

ANNUAL REPORT

2022/23



science & innovation

Department:
Science and Innovation
REPUBLIC OF SOUTH AFRICA

SACNASP
South African Council for Natural Scientific Professions
Integrity in science

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PART A

GENERAL INFORMATION



SACNASP'S GENERAL INFORMATION

Registered name	South African Council for Natural Scientific Professions (SACNASP)
Physical Address	Suite L4 and U13, Enterprise Building The Innovation Hub Pretoria 0087
Postal Address	Private Bag X540 Silverton Pretoria 0127
Telephone number	+27 12 748 6500
Email	sacnasp@sacnasp.org.za
Website	www.sacnasp.org.za
External auditor	Rain Chartered Accountants Incorporated
Bank	Nedbank Limited
Board Secretary	Ms D Fisher



LIST OF ABBREVIATIONS/ACRONYMS

A&RC&ICT	Audit, Risk, and ICT Committee
APP	Annual Performance Plan
ASSAf	Academy of Science of South Africa
CEO	Chief Executive Officer
CHE	Council for Higher Education
CMP	Candidate Mentoring Phase
CPD	Continuing Professional Development
CSIR	Council for Scientific and Industrial Research
CSRC	Critical Skills Review Committee
ECSA	Engineering Council of South Africa
DALRRD	Department of Agriculture, Land Reform and Rural Development
DDM	District development model
DHA	Department of Home Affairs
DHET	Department of Higher Education and Training
The dtic	Department of Trade Industry and Competition
DSI	Department of Science and Innovation
DWS	Department of Water and Sanitation
ESIEID	Economic Sectors, Investment, Employment, and Infrastructure Development
ExCo	Executive Committee
4IR	Fourth Industrial Revolution
GSSA	Geological Society of South Africa
HPCSA	Health Professions Council of South Africa
HR&RemCo	Human Resources and Remuneration Committee
HSRC	Human Sciences Research Council
HEI	Higher Education Institution
HEQC	Higher Education Quality Council
IT	Information technology
MoA	Memorandum of agreement
MoU	Memorandum of understanding
MTSF	Medium-Term Strategic Framework
NACI	National Advisory Council on Innovation

NDP	National Development Plan 2030
NGP	New Growth Path
NHBRC	National Home Builders Registration Council
NRF	National Research Foundation
NSDF	National Science Deans Forum
NSI	National System of Innovation
NSP Act	Natural Scientific Professions Act (No. 27 of 2003) as amended by the Science and Technology Laws Amendment Act, No. 7 of 2014
NSTF	National Science and Technology Forum
PAC	Professional Advisory Committee
PCC	Professional Conduct Committee
PFMA	Public Finance Management Act (No. 1 of 1999) as amended, including Treasury Guidelines
PSET	Post-school education and training
QAC	Qualifications Assessment Committee
QCTO	Quality Council for Trades and Occupations
RCo	Registration Committee
SAASTA	South African Agency for Science and Technology Advancement
SABSPlat	South African Basic Sciences Platform
SACI	South African Chemical Institute
SACNASP	South African Council for Natural Scientific Professions
SAQA	South African Qualifications Authority
SDG	United Nations Sustainable Development Goal
SAVC	South African Veterinary Council
SEIAS	Socio-Economic Impact Assessment System
SFSA	Science Forum South Africa
SPC	Strategic Projects Committee
SO-OG	Strategic Outcome-Orientated Goals
STI	Science, Technology, and Innovation
The Minister	Minister of Higher Education, Science and Innovation
VAs	Voluntary Associations



Through collaborative partnerships with academic institutions, government bodies, and industry stakeholders, we have cultivated an environment that fosters knowledge exchange, collaboration, and ongoing professional development.



FOREWORD BY THE CHAIRPERSON

In my capacity as the Chairperson of SACNASP, it gives me great pleasure to present this Annual Report that reflects a review of our organisation's performance and achievements during the 2022/23 financial year.

I am pleased to acknowledge the significant strides we have made in promoting and regulating the professional standards of natural science professionals. SACNASP's commitment to upholding scientific standards and fostering excellence within the scientific community has been unwavering.

Over the past year, we have significantly increased our registration numbers, this can be attributed to the growing recognition of SACNASP by scientists and employers. This growth not only strengthens our organisation, but also reflects the increasing recognition and trust in SACNASP as the statutory Council for the recruitment, registration, regulation, and advancement of the Natural Scientific Professions.

Furthermore, our efforts in promoting diversity and inclusivity within the natural science fields have been commendable. SACNASP has actively encouraged equal opportunities for underrepresented groups, aiming to create a more inclusive scientific community that reflects the rich diversity of our society.

As outlined in the 2019 White Paper on Science, Technology, and Innovation (STI) and the Decadal plan, South Africa requires updated responses to expand the role that science, technology and innovation can play in service delivery. SACNASP leverages on its collaborations with public and private sectors, academia and civil society, as well as all stakeholders within the National System of Innovation (NSI) to ensure that we implement the National Development Plan (NDP) vision 2030.

OVERVIEW OF STRATEGY

Aligned with national priorities, SACNASP is guided by the NDP and is in line with five of the seven key national priorities, namely:

- Developing a capable, ethical, and developmental state
- Promoting economic transformation and job creation
- Enhancing education, skills, and health
- Fostering social cohesion and safer communities
- Contributing to a better Africa for a better world.

SACNASP has successfully achieved eight of its ten output indicators, demonstrating its commitment to fulfilling the requirements outlined in the Council's Strategic Plan.

In November 2022, SACNASP launched the report titled "Pathways into the Labour Market and Self-employment for Natural Science Graduates," and the recommendations from this report will play a significant role in shaping SACNASP's long-term strategy.

The registration numbers of scientists continues to rise and a total of 2 446 new applications including upgrades were registered. Noteworthy, 53% of the registrants were female and 70% were black.

To support scientific professionals in adapting to the rapidly changing world, SACNASP encourages their development through programmes such as the Candidate Mentoring Phase (CMP) and Continuing Professional Development (CPD), ensuring they stay abreast of new advancements in their respective fields of practice. It's encouraging that 42% of professional natural scientists on the database are participating in CPD. In 2023, SACNASP will relaunch the Candidate Mentor Phase (CMP) and Continuing Professional Development (CPD) websites. This relaunch aims to provide increased opportunities for graduate scientists to participate in training interventions that will effectively prepare them for their future work endeavours. As part of SACNASP's mandate to reach out to the youth, SACNASP launched a Young Science Communicators Competition that aligns with the Minister's directive concerning the lack of science journalism in South Africa.

Furthermore, SACNASP remains dedicated to keeping the scientific community and the public well-informed by organising a wide range of relevant science engagement activities. There were eight engagements in 2022/23 covering wide-ranging fields to understand the grand societal challenges highlighted in the Decadal Plan including agriculture, food security and climate change.

Governance plays a key role in SACNASP's mandate to protect the profession, the public and the environment. As part of this ongoing commitment, SACNASP gazetted a new Code of Conduct to foster trust, uphold values, and ensure that individuals within the science community adhere to a shared set of ethical principles and responsibilities. The Professional Conduct Committee (PCC) dealt with six confirmed complaints against registered natural scientists for suspected misconduct. In accordance with the NSP Act, investigative committees were appointed to investigate the merits of these cases. Of the six cases, two were referred to disciplinary tribunals that found the scientists had contravened the SACNASP Code of Conduct and imposed the appropriate sanctions.

SACNASP achieved an unqualified audit for the 2022/23 period.

STRATEGIC RELATIONSHIPS

SACNASP has played a crucial role in championing the advancement of scientific research and innovation. Through collaborative partnerships with academic institutions, government bodies, and industry stakeholders, SACNASP has cultivated an environment that fosters knowledge exchange, collaboration, and ongoing professional development. We have established significant alliances with the DSI, Voluntary Associations (VAs), government bodies, and Higher Education Institutions (HEIs). One of the key findings from the mid-term review of the Strategic Plan was the importance of building stronger relationships with industry. Therefore, in the latter part of the 2022/23 financial period, SACNASP took the initiative to engage with Nestlé SA, CSIR, SASOL Foundation, Tiger Brands, and NHBRC to explore opportunities for collaboration that benefit both organisations and the natural science profession of South Africa.

The organisation has continued to seek opportunities to engage in the international science network and work with key international organisations to explore potential collaborations. These included the Uganda National Council for

Science and Technology (UNCST), the China Association for Science and Technology (CAST) and the UK Science Council.

The SACNASP Council convened a strategic planning session in August 2022 that aimed to identify the Council's areas of focus and lay the groundwork for the Strategic Plan 2025-2030. During the session, several key areas of focus were identified that included, but were not limited to, further exploration of retention solutions and enhancing SACNASP's value proposition, development of a science engagement and communication strategy, increased communication regarding CPD and CMP, as well as the appointment of an internal audit function and risk assessment.

Progress has been made in these focus areas, particularly regarding improved science engagement and the implementation of the internal audit function. Furthermore, an institutional review was conducted and is expected to be completed in the first quarter of 2023/24, providing valuable insights for future planning and decision-making.

CHALLENGES FACED BY THE COUNCIL

The SACNASP Council members undertook a self-assessment exercise to survey the opinions of Council members on the effectiveness of the Council. A mixed method approach was used to collect data. Quantitative data was collected based on Likert scales, and qualitative data gathered in-depth insights from respondents. An online questionnaire survey was distributed to all Council members.

The current Council exudes enthusiasm and possesses collective expertise that served to foster a strong commitment to the growth of SACNASP throughout the 2022/23 period. We are highly optimistic that SACNASP has reached a juncture where opportunities can be expanded to emphasise additional marketing strategies, introduce streamlined regulatory systems, and engage in further negotiations for demand-side legislation and international recognition alongside similar regulatory bodies.

A fundamental risk identified by the Council is that an organisation re-design is crucial for SACNASP to be fit-for-purpose and to adequately deliver on its mandate. The organisation's staff would benefit from increased technical expertise and competitive salary packages, given the environment within which SACNASP operates and the demands of the profession. The current workforce is over-stretched and underpaid due to under-resourced departments. This continues to pose a strategic risk to the delivery of services.

Other key challenges highlighted includes critical staff turnover exacerbated by low salary packages, cumbersome and lengthy registration processes, the notion of mandatory registration versus voluntary registration, and funding concerns. Increased funding is required to ensure a fit-for-purpose organisation.

MEDIUM TO LONG TERM STRATEGIC FOCUS

Science, technology, and innovation (STI) are key to equitable economic growth and underpin, not only economic advances, but improvements in health systems, education, and infrastructure. The NDP maintains that countries characterised by strong STI capabilities can address poverty more effectively. Furthermore, the reality of the fourth industrial revolution (4IR) is here, and organisations that do not evolve will lose relevance. In a country where a lack of resources contrasts swift technological advances and adoption, the COVID-19 pandemic has been a reality check, forcing organisations such as SACNASP, that are working for the public good, to take a back-to-basics approach and revisit how accessible we are to the most vulnerable members of society.

To support our mandate, SACNASP will enter this new financial year with an invigorated vision and mission to focus on its contributions to the NDP.

SACNASP has made significant progress in upholding professional standards, fostering collaboration, and promoting diversity within the natural science sector. I am proud to lead an organisation that is dedicated to excellence, and I look forward to the continued success and growth of SACNASP in the years to come.

Looking ahead, SACNASP has identified several strategic objectives to further elevate SACNASP's alignment within the national science and innovation landscape. These include expanding outreach initiatives to engage with young scientists, enhancing professional development programmes, and strengthening relationships with key stakeholders to ensure the continued recognition and acceptance of SACNASP as the standard-bearer for natural science professionals.

SACNASP's Council has been directed by the Minister's Directives, that play a crucial role in shaping the organisation's focus for the medium to long term. These directives, combined with the outputs from the internal audit, recommendations from the Pathways to Labour report, and the outcomes of the institutional review, will serve as fundamental elements in SACNASP's future plans and form the basis for the Strategic Plan 2025-2030.

SACNASP is responsive to the Minister's Directives that include:

- Greater engagement and collaboration between natural sciences, humanities, and social sciences
- Collaborations with BRICS and Cuba
- Lack of science journalism in SA
- Contribution towards the District Development Model (DDM)
- Contributions towards indigenous knowledge systems (IKS)
- Development of a partnership strategy

Finally, on behalf of the Council I would like to thank the Minister of Higher Education, Science and Innovation, Honourable Dr Blade Nzimande, MP, the Deputy Minister, Honourable Buti Manamela, MP and officials of the DSI for their support. I would also like to express my gratitude to fellow Council Members, the CEO, Dr Nompumelelo Obokoh, the management team, employees of SACNASP, all the voluntary associations, and scientists for their dedication and contribution to the success of the organisation.



Prof. KA Nephawe
(Pr.Sci.Nat.)
Chairperson
23 August 2023



In addition to diligently pursuing our strategic and predefined objectives, SACNASP remains committed to delivering on its mandate and enhancing its value proposition to achieve long-term success.



OVERVIEW OF THE CHIEF EXECUTIVE OFFICER

I am delighted to share SACNASP's Annual Report for the 2022/23 financial year, that provides a comprehensive account of the organisation's financial and operational performance, key accomplishments, and challenges. This report further highlights the key areas of focus during the period, the progress made towards meeting the key performance indicators, and it provides valuable insights into the organisation's governance and sustainability efforts. In addition to diligently pursuing our strategic and predefined objectives, SACNASP remains committed to delivering on its mandate and enhancing its value proposition to achieve long-term success.

GENERAL FINANCIAL REVIEW

SACNASP has attained impressive financial results over the past year and has implemented prudent financial management practices and sustainability. The financial position of SACNASP has remained stable with total revenue of R27 272 094. The expenditure of R26 188 385 gave SACNASP an operating surplus of R1 099 989 and total surplus of R1 618 737 (including investment income), which represents 5.95% of the revenue.

SACNASP receives most of its revenue, an amount of R18 566 596, from application and registration fees from registered scientists. In addition, the R8 656 132 in project funding received from the DSI assists SACNASP in executing its mandate and contributing to delivery of the NDP 2030 imperatives aligned to its mandate for inclusive prosperity. SACNASP also received R49 466 from the National Research Foundation-South African Agency for Science and Technology Advancement (NRF-SAASTA) in support of National Science Week activities.

SPENDING TRENDS

The funding provided by the DSI assists SACNASP in carrying out the strategic programmes that are in line with the objectives of the organisation, DSI's priority areas and the NDP. The programmes include:

1. *Promotion of the continuing professional development (CPD) programme to enhance professional skills and knowledge:* SACNASP invests in ongoing professional development programmes for professional natural scientists to meet the continually evolving skills needs of various sectors, including business, industry, and government. The programme provides lifelong learning opportunities for a diverse range of registered

scientists to remain competent and relevant in the rapidly changing professional landscape. In addition, voluntary associations (VAs) associated with SACNASP are sponsored to ensure that the field of practice knowledge is relayed to a wide audience of natural scientists.

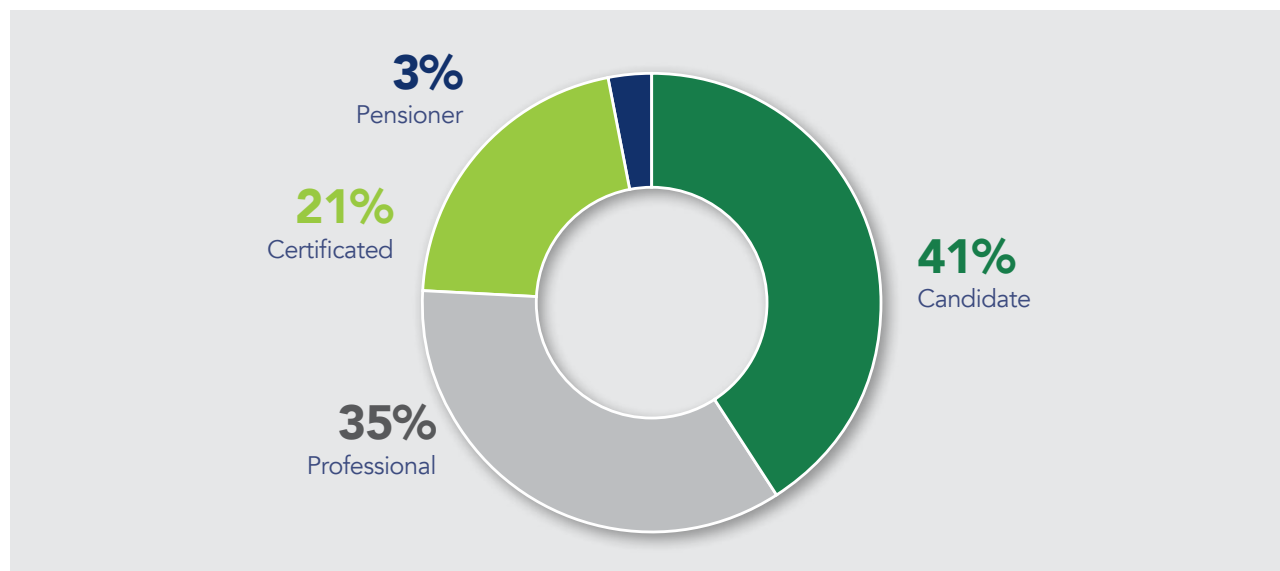
2. **Implementation of the candidate mentoring phase (CMP) for young natural science graduates:** SACNASP's skills development initiatives also encompass a mentorship programme for candidate natural scientists. This programme focuses on guiding and supporting aspiring scientists and is aligned with the goals provided in Section 9 of the NDP. The programme is currently executed through the VAs and will be expanded in 2023/24 for greater impact.
3. **Maintenance and Support of Information Communication Technology (ICT) systems (Databases and Systems)** The funding received enables SACNASP to enhance its Information Technology and Communication (ITC) infrastructure and platforms. SACNASP invested in the Convene board management system to streamline board processes, improve efficiency, enhance collaboration, and enhance governance practices through a digital platform to manage board meetings and related activities. In addition, SACNASP undertook a major revamp of its website to integrate registration. Pastel Partner is being replaced with SAGE300, which is a cloud-based accounting package that offers enhanced processing and greater data security.
4. **Regulation of the natural science profession:** SACNASP, as a regulatory body that governs the professional practice of natural scientists in South Africa, continues to provide a range of regulatory services to ensure that professionals in the natural science field adhere to high standards of competence, ethics, and professionalism. The revised code of Conduct was gazetted in October 2022, and clearly outlines the ethical standards and professional behaviour expected of natural scientists. SACNASP registration requires compliance with the code and through the Council's Professional Conduct Committee (PCC) investigates complaints of misconduct.

CONSTRAINTS AND CHALLENGES

Bad debts

SACNASP continues to face challenges from registered scientists not paying their annual fees. The trend has remained consistent with the previous financial year. In the 2022/23 financial period SACNASP wrote off R5 529 000 in debt incurred by 1 728 scientists.

Figure 1: Bad debts written off per registration category as at 31 March 2023



Furthermore, an assessment was conducted to determine the provision for bad debts in the year 2023/24 period by analysing scientists who have outstanding fees for a period of two or more years. It was observed that across these three categories, candidate natural scientists were predominantly the category of scientists who either had their debts written off, or were in arrears.

Table 1: Provision for possible write off 2023/24

Category	Count	Provision for Possible Write-off Amount (R)
Pensioner	41	23 615
Candidate	934	671 722
Certificated	388	524 503
Professional	950	1 963 022
Grand Total	2 313	3 182 863

SACNASP management formed a task team to examine the issue of outstanding debts and developed a series of mitigation measures. The first of these was the assessment of the fees required from candidate natural scientists and exploration of the financial consequences of reducing or waiving these fees as registration is considered greatly beneficial to young scientists as they begin their careers.

Enhancing and activating promotion campaigns on the advantages of registering with SACNASP, as well as implementing regular clean-ups of the database to ensure accurate capture of contact information, were further identified as potential solutions.

Staff retention

A second key challenge during the review period was the retention and recruitment of staff in key positions due to comparatively low remuneration packages offered. In addition, the support functions (IT, HR, and Procurement) and core business (science engagement, legal/regulatory services) units are under resourced and require technical expertise to support SACNASP to fulfil its mandate.

SACNASP conducted a salary benchmarking survey comparing salaries with other similar organisations. Additionally, a work study project was initiated to provide guidance to the Council to redesign an organisation that is fit-for-purpose. The results of these activities will help SACNASP to address staff remuneration and ensure that the organisation is adequately resourced and capacitated to deliver on its mandate.

The DSI currently provides the organisation with additional funding for key programmes. The objective in 2023/24 is to move to baseline funding to augment the organisation's financial sustainability.



The single most important investment any country can make is in its people. Education has intrinsic and instrumental value in creating societies that are better able to respond to the challenges of the 21st century. Lifelong learning, continuous professional development and knowledge production alongside innovation are central to building the capabilities of individuals and society as a whole" ~ NDP 2030

FINANCIAL OVERVIEW

SACNASP received an unqualified audit report with no material findings for the financial year ended 31 March 2023.

SACNASP remains dedicated to adhering to Supply Chain Management (SCM) regulations and practices within the applicable legislative frameworks. The appointment of members to various SCM committees is conducted through internal procedures. However, considering the capacity challenges outlined above, SACNASP emphasises the need to recruit specialised expertise in this area to effectively support the anticipated growth of the organisation.

The Council has reviewed the cashflow and financial position of the organisation and are satisfied that it has adequate resources to continue for the foreseeable future. There is no request to roll over funds from the period under review.

CONCLUSION

No significant events occurred after the reporting date and SACNASP has made significant strides in advancing the natural science profession, upholding rigorous standards, and advocating for the interests of our registered scientists.

There were no activities discontinued as operations during the 2022/23 financial year and the organisation continues to be guided by the DSI and will undertake projects to support the Minister's directives in the 2023/24 period.

I would like to thus express my sincere appreciation to the Minister of Higher Education, Science and Innovation, Honourable Dr Blade Nzimande, the Deputy Minister, Honourable Mr Buti Manamela, the Director General and staff of the DSI for the unwavering support provided to SACNASP. I also wish to thank the Chair, Professor Khathutshelo Nephawe and Council members for their visionary leadership and strategic guidance in empowering SACNASP to strive for excellence.

The significant contributions of the voluntary associations and our registered scientists in advancing the natural science profession and maintaining integrity in science is greatly appreciated. Lastly, the dedication, professionalism and commitment of the management and staff of SACNASP to providing exceptional service is truly commendable.



