



SA FM ANNUAL COMPLIANCE REPORT

MARCH 2019

2017/2018 ANNUAL COMPLIANCE REPORT

SOUTH AFRICAN BROADCASTING CORPORATION (SABC) BROADCASTING AS SA FM

Licence Period: 18 December 2008 – 18 December 2018

1. PREFACE

The Independent Communications Authority of South Africa (the Authority) has a statutory mandate in terms of the Constitution¹, the ICASA Act², the Electronic Communications Act³ (ECA) and the Broadcasting Act⁴ to regulate broadcasting activities in South Africa in the public interest. Among the responsibilities of the Authority is the task to ensure compliance by broadcasting service Licensees with the terms and conditions of their licence and any relevant legislation and/or Regulations.

This report is intended to give account of SA FM's compliance with the terms and conditions as set out in its licence, for the 2017/2018 financial year. Aspects of compliance that are measured comprise of Geographic Coverage, Community Participation, Programming, Format, News and Information, Local Content Obligations, Language(s), South African Music Regulations, Universal Service and Access Fund Regulations, Regulations Regarding Standard Terms and Conditions and the Code on People with Disabilities.

2. BACKGROUND

SA FM is an individual Public Sound Broadcasting Service Licensee of the South African Broadcasting Corporation (SABC). The radio station's mandate is to provide a full spectrum service to the following provinces: Gauteng, Mpumalanga, Northern Cape, Limpopo, Northwest, Western Cape, Kwa-Zulu Natal, Free State and the Eastern Cape.

SA FM accesses its audience on the frequencies granted to it by the Authority as specified in its Radio Frequency Spectrum Licence. Its signal distribution is provided by Sentech (Pty) Ltd. The radio station broadcasts from its studio's situated at the SABC's premises in Auckland Park, Johannesburg, to the various regions throughout the country.

¹ The Constitution of the Republic of South Africa, No 108 of 1996

² Act No. 13 of 2000, as amended

³ Act No. 36 of 2005

⁴ Act No. 4 of 1999

3. COMPLIANCE ASSESSMENT

3.1. Ownership and Control

Clause 1 of SA FM's licence provides that:

"1.1 Name of Company/Entity: The South African Broadcasting Corporation

1.2 Shareholders: The State 100%

1.3 Ownership held by persons from historically disadvantaged groups:

N/A"

SA FM forms part of the public service of the SABC and is 100% owned by the State.

The Licensee complies with clause 1 of its licence.

3.2. Geographic Coverage Area

Clause 2 of SA FM's licence provides that:

"The geographic coverage area is as defined in the map attached to the radio frequency spectrum licence."

In the year under review, the Authority received no reports or complaints indicating that the radio station has gone beyond its licence area.

The Licensee complies with clause 2 of its licence.

3.3. Language(s)

Clause 3 of SA FM's licence provides that:

"Principal Language: English"

The monitoring exercise confirms that English is the principal language of broadcast of the Licensee.

The Licensee complies with clause 3 of its licence.

3.4. Format

Clause 4 of SA FM's licence provides that:

"4.1 The service authorised by this licence forms part of the public service division of the Licensee.

4.2 The licensed service shall be a full-spectrum service."

The Licensee confirms that SA FM is a public radio station that forms part of the SABC. It further confirms that the service offered is a full-spectrum service as required by the licence obligation.

The Licensee complies with clause 4 of its licence.

3.5. Local Content Obligations

Clause 5 of the licence provides that:

"In each year, the Licensee shall, within thirty (30) days of end of the quarter, submit to the Authority written records indicating the extent of:

5.1 the different genres; and

5.2 the South African music content, in programming material broadcast on the service during that quarter, in each instance, distinguishing between the genres, providing the relevant details in relation to prime time and the period between 05h00 and 23h00 daily ("the South African broadcast period"), and expressing the relevant details both as an aggregate in minutes and as a percentage of the total of all such programming material."

The SABC submitted its quarterly reports for the period under review. The reports reflect a week's sample for each quarter. The figures below demonstrate a breakdown of SA FM's compliance with the quotas set out by the Authority according to SA FM.

