ANNUAL REPORT
2024



NBCRFLI

National Bargaining Council for the Road Freight and Logistics Industry

Your Road Freight Partner.

GENERAL INFORMATION

Country of incorporation and domicile	South Africa
Nature of business and principal activities	Bargaining Council for the Road Freight and Logistics
Registered office	31 De Korte Street Braamfontein 2001
Auditor	RSM South Africa Inc Chartered Accountant (SA) Registered Auditor Member firm
Secretary	Mr Shadrack Shilenge
Legal advisors	Moeti Kanyane Attorneys
Company registration number	LR2/6/6/55
Tax reference number	9124509150

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2016/324649/21
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INDEPENDENT AUDITORS' REPORT

To the Council members of The National Bargaining Council for the Road Freight and Logistics Industry

Opinion

We have audited the financial statements of The National Bargaining Council for the Road Freight and Logistics Industry set out in pages 7 to 27, which comprise statement of financial position as at 29 February 2024, and the statement of comprehensive income, statement of changes in funds and statement of cash flows for the year then ended; and notes to the financial statements, including material accounting policy information.

In our opinion, the financial statements present fairly, in all material respects, the financial position of The National Bargaining Council for the Road Freight and Logistics Industry, and its financial performance and cash flows for the year then ended, in accordance with IFRS for SMEs Accounting Standard as issued by the International Accounting Standards Board and in the manner required by the provisions of the constitution relating to financial matters and in terms of section 53 (2) (b) of the Labour Relations Act of South Africa.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Council, in accordance with the Independent Regulatory Board for Auditors' *Code of Professional Conduct for Registered Auditors* (IRBA Code) and other independence requirements applicable to performing audits of financial statements in South Africa. We have fulfilled our other ethical responsibilities, in accordance with the IRBA Code and in accordance with other ethical requirements applicable to performing audits in South Africa.

The IRBA Code is consistent with the corresponding sections of the International Ethics Standards Board for Accountants' *International Code of Ethics for Professional Accountants (including International Independence Standards)*. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

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CEO N L Ashorn **Regional CEO** PD Schulze **Directors** E Bergh, C D Betty, E Chapanduka, M G Q de Faria, M S Dolamo, B J Eaton, B Frey, A C Galloway, J Gondo, M Greisdorfer, N C Hughes, J Jones, J Kitching, M P Malematsa, T R Mathebula, J P Mgiba, M M Ndlovu, R Rawoot, E K Ruiters, T P Singo, M Steenkamp, A D Young

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Other Information

The Council members are responsible for the other information. The other information comprises the information included in the document titled The National Bargaining Council for the Road Freight and Logistics Industry Financial Statements for the year ended 29 February 2024, which includes the supplementary information titled "Detailed Income Statement". The other information does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express an audit opinion or any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Council members for the Financial Statements

The Council members are responsible for the preparation and fair presentation of the financial statements, in accordance with IFRS for SMEs Accounting Standard as issued by the International Accounting Standards Board and in a manner required by the requirements of the Labour Relations Act 66 of 1995 and the Council Constitution, and for such internal control as the Council members determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Council members are responsible for assessing the Council's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Council members either intend to liquidate the Council or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Council's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Council members.
- Conclude on the appropriateness of the Council members' use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Council's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Council to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the Council members regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

DocuSigned by:
RSM South Africa Inc.
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RSM South Africa Inc.

Keamogetswe Ruiters
Chartered Accountant (SA)
Registered Auditor
Director

21 August 2024

COUNCIL RESPONSIBILITIES AND APPROVAL

The Council members are required to maintain adequate accounting records and are responsible for the content and integrity of the financial statements and related financial information included in this report. It is their responsibility to ensure that the financial statements fairly present the state of affairs of Council as at the end of the financial year and the results of its operations and cash flows for the period then ended, in conformity with the International Financial Reporting Standard for Small and Medium-sized Entities and in the manner required by the provisions of the constitution relating to financial matters and in terms of section 53(2) of the Labour Relation Act ,66 of 1995. The external auditor is engaged to express an independent opinion on the financial statements.

The financial statements are prepared in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities and in the manner required by the provisions of the constitution relating to financial matters and in terms of section 53(2) of the Labour Relation Act 66 of 1995 and are based upon appropriate accounting policies consistently applied and supported by reasonable and prudent judgements and estimates.

The Council members acknowledge that they are ultimately responsible for the system of internal financial control established by Council and place considerable importance on maintaining a strong control environment. To enable the Council members to meet these responsibilities, Council set standards for internal control aimed at reducing the risk of error or loss in a cost effective manner. The standards include the proper delegation of responsibilities within a clearly defined framework, effective accounting procedures and adequate segregation of duties to ensure an acceptable level of risk. These controls are monitored throughout Council and all employees are required to maintain the highest ethical standards in ensuring that Council's business is conducted in a manner that in all reasonable circumstances is above reproach. The focus of risk management in Council is on identifying, assessing, managing and monitoring all known forms of risk across Council. While operating risk cannot be fully eliminated, Council endeavours to minimise it by ensuring that appropriate infrastructure, controls, systems and ethical behaviour are applied and managed within predetermined procedures and constraints.

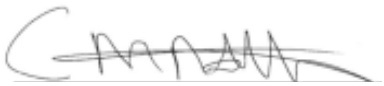
The Council members are of the opinion, based on the information and explanations given by Management, that the system of internal control provides reasonable assurance that the financial records may be relied on for the preparation of the financial statements. However, any system of internal financial control can provide only reasonable, and not absolute, assurance against material misstatement or loss.

The Council members have reviewed Council's cash flow forecasts in the light of this review and the current financial position, they are satisfied that Council has or has access to adequate resources to continue in operational existence for the foreseeable future.

The external auditor is responsible for independently auditing and reporting on Council's financial statements. The financial statements have been examined by Council's external auditor and their report is presented on pages 100 to 102.

