



**THE SOUTH AFRICAN
BROADCASTING
CORPORATION**

as

**UMHLOBO WENENE FM
ANNUAL COMPLIANCE
REPORT**

MARCH 2025

2023/2024 ANNUAL COMPLIANCE REPORT

SABC BROADCASTING AS UMHLOBO WENENE FM

Licence Period: 18 December 2018 - 17 December 2028

1. PREFACE

The Independent Communications Authority of South Africa (“Authority”) has a statutory mandate in terms of the Constitution, the Independent Communications Authority of South Africa Act¹ (“ICASA Act”), the Electronic Communications Act² (“ECA”) and the Broadcasting Act³ to regulate broadcasting activities in South Africa in the public interest. The Authority's responsibility is to ensure that broadcasting service licensees comply with the terms and conditions of their licence and any relevant legislation and/or regulations.

This report seeks to give an account of UMHlobo Wenene FM’s compliance with the terms and conditions as set out in its license in the financial year ending March 2024. Additionally, this report will investigate and measure Umhlobo Wenene FM’s compliance with the following regulations: South African Music Content, Standard Terms and Conditions for Individual Licensees, Universal Service and Access Fund, General Licence Fee, and Code of Conduct for Broadcasters.

2. BACKGROUND

UMhlobo Wenene FM is part of the South African Broadcasting Corporation (“SABC”) and holds an Individual Sound Broadcasting Service licence⁴. The SABC through UMHlobo Wenene has an obligation to provide a full spectrum service to the geographic areas of Gauteng, Eastern Cape, Western Cape,

¹ Act No. 13 of 2000, as amended

² Act No. 36 of 2000

³ Act No. 4 of 1999

⁴ UMHlobo Wenene’s Broadcasting Service Licence

Free State, North West, KwaZulu Natal, Northern Cape and Limpopo. UMhlobo Wenene's language of broadcast is isiXhosa.

3. COMPLIANCE ASSESSMENT

3.1 Geographic Coverage Area

Clause 3 of the licence provides as follows:

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

The Licensee's coverage area includes Gauteng, Eastern Cape, Western Cape, Free State, North West, KwaZulu Natal, Northern Cape and Limpopo. The SABC, through uMhlobo weNene, continues to offer service to the coverage area as defined in the frequency spectrum licence.

3.2 Language(s)

Clause 4 of the licence provides that the Licensee's language of broadcast is as follows:

"Principal Language: isiXhosa".

The Authority's monitoring exercise confirmed that UMhlobo Wenene FM's principal language of broadcast is isiXhosa. All programmes monitored were found to be in isiXhosa. In instances where English was broadcast, particularly during news and current affairs programmes, the present would translate into isiXhosa as soon as possible.

UMhlobo Wenene FM complied with clause 4 of its licence.

3.3 Format

Clause 5.1 of the schedule to the licence reads as follows:

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

While clause 5.2 further instructs:

“The licensed service shall be a full-spectrum service”.

UMhlobo Wenene FM is categorised as a public radio station of the SABC and offers a full-spectrum service to its audience as outlined in the licence. This characteristic was observed during a monitoring exercise carried out on the Licensee’s programming profile for the year ended 31 March 2024.

The Licensee complied with clauses 5.1 and 5.2 of its licence.

3.4 Local Content Obligations

Clause 6 provides the following:

“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 programming 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 5h00 and 23h00 daily (“the South African broadcast period”), and expressing relevant details both as an aggregate in minutes and as a percentage of the total of all such programming material”.

The Licensee’s quarterly reports are always received within the timeframes prescribed in clause 6. In addition, the SABC’s reports are always loaded with information on how the Licensee views and caters for the different genres, and their measurement of UMhlobo Wenene FM’s South African Music quotas. The Authority’s annual compliance report measures the Licensee’s quarterly submission averaged out annually – against its own compliance findings.

The SABC complies with clause 6 of UMhlobo Wenene FM’s service licence.

3.5 General programming obligations

The Authority will, herein further, give a narrative of the Licensee's submission as outlined in their quarterly reports and its findings based on the monitoring exercise carried out on the Licensee's programming profile. The Licensee's programming profile would ordinarily adopt a few changes at least every year. The changes usually range from show presenters to show genre/orientation and would be almost be unnoticeable to non-Umhlobo weNene FM Listeners.

