



NATIONAL ASSOCIATION
OF BARGAINING COUNCILS

AGM

REPORT 2025

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01 OVERVIEW OF THE NABC

The National Association of Bargaining Councils (NABC) was established in 1993 with the primary objective of promoting, protecting, and advancing the interests of Bargaining Councils and the broader Bargaining Council System in South Africa.

Bargaining Councils are statutory bodies that bring together representatives from both labour and employer state sectors / to negotiate and regulate critical labour matters within specific industries or sectors. These include issues such as wages, working conditions, dispute resolution mechanisms, and the enforcement of collective agreements.

The NABC serves as a unifying and representative voice for Bargaining Councils nationally. It provides a platform for collaboration, knowledge-sharing, and joint problem-solving, enabling councils to address common challenges effectively. A key role of the NABC is to advocate for the preservation, improvement, and evolution of the Bargaining Council System—particularly in response to shifts in labour law, economic dynamics, and industry needs.

One of the NABC's cornerstone functions is training and capacity-building. Through targeted programmes and workshops, the association equips Bargaining Council representatives with the knowledge and skills required to perform their duties in accordance with applicable legislation and regulatory updates. These initiatives enhance the overall effectiveness of Bargaining Councils in promoting fair labour practices, mediating disputes, and upholding sectoral standards.

In summary, the NABC is committed to strengthening and sustaining the Bargaining Council System by fostering unity, advocating for systemic improvements, and enhancing the operational capacity of its member councils.

Mission & Vision

Vision

Uniting
Bargaining
Councils

Mission

To enhance
bargaining councils
by ensuring
stakeholder
presence and
excellent service
offerings through
broad engagement
and collaboration

03. POWERS AND FUNCTIONS

The powers and functions of the Association shall be to:

- 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.
- Nominate an Executive Council, appoint a Management Committee and such other committees and sub-committees as it deems necessary.
- Delegate any of its functions or powers to the Management 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 Association.

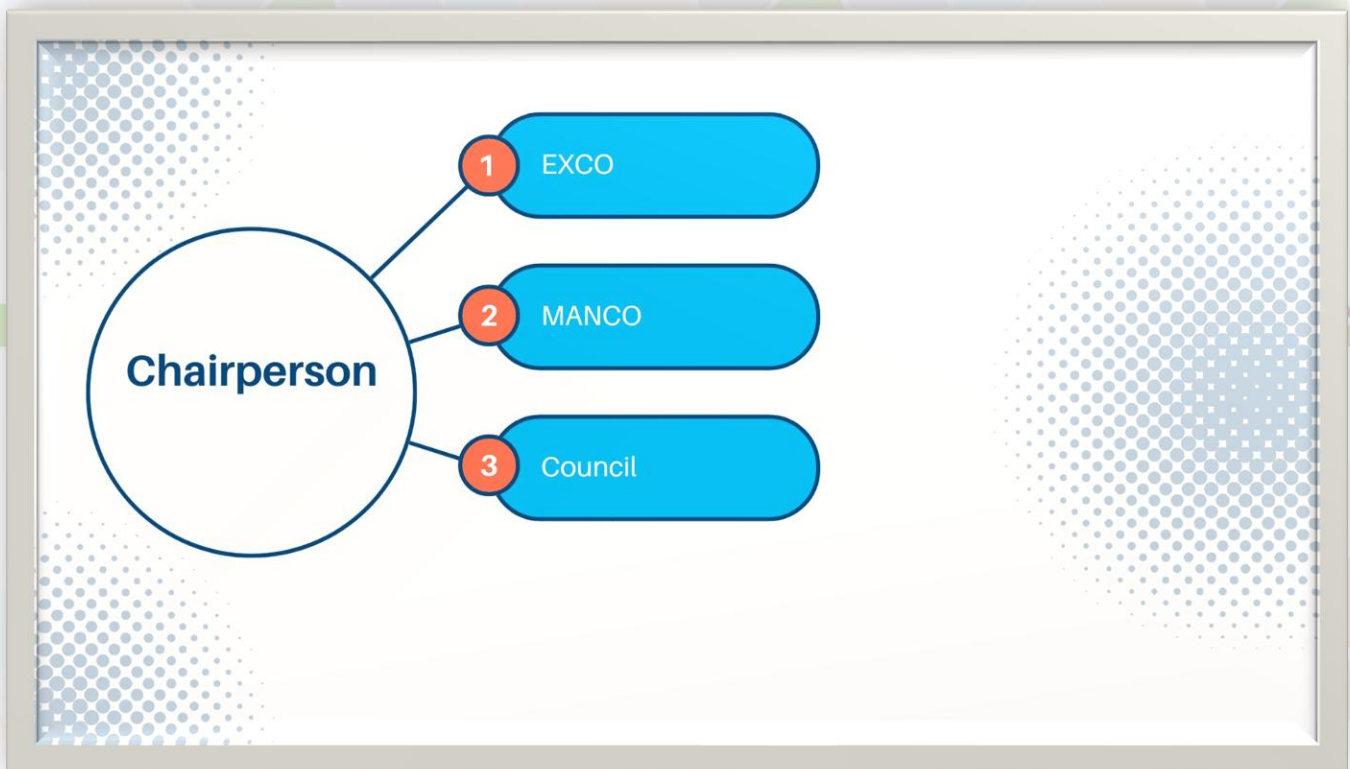
Sue and be sued in its own name.