First Quarter: April – June 2017

Content/ Genre	ICASA Quota (Minutes Daily/Weekly)	SA FM's Provision in week 3 (Minutes Daily/Weekly)	SA FM's Compliance (%)
News	60min (Daily)	490mins (Weekdays) 90mins (Saturday) 90mins (Sunday)	100%

<i>Current Affairs</i>	<i>60min (Daily)</i>	<i>1680min (Weekly)</i> <i>180min (Saturday)</i> <i>120min (Sunday)</i>	<i>100%</i>
<i>Informal Knowledge Building</i>	<i>180min (Weekly)</i>	<i>1300min (Weekly)</i>	<i>100%</i>
<i>Education</i>	<i>240min (Weekly)</i>	<i>500min (Weekly)</i>	<i>100%</i>
<i>Children</i>	<i>60 min (Weekly)</i>	<i>420min (Weekly)</i>	<i>100%</i>
<i>Drama</i>	<i>150min (Weekly)</i>	<i>275min (Weekly)</i>	<i>100%</i>

Second Quarter: July – September 2017

Content/ Genre	ICASA Quota (Minutes Daily/Weekly)	SA FM's Provision in week 32 (Minutes Daily/Weekly)	SA FM's Compliance (%)
<i>News</i>	<i>60min (Daily)</i>	<i>500min (Weekly)</i> <i>90min (Saturday)</i> <i>90min (Sunday)</i>	<i>100%</i>
<i>Current Affairs</i>	<i>60min (Daily)</i>	<i>1800min (Week Days)</i> <i>180min (Saturday)</i> <i>120min (Sunday)</i>	<i>100%</i>
<i>Informal Knowledge Building</i>	<i>180min (Weekly)</i>	<i>1440min (Weekly)</i>	<i>100%</i>
<i>Education</i>	<i>240min (Weekly)</i>	<i>550min (Weekly)</i>	<i>100%</i>
<i>Children</i>	<i>60 min (Weekly)</i>	<i>110min (Weekly)</i>	<i>100%</i>
<i>Drama</i>	<i>150min (Weekly)</i>	<i>220min (Weekly)</i>	<i>100%</i>

Third Quarter: October – December 2017

Content/ Genre	ICASA Quota (Minutes Daily/Weekly)	SA FM's Provision in week 45 (Minutes Daily/Weekly)	SA FM's Compliance (%)
<i>News</i>	<i>60min (Daily)</i>	<i>500min (Week Days)</i> <i>90min (Saturday)</i> <i>90min (Sunday)</i>	<i>100%</i>
<i>Current Affairs</i>	<i>60min (Daily)</i>	<i>1800min (Week Days)</i> <i>180min (Saturday)</i>	<i>100%</i>

		120min (Sunday)	
Informal Knowledge Building	180min (Weekly)	1440min (Weekly)	100%
Education	300min (Weekly)	640min (Weekly)	100%
Children	60 min (Weekly)	110min (Weekly)	100%
Drama	150min (Weekly)	220min (Weekly)	100%

Fourth Quarter: January – March 2018

Content/ Genre	ICASA Quota (Minutes Daily/Weekly)	Radio Sonder Grense's Provision in week 4 (Minutes Daily/Weekly)	Radio Sonder Grense's Compliance (%)
News	60min (Daily)	500min (Week Days) 90mins (Saturday) 90mins (Sunday)	100%
Current Affairs	60min (Daily)	1745min (Week Days) 180min (Saturday) 120min (Sunday)	100%
Informal Knowledge Building	180min (Weekly)	1465min (Weekly)	100%
Education	240min (Weekly)	430min (Weekly)	100%
Children	60min (Weekly)	110min (Weekly)	100%
Drama	150min (Weekly)	220min (Weekly)	100%

The above information was scrutinized during the Authority's monitoring exercise based on the recordings submitted by the radio station for the period under review and the conclusion thereto is identified in the assessment below.