The Annual Financial Statements set out on pages 105 to 125 which have been prepared on the going concern basis, were approved by the Council members on 31 July 2023 and were signed on its behalf by:

Approval of financial statements



Mr Musawenkosi Ndlovu

National Secretary



Mr Jack Mazibuko

Chairperson

INTERNAL AUDITOR'S REPORT

To the Shareholder of THE NATIONAL BARGAINING COUNCIL FOR THE ROAD FREIGHT AND LOGISTICS INDUSTRY

Opinion

I have audited the financial statements of The National Bargaining Council for the Road Freight And Logistics Industry (the company) set out on pages 105 to 125, which comprise the statement of financial position as at February 29, 2024, statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and the notes to the financial statements, including a summary of significant accounting policies.

In my opinion, the financial statements present fairly, in all material respects, the financial position of The National Bargaining Council for the Road Freight and Logistics Industry as at February 29, 2024, and its financial performance and cash flows for the year then ended in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities and the requirements of the section 53(2) of the Labour Relation Act.

Basis for Opinion

I conducted my audit in accordance with International Standards on Auditing. My responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of my report. I am independent of the company in accordance with the Independent Regulatory Board for Auditors' Code of Professional Conduct for Registered Auditors (IRBA Code) and other independence requirements applicable to performing audits of financial statements in South Africa. I have fulfilled my other ethical responsibilities in accordance with the IRBA Code and in accordance with other ethical requirements applicable to performing audits in South Africa. The IRBA Code is consistent with the corresponding sections of the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards). I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

STATEMENT OF FINANCIAL POSITION

as at February 29, 2024

	Note(s)	2024 R	2023 R
Assets			
Non-current assets			
Property, plant, and equipment	2	44,351,595	36,174,946
Intangible assets	3	2,311,204	1,774,128
		46,662,799	**37,949,074**
Current assets inventories	5	139,738	161,368
Trade and other receivables	6	12,052,256	14,901,258
Cash and cash equivalents	7	145,321,808	118,860,009
Other financial assets	4	3,043,680,592	2,738,986,502
		3,201,194,394	**2,872,909,137**
Total Assets		**3,247,857,193**	**2,910,858,211**
Equity and Liabilities			
Equity			
Reserves		11,967,450	7,067,450
Retained income		852,219,680	710,839,960
		864,187,130	**717,907,410**
Liabilities			
Non-current liabilities			
Finance lease liabilities	9	886,877	—
Current liabilities			
Trade and other payables	11	57,381,466	37,992,199
Industry trust and unclaimed benefit liability	8	2,297,899,937	2,134,152,179
Finance lease liabilities	9	632,591	—
Provisions	10	26,869,192	20,806,423
		2,382,783,186	**2,192,950,801**
Total Liabilities		**2,383,670,063**	**2,192,950,801**
Total Equity and Liabilities		**3,247,857,193**	**2,910,858,211**

STATEMENT OF COMPREHENSIVE INCOME

for the year ended February 29, 2024

	Note(s)	2024 R	2023 R
Revenue	12	780,394,213	622,934,767
Other income	13	47,151,740	6,032,218
Employees costs	14	(193,848,006)	(177,336,803)
Computer hardware, leasing, and software maintenance		(37,083,194)	(34,501,531)
Other expenses	16	(449,269,152)	(372,281,859)
Depreciation and amortisation		(5,878,187)	(5,468,352)
Operating Surplus		**141,467,414**	**39,378,440**
Interest paid		(87,694)	—
Surplus for the year		**141,379,720**	**39,378,440**
Total comprehensive income for the year		**141,379,720**	**39,378,440**

STATEMENT OF **CHANGES IN FUNDS**

for the year ended February 29, 2024

	Revaluation reserve R	Accumulated Surplus R	Total equity R
Balance at March 1, 2022	7,067,450	671,461,520	678,528,970
Surplus for the year	—	39,378,440	39,378,440
Other comprehensive income	—	—	—
Total comprehensive income for the year	—	**39,378,440**	**39,378,440**
Balance at March 1, 2023	**7,067,450**	**710,839,960**	**717,907,410**
Surplus for the year	—	141,379,720	141,379,720
Revaluation on building offices	4,900,000	—	4,900,000
Total comprehensive income for the year	**4,900,000**	**141,379,720**	**146,279,720**
Balance at February 29, 2024	**11,967,450**	**852,219,680**	**864,187,130**

STATEMENT OF CASH FLOWS

for the year ended February 29, 2024

	Note(s)	2024 R	2023 R
Cash flows from operating activities			
Cash generated from operations	21	174,739,430	58,226,698
Inflow of industry trust-collection received from industry and increase of unclaimed benefit liability	8	3,131,597,825	2,835,306,033
Outflow of industry trust-payments made to industry and decrease of unclaimed benefit liability	8	(2,967,850,069)	(2,784,307,284)
Interest paid	19	(87,694)	—
Net cash from operating activities		**338,399,492**	**109,225,447**
Cash flows from investing activities			
Purchase of property, plant, and equipment	2	(5,710,999)	(4,856,392)
Proceeds from sale of property, plant, and equipment	13	962,837	164,105
Purchase of intangible assets	3	(1,884,025)	(1,020,669)
Inflow of other financial assets-matured funds used to fund industry payments		1,488,712,875	985,847,099
Outflow of other financial assets-purchase of new investments		(1,793,406,964)	(1,067,136,268)
Net cash from investing activities		**(311,326,276)**	**(87,002,125)**
Cash flows from financing activities			
Repayments of finance lease		(611,417)	—
Total cash movement for the year		**26,461,799**	**22,223,322**
Cash and cash equivalents at the beginning of the year		118,860,009	96,636,687
Total cash at end of the year	7	**145,321,808**	**118,860,009**

ACCOUNTING POLICIES

for the year ended February 29, 2024

1. BASIS OF PREPARATION AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The financial statements have been prepared on a going concern basis in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities and in the manner required by the provisions of the constitution relating to financial matters and in terms of section 53(2) of the Labour Relation Act 66 of 1995. The financial statements have been prepared on the historical cost basis, except for financial assets at fair value, revaluation model of property, plant, and equipment and incorporate the principal accounting policies set out below. They are presented in South African Rand.

These accounting policies are consistent with the previous period.

1.1 Significant Judgements and Sources of Estimation Uncertainty

Critical judgements in applying accounting policies

The critical judgement made by Management in applying accounting policies apart from those involving estimations, that have most significant effect on the amounts recognised in the financial statements are outlined as follows.