- Own, hold and dispose of property (immovable and incorporeal) in its own name, independently of its Members.

04. OBJECTIVES OF THE NABC

The objective of the Association is to promote, protect and further the interest of Bargaining Councils and its operations in this also ensuring collaboration between its members and relationships with entities and organizations that will enhance the objective of the Association.

05 STRUCTURE OF THE NABC



06. LEADERSHIP



Mrs Sharlaine Oodit
(NABC Chairperson)



Ms Maggie Poore
(NABC Vice
Chairperson)



Mr Wandile Mgobhozi
(Treasurer)



Adv Boniswa
Mbovane
NBCCI - EXCO



Mr Corne Van
Rensburg
BCMT – EXCO



Mr Frikkie De Bruin
PSCBC - EXCO



Ms Gerald Naidoo
NBCLI - EXCO



Mr Costdino Raftopoulos
AMANZI - EXCO



Mr Kevin Moodley
BCCEI - EXCO



Mr Paulos Masemola
MIBCO- EXCO



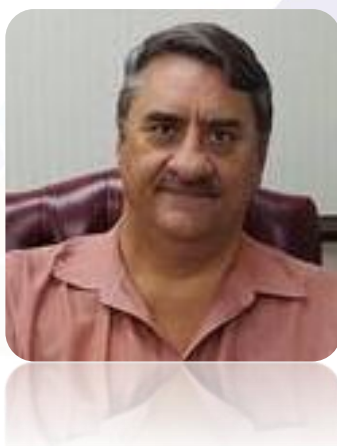
Ms Monica Basilio
BCFOOD – EXCO



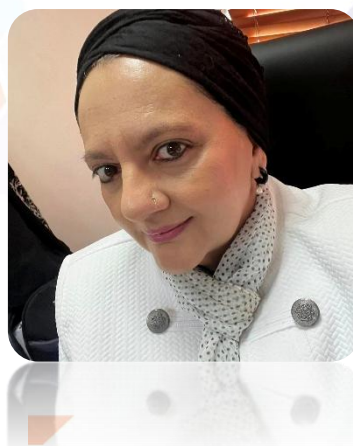
Mr Mthimkhulu Mashiya
TBC



Ms Chantal Naidoo
CIBC - EXCO



Mr Willie Van Rensburg
FBC – EXCO



Ms Yasmeen Motala
NBCS - EXCO



Ms Lou-Ann Brothwell
HCSBC - EXCO



Mr Sicelo Nduna
MEIBC – EXCO



Mr Oomang Parag
NABC

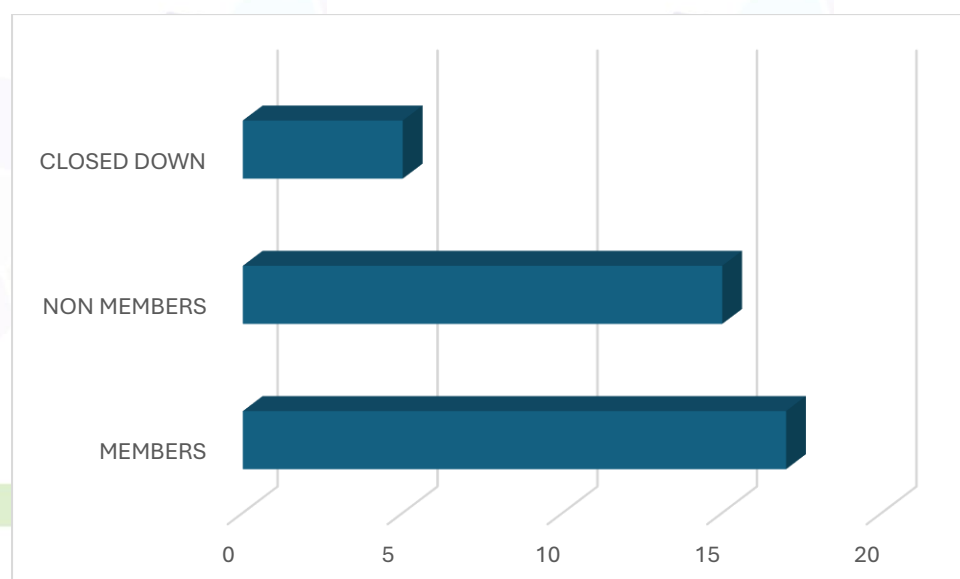
07 MEETINGS

NAME	VENUE	DATE
Strategic Plan	BCCEI, Durban, KZN	26 April 2024
NABC AGM	GPSSBC, GP	10 October 2024
EXCO	GPSSBC, GP	23 May 2025
SABFS Meeting	Scheduled:	19 August 2025

08 MARKETING

The status quo remains the same regarding membership. The **National Bargaining Council for the Road Freight and Logistics Industry** has shown interest in joining the NABC.

Members	17
Non-members	15
no longer existing	5



MEMBERS	NON-MEMBERS	NO LONGER IN EXISTANCE
1. Amanzi Bargaining Council	Bargaining Council for the Building Industry (Bloemfontein)	Bargaining Council for the New Tyre Manufacturing Industry (National)
2. Bargaining Council for the Food Retail, Restaurant, Catering & Allied Trades	Building Industry Bargaining Council (Kimberley)	Bargaining Council for the Grain Industry (National)
3. Bargaining Council for the Meat Trade, Gauteng	Building Industry Bargaining Council (Southern and Eastern Cape)	Bargaining Council for the Furniture Manufacturing Industry of the Eastern Cape
4. Bargaining Council for the Restaurant, Catering and Allied Trades	Building Industry Bargaining Council (Cape of Good Hope)	Bargaining Council for the Diamond Cutting Industry (SA)
5. Furniture Bargaining Council	Bargaining Council for the Contract Cleaning Services Industry (Kwazulu-Natal)	Bargaining Council for the Canvas Goods Industry (Witwatersrand & Pretoria)
6. General Public Service Sectoral Bargaining Council	Bargaining Council for the Fishing Industry (National)	
7. Motor Industry Bargaining Council	Bargaining Council for the Furniture Manufacturing Industry of the Western Cape	
8. National Bargaining Council for Clothing Manufacturing Industry	Bargaining Council for the Furniture Manufacturing Industry of the South Western Districts	
9. National Bargaining Council for Sugar	Bargaining Council for the Furniture Manufacturing Industry, KwaZulu/Natal	
10. National Bargaining Council for the Chemical Industry	Bargaining Council for the Laundry, Cleaning and Dyeing Industry (Cape)	
11. National Bargaining Council for the Hairdressing, Cosmetology, Beauty and Skincare Industry	Bargaining Council for the Laundry, Cleaning and Dyeing Industry (Kwa Zulu Natal)	

12. National Bargaining Council of the Leather Industry of South Africa	Motor Ferry Industry Bargaining Council of South Africa (National)	
13. Public Service Co-ordinating Bargaining Council	National Bargaining Council for the Road Freight and Logistics Industry	
14. The Bargaining Council for the Civil Engineering Industry	South African Road Passenger Bargaining Council (SARPBAC)	
15. Transnet Bargaining Council	National Textile Bargaining Council	
16. Metal & Engineering Industries Bargaining Council (National)		
17. National Bargaining Council for the Electrical Industry of South Africa		