3.6. General Programming Obligations

Clause 6 of the licence provides that:

"6.1 General

6.1.1 The Licensee shall ensure that its programming adequately reflects the diversity of South African religions."

The monitoring exercise found that the Licensee through its broadcasting adequately reflects the diversity of religions in South Africa. The program *"Sunday Morning Worship Service"* focuses on Christianity as this program is broadcast directly from various Churches within the geographic coverage area of the Licensee. The Licensee also broadcasts the program *"Facts of Faith"* that explores aspects of different religions and matters related thereto. The monitoring exercise also found that the Licensee broadcasts a religious segment titled *"A New Day"*. The segment features readings and messages from the Bible and the Torah amongst others. The segment also examines what different special days mean in terms of the various religions. For example, the Judaism's Day of Atonement, known as *"Yum Kippur"*, was touched on during one of the segments during the period under review.

The Licensee complies with clause 6.1.1 of its licence.

"6.1.2 The Licensee shall take reasonable steps to provide programming that reflects the cultural and traditional needs of its audience."

The monitoring exercise found that the Licensee broadcasts the African-centric program *"The African Connection"*. This program reflects the cultural and traditional needs of all South Africans. A segment called *"What About Africa"* during the Licensee's program *"The Talk Shop"* discusses issues affecting the African continent. Further the monitoring exercise found that the broadcasting of the Licensee is diverse in the content of its programming as well as in the selection of the music. Audience participation in the programming through the call-in segments are encouraged. These steps ensure that the cultural and traditional views of the audience is adequately expressed.

The Licensee complies with clause 6.1.2 of its licence.

"6.1.3 The Licensee shall, during the South African performance period, provide programme material that caters and has due regard for the interests of all sectors of South African society and shall provide programming on health-related issues, gender issues relevant to all age groups."

The monitoring exercise found that the programme material of the Licensee caters to all sectors of the South African society. The Licensee broadcasts the following programmes:

- *"Sports Wrap"* for those sports loving members of society.

- *"Market Update with Moneyweb"* for those business-minded members of its audience.
- *"Otherwise"* is a program that focuses on issues affecting women.
- *"Mandate Hour"* is a program of the Licensee that focuses on Law, Health, and Tourism amongst other topics.

The programming of the Licensee further enlists experts in the various fields, ensuring that the audience of the Licensee receives expert advice and information.

The Licensee also caters to its younger audience through its children's programming such as *"Nali Bali"* and *"Sharp Sharp"*.

The Licensee complies with clause 6.1.3 of its licence.

3.6. News and Current Affairs

Clause 6.2.1 of the licence states that:

"The Licensee shall broadcast at least sixty (60) minutes of news programming each day during the South African performance period."

The monitoring exercise found that during weekdays the Licensee broadcast news amounting to a total minimum of one hundred (100) minutes per day.

On Saturdays and Sunday's news is broadcasted from 06h00 until 21h00 with a total of nineteen (19) news bulletins throughout the day. The average news bulletin has a duration of five (5) minutes. The total news broadcast on Saturdays and Sundays average ninety (90) minutes.

Some of the news that was broadcasted by the Licensee include:

- *"The East London High court is this morning expected to hand down judgment in an application to nullify the outcomes of the party's Eastern Cape provincial conference held at the City at the weekend. Four ANC delegates representing a faction that support Premier Phumullo Masualle are challenging the election of Oscar Mabuyane as provincial chairperson."*
- *"Government has assured the nation that social grants agency SASSA will be able to meet the Constitutional Court deadline to set up a partnership with the Post Office, for*

the payment of social grants by next year. This follows Chairperson of the Parliament's standing committee on public accounts Themba Godi 's statement that SASSA officials have failed to provide details on whether the Post Office will be able to take over from CPS to disperse social grants."

- *"Protesting University of Fort Hare students have set fire to a staff centre at the Alice Campus. Last week, a student centre and book shop were damaged. The institution says the damage is estimated at around 2 million rand. Students are now complaining about poor WIFI accessibility and water interruptions. Initially they were angry about a lack of funding. The destruction comes as students are preparing for end of year exams while a private security company is monitoring this situation."*
- *"A new station commander has been appointed and at least forty extra policemen will be brought to Phillipi East Ploice Station on the Cape Flats, to crack down, following eighteen murders in the last week. Police have also arrested five people whom they believe are the kingpins in ongoing shootings."*

The Licensee complies with clause 6.2.1 of its licence.