The year under review has been no exception; all programmes found in the previous year's monitoring were found in this year's exercise. While the tone of the programme and sometimes the attitude because of changes to the Presenters of the shows may have been found to be different compared to the previous years', the Licensee was found to have kept to its licence obligations.

3.5.1 General

Clause 7.1.1 stipulates that:

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

An extract from the SABC's editorial policy⁵ echoes the provisions of the above clause. The policy reads as follows:

"Religious programmes should take account of regional factors, target audiences, language and cultural preferences, and the devotional needs of specific groups."

The Licensee's programming profile was found to reflect mostly the religions of the isiXhosa-speaking communities of South Africa.

The past year's monitoring found that the following programmes contained religious content that is suited for the isiXhosa-speaking community in particular Christian and Islam:

⁵ An extract from the Licensee's Editorial Policy

- *"Inkolo yeIslam"* a weekday offering broadcast between 05h00 and 05h30. This programme's content focuses more on Islamic faith matters. Verses from the Quran are the basis of the teaching while religious recitals give it the true Islam identity.
- *"Ukholo lweMveli"* broadcast on Thursdays between 21h00 and 23h00 and Saturdays between 05h00 and 06h00 focuses on the essence of African Religion/or Spirituality and how it recognised Mvelingqangi/Qamata as the supreme power.
- *"Ngenani emasangweni aKhe nge Ndumiso"* broadcast on Thursdays between 09h00 and 12h00. This programme is an interactive programme targeted at Christian women. Judging by the interactive nature of this programme through phone-ins, the show serves as a revival programme.
- *"Ukholo neNgqiqo"* broadcast on Sundays between 05h30 and 07h00. This programme is a religious magazine programme and covers a variety of topics mostly from religious points of view on lifestyle in general.
- *"Seza Umphefumlo"* a religious music offering on Sundays between 09h00 and 11h00.
- *"Imvuselelo"* a programme that translates the meaning of its name and serves a revival for the Christian community between 19h00 and 22h00 on Sundays.

All of the above-mentioned programmes demonstrate the Licensee's compliance with clause 7.1.1 of its licence.

Clause 7.1.2 of the licence records:

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

The Authority's monitoring exercise found that UMhlobo WeNene FM's programming sufficiently reflects the cultures and traditions of the amaXhosa community. Importantly the language and tone used by the radio station bears testimony of the Licensee's compliance with this clause. Furthermore, the following programmes support the Authority's findings and are indicative of the fact that the Licensee's programming caters for the cultural and traditional needs of its audience:

- "Ukholo lwemveli" broadcast twice weekly Thursdays from 21h00 to 23h00 and on Saturday morning between 05h00 and 06h00.
- "Lavuth' iBhayi" broadcast on Saturdays between 10h00 and 13h00. This is a traditional music programme which plays hundred percent (100%) South African Music featuring traditional Xhosa and Zulu music artists.

UMhlobo WeNene complied with clause 7.1.2 of its licence.

Clause 7.1.3 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 confirmed that the radio station caters for the interests of all sectors of South Africa. The diversity in the scheduled content echoes the Licensee's attempts to cater for all genders and different age groups. The following programmes, among others, were monitored and content was found to be targeted at the different sectors within the IsiXhosa-speaking community:

- "Khanyisa kukhanye Mhlobo" a programme following its name in that it strives to make the woman shine in all aspects of life including career, parenting and business.

- *"Phuhla Mntwana"* – an insert within *"Khanyisa kukhanye Mhlobo"* every weekday targeted at children and produced in a language children understand.
- *"Disability 360"* – a lifestyle-orientated insert with *"Khanyisa kukhanye Mhlobo"* on Wednesday with emphasis on challenges facing people with disabilities, avenues for different challenges and provisions that are there through either government or private business.
- *"Inkolo yeIslam"* a daily feature between 05h00 and 05h30 which caters for the believers of Islam.
- *"Iqonga labatsha"* a youth-orientated show which features dance and a weekly gig guide. This show also offers celebrity gossip and was identified as being popular with its target market.
- The monitoring found *"Iqonga labatsha"* programme touches on offering advice for different challenges faced by the youth such as peer pressure, life after matric, unemployment etc.
- *"Ezemidlalo"* - caters for the sports-loving listener and was identified between Monday and Thursday every week.
- *"Isikhokelo kwezeMfundo"* – a weekday offering – between Monday and Thursday – targeted at the school-going listener. This show features the classroom curriculum.

