



UKHOZI FM ANNUAL COMPLIANCE REPORT

MARCH 2025

2023/2024 ANNUAL COMPLIANCE REPORT

SOUTH AFRICAN BROADCASTING CORPORATION BROADCASTING AS UKHOZI FM

Licence Period: 18 December 2018 to 17 December 2028

1. PREFACE

The Independent Communications Authority of South Africa (“Authority”) has a statutory mandate in terms of the Constitution, the Broadcasting Act,¹ the Independent Communications Authority of South Africa Act (ICASA Act,²) and the Electronic Communications Act (ECA³) to regulate broadcasting activities in South Africa in the public interest. The Authority is tasked with monitoring compliance by broadcasters with the terms and conditions of their licences, the three Acts and any other relevant legislation and Regulations.

The following report is intended to give an account of Ukhozi FM (“the Licensee”)’s performance for the 2023/2024 financial year. Aspects of compliance that are measured comprise of the geographic coverage, language(s) of broadcast, broadcast content format, local content obligations, general programming obligations, training and skills development obligations, South African Music Content Regulations, Regulations regarding Standard Terms and Conditions for Individual Broadcasting Services, Regulations in respect of the Prescribed Annual Contributions of Licensees to the Universal Service and Access Fund and Compliance Procedure Manual Regulations.

2. BACKGROUND

Ukhozi FM holds an Individual Public Sound Broadcasting Service (“I-PSBS”) licence and a Radio Frequency Spectrum (“RFS”) licence (collectively referred to as “licences”) for the provision of services to the geographical areas of Gauteng, Eastern Cape, Free State, KwaZulu Natal and Mpumalanga Provinces. Ukhozi FM forms part of the South African Broadcasting Corporation (“SABC”) and was issued its licences on 18 December 2018.

¹ Broadcasting Act, 1999 (Act No. 4 of 1999)

² ICASA Act, 2000 (Act No. 13 of 2000), as amended

³ Electronic Communications Act, 2005 (Act No. 36 of 2005)

3. COMPLIANCE ASSESSMENT

3.1 Ownership and Control

Clause 1.1 of the service licence stipulates that:

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

Further, clause 1.2 of the service licence provides that:

"Shareholders: The State: 100%"

Furthermore, clause 1.3 of the service licence stipulates that:

"Ownership held by persons from historically disadvantaged groups: NA"

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

The Licensee complies with clauses 1.1, 1.2 and 1.3 of its service licence

3.2 Geographic Coverage Area

Clause 3 of the schedule to the service licence stipulates that:

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

According to the RFS licence, the radio station's coverage areas are Gauteng, Eastern Cape, Free State, KwaZulu Natal and Mpumalanga Provinces. The Licensee confirms that its coverage area is as defined and specified in its RFS licence.

The Licensee complies with clause 3 of the schedule to its service licence.

3.3 Language

Clause 4 of the schedule to the service licence stipulates that:

"Principal Language: isiZulu".

The Authority's monitoring exercise confirmed that the radio station's principal language of broadcast is isiZulu.

The Licensee complies with clause 4 of the schedule to its service licence.

3.4 Format

Clause 5.1 of the schedule to the service licence stipulates that:

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

Further, clause 5.2 of the schedule to the service licence stipulates that:

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

Ukhozi FM is a public radio station of the SABC and offers a full-spectrum service to its audience as outlined in its licences.

The Licensee complies with clauses 5.1 and 5.2 of the schedule to its service licence.

3.5 Local Content Obligations

Clause 6 of the schedule to the service licence stipulates that:

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

6.1 different genres; and

6.2 South African music content, in programme material broadcast in the licensed service during that quarter, in each instance, distinguishing between 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 are reflective of a week's sample for each quarter.

The Licensee complies with clause 6 of the schedule to its service licence.

3.6 General Programming Obligations

3.6.1 General

Clause 7.1.1 of the schedule to the service licence stipulates that:

"The Licensee shall ensure that its programming adequately reflects the diversity of South Africa's religions".