Key sources of estimation uncertainty

Useful lives of property, plant, and equipment

Council reviews the estimated useful lives of property, plant, and equipment when changing circumstances indicate that they may have changed since the most recent reporting date. The residual values and useful lives of property, plant, and equipment are based on historic perfomance as well as expectations about the future use and therefore requires a degree of judgement to be applied by the management. The useful economic lives and residual value are re-assesed annually. The assets that are fully depreciated and still in use are set at R1. They are amended when necessary to reflect current estimates, based on technologically advancement, future investments and physical condition of asset. See note 2 for the carrying amounts of property, plant, and equipment and accounting policy 1.2 for the useful economic lives for each class of assets. As indicated in accounting policy 1.2 the estimated useful lives of items of property, plant, and equipment range between 3-50 years; however, the actual useful lives might be shorter or longer depending on the technical innovations and other factors.

Impairment testing

Council reviews and tests the carrying value of property, plant and equipment on the cost model and intangible assets when events or changes in circumstances suggest that the carrying amount may not be recoverable. When such indicators exist, Management determines the recoverable amount by performing value in use and fair value calculations. These calculations require the use of estimates and assumptions. During the physical verification of assets at year end, Management assesses if there are any assets that must be impaired, and are retired from assets register, then those assets that are still with book value the loss is recorded in the statement of comprehensive income as deficit or surplus. The carrying amounts of assets other than assets carried at fair value are assessed for impairment annually to identify if there is indication of impairment of assets.

Provisions

Provisions are inherently based on assumptions and estimates using the best information available. Additional disclosure of these estimates of provisions are included in note 10 - Provisions.

1.2 Property, Plant, and Equipment

Property, plant, and equipment are tangible assets which Council holds for its own use or for rental to others and which are expected to be used for more than one period.

Property, plant, and equipment is initially measured at cost.

Cost includes costs incurred initially to acquire or construct an item of property, plant, and equipment and costs incurred subsequently to add to, replace part of, or service it. If a replacement cost is recognised in the carrying amount of an item of property, plant, and equipment, the carrying amount of the replaced part is derecognised.

Subsequent to initial recognition, property, plant, and equipment is measured at cost less accumulated depreciation and any accumulated impairment losses, except for land and buildings which are stated at revalued amounts. The revalued amount is the fair value at the date of revaluation less any subsequent accumulated depreciation and impairment losses.

When an item of property, plant, and equipment is revalued, the gross carrying amount is adjusted consistently with the carrying amount. The accumulated depreciation at that date is adjusted to equal the difference between the gross carrying amount and the net revalued carrying amount.

ACCOUNTING POLICIES (contd.)

for the year ended February 29, 2024

Any increase in an asset's carrying amount, as a result of a revaluation, is recognised in other comprehensive income and accumulated in the revaluation reserve in equity. The increase is recognised in surplus or deficit to the extent that it reverses a revaluation decrease of the same asset previously recognised in surplus or deficit.

Any decrease in an asset's carrying amount, as a result of a revaluation, is recognised in other comprehensive income to the extent of any credit balance existing in the revaluation reserve in respect of that asset. Any remaining decrease in excess of such credit is recognised in surplus or deficit in the current year.

The revaluation reserve related to a specific item of property, plant, and equipment is transferred directly to retained income when the asset is derecognised.

Depreciation of an asset commences when the asset is available for use as intended by Management. Depreciation is charged to write off the asset's carrying amount over its estimated useful life to its estimated residual value, using a method that best reflects the pattern in which the asset's economic benefits are consumed by Council.

The useful lives of items of property, plant, and equipment have been assessed as follows:

Item	Depreciation method	Average useful life
Buildings office	Straight line	50
Motor vehicles	Straight line	5
Office equipment	Straight line	5
Furnitures and fixtures	Straight line	5
IT equipment	Straight line	3
Containers	Straight line	5
Land		Indefinite
Leased assets	Straight line	Over the term of lease

When indicators are present that the useful lives and residual values of items of property, plant, and equipment have changed since the most recent annual reporting date, they are reassessed. Any changes are accounted for prospectively as a change in accounting estimate.

Impairment tests are performed on property, plant, and equipment when there is an indicator that they may be impaired. When the carrying amount of an item of property, plant, and equipment is assessed to be higher than the estimated recoverable amount, an impairment loss, equal to the excess of the carrying amount over the recoverable amount, is recognised immediately in profit or loss for assets which are not revalued. In the case of revalued assets, the impairment loss is recognised in other comprehensive income and accumulated in the revaluation reserve in equity against any existing credit relating to the same asset. Any remaining impairment loss is recognised in profit or loss.

An item of property, plant, and equipment is derecognised upon disposal or when no future economic benefits are expected from its continued use or disposal. Any gain or loss arising from the derecognition of an item of property, plant, and equipment, determined as the difference between the net disposal proceeds, if any, and the carrying amount of the item, is included in deficit or loss when the item is derecognised.

1.3 Intangible Assets

Intangible assets are initially recognised at cost and subsequently at cost less accumulated amortisation and accumulated impairment losses.

Amortisation is provided to write down the intangible assets as follows:

Item	Depreciation method	Average useful life
Computer software	Straight line	3

In cases where management is unable to make a reliable estimate of the useful life of an intangible asset, its best estimate is applied, limited to 10 years.

The residual value, amortisation period and amortisation method for intangible assets are reassessed when there is an indication that there is a change from the previous estimate.

1.4 Financial Instruments

Initial measurement

Financial instruments are initially measured at the transaction price (including transaction costs except in the initial measurement of financial assets and liabilities that are measured at fair value through profit or loss) unless the arrangement constitutes, in effect, a financing transaction in which case it is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument. The classification of financial assets at initial recognition depend on the financial assets contractual cash flow characteristics and the Council business model for managing it.

Financial instruments at amortised cost

These include loans, trade receivables and trade payables. They are subsequently measured at amortised cost using the effective interest method. Debt instruments which are classified as current assets or current liabilities are measured at the undiscounted amount of the cash expected to be received or paid, unless the arrangement effectively constitutes a financing transaction.