09 SOCIAL MEDIA

Following

Custom: Jun 1 - Jun 30 ▼

672 Total followers ⓘ

+1.8% from previous 395 days



12

Net follows ⓘ



7

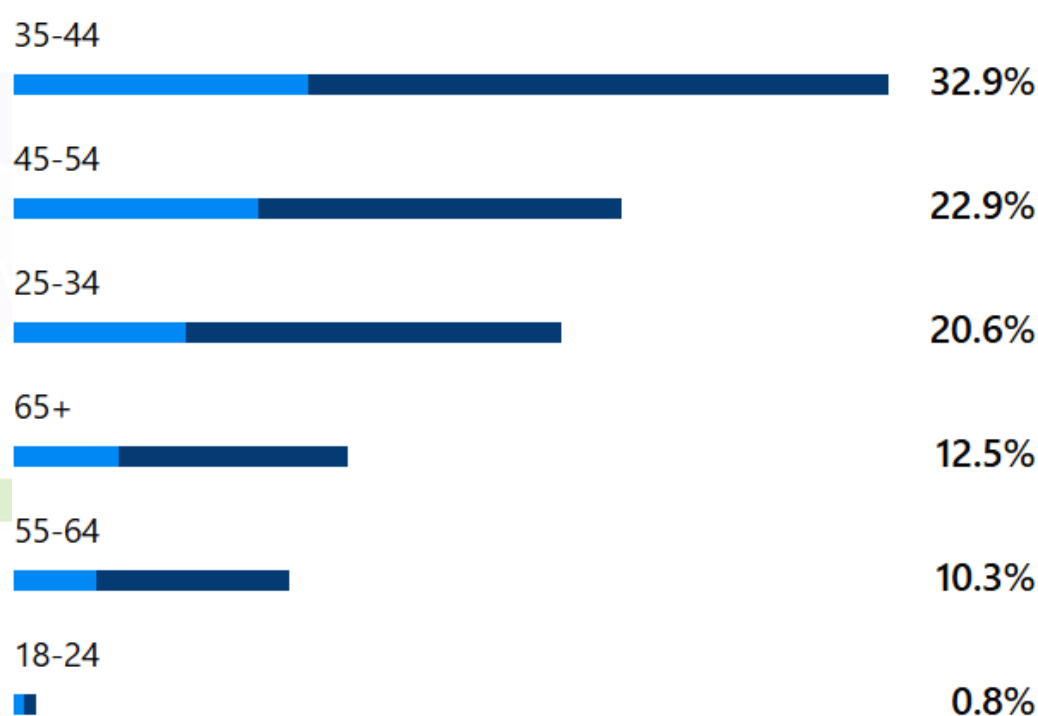
Unfollows ⓘ

The social media performance of the National Association of Bargaining Councils (NABCs) between **June 2024 and June 2025** indicates steady and progressive growth in online engagement. As of the end of June 2025, the page recorded a total of **672 followers**, reflecting a **1.8% increase** compared to the previous 395-day period. Over the year, the account gained a **net total of 12 new followers** while experiencing only **7 unfollows**, demonstrating a relatively strong follower retention rate.

