



**NABC ANNUAL GENERAL
MEETING
30 SEPTEMBER 2022**



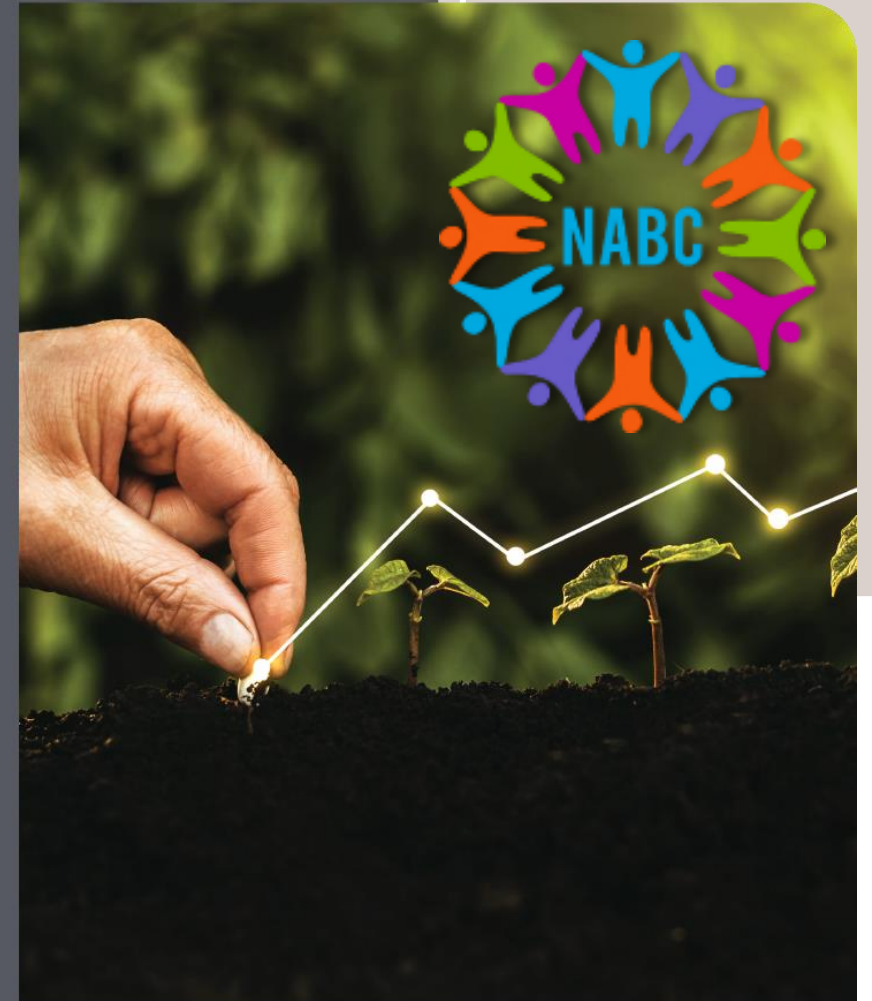
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BACKGROUND

The National Association of Bargaining Councils (NABC) was formed in 1993 to unite industrial councils and serve as a platform to articulate common challenges faced by both labour and business representatives. Amendments to the Labour Relations Act (LRA) of 1995 greatly changed the face of industrial councils (now known as bargaining councils) by significantly increasing their role and power. The NABC plays a leading role in the implementation of these amendments and insures that its member councils are geared for these significant changes.

The NABC embraces its role as a catalyst for the effective implementation of the amendments and has conducted a number of training interventions to ensure that member councils are ready and adequately capacitated to execute their duties in line with the amendments. The NABC is committed to its key objective of promoting and protecting the rights of its members and serving as a platform for transformation.



VISION:

Uniting Bargaining Councils.

MISSION:

To enhance Bargaining Councils by ensuring stakeholder presence and excellent service offerings through broad engagement and collaboration.

