.</b></p>	



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8.	<p><b>e.tv application to amend RF Spectrum Licence for the provision of Commercial Free to Air Television Broadcasting Services (On analogue)</b></p> <p>The Executive: Licensing and Compliance presented the item.</p> <p>8.1. The purpose of the submission was to request Council to decline e.tv's application to be authorised to use the television analogue frequencies for a period not exceeding 31 December 2022.</p> <p>8.2. On 18 January 2022, e.tv applied for an amendment of the Radio Frequency Spectrum Licence to provide commercial free-to-air television broadcasting services on analogue.</p> <p>8.3. Digital Migration requires the transition from analogue broadcasting to digital broadcasting, which is facilitated during the dual illumination period. This means broadcasting services need to migrate to operate below 694 MHz.</p> <p>8.4. e.tv plans to focus on switching-off transmission sites operating on the IMT spectrum bands between 694 MHz to 862 MHz, particularly for the digital dividend spectrum earmarked for the auction. This enables the auction process to proceed without any hindrance whilst the digital migration process is in progress.</p> <p>8.5. e.tv submits that it is a participant in the Broadcasting Digital Migration (BDM) project led by the Minister and that it supports digital migration with the understanding that analogue transmission cannot continue indefinitely.</p> <p>8.6. Therefore, the proposed amendment ensures that its process of switch-off analogue transmission is fair and responsible in a manner that does not leave people without access to free-to-air television and does not prejudice its business.</p> <p>8.7. It further submits that the switch-off cannot be rushed while disrupting audiences and negatively impacting free-to-air</p>	<p><b>CEO / Exec: Licensing and Compliance</b></p>



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	<p>television services. Instead, the switch-off has to be done with the availability of set-top boxes, installation, chipsets, and other variables</p> <p>8.8. Furthermore, e.tv submits that its proposed amendment has been compiled through extensive consultation with various stakeholders, including the DCDT's BDM Steering Committee, BDM Technical Committee, and Sentech.</p> <p>8.9. The request is in line with the provision of section 31 (4) of the Electronic Communications Act, No. 36 of 2005 ("ECA") read with procedures set out in Regulation 9 of the Authority's Radio Frequency Spectrum Regulations, notice 279 of 2015 as published in Government Gazette No. 38641 as amended by Government Gazettes No. 38754 of 2015 and 40436 of 2016 ("RFSR2015").</p> <p>8.10. The application is not in accordance with the Digital Migration Regulations published on 14 December 2012 in Government Gazette number 36000 in that the Minister has announced the date for switch-off of the analogue signal and the end of dual illumination published in the Government Gazette number 45984 on 28 February 2022.</p> <p><u>Recommendation to Council:</u></p> <p>8.11. It was recommended that Council reject e.tv's application to be authorised to use the television analogue frequencies for a period not exceeding 31 December 2022 based on the following:</p> <p>8.11.1 The application is not in accordance with the Digital Migration Regulations in that the Minister has announced the date for switch-off of the analogue signal and the end of dual illumination published in the Government Gazette number 45984 on 28 February 2022.</p> <p>8.11.2 On 28 March 2022, the Pretoria High Court ordered the analogue switch-off to be completed by 30 June 2022,</p>	



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	<p>and therefore, the Authority cannot extend the analogue transmission beyond 30 June 2022 as suggested by the Applicant.</p> <p><u>Resolution of Council</u></p> <p>8.12. Council resolved to defer the decision pending the outcome of the Constitutional Court decision in the matter between e.tv versus the Minister of Communications and Digital Technologies.</p> <p><b>Council resolved to reserve its decision until after the outcome of the digital migration matter at the Constitutional Court, whereafter the submission will be brought back to Council.</b></p>	
9.	<p><b>Vetted Reasons Document - application for the amendment of an Individual Commercial Sound Broadcasting Service (“I-CSBS”) licence submitted by Primedia Holdings (Pty) Ltd T/A 94.7 Highveld Stereo</b></p> <p>The Executive: Licensing and Compliance presented the submission.</p> <p>9.1 The purpose of this submission was to recommend that Council approves the attached vetted Reasons Document, for the decision on the application submitted by the Applicant to amend its I-CSBS licence, for publication on the Authority's website.</p> <p>9.2 On 28 October 2021, Council resolved to approve the amendment of the Applicant's I-CSBS licence. On 2 March 2022, the draft Reasons Document was sent to the Legal, Risk, and CCC ("LRCCC") Division for vetting.</p> <p>9.3 The vetted Reasons Document and confirmation of vetting were received from the LRCCC Division on 4 May 2022, subject to comments being addressed by the Licensing and Compliance Division. The Licensing and Compliance Division has subsequently addressed the comments from LRCCC Division.</p>	CEO / Exec: Licensing and Compliance