Age & gender

Lifetime

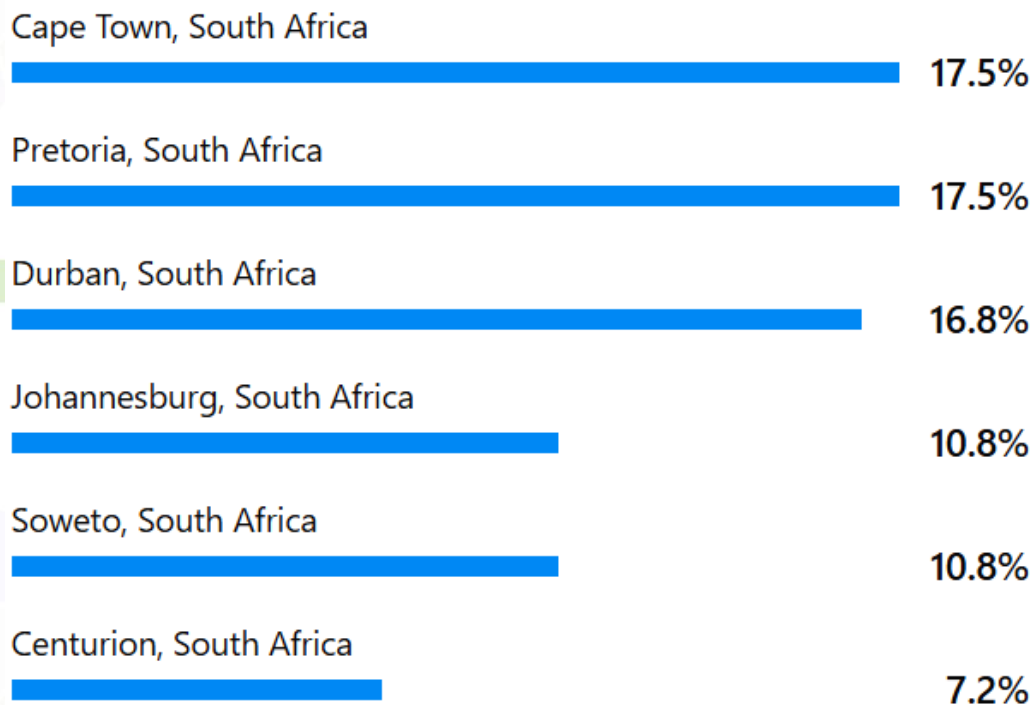
 Women  Men  Unknown



The age and gender breakdown of the National Association of Bargaining Councils' (NABCs) audience shows that the majority of followers are aged **35–44**, accounting for **32.9%** of the total, with men making up a larger share in this group. This is followed by the **45–54** age group at **22.9%**, and the **25–34** group at **20.6%**, both also dominated by male followers. Older age groups (55–64 and 65+) collectively contribute just under a quarter of the audience, while **younger followers (18–24)** make up only **0.8%**, indicating limited reach among the youth. Overall, the audience is predominantly male and within the professional mid-career to pre-retirement age range.

Cities

Lifetime



