

*Tuesday, 7 April 2026]*

No 59—2026] THIRD SESSION, SEVENTH PARLIAMENT

**PARLIAMENT**

**OF THE**

**REPUBLIC OF SOUTH AFRICA**

---

**ANNOUNCEMENTS,  
TABLINGS AND  
COMMITTEE REPORTS**

---

TUESDAY, 7 APRIL 2026

---

**TABLE OF CONTENTS**

**ANNOUNCEMENTS**

**National Assembly**

- |    |   |   |
|----|---|---|
| 1. | Introduction of Bills .....                   | 2 |
| 2. | Referral to Committees of papers tabled ..... | 2 |

**TABLINGS**

**National Assembly and National Council of Provinces**

- |    |  |   |
|----|--|---|
| 1. | Speaker and Chairperson .....                            | 4 |
| 2. | Minister of Home Affairs .....                           | 4 |
| 3. | Minister of Justice and Constitutional Development ..... | 4 |
| 4. | Minister in The Presidency .....                         | 5 |

**National Assembly**

- |    |               |   |
|----|---------------|---|
| 1. | Speaker ..... | 5 |
|----|---------------|---|

## National Council of Provinces

1. Chairperson..... 9

## COMMITTEE REPORTS

### National Assembly

1. Defence and Military Veterans..... 10
2. Cooperative Governance and Traditional Affairs ..... 13
3. Employment and Labour ..... 15

### National Council of Provinces

1. Cooperative Governance and Public Administration..... 30
- 

## ANNOUNCEMENTS

### National Assembly

#### The Speaker

#### 1. Introduction of Bills

##### (1) The Minister of Mineral and Petroleum Resources

- (a) **Mine Health and Safety Amendment Bill** [B10–2026] (National Assembly – proposed sec 75) [Explanatory summary of Bill and prior notice of its introduction published in *Government Gazette* No. 51390 of 14 October 2024.]

Introduction and referral to the **Portfolio Committee on Mineral and Petroleum Resources** of the National Assembly, as well as referral to the Joint Tagging Mechanism (JTM) for classification in terms of Joint Rule 202.

In terms of Joint Rule 196 written views on the classification of the Bill may be submitted to the JTM. The Bill may only be classified after the expiry of at least seven parliamentary working days since introduction.

#### 2. Referral to Committees of papers tabled

- (1) The following papers are referred to the **Portfolio Committee on Justice and Constitutional Development** for consideration and report:
  - (a) Annual Performance Plan of the South African Human Rights Commission for 2026/27.
  - (b) Annual Performance Plan of the Public Protector South Africa for 2026/27.

- (2) The following papers are referred to the **Portfolio Committee on Agriculture** for consideration and report:
  - (a) Annual Performance Plan of the South African Veterinary Council for 2026/27.
  - (b) Strategic Plan of the South African Veterinary Council for 2026 – 2029.
- (3) The following paper is referred to the **Standing Committee on Finance**:
  - (a) Notification by the Minister of Finance of a temporary reduction of R3.00 per litre in the General Fuel Levy on petrol and diesel which will be implemented for one month, effective from Wednesday, 1 April 2026 until 5 May 2026.
- (4) The following papers are referred to the **Portfolio Committee on Forestry, Fisheries and Environment** for consideration and report:
  - (a) Annual Performance Plan of the Department of Forestry, Fisheries and the Environment for 2026/27.
  - (b) Revised Strategic Plan of the Department of Forestry, Fisheries and the Environment for 2025/26 – 2029/30.
- (5) The following papers are referred to the **Portfolio Committee on Public Works and Infrastructure** for consideration and report:
  - (a) Annual Performance Plan of the Department of Public Works and Infrastructure for 2026/27.
  - (b) Annual Performance Plan of Agrément South Africa for 2026/27.
  - (c) Annual Performance Plan of the Council for the Build Environment for 2026/27.
  - (d) Annual Performance Plan of the Construction Industry Development Board for 2026/27.
  - (e) Annual Performance Plan of the Independent Development Trust for 2026/27.
- (6) The following paper is referred to the **Portfolio Committee on The Presidency** for consideration and report:
  - (a) Annual Performance Plan of The Presidency for 2026/27.
- (7) The following papers are referred to the **Portfolio Committee on Planning, Monitoring and Evaluation** for consideration and report:
  - (a) Annual Performance Plan of Brand South Africa for 2026/27.

- (b) Work Programme of Statistics South Africa for 2026/27 (Book 1).
  - (c) Work Programme of Statistics South Africa for 2026/27 (Book 2).
- (8) The following papers are referred to the **Portfolio Committee on Police** for consideration and report:
- (a) Annual Performance Plan of the Private Security Industry Regulatory Authority for 2026/27.
  - (b) Annual Performance Plan of the Independent Police Investigative Directorate for 2026/27.
  - (c) Annual Performance Plan of the Civilian Secretariat for Police Service for 2026/27.
- (9) The following paper is referred to the **Portfolio Committee on Electricity and Energy** for consideration and report:
- (a) Annual Performance Plan of the South African National Energy Development Institute for 2026/27 and Strategic Plan for 2025 – 2030.
- (10) The following papers are referred to the **Portfolio Committee on Small Business Development** for consideration and report:
- (a) Annual Performance Plan of the Department of Small Business Development for 2026/27.
  - (b) Annual Performance Plan of the Small Enterprise and Development Finance Agency for 2026/27.

## **TABLINGS**

### **National Assembly and National Council of Provinces**

#### **1. The Speaker and the Chairperson**

- (a) Annual Performance Plan of the Commission for Gender Equality for 2026/27.

#### **2. The Minister of Home Affairs**

- (a) Annual Performance Plan of the Government Printing Works for 2026/27.

#### **3. The Minister of Justice and Constitutional Development**

- (a) Letter, dated 30 March 2026, from the Minister of Justice and Constitutional Development, informing Parliament of the resignation of Ms K Bodlani, Regional Magistrate, KwaZulu-Natal.

- (b) Letter, dated 30 March 2026, from the Minister of Justice and Constitutional Development, informing Parliament of the resignation of Ms N Naude, Additional Magistrate, Kimberley.
- (c) Letter, dated 30 March 2026, from the Minister of Justice and Constitutional Development, informing Parliament of the resignation of Ms L Vakalisa, Magistrate and Head of Office, Ezakheni.
- (d) Letter, dated 30 March 2026, from the Minister of Justice and Constitutional Development, informing Parliament of the resignation of Ms A Beeton, Additional Magistrate, Gqeberha.

#### **4. The Minister in The Presidency**

- (a) Annual Performance Plan of The Media Development and Diversity Agency for 2026/27.

### **National Assembly**

#### **1. The Speaker**

- (a) Fourth Report of the National Assembly Rules Committee.