The Licensee complies with clause 7.1.3 of its licence.

3.5.2 News and Current Affairs

Clause 7.2.1 of the schedule attached to UMhlobo WeNene's service licence stipulates that:

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

UMhlobo Wenene's quarterly submissions show that the Licensee broadcasts at least sixty-three (63) minutes of news each day during the South African performance period.

A monitoring exercise commissioned by the Authority on UMhlobo Wenene FM's programming profile found that the Licensee schedules at least 15 full news bulletins on each day of the week. All bulletins have a duration of at least 5 minutes each. This amounts to a total of seventy-five (75) minutes of news each day, during the South African performance period.

The following News excerpts were found during monitoring:

- *AmaPolisa ase Ntshona Koloni athi ancina amadoda amabini namanina amabini mayelana nokunyamalala Kuka Joslin Smith wase Saldanha kunxweme olukwiNtshona. Lo mfundi kaGrade One unyamalele ngomhla weShumi elineThoba kwinyanga ephelileyo, ziiveki ezimbini ekhangela ngamaCandelo eNkonzo yesiPolisa, amaJoni nabahlali. Othethela amaPolisa uNomvelo Phothelo uthi kulindeleke ukuba kubanjwe abantu; [live crossover to the SAPS Spokesperson].*
- *Uthi, aba bane bayokuncinwa baphakathi kweminyaka emaShumi amaBini anesiThandathu (26) namaShumi amaThathu anaNe (34) ubudala. Uthi nanjengoko luqhuba uphando, zizakubela iinkcukacha mayela nokokuba kwenzeka ntoni kulentwazana ineminyaka emithandathu (6).*
- *Kulindeleke ukuba bavele kwiNkundla kaMantyi yaseThekwini namhlanje abantu abaliShumi elinesithathu (13) nababanjwe ngokunxulumene nogwayimbo lwabasebenzi bakwaMaspala. Bajongene, namatyala okudelela umyalelo weNkundla, ukonakalisa izakhiwo nokonakalis' impahla. Luqhube ixesha elingaphezulu kweveki ugwayimbo lwabasebenzi bakwaMaspala. Abasebenzi abagqayimabyo bafuna ukuhlawulwa imivuzo elingana neyabanye abasebenzi babanye ooMasipala. UMasipala uthi alukho mthethweni olugwayimbo.*

- *Uzakuphinda uthathise namhlanje umba omayela nokujonga okokuba zingasetyenziwa njengobungqina kusini na iintetho zokuvuma ityala nekuthyolwa ukuba zenziwa ngabanye abarhanelwa kwityala lokubulawa kukaSenzo Meyiwa. Ziye zamiswa iingxoxo zokugqibela kulomba, emva kokuba ummangalelwa wokuqala, uMoses Sibiyi, efune ukuba liphinde livulwe kwakho elityala. USibiyi uphelise nesivumelwano sakhe nengqwetha uSipho Ramusipile, kwaye ngoku uzakumelwa ligqwetha uThulani Mngomezulu. Ngamadoda amahlanu ajongene netyala lokubulawa kukaMeyiwa owadutyulwa ngo2014. Amagqwetha abamangalelwa acela umngeni iintetho zokuvuma ityala nekuthyolwa ukuba zenziwa ngummangalelwa wokuqala nowesibini. UMngomezulu uxelele inkundla ukokubana ufuna ukubza amangqina amathathu amatsha.*
- *Abahlali baseC Section eNtuzuma kumNtla weTheku, bagxeke uMaspala ngoku ngabaniki manzi. Lommandla ungomnye wale isokola amanzi eThekwini. Abahlali bathi lingaphezulu kweeveki ezisibhozo ixesha behleli bengenamanzi, omnye wabangena manzi nguMbuyiselo Blose, onamashumi asibhozo emimnyaka ubudala [Crossover to a live recording with Mbuyiselo Blose]. Ukanti uSodolophu waloMaspala, uMxolisi Khawunta, uthi uyayilungisa le ngxaki uMaspala [Crossover to a live recording with the Mayor].*

The Licensee complies with clause 6.2.1 of its licence.

Clause 7.2.2 provides as follows:

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

The SABC's quarterly reports record that UMhlobo Wenene broadcasts an average daily output of one hundred and thirty (130) minutes of Current Affairs programming during the South African Performance Period.