The city-wise audience data for the National Association of Bargaining Councils (NABCs) shows strong national coverage, with the highest follower concentrations in **Cape Town** and **Pretoria**, each contributing **17.5%** of the total audience. **Durban** follows closely at **16.8%**, indicating solid engagement across South Africa's three major metropolitan areas. Other notable locations include **Johannesburg** and **Soweto**, each making up **10.8%**, and **Centurion** at **7.2%**. This distribution highlights a well-represented urban reach, particularly in government and administrative hubs, aligning with the organisation's sector focus.

10 WEBSTATS

Lised below are the website statistics. www.nabc.co.za (01 June 2024 to 31 May 2025)



About the NABC

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

 **NABC Membership Form.pdf**
69.6 KB



 **NABC Constitution.pdf**
227.52 KB



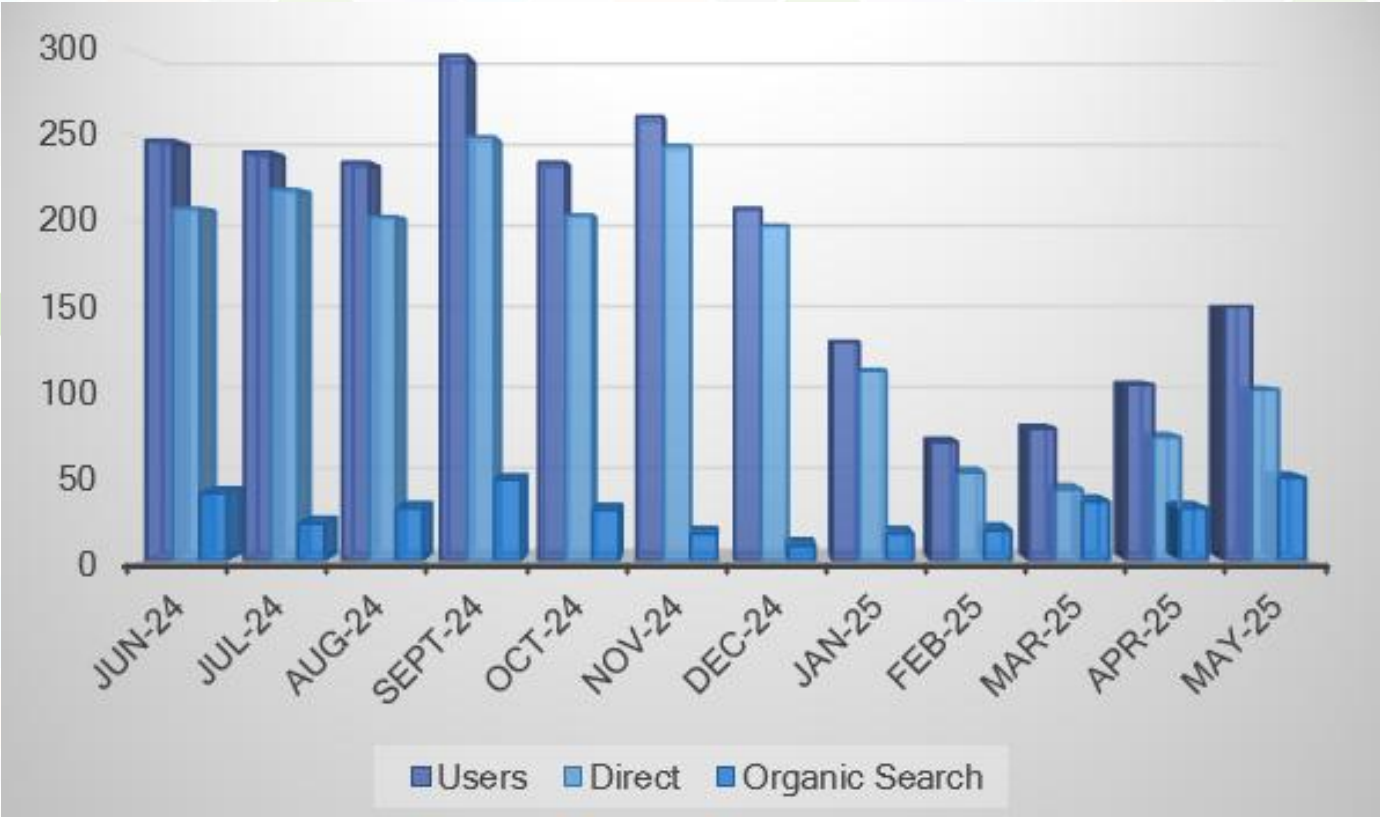
 **NABC Information Brochure 2023.pdf**
9.68 MB