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	<p><u>Recommendation to Council:</u></p> <p>9.4 It was recommended that Council approves the vetted Reasons Document in terms of the applicant's amendment for publication on the Authority's website.</p> <p><b>Council resolved to approve the recommendation.</b></p>	
10.	<p><b>Edenvale Radio - Application for a Radio Data System2 (RDS2) Trial Radio Frequency Spectrum Licence</b></p> <p>The Executive: Licensing and Compliance presented the submission.</p> <p>10.1. The purpose of the submission was to request Council to decline the application for Radio Data system 2 (RDS2) trial Radio Frequency Spectrum Licence for a period of eight (8) months.</p> <p>10.2. On 8 December 2021, Edenvale Radio (“the Applicant”) submitted an application for a RDS2 trial Radio Frequency Spectrum Licence for a period of eight (8) months.</p> <p>10.3. Currently, the Applicant is licensed to operate on Amplitude Modulation (AM) frequency of 1368 kHz at Edenvale. The Applicant is licensed to provide a community sound broadcasting service in Edenvale and the surrounding areas in Ekurhuleni Metropolitan Municipality.</p> <p>10.4. The Applicant has previously applied to migrate from AM to FM but was unsuccessful due to an availability of FM frequencies in Ekurhuleni Metropolitan Municipality.</p> <p>10.5. The Applicant has now applied to trial RDS2 in the FM band on a frequency of 94.5 MHz at an Effective Radiated Power (ERP) of 250 Watts at Dawn View.</p>	<p><b>CEO / Exec: Licensing and Compliance</b></p>





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	<p>10.6. RDS is the Radio Data System technology that has been used by broadcasters and signal distributors that provide data channel using FM subcarrier signal within the modulation.</p> <p>10.7. RDS2 is the predecessor of RDS and it uses three subcarrier signals within the modulation. RDS2 is more robust and reliable data channel on FM band providing data and graphics on the receivers.</p> <p>10.8. The Applicant has motivated to test the new features of RDS2 technology. The trial will be conducted by Michael Hartzenburg from ABT Mobile (A division of Satcastblue Broadcasting Services CC).</p> <p>10.9. On 26 April 2022, EXCO and OPCO committees recommend that Council decline the application for Radio Data system 2 (RDS2) trial Radio Frequency Spectrum Licence for a period of eight (8) months.</p> <p>10.10. The Applicant intends to test RDS2 in the FM band with the proposed frequency of 94.5 MHz. The proposed frequency of 94.5 MHz will cause harmful interference to Jacaranda FM on 94.2 MHz in Pretoria and Highveld Stereo on 94.7 MHz in Johannesburg. The request is not in line with Section 30 (3)1 of the Electronic Communications Act No. 36 of 2005 (ECA).</p> <p>10.11. There is no spare FM frequencies available in the area where the Applicant would like to conduct the RDS2 trial. The RDS2 technology requires an interference free FM frequency main carrier signal.</p> <p>10.12. The request is in line with regulation 40 (7) of the Radio Frequency Spectrum Regulations, 2015 which provides that “the long-term trial shall be eight (8) months and may be extended for good reasons given for a period which does not exceed six (6) months”.</p>	



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	<p>10.13. However, the application is not in line with section 30 (3) and 63 (1) and (2) of the ECA.</p> <p><u>Recommendation:</u></p> <p>10.14. It was recommended that Council should decline the Applicant's RDS2 trial Radio Frequency Spectrum Licence. The application is not in line with section 30 (3) and 63 (1) and (2) of the ECA.</p> <p><b>Council resolved to approve the recommendation.</b></p>	
11.	<p><b>Application for the Transfer of control of an Individual Electronic Communications Network Service Licence from Zomerlust Systems Design Cc to Workonline Communications ZA Operations (Pty) Ltd</b></p> <p>The Executive: Licensing and Compliance presented the item.</p> <p>11.1. The purpose of this memorandum is to recommend that Council approves the recommendation to reject approval of the transfer of control of an Individual Electronic Communications Network Service ('I-ECNS') licence of Zomerlust System Design cc ("the Applicant") to Workonline Communications ZA Operations ("the Transferee") and approve the accompanying vetted Reasons Document in respect of the rejection of the transfer of control.</p> <p>11.2. The applicant is not compliant with the 30% of HDI equity requirement.</p> <p>11.3. The licensing division requested a legal opinion that stated that the sole beneficiary of the trust is not in line with the as defined.</p> <p>11.4. A further question was flagged for clarity during Council deliberations as it was not clear from the opinion, namely whether a white youth person qualifies as HDG in terms of the ECA.</p>	CEO / Exec: Licensing and Compliance