Dr Nompumeleo Obokoh
(Pr.Sci.Nat.)
Chief Executive Officer
23 August 2023

STATEMENT OF RESPONSIBILITY AND CONFIRMATION OF ACCURACY OF THE ANNUAL REPORT

To the best of our knowledge and belief, we confirm the following:

- All information and amounts disclosed in the Annual Report are consistent with the Annual Financial Statements audited by Rain Chartered Accountants Incorporated.
- The Annual Report is complete, accurate and is free from any omissions.
- The Annual Report has been prepared in accordance with the guidelines on the Annual Report as issued by National Treasury.
- The Annual Financial Statements (Part E) have been prepared in accordance with the International Finance Reporting Standards for Small and Medium-sized Entities applicable to the public entity.

The Accounting Authority is responsible for the preparation of the Annual Financial Statements and for the judgements made in this information.

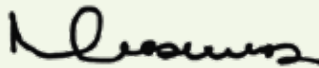
The Accounting Authority is responsible for establishing and implementing a system of internal control designed to provide reasonable assurance as to the integrity and reliability of the performance information, the human resources information and the Annual Financial Statements.

The external auditors are engaged to express an independent opinion on the Annual Financial Statements.

In our opinion, the Annual Report fairly reflects the operations, the performance information, the human resources information and the financial affairs of the public entity for the financial year ended 31 March 2023.



Prof. K Nephawe
(Pr.Sci.Nat.)
Chairperson
23 August 2023



Dr Nompumelelo Obokoh
(Pr.Sci.Nat.)
CEO
23 August 2023

6. STRATEGIC OVERVIEW

6.1 VISION

Leading the development and advancement of the Natural Science Professions in South Africa.

6.2 MISSION

To provide an efficient statutory Council for the recruitment, registration, regulation, and advancement of the Natural Scientific Professionals to ensure high-quality services for economic growth and societal benefit.

6.3 VALUES

SACNASP is guided by the values of independence, non-discrimination, diversity, inclusiveness, honesty, integrity, respect, non-partisanship, innovation, diligence, responsiveness, and collaboration. Driven by these values, SACNASP constructively contributes to the formation of a robust and productive science knowledge economy.



7. CONSTITUTIONAL, LEGISLATIVE AND OTHER MANDATES

7.1 EXECUTIVE MANDATE

Under the leadership of the Minister of Higher Education Science and Innovation and mandated by the Natural Scientific Professions Act (No 27 of 2003), relevant legislation and various policies, SACNASP provides for the registration of natural scientists and regulates their professional conduct to ensure accountability.

7.2 LEGISLATIVE MANDATE

The South African Council for Natural Scientific Professions (SACNASP) was established as a juristic person in 1982 by an Act of Parliament, the Natural Scientists Act (No. 55 of 1982), which has subsequently evolved into the directives of the Natural Scientific Professions Act (No. 27 of 2003) (NSP Act). The Council is therefore mandated as the Accounting Authority to implement the provisions of the NSP Act, under the oversight of its Executive Authority, the Minister of Higher Education, Science, and Innovation. In terms of the NSP Act, it is a statutory requirement that persons practising in any of the fields of practice listed in Schedule I of the Act must be registered with the Council in any of the prescribed categories (Section 18):

- Only a registered person may practise in a consulting capacity (Section 20).
- The Council must determine the requirements with which a voluntary association must comply to qualify for recognition (Section 26).
- Disciplinary proceedings regarding any complaint, charge, or allegation of unprofessional conduct against a person registered with SACNASP be instituted.
- The relevant authority shall be advised of any complaint, report, charge, or allegation of unprofessional behaviour by any person not registered with SACNASP.

7.3 DRAFT AMENDMENT BILL

The Department of Science and Innovation is currently reviewing the Natural Science Professions Act (Act No. 27 of 2003). Substantial progress has been made with the draft Bill from both a DSI and SACNASP perspective. The consultative and legislative processes are still underway.

The proposed amendments to the Natural Scientific Professions Act comprises of six substantive changes.

1. The Act will be reorganised into chapters consistent with the recommended South African legislative drafting style.
2. The categories of registration will be removed from the body of the Act and appended as schedules at the end of the draft Bill to avoid the need for future amendments. The draft Bill now includes four categories of registration: Professional Natural Scientist, Technologist Natural Scientist, and Certificated Natural Scientist. Each category will have a candidate phase.
3. The draft Bill will be harmonised with other DSI entities' Acts to ensure alignment of governance and reporting provisions.
4. Financial management provisions will be included in the draft Bill to ensure clear financial accountability to the Department, despite SACNASP not receiving a parliamentary grant from the government.
5. Changes will be made to align the draft Bill with other regulatory bodies' Acts, such as the ECSA and the HPCSA, and ensure that there are no conflicts with the Competition Commission Act.
6. The DSI intends to subject the Bill to public consultation through the legislative development process.

7.4 POLICY MANDATE

The national priorities as documented in the Medium-Term Strategic Framework (MTSF) are key inputs guiding SACNASP's direction, namely:

- A capable, ethical, and developmental state,
- Economic transformation and job creation,
- Education, skills, and health,
- Consolidating the social wage through reliable and basic services,
- Spatial development, human settlement, and local government,
- Social cohesion, safer communities, and
- A better Africa and a better world.

SACNASP has taken these into consideration and has aligned its strategic priorities accordingly. More information can be found under the heading 'Institution Programme Performance Information' in Part C. SACNASP has also ensured alignment with the strategic objectives of Programme 4 of the DSI.

More specifically, the SACNASP objectives are aligned with the following aims:

- Contribute to human capital development
- Produce new knowledge
- Develop priority science areas
- Promote science engagement

7.5 IMPLEMENTATION OF DECADAL PLAN 2022 - 2030

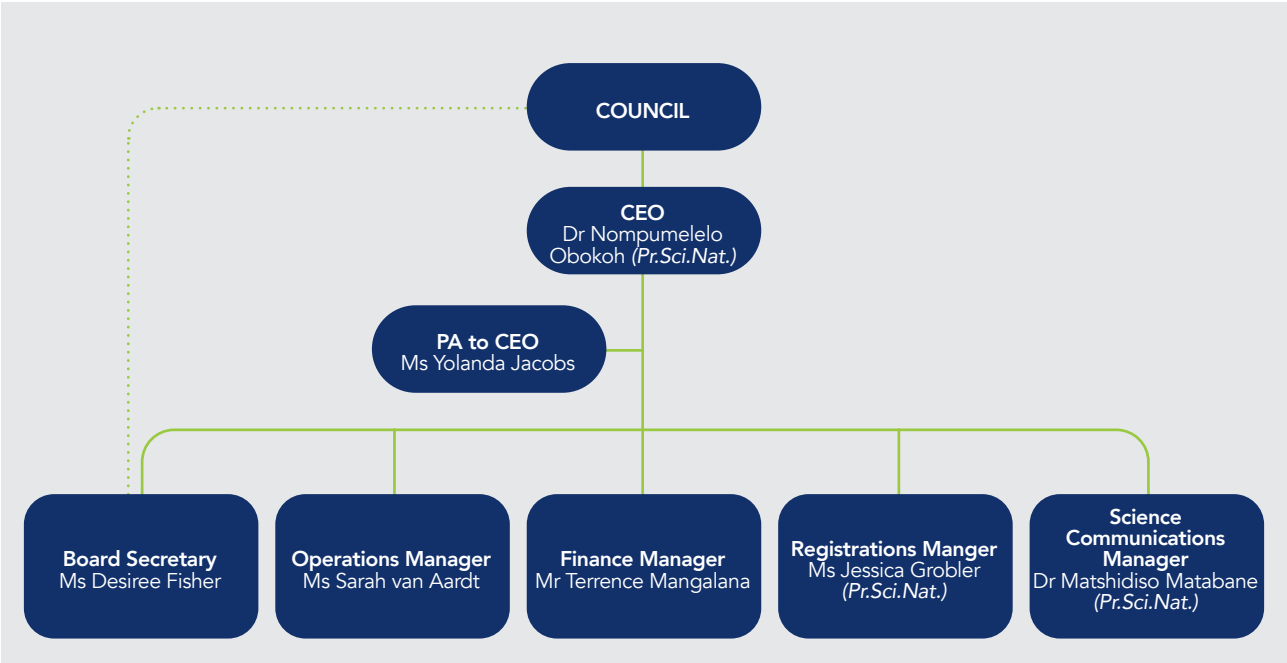
Entities of the DSI are required to plan for implementation of the white paper on the STI through the Decadal Plan 2022-2030 that indicates the crucial role science, technology and innovation will play in the country's economic development. The Decadal Plan prioritises five key focus areas, namely:

- Modernisation of agricultural, manufacturing and mining sectors
- Exploitation of new sources of growth, particularly the digital and circular economy
- Large research and innovation programmes in the areas of health and energy
- Utilising science, technology and innovation to support a capable state
- Addressing three societal grand challenges: climate change and environmental sustainability; the future of education, skills development, and work; and the future of society.



8. ORGANISATIONAL STRUCTURE

Figure 2: SACNASP Organogram 2022/23



8.1 SACNASP COUNCIL

Council from 1 September 2021



Back Row (left to right): Mr Neale Baartjes (Pr.Sci.Nat.), Dr Tiisetso Lephoto (Pr.Sci.Nat.), Prof. Vanessa Steenkamp (Pr.Sci.Nat.) (Deputy Chair), Dr Magesi Mabaso (Pr.Sci.Nat.), Prof. Desmond Musetsho (Pr.Sci.Nat.), Ms Matuloe Masemola (CA)SA, Mr Sylvester Jewell.

Front Row (left to right): Prof. Inger Fabris-Rotelli, Prof. Roseanne Diab, Prof. Khathutshelo Nephawe (Pr.Sci.Nat.) (Council Chair), Prof. Sonali Das, Prof. Azwindini Muronga, Dr Mona Ben Matiwane (Pr.Sci.Nat.)

Absent from Picture: Mr Bishop Ngobeli, Dr Juanita van Heerden (Pr.Sci.Nat.), Dr Gerhard Cilliers (Pr.Sci.Nat.), Prof. Sanushka Naidoo (resigned), Prof. Raseelo Moitsheki (Pr.Sci.Nat.), Dr Johan Strauss (Pr.Sci.Nat.), Dr Stephanus Terblanche (Pr.Sci.Nat.) (deceased), Dr Sagren Moodley, Dr Phillia Vukea, Mr Mpho Sekgala, Prof. Ntebogeng Mokgalaka-Fleishmann (Pr.Sci.Nat.), Prof. Peaceful Mabeta, Ms Leanda-Marsha Mtshali.

8.2 SACNASP STAFF

CEO Dr Nompumelelo Obokoh (Pr.Sci.Nat.)

Jessica Grobler (Pr.Sci.Nat.)

Desiree Fisher

Yolanda Jacobs

Terrence Mangalana

Dr Matshidiso Matabane (Pr.Sci.Nat.)

Sarah van Aardt

Sujo Abraham

Stella Baloyi

Lungile Buthulezi

Lerato Hlongwane

Vanessa Keartand (Pr.Sci.Nat.)

Agnes Ledwaba

Phutiane Letsoalo (Pr.Sci.Nat.)

Aviwe Khewana

Khanye Lukwe

Lubabalo Mabhenxa

Tumiso Machete

Vuyiswa Mahlangu

Caroline Matseke

Puckson Mhlongo

Hellen Mkhabela

Violet Modiselle

Lientjie Mogano

Boitumelo Motaung

Mthobisi Mzobe (Pr.Sci.Nat.)

Suzan Pitso

Monde Salaze

Boitumelo Semenya

PART B

PERFORMANCE INFORMATION



1. SITUATIONAL ANALYSIS

1.1 SERVICE DELIVERY ENVIRONMENT

SACNASP's mandate is to register, enable advise and regulate (REAR).



REGISTER

- SACNASP has seen a significant increase in the number of applications received, particularly in Q4 of 2022/23. 6 024 applications were received as compared to 2 624 in 2021/22.
- As a result of the increase in applications, SACNASP also saw an upward trend in the number of registrations, with an increase of 330 (15%) registrations from the previous year.
- The increase in applications and registrations was largely driven by a surge in applications from agricultural and extension scientists seeking employment through the Department of Agriculture, Land Reform, and Rural Development (DALRRD) National Framework for Extension. The framework seeks to professionalise extension and advisory services in South Africa by ensuring the compulsory registration of extension and advisory practitioners (EAPs) with SACNASP in terms of the Natural Scientific Professions Act (No. 27 of 2003).
- The proportion of women registrants (including existing scientists upgrading) accounted for 53%, while the racial profile of registrants was Black 77%, White 9.7%, Asian 2.5% and Coloured 1.6%.
- As of the end of the year, the total number of scientists registered on the SACNASP database stood at 15 150.

ENABLE

- 1 076 natural science students from various higher education institutions enrolled with SACNASP, of which 55% were women.
- 42 mentees participated in the Candidate Mentoring Phase (CMP).
- SACNASP and Split-Second Science Education Foundation partnered to host workshops at nine under-resourced schools in the Northern Cape during National Science Week, reaching 1 580 learners across three districts.
- The Continuing Professional Development (CPD) Programme ensures that registered scientists stay up to date with advances in their field. Currently, 42% of scientists on the SACNASP database participate in CPD.

ADVISE

- The report on 'Pathways to the Labour Market and Self-employment for Natural Science Graduates' was successfully launched to stakeholders. The report provides key recommendations for future scientists to secure employment and remain within the science sector.
- SACNASP organised eight webinars to promote public understanding of natural scientists' contributions to society, thus contributing to building a science-engaged citizenry.

REGULATE

- During the period, SACNASP dealt with six confirmed complaints against registered natural scientists for suspected misconduct. In accordance with the NSP Act, investigative committees were appointed to investigate the merits of these cases. Of the six cases, two were referred to disciplinary tribunals who found that the scientists had contravened the SACNASP Code of Conduct and imposed the appropriate sanctions. The remaining four cases were dismissed due to insufficient evidence to support the complaints.
- SACNASP established two disciplinary tribunals to oversee hearings related to these complaints.
- SACNASP gazetted a revised Code of Conduct in October 2022.
- SACNASP's Whistleblowing hotline service is fully operational and accessible to both scientists and the public. The hotline enables individuals to report any unethical conduct by registered scientists to SACNASP.

BUILDING RELATIONSHIPS WITH STAKEHOLDERS

During 2022/23, SACNASP made significant progress in forging strategic relationships with key stakeholders.

- Internationally, meetings were held with the Uganda National Council for Science and Technology, China Association for Science and Technology and the UK Science Council.
- Meetings were held with industry employers including, SASOL Foundation, Tiger Brands, Nestlé and the CSIR to engage them on the benefits of employee registration with a professional body.
- Locally, SACNASP engaged with various Sector Education and Training Authorities, namely the FoodBev Manufacturing SETA, Education, Training and Development Practices (ETDP) SETA, Agricultural SETA (AgriSETA), as well as the National Homebuilders Builders Regulatory Council (NHBRC) to leverage, where possible, funding for science related activities and to collaborate on skills development activities including CMP and CPD.

INSTITUTIONAL REVIEW

In 2021, SACNASP was requested by the DSI to conduct an institutional review. The objective of the review was to provide insights into performance of SACNASP in terms of the NSP Act and provide critical views on possible gaps. The terms of reference of the Institutional review were approved by the DSI in April 2022 and a panel of external reviewers was established. Interviews were conducted with stakeholders including.

- Industry
- Voluntary associations
- Previous and current Council members
- Regulatory bodies
- SACNASP management

The interviews were concluded in March 2023 with the first draft of the review report scheduled for completion in or by May 2023.

1.2 ORGANISATIONAL ENVIRONMENT

APPOINTMENT OF CEO

Dr Nompumelelo Obokoh-Masubelele (*Pr.Sci.Nat.*), a Plant Molecular Biologist with a PhD from the University of Cambridge, United Kingdom, was appointed as the Chief Executive Officer (CEO) from 1 October 2022.

Dr Obokoh served as the Chairperson of the National Research Fund Board and a Commissioner in the Presidential Commission on the Fourth Industrial Revolution within the agricultural sector. With over 15 years of local and international experience in science research and development, she possesses extensive knowledge in the national system of innovation, as well as science technology and innovation. Her contributions to the industry have earned her numerous awards and accolades, including the best Biotech Communicator award from the Gauteng Department of Agriculture and Rural Development.

Currently serving as the Vice-Chair of the Independent Science for Development Council (ISDC) for the Consultative Group on International Agricultural Research (CGIAR), she has held significant positions such as Executive (General Manager: Bioeconomy) at The Innovation Hub Management Company, Divisional Manager/Head of the Innovation Support and Protection Division at the Companies and Intellectual Property Commission, and CEO of AfricaBio, a biotechnology stakeholder at the Innovation Hub.

STAFF CAPACITY CHALLENGES

During the period under review, SACNASP experienced challenges with the lack of staff in critical positions, especially in the legal department. These challenges include:

- Four resignations
- Attracting skilled personnel due to the low remuneration offered
- Succession planning due to the lack of necessary skills within the organisation

SACNASP conducted a benchmarking exercise in 2022 to compare its salary and benefit offerings with those of other similar entities, with the aim of ensuring that its staff are adequately compensated. The organisation also embarked on a work study programme to align the operations and current skills and close the skills gap to ensure a fit-for-purpose organisation. These key activities are critical to improve the retention of skilled personnel and to fill critical positions at SACNASP.

There were no key policy developments and legislative changes during the period under review.



Today more than ever, science
is called upon to assist humanity in
responding to the key challenges of our
time, including disease, climate change and
food insecurity”

~ President Cyril Ramaphosa

2. PROGRESS TOWARDS ACHIEVEMENT OF INSTITUTIONAL IMPACTS AND OUTCOMES

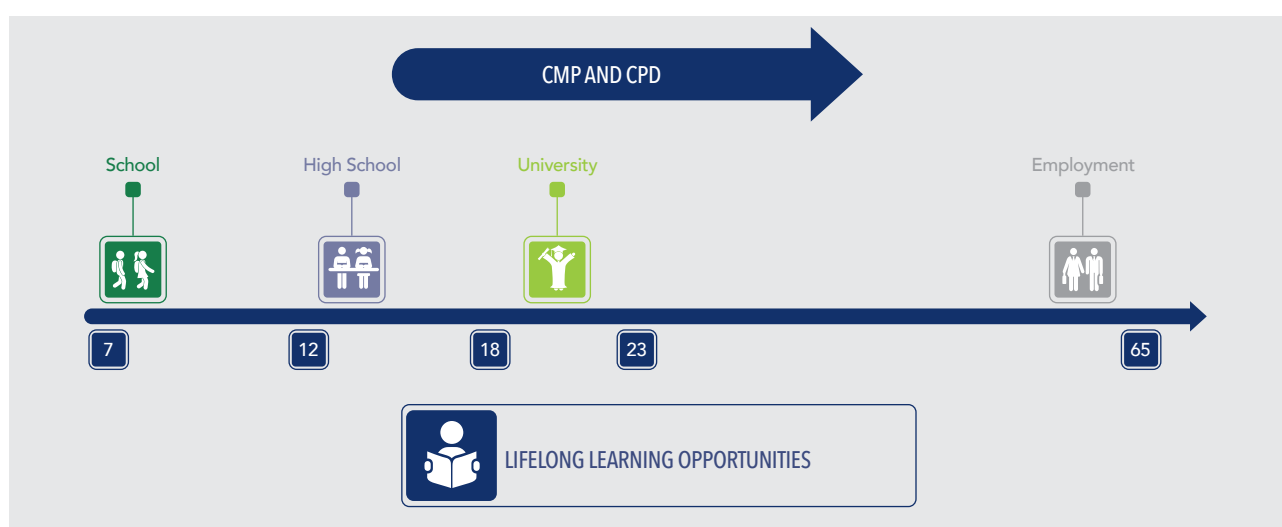
2.1 SACNASP AS A PARTNER TO THE NATIONAL DEVELOPMENT PLAN (NDP) 2030

Chapter 9 of the NDP 2030 highlights key areas in the role of the Post School Education and Training (PSET) sector in which SACNASP can play a meaningful role. These include, to:

- Respond to the skills needs of all sectors of society including business, industry, and the government;
- Provide lifelong learning opportunities for a wide range of candidates.

SACNASP's CMP and CPD programmes assist in providing relevant technical and soft skills training to support natural scientists in their ongoing development.

Figure 3: CMP and CPD Programmes



SACNASP has successfully embarked on a programme for the enrolment of students from higher education institutions (HEIs) on a database that will develop a pipeline of professional scientists, assist students in gaining employment in natural science and obtain guidance from mentors within their fields of practice.

The NDP also proposes to “expand science, technology and innovation output by increasing the research and development spending by government and through encouraging industry to do so”. Science councils, such as SACNASP, play a pivotal role in this process by advising government on areas where investment should be made, and where “strengthening coordination between departments, as well as the private and non-profit sectors”, is required, which is a further stipulation of the NDP.

The NDP (Section 67 of Chapter 9) notes the need to “relax immigration requirements for highly skilled science and mathematics teachers, technicians and researchers”, adding, “All graduates from foreign countries should be granted seven-year work permits.” This will help bolster South Africa’s skills base and increase production through innovation. SACNASP has been evaluating and confirming the skills of foreign researchers and technicians applying for Critical Skills Visas in the natural science fields to work in South Africa, thus contributing to this aspect of the NDP.

The new White Paper on Science, Technology and Innovation will be implemented through the Decadal Plan for 2020–2030, which will be aligned with the NDP. As an entity of the DSI, SACNASP is currently engaging with the White Paper on Science, Technology and Innovation and will recommend areas of intervention to assist the DSI in terms of implementation. Noteworthy, is section 5.7.2 on the incentives for researchers which states that “Scientists who participate in science engagement activities will be awarded continuing professional development points by the South African Council for Natural Scientific Professions”.

The NDP identifies the need for a credible evidence base to support decision making and SACNASP has to date published two reports. A third study on the skills and competencies required for the future natural scientist amid societal grand challenges has just begun.

2.2 STRATEGIC GOALS AND OBJECTIVES 2017–2022



2.3 SACNASP'S STRATEGIC OUTCOME-ORIENTATED GOALS (SO-OGS)

- SO-OG 1** Proactively advise government and relevant stakeholders on the contributions and role of the natural scientific professions in South Africa
- SO-OG 2** Enforce high professional and ethical standards for natural scientific workforce
- SO-OG 3** Promote the natural science professions and science engagement in South Africa
- SO-OG 4** Promote the professional development and transformation of the natural science sector in South Africa
- SO-OG 5** Foster a culture of good corporate governance

2.4 ACHIEVEMENTS AGAINST THE ANNUAL PERFORMANCE PLAN

SO-OG 1 – PROACTIVELY ADVISE GOVERNMENT AND RELEVANT STAKEHOLDERS ON THE CONTRIBUTIONS AND ROLE OF THE NATURAL SCIENTIFIC PROFESSIONS IN SOUTH AFRICA

While SACNASP may work closely with government, its key role is to identify areas where policy can be changed to enhance the lives of South Africans. SACNASP's primary focus is to ensure that natural scientists in South Africa are qualified, skilled, and equipped to contribute to the development of science and technology in the country.