**PARLIAMENT**  
OF THE REPUBLIC OF SOUTH AFRICA

**NATIONAL ASSEMBLY RULES COMMITTEE**

**FOURTH REPORT FOR THE SEVENTH PARLIAMENT**

**PROCEDURES FOR SPEAKING SEQUENCE AND COMPOSITION OF CHIEF WHIPS' FORUM**

*26 MARCH 2026*

**A. Introduction**

- (1) The National Assembly Rules Committee (the Rules Committee) was established by Assembly Rule 193 with a mandate to, *inter alia*, “*recommend to the Assembly for adoption rules and orders and other policy proposals concerning the business of the Assembly.*”
- (2) The Rules Committee met on 26 March 2026 when it agreed on the –
  - (i) Speaking sequence for declarations of vote; and
  - (ii) Rule amendments for the composition of the Chief Whips' Forum.

**B. Speaking sequence for Declarations of Vote**

- (1) When a decision is to be taken in the Assembly, the presiding officer has a discretion to permit one member of each political party to state the reasons why his or her party is in favour of or against the question – a declaration of vote. In terms of Assembly Rule 108: “*The time allocated to a member from each party for making a declaration of vote must be determined by the Rules Committee and must take into account the proportional strength of the party in the House.*”
- (2) At the commencement of the Seventh Parliament, the Rules Committee held discussions on the sequence in which political parties would be recognized during certain debates. Paragraph 8 (Speaking sequence in plenaries) of the First Report of the Rules Committee for the Seventh Parliament read as follows –

*“The current configuration of Parliament and the Executive had given rise to questions about speaking arrangements, especially regarding special occasions such as the State*

*of the Nation Address. It was further noted that the sequence of speakers in the House does depend on the type of business. After consultation in the Subcommittee on Review of Assembly Rules, the following speaking sequence was agreed to –*

***The President, the largest political party (whether in government or not), the Leader of the Opposition and all other parties based on proportionality.***

*The position was based on the understanding that the agreement would apply to special debates such as the State of the Nation Address or Opening of Parliament Address. Its extension to debates on other items like bills and motions would be considered later.”*

- (3) On 24 March 2024, concerns were raised in the Assembly about the speaking sequence for declarations of vote. The prevailing sequence by which parties are recognized to speak has hitherto followed their proportional strength in the Assembly, with the exception of the largest party which speaks last. Some members argued that the sequence for declarations should recognize the official opposition to speak first after the person in charge of the order.
- (4) Following deliberations, and in accordance with Assembly Rule 193, **the Rules Committee agreed to the following sequence for the duration of the Seventh Parliament -**

**MK – EFF – IFP – PA – FF Plus – Action SA – ACDP – UDM – RISE – BOSASA – ATM – AL JAMA-AH – NCC – PAC – UAT – GOOD – DA – ANC**

### **C. Composition of Chief Whips’ Forum**

- (1) Assembly Rules 256-260 established the Chief Whips’ Forum (the Forum). The Forum, which customarily meets in closed session once a week, acts as an inter-party forum for the discussion and co-ordination of matters for which the whips are responsible. Again, concerns were raised that the composition of the Forum was unsuited given the composition of the Seventh Parliament. **Consequently, the Rules Committee agreed to amend Rule 257 on the composition of the Forum, as set out in Annexure A of this report.**
- (2) In addition to the members prescribed in Rule 257 (1)(a) to (d) (in Annexure A), the following composition was agreed for the duration of the Seventh Parliament in

accordance with Rule 257 (1) (e) – ANC – 1, DA – 3; MKP -2 ; EFF – 2, and one member from each of the other parties represented in the Assembly.

- (3) The majority of members were satisfied that the revised rule was sufficient to accommodate both the principle of proportionality as well as the different permutations that could exist in future parliaments without the need for further rule amendment. The *Mkhonto weSizwe* Party (MKP) voiced its objection to the revised composition of the Forum on the basis that the Chief Whip of the Opposition should be specified as a member of the Forum.

**Report to be considered.**

---

A T Didiza, MP  
**Speaker of the National Assembly**

## **ANNEXURE A – COMPOSITION OF CHIEF WHIPS FORUM**

**Notes:** Underlined text are proposed additions. Bold text in brackets indicate proposed omissions. Amendments to these rules would require a decision by the National Assembly.

### **257. Composition**

- (1) The Chief Whips' Forum consists of –
- (a) the House Chairpersons;
  - (b) the Chief Whip and the Deputy Chief Whip of the **[majority party]** largest party in the Assembly;
  - (c) the whip **[of the majority party]** responsible for programming;
  - (d) the parliamentary counsellors to the President and Deputy President; and
  - [(e) the Chief Whip of the largest opposition party and one other whip from that party; and]**
  - (e) [one whip or member from each of the other parties represented in the Assembly]. The number of members that the Speaker may determine with the concurrence of the Rules Committee, provided that each party is entitled to at least one representative on the forum.
- (2) The Speaker and the Deputy Speaker may attend meetings of the Chief Whips' Forum or designate someone to attend on their behalf.
- (3) A member referred to in Subrules **(1)(b) and (e)** who is unable to attend a meeting of the forum may designate another member to attend the meeting, provided that the number of party representatives in attendance may not exceed those provided for in the relevant rules.
- (4) Rule 156 does not apply to this forum.

## **National Council of Provinces**

### **1. The Chairperson**

- (a) A petition calling for the parliamentary oversight and intervention in respect of the administrative and regulatory barriers affecting the proposed development of Portion 3 of Farm Klipfontein 716, situated within the jurisdiction of the Mangaung Metropolitan Municipality, Free State Province.

Referred to the **Select Committee on Public Petitions and Executive Undertakings** for consideration and report.

---

## **COMMITTEE REPORTS**

### **National Assembly**

# **1. REPORT OF THE PORTFOLIO COMMITTEE ON DEFENCE AND MILITARY VETERANS ON THE DEFENCE AMENDMENT BILL [B32-2025], DATED 25 March 2026**

The Portfolio Committee on Defence and Military Veterans (“the Committee”) having considered the Defence Amendment Bill [B32-2025], referred to it and classified by the Joint Tagging Mechanism (JTM) as a section 75 Bill, reports as follows:

## **1. Background and Referral of the Bill**

On 16 July 2025, Parliament’s Constitutional and Legal Services Office (CLSO) presented to the Committee lacunae identified in the Defence Act, 2002 (Act 42 of 2002) as declared unconstitutional by the Constitutional Court in the 2024 O’Brien N.O. v Minister of Defence judgment (“O’Brien judgment”). The Committee subsequently invited the Minister of Defence to provide an update on the progress to rectify the legislation, and the Committee subsequently requested the Minister to develop the requisite amendments to the Act within a specific timeline to ensure adherence to the timelines set by the Court.