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	<p>11.5. Council to approve the rejection of the control of an I-ECNS licensee from the applicant to the transferee.</p> <p><b>Council resolved to approve the recommendation for the rejection of the application.</b></p>	
<p><b>12.</b></p>	<p><b>K2015351513 (Pty) Ltd T/A One Telecom and Rain Networks (Pty) Ltd Notification of Agreement of sharing and Coordination of Radio Frequency Spectrum in terms of Section 18 (2) And 19 (3) of the Radio Frequency Spectrum Regulations</b></p> <p>12.1. The purpose of the submission is for Council to note and approve the application for sharing and coordination agreement submitted by the parties.</p> <p>12.2. One Telecom holds a radio frequency spectrum license on a secondary basis between 3680-3720 MHz bandwidth and 3720-3740 MHz.</p> <p>12.3. On 21 January 2021, the Authority received an application for sharing and coordination of RFS between One Telecom and Rain Networks to be confidential.</p> <p>12.4. The applicant submitted in terms of section 18 (2) and (3) of RFS regulations 2015.</p> <p>12.5. Council sought clarity on whether the analysis of the competition of the small players has been considered.</p> <p>12.6. Management advised that, in terms of competition, the small players were considered.</p> <p><u>Council Resolution</u></p> <p>12.7. Council resolved to approve the sharing application for the following reasons:</p>	<p><b>CEO / Exec: Licensing and Compliance</b></p>



No.	Action Item	Person Responsible
	<p>12.5.1 The Application is in line with the prescribed regulations and terms and conditions contained in the RFS license issued to the Applicant; and</p> <p>12.5.2 There is no harmful on radio frequency spectrum interference is anticipated by existing services in the band.</p> <p><b>Council resolved to approve the submission.</b></p>	
13.	<p><b>Mthinte Communications (Pty) Ltd and Rain Networks (Pty) Ltd notification of agreement of sharing and coordination of Radio Frequency Spectrum in terms of Section 18 (2) and 19 (3) of the Radio Frequency Spectrum Regulations</b></p> <p>13.1. The purpose of the submission is to request Council to note and approve the sharing coordination agreement between Mthinte and Rain Networks.</p> <p>13.2. On 3 December 2021, the Authority received an application for confidentiality and sharing of RFS.</p> <p>13.3. The application was submitted in terms of section 18 (2) and (3) of RFS regulations 2015.</p> <p><u>Resolution of Council:</u></p> <p>13.4. Council resolved to approve the sharing application for the following reasons:</p> <p>13.4.1 The Application is in line with the prescribed regulations and terms and conditions contained in the RFS license issued to the Applicant.</p> <p>13.4.2 The applicant is in line with the objectives outlined in section 2 of the ECA.</p> <p><b>Council resolved to approve the submission.</b></p>	CEO / Exec: Licensing and Compliance



No.	Action Item	Person Responsible
14.	<p><b>Application for Spectrum Pooling – MTN and Liquid Telecom</b></p> <p>14.1. The purpose of the submission was to request Council to approve the application for radio frequency spectrum ("RFS") sharing in the form of RFS pooling.</p> <p>14.2. On 11 April 2022, the Authority received applications from the Parties for approval to implement RFS sharing in the form of RFS pooling in respect of each of their assigned 1800 MHz frequency division duplex ("FDD") RFS.</p> <p>14.3. The proposed RFS pooling by the Parties is in line with section 30 (2)(b) of the EC Act as it will be beneficial to the Parties' customers in respect of access to quality service as Liquid will leverage on MTN's network infrastructure and RFS. MTN will have fair-based access to Liquid's RFS.</p> <p>14.4. The application is compliant with sections 30 2(b), 30 (3) and 31(3)(c) of the EC Act read together with Regulations 18(3) and 18(4) of the RFSR 2015.</p> <p>14.5. The Applicants requested confidentiality in line with the POPI Act.</p> <p><u>Recommendations to Council:</u></p> <p>14.6. It is recommended that Council approves the application for RFS sharing submitted by the Applicants.</p> <p>14.7. The Applicants have demonstrated that the envisaged pooling agreements are in line with the objects of the ECA.</p> <p><u>Council Resolution</u></p> <p>14.8. Council resolved that there be conditions attached to the approval and that the conditions should include:</p>	<p><b>CEO / Exec: Licensing and Compliance</b></p>