SACNASP can provide input and advice to government on matters related to the natural sciences and works collaboratively with other organisations to address issues of common concern. For example, SACNASP participates in discussions around science policy, education, and research funding, and provides recommendations to government based on its expertise and experience in the field.

The second report, *Pathways into the Labour Market and Self-employment for Natural Science Graduates* was launched in November 2022. The key recommendations from this report are:

- Closer stakeholder collaboration for skills planning
- Identify and mainstream emerging skills and fields of study
- Public and private employers to provide more opportunities for work experience
- Support the development of relevant skills towards self-employment
- The report emphasises the need for inclusivity - gender and youth responsiveness

STRATEGIC OBJECTIVE 1: To proactively advise Government and relevant stakeholders on the contributions and role of the natural scientific professions in South Africa

Outcome 1 purpose: Provide reports on relevant Government policy matters

Outcome	Output Indicator	Audited Actual Performance	Audited Actual Performance	Planned Annual Target			
		2020/2021	2021/2022	2022/2023	Actual Achievement	Deviation	Comment
Outcome 1 Provide reports on relevant Government policy matters.	Number of reports developed to inform Government policy and legislation every two years.	One report on unemployed natural science graduates was completed in August 2021.	Drafting the RFQ on the brief titled "The skills and competencies required for the future natural scientist amid societal grand challenges in South Africa".	Drafting the report on the brief titled "The skills and competencies required for the future natural scientist amid societal grand challenges in South Africa".	Council approved of the terms of reference and composition of the study reference group.	The target was not achieved	Efforts have been intensified to meet this target over the balance of the five-year strategic period.



SO-OG 2 – ENFORCE HIGH PROFESSIONAL AND ETHICAL STANDARDS FOR THE NATURAL SCIENTIFIC WORKFORCE

SACNASP has an effective system to register and regulate natural science professionals in all sectors of the economy, including industry, HEIs, government and state-owned enterprises. This has enhanced SACNASP's mandate regarding its regulatory function and to better protect the public, the environment and the professions.

For effective regulatory oversight, SACNASP reviewed the Code of Conduct in 2022 that was gazetted in October 2022 and subsequently adopted by the Council and approved by the DSI. It was shared with stakeholders. This has resulted in SACNASP being more effective in the regulatory space.

Overall, SACNASP's mission is to promote and maintain high standards of professional practice among natural scientists in South Africa, and to support their ongoing development and growth. By doing so, SACNASP is helping to build a strong and vibrant scientific community that can contribute to the well-being of South Africa and its people.

Strategic Objective 2: To enforce high professional and ethical standards for the natural scientific workforce

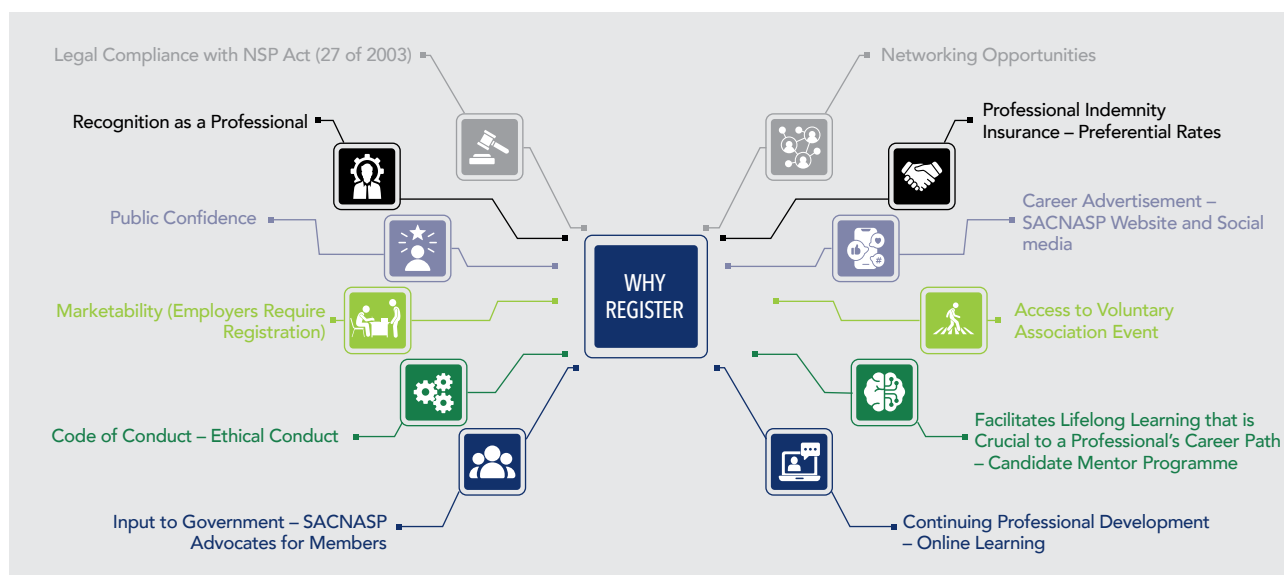
Outcome 2 purpose: Register and regulate natural science professionals

Outcome	Output Indicator	Audited Actual Performance	Audited Actual Performance	Planned Annual Target			
		2020/2021	2021/2022	2022/2023	Actual Achievement	Deviation	Comments
Outcome 2 Number of registered natural scientists at SACNASP	a) Number of annual registrations at SACNASP	1 413	1 820	1 500	2 150	+650	SACNASP received an increase in applications from agricultural and extension scientists due to high numbers of positions offered by DALRRD.
	b) Proportion of applications processed within the correct time frames	89%	New target	89%	93%	None	None
	c) Proportion of scientists retained annually	81%	New target	81%	80%	None	None

SO-OG 3 – PROMOTE THE NATURAL SCIENCE PROFESSIONS AND SCIENCE ENGAGEMENT IN SOUTH AFRICA

SACNASP aims to enhance public awareness by increasing the number of campaigns and engaging natural scientists and voluntary associations (VAs) to provide expert advice to district municipalities and local communities in support of the District Development Model (DDM). This approach leads to a well-informed public, keeping them up to date with developments in the scientific community and enabling them to make informed decisions. SACNASP also engaged with natural scientists at these events to highlight the benefits of registering with SACNASP.

Figure 4: Benefits of Registration with SACNASP



Strategic Objective 3: To promote the natural science professions and science engagement in South Africa

Outcome 3 purpose: To facilitate public awareness to address national priorities

Outcome	Output Indicator	Actual Performance	Actual Performance	Planned Annual Target			
		2020/2021	2021/2022	2022/2023	Actual Achievement	Deviation	Comment
Outcome 3 Facilitate public awareness to address national priorities.	Number of public awareness and engagement initiatives conducted to foster an understanding of the contribution of the natural science profession.	5	8	8	8	None	None

SO-OG 4 – PROMOTE THE PROFESSIONAL DEVELOPMENT AND TRANSFORMATION OF THE NATURAL SCIENCE SECTOR IN SOUTH AFRICA

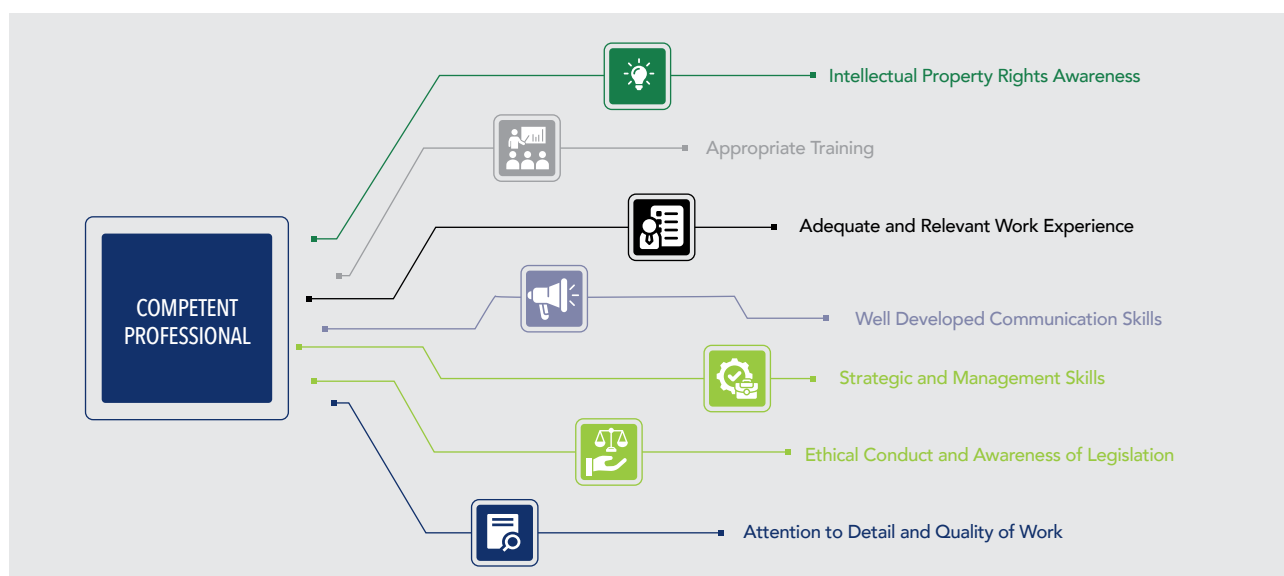
SACNASP is committed to ensuring that natural scientists in South Africa are equipped with the skills and competencies required to excel in their professions through lifelong learning programmes.

The Candidate Mentor Phase (CMP) programme is an initiative designed to provide mentorship and support to natural science graduates as they transition from academic life to the working world. The programme pairs graduates with experienced professionals who can offer guidance and advice on career development, professional ethics, and other relevant topics. Through the CMP, young scientists can benefit from the wisdom and experience of established professionals in their field.

Continuing Professional Development (CPD) is another initiative offered by SACNASP to support the lifelong learning of natural scientists. CPD involves ongoing learning and development that enables professionals to maintain and improve their skills, knowledge, and competencies throughout their careers. This can include attending conferences and workshops, taking courses, and participating in other professional development activities.

SACNASP recognises that science is constantly evolving, and that it is essential for professionals to stay up to date with the latest developments in their fields. By providing mentorship, training, and other resources, SACNASP is helping to ensure that natural scientists in South Africa are well prepared to meet the challenges of their professions and contribute to the advancement of science and technology in the country.

Figure 5: Support required by natural scientists



SACNASP has been actively collaborating with Higher Education Institutions (HEIs) to raise awareness among students about the registrability of their chosen studies with SACNASP. In 2023, SACNASP is planning to leverage the capabilities of artificial intelligence (AI) through a partnership with the University of Johannesburg Business School. This collaboration aims to speed up identifying whether courses are registerable or non-registerable, enabling students to make well-informed decisions about their studies.

Strategic Objective 4: Promote the professional development and transformation of the natural science sector in South Africa

Outcome 4 purpose: An efficient and effective lifelong learning programme is implemented and facilitated

Outcome	Output Indicator	Audited Actual Performance	Audited Actual Performance	Planned Annual Target			
		2020/2021	2021/2022	2022/2023	Actual Achievement	Deviation	Comment
Outcome 4 Create an environment for lifelong learning of professionals to address national priorities.	The proportion of registered natural scientists participating in the lifelong learning programme.	29%	37%	40%	42%	+2%	None

Strategic Objective 5: To promote the professional development and transformation of the natural science sector in South Africa

Outcome 5 purpose: Develop and implement programmes to encourage participation of the designated groups

Outcome	Output Indicator	Audited Actual Performance	Audited Actual Performance	Planned Actual Target			
		2020/21	2021/22	2022/23	Achievement	Deviation	Comment
Outcome 5 Transformation of natural science sector to increase participation of designated groups	Number of women and youth participating in SACNASP students' enrolment programmes.		25	700	1 076	+376	Key activities in the financial year contributed to increased enrolment of students through the online system. 60% of women were enrolled for the period under review.
	Number of women and youth participating in the CMP programme.		17	100	42	-58	The target was not achieved. Only three voluntary associations (VAs) participated in the programme. There are efforts to collaborate with more VAs in the programme agenda.

Strategic Objective 6: To promote the professional development and transformation of the natural science sector in South Africa

Outcome 6 purpose: Evaluation and endorsement of higher education institutions (HEI) programmes in natural science

Outcome	Output Indicator	Audited Actual performance	Audited Actual Performance	Planned Actual Target			
		2020/21	2021/22	2022/23	Achievement	Deviation	Comment
Outcome 6 To contribute towards education qualifications and learning pathways for natural scientists.	Number of HEI natural science programmes evaluated for endorsement in conjunction with the CHE.	New target	New target	5	356	+351	More HEIs requested SACNASP to align their programmes with SACNASP registration requirements. This will lead to efficient and streamlined registration processes.

SO-OG 5 – FOSTER A CULTURE OF GOOD CORPORATE GOVERNANCE.

SACNASP has established and implemented rigorous systems to ensure compliance with legislative and policy frameworks, including the identification and management of all associated risks and internal controls. In line with this, SACNASP has appointed an internal auditor whose responsibility is to review and provide advice to the management and Council on the most effective ways to manage the organisation's risks and ensure attainment of pre-determined objectives.

Strategic Objective 7: To foster a culture of good corporate governance

Outcome 7 purpose: To achieve an unqualified audit opinion on the Annual Financial Statements at the end of the financial year

Outcome	Output Indicator	Audited Actual performance	Audited Actual Performance	Planned Annual Target			
		2020/21	2021/2022	2022/2023	Achievement	Deviation	Comment
Outcome 7 Compliance with legislative and policy framework.	Unqualified audits achieved.	Unqualified audit	Unqualified audit	Unqualified audit report on financial and governance matters issued by 30 September 2022.	The audit was complete, and an unqualified audit achieved.	None	None

2.5 LINKING PERFORMANCE WITH BUDGETS

Table 2: Linking performance with budgets

Programme/activity/objective	2022/2023			2021/2022		
	Budget	Actual Expenditure	(Over)/Under Expenditure	Budget	Actual Expenditure	(Over)/Under Expenditure
	R	R	R	R	R	R
DSI Project: Continuing Professional Development Programme	3 100 000.00	3 248 483.00	-148 483.00	950 000.00	1 030 289.00	-80 289.00
DSI Project: Development of Candidate Mentoring Phase Programme	2 100 000.00	2 203 976.00	-103 976.00	1 342 000.00	310 435.00	1 031 565.00
DSI Project: Information Technology Platform	2 500 000.00	1 958 295.00	541 705.00	1 095 550.00	943 261.00	152 289.00
DSI Project: Regulations	2 300 000.00	687 978.00	1 612 022.00	612 450.00	121 422.00	491 028.00
Employee costs						
Operational expenditure						
Total	10 000 000.00	8 098 732.00	1 901 268.00	4 000 000.00	2 405 407.00	1 594 593.00



2.6 STRATEGY TO OVERCOME AREAS OF UNDERPERFORMANCE

Several reports are developed to inform Government policy and legislation every two years. Following a quarterly meeting between SACNASP and the DSI, it was resolved that a study reference group should be established prior to the appointment of a service provider. This outcome was documented in the 2022/23 APP and SACNASP and submitted to the DSI by the fourth quarter of 2022/23. Interventions are in place to ensure that the target is achieved over the 5-year reporting period.

The SACNASP students' enrolment programmes focus on encouraging participation from women and youth, but there have been challenges in engagement in the programme as a result of COVID-19 restrictions. Increased interventions at HEIs and ongoing marketing interventions have led to improvements in this outcome.

Similar challenges have been experienced in the CMP programme. To give increased attention to these programmes, SACNASP has engaged in improvements in the SACNASP website and CPD portals scheduled for launch in June 2023 to encourage all candidate natural scientists to engage with the programme.



3. INSTITUTIONAL PROGRAMME PERFORMANCE INFORMATION

3.1 OPERATIONS DEPARTMENT REPORT

SACNASP's Operations Department provides a range of support services including Marketing, ICT and HR (Covered in Section D).

To mitigate ongoing internet and ICT concerns, SACNASP upgraded its IT infrastructure by:

- Transitioning from Microsoft 365 Business Standard to Microsoft 365 Business Premium that offers additional security features designed to safeguard users against various threats. This enhanced version offers users access to advanced security, access and data control, as well as cyberthreat protection.
- Increased control over email signatures. The CodeTwo Signature add-on was installed, enabling better management of email signatures.
- Devices were removed from the local account and directed to Azure Active Directory, enhancing security and centralising device management.
- Enhancing network security. Microsoft Defender endpoint was installed, to provide proactive measures to prevent, detect, investigate, and respond to advanced threats that may target the network.
- The implementation of a virtual machine, virtual network, and firewall in Microsoft Azure. This facilitates a secure and scalable infrastructure for various applications and services.
- Migrating the ESS and Payroll application from an on-premises server to Cloud hosting to leverage the benefits of cloud technology. Additionally, the installation of SAGE300 took place, ensuring smooth operations, and automated daily backups to preserve data integrity.

3.2 EXTENSION SCIENCE SUPPORT

The Economic Reconstruction and Recovery Plan (ERRP) aims to build a new economy and unleash South Africa's true potential. The overarching goal of the plan is to create a sustainable, resilient and inclusive economy.

SACNASP has supported the professionalisation of extension practitioners since 2015/16. The employment of extension practitioners in DALRRD, or any other public sector entity, requires full registration with SACNASP or another recognised professional body.

Through collaboration with provincial coordinators, efforts were made to ensure that all extension scientists are registered and maintain good standing with their professional bodies. DALRRD is developing a mechanism to ensure timely payment of fees by all registered extension scientists, fostering adherence to financial obligations. Continuous engagement with provincial departments was prioritised, serving reminders, and fostering ongoing relationship building. As of May 2023, there were 4 353 newly registered extension scientists. The intention is to hire a total of 10 000 extension scientists.

Engagements with the South African Qualifications Authority (SAQA) and voluntary associations in relation to issuing professional titles led to a Memorandum of Agreement (MoA) being signed with the South African Institute of Physics (SAIP). The outstanding MoA with ICCSSA was scheduled for signature in June 2023.

3.3 REGISTRATION DEPARTMENT REPORT

The Registrations department received 6 042 applications for new or additional fields of practice and upgrades during the 2022/23 financial year and 2 150 new scientists were registered. SACNASP saw an increase in the number of registrations during the second and fourth quarters of the financial year and there was an increase in the number of pending applications processed in the fourth quarter.

Table 3: Year-on-year registration of new scientists

2019/20	2020/21	2021/22	2022/23
1 262	1 413	1 820	2 150

SACNASP continues to show that it is overcoming challenges in demographic transformation in terms of race, gender, and youth. Scientists registering with the Council are increasingly from previously disadvantaged groups and mainly youth.