Statistics for nabc.org.za : 1 June 2024 to 31 May 2025

	Users	Direct	Organic Search	Referral	
Jun-24	248	208	40		
Jul-24	241	219	22		
Aug-24	235	203	31	1	
Sept-24	298	250	48		
Oct-24	235	204	30	1	
Nov-24	262	245	16	1	
Dec-24	208	198	9	1	
Jan-25	129	112	16	1	
Feb-25	70	52	18		
Mar-25	78	42	35	1	
Apr-25	104	73	31		
May-25	150	101	49		

Below is a graphic illustration of the table above:



11 FINANCES



NATIONAL ASSOCIATION OF BARGAINING COUNCIL (NABC)

SUMMARY OF INCOME

NC	BARGAINING COUNCIL	ACRONYM	MEMBERS	FEE 2024	PAID	BUDGET 2025
1	Motor Industry Bargaining Council (National)	MIBCO	305 705	14 900	14 900	15 600
2	Furniture Bargaining Council	Furnbed	11 424	7 300	7 300	7 640
3	Bargaining Council for the Hairdressing, Cosmetology, Beauty and Skincare		1 350	3 665	3 665	3 840
4	Metal and Engineering Industries Bargaining Council (National)	MEIBC	357 000	17 950	17 950	18 800
5	National Bargaining Council of the Leather Industry of South Africa	NBCLI	13 295	7 300	7 300	7 640
6	Bargaining Council for the Meat Trade, Gauteng	BCMT	5 640	3 665	3 665	3 840
7	National Bargaining Council for the Sugar Manufacturing and Refining Industry	NBCS	5 903	3 665	3 665	3 840
8	Bargaining Council for the Restaurant, Catering and Allied Trades	BCRCAT	34 689	7 300	7 300	7 640
9	Bargaining Council for the Food Retail, Restaurant, Catering & Allied Trades	BCFOOD	20 224	7 300	7 300	7 640
10	Transnet Bargaining Council (National)	TBC	59 694	10 950	10 950	11 470
11	National Bargaining Council for the Electrical Industry of South Africa	NBCEI	9 870	3 665	3 665	3 840
12	National Bargaining Council for the Chemical Industry	NBCCI	67 000	10 950	10 950	11 470
13	National Bargaining Council for Clothing Manufacturing Industry	CIBC	40 681	7 300	7 300	7 640
14	Public Service Co-ordinating Bargaining Council	PSCBC	1 184 318	17 950	17 950	18 800
15	General Public Service Sector Bargaining Council	GPSSBC	272 631	17 950	17 950	18 800
16	Amanzi Bargaining Council	Amanzi	7 356	3 665	3 665	3 840
17	Bargaining Council for Civil Engineering Industry	BCCEI	12 870	7 300	7 300	7 640
	Total		2 409 650	152 773	152 773	159 978

SUPER - R 18,800 - OVER 350 000 MEMBERS

MEGA - R 15,600 - 100 000 - 350 000 MEMBERS

LARGE - R 11,470 - 50 000 - 100 000 MEMBERS

MEDIUM - R 7,640 - 10 000 - 50 000 MEMBERS

SMALL - R 3,840 - UP TO 10 000 MEMBERS

DRAFT BUDGET - 2025

1. MEMBERSHIP FEES

BC Category	2025	2024	2023	Members
Super	R 18 800	R 17 950	R 17 100	over 350,000
Mega	R 15 600	R 14 900	R 14 200	100,000-350,000
Large	R 11 470	R 10 950	R 10 445	50,000-100,000
Medium	R 7 640	R 7 300	R 6 975	10,000- 50,000
Small	R 3 840	R 3 665	R 3 500	up to 10,000