STRATEGIC OBJECTIVES:

- Grow membership to a sufficient representation
- Establish strategic partnerships with key stakeholders
- Commission survey studies and grant-funded research
- Co-ordinate and facilitate education and training initiatives



POWERS & FUNCTIONS

- Provide training, legal advice, secretarial and administrative services.
- Establish panels to provide for conciliation, arbitration and exemption services for the voluntary use by member Councils.
- If needed, act as professional body for dispute resolvers within the industry and/or exclusively for member Councils.
- Appoint an Executive Committee and such other committees and sub-committees as it deems necessary.
- Delegate any of its functions or powers to the Executive Committee.
- Consider matters of common interest between Members.
- Make representations to the relevant Ministers, NEDLAC or any other appropriate forums concerning legislation or proposed legislation that may affect Bargaining Councils and/or the Bargaining Council System.
- Exercise any other power that may be necessary or desirable to achieve the objective and facilitate the administration of the NABC.
- Sue and be sued in its own name.
- Own, hold and dispose of property (immovable and incorporeal) in its own name, independently of its Members.



GOVERNANCE



Ms Sharlaine Oodit
NABC Chairperson



Ms Maggie Pooe
NABC Vice - Chairperson



Mr Wandile Mgobhozi
NABC Treasurer



Ms Boniswa Mbovane
NBCCI



Mr Corne Van Rensburg
BCMT



Mr Frikkie De Bruin
PSCBC



Mr Gerald Naidoo
NBCLI



Mr Costadino Raftopoulos
AMANZI BC



Mr Kevin Moodley
BCCEI



Mr Lesibana Ledwaba
MIBCO



Ms Monica Basilio
BCFOOD



Mr Mthimkhulu Mashiya
TRANSNET BC



Mr Paul Wild
CIBC



Mr Willie Van Rensburg
FBC



Ms Yasmeen Motala
NBCS





Ms Lou-Ann Brothwell
HCSBC



Mr Oomang Parag
NABC Administrator



Ms Shana Keough
NABC Administrator



EXCO MEETINGS

EXCO Meetings were held at the following venues
on the stipulated dates:

PSCBC	Pretoria	26 March	2021
PSCBC	Pretoria	4 June	2021
Oyster Box	Durban	19 November	2021
Oyster Box	Durban	31 May	2022



MARKETING

- NABC WEBSITE

The NABC website has been designed for users to easily access site information. Additional security mechanisms have been installed on the website server to prevent hackers from accessing the website.

www.nabc.org.za



Website statistics are captured for the period January 2021 to June 2022.

The website statistics are indicated below:

	Visitors	Pages	Pages per session
January	20	50	3
February	19	47	2.2
March	55	79	3.88
April	27	52	2.3
May	31	42	1.32
June	20	45	2.09
July	42	135	2.7
August	52	121	1.53
September	63	158	2.3
October	48	100	2.19
November	60	61	1.1
December	52	62	1.24
January	21	64	2.45
February	46	90	1.96
March	60	106	3.2
April	44	84	3.5
May	52	110	2.11
June	72	160	2.22



- SOCIAL MEDIA

Social media is online communication tool that has allowed the NABC to interact with its online community and has also allowed for it to share information in real time. Social media has assisted the NABC with creating awareness & promoting its everyday activities.

Find us on Twitter:

[@NABC5](https://twitter.com/NABC5)

Find us on Facebook:

[@NABC01](https://www.facebook.com/NABC01)





- NEWSLETTERS

The NABC releases quarterly Newsletters with up to date information and is distributed to members and all relevant strategic partners.





VALUE ADDS : SABFS, CCMA & NABC ZOOM INFORMATION SESSION

The NABC together with the South African Board for Sheriffs (SABFS) and the CCMA hosted an information sharing session on Zoom on 14 September 2022.

The following topics were covered:

- Communication Procedures
- Amendments to Rule 41
- Compliance with Rule 38(2) & Rule 38(1)
- Enforcement Award Procedures
- Duties of Sheriffs
- Compliance with Rule 38(2) & Rule 38(1)
- Enforcement Award Procedures
- Duties of Sheriffs

The session assisted all parties in attendance to better understand the challenges faced by each Organisation & assisted in chartering a way forward to.

The NABC looks forward to future collaborations of this nature with the SABFS & the CCMA.





VALUE ADDS : NABC: MS TEAMS TRAINING

The COVID 19 pandemic has ushered in challenging changes to the global economy and the world of work. The pandemic fast-tracked the adoption of teleworking modalities by employers globally. A fundamental function of the NABC is to provide training on key functions and areas to its member Councils.

The NABC had previously conducted training to its members on the Zoom video communication platform and identified the need to initiate training on the MS Teams communication platform. The training was held on the 23 & 24 June 2022 at The General Public Service Sector Bargaining Council (GPSSBC).