Figure 6: Registrations in the 2022/23 financial year by gender

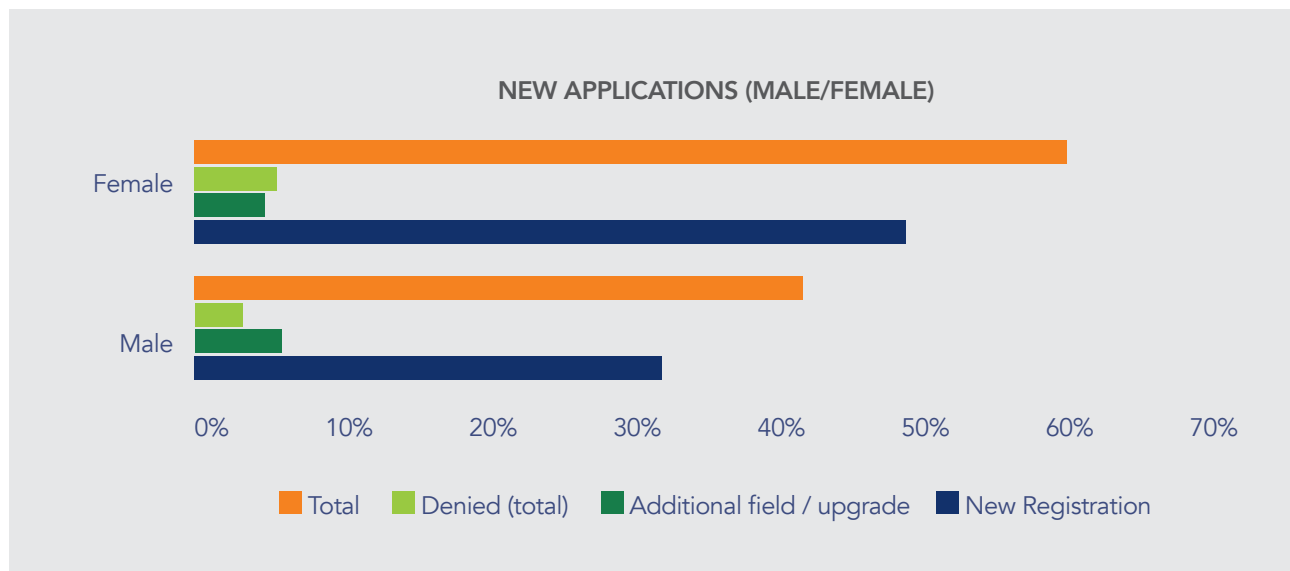


Figure 7: Registrations in the 2022/23 financial year by race

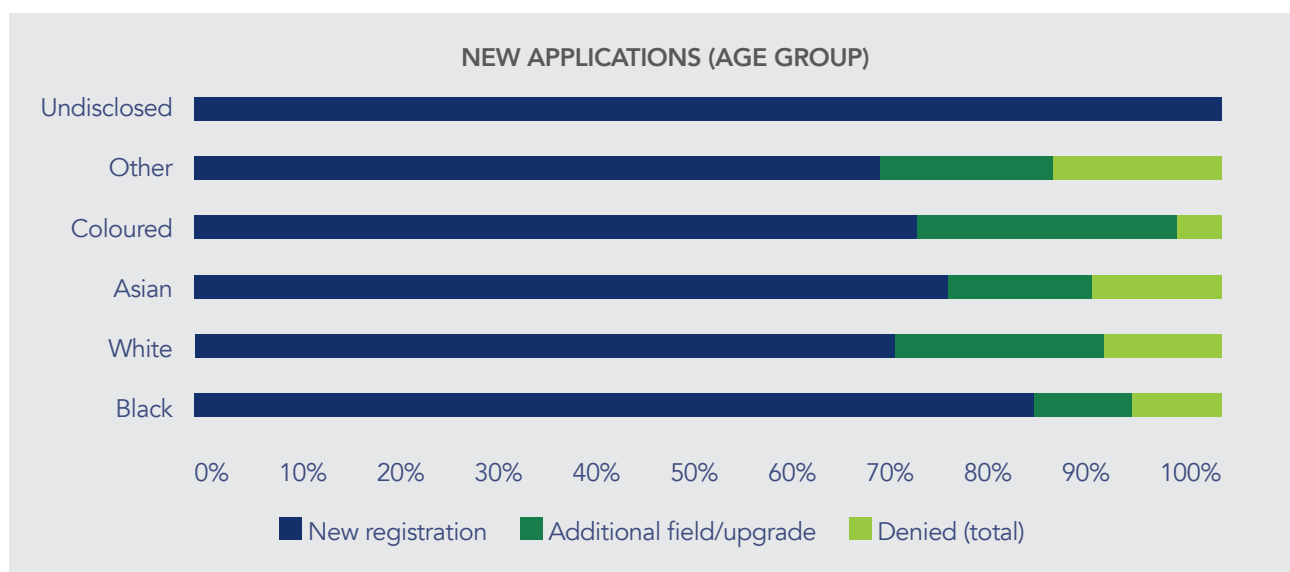
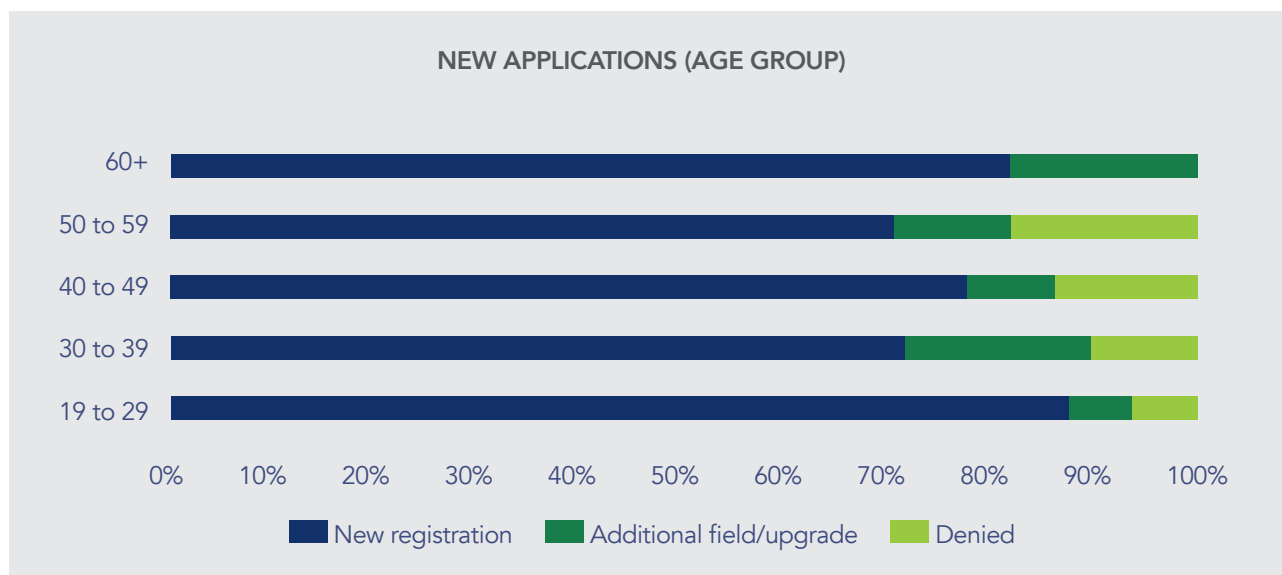
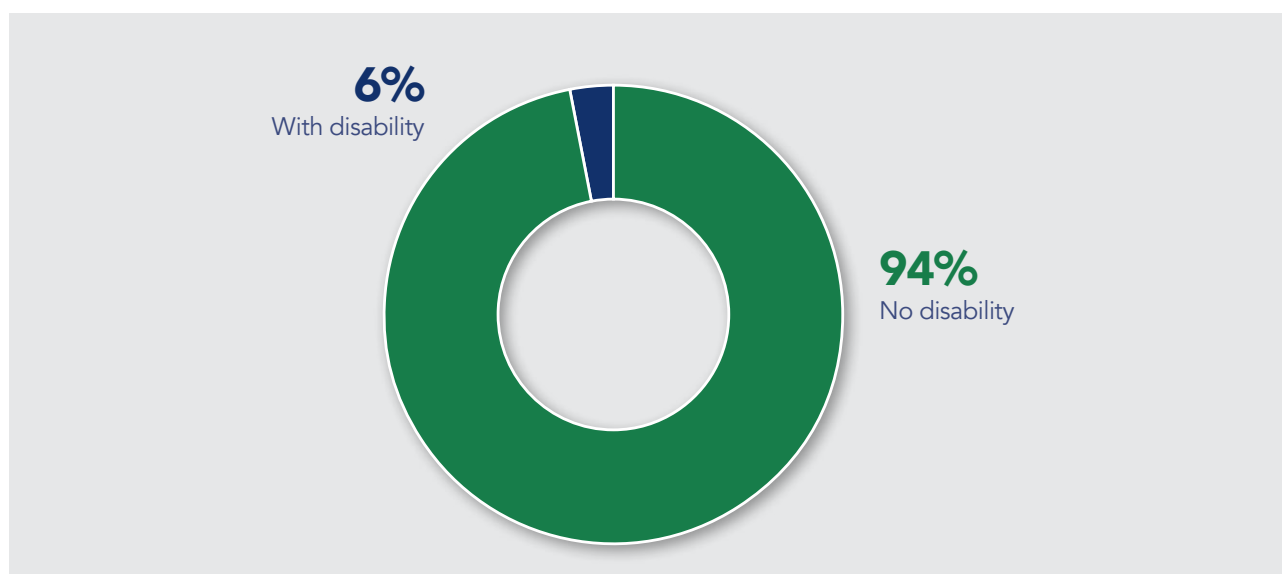


Figure 8: Registrations in the 2022/23 financial year by age group



Prior to 2021, SACNASP did not collect data or report on the number of people with disabilities registered with the Council. Fields to record disabilities were included in the previous financial year and a representation is provided in Figure 9.

Figure 9: Registrations in the 2022/23 financial year by disability



During the 2022/23 financial year, natural scientists reinstated their previously cancelled registrations on the online portal.

Two new voluntary associations, namely the Plant Science Consultants Association (PSCA) and the South African Hydrological Society (SAHS) were recognised in 2022 and 2023 respectively.

The Registrations Department has once again processed a greatly increased number of applications with the same resources available to them. This is a testament to the increased efficiency and automation that is continually being introduced into the application processing system, though resources are becoming stretched with the spike in applications experienced during this year.

The previous year saw the Registrations Department implementing additional quality control checkpoints. This resulted in improved quality of application documents reaching the Professional Advisory Committee (PAC). This in turn enabled a more efficient, consistent, and accurate decision-making process.

The updated PAC evaluation introduced in the previous financial period also resulted in the Registrations Department being able to provide accurate statistics and reporting. Data analysis allows the Registrations Department and the Registrations Committee to proactively manage areas of concern and streamline processes. Further to this, the referee reports have been updated to an online referee reporting system. Scientists who are registered with SACNASP, and who have been requested to submit a referee report, will now see this function on their profile.

During the 2021/22 financial year, a Scientific Advisor was appointed to develop a list of programmes offered by Higher Education Institutions (HEIs) and to determine which of these programmes are aligned to SACNASP's registration requirements. This assessment has been conducted under the guidance of the Qualifications Assessment Committee. Progress has been made with a total of four HEIs programmes having been assessed from the University of Limpopo, the University of the Zululand, the University of South Africa, and North-West University. In the review period, the Registrations Department recorded a significant increase in the number of applications made for registrations. The increase in new applications was exceptionally high in the field of agricultural science. As a result, a scientific advisor was appointed to assist with the evaluation of applications received in this field of practice.

Increasing efficiency, while maintaining a high standard of customer service, remains the ongoing focus of the department and several changes have already been made to the online portal to better monitor the progress of applications and communicate with the applicants.

3.3 FINANCE DEPARTMENT REPORT

SACNASP has achieved positive financial results during the year under review. Revenue increased by 5% when compared to the previous year, primarily due to the implementation of percentage fee increases in 2022/23 and a higher number of applications, upgrades, and the re-instatement fees received in the 2023 fiscal year. Strict budget controls, reduced travel and other expenses contributed to a surplus of R1 618 737.

However, the Council still faces challenges in collecting annual fees and addressing bad debts, resulting in an increase in the provision for bad debt allowance year after year. In the previous year, the Council made a significant decision not to write off and cancel long overdue debt of registered scientists who hadn't paid their annual fees for over two years. This decision sought to provide scientists facing financial difficulties and job losses due to the COVID-19 pandemic with an extended period to settle their outstanding debt. In the period under review, scientists who owed two or more years in fees had their registrations canceled due to non-payment.

The Finance team closely monitors long outstanding debtors, and a task team comprising management and staff was established to assess the bad debt situation, recommend interventions, and identify strategies for retaining and expanding the pool of registered scientists. The task team's work plan focuses on key strategies, including debt collection, retention through promoting CPD and CMP programmes and establishing a resource library. This was boosted through improved communication as a result of automation and regular meetings.

To improve and maintain financial stability, SACNASP continues to develop strategies.

Funding from the Department of Science and Innovation (DSI) has been instrumental in marketing the business, implementing and maintaining IT systems for improved registration processes, and developing the CDP website. The contract with DSI has been extended for three years (2022-2025) with a funding amount of R35 584 000.

The Strategic Plan (2021-2025) and Annual Performance Plans ensure that the Council takes a strategic approach to financial planning by setting forth a forward-looking strategy covering a five-year period. This approach aligns the Council's strategic goals with the government's priorities outlined in the National Development Plan and considers the resources available to fund the delivery and achievement of these goals.

3.5 MARKETING AND STAKEHOLDER REPORT

SCIENCE ENGAGEMENT

One of the strategic objectives of SACNASP is to promote natural science professions and science engagement in South Africa. SACNASP recognises the importance of a scientifically literate and engaged society towards ensuring a science-engaged citizenry in South Africa.

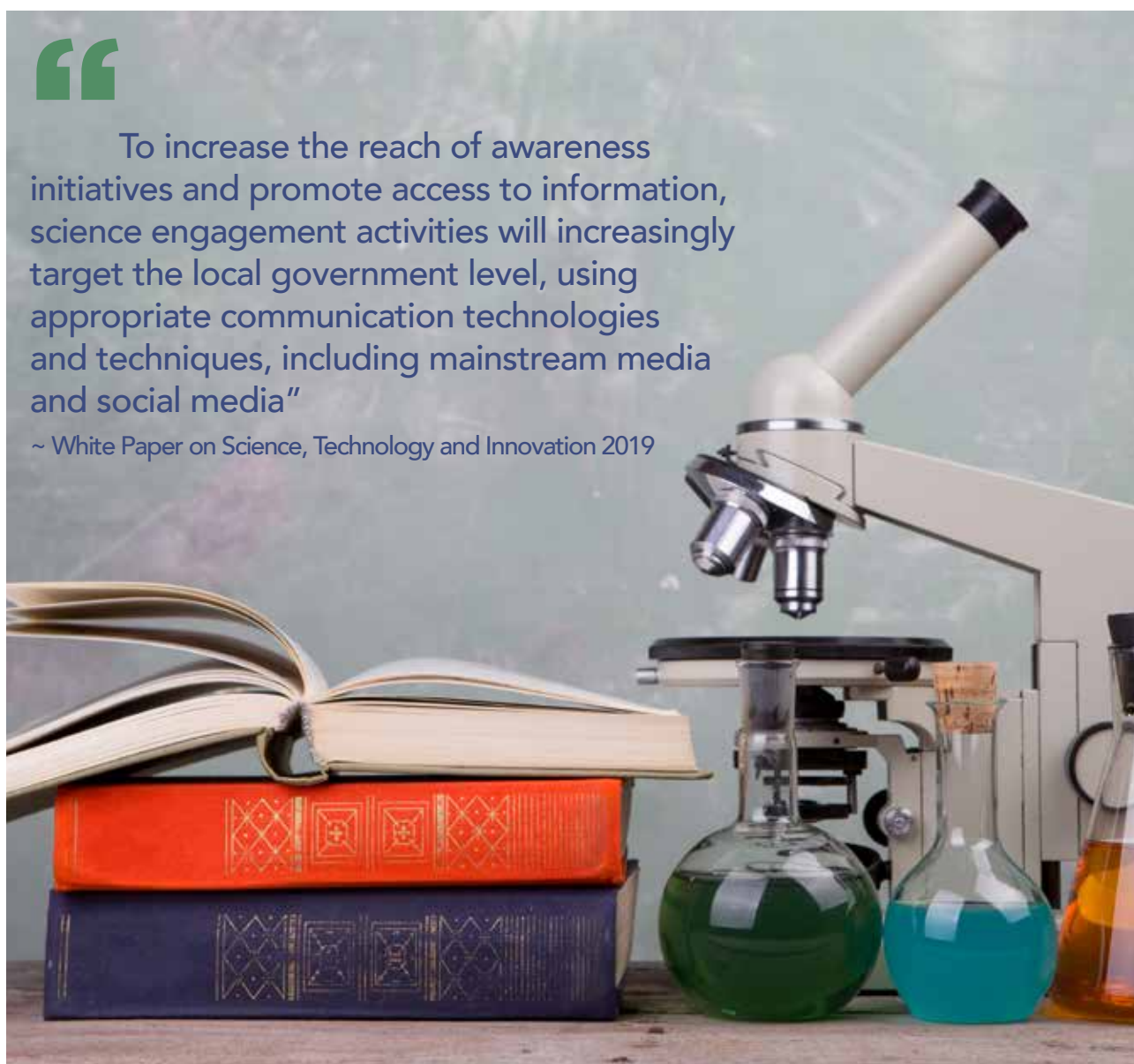
During the reporting period, the SACNASP Council approved the Science Engagement Strategy aimed at coordinating strategic science engagement efforts to strengthen the strategic role that SACNASP is mandated to play in the National System of Innovation (NSI). The approach advocated in the strategy is grounded in transformation, inclusivity and partnerships as articulated in the 2019 White Paper on Science, Technology and Innovation and the Decadal Plan.

It is worth noting that the scientific community is afforded opportunities to participate in science engagements and communication activities through regular webinars on topical science-related matters. SACNASP hosted public awareness and engagement initiatives to foster an understanding of the contributions natural scientists make to society and more than 2 000 participants attended the webinars as detailed in the table below.



To increase the reach of awareness initiatives and promote access to information, science engagement activities will increasingly target the local government level, using appropriate communication technologies and techniques, including mainstream media and social media”

~ White Paper on Science, Technology and Innovation 2019



No.	Description	Number of participants
1.	Effective and practical adaptation strategies for climate change, 5 May 2022.	633
2.	Potential role of hydrogen and fuel cell technologies, 15 June 2022.	313
3.	Response of science to recent flooding incidences in South Africa, 3 August 2022.	388
4.	Unpacking the role of groundwater in water security, 2 August 2022.	467
5.	Pathways into the labour market and self-employment for natural science graduates, 25 November 2022.	236 online 42 in-person
6.	Technical talk on professionalism and standards in geosciences at the South African Geophysical Association (SAGA) 17 th Biennial Conference, 2 November 2022.	Information unavailable
7.	Science for inclusivity, innovation, food security, nutrition and social justice, World Science Forum Side Event, 5 December 2023.	Information unavailable
8.	Gaps in Transforming Smallholder Farming in Sub-Saharan Africa, Regional Climate Smart Agriculture Policy Dialogue, Future Africa, University of Pretoria, 14 March 2023.	Information unavailable

WORLD SCIENCE FORUM (WSF)

The World Science Forum (WSF) series plays a prominent role in bringing leaders in the world of science and policy together. The biennial WSF series aims to discuss science's roles, responsibilities and challenges and presents issues of common interest to the scientific community and the public.

For the first time, the WSF was hosted on the African continent from 5 – 9 December 2022 at the Cape Town International Convention Centre. The theme for the WSF 2022 was "Science for Social Justice". The Human Science Research Council (HSRC), in collaboration with the South African Council for Natural Scientific Professions (SACNASP), the Embassy of Sweden and the University of Pretoria (UP) hosted a joint side event on 5 December 2022 at WSF on Science for Inclusivity, Innovation, Food Security, Nutrition and Social Justice. The basis of the session was to identify existing and emerging intervention models embedded in system designs towards an integrated application of science and practice innovations and policy for enhanced socio-economic conditions.



Photo: Speakers at the World Science Forum side session on 5 December 2022

REGIONAL CLIMATE SMART AGRICULTURE POLICY DIALOGUE

The Food, Agriculture and Natural Resources Policy Analysis Network (FANRPAN) successfully convened a Regional Climate Smart Agriculture Policy Dialogue from 13 -15 March 2023, at the University of Pretoria's Future Africa Campus under the theme "Transitioning to climate-resilient farming systems in Sub-Saharan Africa".

The Policy Dialogue was convened in collaboration with various stakeholders, including SACNASP. SACNASP convened a session at the event titled 'Capacity Gaps in Transforming Smallholder Farming in Sub-Saharan Africa'. SACNASP also had an opportunity to interact with stakeholders through exhibitions.

Following three days of deliberations, partner remarks were delivered by SACNASP and other key stakeholders, including Her Excellency Ms Tegan Brink, Australian High Commissioner to South Africa. She emphasised Australia's commitment to the Sustainable Development Goals (SDGs) and that Australia's development cooperation with African nations continues to assist in advancing stability, growth and prosperity.



Photo: Delegates with the DALRRD Minister, Thoko Didiza, at the Regional Climate Smart Agriculture Policy Dialogue hosted by the Food, Agriculture and Natural Resources Policy Analysis Network (FANRPAN) held at Future Africa, University of Pretoria, 13 – 15 March 2023.

“

The development of science engagement and communication skills will be prioritised. Such skills development initiatives will target journalists, scientists, students, learners, educators and science interpreters. Indicators to measure the success of system-wide science engagement performance will be adopted to inform an institutionalised survey on public perceptions of science and country comparison studies.

~ White Paper on Science, Technology and Innovation 2019

SCIENCE FESTIVALS HIGHLIGHTS

National Science Week (NSW), an initiative by the DSI together with the NRF-SAASTA, is an annual celebration of science, engineering, and technology, attracting thousands of learners and members of the public to workshops, science shows, and lectures, which are held at universities, schools, science centres, and public facilities countrywide. The event took place from 1-5 August 2022 and SACNASP in collaboration with Split-Second Science Education Foundation hosted workshops at nine under-resourced schools from three different districts in the Northern Cape that reached 1 580 learners.

Furthermore, SACNASP and Split-Second Science Education Foundation jointly hosted a CanDo 4IR workshop daily from 7-13 September 2022 at Scifest® Africa, South Africa's National Science Festival. This is a project managed by the National Arts Festival on behalf of the Grahamstown Foundation and supported by the Department of Science and Innovation. The theme for 2022 was "Back to the Basics", inspired by UNESCO's International Year of Basic Sciences for Sustainable Development 2022. Two students from Rhodes University were actively involved in these workshops.



Photo: SACNASP hosting workshops in the Northern Cape



NATIONAL SCIENCE AND TECHNOLOGY FORUM (NSTF) BRILLIANTS PROGRAMME

SACNASP was one of the sponsors of the National Science and Technology Forum (NSTF) Brilliants Programme. The programme annually recognises 18 students studying science, medicine, and engineering. A young man and woman are chosen from each of the nine provinces. These students must have received top marks in mathematics and physical science in the National Senior Certificate Examinations (Grade 12) of the previous year (2020 and 2021 intakes). This sponsorship has been widely recognised in Higher Education publications and at the NSTF gala awards dinner. The Brilliants Programme students were taken on an educational tour focusing on nature conservation and biodiversity.



CPD VALIDATIONS AND MANAGEMENT

The Continuing Professional Development (CPD) website was launched on 1 April 2017 and is fully functional. Forty-two percent of the registered natural scientists have updated their CPD statuses. To date, a total of 2 511 events have been validated on the CPD portal. SACNASP is continuously engaging with recognised voluntary associations (VAs), higher education institutions and various key stakeholders for CPD validation.

Support for VA events

No	Sponsored VA events
1	Southern African Society of Aquatic Scientists (SASAQs) 2022 Congress, Amanzi Private Game Reserve, Brandfort, Free State, 26 - 30 June 2022
2	17 th South African Geophysical Association (SAGA) Conference, Sun City, Northwest, 28 November - 01 December 2022
3	53 rd South African Society for Animal Science (SASAS) Congress, Cedara Agricultural College, KwaZulu-Natal, 26 - 28 September 2022
4	55 th Annual South African Society for Agricultural Extension (SASAE) Conference, Klein Kariba, Bela Bela, Limpopo, 25 - 27 October 2022
5	South African Wetland Society (SAWS) National Wetlands Indaba for 2022, Golden Gate Highlands National Park, Free State, 24 - 27 October 2022
6	9 th Land Rehabilitation Society of Southern Africa (LaRSSA) Annual Conference, Woodlands Country Lodge, Parys, Free State, 12 - 15 September 2022.
7	63 rd Annual South African Statistical Association (SASA) Conference, Protea Hotel by Marriott® King George, Western Cape, 30 November - 02 December 2022.
8	2022 Society of South African Geographers (SSAG) Biennial Conference, Department of Geography, Geoinformatics and Meteorology, University of Pretoria, 12 - 14 September 2022
9	Zoological Society of Southern Africa (ZSSA) - International Ornithological Conference 2022, Virtual, 15 - 19 August 2022
10	International Association for Impact Assessment South Africa (IAIAAsa) International Symposium, Cape Town, Western Cape, 26 - 28 September 2022.
11	49 th Physiology Society of Southern Africa (PSSA) Congress, Stellenbosch University, Western Cape, 4 - 7 September 2022.
12	Water Institute of Southern Africa (WISA) Biennial Conference, Sandton, Gauteng, 28 - 30 September 2022.
13	2022 Annual National Association for Clean Air (NACA) Conference, Premier Hotel O.R.Tambo, Kempton Park, Gauteng, 6 - 7 October 2022.
14	2023 Geocongress by the Geological Society of South Africa (GSSA), University of Stellenbosch, Western Cape, 11 - 13 January 2023.
15	44 th South African Chemical Institute (SACI), Stellenbosch, Western Cape, 9 - 13 January 2023.
16	2022 Southern African Wildlife Management Association (SAWMA) Conference, Bonamanzi Private Nature Reserve, KwaZulu-Natal Province, 4 - 9 September 2022.
17	52 nd Southern African Society for Plant Pathology (SASPP) Congress, Future Africa Institute and Conference Centre, Pretoria, Gauteng Province, 1 - 3 August 2022.
18	8 th International PGM Conference, Southern African Institute of Mining and Metallurgy (SAIMM), Sun City, Northwest, 2 - 3 November 2022.
19	Southern African Radiation Protection Association 2022 Annual Conference, Royal Elephant Hotel, Centurion, Gauteng, 12 - 14 December 2022.
20	48 th Annual South African Association of Botanists (SAAB) Conference, Protea Hotel, The Ranch, Polokwane, Limpopo Province, 16 - 20 January 2023.