The Authority's monitoring exercise found that the Licensee schedules three (3) current affairs programmes between Monday and Friday as follows:

- Laphum' ikhwezi: Current Affairs Morning between 05h00 and 06h00;
- Zibuzwa Kuthi: Current Affairs Midday between 12h00 and 13h00; and
- Apha naPhaya Evening: Current Affairs between 18h00 and 19h00.

The following current affairs programming was also monitored between Saturday and Sunday:

- Ziyawoyika umbethe: Current affairs programming on Saturday between 06h00 and 07h00; and
- "Uphendlo `gndaba zeveki: Current affairs programme on Sunday between 18h00 and 19h00.

The duration of all current affairs programmes found was 60 minutes each. Accordingly, and as per the monitoring exercise, the Licensee broadcasts, an average total of at least one hundred and forty-five (145) minutes of current affairs programming on each day during the South African Performance Period.

UMhlobo WeNene FM complies with clause 7.2.2 of its license document.

Clause 7.2.3 further provides 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) 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 reasonable opportunity for the public to receive a variety of points of view on matters of public concern”.*

The SABC’s editorial policies resonate with the provisions of clause 7.2.3. The policies also prescribe that the Licensee shall exercise full editorial control in respect of the contents of its programming. In addition, the SABC’s editorial policies indicate that the Licensee endeavours to meet the highest standards of journalistic professionalism. Based on these documents, the Licensee is encouraged to provide fair, unbiased and impartial coverage of news and current affairs, independent from government, commercial or other interference.

The Authority’s monitoring exercise found that UMhlobo Wenene broadcasts matters of international national, regional and local significance.

The monitoring exercise also found that; the Licensee’s current affairs provide an opportunity for the public to receive a variety of points of view on matters of public concern. The Licensee’s Editorial Policies form part of the SABC’s Charter and monitoring of the Licensee’s news and current affairs programmes during the year under review not only demonstrated compliance with clause 7.2.2 of its licence but also the Charter as contained in the Broadcasting Act of 1999.

The Licensee complies with clause 6.2.3 of its licence.

3.5.3 Programming Targeted at Children

Clause 7.3.1 of the licence stipulates that:

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

The Licensee's submissions show that UMhlobo Wenene FM has, in the year under review, broadcast an average of one hundred and seventy (170) minutes of children's programming per week.

The Authority's monitoring exercise found that the Licensee does schedule programmes that are targeted at children. The following programmes on UMhlobo Wenene meet the definition of Children's Programming:

- *"Phuhla Mntwana"* a 10-minute insertion on Khanyisa kukhanye Mhlobo during weekdays. This translates to fifty (50) minutes of *"Phuhla Mntwana"* weekly.
- *"Masithethe Mtshana"* an hour-long feature focusing on lifestyle, a bit of Informal Knowledge Building directed at, and educational content brewed specifically for the age groups prescribed in the definition of Children's programming.
- *"Sakha abantwana"* An hour-long children's programme focusing on religious education on Sundays.

The Authority's monitoring exercise found that the Licensee broadcasts at least one hundred and seventy minutes (170) of children's programming per week during the South African Performance Period.

UMhlobo WeNene FM complies with clause 6.3.1 of its licence.

Clause 7.3.2 provides as follows:

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

- (i) broadcast at the 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; and*
- (iii) *Educational and is made from a children's point of view".*

The monitoring exercise observed that all programmes considered to be Children's Programming are produced and broadcast in the manner as prescribed by this clause.

The use of narrators in child-like voices and characters associated with children was observed. Further, the attitude of the presenter towards children and the language (terminology) often used proved to be in the children's point of view.

The Licensee complies with clause 7.3.2 of its licence.

3.5.4 Educational Programming

Clause [7].4 of the licence stipulates 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 Licensee's quarterly submissions present that the Licensee scheduled at least seven (7) hours of educational programming averaged weekly.

The Authority's monitoring exercise found that UMhlobo Wenene FM's Educational programmes are represented in the following shows:

- *"Phuhla mntwana"* a ten (10) minute offering from Monday to Friday.
- *"Isikhokelo kwezemfundo"* broadcast Monday to Thursday in the hour between 20h00 and 21h00. The show features educational support to the classroom curriculum.
- *"Masithethe Mtshana"* broadcast on Saturdays between 10h00 and 11h00. This programme carries educational content that is directed at children – as imagined from the definition – and high school children into matric. The show is a blend of mostly educational

content but with a touch of Informal Knowledge Building. “*Masithethe Mtshana*” is an SABC Education and Sanlam initiative.