Clause 6.2.2 of the licence states that:

"The Licensee shall broadcast at least sixty (60) minutes of current affairs programming each day during the South African Performance Period."

The monitoring exercise found the following current affairs programming broadcast on weekdays:

- "AM Live": broadcast between 06h00 and 08h00;
- "The Forum @ 8": broadcast between 08h00 and 09h00;
- "Morning Talk": broadcast between 09h00 and 12h00;
- "Midday Live": broadcast between 12h00 and 13h00;
- "Afternoon Talk": broadcast between 14h00 and 16h00;
- "PM Live": broadcast between 16h00 and 18h00; and
- "The Talk Shop": Broadcast between 19h00 and 22h00.

The monitoring exercise found the following current affairs programming broadcast on weekends:

- "Weekend AM Live": broadcast Saturdays between 06h00 and 09h00;
- "Weekend AM Live": broadcast Sundays between 06h00 and 08h00.

The Licensee meets its requirement to broadcast sixty (60) minutes of current affairs programming per day, as it broadcasts several current affairs programs per day each with a minimum duration of at least fifty (50) minutes per program. Some of the topics that were addressed during the current affairs programming include amongst others: the SASSA payment saga, the situation at the Public Broadcaster, the Department of Health's initiatives for World Health Month and the suspension of Home Affairs' Director-General.

The Licensee complies with clause 6.2.2 of its licence.

Clause 6.2.3 of SA FM's licence states that:

"The Licensee shall in its production of news and current affairs programming:

- (i) Exercise full editorial control in respect to the contents of such programming*
- (ii) Include matters of international, national, regional and where appropriate, local significance*
- (iii) Meet the highest standards of journalistic professionalism*
- (iv) Provide fair, unbiased, impartial and balanced coverage independent from governmental, commercial or other interference; and*
- (v) Provide a reasonable opportunity for the public to receive a variety of points of view on matters of public concern."*

The SABC's editorial policy stipulates that full editorial control vests with the Licensee. Further, the policy indicates that emphasis is placed on meeting the highest standard of journalistic professionalism and that coverage should be fair, unbiased, impartial and balanced without any governmental, commercial or other interference.

The monitoring exercise found that the news and current affairs programming are in line with the editorial policy of the Licensee.

The Licensee complies with clause 6.2.3 of its licence.

6.7. Programming targeted at Children

Clause 6.3.1 of the licence states that:

"The Licensee shall, in the provision of the licensed service, broadcast at least one (1) hour of programming targeted at children (as contemplated in section 10 (1)(g) of the Broadcasting Act) per week during the South African performance period."

The monitoring exercise confirms that the Licensee broadcast the following programming targeted at children:

- *"Nali Bali"* and *"Sharp Sharp"* alternates weekdays at 13h50 for a total broadcast duration of ten (10) minutes.
- *"In Tune"* is broadcast on Saturdays at 12h00 for a total broadcast time of fifty (50) minutes.

The Licensee is complaint with clause 6.3.1 of its licence.

Clause 6.3.2 of the licence states that:

"In the production and presentation of its children's programming, the Licensee shall ensure that such children's programming is:

- (i) broadcast at times of the day when children are available to listen;*
- (ii) target at and appropriate for children between the ages of naught (0) and six (6) years and seven (7) and twelve (12) years, respectively; and*
- (iii) educational and is made from children's point of views."*

The broadcast of children's programming is at times when children are available to listen. Further, *Nali Bali* and *Sharp Sharp* are of relevance for the age group as identified in the licence and is made from the children's point of view. However, despite the Licensee categorizing *In Tune* as children and teen programming, the monitoring exercise found that *In Tune* targets only the youth as it addresses topics such as "passport girls"; teenage pregnancy, suicide amongst the youth, depression, lupus disease and equal education amongst others. These topics are of a mature nature and cannot be seen to be of relevance for the identified age group as per the licence.