3.6 RESEARCH SUPPORT

REPORT LAUNCH ON PATHWAYS INTO THE LABOUR MARKET AND SELF-EMPLOYMENT FOR NATURAL SCIENCE GRADUATES

SACNASP launched the Department of Science and Innovation/SACNASP report on Pathways into the Labour Market and Self-employment for Natural Science Graduates on 25 November 2022. The research is of particular importance for SACNASP, that is mandated to register, regulate, and advance the natural science profession in South Africa.

As part of executing this mandate, SACNASP sought to understand the employment trajectory of natural science graduates in the country. The study, undertaken by the Human Science Research Council (HSRC), aimed to establish the determinant factors that influence the current (un)employment trends and assess graduates' labour market participation patterns. Furthermore, the study is a pioneering effort that seeks to provide evidence on the state of natural science graduates in the labour market. The outcome is to recommend strategies to reduce the country's high unemployment rate amid other grand societal challenges.

The study revealed that while natural science graduate training focuses on developing the theoretical needs of the curriculum, graduates need soft skills to navigate the job demands and there's a need to develop more entrepreneurial graduates through the higher education system. Closer collaboration between higher education institutions (HEIs), SACNASP and other stakeholders is necessary to inform the process of skills planning. In the wake of changing labour market dynamics and the growing role of ICT in 4IR, there is an increased demand for some critical skills while others are becoming redundant. More natural science graduates are embarking on non-science careers, such as finance and administration, which could suggest that natural science graduates are flexible and adaptable to a changing skills labour force.

The report highlighted the need for robust government efforts and interventions to motivate and support young graduates and entrepreneurs to start businesses. It also revealed that the private sector should introduce opportunities for various graduate training programmes and provide prospects for graduates through HEI career and graduate development programmes.

SACNASP was pleased to present the recommendations of the report. Furthermore, SACNASP will continue to champion and advocate for the NSP in South Africa and promote progress across all spheres of the national system of innovation (NSI).



Photo: Mr Sylvester Jewell (SACNASP Council member), Prof. Ntebogeng Mokgalaka-Fleischmann (*Pr.Sci. Nat.*) (SACNASP Council member and QAC Chairperson), Ms Mmampei Chaba (Chief Director: Multilateral and Africa Cooperation at the Department of Science and Innovation), Prof. Khathutshelo Nephawe (*Pr.Sci.Nat.*) (Chairperson of SACNASP), Prof. Inger N Fabris-Rotelli (SACNASP Council member), Prof. Desmond Musetsho (*Pr.Sci.Nat.*) (SACNASP Council members) and Dr Gerda Botha (*Pr.Sci.Nat.*) (former Chairperson of SACNASP).



Photo: Keynote address by Dr Jennifer Molwantwa, CEO of the Water Research Commission (WRC)

UKZN POSTGRADUATE RESEARCH AND INNOVATION AWARDS

SACNASP sponsored the University of KwaZulu-Natal's (UKZN) Postgraduate Research and Innovation (PRIS) flash presentation awards. Winning students in each of the categories as detailed below were awarded R3 000,00. UKZN's College of Agriculture, Engineering and Science is committed to playing a transformational role in the development of young natural scientists in South Africa.

- a) School of Agricultural, Earth and Environmental Sciences
- b) School of Chemistry and Physics
- c) School of Mathematics, Statistics and Computer Science
- d) School of Life Sciences



Research and innovation by universities, science councils, departments, NGOs and the private sector has a key role to play in improving South Africa's global competitiveness. Coordination between the different role-payers is important.

~National Development Plan 2030

3.7 CANDIDATE MENTORING PHASE (CMP) PROGRAMME

The overall aim of the CMP is to equip mentees with the tools necessary to perform to their highest capability, assist mentees to identify and achieve career development and personal growth goals that support business objectives and provide a great opportunity for aspiring, new and experienced mentees to exchange experiences and knowledge. In return, mentors will have an opportunity to develop the next generation of natural scientists in their respective fields of practice and accumulate CPD credits for mentoring young graduates.

The following VAs were involved in the implementation of the CMP programme during the 2022/23 financial year, namely the South African Wetland Society (SAWS), the Geological Society of South Africa (GSSA), and the South African Society for Animal Science (SASAS). A total of 42 mentees were part of the CMP programme in the period under review.

The GSSA hosted online talks as part of the CMP Programme.



SACNASP and SASAS hosted workshops on multiculturalism, academic writing, wealth creation, presentation skills, and knowledge management.



Through the CMP programme, mentees were sponsored to attend the Tools for Wetland Assessment training course, which entailed several online lectures from the origin of wetlands to the introduction of the new wetland assessment tools (WET-Health Version 2 and WET-EcoServices version 2). The programme included practical exercises designed to test the participant's knowledge and understanding of the completed lectures.

All the mentees that attended the wetland tools course successfully completed the assignment and the overall course as competent in the application of the tools. This has made a significant contribution to their competency as wetland practitioners, especially in terms of applying the newly released and revised versions of WET-Health and WET-EcoServices and improving their practical understanding of how to approach a wetland assessment.



4. REPORTING ON THE INSTITUTIONAL RESPONSE TO THE COVID-19 PANDEMIC

Table 4 : Progress on Institutional Response to the COVID-19 Pandemic

Programme/ Sub Programme	Intervention	Geographic Location	No. of Beneficiaries	Disaggregation of Beneficiaries	Total Budget Allocation per Intervention (R'000)	Budget Spent per Intervention	Contribution to the Outputs in the APP	Immediate Outcomes
Continuing Professional Development (CPD)	Reduced number of CPD points required to complete 2017–2022 cycle from 25 to 20 points	National	All registered scientists	N/A	N/A	N/A	SACNASP achieved the CPD outcome with 42% of scientists completing the required CPD. (APP SO-OG 4)	More registered scientists were able to engage with CPD.
Registration fees	Registration fees were not increased in the 2021/22 financial year	National	All registered scientists	N/A	N/A	N/A	SACNASP achieved registration goals (APP Outcome 2)	The financial burden of increased registration fees was alleviated.
Increased number of online events	Free online CPD events for natural scientists	National	All registered scientists	N/A	N/A	N/A	Encouraged scientists to ensure that lifelong learning continued with the absence of physical events. APP outcome 4	There was greater attendance at SACNASP events

5. REVENUE COLLECTION

Table 5: Revenue collection

Sources of Revenue	2022/2023			2021/2022		
	Estimate	Actual Amount Collected	(Over)/Under Collection	Estimate	Actual Amount Collected	(Over)/Under Collection
	R	R	R	R	R	R
Revenue (Scientists – All fees)	19 962 471	18 566 496	1 395 975	16 627 507	17 632 425	-1 004 918
DSI Project Income	1 400 000	8 656 132	-7 256 132	1 400 000	5 600 739	-4 200 739
SAASTA Grant – National Science Week	-	49 466	-49 466	-	221 750	-221 750
Interest income	334 262	518 748	-184 486	312 394	162 219	150 175
Profit on asset gains	-	-	-	-	179 513	-179 513
Total	21 696 733	27 790 842	-6 094 109	18 339 901	23 796 646	-5 456 745



PART C

GOVERNANCE



1. SACNASP COUNCIL REPORT

Dr Blade Nzimande, the Minister of Higher Education, Science, and Innovation, appointed the existing Council in September 2021, and it is currently in its second year of a four-year term. Prof. Khathutshelo Nephawe (*Pr.Sci.Nat.*) serves as the Council's Chairperson, with Prof. Vanessa Steenkamp (*Pr.Sci.Nat.*) as the Deputy Chairperson providing support.

Dr Nompumelelo Obokoh (*Pr.Sci.Nat.*) was appointed as the CEO in October 2022 and has continued to guide SACNASP to deliver on its mandate.

SACNASP is tasked with fulfilling its mandate outlined in the Natural Scientific Professions Act (No. 27 of 2003), as amended. According to Section 17, the Council has the authority to create various committees deemed necessary to support its functions. These committees may include individuals who are not members of the Council.

2. PORTFOLIO COMMITTEE PRESENTATIONS

Date	Format	Presentation
6 May 2022	Virtual	2022/23 Annual Performance Plan and Budget
18 November 2022	Virtual	2021/2022 Annual Report

SACNASP Council and Management met with the Parliamentary Portfolio Committee on Higher Education, Science, and Innovation on two occasions as detailed above.

Key areas of interest that were addressed with SACNASP were to:

- Address the needs of vulnerable people including people with disabilities
- Develop mechanisms to engage with people without digital ICT infrastructure and ensure they are kept in touch
- Ensure there are systems in place to address the ongoing concerns of the problems of bad debt.
- Continuously drive the requirement to register
- Ensure the benefits of registration are clearly communicated
- Motivate the compulsory notion of registration

SACNASP will continue to address these areas of concern.



Corporate governance is concerned with holding the balance between economic and social goals and between individual and communal goals. The governance framework is there to encourage the efficient use of resources and equally to require accountability for the stewardship of those resources. The aim is to align as nearly as possible the interests of individuals, corporations and society

~ADRIAN CADBURY

3. EXECUTIVE AUTHORITY

SACNASP's Executive Authority is the Minister of Higher Education, Science, and Innovation. The 2022/23 Annual Performance Plan on which this report is based was presented on 6 May 2022.

4. COUNCIL COMMITTEES

The Registrations Committee (RCO), Qualifications Assessment Committee (QAC) and the Critical Skills Review Committee (CSRC) support the core functions of SACNASP. There are four additional committees:

- Audit and Risk Committee and ICT (A&RCo and ICT) – to assist the Council by ensuring all financial systems and controls are in place
- HR and Remuneration Committee (HR&RemCo) – to provide oversight and support to the HR Department
- Professional Conduct Committee (PCC) – to ensure compliance with the Natural Scientific Professions Act
- Strategic Projects Committee (SPC) – to consider matters of strategic importance to the Council and provide recommendations on how it should address these matters

4.1 COUNCIL MEMBERS

Table 6: Council Members from 1 September 2021

Nominated by the Voluntary Associations	Nominated by the State
Prof. KA Nephawe (<i>Pr.Sci.Nat.</i>) (Chairperson)	Dr S Moodley (DSI representative)
Prof. V Steenkamp (<i>Pr.Sci.Nat.</i>) (Deputy Chairperson)	Dr PR Vukea
Mr RNL Baartjes (<i>Pr.Sci.Nat.</i>)	Mr M Sekgala
Prof. JLR Coetzer (<i>Pr.Sci.Nat.</i>)	Dr MK Mabaso (<i>Pr.Sci.Nat.</i>)
Dr KD Musetsho (<i>Pr.Sci.Nat.</i>)	Nominated by the Public
Prof. R Diab	Ms MP Masemola (CA)SA
Prof. A Muronga	Prof. NS Mokgalaka-Fleischmann (<i>Pr.Sci.Nat.</i>)
Mr B Ngobeli	Mr SC Jewell
Dr J van Heerden (<i>Pr.Sci.Nat.</i>)	Dr TE Lephoto (<i>Pr.Sci.Nat.</i>)
Dr G Cilliers (<i>Pr.Sci.Nat.</i>)	Prof. PL Mabeta
Prof. S Naidoo	Ms L-M Mtshali
Prof. S Das	
Prof. RJ Moitsheki (<i>Pr.Sci.Nat.</i>)	
Prof. IN Fabris-Rotelli	
Dr J Strauss (<i>Pr.Sci.Nat.</i>)	
Dr MB Matiwane (<i>Pr.Sci.Nat.</i>)	
Dr SE Terblanche (<i>Pr.Sci.Nat.</i>) (Deceased)	

4.2 COUNCIL COMMITTEE MEETINGS

Table 7. Attendance register of committee meetings.

Council Member	Representing	Council and strategic planning session	EXCO	A&RCo	HR&RemCO	PCC	SPC	RegCo
Number of meetings		4 + 1	10	6	6	6	5	7
Prof. KA Nephawe	VA	5	10				4	1
Prof. V Steenkamp	VA	5	8				4	
Mr RNL Baartjes	VA	5				6		
Dr G Cilliers	VA	2				5		
Prof. JLR Coetzee	VA	4		6				4
Prof. S Das	VA	4			4			
Prof. R Diab	VA	5	8				5	
Prof. IN Fabris-Rotelli	VA	5		6				
Mr SC Jewell	Public	4	7			5		
Dr TE Lephoto	Public	4					4	
Prof. PL Mabeta	Public	3	10		6			
Dr MK Mabaso	State	1				4		
Ms MP Masemola	Public	3	9	6				
Dr MB Matiwane	VA	5			4			
Prof. RJ Moitsheki	VA	3		6				
Prof. NS Mokgalaka-Fleischmann	Public	5						7
Dr S Moodley	DSI	5						
Ms LM Mtshali	Public	4				5		
Prof. A Muronga	VA	4					4	
Dr KD Musetsho	State	5	9					7
Prof. S Naidoo (resigned)	VA	0						
Mr B Ngobeli	VA	4			3			
Mr M Sekgala	State	3			2			
Dr J Strauss	VA	3					2	
Dr SE Terblanche (deceased)	VA	0						
Prof. J van Heerden	VA	3						
Dr PR Vukea	State	3					3	
Mr T Rasenyalo	Co-opted member of PCC					5		

VA – Voluntary Association

4.3 REGISTRATIONS COMMITTEE REPORT

Table 8. Members of the Committee and Fields of Practice

Full Name	PAC Field of Practice
Dr Desmond Musetsho (Chairperson)	Council representative
Prof. Mokgalaka-Fleischmann (Chairperson of the QAC)	Council representative
Dr Troy Govender (outgoing PAC Chair)	Agricultural Science
Dr Rudzani Mathobo	Agricultural Science
Dr Christine Jansen van Rensburg (outgoing PAC Chair)	Animal Science
Dr Mahlako Makgahlela	Animal Science
Dr Wynand Vlok (outgoing PAC Chair)	Aquatic Science
Dr Tatenda Dalu	Aquatic Science
Ms Rene Von Gruenewaldt	Atmospheric Science
Dr Kirsten Lucas	Biological Science, Microbiological Science
Ms Catharina Venter	Botanical Science
Prof. Brian Reilly (outgoing PAC Chair)	Botanical Science, Conservation Science, Ecological Science
Dr Kelly Marnewick	Conservation Science
Prof. Ernst Breet (outgoing PAC Chair)	Chemical Science, Material Science
Ms Suzanne Finney	Chemical Science, Material Science
George Henry	Earth Science, Geological Science
Ms Katherine Taggart	Ecological Science
Dr Troy Govender (outgoing PAC Chair)	Environmental Science
Ms Jacolette Adam	Environmental Science
Dr Stephanus Terblanche (Passed away)	Extension Science
Dr René Bastian	Extension Science
Dr Gerda Botha	Food Science
Prof. Adriaan van Niekerk (outgoing PAC Chair)	Geospatial Science
Dr Eric Mashimbye	Geospatial Science
Prof. Hlengani Siweya (outgoing PAC Chair)	Mathematical Science
Prof. Ebrahim Momoniat	Mathematical Science
Dr Jacobus Eloff (outgoing PAC Chair)	Soil Science
Prof. Pardon Muchaonyerwa	Soil Science
Prof. Joseph Asante	Specified Science: Fire origin and cause investigation. Physical Science
Prof. Jackie Galpin (outgoing PAC Chair)	Statistical Science
Prof. Roelof Coetzer	Statistical Science
Prof. Mary Gulumian	Toxicological Science
Prof. Denis Hughes (outgoing PAC Chair)	Water Resources Science
Mr Dewald van Staden	Water Resources Science
Dr Maud Bonato	Zoological Science

ROLE OF THE COMMITTEE

The Registrations Committee (RCO) consists of the Professional Advisory Committee (PAC) Chairs that evaluate applications as per their respective fields of practice, as well as two Council representatives. The RCO works closely with its sub-committee the Qualifications Assessment Committee (QAC). The latter assesses qualifications obtained outside South Africa before the relevant PAC for the field of practice evaluates the application. The QAC assesses the appropriateness of the foreign qualifications for SACNASP Registration. The QAC also evaluates qualifications for endorsement as registrable with SACNASP. Applications for Critical Skills letters from the Council by foreign applicants are decided on by the Critical Skills Review Committee (CSRC).

NUMBER OF MEETINGS

During the 2022/23 financial year, the RCO met eight times, the QAC met eight times (two special meetings), and the CSRC met eight times.

THE YEAR IN REVIEW

There were 2 695 applications tabled at the RCO during the 2022/23 financial year, an increase on 2 306 the previous year. Of these, 2 446 were successful, resulting in registration and 249 were declared not registerable. Table 9 lays out the applications tabled and decisions per meeting of the committee.

Table 9: 2022/23 applications tabled at the RCO (including upgrades and new fields of practice)

Quarter	RC Meeting	No. of evaluations tabled	No. resulting in a registration	No. declared not registerable
Q1	May 2022	440	393	47
Q2	Jul 2022	454	420	34
Q2	Sep 2022	406	366	40
Q3	Oct 2022	281	254	27
Q3	Nov 2022	137	129	8
Q4	Jan 2023	398	365	33
Q4	Feb 2023	354	321	33
Q4	Mar 2023	225	198	27
Total for year		2 695	2 446	249

These applications resulted in 2 150 new scientists being registered, with the other applications representing upgrades or additional fields of practice for existing registered scientists.

The RCO recommended the recognition of two additional voluntary associations to the Council, namely the South African Hydrological Society (SAHS) and the Plant Science Consultant Association (PSCA). The committee also recommended the gazetting of one additional sub-field, namely Physical Oceanography, under Earth Science. A strategic planning session was held for members of the RCO. The session sought to identify areas of concern and to present solutions to address concerns.

Two appeal hearings were held during the 2022/23 financial year against the decisions made by the Registrations Committee. In both cases, the appellants were granted registration as Professional Natural Scientists.

4.4 QUALIFICATIONS ASSESSMENT COMMITTEE REPORT

The QAC considered the registrability of the foreign qualifications of 162 applicants during the 2022/23 financial year. The applications were considered at the meetings of the committee and distributed across the categories and fields of practice as shown below:

Table 10. Number of applications considered at QAC meetings from April 2022 to March 2023 per category

No	Date of meeting	Number of applications considered	Professional Natural Scientist	Certificated Natural Scientist	Candidate Natural Scientist
1	Apr 2022	18	4	2	12
2	Jun 2022	29	15	3	11
3	Aug 2022	36	18	7	11
4	Oct 2022	18	8	2	8
5	Dec 2022	49	19	7	23
6	Feb 2023	12	6	1	5
	Total	162	70	22	70

Table 11. Distribution of the applications considered by the QAC across the fields of practice

Field of practice	No. of applications
Agricultural Science	24
Animal Science	7
Atmospheric Science	2
Aquatic Science	3
Biological Science	34
Botanical Science	0
Chemical Science	21
Conservation Science	10
Earth Science	1
Ecological Science	0
Environmental Science	15
Extension Science	0
Food Science	12
Geological Science	9
Geospatial Science	0
Materials Science	1
Mathematical Science	2
Microbiological Science	6
Physical Science	5
Soil Science	0
Specified Science	0
Statistical Science	3
Toxicological Science	0
Water Resources Science	5
Zoological Science	2
Total	162

A proof of concept was developed for the assessment of programmes, in the natural sciences, offered by higher education institutions across South Africa. The proof of concept was piloted with programmes offered by the University of Limpopo, followed by the University of South Africa (College of Agriculture and Environmental

Sciences, North-West University, and the University of Zululand. A total of 434 programmes were assessed, with 339 programmes found to be in alignment with SACNASP's registration requirements (Table 12).

Table 12. Qualifications at higher Education Institutions assessed for alignment with SACNASP's registration requirements

University	Faculty / Department / College	Total	In alignment with SACNASP's registration requirements	Not alignment with SACNASP's registration requirements
North-West University	Faculty of Natural and Agricultural Sciences	189	139	50
University of Limpopo	Faculty of Science and Agriculture	76	67	9
University of South Africa	College of Agriculture and Environmental Sciences	75	58	17
University of Zululand	Faculty of Science, Agriculture and Engineering	94	75	19

4.5 CRITICAL SKILLS REVIEW COMMITTEE REPORT

The CSRC considered a total of 52 applications for confirmation of skills letters (this was down from 76 the previous year). Of these, 40 were approved and 12 were not approved. The distribution of the applications considered amongst the categories and fields of practice is laid out in Table 13.

Table 13. Distribution of applications considered by the CSRC over the categories and fields of practice

Field of Practice	Professional Natural Scientist	Certificated Natural Scientist
Agricultural Science	2	6
Animal Science	-	-
Atmospheric Science	1	
Aquatic Science	-	-
Biological Science	9	1
Botanical Science	-	-
Chemical Science	5	6
Conservation Science	3	-
Earth Science	1	
Ecological Science	-	-
Environmental Science	1	2
Extension Science	-	-
Food Science	1	-
Geological Science	4	-
Geospatial Science	-	-
Material Science	-	-
Mathematical Science	3	-
Microbiological Science	-	-
Physical Science	3	-
Soil Science	-	-
Statistical Science	1	1
Water Resources Science	1	-
Zoological Science	-	-
TOTAL	35	16

The Critical Skills list, as represented in the Immigration Act (Act No. 13 of 2002) and Regulations thereto, as gazetted on 2 August 2022 superseded the Critical Skills list, as gazetted on 2 February 2022. The committee and the secretariat updated all evaluation procedures to ensure compliance with the new, more stringent requirements of the updated list.

