Notes to the financial statements continued

for the year ended 31 March 2021

27. Provisions

	Group		Company	
	31 March 2021 Rm	Restated 31 March 2020* Rm	31 March 2021 Rm	31 March 2020 Rm
Non-current provisions	619	343	601	330
Non-current employee related provisions	606	338	579	316
Subsidiary defined benefit plans (refer to note 29 for the reconciliation of the opening to closing balance)	27	22	–	–
Telephone rebates (refer to note 29 for the reconciliation of the opening to closing balance)	325	316	325	316
Telkom Retirement Fund (refer to note 29 for the reconciliation of the opening to closing balance)	254	–	254	–
Non-current non-employee related provisions				
Other	13	5	22	14
Current provisions	1 613	2 006	1 043	1 589
Current portion of employee related provisions	1 480	1 752	1 014	1 554
Annual leave	473	479	288	306
Balance at the beginning of the year	479	466	306	302
Charged to employee expenses	25	36	(12)	4
Leave paid/utilised	(31)	(23)	(6)	–
Telephone rebates (refer to note 29 for the reconciliation of the opening to closing balance)	39	39	39	39
Bonus, termination packages and other benefits	968	1 234	687	1 209
Balance at the beginning of the year	1 234	670	1 209	519
Charged to employee expenses	1 186	1 636	810	1 321
Payments made	(1 452)	(1 072)	(1 332)	(631)
Current portion of non-employee related provisions				
Other*	133	254	29	35

** Restated. Refer to note 2.3.1.1.*

Annual leave
In terms of the Group's policy, employees are entitled to accumulate vested leave benefits not taken within a leave cycle, to a cap of 15 - 30 days (31 March 2020: 15 - 30 days) which must be taken within a 6 - 19 month (31 March 2020: 12 - 18 month) leave cycle. The leave cycle is reviewed annually and is in accordance with legislation.

Bonus
The bonus scheme consists of performance bonuses which are dependent on the achievement of certain financial and non-financial targets. The bonus is payable annually to all qualifying employees after the Group's results have been made public, with a 14th cheque payable for a certain group of employees.

Voluntary Early Retirement Package (VERP)/Voluntary Severance Package (VSP) and retrenchment provision
During the year under review, the Group initiated a voluntary severance and retrenchment process. An expense relating to the process of R270 million (31 March 2020: R1 186 million) was recognised in the year ending 31 March 2021.

Non-employee related provisions
Other provisions relate to the ICASA licence fee provision and restoration provisions.