The Licensee is partially compliant with clause 6.2.3 of its licence.

6.8. Educational Programming

Clause 6.4 of SA FM's licence states that:

"The Licensee shall broadcast at least five (5) hours of educational programming (as contemplated in section 10 (1)(e) of the Broadcasting Act) per week within the South African performance period."

The monitoring exercise confirms that the Licensee broadcast the following educational programming:

- "The Law Report" broadcast on Mondays from 21h00 until 22h00. This program educates listeners about their rights in every sector of the society;
- "The Health Report" broadcast on Tuesdays from 21h00 until 22h00. This program educates listeners about different diseases such as allergies;
- "Travel and Tourism" broadcast on Wednesdays from 21h00 until 22h00. This program educates listeners about various geographical information;
- An Environmental Program is broadcast on Thursday from 21h00 until 22h00 where environmental questions are examined and explained such as water shortage; and
- SA FM Literature is broadcast on Sundays from 13h00 until 16h00. This program educates listeners about various literary works.

The monitoring exercise found that the Licensee broadcast more than five (5) hours of educational programming per week during the South African performance period.

The Licensee was found to be compliant with clause 6.4 of its licence.

6.9. Drama

Clause 6.5 of the licence states that:

"The Licensee shall broadcast at least two and a half (2 ½) hours of drama per week within the South African performance period."

The monitoring exercise confirms that the following drama programming was broadcast:

- *"The Daily Book Reading"* is broadcast from Mondays to Thursdays at 11h45 for an average total broadcast time of fifteen (15) minutes. One of the non-fictional books that the Licensee broadcast was *"She Did It"* by JT Lawrence. This book tells the story of a detective trying to solve a murder case;
- *"Radio Vuka"* is a radio drama that is broadcast from Monday to Friday from 15h45. The drama centers around the lives of characters from a fictional community radio station. The average broadcast time of this program is fifteen (15) minutes;

- *"The Saturday Play"* is a local drama production. One of the stories that was broadcast was *"Trains of Thoughts"* by Neo Sibiyi. Neo was one of the SA FM Playwright competition winners. The Saturday Play is broadcast from 19h00 until 20h00 for an average broadcast time of fifty (50) minutes.
- *"The Sunday Play"* is a radio drama production. The Sunday Play is broadcast on Sundays from 15h30 until 16h00 with an average broadcast time of twenty-five minutes. *"The Great Gatsby"* by F. Scott Fitzgerald is one example of the drama productions broadcast during this program.

The total broadcast of drama programming amount to two hundred and ten (210) minutes per day. This means that the Licensee broadcast over three and a half (3½) hours of drama programming per week during the South African performance period.

The Licensee is compliant with clause 6.5 of its licence.

6.10. Informal Knowledge-Building Programmes

Clause 6.6 of the licence states that:

"The Licensee shall broadcast at least three (3) hours of informal knowledge-building programming per week within the South African performance period."

The following informal knowledge-building programmes were confirmed to be broadcast by the Licensee:

- *"Planting the Seeds"* is broadcast weekday mornings after 05h00 for an average broadcast time of ten (10) minutes. This program discusses topics such as bee-keeping, skincare, hoof management guidelines and draught research.
- *"Otherwise"* is a women's magazine show that is broadcast Mondays to Thursdays with an average broadcast time of forty-five (45) minutes.
- *"Market update by Money Web"* is broadcast weekdays from 18h00 until 18h30 with an average broadcast time of twenty-five (25) minutes. This program looks at consumer spending, the state of retirement planning, doing business beyond money as well as the different market performances.
- *"SA FM Lifestyle"* is broadcast Saturdays between 09h00 and 12h00. This program has an average broadcast time of one hundred and sixty (160) minutes and talks about topics such as film making in Cape Town, motoring, brand South Africa, the life of O.R. Tambo.

- "Media @ SA FM" is broadcast on Sundays between 08h00 and 10h00. This program discusses topics such as marketing, brand communications, journalism and broadcasting. The average duration of this program amounts to one hundred and fifty (150) minutes.