Prof. Desmond Musetsho

Chairperson Registrations Committee

Date: 25 May 2023

4.6 PROFESSIONAL CONDUCT COMMITTEE REPORT

MEMBERS OF THE COMMITTEE (INCLUDING ANY NON-SACNASP/COUNCIL MEMBERS)

Mr SC Jewell (Chairperson)
Mr N Baartjes (<i>Pr.Sci.Nat.</i>)
Dr MK Mabaso (<i>Pr.Sci.Nat.</i>)
Ms L-M Mtshali
Dr G Cilliers (<i>Pr.Sci.Nat.</i>)
Mr T Rasenyalo (Legal department, DSI)
Ms J Botha (SACNASP Governance) – PCC Coordinator
Ms L Buthelezi (SACNASP Governance) – Legal Secretary
External Legal Counsel representative (RW Attorneys)

NUMBER OF MEETINGS

During the year under review, the Professional Conduct Committee (PCC) held six meetings, namely, on 12 and 19 May 2022, 2 and 29 August 2022 and 27 October 2022, and on 1 March 2023.

ROLES AND RESPONSIBILITIES

The mandate of the PCC is to regulate compliance with the Natural Scientific Professions Act (No. 27 of 2003) (NSP), and to the SACNASP Code of Conduct for Registered Natural Scientists. In pursuance of this mandate, the PCC oversees all SACNASP's complaints handling and disciplinary processes in accordance with the NSP Act and in line with SACNASP's Code of Conduct. The PCC ensures that it investigates the submission of alleged improper conduct fully and in keeping with the Act as a whole.

Substantiated complaints against registered persons are first referred to an independent Investigation Committee (IC) of registered peers. Depending on the findings of the IC, Council may recommend the establishment of an independent Disciplinary Tribunal to conduct a disciplinary hearing or to determine the sanction for a registered scientist found to be in contravention of the Code of Conduct.

Another key responsibility of the PCC is to advise on and, where appropriate, assist in drafting any new legislation and/or regulations applicable to SACNASP, and to ensure that it provides guidance to the Council on the provisions of the Act and/or any other policies, procedures and practices that are binding on the functions of SACNASP or impact the professional conduct of Registered members.

ACHIEVEMENTS AND CHALLENGES

Some of the achievements for the year include:

- (a) Provision of inputs to the review of the Natural Scientific Professions Act 27 of 2003: Natural Scientific Professions Bill
- (b) Review of the SACNASP 2019 Code of Conduct for Registered Persons and publishing a revised 2022 Code of Conduct in the Gazette
- (c) Review of the Terms of Reference and Standard Operating Procedures of the PCC
- (d) Re-planning of the Legal section to effectively administer SACNASP's regulatory function by bolstering the staff component with a legal manager, legal practitioner, and legal secretary
- (e) Oversight of summary reports on the whistle blowing hotline service that has been operational since December 2020
- (f) Reports from external Legal Counsel on issues other than matters relating to investigations into improper conduct and disciplinary hearings
- (g) Oversight of legal costs to ensure legal fees were reasonable, value for money, and within budget
- (h) Spearheading and overseeing the process of appointing a service provider to provide professional indemnity insurance cover for SACNASP staff and Council members
- (i) Selection of an Advocate to represent SACNASP in the High Court where an application for a motion for review had been made in a disciplinary case
- (j) Recommendation to DSI on the implications for the SACNASP Bill of the ConCourt ruling in respect of previously delegated powers to the Minister
- (k) Participation in interviews to appoint a new Legal Practitioner for SACNASP
- (l) Institution of a best practice process to promote good governance for approval of Round Robin Resolutions
- (m) Consideration and consulting on the possibility of introducing the use of Practice Notes at SACNASP
- (n) Review and update of the induction/guideline document on the establishment of an Investigating Committee in terms of section 29 of the NSP Act and criteria for its investigations
- (o) Consideration of guidelines/criteria when imposing sanctions and a legal opinion on imposing an indefinite sanction on Registered members.
- (p) Consideration of rules for the conduct of disciplinary hearings by the Disciplinary Tribunal.
- (q) Oversight of the development of a Regulatory Framework document for Council
- (r) Development of a letter of warning to practicing unregistered scientists
- (s) Assessed the development of the SACNASP policy on the Protection of Personal Information Act (POPIA) and review of the policy after its implementation
- (t) Dealt with various matters referred to it by the Registration Committee, including duplicate reports by referees, misrepresentation of professional affiliation on applicants' CVs, etc.
- (u) Deal with complaints against practicing unregistered scientists

During the year, SACNASP received emails containing several unsubstantiated allegations made against persons often unnamed. Requests by the Council for corroboration or supporting information/documents for some of these allegations were not forthcoming. However, the PCC has reviewed and/or investigated the following alleged improper conduct cases:

- (a) Deliberately and without just cause, substance or legal requirements, injuring directly or indirectly, the professional reputation, prospects, or business of another person
- (b) Plagiarism of a report
- (c) Plagiarism of other's work without proper referencing
- (d) Not acknowledging the work of others and failure to fully reference sources cited in reports
- (e) Failure to cite sources of diagrams and maps used in reports
- (f) Dishonesty
- (g) Transgression of the POPI Act
- (h) Work allegedly undertaken by Certificated / Candidate Natural Scientists without the necessary supervision and sign-off by a Professional Natural Scientist
- (i) Not indicating title on reports as required by the NSP Act
- (j) Misrepresentation of SACNASP accreditation credentials

- (k) Fraud and financial misconduct
- (l) Not declaring a conflict of interest when undertaking work for a client
- (m) Adopting an approach to natural science work that is not based on scientific principles and the relevant laws and standards published by the applicable government department. Consequently, disregarding the duty of a scientist to render professional natural scientific services and in this manner not serving and protecting the public and the environment from malpractice
- (n) Undertaking work for which they are not qualified
- (o) Inaccurate reflection of scientific guidelines, standards, and procedures in public discourse, thus not promoting good science and injuring the professional reputation, prospects, or business of another person
- (p) Failing to discharge duties in compliance with the applicable ethical principles, relevant legislature, and standards in the field of practice
- (q) Unregistered scientists undertaking natural science work
- (r) Unprofessional and unethical conduct of natural scientists towards their employers
- (s) Not complying with obligations to employer
- (t) Forging a signature on a Wetlands Offset Report, deleting data, and removing files from a computer in contravention of document management laws, regulations and standards and guiding principles

Where Investigating Committees found that there was a prima facie case to be answered by respondents, the PCC recommended that the Council issues charge sheets and appoint a disciplinary tribunal. During the reporting period, charge sheets were issued to three scientists and two disciplinary hearings were conducted. Of the two, the outcomes are outlined below:

- (a) Where the Respondent's actions intentionally or negligently were found in contravention to the Act, as charged and as pleaded to by her, appropriate sanctions were imposed in terms of section 33(3)(a)(i) of the NSP Act:
 - A Certificated Natural Scientist in Environmental Science was found guilty of misconduct and dishonesty and a letter of reprimand was issued to her in terms of section 33, and her registration suspended for a period of six months.
- (b) Where a charge sheet was issued and the respondent, a Professional Natural Scientist in Geology, pleaded not guilty to the charges. The hearing by the disciplinary tribunal had to be postponed due to points in law raised by the respondent's legal counsel, withdrawing and indicating that the respondent would lodge an application in the High Court for a motion to review.
- (c) Where SACNASP made all reasonable efforts to trace a respondent, a Certificated Natural Scientist in Ecology to hold him accountable, but to no avail, the case had to be closed as he is not in South Africa and SACNASP has exhausted the resources at its disposal, within realistic means. The matter, however, remains on SACNASP's records for a period.

It must be noted that recruiting willing and available members for the various ICs and disciplinary hearings, as well as conducting investigations and hearings and engaging with complainants and respondents (sometimes through legal representatives), is a long, drawn-out, and costly process. Many cases take several months or even years to resolve.

It is expected that with the increasing awareness of SACNASP through various stakeholder campaigns and the whistle-blowing hotline, scientists are likely to be under greater scrutiny to fully comply to SACNASP's Code of Conduct, with more potential reports received from the public and others.

Mr SC Jewell
Chairperson: Professional Conduct Committee
25 May 2022

4.7 STRATEGIC PROJECTS COMMITTEE REPORT

The Strategic Projects Committee identifies relevant matters of significance to the Council for investigation and reviews policy matters relating to the basic sciences and the natural scientific professions in South Africa. The committee is required to make recommendations on these matters to Council for its consideration.

MEMBERS OF THE COMMITTEE

The Strategic Projects Committee comprises seven members. Prof. Roseanne Diab was elected as the Chairperson of the Strategic Projects Committee.

Members of the committee (including any non-SACNASP/Council members)
Prof. R Diab (Chairperson)
Dr J Strauss (<i>Pr.Sci.Nat.</i>)
Prof. A Muronga
Dr TE Lephoto (<i>Pr.Sci.Nat.</i>)
Dr P Vukea
Co-opted members
Prof. KA Nephawe (<i>Pr.Sci.Nat.</i>)
Prof. V Steenkamp (<i>Pr.Sci.Nat.</i>)

NUMBER OF MEETINGS

During the year under review, the Strategic Projects Committee (SPC) held 4 meetings, namely, 10 May 2022, 26 July 2022, 11 November and 8 March 2023. In addition, one special meeting was held on 16 March 2023 to discuss the Science Engagement Strategy.

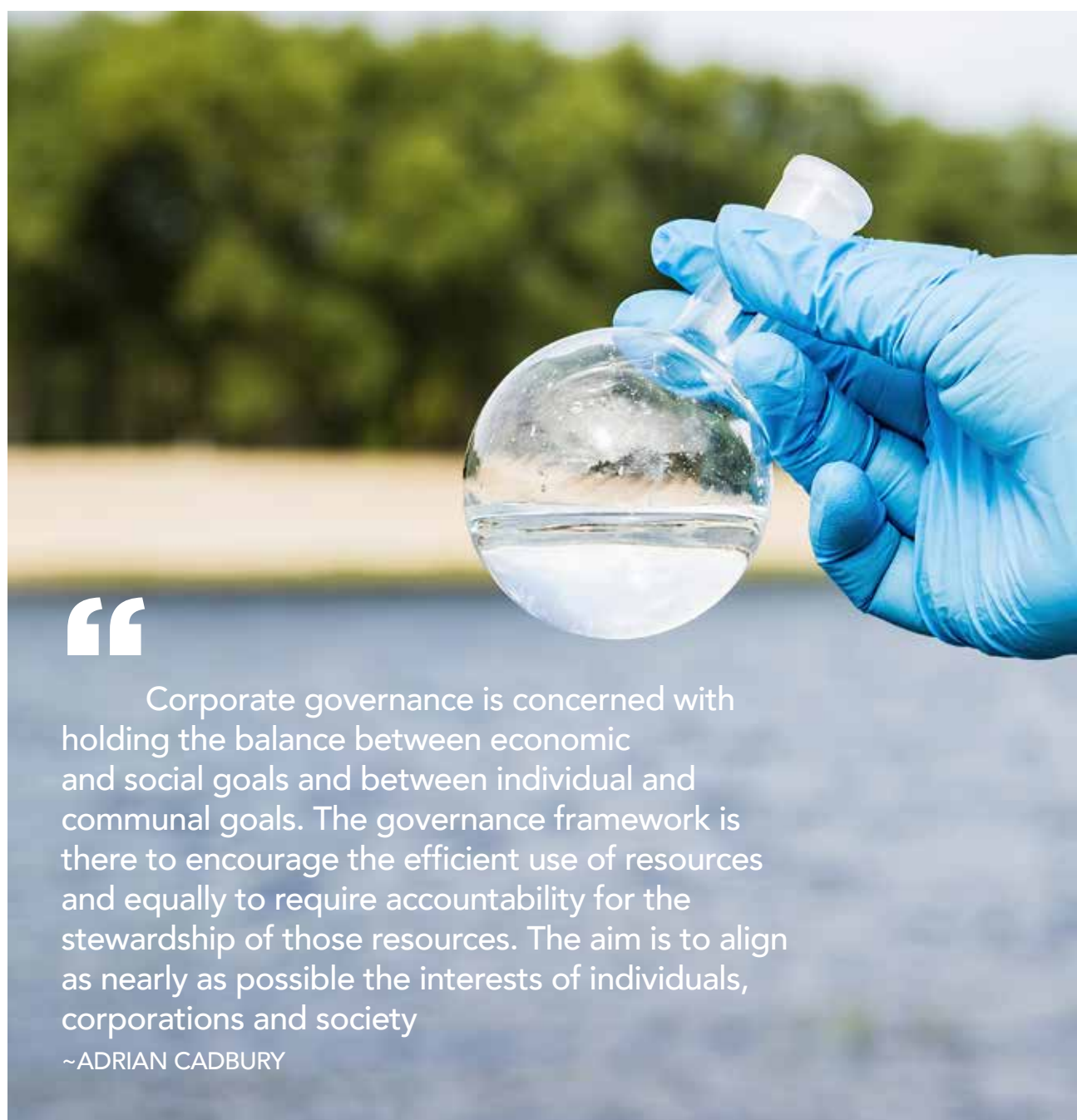
ACHIEVEMENTS AND CHALLENGES

- SACNASP Council approved the Science Engagement Strategy to coordinate the strategic science engagement efforts aimed at strengthening the strategic role that SACNASP is mandated to play in the National Systems of Innovation (NSI). The approach advocated in this strategy is grounded in transformation, inclusivity and partnerships as articulated in the 2019 White Paper on Science, Technology and Innovation.
- SACNASP successfully launched and published the report on Pathways into the Labour Market and Self-employment for Natural Science Graduates on 25 November 2022. The study is a pioneering effort that seeks to provide evidence on the state of natural science graduates in the labour market. The outcomes thereof, are to recommend strategies to reduce the country's high unemployment rate amid other grand societal challenges.
- SACNASP is in the process of conceptualising a follow-up research report titled 'Skills and Competencies Required for the Future Natural Scientist amid Societal Grand Challenges in South Africa'. The study reference group was successfully established.
- SACNASP continues to contribute to the transformation of the natural science sector by promoting lifelong learning through Continuing Professional Development (CPD) and the Candidate Mentoring Phase (CMP) programmes.
- For the student enrolment programme, a total of 1 076 natural science students were enrolled from various higher education institutions in South Africa, 55% were women.
- SACNASP is implementing the CMP programme to build a pipeline for the next generation of skilled natural science professionals in South Africa, through partnerships with three voluntary associations.
- Against the quarterly target of 40%, 42% of registered natural scientists have updated their CPD statuses.
- A total of 20 VA events were sponsored for the period under review.
- SACNASP hosted eight public awareness and engagement initiatives to foster the understanding of the contribution of the natural science profession for the reporting period under review.

MATTERS DISCUSSED BY THE COMMITTEE AND ADVICE PROVIDED TO COUNCIL.

- a) Data Science – Incorporation Strategies for SACNASP (update on progress)
- b) Identification/reservation of Work (IoD) [Section 27 of the NSP Act] (update on progress)
- c) Recognising VAs as Professional Bodies and Registering Professional Designations for the National Qualifications Framework Act [No 67 of 2008] - (update on progress)

Prof. R Diab
SPC Chair



“

Corporate governance is concerned with holding the balance between economic and social goals and between individual and communal goals. The governance framework is there to encourage the efficient use of resources and equally to require accountability for the stewardship of those resources. The aim is to align as nearly as possible the interests of individuals, corporations and society

~ADRIAN CADBURY

5. RISK MANAGEMENT

The focus of risk management in the Council is on identifying, assessing, managing, and monitoring all known forms of risk across the Council. While operating risk cannot be fully eliminated, the Council endeavours to minimise it by ensuring that appropriate infrastructure, controls, systems, and ethical behaviour are applied and managed within predetermined procedures and constraints.

SACNASP has identified key risks that could jeopardise its ability to achieve its strategic goals. These risks are identified, measured and managed by management. The Council, through the Audit Risk and Information Technology Committee provides oversight on the risk function.

Risk Factor	Secondary/incidental risks and longer-term consequences
Change in political landscape and/or change in national priorities	• Lack of awareness of the role and function of SACNASP by the legislature and other government departments • Lack of government and stakeholder support for SACNASP • Lack of support and changes in mandate • Detrimental to the profession and country
Expansion on the mandate of SACNASP by government	• Lack of capacity • Inability to deliver on mandate. • Reputational, relationship & regulatory compromise
Lack of capacity and communication, effecting change in good relations with voluntary associations	• Inability to deliver on mandate
Negative perception from registered and non-registered members about professional registration, possibly due to a lack of understanding of the necessity and reasons to register or perceived lack of benefits	• Negative impact on the profession • Difficulty in regulating unregistered natural scientists leading to possible professional misconduct (and vice versa) • Potential negative impact for communities
Decline or slow growth in membership numbers	• Inability to deliver on mandate. • Inability to regulate the profession. • Risk to local communities
Lax legislation and/or increased costs of regulatory function leading to lack of capacity to investigate legal matters (Professional Conduct Committee) and litigations by external forces	• Resource constraints as increase in regulatory matters will require additional resources • SACNASP not fulfilling its mandate to act as a regulator
Non-registration by academics, government and industry leading to inability to ensure that society and public are protected against unprofessional conduct	• Failure by SACNASP to act as a regulator • Risk to local communities
Non-payment of registration fees and thus reduced income	• Inability to deliver on mandate
Key policies are not in place or being adhered to	• Poor governance and accountability
Ineffective database and information management systems	• Impact on service delivery • Non-compliance with good governance practices • Poor data management; non-compliance to POPI Act

6. COMPLIANCE WITH LAWS AND REGULATIONS

Section 13 of the NSP Act defines the powers of the Council on education and training in the natural sciences. The Council needs to perform such functions within the framework of the South African Qualifications Authority Act, 1995 (Act No. 58 of 1995), and the Higher Education Act, 1997 (Act No. 101 of 1997), as may be required by those Acts, as amended, and must consult with:

- The Council on Higher Education established by the Higher Education Act, 1997, regarding matters relevant to education in the natural scientific profession; and
- The South African Qualifications Authority established by the South African Qualifications Authority Act, 1995, to determine competency standards for the purpose of registration.

The Council continues to review the mechanisms and methods it applies to reviewing qualifications it recognises in the natural sciences and consults with these bodies where necessary.

7. FRAUD AND CORRUPTION

Every member of staff signs an employment contract and acknowledges their acceptance of the organisation's code of conduct and ethics. If a member of staff is found to have contravened these or any other SACNASP policies, the HR function and HR&RemCO have the necessary expertise to handle any matter that arises in line with the relevant legislation.

Council members are bound by the Governance Agreement and Terms of Reference of each of the respective committee.

8. CONFLICT OF INTEREST

To address conflicts of interest during every meeting, Council members must disclose any potential conflicts. Additionally, staff members are obligated to annually sign a declaration acknowledging any conflicts of interest.

9. CODE OF CONDUCT

SACNASP reviewed and gazetted a new code of conduct that registered natural scientists must adhere to in their obligation to protect the public, the profession, and the environment.

WITH RESPECT TO THE PUBLIC INTEREST AND THE ENVIRONMENT:

- Must protect the public and the environment by refraining from improper, unlawful and/or negligent unprofessional behaviour in matters involving the rendering of natural scientific services.
- Must act in accordance with applicable laws, regulations, standards, and guiding principles.
- Must act in a manner consistent with the good reputation of the natural science profession and natural scientists and refrain from conduct which may harm the public, the natural science profession or which may bring the natural science profession or natural scientists into disrepute.

WITH RESPECT TO INTEGRITY AND DIGNITY:

- Must discharge their duties to their employers, clients, associates and/or the public with due care, skill, and diligence.
- Must, when carrying out work, adhere to applicable ethical principles, relevant legislation, and standards in their respective fields of practice.
- Must, in accordance with the applicable employment conditions or contract, disclose to their employer or client, in writing, any interest, including but not limited to financial or personal interest, that they may have in any company, firm or organisation, or with any person, which is potentially in conflict with the work that they are employed to perform. The registered person must refrain from undertaking work in respect of which the registered person has conflicting interest.
- Must disclose, in writing, particulars of any royalty or other financial benefit which accrues or may accrue to them because of such interest.
- Must uphold the integrity, dignity, standing and reputation of the natural scientific profession.
- Must maintain and uphold privacy and confidentiality of the information obtained in the exercise of their duties, in accordance with the applicable laws and regulations (such as the Protection of Personal Information Act 4 of 2013).
- Must maintain and keep safe a record of calculations, document or any other evidence required for the verification of their work, in accordance with document management laws, regulations and standards and guiding principles.
- Must refrain from deliberately causing direct or indirect harm to, the professional reputation, prospects, or business of another person.
- Must not unlawfully attempt to supplant another registered person after a formal offer of employment and/or letter of award has been made.
- Must obtain consulting work in a professional manner and not by way of intimidation, threat, or bribery.
- Must advertise their professional services in a manner that is accurate and that is not misleading or derogatory of the dignity of the profession.

WITH RESPECT TO COMPETENCY:

- Must only undertake natural scientific work for which their education, training and experience have rendered them competent to perform and is within the category of their registration.
- Must not misrepresent or knowingly permit misrepresentation of their own or their associates' academic or professional qualifications or exaggerate their own degree of responsibility for any work of a natural scientific nature.
- Must give due recognition when using the work of others, in compliance with applicable laws, regulations, standards and guiding principles.
- Must become familiar and comply with the applicable SACNASP rules and regulations prescribed in terms of the Act, as well as any enforcement procedures that are prescribed in accordance with the relevant field of practice.

WITH RESPECT TO OPERATING OUTSIDE THE BOUNDARIES OF SOUTH AFRICA:

- Must, when practising their science professions in another country, do so in accordance with this Code of Conduct, in so far as the Code of Conduct is not inconsistent with the law of the country concerned if they also adhere to the standards of professional conduct in that country.

10. HEALTH SAFETY AND ENVIRONMENTAL ISSUES

The Safety, Health, and Environment (SHE) Committee chaired by the Operations Manager meets quarterly to discuss issues of Health and Safety. SACNASP is an office-based organisation but some staff work part of the week from home. The primary issue at SACNASP is the lack of space in the office and an office refit has been planned for July 2023 and a move to larger premises in the 2024/25 financial year.

