



Independent Communications Authority of South Africa

MINUTES OF THE MEETING OF COUNCIL HELD ON 15 AUGUST 2024		
Time:	15:00pm	
Venue:	Virtual – Microsoft Teams	
Present		
	██████████	Chairperson
	██████████	Councillor
	██████████	Councillor
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	██████████	Councillor
	██████████	Councillor
	██████████	Councillor
By Invitation		
	██████████	CEO
	██████████	Chief Financial Officer
	██████████	Executive: Human Resources
	██████████	Corporate Secretary
Partial Attendees		
	██████████	HR&REMCO Chairperson

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>The opening was noted.</p>	Chairperson
2.	<p>Ratification of agenda</p> <p>The agenda was approved with no amendments.</p>	Council
3.	<p>Declaration of interest</p> <p>No conflict of interest was noted.</p>	Council
4.	<p>Alternative Proposals for COLA 2024/25 FY</p> <p>HR & REMCO Chairperson presented the item.</p> <p><u>Council Comments:</u></p> <p>4.1. Council indicated that the issue of affordability needed to align with CPI. Should the two not align, reasons should be stated. Council was advised that employees have been awarded increases lower than CPI for the last 2-3 years.</p> <p>4.2. Council noted that the Authority cannot offer COLA beyond 5%, given budgetary constraints.</p> <p>4.3. Council noted with concern the escalating cost of salaries, and re-iterated that the structure of the Authority's wage bill, and the staff and organisational structure, do not permit for salary negotiations outside of the amount budgeted. Council recognised that a proper skills audit is imperative.</p> <p>4.4. It was resolved that the negotiation team should highlight to the Union the risks associated with exceeding the budgeted 5% limit for COLA.</p> <p>4.5. In light of the above, Council resolved to give a mandate for a 5% COLA - with no once-off cash award - given that the Authority has budgeted for 5%.</p> <p>4.6. Council advised management to tactfully leverage on the fact that, despite the 91% organisational target not being met, Council exercised its discretion and approved the payment of performance rewards.</p> <p>Council resolved to approve the option of 5% COLA without any one-off cash component.</p>	HR&REMCO Chairperson
5.	General	

No.	Action Item	Person Responsible
6.	Closure The Chairperson thanked all who were present at the meeting and declared the meeting adjourned at 16:15.	Chairperson

Signed: _____

(Chairperson)

Date: 21 October 2024 _____