ICASA
Independent Communications Authority of South Africa
25th Anniversary

350 Witch-Hazel Avenue,
Eco Point Office Park
Eco Park, Centurion
Private Bag X10,
Highveld Park 0169
Tel number: (012) 568 3000/1

MINUTES OF THE COUNCIL MEETING HELD ON 9 JUNE 2026		
Time:	**08:00am**	
Venue:	**Virtual**	
Present	[redacted]	Chairperson
	[redacted]	Councillor
	[redacted]	Councillor
	[redacted]	Councillor
	[redacted]	Councillor
	[redacted]	Councillor
	[redacted]	Councillor
	[redacted]	Councillor
By Invitation	[redacted]	Acting Chief Executive Officer
	[redacted]	Corporate Secretary
	[redacted]	Chief Audit Executive
	[redacted]	Chief Financial Officer
	[redacted]	Executive: Legal, Risk and CCC
	[redacted]	Manager: Communications
Partial Attendees	[redacted]	Executive: HR
	[redacted]	Senior Manager: Talent and Performance Management
Apologies	[redacted]	Councillor
	[redacted]	Chief Executive Officer

No.	Action Item	Person Responsible
1.	**Opening and apologies** 1.1 The Chairperson declared the meeting open and welcomed all attendees. 1.2 Council noted apologies from Cllr [redacted] and the CEO, [redacted] both of whom were on leave. [redacted] attended the Council meeting in her capacity as acting Chief Executive Officer. **The opening and apology were noted.**	**Chairperson**
2.	**Ratification of the agenda** **The agenda was adopted as presented.**	**Council**
3.	**Declaration of conflict of interest** No conflict of interest was noted.	**Council**
4.	**Minutes of the Council meeting held on 30 March 2026** **The minutes were approved as presented.**	**Council**
5.	**Minutes of the Council meeting held on 24 April 2026** **The minutes were approved as presented.**	**Council**
6.	**Finance Policies** **This item was presented by the CFO.** Discussion / Comments 6.1 It was confirmed that all the Finance Policies tabled for Council approval at this meeting, had been workshopped at Council. on 21 January 2026. 6.2 ***Subsistence and Travel Policy***: [redacted] 6.3 ***Supply Chain Management (SCM) Policy***: [redacted] 6.4 Further, Council resolved to approve the following policies, as presented: Asset Management Policy, Investment Policy, Banking and Cash Management Policy, Budget Policy, Subsequent Events Policy, Inventory Management Policy, Related Parties Policy, Petty Cash Policy, Unauthorised, Irregular, Fruitless and Wasteful (UIFW) Expenditure Policy. Council directed that tracking and the financial matrix from the UIFW Policy must cascade to the executive's performance contracts to ensure top-down accountability. 6.5 ***Delegations of Authority (DoA)***: [redacted]	**CEO / CFO**

No.	Action Item	Person Responsible
7.	**HR Policies** **This item was presented by the Senior Manager: Talent and Performance Management.** <u>Discussion / Comments</u> 7.1 It was confirmed that all the HR policies tabled for Council approval at this meeting, had been workshopped at Council on 30 January 2026, 6 February 2026, and19 March 2026. 7.2 Council was further assured that all the policies have undergone all levels of mandatory consultations. 7.3 ***Acting Appointment and Allowance Policy***: [redacted] 7.4 ***Probation Policy***: [redacted] 7.5 ***Talent Sourcing Policy***: "[redacted] 7.6 Further, Council resolved to approve all the following policies, as presented: Employment Equity Policy, Harassment Policy, Disciplinary Code and Procedure Policy, Incapacity Code and Procedure Policy, Graduate Development Programme Policy, Grievance Policy, Job Evaluation Policy, Recognition Policy, Study Assistance Policy, Succession Management and Retention Policy, Terms and Conditions of Employment Policy, Training and Development Policy, and Termination of Service Policy.	**CEO / Executive: HR**
8.	**Closure** The Chairperson then thanked all who were present in the meeting and declared the meeting adjourned at 10h52am.	**Chairperson**

Signed: [redacted]

Mothibi G. Ramusi
(ICASA Chairperson)

Date: 20 July 2026