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	<p>14.8.1 That the arrangement between the parties should be non-exclusive.</p> <p>14.8.2 That the arrangement should not result in either of the parties losing its independence or autonomy i.e. each should retain its identity and retain control of its competitive strategies.</p> <p><b>Council resolved to approve the submission with the above conditions.</b></p>	
15.	<p><b>Application for Spectrum Pooling – Cell C and MTN</b></p> <p>15.1. The purpose of this memorandum is to recommend that Council approves the applications for radio frequency spectrum ("RFS") sharing in the form of RFS pooling.</p> <p>15.2. On 4 April 2022 and 11 April 2022 respectively, the Authority received applications from the Parties for approval to implement RFS sharing in the form of RFS pooling in respect of each of their assigned 900 MHz, 1800 MHz, and 2100 MHz frequency division duplex ("FDD") RFS.</p> <p>15.3. The proposed RFS pooling by the Parties is in line with section 30 (2)(b) of the EC Act as it will be beneficial to the Parties' customers in respect of access to quality service as Cell C will leverage on MTN's network infrastructure and RFS. MTN will have fair-based access to Liquid's RFS.</p> <p><u>Recommendations to Council:</u></p> <p>15.4. It is recommended that Council approves the application for RFS sharing submitted by the Applicants.</p> <p>15.5. The application is compliant with sections 30 2(b), 30 (3) and 31(3)(c) of the EC Act read together with Regulations 18(3) and 18(4) of the RFSR 2015.</p>	<p><b>CEO / Exec: Licensing and Compliance</b></p>



No.	Action Item	Person Responsible
	<p><u>Council Resolution</u></p> <p>15.6. Council resolved to approve the submission subject to the same conditions as the previous MTN / Cell C matter, and with an additional footnote to provide clarity on the bands subject to in-band migration.</p> <p><b>Council resolved to approve the submission with the aforementioned conditions.</b></p>	
16.	<p><b>Submission of the resolution to establish a Council Committee to Review Regulations on the Conveyance of Mail, 2009</b></p> <p>16.1. The purpose of this submission is to request Council to approve the resolution to establish a Council Committee to review Regulations on the Conveyance of Mail, 2009 (“the Regulations”).</p> <p><u>Recommendations to Council:</u></p> <p>16.2. It is recommended that Council appoints the Chairperson and Vice-chairperson of the Council Committee to Review Regulations on the Conveyance of Mail; and for Council to approve and sign the attached Council resolution for the establishment of the Committee.</p> <p>16.3. The mail conveyance regulations were last reviewed in 2009.</p> <p>16.4. It was recommended that Cllr Lewis be the Chairperson and Cllr Mkumatela as a deputy Chairperson of the new Committee.</p> <p><b>Council resolved to approve the submission and the aforementioned appointments of a Chairperson and deputy Chairperson of the Committee.</b></p>	CEO / Exec: PRA



No.	Action Item	Person Responsible
17.	<p><b>Request to appoint external experts to serve in the Standards Liaison Committee</b></p> <p>17.1. The purpose of the submission is to request Council approves the ToRs of the Standards Liaison Committee.</p> <p>17.2. For Council to appoint an external expert through public advertisement to serve on the committee for three (3) years</p> <p><u>Recommendation to Council</u></p> <p>17.3. That Council approves the ToRs for the Standards Liaison Committee and for Council to approve the appointment of industry experts by means of public advertisement of the positions, for a period of three (3) years.</p> <p>17.4. Council indicated that the industry representative bodies would include the likes of the SACF and other stakeholder representatives (to be appointed not as representatives of their entities but rather as representatives of the sector) and not SABS as indicated in the submission.</p> <p>17.5. Council also requested that in order to make this consistent throughout the document, a period of appointment of the industry representatives should be stated as categorically three (3) years and not “subject to Council review” as indicated in the submission. This will have to be checked and corrected in the TORs and the advertisement.</p> <p><b>Council resolved to approve the submission.</b></p>	Cllr [REDACTED]