Furthermore, clause 7.1.2 of the schedule to the service licence stipulates that:

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

The SABC's editorial policy stipulates that:

"Religious programmes should take account of regional factors, target audiences, language and cultural preferences, and the devotional needs of specific groups" (See an extract on SABC's editorial policy attached as Appendix B).

The Authority's monitoring exercise established that the Licensee caters for different cultures and religious groups. "Ezamabandla" which features church sermons and indigenous gospel music was identified on Sundays from 07h00 to 09h00.

Other church sermons and religious music programming that were also identified on Sundays are "eShilo" at 09h00 to 12h00, "Unkulunkulu nomuntu omusha nenkonzo" at 20h00 to 21h00 and "Ezenkolo" at 22h00 to 00h00.

"Ulozolo" and "Sigiya Ngengoma" that is broadcast on Saturdays from 07h00 to 09h00 and 09h00 to 12h00 respectively features religious and cultural topics and broadcast religious and traditional music. "Izwi Labantu" broadcast at 05h30 to 06h00 on Sundays covers culture and traditional topics.

The Licensee complies with clauses 7.1.1 and 7.1.2 of the schedule to its service licence.

Clause 7.1.3 of the schedule to the service licence stipulates that:

"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 Authority’s monitoring exercise identified a programme called “*Jabul’jule*” on weekdays at 09h00 to 12h00, is a mix of a magazine and a talk show and is aimed at women from the ages of 25 and above. In one of the segments, the Firearm Control Act of 2000 was a topic of discussion aimed at gun handling, possession and ownership stemming from a news headline where a 13-year-old student shot and killed a school Principal in one of the schools in the Gauteng Province. Founding member of the Mandlovu feeding scheme and winner of the Shoprite Community Network (Act for Change) Ntombifuthi Ndlovu was also one of the guests interviewed.

The Licensee complies with clause 7.1.3 of the schedule to its service licence.

3.6.2 News and Current Affairs

Clause 7.2.1 of the schedule to the service licence stipulates that:

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

The Authority’s monitoring exercise confirmed that the radio station broadcasts news on top of the hour from 06h00 to 22h00, seventeen (17) news bulletins on weekdays and thirteen (13) news bulletins on weekends.

The duration of news bulletins is between five (5) and six (6) minutes averaging to about eighty-five (85) minutes of news on weekdays and sixty-five (65) minutes of news on weekends. News bulletins are read in IsiZulu with English sound bites. The following are among the news items monitored during the period under review:

- *“Ungqongqoshe wezemidlalo kuleli umnumzana u Zizi Kodwa ushayeke ihlombe iqembu lebhola lezinyawo lakuleli I Bafana Bafana ebuyeke ekhaya ne Ndondo yethusi kwi Africa Cup of Nations ebise Ivory Coast.”;*
- *“Ungqongqoshe wezempilo kuleli u Dokotela u Joe Phaahla uqinisekise labo bagxeka uhlelo lwe National Health Insurance (NHI) ngamafuphi ukuthi angekhe luphazamiswe yinkohlakalo. U Phaahla uzwakalise*

lokho ekhuluma ngesikhathi kuqhubeka inkulumo phikiswano emayelana nenkulumo ka mongameli eyayimayelana nesimo sezwe ehlo ledolophu e Cape Town”; and

- *“I Democratic Alliance ithi isichithile isicelo sokuthi I ANC yolulelwe isikhathi sokuthi inikezele ngama record ayo aphelele malungana nekomiti elijuba amalungu eqembu ekhundleni zika hulumeni”.*

The Licensee complies with clause 7.2.1 of the schedule to its service licence.

Clause 7.2.2 of the schedule to the service licence stipulates that:

“The Licensee shall broadcast at least sixty (60) minutes of current affairs programming each day during the South African performance period”.

