

Notes to the financial statements continued

for the year ended 31 March 2022

27. Provisions

	Group		Company	
	31 March 2022 Rm	31 March 2021 Rm	31 March 2022 Rm	31 March 2021 Rm
Non-current provisions	380	619	358	601
Non-current employee-related provisions	364	606	338	579
Subsidiary defined benefit plans (refer to note 29 for the reconciliation of the opening to closing balance)	26	27	–	–
Telephone rebates (refer to note 29 for the reconciliation of the opening to closing balance)	338	325	338	325
Telkom Retirement Fund (refer to note 29 for the reconciliation of the opening to closing balance)	–	254	–	254
Non-current non-employee-related provisions	16	13	20	22
Other				
Current provisions	1 276	1 613	802	1 043
Current portion of employee-related provisions	1 126	1 480	771	1 014
Annual leave	454	473	276	288
Balance at the beginning of the year	473	479	288	306
Charged to employee expenses	(13)	25	(12)	(12)
Leave paid/utilised	(6)	(31)	–	(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	633	968	456	687
Balance at the beginning of the year	968	1 234	687	1 209
Charged to employee expenses	725	1 186	373	810
Payments made	(1 060)	(1 452)	(604)	(1 332)
Current portion of non-employee-related provisions	150	133	31	29
Other				

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 10 - 30 days (31 March 2021: 15 - 30 days) which must be taken within a 6 - 19 month (31 March 2021: 6 - 19 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 to a certain group of employees.

Telkom Retirement Fund

The decrease in the Telkom Retirement Fund obligation is largely due to the fund being in a surplus position. Refer to note 29.

Non-employee-related provisions

Other provisions relate to the ICASA licence fee provision and restoration provisions.