Bargaining Councils that participated:

The following NABC members councils took part in the MS Teams training:

- General Public Service Sectoral Bargaining Council (GPSSBC)
- National Bargaining Council for the Chemical Industry (NBCCI)
 - Public Service Co-Ordinating Bargaining Council (PSCBC)



VALUE ADDS : NABC: MS TEAMS TRAINING

Program Outcomes:

Getting Started with Microsoft Teams

- What Microsoft Teams is
- How to launch Teams
- About the Teams interface
- How to set up a new team, access different teams, and leave teams
- How to use the desktop and mobile apps for Teams

Using Channels

- Create, view, and use channels
- Mark a channel as a favorite
- Follow and unfollow channels

Posting Messages

- Post, edit, reply to, and delete messages
- Expand the compose box to access additional options
- Add files to a message



Program Outcomes:

Communicating in Channels

- Manage messages
- Do more with messages
- Manage files in a channel

Doing More with Messages

- Use mentions and announcements
- View your activity
- Search in Teams

Managing Files in a Channel

- Use the Files tab
- View, create, upload, manage, and move posted files
- Add additional file services

Using Other Communication Tools

- Use chat
- Manage meetings and files
- Schedule a meeting from a chat message
- Start video and audio calls
- Use the tabs in the Chat window
- Manage chats

Customizing Channels

- Customize channels

Customizing Your Teams Experience

- Manage your Teams profile

The training was well attended by members and measures carried out by the NABC with this training initiative have been largely successful in upscaling the attendees technical skills.

The NABC looks forward to hosting many more training programmes that assists members with their training needs.

VALUE ADDS : NABC: MS TEAMS TRAINING



VALUE ADDS : IMPACT OF COVID19 ON BARGAINING COUNCILS REPORT

Introduction

In the middle of March 2020, the president declared national state of disaster and imposed strict lockdown regulations. In terms of the applicable regulations during the lockdown, all businesses ought to cease operations except for any business involved in the manufacturing, supply and /or provision of an essential service or goods.

It was deemed a criminal offence for any business to continue operating during the lockdown period if it was not providing an essential service, as defined in the applicable regulations and direction, unless such business could be operated using work-from-home arrangements.

Covid-19 has impacted more on small businesses not involved in essential services forcing them to shut down permanently. Many of these small businesses are financially fragile and certain sectors were worse affected than others.

Executive Summary

Since the President announced a national state of disaster in March 2020 due to the Covid19 pandemic, the economy had to come to a standstill.

This took a toll on many companies resulting in loss of jobs for employees.



VALUE ADDS : IMPACT OF COVID19 ON BARGAINING COUNCILS REPORT



As a bargaining council the PSCBC conducted a survey on the challenges that bargaining councils might have experienced due to the pandemic. The results show that some councils were hit hard due to the nature of industry they operate in and others did not experience any challenges but needed to adjust to the new normal.

The analysis shows that most councils have had a loss of income due to the loss of members. Small bargaining councils have had a hard time conducting dispute resolution as they were short staffed and couldn't afford to hire commissioners, others had no virtual means to conduct hearings either because they did not have technological gadgets or could not afford to buy data for their employees. Although the government had a Covid19 relief fund for affected businesses, none of the bargaining councils cited receiving the funds and are pleading for financial assistance. However the bigger bargaining councils were not hit hard as they had reserve funds that they could utilise during the national state of disaster some even gave members a 6 month holiday on levy contribution.

Findings

Who lost members?

Certain sectors were deemed non-essential services and had to cease all on-business premises operations. These are the sectors that experienced retrenchments and the bargaining councils serving these sectors have experienced the loss of membership as well. Many establishments, more specifically in restaurant and catering have either reduced the staff capacity or closed down the business, this affect the levy collection and therefore impact on the funding of the council. However the bargaining councils that serve those sectors that were classified to be essential services, have not experienced any loss of membership as the operations of these businesses were not affected by the Covid-19 lock down. Some of the bargaining councils have lost significant number of members which have hugely impacted on their income as the funding model is through levies for each employees. It is reported that, some large bargaining councils managed to give 6 months contribution holiday on levy contributions and opted to use reserves, which is the benefit that smaller bargaining councils do not have.