On 20 November 2025, in accordance with ATC No 203—2025 of the Seventh Parliament, the Defence Amendment Bill [B32-2025] was introduced and referred to the Portfolio Committee on Defence and Military Veterans of the National Assembly, and to the Joint Tagging Mechanism (JTM) for classification in terms of Joint Rule 202. The Bill was tagged as a section 75 Bill.

## **2. Objects of the Bill**

To amend the Defence Act to ensure compliance with the O’Brien N.O. judgment. Legislation is required to provide for the exclusion of military judges and senior military judges from being subject to boards of inquiry; and provide for matters incidental thereto.

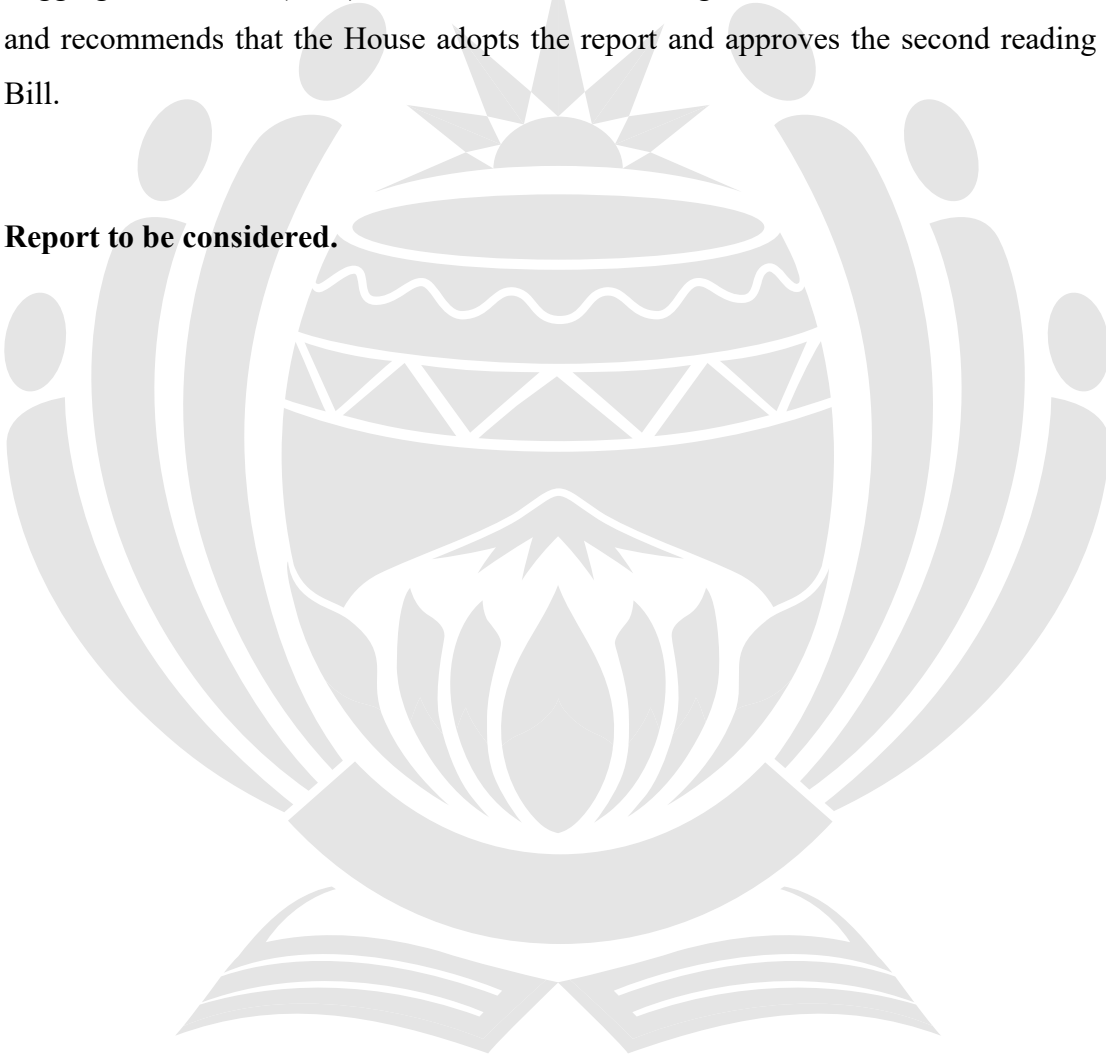
### **3. Parliamentary process**

- 3.1** Section 59 of the Constitution states that “the National Assembly must facilitate public involvement in the legislative and other processes of the Assembly and its committees”. Having received a referral on the Defence Amendment Bill, the Committee advertised the Bill on 09 December 2025 on Parliament’s Website. It further advertised the Bill on all parliamentary social media platforms on 12 January 2026 and in national newspapers on 23 January 2026, inviting interested individuals, organisations, academia, and relevant stakeholders to submit written comments. The advert closed on 31 January 2026 with nine submissions received.
- 3.2** National Assembly Rule 286(4)(i) requires that “the Committee, after due deliberation, must consider a “Motion of Desirability” on the subject matter of the Bill and, if rejected, must immediately table the Bill and its report. The Committee Support Staff presented the Report on the Motion of Desirability, which was unanimously agreed to.
- 3.3** Having agreed to the motion of desirability, the Committee proceeded to consider the public submissions and deliberated on the content of the Bill. The Committee further commenced with clause-by-clause deliberations on the Bill on 4 March 2026. Public hearings were not held, as the Bill did not generate much public interest and only nine public submissions were received in respect of the Bill. The Bill only makes provision for compliance with the O’ Brien judgment and the public submissions received were clear and oral hearings were therefore not necessary. The Committee agreed with all clauses.
- 3.4** On 25 March 2026, the Committee adopted the Defence Amendment Bill as introduced.

#### **4. Recommendation**

The Portfolio Committee on Defence and Military Veterans, having considered the Defence Amendment Bill [B32-2025] referred to the Portfolio Committee, and classified by the Joint Tagging Mechanism (JTM) as a section 75 Bill, has agreed to the Bill without amendments and recommends that the House adopts the report and approves the second reading of the Bill.

**Report to be considered.**



## **2. REPORT OF THE PORTFOLIO COMMITTEE ON COOPERATIVE GOVERNANCE AND TRADITIONAL AFFAIRS ON DETERMINATION OF REMUNERATION OF THE PUBLIC OFFICE BEARERS OF THE CRL RIGHTS COMMISSION, DATED 31 MARCH 2026**

The Portfolio Committee on Cooperative Governance and Traditional Affairs, having considered the Draft Notice on the Determination of Remuneration of Independent Constitutional Institutions, referred to it on 13 March 2026, reports as follows:

### **1. BACKGROUND**

The Speaker of the National Assembly referred to the Committee (ATC 45 - 2026, 13 March 2026) the draft notice from the President of the Republic of South Africa (dated 19 January 2026) for consideration and report. The letter notified the National Assembly of the President's determination of the salaries and allowances of members of the Independent Constitutional Institutions, in terms of the Determination of Remuneration of Public Office-Bearers of Independent Constitutional Institutions Laws Amendment Act, 2014 (Act No. 22 of 2014).