2. BUDGET - YEAR END 2025

	Budget 2025	Actual 2024
Income	181 482	172 779
Membership	159 978	152 775
Seminar Fees	1 500	0
Interest Received	20 004	20 004
Expenses	176 406	195 380
Marketing	8 000	4 690
AGM	18 500	16 440
Auditors Fees	12 415	0
Bank Charges	7 491	6 873
Bad debts	0	3 020
Conference Expenses	9 500	0
Training Expenses	120 500	164 357
Surplus	5 076	-22 603

Standard Bank of South Africa

The Standard Bank of South Africa Limited Registered Bank Reg. No. 1962/000738/06

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FIXED DEPOSIT - STATEMENT DETAILS

Account	000018544223	NATIONAL ASSOCIATION OF BARGAI	Serial No	019
Branch	001545	HATFIELD	VAT Registration	0

Date	Details	Amount	Interest / Profit Rate	Balance
20250701	BALANCE BROUGHT FORWARD	0.00	7.905	178,247.91

** END OF REPORT **

Standard Bank of South Africa

The Standard Bank of South Africa Limited Registered Bank Reg. No. 1962/000738/06

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CURRENT ACCOUNT - STATEMENT DETAILS

Account	0000370358333	NATIONAL ASSOCIATION	Statement For	20250610	VAT Registration	0
Branch	001545	HATFIELD	Statement No	134		

Page	Details	Service Fee	Debit	Credit	Date	Balance
1	BALANCE BROUGHT FORWARD	0.00	0.00	0.00	20250521	138,273.20
1	ELECTRONIC BANKING PAYMENT FR NAT BARG COUNCIL OF THE LEATHE	0.00	0.00	7,300.00	20250521	145,573.20
1	MONTHLY MANAGEMENT FEE ## ACC 370358333	0.00	-110.00	0.00	20250531	145,463.20
1	BUSINESS ELECT BANK CHARGES ## STNDRDBANK BOL OHD73 MAY 25	0.00	-437.95	0.00	20250604	145,025.25

** END OF REPORT **

12 EVENTS, WEBINARS, SEMINARS, TRAINING

This year there was less focus on events, webinars and seminars. The formal short course on the Labour Inspector was conducted, a report is contained below:

REPORT ON LABOUR INSPECTOR TRAINING

1. INTRODUCTION:

The purpose of this report is to provide members with an update on the hybrid training session that offered an introductory overview of the Labour Inspector Qualification.

The NABC identified a growing need to build foundational knowledge among its member councils regarding the role and functions of labour inspectors. This need was driven by the increasing complexity of the employment legislative framework and the critical role that Bargaining Councils play in promoting, monitoring, and enforcing compliance. There was a gap in awareness and understanding of the Labour Inspector Qualification, as well as the mechanisms required for effective enforcement of labour standards.

2. PURPOSE:

The training was aimed at equipping representatives from member Bargaining Councils with the knowledge necessary to understand:

- The scope and purpose of the Labour Inspector Qualification
- The process of promoting and enforcing compliance within the employment legislative framework
- The role of inspectors in monitoring workplace standards and resolving non-compliance

3. FACILITATION:

The training was facilitated by Mr Livhu Nengovhela of Zwino Corporate Services an experienced professional company that specialises in labour law and compliance monitoring. Interactive presentations, case studies, and open Q&A sessions ensured that attendees could apply the learning in their own contexts.

4. PARTICIPATION:

Member Councils of the NABC were invited to participate in the hybrid training session scheduled for 25 and 26 February 2025. Initially, 86 delegates had RSVP'd; however 73 attended on the first day and 76 on the second day. These figures include both

physical and virtual attendees. The training was attended by exemption committee members, legal practitioners, and general secretaries from various councils. The tables below provide a breakdown of attendance for each day.

DATE:	25 FEBRUARY 2025	26 FEBRUARY 2025
Total number of attendees as recorded on the register:	73	76

Below is a sample of the members that attended:

The screenshot displays a Microsoft Teams meeting interface. At the top, there is a toolbar with icons for Chat, People (44), Raise, React, View, Notes, Apps, and More. On the right side of the toolbar are icons for Camera, Mic, Share, and a red 'Leave' button. The main area shows a grid of 16 participant tiles, each with a colored circle containing initials and a name below it. The participants are arranged in a 4x4 grid. On the right side, there is a 'Participants' panel with a search bar and a list of 44 participants, each with a small icon and a name.