VALUE ADDS : IMPACT OF COVID19 ON BARGAINING COUNCILS REPORT

Loss of membership vary by bargaining council by up to 35% although some councils have not been able to determine the exact numbers. Although the government had introduced certain interventions to assist organisations whose finances have been affected, bargaining councils did not fall in the category of organisations eligible to receive this financial assistance to help through the crippling coronavirus-induced economic crisis

Operational Challenges

Loss of income had put some operational restrictions for some bargaining councils. Although the many councils have adopted the “work from home” model, some operations such as dispute resolution require face-to-face discussions. Restrictions on such operations created some backlog in conducting conciliations and arbitrations, however some councils have opted to conduct certain meetings virtually. Certain operations that cannot be conducted virtually were allowed to be operated at business premises upon approval of permit but within the rules posed at each lockdown level.

Retrenchment

No bargaining council reported any retrenchments during the lockdown period although some councils reported that, there may be a possibility to do so should the financial strain continue. Some industries such as Hair Salons/Beauty shops and restaurants closed for a longer period and the bargaining councils serving these sectors experienced loss of levies for the same period. The relaxation of restrictions from level 3 to level 2 lockdown restrictions saw most bargaining councils operating between 90% and full capacity of normal operations although most of operations are still conducted remotely.



VALUE ADDS : IMPACT OF COVID19 ON BARGAINING COUNCILS REPORT



Increased in referrals

A number of councils have reported an increase in number of referrals due to COVID-19 induced retrenchments. This is however applicable to those sectors that were restricted to operate during the strict lockdown restrictions.

Additional challenges

Due to restrictions, even during level 2, bargaining councils are having challenges in conducting negotiations face-to-face for collective bargaining. Although some councils have adopted to conduct these meetings remotely, there are still difficulties in conducting certain meetings on virtual platforms.

Some councils had to put wage negotiations on hold because of restrictions for face-to-face meetings. Certain bargaining councils lack the equipment and technology to conduct virtual meetings, meaning all operations that relate to meetings are on hold.

Those councils who have agents that continually visit the business sites of their members reported a challenge where some of these agents being infected by the COVID-19 during these visitations.

Even though other councils have elected to resume normal business, and began with contact negotiations, there is still a challenge of unwillingness to attend meetings by council members that are above the age of 60 due to being on the higher risk band.



VALUE ADDS : IMPACT OF COVID19 ON BARGAINING COUNCILS REPORT



The “work-at-home” model is new to most organisations and still has some flaws. Although there were certain measures in place, the element of managing output productivity of employees remotely posed challenges to management.

Conclusive remarks

It seems that, smaller bargaining councils were more affected compared to bigger councils. The return of operations for most economic sectors offers some councils a route to recovery although the closing down of certain businesses may mean a permanent loss of membership.

Retrenchments seems to have increased the workload of certain bargaining councils and unfortunately, these are the same bargaining councils that have lost funding as their members were being retrenched. This is most certainly going to pose challenge for some bargaining councils as they experience very limited funds and higher workload prompted by Covid-19.

Given the fact that some councils reports loss of membership by up to 35%, which simply translate to 35% loss of funding, now they have to conduct more arbitrations and conciliation induced by Covid-19 retrenchments with 35% less of their financial muscle.

The councils that have lost funding are now in dire need of financial assistance, those that have applied for UIF are yet to receive the money. The financial constraints experienced by some councils may force them to even cease certain operations completely as the funds are exhausted.

It is also said that some organisations are keeping the employees only because they are able to claim the UIF TERS benefits, and once these benefits stop, they might be forced to retrench their workforce. More job losses will mean less levy collection for councils.

**What will be after
COVID-19?**



VALUE ADDS : NABC: ZOOM ADVANCED TRAINING

The COVID 19 pandemic has ushered in unprecedented changes to the global economy and the world of work, catapulting the need to conduct work in a virtual environment. One of the core functions of the NABC is the provide training to its member Councils. The NABC identified the need to initiate training and upskill members on the Zoom video communication platform. The training was held on the 07 February 2022 in a hybrid format.