The total average duration of informal knowledge-building programmes amount to six hundred and fifteen minutes (615) per week. That amounts to over ten (10) hours of informal knowledge-building programmes per week within the South African performance period.

The Licensee is compliant with clause 6.6 of its licence.

6.11. Training and Skills Development Obligations

Clause 7 of the licence stipulates that:

"7.1 The Licensee must adopt and implement equal opportunity employment practices."

The Licensee has developed an Employment Equity Plan to assist the Licensee to be an equal opportunity employer. The Licensee met all its targets regarding the plan except for female representation. Female representation however increased to 49, 82% since the last reporting period.

"7.2 The Licensee must ensure that its management and staff are representative of South African society and that its human resource policies take into account the development of managerial, production, technical and other skills and expertise, particularly with regard to the historically disadvantaged persons."

7.3 The Licensee shall endeavour to achieve fair and reasonable participation by historically disadvantaged persons with respect to:

- (a) its management and control structures;*
- (b) skills development;*
- (c) enterprise development; and*
- (d) procurement"*

The SABC submitted a training and skills development report indicating that its management and staff is representative of South African society. Further, for the period under review 87% of its employees are from designated groups.

The SABC states that its Learning and Development delivery during the period under review was slow due to financial constraints and that the delivery was on urgent and critical needs of the organisation. The SABC submits that under the period of review, it delivered 701 training interventions to 515 employees. Of the 515 employees that were trained, 379 were trained in accordance with the SABC's Work Skills Plan and 136 were trained based on operational requirements.

Further, the majority of these employees were from designated groups which 87% were black, 49,5% were female and 1,75% were persons with disabilities.

According to the Licensee's report on its Annual Employment Equity and Skills Development plan, the Licensee strives for the creation of an "equitable working environment, in which the dignity of all individuals is respected and the diversity of all employees are valued." In this report, the SABC further advances that at least 86% of their overall staff complement are Black people; while 78% of its management are people from historically disadvantaged backgrounds.

The Licensee further submits that it intends to adhere to its BBBEE obligations and remains committed to contributing to the growth of the South African Economy through the empowerment of previously disadvantaged individuals.

7.4 The Licensee must, within thirty (30) days of the end of each financial year, provide the Authority the written information regarding its compliance with the above requirements."

The Licensee submitted its Training and Skills Development Plan to the Authority for the period under review.

The Licensee has complied with its training and skills developments obligations.

6.12. Provision of Audited Financial Statements to the Authority:

Clause 8 of the service licence provides that:

"Licensee shall provide the Authority with the audited annual financial statements of the licensed service within four (4) months of the end of the Licensee's financial year, provided that the Licensee may on good cause apply to the Authority for an extension."

The Licensee submitted its Audited Financial Statements for the 2017/2018 financial year within the stipulated timeframe.

The Licensee has complied with clause 8 of the licence.

4. REGULATIONS

4.1. South African Music Content Regulations

The Authority has on 23 March 2016 published ICASA South African Music Contents Regulations which repealed ICASA South African Music Content Regulations published on 31 January 2006. The regulations were to be effective eighteen (18) months after publication i.e. 23 September 2017 which falls within the period under review. The quotas were revised from 40% to the 60% for public sound broadcasting services.

Regulation 3 (1) of the ICASA South African Music Contents Regulations stipulates that:
Every holder of a public sound broadcasting service licence must ensure that after eighteen (18) months from the date of gazetting of these Regulations, a minimum of 60%, increasing to 70% in the following year, of the musical works broadcast in the performance period consist of South African music and that such South African music is spread reasonably evenly throughout the said period".

The Licensee submits that it broadcast a minimum of sixty (60) percent local music. This was confirmed during the monitoring exercise. The Licensee regularly profile South African artists during its programme "The Mash Up" that is broadcast on Saturdays from 20h00 until 21h00.

The Licensee complies with the Regulations on South African Music Content.

4.2. Compliance Procedure Manual – Form 12A

The Licensee is required, in terms of the Compliance Procedure Manual Regulations, to submit a Form 12A which reports on all complaints received in the course of each financial year.