At each reporting date, the carrying amounts of assets held in this category are reviewed to determine whether there is any objective evidence of impairment. If there is objective evidence, the recoverable amount is estimated and compared with the carrying amount. If the estimated recoverable amount is lower, the carrying amount is reduced to its estimated recoverable amount, and an impairment loss is recognised immediately in profit or loss.

Subsequent measurement

All recognised financial assets are subsequently measured at amortised cost; however, some are at fair value.

Financial instruments at fair value

All other financial instruments, including equity instruments that are publicly traded or whose fair value can otherwise be measured reliably, without undue cost or effort, are measured at fair value through profit or loss.

If a reliable measure of fair value is no longer available without undue cost or effort, then the fair value at the last date that such a reliable measure was available is treated as the cost of the instrument. The instrument is then measured at cost less impairment until Management are able to measure fair value without undue cost or effort.

1.5 Leases

Leases are classified as finance leases whenever the terms of the lease transfer substantially all the risks and rewards of ownership of the leased assets to the lessee. All other leases are operating leases.

Finance leases – lessee

Finance leases are recognised as assets and liabilities at amounts equal to the fair value of the leased property or, if lower, the present value of the minimum lease payments.

The lease payments are apportioned between the finance charge and the reduction of the outstanding liability using the effective interest method.

Right to assets held under finance lease are recognised as assets of Council at fair value of the leased assets (or, if lower, the present value of minimum lease payments) at the inception of the lease.

Assets held under finance leases are included in property, plant, and equipment, and depreciated and assessed for impairment losses in the same way as owned assets.

Operating leases – lessee

Operating lease payments are recognised as an expense on a straight-line basis over the lease term unless:

- another systematic basis is representative of the time pattern of the benefit from the leased asset, even if the payments are not on that basis, or
- the payments are structured to increase in line with expected general inflation (based on published indexes or statistics) to compensate for the lessor's expected inflationary cost increases.

1.6 Inventories

Inventories comprise consumables stock valued at the lower of cost using the first in first out (FIFO) basis. The cost of inventories comprises of all costs of purchase and other costs incurred in bringing the inventories to the location and condition. When inventories are issued for use the carrying amount of those inventories are recognised as an expense in the period in which it is used. Inventories relate to stationery purchased and outstanding at year end. Stationery used during year is expensed in the statement of comprehensive income.

1.7 Trade and Other Receivables

Trade and receivables are measured at initial recognition at fair value and are subsequently measured at amortised cost using the effective interest rate method. Appropriate allowances for estimate irrecoverable amounts are recognised in the surplus or deficit when there is objective evidence that the assets is impaired.

1.8 Impairment of Assets

Council assesses at each reporting date whether there is any indication that property, plant, and equipment or intangible assets on the cost model may be impaired.

If there is any such indication, the recoverable amount of any affected asset (or group of related assets) is estimated and compared with its carrying amount. If the estimated recoverable amount is lower, the carrying amount is reduced to its estimated recoverable amount, and an impairment loss is recognised immediately in profit or loss.

ACCOUNTING POLICIES (contd.)

for the year ended February 29, 2024

If an impairment loss subsequently reverses, the carrying amount of the asset (or group of related assets) is increased to the revised estimate of its recoverable amount, but not in excess of the amount that would have been determined had no impairment loss been recognised for the asset (or group of assets) in prior years. A reversal of impairment is recognised immediately in profit or loss.

1.9 Trade and Other Payables

Recognition and measurement

They are recognised when Council becomes a party to the contractual provisions and measured at initial recognition at fair value plus transaction costs if any.

Trade and other payables are initially measured at fair value, and subsequently measured at amortised cost, using the effective interest method.

1.10 Employee Benefits

Short-term employee benefits

The cost of short-term employee benefits, (those payable within 12 months after the service is rendered, such as leave pay and sick leave, bonuses, and non-monetary benefits such as medical care), are recognised in the period in which the service is rendered and are not discounted.

Defined contribution plans

Payments to defined contribution retirement benefit plans are charged as an expense as they fall due.

1.11 Provisions and Contingencies

Provisions are recognised when Council has an obligation at the reporting date as a result of a past event; it is probable that Council will be required to transfer economic benefits in settlement, and the amount of the obligation can be estimated reliably. Council should recognise the expected costs of bonus payments when Council has present legal or constructive obligation to make such payments as results of past events and reliable estimate can be made. Provisions for bonus is based on performance, moderate scores are used to determine the percentage that are applied to salaries to determine the bonus amount payables.

Provisions are measured at the present value of the amount expected to be required to settle the obligation using a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the obligation. The increase in the provision due to the passage of time is recognised as interest expense.

Council should recognise the expected costs of bonus payments when the Council has present legal or constructive obligation to make such payments as results of past events and reliable estimate can be made. Provisions for bonus is based on performance, moderate scores are used to determine the percentage that are applied to salaries to determine the bonus amount payables.

Contingent assets and liabilities are not recognised.

1.12 Financial Assets

All recognised financial assets are measured subsequently in the entirely at either amortised costs or fair value, depending on the classification of the financial assets.

Financial assets not classified or measured at amortised costs are measured at fair value through profit or loss.

1.13 Revenue

Revenue is recognised to the extent that Council has rendered services under an agreement provided the amount of revenue can be measured reliably and it is probable that economic benefits associated with the transaction will flow to Council. Revenue is measured at the fair value of the consideration received or receivable. Council's revenue comprises primarily of levies income collected from industry as per Main Collective Agreement.

Admin fees are recognised on accrual basis and recorded when they occur regardless of whether payments have been received or at that time. Admin fees are charged for the administration of Holiday Pay Fund, Sick Pay Fund, Leave Pay Fund any other funds administered as approved by the Department of Labour and Employment Council Board.

Interest is accrued on a time proportion basis with reference to the principal amount receivables and effective interest rate applicable. Interest is recognised in surplus or deficit using effective interest rate method. Interest is earned from other financial assets invested.

Levies are charged to the industry for the services that Council provides to the industry as per Main Collective Agreement. Levies are recognised on accrual basis.