### **2. CONTEXT**

Section 14(1) of the Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities Act 19 of 2002, provides that Chairperson, Deputy Chairperson and other members of the Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities are entitled to annual salaries and such allowances, or benefits as determined by the President, from time to time, by notice in the *Gazette*, approved by the National Assembly.

<b>SCHEDULE</b>		
<b>REMUNERATION LEVELS WITH EFFECT 1 APRIL 2025 OF MEMBERS OF THE COMMISSION FOR THE PROMOTION AND PROTECTION OF THE RIGHTS OF CULTURAL, RELIGIOUS AND LINGUISTIC COMMUNITIES</b>		
<b>PAY LEVEL</b>	<b>POSITION</b>	<b>1-Apr-2025</b>
	Chairperson	1 579 621
	Deputy Chairperson	1 342 540
	Commissioners	1 193 799

In terms of Section 14(1)(a) of the Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities Act 19 of 2002, the President determined that the salaries and allowances of the members of the Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities for the 2025/2026 financial year shall be as set out in the Schedule above.

### **3. COMMITTEE CONSIDERATION**

Having considered the above, the Portfolio Committee on Cooperative Governance and Traditional Affairs supports and approves the intended Determination by the President of the Republic, in relation to the public office bearers of the Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities.

**Report to be considered.**

### **3. REPORT OF THE PORTFOLIO COMMITTEE ON EMPLOYMENT AND LABOUR ON AN OVERSIGHT VISIT TO THE KWAZULU-NATAL PROVINCE THAT TOOK PLACE ON 03-06 FEBRUARY 2026, DATED 1 APRIL 2026**

#### **1. BACKGROUND AND INTRODUCTION**

The Department of Employment and Labour (DEL) is responsible for regulating labour policies, promoting fair employment practices, ensuring safe working conditions, and protecting workers' rights through the enforcement of labour laws. It contributes to job creation by supporting employment opportunities and skills development, while also managing unemployment and compensation benefits for work-related injuries. The department further promotes industrial harmony by mediating disputes between employers and employees, fostering fair and stable labour relations. In line with its constitutional oversight mandate, the Committee on Employment and Labour conducted an oversight visit to KwaZulu-Natal Province to assess compliance with labour legislation and the enforcement of occupational health and safety (OHS) standards. The visit evaluated adherence to the Basic Conditions of Employment Act (BCEA), Labour Relations Act (LRA), and Occupational Health and Safety Act (OHSA); assessed the capacity and effectiveness of DEL regional offices; identified challenges faced by inspectors, employers, and employees; and engaged organised labour and workers for feedback.

#### **1.1 Delegation**

##### **1.1.1 Portfolio Committee on Employment and Labour**

The delegation comprised the following seven Members:

- Hon. BM Maneli, MP (ANC) (Chairperson and Leader of Delegation)
- Hon. NR Nkopane, MP (ANC)
- Hon M Nontsele, MP (ANC)
- Hon. MH Mbele, MP (MKP)
- Hon. HD Selepe, MP (MKP)
- Hon. TJ Mokwele, MP (EFF)
- Hon. JA Basson, MP (PA)
- Hon. V Zungula, MP (ATM)

### **1.1.2 Parliamentary Staff**

Mr Z Sakasa, Committee Secretary

Ms P Ntabeni, Committee Assistant

Mr T Mokoena, Committee Researcher/Content Advisor

### **1.1.3 The Department of Employment and Labour, at various points of the visit, was mainly represented by:**

- Acting CDPO: Dr N Kahla
- Labour Centre Manager: Mr S Pillay
- Provincial Chief Inspector: Mr M Zondi

## **1.2 THE SCOPE OF THE OVERSIGHT FOCUSED ON THE FOLLOWING**

- Institutional capacity and service demand alignment;
- System functionality and stability of ICT systems;
- The status, age profile, and root causes of UIF and CF backlogs attributable to local employers;
- The effectiveness of IES inspections, enforcement actions, and follow-up interventions;
- Coordination and service reach – assess equitable access to labour services for both urban populations and rural communities reliant on Newcastle, and
- The extent to which compliance measures are reducing repeat non-compliance and downstream pressure on social security systems.

## **1.3 FOCUS AREAS OF THE OVERSIGHT**

The oversight visits to the Newcastle area focused primarily on assessing the effectiveness of service delivery and social security administration within the Newcastle Labour Centre. This includes evaluating the alignment between staffing levels, infrastructure, and client demand; the functionality and stability of ICT systems supporting Unemployment Insurance Fund and Compensation Fund services; and the efficiency of claims processing, with particular attention to the volume, age, and root causes of backlogs. Oversight should also examine the quality of client access, including waiting times, accessibility for persons with disabilities, and the extent to which employment services are integrated alongside transactional UIF and

CF functions. In addition, the oversight interrogated the capacity and impact of Inspectorate and Enforcement Services in promoting compliance within labour-intensive sectors around Newcastle, including manufacturing, agriculture, and wholesale.

## **2. DAY 1: TUESDAY (03 February 2026)**

### **2.1 OVERVIEW OF KWAZULU-NATAL CENTRES**

KwaZulu-Natal (KZN) Labour Centres operate as the provincial service delivery arm of the Department of Employment and Labour (DEL), providing frontline access to Unemployment Insurance Fund (UIF), Compensation Fund (CF), Public Employment Services (PES), and Inspection and Enforcement Services (IES) across both urban and rural jurisdictions. The province comprises a network of Labour Centres strategically located in major economic nodes such as Durban, Pietermaritzburg, Richards Bay, Newcastle, Ladysmith, Port Shepstone, Empangeni, and other district service points. These centres collectively serve a highly diverse labour market characterised by manufacturing, logistics, port operations, agriculture, mining, retail, tourism, and an expanding informal economy. KZN's labour market profile is structurally complex.

It includes large metropolitan concentrations in eThekweni, secondary industrial corridors in Amajuba and uThukela, mining activity in northern districts, and extensive rural hinterlands with high unemployment and poverty levels. This creates uneven service demand across centres. Urban Labour Centres experience high volumes of UIF claims linked to cyclical retrenchments, fixed-term contract expirations, and maternity benefits, while rural centres manage significant agricultural compliance risks and access barriers for vulnerable workers. The province also records persistent youth unemployment and high dependency on social security mechanisms, increasing pressure on UIF administration and employment services.