The Licensee submitted the required Form 12A. Complaints against the Licensee range from inaccurate news reporting to Hate Speech during its AM Live and drama series. The complaints have an average turnaround time of four (4) days.

Further, the Licensee is a member of the National Association of Broadcasters (NAB) and complaints in relation to the Code of Conduct by Broadcasters are administered by the Broadcasting Complaints Commission of South Africa (BCCSA).

The Licensee complies with the Compliance Procedure Manual Regulations.

4.3. Code on People with Disabilities

Clause 3.1 (a) of the Code on People with Disabilities 2007⁵, states that:

"Broadcasting Service Licensees must ensure that their services are made available and are accessible to people with disabilities".

The SABC conducted different campaigns to encourage disability declarations for the reasonable accommodation of employees with disabilities. Further, accessibility audits were conducted and the SABC has started to implement the audit findings to ensure that the physical workplace is accessible for persons with disabilities.

Clause 3.1 (c) states that:

"Broadcasting Service Licensees must monitor the effectiveness of their service through surveys as well as contact with organisations of and for people with disability and stakeholders".

During the period under review, the Licensee conducted the SABC National Disability Committee quarterly meetings to monitor and evaluate progress against its Disability mainstreaming objectives. The Licensee hosted National Disability Rights Awareness Month from 3 November until 3 December. During this period the SABC created internal disability awareness.

The following were some of the disability awareness campaigns hosted by the Licensee:

- National Bind Buddy Day;
- Albinism Awareness;
- Deaf Awareness; and
- Casual day.

⁵ as published in the Government Gazette, no 30441, 7 November 2007

The Licensee further conducted verifications of all declared disabilities and identification of reasonable accommodation needs, as well as participation in career exposure initiatives through its Take A Girl To Work initiative that focused on scholars with disabilities.

The SABC also reported that employees with disabilities represent 2.34%, an increase from the previous reporting period. Employees with disabilities are employed on different occupational levels with majority representation on the Skilled, Technical and academically qualified levels.

Further, Producers are encouraged to establish relationships with organisations for people with disabilities to use for content when the need arises.

To improve the representation of employees with disabilities, the SABC's recruitment efforts will remain targeted. The SABC also intend to accelerate disability declaration campaigns that will aid in the improvement of employees with disability representation as well as providing reasonable accommodation.

The Licensee complies with the Code on People with Disabilities.

4.4. Regulations regarding Standard Terms and Conditions for Individual Broadcasting Licensees

The Authority is satisfied that during the period under review the Licensee did not contravene the regulation in respect of the Standard Terms and Conditions for Individual Licences.

4.5. Universal Service and Access Fund Regulations

Regulation 3 of the USAF Regulations provides that:

- 1) *"Every holder of a licence granted in terms of Chapters 3, 4 and/or 9 or converted in terms of Chapter 15 of the Act, must pay an annual contribution of 0.2% of its Annual Turnover to the Fund.*
- 2) *A Broadcasting Service Licensee who has paid an annual contribution to the MDDA must set off that contribution against its USAF Contribution, provided that the MDDA contribution and the USAF contribution against which it is set off are for the same financial year".*

The Licensee paid its annual contribution to the USAF and duly submitted proof to the Authority. The Licensee received confirmation of payment in the form of a Section 18A certificate from the MDDA. The SABC's financial year end is March.

5. CONCLUSION

SA FM is compliant with most of its obligations, often exceeding the minimum requirements as set out in its licence and applicable regulations. The area of non-compliance regarding of the children's programming has been brought to the attention of the Licensee. No progress has been made in regards thereto from the previous Annual Compliance Report. The Authority will continue to monitor the compliance of SA FM in the next financial year.

6. TERMS OF REFERENCE

Appendix A: Service and Frequency spectrum licence;

Appendix B: Editorial police;

Appendix C: Skills and Training Development Report 2017/2018;

Appendix D: South African Music Content Regulations of 2006;

Appendix E: Regulations Regarding Standard Terms and Conditions;

Appendix F: Code on People with Disabilities; and

Appendix G: Universal Service Obligation Fund Regulations.