No.	Action Item	Person Responsible
18.	<p><b>Report of the ITU World Telecommunications Standardisation Assembly held in Geneva, Switzerland from 26 February to 9 March 2022 (WTSA-20)</b></p> <p>18.1. The purpose is for Council to note and approve the report of the delegations to the World Telecommunications Standardised Assembly (WTS-20) held in Geneva from 28 February 2022 to 09 March 22.</p> <p>18.2. The WTS is the highest decision-making body of the ITU-T which oversees ITU.</p> <p>18.3. The report has been prepared in order to prepare the ground for the next assembly.</p> <p><u>Recommendations to Council</u></p> <p>18.4. It was recommended that Council approves and notes the report on WTSA _2020.</p> <p>18.5. For Council to ensure that the Authority allocates staff to study groups to endure the preparation for WTSA_2024.</p> <p>18.6. And to appoint a council committee to collaborate with DCDDT quarterly.</p> <p><b>Council resolved to approve the submission.</b></p>	Cllr [REDACTED]
19.	<p><b>Invitation to pre-register for Community Tv Broadcasting Service and Radio Frequency Spectrum Licences for Multiplex ("MUX") 1 Frequencies</b></p> <p>19.1. The purpose of this memo is to recommend that Council approves the attached Invitation to Pre-register ("ITP-R") for Community Television broadcasting service ("CTBS") and radio frequency spectrum ("RFS") licences for Multiplex 1 Frequencies, for publication in the Government Gazette and on the Authority's website.</p>	Cllr [REDACTED]



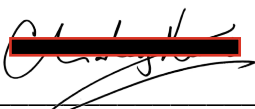
No.	Action Item	Person Responsible
	<p>19.2. On 12 March 2020, the Authority published an ITP-R for CTBS and RFS Licences.</p> <p>19.3. In terms of the forty-two (42) applications received and assessed, no application complied with the pre-registration requirements of the ITP-R and were therefore not eligible to proceed to Phase 2 of the licensing process.</p> <p>19.4. The Committee has adopted the attached draft ITP-R which has been duly vetted by LRCCC</p> <p><u>Recommendations to Council:</u></p> <p>19.5. It is recommended that Council approves the re-tabling of the attached vetted draft ITP-R for publication in the government gazette and on the Authority's website.</p> <p>19.6. The document was amended and incorporated the inputs.</p> <p><b>Council resolved to approve the submission.</b></p>	
20.	<p><b>Request to approve the initiation of the recruitment process to fill the position of Executive: Human Resources</b></p> <p>20.1. The purpose of the memo is to request Council approve the recruitment process for the Executive HR position.</p> <p>20.2. The position [REDACTED]</p> <p><u>Recommendation to Council</u></p> <p>20.3. For Council to [REDACTED]</p>	CEO



No.	Action Item	Person Responsible
	<p><u>Resolution of Council</u></p> <p>20.4. Council resolved to appoint to the interview panel, the CEO, Cllr [REDACTED] (as HR &amp; Remco member), and Cllr [REDACTED].</p> <p><b>Council resolved to approve the submission.</b></p>	
21.	<p><b>Lodging of Review Application in the Labour Court against CCMA Arbitration award in the matter between NEHAWU and ICASA</b></p> <p>21.1. The purpose of this submission is to apprise Council [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED] application.</p> <p><u>Recommendations to Council:</u></p> <p>21.2. For Council to note t [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED]</p> <p><b>Council resolved to approve the submission.</b></p>	CEO / Exec: LRCCC



No.	Action Item	Person Responsible
22.	<p><b>General</b></p> <p><u>FirstRand Matter</u></p> <p>22.1. Council requested a briefing on FirstRand since the decision was taken and was advised that correspondence on Council final decision was transmitted to FirstRand.</p> <p>22.2. Council requested that there be follow-up to confirm whether FirstRand has indeed ceased operations since it was no longer a licensee.</p> <p><u>Management Response</u></p> <p>22.3. Correspondence was sent to First Rand informing them that the license was not granted. However, there has been no response from FirstRand.</p>	CEO / CCA
23.	<p><b>Closure</b></p> <p>The Chairperson thanked all who were present at the meeting and declared the meeting adjourned at 12:11 pm.</p>	Council

Signed: 

Date: 2023-03-16

**Dr. Charles Lewis**  
**(Acting Chairperson)**