Operationally, KZN Labour Centres face recurring systemic constraints, including staffing gaps at frontline counters, infrastructure limitations, high walk-in dependency, and intermittent ICT instability affecting claims processing and registration throughput. Migration to digital platforms such as U-Filing remains uneven, particularly in rural and low-connectivity areas, resulting in extended waiting times and repeat client visits. These pressures are amplified in centres that serve multiple municipalities and act as regional hubs

for surrounding districts. From a compliance perspective, the province presents an elevated enforcement risk. Labour-intensive sectors such as clothing and textiles, agriculture, construction, retail, and mining frequently exhibit non-compliance with Basic Conditions of Employment Act (BCEA), Occupational Health and Safety (OHS), UIF contributions, and National Minimum Wage provisions. As a result, the KZN Inspectorate and Enforcement Services conduct high volumes of inspections, including targeted blitz operations in high-risk sectors. However, compliance levels vary by sector, with OHS performance often lagging behind BCEA compliance, indicating ongoing occupational risk exposure.

Public Employment Services in the province focus on work-seeker registration, vacancy matching, employer engagement, and Labour Activation Programmes (LAPs) aimed at youth and vulnerable groups. While performance against APP targets is generally achieved, labour absorption capacity remains constrained by structural economic factors, including industrial decline in certain sectors and skills mismatches within emerging industries such as renewable energy and logistics. In aggregate, KwaZulu-Natal Labour Centres operate within a high-demand, high-risk environment shaped by demographic growth, economic transition, and socio-economic vulnerability. The provincial network plays a critical stabilising role in social security administration and labour market regulation, but its effectiveness is closely linked to resource adequacy, ICT stability, enforcement sustainability, and the integration of employment services with compliance and social protection functions.

## **2.2 THE LABOUR CENTRE IN NEWCASTLE**

The Newcastle Labour Centre is a key service delivery node within the KwaZulu-Natal provincial operations of the Department of Employment and Labour (DEL). It serves the urban population of Newcastle as well as surrounding rural municipalities, including Dannhauser and Emadlangeni, thereby functioning as a regional hub within the Amajuba District. The Centre delivers the full basket of DEL services, namely Unemployment Insurance Fund (UIF) administration, Compensation Fund (CF/COID) services, Public Employment Services (PES), and Inspection and Enforcement Services (IES). Given the socio-economic profile of the district, the Centre experiences sustained service demand driven by high unemployment, cyclical retrenchments, and structural labour market vulnerability. Operationally, the Newcastle Labour Centre faces persistent capacity pressures.

High client volumes, particularly for UIF enquiries and follow-ups, create congestion at frontline service points. The Centre continues to rely heavily on walk-in clients, with limited migration to digital platforms such as U-Filing. This contributes to extended waiting times and repeat visits, especially when documentation is incomplete or system-related disruptions occur. Periodic instability of core DEL ICT systems further constrains daily throughput and affects the timeliness of claim registration and adjudication. Infrastructure limitations, including constrained waiting areas and accessibility considerations for persons with disabilities, also affect service quality.

From a programme performance perspective, the Centre has achieved most APP targets in the 2025/26 financial year (Q1–Q3), particularly in respect of unemployment and in-service UIF claims, payment processing timelines, Public Employment Services outputs, and Compensation Fund administration. However, deceased benefit claims have consistently not met turnaround time targets due to legacy review backlogs. While inspection volumes have exceeded targets, sectoral compliance data indicate lower Occupational Health and Safety (OHS) compliance relative to Basic Conditions of Employment Act (BCEA) compliance, signalling ongoing workplace risk exposure in manufacturing, agriculture, and wholesale/retail sectors. The labour market context compounds these institutional pressures. Newcastle’s economy is shaped by manufacturing, mining, retail, agriculture, and logistics. The decline of coal-related activities, large-scale retrenchments in heavy industry, and skills mismatches contribute to high UIF dependency and increased demand for employment services. At the same time, expansion in prospective mining operations and the clothing and textile sector introduces heightened compliance risks related to minimum wage adherence, UIF contributions, OHS standards, and the use of atypical employment arrangements. In this context, the Newcastle Labour Centre functions not only as a transactional service point but as a stabilising mechanism within a vulnerable regional labour market. Its effectiveness depends on the alignment between staffing and service demand, the stability of ICT systems, the strength of inspection follow-up mechanisms, and the integration of employment services with social security and enforcement functions. Strengthening these elements is critical to improving service delivery outcomes and mitigating downstream pressure on the UIF, Compensation Fund, and broader labour regulatory framework in the Amajuba District.

### **3. DAY 2 WEDNESDAY (04 February 2026)**

## **OVERSIGHT FOCUSED ON THE AGRICULTURE SECTOR.**

Day 2 of the inspection, conducted on 04 February 2026, focused on the agriculture sector as part of the Portfolio Committee oversight activities in Newcastle. The operation formed part of a structured three-day enforcement intervention aimed at providing Members of Parliament with a practical assessment of compliance with labour legislation, occupational health and safety standards, and worker protection mechanisms under UIF and COIDA. The agricultural inspections were undertaken in the context of ongoing intelligence indicating entrenched non-compliance and vulnerabilities within high-risk sectors. The agricultural entities inspected included ALS Human Resource Solutions, Ingogo Mills t/a Sutha, and Normandien Farms t/a eThekwini Sawmill. Across these workplaces, inspectors assessed compliance with the Basic Conditions of Employment Act (BCEA) and National Minimum Wage Act (NMWA), Occupational Health and Safety Act (OHSA), Compensation for Occupational Injuries and Diseases Act (COIDA), and Unemployment Insurance legislation. The compliance profile was mixed but concerning.

While certain employers demonstrated compliance with BCEA/NMWA obligations, non-compliance was recorded in respect of OHSA and COIDA in multiple instances. UIF compliance was inconsistent, with at least one employer found to be non-compliant in relation to unemployment insurance obligations. The nature of non-compliance identified during the agricultural inspections included failures relating to wage and record-keeping obligations, absence of written particulars of employment, and irregular participation or non-registration in COIDA and UIF systems. From an occupational safety perspective, inspectors observed unsafe machinery and equipment, electrical exposure risks, inadequate fire precautions, missing statutory appointments, and substandard hygiene facilities. These findings point to material exposure of workers to preventable occupational hazards, as well as gaps in employer compliance with social security coverage requirements.

Operationally, Day 1 of inspections was not without resistance. The report records instances of employer obstruction, including locked gates, the presence of private security, and allegations of trespassing directed at inspectors. Additionally, agricultural biosecurity protocols impacted the speed and manner of access to certain sites, creating procedural constraints for inspection teams, even though Normandien Sawmills is not a cattle farm. These dynamics illustrate both structural access challenges within agricultural workplaces and elements of deliberate avoidance that complicate enforcement.