The Authority’s monitoring exercise found approximately six (6) hours – in three hundred and fifty (350) minutes – of educational programming per week during the South African performance period.

UMhlobo WeNene complies with clause 7.4 of its licence document.

3.5.5 Drama

Clause [7].5 of the 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”.

UMhlobo Wenene’s quarterly submissions submit that the Licensee schedules at least three and a half (3½) hours of drama programming per week, during the South African performance period.

During the period under review, the monitoring exercise found that UMhlobo Wenene broadcasts one drama programme twice daily between Monday and Friday during the South African performance period. The duration of the drama programme is at least 15 minutes per offering.

- *“Ithini na le nto: Leyo yimfihlelo yobomi”* broadcast between 13h30 and 13h45 and runs for fifteen minutes every day between Monday and Friday. This is a SABC Production scripted by Sonwabo Yawa and Bomkazi Ngcubhe for Umhlobo Wenene.
- *“Ithini na le nto: Leyo yimfihlelo yobomi”* a repeat of the midday offering broadcast between 21h30 and 21h45 between Monday and Friday.

At least one hundred and fifty (150) minutes of drama per week were monitored. This translates to two and a half hours (2½) of drama programming per week during the performance period.

UMhlobo WeNene FM complies with clause [7].5 of its licence.

3.5.6 Informal Knowledge-Building Programmes

Clause [7].6 of the licence stipulates that:

“The Licensee shall broadcast at least three (3) hours of informal-knowledge building programming per week with[in] the South African performance period”.

The SABC’s quarterly submissions show that UMhlobo WeNene broadcasts seven (7) hours of Informal Knowledge Building programming per week within the South African Performance Period.

The Authority’s monitoring exercise found that a majority of Umhlobo Wenene’s shows carry some element of Informal Knowledge Building in them. Here below we list some of the programmes we found were undiluted Informal Knowledge Building.

- *“Khanyisa kukhanye Mhlobo”* goes to air between 09h00 and 12h00 from Mondays to Wednesdays and then again on Fridays. The show provides informal knowledge on issues relating to women in all aspects of a woman’s life.
- *“123 Pholas”* broadcast during weekdays, between 13h00 and 15h00 This is a high-paced afternoon drive show that is targeted mostly at the youth and young adults/professionals. Subjects of discussion are always aimed at empowering the youth on business, health matters and educational advice.
- *“UMhlobo Wenene FM Drive”* broadcast Monday to Friday between 15h00 and 18h00.
- *“Ukholo lwemveli”* an information-based show broadcast on Thursdays between 21h00 and 23h00 and for one hour on Saturdays

between 05h00-06h00. The shows focus on the essence of indigenous religious beliefs and how they link to modern-day religions.

- “*Iqonga Labatsha*” is a youth lifestyle and entertainment show between 18h00 and 20h00 on Saturdays.

A new dynamic was identified – with the year under review’s monitoring – in the Licensee’s three to six slot (UMhlobo Wenene FM Drive) which makes it more Informal Knowledge Building than it previously was. In the year that this report seeks to review, at least two thousand five hundred twenty (2520) minutes of IKB programming were found during monitoring. This translates to forty-two (42) hours of IKB programming per week during the South African Performance Period.

The Licensee complies with clause [7].6 of the license document.

3.6 Training and Skills Development Obligations

Clause [8] of the schedule attached to the licence stipulates as follows:

[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 with 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%) of 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 Management	30%	32%	38.7%
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%

Employment Category	September 2025 Target	February 2023 Actual	March 2024 Actual
Black People with Disabilities	2%	2%	2.5%

The SABC complies with its training and skills development obligations per the licence.

3.7 Provision of Audited Financial statements to the Authority

Clause [9] of the 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 cause apply to the Authority for extension”.

The Licensee submitted its audited annual financial statements within the stipulated timeframe.

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

4. REGULATIONS

4.1 Compliance Procedure Manual – Form 12A

The Licensee is required, in terms of the Compliance Procedure Manual Regulations, to submit a Form 12A⁶ which reports on all complaints received in the course of each financial year. The SABC submitted its complaints report in accordance with the Compliance Procedure Manual Regulations. According to the Licensee’s latest reports, the SABC handled no complaints relating to UMhlobo Wenene.