Wellness contributions relate to fees collected for the Wellness Programme and is recognised on accrual basis. The industry employers and employees make contributions to cover the health benefits available to the industry employees. The Wellness contributions are made in line with Main Collective Agreement Schedule 4: Wellness Fund.

Arbitration costs income, interest and penalties are recognised on accrual basis. Arbitration costs relate to costs which are charges for the case set down for arbitration. Interest and penalties relate to charges for late submission for the returns in terms of Main Collective Agreement.

1.14 Cash and Cash Equivalents

Cash and cash equivalents comprise of cash on hand and demand deposits, other short term highly liquid investments that are readily convertible to a known amount of cash and are subject to significant risk of changes in value. These are initially recognised at fair value and subsequent at amortised costs.

1.15 Industry Trust Account and Unclaimed Benefit Liability

Industry trust and unclaimed benefit liability are initially measured at fair value, and subsequently measured at amortised cost.

The benefits funds are recognised when the funds are paid into the benefits fund account. The benefits funds belong to, and are owed to the industry employees. The benefits funds are payable on demand to the industry employees.

Contribution not claimed or otherwise disposed off within five years after the date of receipt were forfeited to the general funds of the NBCRFLI in terms of the Main Collective Agreement. The policy was changed as of 01 March 2006 to transfer such receipts to forfeiture liability account in this fund and will be applied prospectively

All the money paid into any of the benefit funds referred to clause 24 must be deposited in a separate bank account to be operated for and in the name of that benefit fund. Income earned on invested money accrues to Council. Any money in a benefit fund that it is not required for immediate use may be invested by Council from time to time in terms of section 53(5) of the Act.

The provisions of the agreement made and entered into by the Parties to Council, promulgated under government notice 15 January 1971 sub-clause of Holiday Pay Fund, Leave Pay Fund and Sick Pay Fund made the following provisions on the administration of benefit trust funds.

NOTES TO THE FINANCIAL STATEMENTS

for the year ended February 29, 2024

2. PROPERTY, PLANT, AND EQUIPMENT

	2024			2023		
	Cost or revaluation	Accumulated depreciation and impairment	Carrying value	Cost or revaluation	Accumulated depreciation and impairment	Carrying value
Land	12,000,000	—	12,000,000	12,000,000	—	12,000,000
Building office	23,400,000	(1,817,756)	21,582,244	18,500,000	(1,358,559)	17,141,441
Furniture and fixtures	10,069,565	(7,468,584)	2,600,981	8,978,929	(6,799,921)	2,179,008
Motor vehicles	3,699,106	(1,735,971)	1,963,135	4,625,582	(3,819,496)	806,086
Office equipment	2,850,126	(2,101,965)	748,161	2,727,436	(1,722,565)	1,004,871
IT equipment	12,726,983	(8,823,850)	3,903,133	11,358,710	(8,315,181)	3,043,529
Leased assets	2,130,885	(576,955)	1,553,930	—	—	—
Containers	1,776,361	(1,776,350)	11	1,776,361	(1,776,350)	11
Total	**68,653,026**	**(24,301,431)**	**44,351,595**	**59,967,018**	**(23,792,072)**	**36,174,946**

Reconciliation of property, plant, and equipment – 2024

	Opening balance	Additions	Disposals	Revaluations	Depreciation	Closing balance
Land	12,000,000	—	—	—	—	12,000,000
Buildings office	17,141,441	—	—	4,900,000	(459,197)	21,582,244
Furniture and fixtures	2,179,008	1,123,909	(61)	—	(754,473)	2,548,383
Motor vehicles	806,086	1,643,797	(13)	—	(486,735)	1,963,135
Office equipment	1,004,871	205,136	(3,213)	—	(406,035)	800,759
IT equipment	3,043,529	2,738,157	(30,711)	—	(1,847,843)	3,903,133
Leased assets	—	2,130,885	—	—	(576,955)	1,553,930
Containers	11	—	—	—	—	11
Total	**36,174,946**	**7,841,884**	**(33,998)**	**4,900,000**	**(4,531,238)**	**44,351,595**

Reconciliation of property, plant, and equipment – 2023

	Opening balance	Additions	Disposals	Depreciation	Closing balance
Land	12,000,000	—	—	—	12,000,000
Building office	17,498,554	—	—	(357,113)	17,141,441
Furniture and fixtures	1,613,766	1,006,162	—	(440,920)	2,179,008
Motor vehicles	315,401	759,854	—	(269,169)	806,086
Office equipment	954,493	714,396	(10,634)	(653,378)	1,004,871
IT equipment	2,789,614	2,375,980	(146,077)	(1,975,988)	3,043,529
Containers	60,619	—	—	(60,608)	11
Total	**35,232,447**	**4,856,392**	**(156,711)**	**(3,757,176)**	**36,174,946**

The carrying value of property, plant and equipment includes an amount of R1,553,930 in respect of assets held under finance leases. Refer to note 9 for more details.

Revaluations

Revaluations are made with sufficient regularity such that carrying amount does not differ materially from that which would be determined using fair value at the end of reporting year. When Land and Buildings are revalued, the gross carrying amount is adjusted consistently with the revaluation of carrying amount. The accumulated depreciation at that date is adjusted to equal the difference between the gross carrying amount and carrying amount after taking into account of accumulated impairment loss.

The fair value measurements as of Thursday, February 29, 2024 were performed by Grant Fraser, independent valuer not related to Council. Grant Fraser is a member of the South African Institute of Valuers, and they have the appropriate qualifications and recent experience in the fair value measurement of properties in the relevant locations. The valuation stated was on the basis that the properties would be sold on the assumption of vacant possesion. The property is valued on the investment method of valuation.