#### **4. DAY 3 THURSDAY (05 February 2026)**

##### **OVERVIEW OF INSPECTIONS IN THE MANUFACTURING SECTORS IN NEWCASTLE**

Day 2 of the inspection, conducted on 05 February 2026, shifted focus to the clothing and textile manufacturing sector in Newcastle, including related wholesale activities. This sector was specifically targeted due to intelligence indicating entrenched non-compliance, unsafe working environments, and widespread exclusion of workers from social security protections. The inspections formed part of a coordinated enforcement intervention aimed at exposing the actual conditions of employment and testing employer conduct during unannounced visits. The companies inspected on Day 2 formed part of a broader cluster of clothing manufacturers and cooperatives operating in the area, including Qingi Xiu Clothing, Ryan Clothing, Junye Manufacturing, Lucky Sewing Machine (Pty) Ltd, Vesticel, Top Global Clothing Cooperative Limited, Siyaphambili Workers Co-Operative Limited, Lefasthe La Rona Primary Co-op, and Buy n Pay Trading (Pty) Ltd.

The inspections assessed compliance with the Basic Conditions of Employment Act (BCEA) and National Minimum Wage Act (NMWA), Occupational Health and Safety Act (OHSA), Compensation for Occupational Injuries and Diseases Act (COIDA), and Unemployment Insurance legislation. The compliance position in the clothing and textile sector was uniformly adverse. The majority of inspected entities were found to be non-compliant across all tested statutes, including wage legislation, occupational health and safety standards, COIDA registration, and UIF obligations. This pattern reflects systemic and multi-layered non-compliance rather than isolated administrative shortcomings. Inspectors repeatedly identified failures relating to wage and record-keeping obligations, absence of written particulars of employment, and non-registration or irregular participation in UIF and COIDA systems. Occupational safety deficiencies were significant, including unsafe machinery and equipment, electrical hazards, inadequate fire precautions, missing statutory appointments, and poor hygiene facilities. These findings indicate substantial risk exposure to workers and demonstrate serious deficiencies in employer duty-of-care compliance.

Workforce observations during the inspections highlighted a high presence of foreign nationals within several clothing factories. The report notes that employers demonstrated the capacity to recruit or replace workers rapidly, which complicates enforcement continuity and may undermine follow-up compliance efforts. In addition, inspectors encountered operational resistance, including locked premises, obstruction through private security, and avoidance, such as sudden workplace closures and changes in business identity. These tactics suggest deliberate strategies to frustrate enforcement processes. The Day 2 inspections, therefore, confirmed widespread, organised non-compliance within the clothing and textile manufacturing sector, characterised by violations of wage laws, social security exclusion, and serious occupational health and safety failures. The findings underscore the need for strengthened consequence management and coordinated enforcement mechanisms to disrupt entrenched patterns of non-compliance in this sector.

## **5. DAY 3 FRIDAY (06 February 2026)**

Day 3 of the inspection, conducted on 06 February 2026, continued the enforcement intervention within the clothing, textile manufacturing and related wholesale sector in Newcastle. This phase consolidated findings from the previous day and extended inspection coverage across additional factories and cooperative entities operating within the same supply chain environment. The objective remained to assess compliance with the Basic Conditions of Employment Act (BCEA), National Minimum Wage Act (NMWA), Occupational Health and Safety Act (OHSA), Compensation for Occupational Injuries and Diseases Act (COIDA), and Unemployment Insurance legislation, while evaluating employer conduct during unannounced inspections.

The compliance profile on Day 3 remained uniformly adverse. The inspected entities continued to reflect multi-statute non-compliance across wage regulation, occupational health and safety standards, COIDA registration, and UIF participation. The persistence of violations across consecutive inspection days indicates systemic non-compliance within the sector rather than isolated or incidental breaches. Inspectors recorded failures relating to wage and record-keeping obligations, absence of written particulars of employment, and non-registration or irregular contribution to UIF and COIDA. Occupational safety risks were pronounced, including unsafe machinery, electrical exposure, inadequate fire precautions, absence of required statutory appointments, and substandard hygiene facilities.

Operational resistance remained a defining feature of Day 3. Inspectors encountered obstruction tactics such as locked premises, use of private security personnel, allegations of trespassing, and avoidance behaviour, including sudden business closures and changes in trading identity. Further, the report notes that employers demonstrated the capacity to replace workers within short time frames, complicating enforcement continuity and follow-up compliance monitoring. These practices undermine deterrence and weaken the effectiveness of conventional inspection cycles. An additional dimension identified in the operation was the supply-chain linkage between non-compliant manufacturers and major national retailers, who were found to have sourced clothing from the inspected employers. This introduces broader regulatory considerations regarding accountability beyond factory-level compliance and raises questions concerning due diligence within retail procurement practices.

## **6. ADDITIONAL MATTERS**

Additional matters arising from the 04–06 February 2026 inspection relate to enforcement sustainability, prosecution effectiveness, workforce vulnerability, and supply-chain accountability. First, the progression of matters referred for prosecution remains slow, which materially weakens deterrence. The report indicates that cases forwarded for prosecution do not advance with sufficient speed to reinforce compliance behaviour. This gap between inspection findings and consequence implementation creates an enforcement credibility risk, particularly in sectors where non-compliance is organised and recurrent. Second, organised obstruction of inspections emerged as a consistent operational challenge. Employers utilised locked gates, private security personnel, and allegations of trespassing to delay or frustrate inspection access. In some instances, workplaces were abruptly closed, business identities were altered, or workforces were replaced rapidly. These avoidance tactics complicate continuity of enforcement and suggest deliberate attempts to evade regulatory oversight. Third, the high concentration of foreign nationals in certain clothing factories presents an additional vulnerability dimension. While the report does not attribute irregular status per se, it notes that rapid workforce replacement is common, which complicates enforcement follow-up and may weaken the protection of affected workers. This dynamic intersects with broader concerns regarding social security exclusion and access to UIF and COIDA protections.

Fourth, occupational health and safety failures remain a material concern. Unsafe machinery, electrical exposure, inadequate fire precautions, missing statutory appointments, and poor hygiene conditions were repeatedly observed. These findings elevate the risk of injury-on-duty incidents and potential downstream pressure on the Compensation Fund system. Fifth, the identification of major national retailers sourcing clothing from non-compliant manufacturers introduces a supply-chain accountability dimension. The presence of downstream commercial beneficiaries linked to non-compliant factories raises oversight questions regarding due diligence, ethical sourcing standards, and whether regulatory interventions should extend beyond primary employers. Finally, agricultural bio-security protocols were noted as affecting inspection speed and access on Day 1. While such controls may be legitimate, they present practical enforcement constraints that require coordinated operational planning to avoid inspection delays. Collectively, these additional matters reinforce the conclusion that while inspectors intervened decisively, sustained compliance improvement will depend on strengthened consequence management, inter-agency coordination, intelligence-led targeting, and more robust follow-through on prosecutions and compliance orders.