⁶ SABC Form 12A

4.3 ICASA South African Music Content Regulations

Regulation 3 of the ICASA South African Music Content Regulations 2016⁷ give the following obligations:

“A holder of a public sound broadcasting 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 evenly throughout the performance period.”

The Licensee’s submission indicates that UMhlobo Wenene FM schedules at least 70% South African Music Content in its music diary. The Licensee further submits that it has in the period under review conducted interviews with South African Musicians and covered some unplugged sessions with musicians. There is no indication of a format factor calculation in this regard. The detail provided by the Authority’s monitoring exercise was that the Licensee’s calculation with regards to the music offering is based on soundtracks played on air and does not consider interviews with musicians.

The Authority’s calculation of UMhlobo Wenene’s format factor found that the on-air interviews with musicians contribute approximately fifteen percent (15%) to its overall music output. In total, at least eighty-nine percent (85%) of South African Music Content was found during monitoring. The Licensee’s music playlist is dominated by works of South African musicians.

Here below this report lists music artists that were observed as enjoying airplay on UMhlobo Wenene FM: Nkosazana Daughter, Amy Faku, Focallistic, Nomfundo, Makhadzi, Kelly Khumalo, Kabza deSmall, Malibongwe Gcwabe, Dumi Mkokstad, Nasty C, Sifiso Ncwane, Benjamin Dube, , Hlengiwe Mhlaba, Sibongile Khumalo, Jabu Hlongwane, Solly

⁷ ICASA South African Music Content Regulations

Makhabane, Mirriam Makheba, Stevie Wonder, Nomcebo Zikode, Casper Nyovest, Sjava, Master KG, Tshepo Tshola, Zakes Bantwini, Thandiswa Mazwai, Amadodana aseWesile, Nomuzi Mabhena, Phinda Matlala, Bucie, Lira, Busiswa, Mahotella Queens, Stimela, Brenda Fassie, Phuz' eKhemisi, Ihash' elimhlophe, Shwi noMntekhala, uThwalufu namaNketshane, Chwane LeBhaca and many other artists whose music meets the "South African Music" definition.

UMhlobo WeNene FM complies with regulation 3.2 of the South African Music Content Regulations.

4.4 Standard Terms and Conditions for individual broadcasting licences

Regulation 11 (3) of the standard terms and conditions⁸ stipulates that:

"A station must clearly identify itself at intervals of not more than thirty (30) minutes."

UMhlobo WeNene FM's identity jingles/announcements were heard frequently during the period under review and these broadcasts were at intervals of not more than ten (10) minutes apart. The jingles/announcements always carried the name and frequency location of the Licensee.

Furthermore, no non-compliance was detected by the Authority with the standard terms and conditions for individual licences.

UMhlobo WeNene FM complies with the regulations regarding the Standard Terms and Conditions for Individual Licensees.

4.5 Universal Service and Access Fund Regulations

Regulation 3 of the USAF Regulations⁹ stipulates 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

⁸ Regulations regarding the Standard Terms and Conditions for Individual Licensee's

⁹ Universal Service and Access Fund Regulations

pay an annual contribution of 0.2% of its Annual Turnover to the Fund”.

- (2) *“A BS 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 SABC made the prescribed payment and submitted proof thereof to the Authority.

The Licensee complies with Regulation 3 of the USAF Regulations.

5. CONCLUSION

UMhlobo Wenene FM has – in the year under review – successfully contributed to the Licensee’s positive compliance measurement. The Licensee sufficiently complied with all specific terms and conditions and all regulations applicable to its existence as a public broadcaster.

6. TERMS OF REFERENCE

Appendix A: UMhlobo Wenene FM’s Broadcasting Service Licence

Appendix B: UMhlobo Weneene FM’s Frequency Spectrum Licence

Appendix C: SABC Editorial Policy (An extract)

Appendix D: SABC’s Employment Equity and Transformation Report

Appendix E: SABC’s Skills and Development Report

Appendix F: SABC’s Form 7C on Code on People with Disabilities

Appendix G: SABC’s Form 12A Biannual Complaints Report

Appendix H: The ICASA Local Content Regulations

Appendix I: Standard Terms and Conditions Regulations

Appendix J: Universal Service and Access Fund Regulations