The Authority’s monitoring exercise confirmed that Ukhozi FM broadcasts three (3) current affairs programmes on weekdays, *“Ezanamuhla”* at 05h00 to 06h00, *“Ezisematheni”* at 12h00 to 12h30 and *“Abasiki Bebunda”* at 18h00 to 19h00. A wide range of topics were covered during the current affairs programmes, such as:

- *“Umholi we DA u John Steenhuizen uthumele umyalezo ocacile emaqenjini ezopolitiki ukuthi intloso yabo kukunqoba lolukhetho”*
- *“Izidumbu zababili besifazane ezitholakele ngase mfuleni Umngeni eduze kwase Nanda”; and*
- *“Umndeni wakwa Thomsana e Lusikisiki e Eastern Cape usosale ushaqekile emva kokuthi ithimba lama phoyisa lingene ekhaya lawo ngo ndlovuyangena lathi ke lifuna isibhamu esingekho emthethweni”.*

The monitoring exercise also confirmed that the Licensee broadcasts a one (1) hour current affairs program, *“Izindaba zempelasonto”* on Saturdays and Sundays between 06h00 and 07h00.

The Licensee complies with clause 7.2.2 of the schedule to its service licence

Clause 7.2.3 of the schedule to the service licence stipulates as follows:

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

- (i) Exercise full editorial control in respect of the contents of such programming;*
- (ii) include matters of international, national, regional and where appropriate, local significance;*
- (iii) meets 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 provides that the licensee must exercise full editorial control in respect of the contents of its programming. The editorial policy further indicates that the licensee endeavours to meet the highest standards of journalistic professionalism. Further, the policy provides for fair, unbiased and impartial coverage independent from government, commercial or other interference.

The Authority's monitoring exercise confirmed that the Licensee broadcasts matters of international, national, regional and local significance. In its current affairs broadcast, the radio station provides an opportunity for the public to receive a variety of points of view from different analysts and experts on matters of public concern (See 7.2.1 and 7.2.2 above). The SABC's Editorial Policies form part of the SABC Charter and monitoring of Ukhozi FM's news and current affairs programmes for the period under review demonstrated compliance with clause 7.2.3 of its service licence and the Charter as contained in the Broadcasting Act of 1999.

The Licensee complies with clause 7.2.3 of the schedule to its service licence

3.6.3 Programming targeted at children

Clause 7.3.1 of the schedule to the service licence stipulates 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”.

Further, clause 7.3.2 of the schedule to the service licence stipulates 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) targeted at and appropriate for children between the ages of nought (0) to six (6) years and seven (7) to twelve (12) years respectively;*
- (iii) educational and is made from children’s point of view”.*

The Authority’s monitoring exercise determined that Ukhozi FM broadcasts a total of ten (10) minutes of programming targeted at children on Sundays from 07h40 to 07h50. “*Vumelani Abantwana Beze Kimi*” serves as an educational and entertainment show, where children are taught everyday life lessons in a fun and energetic way. For example, phoning in and opening the programme with a prayer. The age group of children vary from four years to twelve years.

The Licensee also broadcasts a ten (10) minute educational programme “*Vukani/Nalibali*” between 09h20 and 09h40 from Mondays to Fridays. Children are taught life lessons through storytelling.

The Licensee complies with clauses 7.3.1 and 7.3.2 of the schedule to its service licence.

3.6.4 Educational Programming

Clause 7.4 of the schedule to the service licence stipulates as follows:

“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 Authority’s monitoring exercise confirmed that the Licensee broadcasts an educational programme “*Ubusuku Obuhle*” from Monday to Thursday at 20h05 to 24h00. Moreover, “*Ezemfundo*”, is a one-hour segment broadcast from 21h00 to 22h00 within “*Ubusuku Obuhle*”. Thobeka Ngidi from Pioneer Debt Solutions was a guest to discuss the importance of paying monthly instalments by the due date and the process of going under debt review. Setting up a Trust and putting one’s

assets under a Trust was discussed in another segment. Dr Bonga Khoza a medical officer from the Harry Gwala district was invited to discuss stomach ulcers. The Licensee broadcasts over five (5) hours of educational programming per week.