## **7. SUMMARY OF THE FOUR-DAY OVERSIGHT IN KWA-ZULU NATAL PROVINCE**

The four-day oversight visit to KwaZulu-Natal (3–6 February 2026) combined institutional assessment at the Newcastle Labour Centre with targeted sectoral inspections in agriculture, clothing and textile manufacturing, and related wholesale activities. The programme commenced with a walkabout and formal engagement at the Newcastle Labour Centre, enabling Members to assess frontline service delivery conditions, management capacity, and programme performance across Unemployment Insurance (UIF), Compensation Fund (COID), Public Employment Services (PES), and Inspection and Enforcement Services (IES). Performance data for 2025/26 (Q1–Q3) reflected the achievement of most APP indicators, including UIF processing timelines (excluding deceased benefits), PES targets, Compensation Fund administrative indicators, and inspection output levels. However, systemic pressures were evident, including high client volumes, legacy UIF deceased claims backlogs, and lower Occupational Health and Safety (OHS) compliance relative to BCEA compliance.

The enforcement component, conducted from 4–6 February 2026, consisted of a structured blitz inspection operation in support of the oversight visit. Day 1 focused on the agriculture sector, where compliance with wage legislation was mixed, but OHS and COIDA deficiencies were recorded. Inspectors identified failures relating to record-keeping, statutory documentation, occupational safety standards, and social security participation. Access challenges created procedural constraints for inspection teams, including employer resistance and bio-security protocols, affected inspection dynamics, particularly at Normandien Sawmills, even though it is a timber factory and not a cattle farm. Days 2 and 3 targeted clothing, textile manufacturing, and related wholesale entities. The compliance profile in this sector was uniformly adverse, with widespread non-compliance across BCEA/NMWA, OHSA, COIDA, and UIF statutes. Violations included wage under-compliance, absence of written employment particulars, non-registration or irregular participation in UIF and COIDA, unsafe machinery, electrical hazards, inadequate fire precautions, and substandard hygiene conditions. The inspections revealed entrenched patterns of organised non-compliance and deliberate obstruction, including locked premises, use of private security, sudden closures, identity changes, and rapid workforce replacement.

A significant presence of foreign nationals was observed in several factories, adding complexity to enforcement continuity. The blitz further identified supply-chain linkages between non-compliant manufacturers and major national retailers, introducing a broader accountability dimension beyond factory-level violations. Operationally, the slow progression of prosecution matters was highlighted as a constraint on effective deterrence. The oversight confirmed a dual reality in KwaZulu-Natal: while programme-level administrative performance at the Labour Centre reflects target achievement in several areas, sectoral compliance conditions, particularly in clothing and textile manufacturing, demonstrate systemic, multi-statute non-compliance, significant occupational safety risks, and social security exclusion. The visit underscored the need for strengthened consequence management, coordinated enforcement partnerships, intelligence-driven inspection strategies, and improved prosecution turnaround to ensure sustainable compliance and enhanced worker protection in the province.

## 8. OVERALL COMMITTEE OBSERVATIONS AND RECOMMENDATIONS

Committee Observations	Recommendations
<p>High client volumes and sustained demand for UIF, CF, PES and IES services, as most APP targets have been achieved, except for deceased UIF claims. Evidence of systemic service pressure.</p>	<ul style="list-style-type: none"> <li>• Conduct a staffing and workload analysis to align personnel with service demand.</li> <li>• Develop a clear plan to eliminate legacy UIF deceased claims. Strengthen queue management and digital migration strategies.</li> </ul>
<p>90% turnaround targets were achieved for most benefit categories, but deceased claims were not achieved due to legacy reviews.</p>	<ul style="list-style-type: none"> <li>• Provide a disaggregated backlog report (age profile and root causes and introduce a time-bound backlog reduction plan with monthly reporting to the Committee.</li> </ul>
<p>PES targets exceeded (placements and opportunities significantly above target).</p>	<ul style="list-style-type: none"> <li>• Provide data on the sustainability of placements (retention rates and sector absorption) and strengthen integration between PES and retrenchment response interventions.</li> </ul>
<p>Inspection targets exceeded, and 76% overall compliance was recorded.</p>	<ul style="list-style-type: none"> <li>• Shift focus from inspection volume to enforcement sustainability.</li> <li>• Track repeat offenders and publish follow-up inspection rates.</li> </ul>
<p>OHS compliance is substantially lower than BCEA compliance, and unsafe machinery, fire risks, and poor hygiene conditions were identified during inspections.</p>	<ul style="list-style-type: none"> <li>• Prioritise OHS-focused inspections in high-risk sectors.</li> <li>• Increase specialist OHS inspector capacity and introduce mandatory follow-up inspections within defined timeframes.</li> </ul>
<p>Widespread multi-statute non-compliance. Wage violations, UIF and COIDA exclusion, unsafe workplaces and evidence of organised avoidance</p>	<ul style="list-style-type: none"> <li>• Establish a sector-specific enforcement task team.</li> <li>• Strengthen consequence management and accelerate prosecution processes and engage with industry bodies and retailers on compliance accountability.</li> </ul>

behaviour.	
Locked premises, private security resistance, sudden closures, business identity changes.	<ul style="list-style-type: none"> <li>• Develop coordinated enforcement protocol with SAPS and other authorities to address obstruction.</li> <li>• Review legislative tools to strengthen inspector access powers.</li> </ul>
Slow progression of referred cases undermines deterrence.	<ul style="list-style-type: none"> <li>• Engage with prosecutorial authorities to fast-track labour-related cases and institute a tracking mechanism for referred matters.</li> </ul>
High concentration of foreign nationals in clothing factories and Rapid workforce replacement complicates enforcement continuity.	<ul style="list-style-type: none"> <li>• Strengthen interdepartmental coordination (e.g., Home Affairs, SAPS) to address labour exploitation risks while safeguarding worker rights.</li> </ul>
Non-registration or irregular participation in UIF and COIDA was identified across multiple inspected employers.	<ul style="list-style-type: none"> <li>• Conduct targeted compliance drives focusing on UIF and COIDA registration</li> <li>• Implement awareness campaigns for workers on social security rights.</li> </ul>
Major national retailers are sourcing from non-compliant manufacturers.	<ul style="list-style-type: none"> <li>• Engage retailers on supply-chain due diligence standards.</li> <li>• Explore regulatory or policy mechanisms to enhance accountability beyond primary employers.</li> </ul>
Mixed wage compliance, persistent OHS and COIDA gaps, and Biosecurity protocols affected inspection access.	<ul style="list-style-type: none"> <li>• Develop a structured inspection scheduling protocol for agricultural sites.</li> <li>• Enhance OHS compliance monitoring in rural sectors.</li> </ul>
Enforcement actions were issued, but sustainability depended on follow-through.	<ul style="list-style-type: none"> <li>• Implement intelligence-driven, repeat-cycle inspections.</li> <li>• Strengthen monitoring of compliance orders and prosecution outcomes.</li> </ul>

