**CWU**

**COMMUNICATION WORKERS UNION**



**2nd presentation**

**ORGANISED LABOUR PRESENTATION (SABC)**

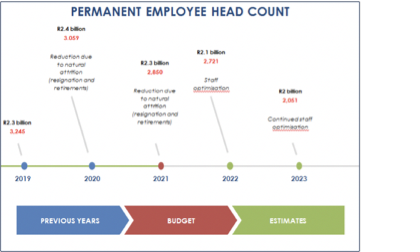
**Introduction**

Communication Workers Union (CWU) in the previous presentation here at the Portfolio committee did reiterated its commitment to engage meaningfully and in good faith with all key stakeholders on cooperate plan that will take SABC to new heights. We believe that the Public broadcaster stands a chance of being one of the lucrative assets of the public; through content, finances and administration. We will demonstrate in our presentation that the SABC management has been engaging in bad faith.

**Questions by the Portfolio Committee**

Emanating from the interaction with Portfolio Committee on Communication on the 22 July 2020, the following questions were then raised with labour:

1. **Labour should provide responses in writing on all matters of concern raised that had not been responded to in the meeting (s189).**

* The point of departure is that labour agreed in good faith that a process of skills audit would be initiated by the Public Broadcaster to determine the type of talent we have and also where lack. The outcomes of the process were going to be plugged into the cooperate and would guide all of us of what needs to be done.
* The skills audit remains a critical part of the turnaround strategy because it will assist us not to off load the critical skill that we will need in the near future. The SABC has since not came out clear on this subject, except in the last meeting where they indicated that “legally”it is not a requirement.
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* The SABC Corporate presented in this house (Portfolio Committee) objectives in terms of the draft above has been met, as follows:
* The projections based on s189 in 2020 according to the SABC Corporate plan they are sitting at 3059 workforce with a salary bill of R2.4 Billion. And they further indicate that by 2021 would be at R2.3 billion. However, the reality is that the current workforce is 2979 below the number that they actually need. Therefore, the question on retrenching 600 workers falls off.
* In addition, SABC permanent workers who are above 60 years old stands at 133, and at 55 years old they are 445
* The unaudited financial statements indicate the following: 2016/17 (R262 billion) – 2018/17 (R230 Billion) and to 2019/20 R23 billion. This is another serious contradiction on their own corporate.
* **Futile expenditure and frivolous cases:** in the past, the SABC management indicate that they have reduced significant the cost of Legal, the fact is the truth is the opposite. We highlight one amongst many cases of Ms NompumeleloPhasha: on her (internal) Disciplinary Hearing SABC spent R290 000, the matter was later taken to Labour Court where an amount of R136 000 and still lost the case and they still itwant to take the case.
* **Morally** the SOE’s that is looking for bailout from the state it can’t be spending R2 786 452 on catering.
* **The Board members** the wasteful expenditures on evergreen contracts: Stained Glass Facilities R8.7 million – Clive Morris R8.6 million – Peu Communications R8.1 million. Yet the SABC have unutilized studios that are idling.

1. **Labour’s understanding of differences between commercial and public mandates of the SABC.**

* Loosely it is said that a different between a commercial and the public broadcaster is their funding model. The Public Broadcaster normally is paid through licences fees or tax fees yet the commercial broadcaster relies on advertising.
* Our view particularly in a developmental state the Public Broadcaster has a social responsibility in particular in the field of education, health, food security, sports, politics and others. Hence, we talk about unfunded mandate and therefore the corporation is owned by the public. Therefore, its corporate plan must be align with its mandate and it cannot be commercialised to a point that its programing is controlled by commercial interest.

1. **Organised Labour understanding on its understanding relevance of the Skills Audit to the Section 189 of the LRA process.**

* We view the skills audit very critical for the Section 189 of the LRA process for a number of reasons. The first point is that the SABC is not in making blunders of retrenching workers that have critical skills and then had re-employ them at the high salary rate, that on its own is a commercial risk. The second point when the skills audit is done and completed it gives an employer together with organised labour a better assessment of the company’s human’s capital value. The third point skills audit is a scientifically forecast for the employer when contemplating on their corporate plan, since it gives an ideal of the capacity you have as an institution.

1. **Respond in writing and in detail reports on claims of sabotage about President Ramaphosa’s address to the nation;**

* The union was taken aback by these claims made by SABC.
* Our understanding is that charges such as sabotage in particular in relations to the head of the state are serious and can be linked to treason.
* In the newsroom, there are processes that are meant to be followed prior a particular clip or story could be aired to the public.
* The people who actually approved the final product to go on air are senior management. However, in this case only entry level or vulnerable worker was made to fall on a sword that’s not theirs.
* Despite the public claim of Sabotage the SABC never charge and dismiss any worker for such a charge, but the only dismissed worker was charge of the negligence. This means that the Public Broadcaster has misled its owners (the public) and the Parliement.

1. **Organised Labour must write its expectation of reskilling and upskilling of workers in anticipation of digital broadcasting platforms:**

* The question of Reskilling and Upskilling is fundamental in any futuristic institution. We are living in a digital and technology era, and therefore investing on workers skills it’s in the interest of the organisation.
* The OTT’s (over the top services) have provided new innovations in the broadcasting field. And conventional broadcaster is slowly fading away. The reports are indicating that close to 70% of advertisers (trends) are now moving to the online content and lesser interest on conventional broadcaster. The SABC must be commended to have swiftly expanded on the online content broadcasting. The weaknesses however, is that the Public Broadcaster has not been able to accumulate revenue on these platforms. Noting the supersonic pace of we need to established a transactional phase from the old technologies to the new.

1. **In addition**

* This is another opportunity missed, the unfunded mandate includes but not limited to announcements by the government or the President, funerals of public figures, educational, health and others. The SABC is crying foul that this area is crippling the Public Broadcaster financially, however on the contrary, these are amongst the most watched programs. We expect the marketing strategy to expose these programs to investors, the indications are that the SABC does not value this opportunity.
* There are funds that are inappropriate utilised at SABC, this includes Board fees.
* The board fee alone in the previous year it was at R5 427 73
* With board chairperson getting R957 222 while his deputy secretary R290 320 yet the institution is bleeding poverty.