11. AUDIT COMMITTEE REPORT

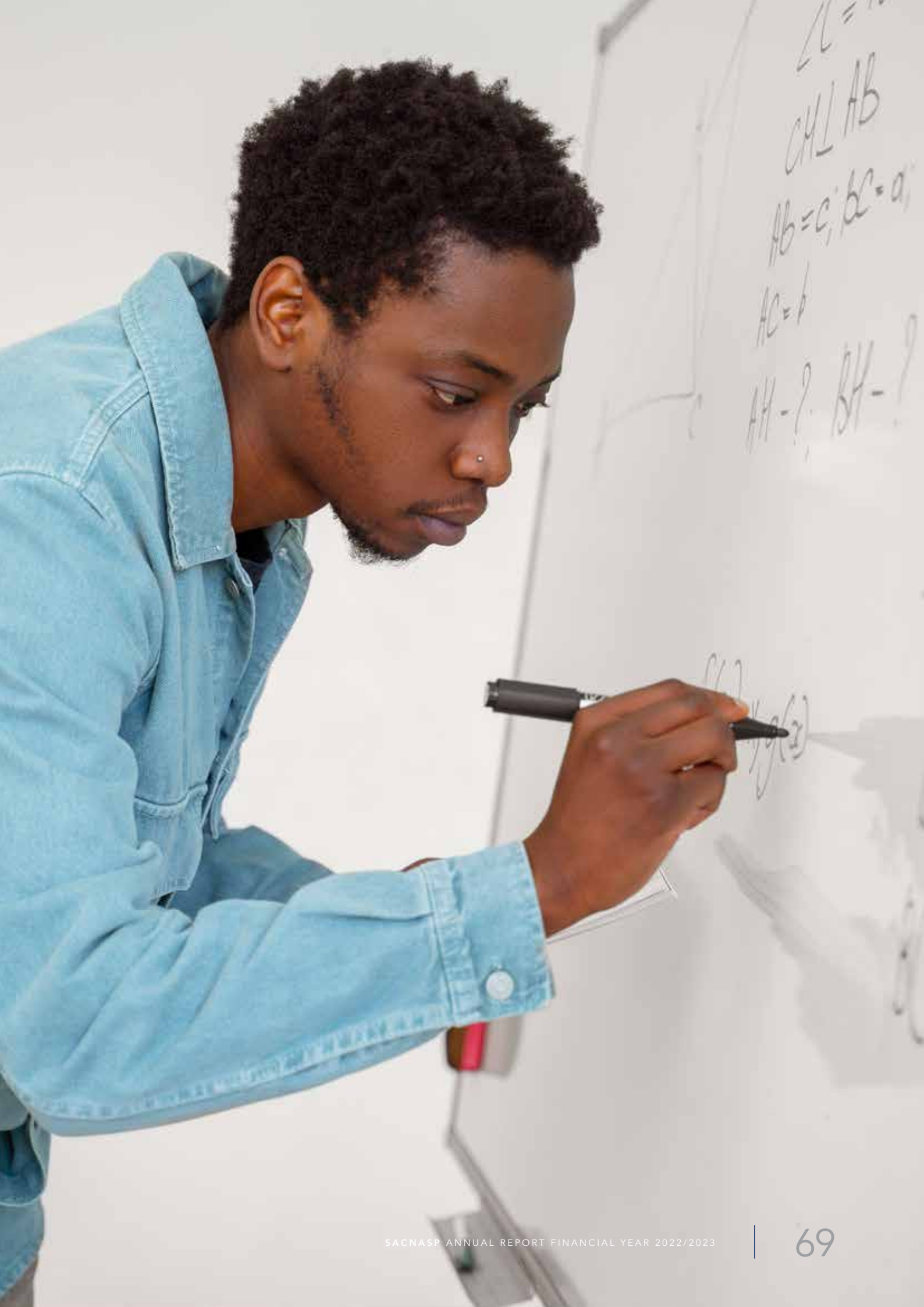
SACNASP has for the first time in its existence, established an Internal Audit function by appointing a professional internal audit firm during the third quarter of the 2022/23 financial year to render internal audit and risk management services. The Council relies on the combined assurance provided by its subcommittee structures, management, internal auditor and the external auditor. However, a report of the Audit and Risk Committee appointed for the reporting year, appears in Part E: Financial information, pages 80 - 81.

12. B-BBEE COMPLIANCE PERFORMANCE INFORMATION

The following table has been completed in accordance with compliance to the B-BBEE requirements of the B-BBEE Act of 2013 and as determined by the Department of Trade, Industry and Competition.

Table 13: Application of relevant Code of Good Practice (B-BBEE Certificate Levels 1–8)

Criteria	Response answer	Discussion
Determining qualification criteria for the issuing of licences, concessions, or other authorisations in respect of economic activity in terms of any law?	No	Not applicable to SACNASP
Developing and implementing a preferential procurement policy?	No	SACNASP follows the National Treasury guidelines when awarding contracts to service providers
Determining qualification criteria for the sale of state-owned enterprises?	No	Not applicable to SACNASP
Developing criteria for entering partnerships with the private sector?	No	Not applicable to SACNASP
Determining criteria for the awarding of incentives, grants, and investment schemes in support of Broad Based Black Economic Empowerment?	No	Not applicable to SACNASP



PART D

HUMAN RESOURCE MANAGEMENT



1. HUMAN RESOURCES AND REMUNERATION COMMITTEE REPORT

Members of the Committee (Including any Non SACNASP/Council Members)
Prof. Peaceful L Mabeta (Chairperson)
Mr Bishop Ngobeli
Prof. Sonali Das
Dr Mona Ben Matiwane (<i>Pr.Sci.Nat.</i>)
Mr Mpho Sekgala

The Human Resources function continued to provide strategic and human resources services to support and achieve the strategic objectives of SACNASP while serving the interests of the Minister of Higher Education, Science and Innovation and the registered scientists.

The HR function strives to transform SACNASP by providing HR services that give effect to its mission. HR endeavours to empower SACNASP's employees towards maximising their personal potential to achieve high employee morale and a commitment to delivering and exceeding organisational goals and values.

1.1 HR FOCUS AREAS FOR 2022-23

The organisational structure supported SACNASP to achieve its strategic objective. The HR function focused on managing the different areas of human resources, including recruitment and selection, terminations, transformations, salary administration, training, performance management, labour relations and occupation health and safety.

1.2 HUMAN RESOURCE AND REMUNERATION COMMITTEE

The HR and RemCo met four times online during the period under review to deal with cost-of-living adjustments, industrial relations matters, and policies, as well as recruiting SACNASP managerial staff.

1.3 RECRUITMENT

SACNASP has always maintained a balanced approach to talent acquisition by advertising positions internally and externally whenever a job opens. This is to facilitate employees' career development. During the period under review, four contract positions comprising two Scientific Advisors, IT Technician, Professional Development Coordinator were renewed and the positions of Legal Practitioner, Financial Assistant, Board Administrator, another post of Scientific Advisor, Legal Secretary and Financial Accountant were filled through external recruitment. A new CEO was also appointed by the Minister during this period.

1.4 EMPLOYEE BENEFITS AND COMPENSATION

SACNASP implemented rewards and recognition in line with the Council policies. Employees received performance bonuses and salary increases during the 2021/22 financial year.

The Council awarded long service awards to employees in appreciation of completing more than five years' continuous service at SACNASP.

Contributions towards medical aid, retirement annuity and group life benefits continued during the period.

1.5 PERFORMANCE MANAGEMENT

The Human Resources function plays an important role in facilitating performance management. Performance contracts are aligned to the Annual Performance Plan. HR also facilitated the biannual performance evaluation for 2021/22 in accordance with the Performance Management and Development Policy.

1.6 LABOUR RELATIONS

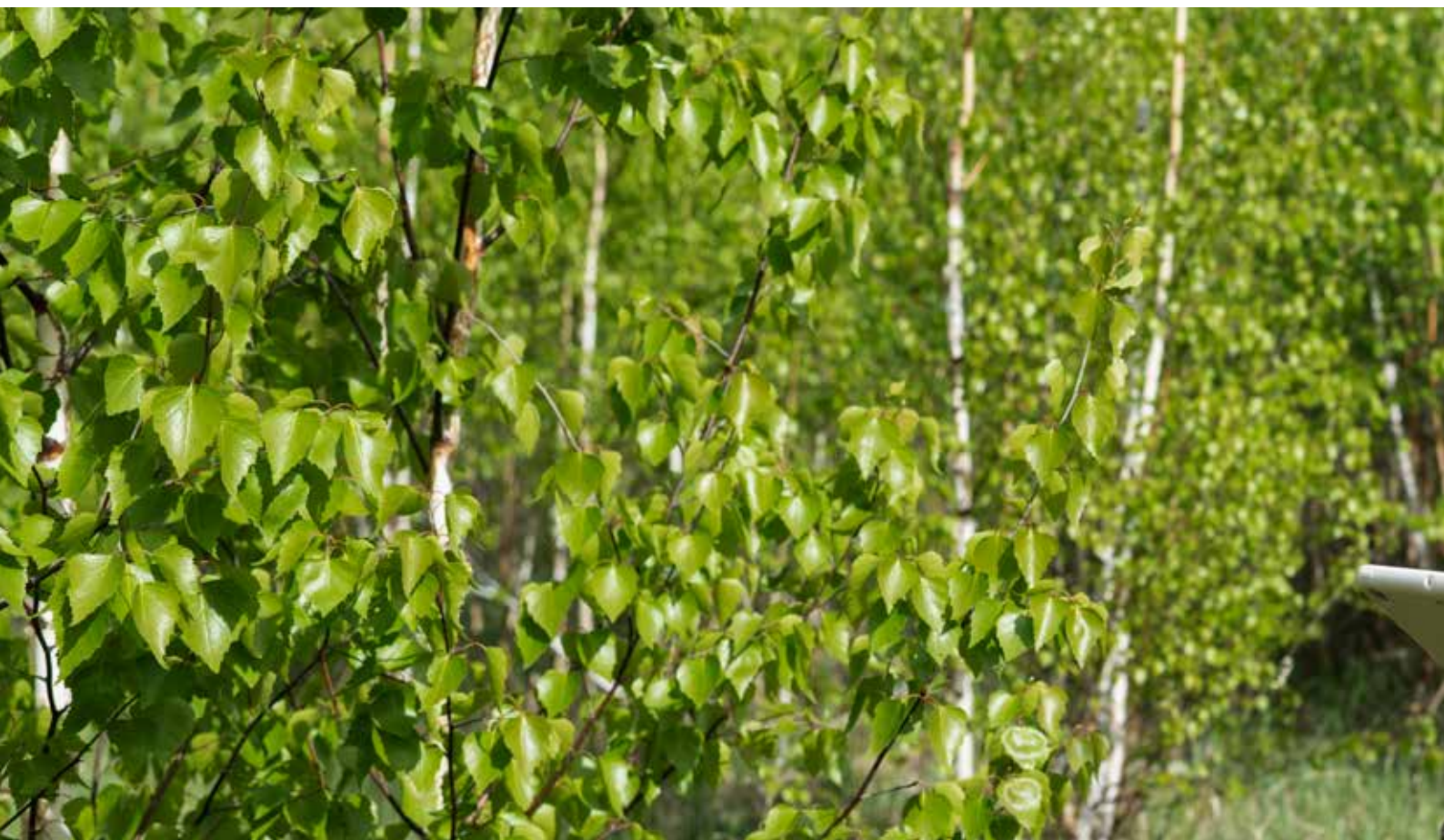
Grievances and disciplinary matters were managed effectively. During the period, meetings were held with representative unions in relation to wage negotiations. During this period, one employee received counselling and training to improve poor work performance.

1.7 ACHIEVEMENT HIGHLIGHTS

Training was given for the following:

- The salary benchmarking committee was trained in job grading by the appointed service provider
- First Aiders and Health and Safety representatives were sent for training
- SAGE 300 training was given to Finance staff
- Employee Wellness

Employee Wellness service is provided to all employees by ICAS.



The following HR-related policies were reviewed and approved during the year:

- Recruitment, Selection and Retention Policy
- Disciplinary Policy and Procedure
- Remuneration Policy
- Performance Management and Development Policy
- New policies approved
- Employment Equity policy
- Business Conduct and Ethics policy
- Gifts from External Parties Policy and Gift Register

1.8 EMPLOYMENT EQUITY

SACNASP has done well to achieve representation of designated groups in its workplace. Women hold some of the key positions in SACNASP. The Council submitted its Employment Equity report for 2022 to the Department of Labour in December 2022.

1.9 CHALLENGES FACED BY THE ORGANISATION

Due to its financial constraints, attracting skilled personnel and training existing staff members continued to be a challenge for SACNASP.

1.10 FUTURE HR GOALS

Goals for the future are achieving market-related salaries and attracting skilled staff to achieve the strategic goals of the Council. Upskilling the existing staff and recruitment to key positions are the main goals for the future.



2. STAFF STATISTICS BREAKDOWN

Permanent: 23

Contract: 6

SACNASP STAFF STATISTICS BREAKDOWN

SACNASP staff composition is made up of 79 percent women and 21 percent men out of which 75.86 percent are African, 3.45 percent Coloured, 6.90 percent Indian and 13.79 percent White.

WORKFORCE PROFILE BY AGE

Age Group	20-29	30-39	40-49	50-59	Above 60	Total
Number	3	14	5	3	4	29
Percentage	10.34	48.28	17.24	10.35	13.79	100

EMPLOYMENT CHANGES

Level of Management	At the beginning	Appointments	Termination	At the end
Top Management	0	1	0	1
Senior Management	4	0	0	4
Professionally Qualified	7	5	3	9
Junior Management	4	0	1	3
Semiskilled	11	1	0	12
Total	26	7	4	29

EMPLOYMENT EQUITY STATUS

Race	Male	Female	Total
African	6	16	22
Coloured	0	1	1
Indian	0	2	2
White	0	4	4
Total	6	23	29

EMPLOYMENT CHANGES

Level	At the beginning of the period	Appointments	Termination	At the end of the period
Top management	1	0	1	0
Senior management	4	0	0	4
Professionally qualified	3	4	1	6
Junior management	4	0	0	4
Semi-skilled	13	0	2	11
Total	25*	4	4	25*

*Contract staff are not shown as they do not form part of the official organisational structure

REASONS FOR STAFF LEAVING.

Reasons	Number	Percentage
Death	0	0
Ill health	0	0
Resignation	4	100
Dismissal	0	0
End of Contract	0	0
Total	4	100

EMPLOYMENT EQUITY STATUS

Race	Male	Female	Total
African	6	16	22
Coloured	0	1	1
Indian	0	2	2
White	0	4	4
Total	6	23	29*

*Includes contract staff



I am convinced that nothing we do is more important than hiring and developing people. At the end of the day, you bet on people not on strategies.”

– Lawrence Bossidy

PART E

FINANCIAL INFORMATION



GENERAL INFORMATION

Country of incorporation and domicile	South Africa
Nature of business and principal activities	Regulatory body for the practice of natural sciences in South Africa
Council members	Prof. K.A. Nephawe (<i>Pr.Sci.Nat.</i>) Prof. V Steenkamp (<i>Pr.Sci.Nat.</i>) Dr S.E. Terblanche (<i>Pr.Sci.Nat.</i>) - Deceased Mr N.L. Baartjes (<i>Pr.Sci.Nat.</i>) Prof. R.L.J. Coetzer (<i>Pr.Sci.Nat.</i>) Dr J. van Heerden (<i>Pr.Sci.Nat.</i>) Dr K. D. Musetsho (<i>Pr.Sci.Nat.</i>) Dr P.R. Vukea Dr. M.K. Mabaso (<i>Pr.Sci.Nat.</i>) Mr. M Sekgala Dr. J. Strauss (<i>Pr.Sci.Nat.</i>) Dr. M.B. Matiwane Cert.Sci.Nat Dr. S. Moodley Ms. M.P. Masemola CA(SA) Ms. L.M. Mtshali Prof. N.S. Mokgalaka Fleishmann (<i>Pr.Sci.Nat.</i>) Mr. S.C. Jewell Dr. T.E. Lephoto (<i>Pr.Sci.Nat.</i>) Dr. P.L. Mabeta Prof. R.J. Moitsheki (<i>Pr.Sci.Nat.</i>) Prof. S. Das Prof. I.N. Fabris-Rotelli Dr. G. Cilliers (<i>Pr.Sci.Nat.</i>) Prof. S. Naidoo - Resigned 01/09/2022 Mr. B. Ngobeli Prof. A Muronga Prof. R Diab
Registered office	Suite U13, L4 & L5 Enterprise Building The Innovation Hub Mark Shuttleworth Street Pretoria 0087
Business address	Suite U13, L4 & L5 Enterprise Building The Innovation Hub Mark Shuttleworth Street Pretoria 0087
Postal address	Private Bag X540 Silverton Pretoria 0127
Bankers	Nedbank Limited

GENERAL INFORMATION (CONTINUED)

Auditors	Rain Chartered Accountants Incorporated Chartered Accountants (S.A.) Registered Auditors
Council Secretary	Mrs D Fisher
Company registration	Natural Scientific Professions Act, 27 of 2003, as amended
Tax reference number	9808825146
Level of assurance	These annual financial statements will be audited in compliance with the applicable requirements of the Natural Scientific Professions Act, 27 of 2003 (NSP Act No 27 of 2003) 2003, as amended.
Preparer	The annual financial statements were internally compiled by: T Mangalana, Finance Manager
Published	31 July 2023
Chief Executive Officer	Dr. N.H. Obokoh (<i>Pr.Sci.Nat.</i>)
Attorneys	RW Attorneys

INDEX



The reports and statements set out below comprise the annual financial statements presented to the Minister of Higher Education, Science and Innovation:

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The following supplementary information does not form part of the annual financial statements and is unaudited:

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COUNCIL MEMBERS' RESPONSIBILITIES AND APPROVAL

The Council members are required by the Natural Scientific Professions Act, 27 of 2003 (NSP Act No 27 of 2003), as amended, to maintain adequate accounting records and are responsible for the content and integrity of the annual financial statements and related financial information included in this report. It is their responsibility to ensure that the annual financial statements fairly present the state of affairs of the Council as at the end of the financial year and the results of its operations and cash flows for the period then ended, in conformity with the International Financial Reporting Standard for Small and Medium-sized Entities (IFRS for SMEs). The external auditor is engaged to express an independent opinion on the annual financial statements.

The annual financial statements are prepared in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities (IFRS for SMEs) and are based upon appropriate accounting policies consistently applied and supported by reasonable and prudent judgements and estimates.

The Council members acknowledge that they are ultimately responsible for the system of internal financial control established by the Council and place considerable importance on maintaining a strong control environment. To enable the Council members to meet these responsibilities, they set standards for internal control aimed at reducing the risk of error or loss in a cost-effective manner. The standards include the proper delegation of responsibilities within a clearly defined framework, effective accounting procedures and adequate segregation of duties to ensure an acceptable level of risk. These controls are monitored throughout the Council and all employees are required to maintain the highest ethical standards in ensuring the Council's business is conducted in a manner that in all reasonable circumstances is above reproach. The focus of risk management in the Council is on identifying, assessing, managing and monitoring all known forms of risk across the Council. While operating risk cannot be fully eliminated, the Council endeavours to minimise it by ensuring that appropriate infrastructure, controls, systems and ethical behaviour are applied and managed within predetermined procedures and constraints.

The Council members are of the opinion, based on the information and explanations given by management, that the system of internal control provides reasonable assurance that the financial records may be relied on for the preparation of the annual financial statements. However, any system of internal financial control can provide only reasonable, and not absolute, assurance against material misstatement or loss.

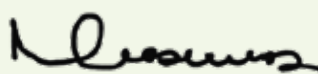
The Council members have reviewed the Council's cash flow forecast for the year to 31 March 2024 and, in the light of this review and the current financial position, they are satisfied that the Council has or had access to adequate resources to continue in operational existence for the foreseeable future.

The external auditors are responsible for independently auditing and reporting on the Council's annual financial statements. The annual financial statements have been examined by the Council's external auditors and their report is presented on page 83 to 84.

The annual financial statements set out on page 88 to 106, which have been prepared on the going concern basis, were approved by the Council on 31 July 2023 and were signed on its behalf by:



Prof. K.A. Nephawe (Pr.Sci.Nat.)
Chairperson



Dr. N.H. Obokoh (Pr.Sci.Nat.)
Chief Executive Officer

AUDIT, RISK AND ICT COMMITTEE REPORT

This report is provided by the Audit, Risk and ICT Committee appointed in respect of the 2023 financial year of the South African Council for Natural Scientific Professions.

1. Audit, Risk and ICT Committee Members

The Audit, Risk and ICT Committee consists of five Council members:

Council Member	Meeting Attendance
New Members:	
Ms. M.P. Masemola CA(SA)	6/6
Prof. S. Naidoo - Resigned 01/09/2022	0/6
Dr R.L.J. Coetzer (<i>Pr.Sci.Nat.</i>)	6/6
Prof. R.J. Moitsheki (<i>Pr.Sci.Nat.</i>)	6/6
Prof. I.N. Fabris-Rotelli	6/6

The committee's objective is to assist the Council with its responsibility of ensuring that adequate systems and controls are in place.

The committee met six times in the 2022/23 financial year. Members of management, internal and external auditors attend these meetings by invitation. This committee does not form part of management, its role is of an independent and objective adviser, and it operates as an overseer, making recommendations to Council for final approval.

2. Audit and Risk Committee Responsibilities

The responsibility of Audit, Risk and ICT Committee includes, amongst others, the following:

- Reviewing of financial information and Annual Financial Statements.
- To perform its statutory functions as set out in the SACNASP Corporate Governance Manual.
- To approve annual budgets.
- To advise on any matter referred to the committee by Council.
- Appointment process of external auditors.

3. The Effectiveness of Internal Control and Risk Management

The Audit and Risk Committee reviewed quarterly management accounts and made recommendations on internal controls as per terms of reference in the Corporate Governance Manual.

Currently, the Council does not have an internal audit function due to limited financial resources and the Council relies on combined assurance provided by its subcommittee structures, management and the external auditor.

4. External Audit

Rain Chartered Accountants Incorporated was appointed by the Council as the external auditors for 2023 financial year. The committee is satisfied that Rain Chartered Accountants Incorporated is independent of the Council. The audit fee was approved on 01 March 2023 for the 2023 financial year and the fee was considered reasonable.

5. Integrated Annual Report

The committee reviewed the content of the Annual Integrated Report and has recommended it for approval.

6. Annual Financial Statements

The committee reviewed the results of 31 March 2023 annual financial statements and made recommendations to the Council for its approval. In the course of its review the committee:

- Took appropriate steps to ensure that the annual financial statements were prepared in accordance with the International Financial Reporting Standard for Small Medium-sized Entities (IFRS for SMEs);
- Considered the appropriateness of accounting policies and disclosures made.

On behalf of the Audit and Risk Committee



Ms. M.P Masemola CA(SA)

Chairperson Audit and Risk Committee



INDEPENDENT AUDITOR'S REPORT

To the Council of South African Council for Natural Scientific Professions

Opinion

We have audited the annual financial statements of South African Council for Natural Scientific Professions set out on pages 88 to 106, which comprise the statement of financial position as at 31 March 2023, statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the annual financial statements, including a summary of significant accounting policies.

In our opinion, the annual financial statements present fairly, in all material respects, the financial position of South African Council for Natural Scientific Professions as at 31 March 2023, and its financial performance and cash flows for the year then ended in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities and the requirements of the Natural Scientific Professions Act (Act No. 27 of 2003).