Evidence suggests possible information leaks before inspections, allowing employers to evade enforcement.	<ul style="list-style-type: none"> <li>• Implement an inspection integrity framework including unannounced inspections, digital scheduling, internal audits, and disciplinary measures for compromised officials.</li> </ul>
Non-compliant workplaces revert to exploitative practices after inspections, indicating weak follow-up mechanisms.	<ul style="list-style-type: none"> <li>• Introduce a post-enforcement compliance monitoring model, including follow-up inspections within 30–60 days, enforceable compliance deadlines, and escalation for repeat offenders.</li> </ul>
Large retailers appear to source from non-compliant producers, indirectly perpetuating labour exploitation.	<ul style="list-style-type: none"> <li>• Develop a labour compliance certification system, hold retailers accountable through hearings, and collaborate with DTIC on mandatory supply chain due diligence.</li> </ul>
Fragmented coordination between departments limits effective response to labour violations and related offences.	<ul style="list-style-type: none"> <li>• Establish a formal interdepartmental enforcement task team with defined roles, joint operations, and shared data systems.</li> </ul>
Workers were found in inhumane living conditions, indicating insufficient protection of vulnerable workers.	<ul style="list-style-type: none"> <li>• Develop minimum accommodation standards, introduce emergency response protocols, and strengthen worker support services.</li> </ul>
Cases of fraud and labour violations are not consistently tracked to finalisation.	<ul style="list-style-type: none"> <li>• Implement a centralised case tracking system with quarterly reporting on investigation and prosecution outcomes.</li> </ul>
Irregular documentation of foreign nationals suggests weaknesses or corruption in immigration processes.	<ul style="list-style-type: none"> <li>• Initiate joint investigations with Home Affairs, strengthen verification systems, and report on enforcement actions against fraud.</li> </ul>
Inconsistent conduct by Members during oversight visits undermines institutional integrity.	<ul style="list-style-type: none"> <li>• Adopt a formal oversight protocol framework with clear communication rules, defined roles, and consequence management.</li> </ul>
ICT inefficiencies across entities hinder service delivery and monitoring.	<ul style="list-style-type: none"> <li>• Accelerate digital transformation, integrate data systems, and introduce real-time performance dashboards for oversight.</li> </ul>

**Report to be considered.**

## **National Council of Provinces**

### **1. Report of the Select Committee on Cooperative Governance and Public Administration (Traditional Affairs, Water, Sanitation and Human Settlements) on consideration of the Public Service Commission Bill (B30B-2023) (Sec 76) dated: 7 April 2026**

#### **Background**

The Select Committee on Cooperative Governance and Public Administration (Traditional Affairs, Water, Sanitation and Human Settlements), having deliberated on and considered the subject of the Public Service Commission Bill [B30B-2023] (Section 76), referred on 18<sup>th</sup> of March 2025 to it and classified by the Joint Tagging Mechanism as a Section 76 Bill, reports that it has agreed to the Bill without amendments

#### **Object of the Bill**

The Public Service Commission Bill [B30B-2023] (Section 76) is an essential piece of legislation that seeks to regulate the Public Service Commission in accordance with the provisions of section 196 of the Constitution; to regulate the procedure for the appointment of commissioners of the Public Service Commission; to provide for the establishment of the Secretariat of the Commission to support the work of the Commission; to repeal the Public Service Commission Act, 1997; and to provide for matters connected therewith.

#### **Public Participation Process**

The Select Committee upheld the Constitution and its mandate by recognizing the importance of public involvement in the legislative process. Further, the Select Committee conducted open meetings without exceptions. In line with our legislative mandate, the select committee scheduled open briefing session on 13<sup>th</sup> May 2025 to allow the Department of Public Service and Administration together with Public Service Commission to brief Members of the Select Committee on the objects of the Public Service Commission Bill

As part of facilitating public participation in parliamentary legislative processes, the Select Committee placed adverts on 12 August 2025 on parliamentary websites and social media to

request members of the public and interested parties to submit their written submissions on the objects of the Public Service Commission Bill. Interested individuals and groups wishing to comment on the object of the Bill were, requested to forward written submissions to the Committee by no later than 31 August 2025

On 3 December 2025, the Select Committee conducted oral hearings on the Public Service Commission Amendment Bill [B30B–2023] to consider written and oral submissions. The stakeholders that participated in oral submissions included representatives of Local Government Advocacy Learning Network, SALGA, IMATU, SAMWU, the New South Institute (NSI), the Public Affairs Research Institute (PARI), The Ethics Institute (TEI), the Public Service Accountability Monitor (PSAM), and the Commission for Gender Equality (CGE). The purpose of oral hearings was to listen objectively to submissions, seek clarity where necessary. Stakeholders were encouraged to present their views freely and state whether in support of or in opposition to the Bill.

The Select Committee has noted during its deliberations that all Provincial Legislatures had scheduled briefing sessions, facilitated public participation through coordination of public hearings on the object of the Bill before tabling negotiating and final mandates.

### **Consideration of Final Mandates on the Object of the Bill**

On 7<sup>th</sup> of April 2026, the Select Committee considered final mandates on the objects of the Public Service Commission Bill (B30B-2023) and noted that 6 Provincial Legislatures (Gauteng, Limpopo, Northern Cape, Free State, Mpumalanga and North-West) have conferred their permanent delegates to vote in support of the Bill).

The Select Committee has also noted that Eastern Provincial Legislature has mandated its permanent delegate to abstain from voting, and the Western Cape Provincial Legislature mandated its permanent delegate not to vote in support of the Bill.

The Select Committee has further noted that due to the lack of a quorum at the KZN Provincial Legislature's sitting, the final voting mandate could not take place and the conferral of final mandate to the permanent delegate. However, the Select Committee has noted that the KZN Provincial Legislature will schedule a sitting in time before the NCOP Plenary to enable the permanent delegate to vote accordingly on the object of the Public Service Commission Amendment Bill. In the negotiating mandate, the Select Committee has

noted that the permanent delegate was mandated to support the Object of the Public Service Commission Amendment Bill

### **Recommendations**

The Select Committee on Cooperative Governance and Public Administration (Traditional Affairs, Water, Sanitation and Human Settlements), having deliberated on and considered the subject of the Public Service Commission Bill [B30B-2023] (Section 76), referred on 18<sup>th</sup> March 2025 to it and classified by the Joint Tagging Mechanism as a Section 76 Bill, reports that it has agreed to the Bill without amendments.

**Report to be considered.**