Bargaining Councils that participated:

The following NABC members councils took part in the Zoom Advanced training:

- Bargaining Council for the Restaurant, Catering and Allied Trades (BCRCAT)
- Furniture Bargaining Council (FURNBED)
- General Public Service Sectoral Bargaining Council (GPSSBC)
- National Bargaining Council for the Chemical Industry (NBCCI)
- National Bargaining Council of the Leather Industry of South Africa (NBCLI)
- Public Service Co-Ordinating Bargaining Council (PSCBC)
- The Bargaining Council for the Civil Engineering Industry (BCCEI)

Program Outcomes:

Account Users and Roles

- Roles and Responsibilities

Drawing Reports

- How to access reports





VALUE ADDS : NABC: ZOOM ADVANCED TRAINING

Session Recordings

- How to record sessions
- How to access recorded sessions

Meeting Transcripts with Otter.AI

- How to set up live transcripts

Advanced Screen Sharing & Background

- How to share screen
- How to change your background

Keyboard Shortcuts

- Important steps
- Navigating keyboard shortcuts

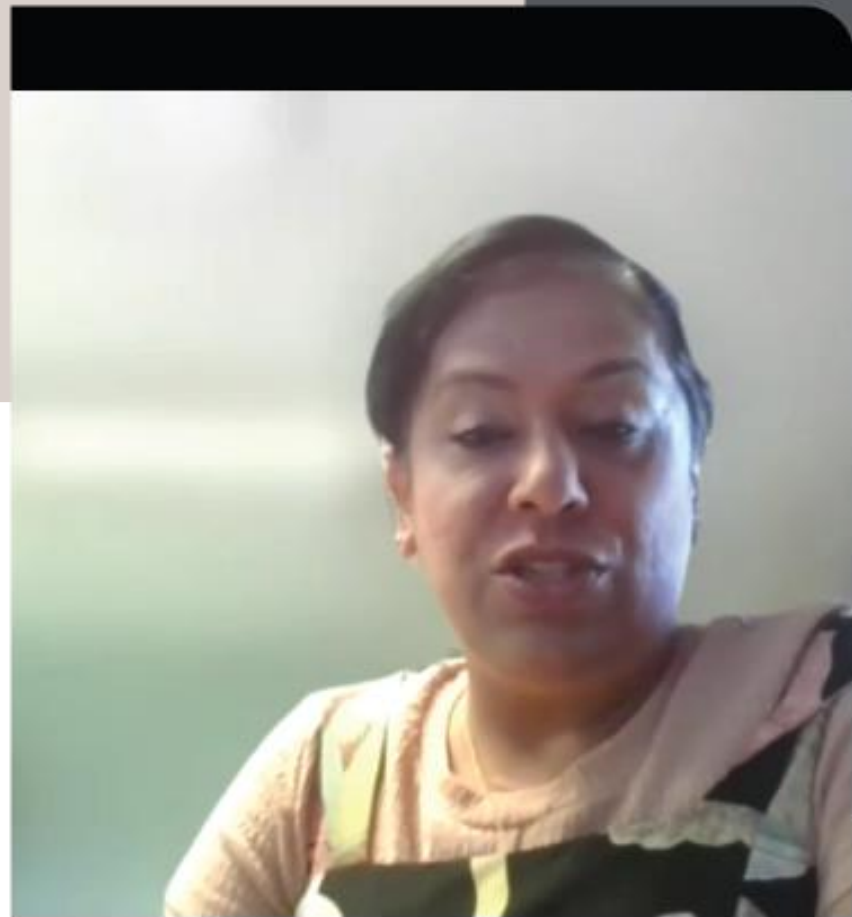
SSO

- Configuring SSO
- Enabling SSO

App Integration

- How to integrate apps with Zoom

The training was well attended by members and measures carried out by the NABC with this training initiative have been largely successful in upscaling the attendees technical skills. The NABC looks forward to hosting many more training programmes that assists members with their training needs.