The Licensee complies with clause 7.4 of the schedule to its service licence.

3.6.5 Drama

Clause 7.5 of the schedule to the service licence stipulates 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 Authority's monitoring exercise confirmed that the Licensee broadcasts "Nathini Kumfundisi" on Mondays to Thursdays from 10h40 to 10h55 and a repeat broadcast at 22h05 to 22h20.

Another programme titled "Isinqumo" is broadcast at 15h05 to 15h20 from Mondays to Thursdays. The Licensee broadcasts three (3) hours of drama per week.

The Licensee complies with clause 7.5 of the schedule to its service licence

3.6.6 Informal Knowledge-Building Programmes

Clause 7.6 of the schedule to the service licence stipulates that:

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

The Authority's monitoring exercise identified the following Informal Knowledge Building programming:

On "Dankie 1223" at 12h30 to 15h00 on weekdays Londiwe Nyawo, a Somatologist and owner of Vital Derma Radiance was one of the guests to discuss dry, hard cracks (skin) on the heels. The causes and cure of the cracks on the heels were discussed with the listeners. Ukhozi FM broadcasts over three (3) hours of informal knowledge-building programming per week.

The Licensee complies with clause 7.6 of the schedule to its service licence.

3.7 Training and Skills Development Obligations

Clause 8 of the schedule to the service licence stipulates that:

8.1 "The Licensee must adopt and implement equal opportunity employment Practices".

8.2 "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".

8.3 "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".*

8.4 "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's commitment to a skilled and trained workforce is evident in its efforts to provide development for its employees. The SABC's Annual Skills and Development Report 2023/2024 boasts that bursaries, previously only reserved for employees identified by the Licensee's 2019/2020 Skills Audit, were now extended to all SABC employees.

In the year under review, the Licensee facilitated at least one thousand and ninety-one (1091) training interventions; in response to one thousand two hundred and seventeen (1217) training needs identified in its Workplace Skills Plan for the year ended. At least nine hundred and twenty-three (923) individuals received training, and ninety-nine percent (99%) of the training recipients were people from previously disadvantaged groups.

The Licensee continues to prioritise the employment of women and Black people.

Women continue to serve in high-level positions within the Licensee and people from previously disadvantaged groups still make up the majority at the executive level.

The analysis of the Licensee’s Employment Equity report shows a decline in the occupancy of Black people within the Licensee’s Board of Directors for the year under review. However, this cannot be seen as indicating a decrease in the Licensee’s efforts to maximise the presence of Historically Disadvantaged Individuals in its executive. The year ended March 2024 saw the Licensee left with around sixty-six percent (66%) Black People at the Executive Level, a decline of around nineteen percent (19%) from last year’s reporting.

The Licensee has already reached its 2025 Employment Equity target; currently, Historically Disadvantaged Individuals make up the majority at levels.

Table 1: SABC’s 2025 Employment Equity Targets (Control/Management Echelon) measured against the last two financial years’ progress.

Employment Category	September 2025 Target	February 2023 Actual	March 2024 Actual
Black Board of Directors with Voting Rights	50%	85.72%	66.6%
Female Board of Directors with Voting Rights	25%	33%	33.3%
Black Executive Directors (GCEO, COO, CFO)	50%	66.67%	33.3%
Black Female Executive Directors (GCEO, COO, CFO)	25%	0%	33.3%
Black Executive Managers / Senior Management	60%	88 %	74.1%
Black Female Executive Managers/Senior	30%	32%	38.7%

Employment Category	September 2025 Target	February 2023 Actual	March 2024 Actual
Management			
Black Middle Management	75%	83%	71.2%
Black Female Middle Management	38%	42%	36.2%
Black Junior Managers	88%	93%	81.9%
Black Female Junior Managers	44%	49%	42%
Black People with Disabilities	2%	2%	2.5%

The Licensee complies with clause 8 of the schedule to its service licence.