The carrying value of the revalued assetsare as follows:

	2024 R	2023 R
Land	12,000,000	12,000,000
Building office	23,400,000	18,500,000
	35,400,000	**30,500,000**
Details of properties at revalued amounts		
Erf 2915 29 De Korte Street Johannesburg		
Revalued amount	9,114,865	7,914,865
Erf 2914 31 De Korte Johannesburg		
Revalued amount	5,866,350	3,966,350
Erf 7498 Parow 141 Voortrekker Road		
Revalued amount	9,418,785	6,618,785
Carrying value at cost model had there been no revaluation		
- Erf 2915 Purchase price and date: 2006	4,293,317	4,471,373
- Erf 2914 Purchase price and date: 2006	2,056,420	2,168,876
- Erf 7498 Parow 141 Voortrekker 2010	3,265,057	3,433,742
	9,614,794	**10,073,991**

3. INTANGIBLE ASSETS

	2024			2023		
	Cost	Accumulated amortisation	Carrying value	Cost	Accumulated amortisation	Carrying value
Computer software	9,657,335	(7,346,131)	2,311,204	7,773,310	(5,999,182)	1,774,128

Reconciliation of intangible assets – 2024

	Opening balance	Additions	Amortisation	Closing balance
Computer software	1,774,128	1,884,024	(1,346,948)	2,311,204

Reconciliation of intangible assets – 2023

	Opening balance	Additions	Disposals	Closing balance
Computer software	2,464,633	1,020,669	(1,711,174)	1,774,128

NOTES TO THE FINANCIAL STATEMENTS (contd.)

for the year ended February 29, 2024

4. OTHER CURRENT FINANCIAL ASSETS

	2024 R	2023 R
Main Council Fixed deposit and money market	354,526,995	615,666,974
Holiday Pay Fund-Fixed deposit and money market	216,757,712	550,973,557
Leave Pay Fund-Fixed deposit and money market	835,100,475	769,455,041
Sick Pay Fund-Fixed deposit and money market	928,346,473	782,491,063
Wellness Fund-Fixed deposit	48,387,137	20,399,867
RSA Bonds-Main Council (FNB,Sanlam& Old mutual)	370,602,752	—
RSA Bonds-Sick Pay Fund (FNB,Old mutual and Sanlam)	54,580,872	—
RSA Bonds-Holiday Pay Fund (FNB,OLD Mutual and Sanlam)	235,378,176	—
Total other current financial assets	**3,043,680,592**	**2,738,986,502**

The investments are held at variety of financial institutions and available on demand. These investments bear interest between 6% and 9.71% (2023 :5% and 8.45% per annum).The bonds investments are held at Sanlam, Old Mutual and FNB. They invest in different bonds on behalf of the Council.These investments bear interest between 7.5% and 8.5%

5. INVENTORIES

	2024 R	2023 R
Inventory	139,738	161,368

Inventories comprising consumables stock are valued at the lower of cost using the FIFO basis and net realisable value. Inventories relate to stationery purchased and outstanding at year end. Stationery used during the year is expensed in the statement of comprehensive income.The total amount expense during the year is R515,211.

6. TRADE AND OTHER RECEIVABLES

	2024 R	2023 R
Deposits-utilities and rentals	1,041,781	1,041,781
Industry PAYE	5,294,157	5,912,870
Accrued income	7,970,951	438,447
Less provision for impairment loss-receivables	(5,294,157)	—
Trade Union	3,039,524	7,508,160
	12,052,256	**14,901,258**

The deposits relate to witholding deposits paid to the lessor on rental of regional offices and Municipal for utilities accounts.

Provision for impairment loss-receivables relate to money paid to SARS by Council on behalf of the industries employers.

Accrued income relate to Wellness contributions and Levies income accrual at year end.

Trade union amounts relate to amount advanced to the unions at the end of the year.

7. CASH AND CASH EQUIVALENTS

Cash and cash equivalents consist of:

	2024 R	2023 R
Bank and Cash	145,253,502	118,813,257
Petty Cash	68,306	46,752
	145,321,808	**118,860,009**

8. INDUSTRY TRUST AND UNCLAIMED BENEFIT LIABILITY

	2024 R	2023 R
At amortised cost		
Balance for the year	**2,297,899,937**	**2,134,152,180**
Opening balance	2,134,152,179	2,083,153,430
Contribution for the year		
Holiday Pay Fund	1,365,848,622	1,220,903,133
Leave Pay Fund	1,015,889,367	926,065,588
Sick Pay Fund	749,859,837	688,337,311
	3,131,597,825	**2,835,306,033**
Payout for the year		
Holiday Pay Fund	**(1,333,360,185)**	**(1,213,600,771)**
Leave Pay Fund	**(957,478,169)**	**(890,777,358)**
Sick Pay Fund	**(677,011,713)**	**(679,929,128)**
	(2,967,850,067)	**(2,784,307,284)**
Balance at the end of year	**2,297,899,937**	**2,134,152,179**

All the money paid into any of the benefits funds referred to clause 24 must be deposited in a separate bank account to be operated for and in the name of that benefit fund. Income earned on invested money accrues to Council. Any money in a benefit fund that it is not required for immediate use may be invested by Council from time to time in terms of section 53(5) of the Act.

The benefits funds are recognised when the funds are paid into the benefits fund account.The benefits funds belong to, and are owed to the industry employees.The benefits funds are payable on demand to the industry employees.

Any contribution paid to a benefit fund, which is not legally claimed within five years of receipt of that contribution, Council will embark on a process of tracing the rightful owner or beneficiaries in terms of section 26(4) as per Promulgated Main Collective Agreement and the money will be forfeited to forfeiture liability.

	2024 R	2023 R
Current liabilities		
At amortised cost	2,297,899,937	2,134,152,179

NOTES TO THE FINANCIAL STATEMENTS (contd.)

for the year ended February 29, 2024

9. FINANCE LEASE LIABILITIES

	2024 R	2023 R
Minimum lease payments which fall due		
– within one year	632,591	—
– later than one year but within five years	886,877	—
Present value of minimum lease payments	**1,519,468**	—
Net finance lease liabilities		
Non-current liabilities	886,877	—
Current liabilities	632,591	—
	1,519,468	

The average lease term is three years.

Interest rates are fixed of 11.25% at the contract date. All leases have fixed repayments and no arrangements have been entered into for renewal clauses, purchase options, escalation clauses, contingent rent, or subleases. Council is allowed to cancel the contract if the Main Collective Agreement is not renewed as per lease contract.

Council's obligations under finance leases are secured by the leased assets.