FINANCES: SUMMARY OF INCOME

NO.	BARGAINING COUNCIL	MEMBERS	FEE	PAID	BUDGET 2021
1	Motor Industry Bargaining Council (National)	156 017	13 340	13 340	13 340
2	Bargaining Council for the Building Industry - Bloemfontein	1 290	3 335	0	0
3	Building Industry Bargaining Council - Kimberley	438	3 335	0	0
4	Building Industry Bargaining Council - Southern & Eastern Cape	6 433	3 335	0	0
5	Building Industry Bargaining Council - Cape of Good Hope	13 906	6 642	0	0
6	Building Industry Bargaining Council - East London	1 234	3 335	0	0
7	Building Bargaining Council - North & West Boland	3 376	3 335	0	0
8	Bargaining Council for the Diamond Cutting Industry (SA)	1 327	3 335	0	0
9	Furniture Bargaining Council	16 055	6 642	6 642	6 642
10	Bargaining Council for the Furniture Manufacturing Industry of the Western Cape	4 872	3 335	0	0
11	Bargaining Council for the Furniture Manufacturing Industry, KwaZulu/Natal	8 040	3 335	0	0
12	Bargaining Council for the Furniture Manufacturing Industry of the Eastern Cape	827	3 335	0	0
13	Bargaining Council for the Furniture Manufacturing Industry of the South Western Districts	695	3 335	0	0
14	Bargaining Council for the Hairdressing Trade, Cape Peninsula	1 671	3 335	0	0
15	Hairdressing and Cosmetology Bargaining Council KwaZulu-Natal	674	3 335	0	0
16	Bargaining Council for the Hairdressing, Cosmetology, Beauty and Skincare	1 350	3 335	3 335	3 335
17	Hairdressing and Cosmetology Services Bargaining Council (Semi-National)	4 717	3 335	0	0
18	Metal and Engineering Industries Bargaining Council (National)	335 163	13 340	0	0
19	Bargaining Council for the Jewellery and Precious Metal Industry (Cape)	633	3 335	0	0
20	Bargaining Council for the Laundry, Cleaning and Dyeing Industry (Cape)	1 796	3 335	0	0
21	Bargaining Council for the Laundry, Cleaning and Dyeing Industry (Natal)	1 041	3 335	0	0
22	National Bargaining Council of the Leather Industry of South Africa	16 327	6 642	6 642	6 642
23	Bargaining Council for the Meat Trade, Gauteng	5 640	3 335	0	0
24	National Bargaining Council for the Road Freight and Logistics Industry (NBCRFLI)	103 306	13 340	0	0



FINANCES: SUMMARY OF INCOME

25 National Bargaining Council for the Sugar Manufacturing and Refining Industry	5 723	3 335	0	0
26 Bargaining Council for the Restaurant, Catering and Allied Trades	35 370	6 642	6 642	6 642
27 Bargaining Council for the Food Retail, Restaurant, Catering & Allied Trades	20 224	6 642	6 642	6 642
28 South African Road Passenger Bargaining Council (SARPBAC)	23 306	6 642	0	0
29 Motor Ferry Industry Bargaining Council of South Africa (National)	2 573	3 335	0	0
30 Bargaining Council for the Canvas Goods Industry (Witwatersrand & Pretoria)	734	3 335	0	0
31 Bargaining Council for the New Tyre Manufacturing Industry (National)	3 972	3 335	0	0
32 Bargaining Council for the Grain Corporation (National)	7 441	3 335	0	0
33 Bargaining Council for the Contract Cleaning Services Industry (Kwazulu-Natal)	14 509	6 642	0	0
34 Transnet Bargaining Council (National)	59 694	9 945	9 945	9 945
35 National Bargaining Council for the Electrical Industry of South Africa	12 870	6 642	0	0
36 National Bargaining Council for the Chemical Industry	72 427	9 945	9 945	9 945
37 National Bargaining Council for the Wood and Paper Sector	37 292	6 642	0	0
38 Bargaining Council for the Fishing Industry (National)	1 403	3 335	0	0
39 National Bargaining Council for Clothing Manufacturing Industry	55 400	9 945	9 945	9 945
40 National Textile Bargaining Council	18 882	6 642	0	0
41 South African Local Government Bargaining Council	230 118	13 340	0	0
42 Public Service Co-ordinating Bargaining Council (PSCBC)	1 184 318	13 340	13 340	13 340
43 Public Health & Social Development Sectoral Bargaining Council (PHSDSBC)	322 737	13 340	0	0
44 General Public Service Sector Bargaining Council (GPSSBC)	272 631	13 340	13 340	13 340
45 Safety & Security Sectoral Bargaining Council (SSSBC)	202 258	13 340	0	0
46 Education Labour Relations Council	386 692	13 340	0	0
47 Amanzi Bargaining Council		3 335	3 335	3 335
48 Bargaining Council for Civil Engineering Industry		9 945	9 945	9 945
Total	3 657 402	296 355	113 038	113 038



THANK YOU