3.8 Provisions of audited financial statements to the Authority

Clause 9 of the schedule to the service licence stipulates that:

"The Licensee shall provide the Authority with the audited annual financial statements of the licensed service within six (6) months of the end of the licensee's financial year, provided that the licensee may on good ground shown apply to the Authority for extension".

The Licensee submitted its audited annual financial statements to the Authority within the prescribed period.

The Licensee complies with clause 9 of the schedule to its service licence.

4. REGULATIONS

4.1 ICASA Compliance Procedure Manual Regulations, 2011

Ukhozi FM is required, in terms of the Compliance Procedure Manual Regulations as published in *Government Gazette* No. 34863 dated, 15 December 2011, to submit a Form 12A: BS Complaints Reporting form, which a Licensee should complete and submit, with details of all complaints received in each financial year. The SABC submitted its complaints report in accordance with the Regulations regarding the Code of Conduct for Broadcasting Service Licensees. The Licensee reported that there were no complaints received during the period under review.

The Licensee complies with the ICASA Compliance Procedure Manual Regulations.

4.2 ICASA South African Music Content Regulations, 2016

Regulation 3(1) of the ICASA South African Music Content Regulations as published in the *Government Gazette* No. 39844 dated, 23 March 2016 stipulate that:

"A 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 and that such South African music is spread evenly throughout the performance period".

The Authority's monitoring exercise determined that the Licensee's playlist includes between 72 and 79 % South African music during the performance period and identified the following local artists: Vusi Nova "Ndiziphosa Kuwe Mna Ingxaki Zam", Umabhilidi "Uthando Lweminyaka", Amavikelambuso "Amandla Endoda", Nathi ft. Vusi Nova "Nomakanjani", Inkabi Zezwe "Ekhaya", Malungelo ft. Zakwe, Ray T & Sands "Sukuma", Mduduzi Mncube ft. Jay Spita "Luthando Lusekhona", Ami Faku ft. Emtee "Lala Ngoxolo" and many more.

The Licensee complies with the ICASA South African Music Content Regulations

4.3 Regulations on Standard Terms and Conditions for Individual Broadcasting Services, 2010

During the year under review, the Authority did not identify any non-compliance by Ukhozi FM with the Regulations on Standard Terms and Conditions for Individual Broadcasting Services as published in *Government Gazette* No. 33294 dated, 14 June 2010 as amended.

The Licensee complies with the Regulations on Standard Terms and Conditions for Individual Broadcasting Services.

4.4 Universal Service and Access Fund Regulations, 2011

Regulation 3(1) of the Regulations in respect of the Prescribed Annual Contributions of Licensees to the Universal Service and Access Fund ("USAF") as published in the *Government Gazette* No. 34010 on 10 February 2011, stipulates that:

"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".

Further, Regulation 3(2) provides that:

"A BS Licensee who has paid an annual contribution to the Media Development and Diversity Agency (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 of the same financial year".

The Licensee has made the prescribed payment directly to the MDDA and submitted proof thereof to the Authority.

The Licensee complies with Regulations 3(1) and 3(2) of the Regulations in respect of the Prescribed Annual Contributions of Licensees to the Universal Service and Access Fund.

5. CONCLUSION

For the 2023/2024 financial year, the Licensee is compliant with all its I-PSBS licence terms and conditions and applicable Regulations.

6. TERMS OF REFERENCE

Appendix A: Ukhozi FM's I-PSBS licence and RFS licence

Appendix B: SABC's Editorial Policy;

Appendix C: SABC Employment Equity and Transformation Report (2023/24);

Appendix D: SABC Annual Skills Development Report (2023/2024 FY)

Appendix E: ICASA South African Music Content Regulations, 2016;

Appendix F: ICASA Compliance Procedure Manual Regulations, 2011;

Appendix G: USAF Regulations, 2011; and

Appendix H: Regulations on Standard Terms and Conditions for Individual Broadcasting Services, 2010 as amended

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