10. PROVISIONS

Reconciliation of provisions – 2024

	Opening balance	Additions	Payment during the year	Closing balance
Incentive bonus	20,806,423	26,869,192	(20,806,423)	26,869,192
Reconciliation of provisions - 2023				
Incentive bonus	19,389,053	20,806,423	(19,389,053)	20,806,423

Council recognises the expected costs of bonus payments when the Council has current legal or constructive obligations to make such payments as a result of past events and reliable estimates can be made. Provision for bonuses is based on perfomance, moderated scores are used to determine the percentage that is applied to salaries to determine the bonus amount payable.

11. TRADE AND OTHER PAYABLES

	2024 R	2023 R
Trade payables	42,969,756	24,879,868
Employees agency fees	—	2,259
Leave pay accrual	6,153,261	4,715,837
Trust account	8,258,449	8,394,236
	57,381,466	**37,992,199**

The trust account relates to the enforcement cases by the industry employees against the employer. The funds paid by the employers after arbitration awards regarding the enforcement cases are allocated to the trust account. Leave pay accrual relates to provision for leave raised at year end. The provision for leave is calculated at the current salary multiplied by number of available leave days which is in line with the Remuneration Policy.

12. REVENUE

	2024 R	2023 R
Interest received	301,404,025	194,882,775
Wellness contributions	339,747,733	303,170,357
Levies received	139,242,455	124,881,635
	780,394,213	**622,934,767**

Interest received relate to interest accrued on the investments of the benefit funds and interest received on the bank or call account. Council is allowed to invest any money in a benefit fund that it is not required for immediate use from time to time in terms of section 53(5) of the Act of Main Collective Agreement.

Levies are charged to the industry for the services that Council provides to the industry as per Main Collective Agreement.

Wellness contributions relate to fees collected for the Wellness Programme and is recognised on accrual basis. The industry employers and employees make contributions to cover the health benefits available to the industry employees. The Wellness contributions are made in line with Main Collective Agreement Schedule 4: Wellness Fund.

13. OTHER INCOME

	2024 R	2023 R
CCMA subsidy income	499,845	(252,007)
Legal fees recovered	5,044	—
Service SETA	321,333	62,983
Sheriff fees arbitration	39,257	67,760
Income arbitration costs	1,461,089	1,488,958
Gain on unrealised fair value adjustment	36,738,700	—
Sundry income	2,113,908	564,797
Donation received	1,376,964	—
Profit on sale of assets	962,837	7,385
Income arbitration penalties	2,421,675	2,947,646
Arbitration interest	1,018,523	1,144,696
Insurance income	192,565	—
	47,151,740	**6,032,218**

Arbitration costs income, interest and penalties are recognised on accrual basis. Arbitration costs relate to costs which are charged for the cases set down for arbitration. Interest and penalties relate to charges for late submission of the returns in terms of Main Collective Agreement.

NOTES TO THE FINANCIAL STATEMENTS (contd.)

for the year ended February 29, 2024

14. EMPLOYEES COSTS

	2024 R	2023 R
Basic-salaries	121,899,998	114,672,081
Standby allowance	50,212	50,212
Annual bonus	8,229,486	7,918,386
Medical-company contributions	12,395,896	11,268,237
UIF	654,163	640,122
WCA	174,836	173,947
SDL	1,708,278	1,601,331
Personal protective clothing	65,998	43,707
Cellphone allowance	353,993	312,897
Travel allowance	9,441,084	8,783,054
Insurance-disability and group life	3,008,316	2,720,415
Leave pay	2,021,374	1,413,477
Provident funds	6,878,009	6,554,600
Incentive bonus	26,720,610	20,806,423
Staff recruitment costs	245,753	377,915
	193,848,006	**177,336,803**

15. AUDITOR'S REMUNERATION

External audit fees	1,149,846	1,095,545
Internal audit fees	662,950	316,624
	1,812,796	**1,412,169**

16. OPERATING EXPENSES

Operating expenses include the following expenses:		
Audit fees-external and internal	1,812,796	1,412,169
Depreciation of property, plant, and equipment	3,954,283	3,757,177
Depreciation of intangible assets	1,346,949	1,711,175
Depreciation leased assets	576,955	—
Consulting and professional fees	5,489,236	4,994,333
Computer hardware and software maintenance	37,083,194	34,501,531
Representivity	10,779,556	6,943,515
Lease rentals	7,041,410	4,878,887
Trucking wellness funding	18,928,740	16,619,052
Medical health insurance wellness	285,210,978	263,385,286
Impairment of loss on receivables	5,294,157	—
Electricity and water	4,571,816	4,547,120
	382,090,070	**342,750,245**

17. REVALUATIONS

	2024 R	2023 R
Opening balance	7,067,450	7,067,450
Revaluation on land and buildings	4,900,000	-
	11,967,450	**7,067,450**

This relates to the valuations of land and buidling offices.

18. IMPAIRMENT LOSS

Material impairment losses (recognised)		
Opening balance	5,912,869	5,912,869
The provision for impairment loss was raised in the current year becauase of the slow moving of collections of money from the debtors who owed Council money for the past three years.		
Less amount recovered	(618,713)	—
	5,294,156	**5,912,869**

19. INTEREST PAID

Finance lease	**87,694**	—

Council has entered into lease agreement with services provider who supplied Council with five motor vehicles and charged interest which relates to the Finance Lease Agreement (see note 9)

20. TAXATION

No provision has been made for taxation as Council is currently exempt from income taxation in terms of section 10(1)(cA)(i) of the Income Tax.

21. CASH GENERATED FROM OPERATIONS

Net surplus for the period	141,379,720	39,378,440
Adjustments for:		
Depreciation, amortisation	5,301,232	5,468,352
Loss on sale of assets	33,997	156,711
Depreciation-leased vehicles	576,955	—
Profit on sale of assets	(962,837)	(164,099)
Movement in provisions	6,062,769	1,417,370
Interest paid	87,694	—
Changes in working capital:		
(Increase) decrease in inventories	21,630	251,192
(Increase) decrease in trade and other receivables	2,849,001	2,561,822
Increase (decrease) in trade and other payables	19,389,269	9,156,910
	174,739,430	**52,226,698**

NOTES TO THE FINANCIAL STATEMENTS (contd.)

for the year ended February 29, 2024

22. COMMITMENTS

	2024 R	2023 R
Operating leases – as lessee (expense)		
Minimum lease payments due		
- within one year	7,136,100	4,789,385
- in second to five years	13,418,016	9,411,523
	20,554,116	**14,200,908**

Operating lease payments represent rentals payable by Council for some of its office properties. Leases are negotiated for an average term of five years and rentals are fixed for an average of three years. No contingent rent is payable.