Initials	Name	Status
CM	Cwayita Mbaba	External
NN	Nkosithandile Ngono	External
CW	Cheslyn Williams	External
NC	Nigel Cosway	External
BS	Betty Stalenberg	External
ZN	Zandile Ncongwane	Unverified
SD	Suzette Denner	External
SS	Savitri Sasse	External
RN	Raphael Ngwenya	External
PM	Paulos Masemola	External
NS	Naven Soobramoney	External
PH	Purity Hlongwane	External
TS	Tanya Stols	External
RS	Robert Segage	External
Z	Zanele	Unverified
EM	Errol Murrie	External

5. DELEGATES PER COUNCIL

The breakdown of RSVP list:

BARGAINING COUNCIL	ACRYNM	NUMBER
Bargaining Council for the Food Retail, Restaurant, Catering & Allied Trades	BCFOOD	4
Bargaining Council for the Meat Trade, Gauteng	BCMT	3
General Public Service Sectoral Bargaining Council	GPSSBC	12
Public service co-ordinating Bargaining Council	PSCBC	5
Motor Industry Bargaining Council	MIBCO	21
National Bargaining Council for Clothing Manufacturing Industry	CIBC	15
National Bargaining Council for Sugar	NBCS	2
National Bargaining Council for the Chemical Industry	NBCCI	2
National Bargaining Council for the Hairdressing, Cosmetology, Beauty and Skincare Industry	HCSBC	17
National Bargaining Council of the Leather Industry of South Africa	NBCLI	5
TOTAL DELEGATES		86

6. TRAINING OUTCOMES

MODULE 1: LABOUR LEGAL COMPLIANCE AND REGULATORY FRAMEWORK

- 1.1 The ILO and Labour Relations in SA
- 1.2 The Constitution of South Africa, 1993
- 1.3 Labour Relations Act, 66 of 1995
- 1.4 Basic Conditions of Employment Act, 75 of 1997
- 1.5 Employment Equity Act, 55 of 1998
- 1.6 Occupational Health and Safety Act, 85 of 1993

1.7 Legislative and regulatory frame of reference

MODULE 2: LABOUR RELATIONS PROVISIONS

2.1 LEGAL DUTY OF LABOUR INSPECTORS

2.2 Labour Inspection Enforcement

2.3 Planning inspections

2.4 Preparing for the inspection visit

2.5 Conducting the inspection

2.6 Post-inspection activities

MODULE 3: COLLECTIVE AGREEMENTS AND BARGAINING COUNCILS

3.1 The creation of the CCMA, its origins, functions and Powers

3.2 The creation and the functioning of Bargaining Councils, its origins, functions, powers and duties

3.3 The Concepts of collective agreements, their origins, structure and legal standing.

3.4 Extending collective agreements to non-parties

MODULE 4: CCMA RULES

4.1 The purpose and application of CCMA rules

4.2 Fundamentals of serving and filing documents

4.3 Concepts of the CCMA rules and types of arbitration

7. VENUE AND DATES

Delegates attended the training physically and virtually on the 25th and 26th of February 2025. The physical session was held on both dates at the PSCBC, where the facilitator was present. Learners who attended physically were provided with lunch.

8. CONCLUSION

The training sessions were a resounding success, with a total of 86 delegates from various Bargaining Councils in attendance. Both sessions were marked by high levels

of participation and engagement, as delegates actively asked questions, contributed insights, and provided valuable feedback throughout the training.

A key highlight of the sessions was an interactive activity facilitated to encourage delegates to share their understanding of the course content in relation to their specific Bargaining Council contexts. This exercise proved to be both insightful and effective in helping the facilitator assess the relevance and impact of the training.

Overall, the training achieved its objectives of raising awareness and deepening understanding of the Labour Inspector Qualification and the broader compliance framework within the employment legislative landscape.

Full Qualification – Labour Inspector

Members are urged to consider sending attendees for the training.

Kindly take note of the following key details:

20 participants- minimum from all BC to continue with the training

78 days of virtual training (theory) with POE's per module (spread out over a 12-month period) – 6 days a month (2 x 3day sessions will be spread out over the month)

Over the period of the year the learners will have to complete logbooks for the 183 workdays (templates will be provided)

The cost per learner is R24 900,00 (10% discount for NABC members)

A certificate will be awarded to competent learners for

The Labour Inspector qualification at NQF Level 05



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AGM

REPORT 2025

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