23. RELATED PARTIES

Key Executive Management and Councillors Remuneration		
Executive Management and Councillors Remuneration	21,655,253	21,456,822
	21,655,253	**21,456,822**

Key Executive Management personnel include 24 Council members who serve on the Council, EXCO and various subcommittees of Council, task teams, eight general managers and the National Secretary.

24. CATEGORIES OF FINANCIAL INSTRUMENTS

Non-financial instruments		
Property, plant, and equipment	42,797,665	36,174,948
Intangibles assets	2,311,204	1,774,128
Inventories	139,738	161,368
Deposit utilities	1,041,781	1,041,781
Industry trust and unclaimed benefit liability	2,297,899,937	2,134,152,179
Provisions	26,869,192	20,806,423
	2,371,059,517	**2,194,110,827**
Financial assets at amortised cost		
Other financial assets	3,043,680,592	2,738,986,502
Cash and cash equivalents	145,321,808	118,860,008
Trade and other receivables	11,010,475	13,859,477
	3,200,012,875	**2,871,705,987**
Equity and reserves		
Reserves	16,121,473	7,067,450
Accumulated surplus	848,065,657	710,839,955
	864,187,130	**717,907,405**
Financial assets at fair value through profit and loss		
Financial liabilities at amortised cost		
Trade and other payables	42,969,756	24,882,127

25. GOING CONCERN

The financial statements have been prepared on the basis of accounting policies applicable to a going concern. This basis presumes that funds will be available to finance future operations and that the realisation of assets and settlement of liabilities, contingent obligations and commitments will occur in the ordinary course of business.

The Council members believe that Council has adequate financial resources to continue in operation for the foreseeable future and accordingly the financial statements have been prepared on a going concern basis. The Council members have satisfied themselves that Council is in a sound financial position and that it has access to sufficient borrowing facilities to meet its foreseeable cash requirements. The Council members are not aware of any new material changes that may adversely impact Council. The Council members are also not aware of any material non-compliance with statutory or regulatory requirements or of any pending changes to legislation which may affect Council.

26. EVENTS AFTER THE REPORTING PERIOD

The Council is not aware of any material event which occurred after the reporting date and up to the date of this report.

DETAILED INCOME STATEMENT

for the year ended February 29, 2024

	Note(s)	2024 R	2023 R
Revenue			
Interest received		301,404,025	194,882,775
Wellness fund contributions		339,747,733	303,170,357
Levies received		139,242,455	124,881,635
	12	**780,394,213**	**622,934,767**
Other income			
CCMA subsidy income		499,845	(252,007)
Legal fees recovered		5,044	—
Service SETA income		321,333	62,983
Sheriff fees arbitration		39,257	67,760
Income arbitration costs		1,461,089	1,488,958
Gain on unrealised fair value adjustment		36,738,700	—
Sundry income		2,113,908	564,797
Donation wellness		1,376,964	—
Profit on sale of assets		962,837	7,385
Income arbitration penalties		2,421,675	2,947,646
Arbitration interest		1,018,523	1,144,696
Insurance income		192,565	—
		47,151,740	6,032,218
Expenses (Refer to page 125)		**(686,078,539)**	**(589,588,545)**
Operating surplus		**141,467,414**	**39,378,440**
Interest paid	19	(87,694)	—
Surplus for the year		**141,379,720**	**39,378,440**

DETAILED EXPENSES STATEMENT

for the year ended February 29, 2024

	Note(s)	2024 R	2023 R
Operating expenses			
Councillors travel		(247,925)	(298,057)
Advertising		(3,041,514)	(3,593,559)
Stakeholder management		(57,482)	(92,719)
Auditors remuneration	15	(1,812,796)	(1,412,170)
Impairment of losses on receivables		(5,294,157)	—
Bank charges		(4,551,698)	(2,450,235)
Computer hardware, leasing, and software maintenance		(37,083,194)	(34,501,531)
Consulting and professional fees		(5,489,236)	(4,994,333)
Depreciation and amortisation		(5,878,187)	(5,468,352)
Employee costs		(193,848,006)	(177,336,804)
Attendance fees		(3,914,142)	(4,124,005)
Pay card		-	(16,340)
Trucking wellness funding		(18,928,740)	(16,619,052)
Arbitration expense		(22,830,161)	(24,773,093)
Bursary expense		(676,942)	(537,033)
Equipment hire		(4,690,259)	(4,185,785)
Exemption body expense		(1,725,174)	(1,965,545)
Lease rentals and parking		(7,041,410)	(4,878,887)
Loss on unrealised fair value adjustment		(32,584,677)	—
Beneficiary verification		(234,221)	(291,307)
Insurance		(1,674,838)	(1,568,642)
Legal expenses		(4,791,872)	(4,001,845)
Meeting expenses		(271,275)	(603,072)
Medical expenses		(285,210,978)	(263,385,286)
Motor vehicle expenses		(3,179,086)	(2,988,251)
Management fees – Wellness		(585,768)	(547,959)
Emergency relief		(430,258)	(318,490)
Negotiation paradigm		(3,242,083)	(1,636,467)
Representivity		(10,779,556)	(6,943,515)
Postage		(866,063)	(307,711)
Printing and stationery		(3,160,923)	(2,832,278)
Seminars		(1,462,224)	(566,284)
Repairs and maintenance		(1,939,940)	(2,536,631)
Security		(4,432,745)	(4,550,245)
Staff welfare and refreshments		(2,983,010)	(678,508)
Electricity and water		(4,571,816)	(4,547,120)
Telephone and fax		(2,374,943)	(2,347,820)
Staff training		(2,001,937)	(412,392)
Councillors training		(389,443)	—
Travel – local		(1,799,860)	(1,277,222)
		(686,078,539)	**(589,588,545)**