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Annual Financial Statements section of our report. We are independent of the entity in accordance with the Independent Regulatory Board for Auditors' Code of Professional Conduct for Registered Auditors (IRBA Code) and other independence requirements applicable to performing audits of annual financial statements in South Africa. We have fulfilled our other ethical responsibilities in accordance with the IRBA Code and in accordance with other ethical requirements applicable to performing audits in South Africa. The IRBA Code is consistent with the corresponding sections of the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards). We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

The council is responsible for the other information. The other information comprises the information included in the document titled "South African Council for Natural Scientific Professions Annual Financial Statements for the year ended 31 March 2023", which includes the Council Members' Report as required by the Natural Scientific Professions Act (Act No. 27 of 2003) and the supplementary information set out on pages 85 - 87. The other information does not include the annual financial statements and our auditor's report thereon.

Our opinion on the annual financial statements does not cover the other information and we do not express an audit opinion or any form of assurance conclusion thereon.

In connection with our audit of the annual financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the annual financial statements, or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Council for the Annual Financial Statements

The council is responsible for the preparation and fair presentation of the annual financial statements in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities and the requirements of the Natural

Scientific Professions Act (Act No. 27 of 2003), and for such internal control as the council determine is necessary to enable the preparation of annual financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the annual financial statements, the council are responsible for assessing the entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the council either intends to liquidate the entity or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the audit of the Annual Financial Statements

Our objectives are to obtain reasonable assurance about whether the annual financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with International Standards on Auditing will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these annual financial statements.

As part of an audit in accordance with International Standards on Auditing, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the annual financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the council.
- Conclude on the appropriateness of the council's use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the annual financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the annual financial statements, including the disclosures, and whether the annual financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the council regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



RAiN Chartered Accountants Incorporated Chartered Accountants (S.A.)

Registered Auditor

Per: I.E. Pierce

Johannesburg

31 July 2023

COUNCIL MEMBERS' REPORT

The Council members have pleasure in submitting their report on the annual financial statements of South African Council for Natural Scientific Professions for the year ended 31 March 2023.

1. Incorporation

The Council was incorporated on 28 November 2003.

2. Nature of business

South African Council for Natural Scientific Professions is a statutory body that regulates the registration of natural scientific professionals in South Africa under the Natural Scientific Professions Act, 27 of 2003 as amended.

The Council's mandates are as follows:

- 2.1 Promote the practice of the natural science professions in South Africa.
- 2.2 Ensure and administer the mandatory registration of natural scientists as required in terms of The Natural Scientific Professions Act of 2003, (Act No 27 of 2003), as amended.
- 2.3 Exercise control over the standard of conduct of professional natural scientists.
- 2.4 Monitor the standard of education and training of natural scientists.
- 2.5 Set standards for the recognition of education and training of natural scientists.
- 2.6 Ensure that prospective registrants meet the educational standards and work experience required for registration.

There have been no material changes to the nature of the Council's business from the prior year.

3. Review of financial results and activities

The annual financial statements have been prepared in accordance with the IFRS for SMEs and the requirements of the Natural Scientific Professions Act, 27 of 2003 (NSP Act No 27 of 2003), as amended. The accounting policies are applied consistently compared to the prior year.

Full details of the financial position, results of operations and cash flows of the Council are set out in these annual financial statements.

4. Council members

The Council members in office at the date of this report are as follows:

Council members	Office
Prof. K.A. Nephawe (<i>Pr.Sci.Nat.</i>)	Chairperson
Prof. V Steenkamp (<i>Pr.Sci.Nat.</i>)	Deputy Chairperson
Dr S.E. Terblanche (<i>Pr.Sci.Nat.</i>) - Deceased	Member
Mr N.L. Baartjes (<i>Pr.Sci.Nat.</i>)	Member
Prof. R.L.J. Coetzer (<i>Pr.Sci.Nat.</i>)	Member
Dr J. van Heerden (<i>Pr.Sci.Nat.</i>)	Member

Annual Financial Statements
for the year ended 31 March 2023

Council members	Office
Dr K. D. Musetsho (<i>Pr.Sci.Nat.</i>)	Member
Dr P.R. Vukea	Member
Dr. M.K. Mabaso (<i>Pr.Sci.Nat.</i>)	Member
Mr. M Sekgala	Member
Dr. J. Strauss (<i>Pr.Sci.Nat.</i>)	Member
Dr. M.B. Matiwane Cert.Sci.Nat	Member
Dr. S. Moodley	Member
Ms. M.P. Masemola CA(SA)	Member
Ms. L.M. Mtshali	Member
Prof. N.S. Mokgalaka Fleishmann (<i>Pr.Sci.Nat.</i>)	Member
Mr. S.C. Jewell	Member
Dr. T.E. Lephoto (<i>Pr.Sci.Nat.</i>)	Member
Dr. P.L. Mabeta	Member
Prof. R.J. Moitsheki (<i>Pr.Sci.Nat.</i>)	Member
Prof. S. Das	Member
Prof. I.N. Fabris-Rotelli	Member
Dr. G. Cilliers (<i>Pr.Sci.Nat.</i>)	Member
Prof. S. Naidoo - Resigned 01/09/2022	Member
Mr. B. Ngobeli	Member
Prof. A Muronga	Member
Prof. R Diab	Member

The new Council members were inaugurated on 02 September 2022.

5. Going concern

The Council members believe that the Council has adequate financial resources to continue in operation for the foreseeable future. Accordingly, the annual financial statements have been prepared on a going concern basis. The Council members have satisfied themselves that the Council is in a sound financial position to meet its foreseeable cash requirements. The Council members are not aware of any new material changes that may adversely impact the Council. The Council members are also not aware of any material non-compliance with statutory or regulatory requirements or of any pending changes to legislation which may affect the Council.

6. Changes in Management

Council announces Dr. N.H. Obokoh as the Chief Executive Office of SACNASP effective 01 October 2022. Prior to the CEO's appointment, Ms S van Aardt acted as a CEO between 01 March to 30 September 2022.

7. Auditors

Rain Chartered Accountants were re-appointed in office as auditors by the Council for the year ended 31 March 2023.

8. Council secretary

The Council secretary is Mrs D Fisher.

9. Chairperson

The annual financial statements set out on pages 13 to 28, which have been prepared on the going concern basis, would be approved by Council on 31 July 2023, and were signed on its behalf by:



Prof. K.A. Nephawe (Pr.Sci.Nat.)

Chairperson

31 July 2023

STATEMENT OF FINANCIAL POSITION AS AT 31 MARCH 2023

Figures in Rand	Note(s)	2023	2022
Assets			
Non-Current Assets			
Property, plant and equipment	3	296,100	254,389
Intangible assets	4	83,970	-
		380,070	254,389
Current Assets			
Trade and other receivables	5	11,959,825	12,345,212
Cash and cash equivalents	7	24,790,145	23,354,581
Deposit receivable	6	206,499	206,499
		36,956,469	35,906,292
Total Assets		37,336,539	36,160,681
Equity and Liabilities			
Equity		5,218,857	3,600,120
Accumulated surplus			
Liabilities			
Current Liabilities			
Trade and other payables	8	5,768,856	4,556,355
Deferred income	9	25,764,845	27,588,705
Provisions	10	583,981	415,501
		32,117,682	32,560,561
Total Equity and Liabilities		37,336,539	36,160,681

STATEMENT OF COMPREHENSIVE INCOME

Figures in Rand

	Note(s)	2023	2022
Revenue	11	18,566,496	17,632,425
DSI Project Income	12	8,656,132	5,600,739
SAASTA Grant - National Science Week	12	49,466	221,750
Total revenue		27,272,094	23,454,914
Refund on Insurance	12	16,280	-
Operating expenses		(26,188,385)	(22,879,671)
Operating surplus	13	1,099,989	575,243
Investment revenue	15	518,748	162,219
Profit on assets gains	16	-	179,513
Surplus for the year		1,618,737	916,975

STATEMENT OF CHANGES IN EQUITY

Figures in Rand

Balance at 01 April 2021

Total comprehensive income for the year

Balance at 01 April 2022

Total comprehensive income for the year

Balance at 31 March 2023

Retained income	Total equity
2,683,145	2,683,145
916,975	916,975
3,600,120	3,600,120
1,618,737	1,618,737
5,218,857	5,218,857

STATEMENT OF CASH FLOWS

Figures in Rand

Cash flows from operating activities

Cash receipts from customers		35,156,821	36,993,263
Cash paid to suppliers and employees		(33,960,088)	(29,505,737)
Cash generated from operations	19	1,196,733	7,487,526
Interest income		518,748	162,219

Net cash from operating activities

1,715,481 **7,649,745**

Cash flows from investing activities

Purchase of property, plant and equipment	3	(182,404)	(326,171)
Sale of property, plant and equipment	3	-	(33,321)
Purchase of other intangible assets	4	(97,513)	-
Profit on assets gains		-	179,513
Purchase of deposit receivable		-	(2,000)

Net cash from investing activities

(279,917) **(181,979)**

1,435,564 **7,467,766**

Total cash movement for the year

Cash at the beginning of the year		23,354,581	15,886,815
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Total cash at end of the year

7 **24,790,145** **23,354,581**

ACCOUNTING POLICIES

1. Basis of preparation and summary of significant accounting policies

The annual financial statements have been prepared on a going concern basis in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities (IFRS for SMEs), and the Natural Scientific Professions Act, 27 of 2003 (NSP Act No 27 of 2003), as amended. The annual financial statements have been prepared on the historical cost basis, except for financial instruments at fair value, and incorporate the principal accounting policies set out below. They are presented in South African Rands.

These accounting policies are consistent with the previous period.

1.1 Significant judgements and sources of estimation uncertainty

CRITICAL JUDGEMENTS IN APPLYING ACCOUNTING POLICIES

Management did not make critical judgements in the application of accounting policies, apart from those involving estimations, which would significantly affect the annual financial statements and the provision for bad debts.

1.2 Property, plant and equipment

Property, plant and equipment are tangible items that are held for use in the production or supply of goods or services, or for rental to others or for administrative purposes; and are expected to be used during more than one period.

(I) RECOGNITION AND MEASUREMENT

Items of property and equipment are measured at cost less accumulated depreciation and any accumulated impairment losses.

Costs include expenditure that is directly attributable to the acquisition of asset. The cost of self-constructed assets includes the following:

- The cost of materials and direct labour.
- Any other costs directly attributable to bringing the assets to a working condition for their intended use when the council has an obligation to remove the asset or restore the site, an estimate of the costs dismantling and removing the items and restoring the site on which they are located and capitalised borrowing costs.
- Purchases software that is integral to the functionality of the related equipment is capitalised as part of that equipment.
- When parts of an item of property or equipment have different useful lives, they are accounted for as separate items (major components) of property and equipment.
- Any gain or loss on disposal of an item of property and equipment (calculated as the difference between the net proceeds from disposal and the carrying amount of an item) is recognised within other income in profit or loss.

(II) SUBSEQUENT COSTS

Subsequent expenditure is capitalised only if it is probable that the future economic benefits of the expenditure will flow to the Council. Ongoing repairs and maintenance are expensed as incurred.

ACCOUNTING POLICIES (CONTINUED)

(III) DEPRECIATION

Items of property, plant and equipment are depreciated from the date they are available for use or in respect of self-constructed assets, from the date that the assets are completed and ready for use. Depreciation is calculated to write off the cost of items of property, plant and equipment less their estimated residual values using the straight-line basis over their estimated useful lives. Depreciation is recognised in surplus or deficit. Leased assets under financial lease are depreciated over the shorter of the lease term and their useful lives. Land is not depreciated.

Depreciation is provided using the straight-line method to write down the cost, less estimated residual value over the useful life of the property, plant and equipment as follows:

Item	Depreciation method	Average useful life
Furniture and fixtures	Straight line	5 years
IT equipment	Straight line	3 years

The residual value, useful life and depreciation method of each asset are reviewed at the end of each reporting period. If the expectations differ from previous estimates, the change is accounted for as a change in accounting estimate.

1.3 Intangible assets

An intangible asset is an identifiable non-monetary asset without physical substance.

Intangible assets are initially recognised at cost and subsequently at cost less accumulated amortisation and accumulated impairment losses.

Research and development costs are recognised as an expense in the period incurred.

Amortisation is provided to write down the intangible assets, on a straight-line basis, as follows:

Item	Useful life
Computer software	3 years

The residual value, amortisation period and amortisation method for intangible assets are reassessed when there is an indication that there is a change from the previous estimate.

Intangible assets under development will be amortised over its useful life when development has been completed.

1.4 Financial instruments

INITIAL MEASUREMENT

Council recognises a financial asset or a financial liability in the statement of financial position when, and only when it becomes a party to the contractual provisions of the instrument.

Council classifies financial instruments, or their component parts, on initial recognition as a financial asset, a financial liability or an equity instrument in accordance with the substance of the contractual arrangement.

ACCOUNTING POLICIES (CONTINUED)

At initial recognition, Council measures a financial asset or financial liability at its fair value plus or minus, the case of a financial asset or financial liability not at fair value through surplus or deficit, transaction costs that are directly attributable to the acquisition or issue of the financial asset or financial liability. For financial instruments, which are not at fair value through surplus or deficit, transaction costs are included in the initial measurement of the instruments.

FINANCIAL INSTRUMENTS AT AMORTISED COST

These include loans, trade receivables and trade payables. Those debt instruments which meet the criteria in section 11.8(b) of the standard, are subsequently measured at amortised cost using the effective interest method. Debt instruments which are classified as current assets or current liabilities are measured at the undiscounted amount of the cash expected to be received or paid, unless the arrangement effectively constitutes a financing transaction.

At each reporting date, the carrying amounts of assets held in this category are reviewed to determine whether there is any objective evidence of impairment. If there is objective evidence, the recoverable amount is estimated and compared with the carrying amount. If the estimated recoverable amount is lower, the carrying amount is reduced to its estimated recoverable amount, and an impairment loss is recognised immediately in surplus or deficit.

FINANCIAL INSTRUMENTS AT FAIR VALUE

All other financial instruments, including equity instruments that are publicly traded or whose fair value can otherwise be measured reliably, are measured at fair value through surplus and deficit.

TRADE AND OTHER RECEIVABLES

Trade receivables are measured at initial recognition at fair value, and are subsequently measured at amortised cost using the effective interest rate method. Appropriate allowances for estimated irrecoverable amounts are recognised in surplus or deficit when there is objective evidence that the asset is impaired. Significant financial difficulties of the debtor, probability that the debtor will enter bankruptcy or financial reorganisation, and default or delinquency in payments (more than 120 days overdue) are considered indicators that the trade receivable is impaired. The allowance recognised is measured as the difference between the asset's carrying amount and the present value of estimated future cash flows discounted at the effective interest rate computed at initial recognition. The carrying amount of the asset is reduced through the use of an allowance account, and the amount of the deficit is recognised in surplus or deficit within operating expenses. When a trade receivable is uncollectable, it is written off against the allowance account for trade receivables. Subsequent recoveries of amounts previously written off are credited against operating expenses in surplus or deficit. Trade and other receivables are classified as loans and receivables.

TRADE AND OTHER PAYABLES

Trade payables are initially measured at fair value, and are subsequently measured at amortised cost, using the effective interest rate method.

CASH AND CASH EQUIVALENTS

Cash and cash equivalents comprise cash on hand and demand deposits, and other short term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of changes in value. These are initially and subsequently recorded at fair value.

1.5 Leases

A lease is classified as a finance lease if it transfers substantially all the risks and rewards incidental to ownership to the lessee. All other leases are operating leases.

ACCOUNTING POLICIES (CONTINUED)

OPERATING LEASES - LESSOR

Operating lease income is recognised as an income on a straight-line basis over the lease term unless:

- another systematic basis is representative of the time pattern of the benefit from the leased asset, even if the receipt of payments is not on that basis, or
- the payments are structured to increase in line with expected general inflation (based on published indexes or statistics) to compensate for the lessor's expected inflationary cost increases.

OPERATING LEASES – LESSEE

Operating lease payments are recognised as an expense on a straight-line basis over the lease term unless:

- another systematic basis is representative of the time pattern of the benefit from the leased asset, even if the payments are not on that basis, or
- the payments are structured to increase in line with expected general inflation (based on published indexes or statistics) to compensate for the lessor's expected inflationary cost increases.

Any contingent rents are expensed in the period they are incurred.

1.6 Impairment of assets

The Council assesses at each reporting date whether there is any indication that property, plant and equipment or intangible assets may be impaired.

If there is any such indication, the recoverable amount of any affected asset (or group of related assets) is estimated and compared with its carrying amount. If the estimated recoverable amount is lower, the carrying amount is reduced to its estimated recoverable amount, and an impairment loss is recognised immediately in profit or loss.

If an impairment loss subsequently reverses, the carrying amount of the asset (or group of related assets) is increased to the revised estimate of its recoverable amount, but not in excess of the amount that would have been determined had no impairment loss been recognised for the asset (or group of assets) in prior years. A reversal of impairment is recognised immediately in profit or loss.

1.7 Employee benefits

SHORT-TERM EMPLOYEE BENEFITS

The cost of short-term employee benefits, (those payable within 12 months after the service is rendered, such as leave pay and sick leave, bonuses, and non-monetary benefits such as medical care), are recognised in the period in which the service is rendered and are not discounted.

1.8 Provisions and contingencies

Provisions are recognised when the Council has an obligation at the reporting date as a result of a past event; it is probable that the Council will be required to transfer economic benefits in settlement; and the amount of the obligation can be estimated reliably. Provisions are measured at the present value of the amount expected to be required to settle the obligation using a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the obligation. The increase in the provision due to the passage of time is recognised as interest expense. Provisions are not recognised for future operating losses.

ACCOUNTING POLICIES (CONTINUED)

1.9 Government grants

Grants that do not impose specified future performance conditions are recognised in income when the grant proceeds are receivable.

Grants that impose specified future performance conditions are recognised in income only when the performance conditions are met.

Grants received before the revenue recognition criteria are satisfied are recognised as a liability. Grants are measured at the fair value of the asset received or receivable.

1.10 Revenue

Revenue is recognised to the extent that the Council has rendered services under an agreement provided the amount of revenue can be measured reliably and it is probable that economic benefits associated with the transaction will flow to the Council. Revenue is measured at the fair value of the consideration received or receivable, net of value added tax. Interest is recognised, in surplus or deficit, using the effective interest rate method.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

2. Changes in accounting policy

There have been no changes in accounting policy during the current financial year. The annual financial statements have been prepared in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities (IFRS for SMEs) on a basis consistent with the prior year.

3. Property, plant and equipment

	2023			2022		
	Cost or revaluation	Accumulated depreciation	Carrying value	Cost or revaluation	Accumulated depreciation	Carrying value
Furniture and fixtures	677,846	(624,460)	53,386	675,094	(593,219)	81,875
IT equipment	863,409	(620,695)	242,714	690,626	(518,112)	172,514
Total	1,541,255	(1,245,155)	296,100	1,365,720	(1,111,331)	254,389

Reconciliation of property, plant and equipment - 2023

	Opening balance	Additions	Depreciation	Closing balance
Furniture and fixtures	81,875	2,753	(31,242)	53,386
IT equipment	172,514	179,651	(109,451)	242,714
	254,389	182,404	(140,693)	296,100

Reconciliation of property, plant and equipment - 2022

	Opening balance	Additions	Disposals	Depreciation	Closing balance
Furniture and fixtures	59,946	132,002	13,592	(123,665)	(123,665)
IT equipment	68,809	194,169	19,729	(110,193)	172,514
	128,755	326,171	33,321	(233,858)	254,389

A Fixed Asset Register is available for inspection at the registered office of the Council. The Fixed Asset Register was reviewed by an independent service provider during the 2022 financial year to review detail lines and possible disposal and impairment adjustments required were actioned as per the service providers recommendations.

There were no capitalised borrowing costs related to the acquisition of property, plant and equipment during the year.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (CONTINUED)

4. Intangible assets

	2023			2022		
	Cost	Accumulated amortisation	Carrying value	Cost	Accumulated amortisation	Carrying value
Computer software	788,393	(704,423)	83,970	690,880	(690,880)	-

Reconciliation of intangible assets - 2023

	Opening balance	Additions	Amortisation	Closing balance
Computer software, other	-	97,513	(13,543)	83,970

Reconciliation of intangible assets - 2022

	Opening balance	Amortisation	Closing balance
Computer software, other	1,057	(1,057)	-

5. Trade and other receivables

	2023	2022
Trade receivables	15,142,688	14,631,547
Provision for bad debts allowance	(3,182,863)	(2,286,335)
	11,959,825	12,345,212

Trade receivables with credit balances amounting to R1 354 436 (2022: R888 056) have been moved and reclassified under Trade payables. Refer to note 8.

Trade and other receivables pledged as security

No trade and other receivables were pledged as security

Ageing of trade and other receivables

0 - 30 days	(243,121)	483,575
31 - 60 days	11,308,516	9,746,677
61 - 90 days	49,212	17,915
91 - 120 days	12,326	9,671
120+ days	4,015,755	4,373,709
	15,142,688	14,631,547

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (CONTINUED)

6. Deposit receivable

	2023	2022
Deposits on leases and other	206,499	206,499

Included in the above balance is an amount of R2 000 for DSL Telecom Connect paid to facilitate calls exceeding the contract included threshold. R204 499 is deposit for the rental of offices.

7. Cash and cash equivalents

Cash and cash equivalents consist of:

Cash on hand	428	327
Bank balances	3,520,892	1,457,926
Short-term deposits	21,268,825	21,896,328
	24,790,145	23,354,581

Included in short-term deposits is an amount of R11 309 558 (2022: R14 087 496) received from DSI for the DSI project. Refer to note 9.1.

8. Trade and other payables

Trade payables	2,732,896	1,438,041
Unallocated deposits	695,480	419,563
VAT	1,911,040	1,902,892
SAASTA Grant - National Science Week	534	-
Accrued expenses	415,863	772,324
Operating lease liability	13,043	13,043
Year-end accruals	-	10,492
	5,768,856	4,556,355
Aging on debtors with credit balances		
0 - 30 days	(488,483)	(85,674)
31 - 60 days	160,465	88,483
61 - 90 days	(37,715)	(52,165)
91 - 120 days	(20,860)	(20,177)
120 days+	(967,843)	(818,522)
	(1,354,436)	(888,055)

Unallocated deposits represent receipts from registered scientists who cannot be identified at the end of reporting period. VAT is declared on payment basis, therefore the VAT liability will reduce as and when we receive payment for annual registration fees. Included in Trade payables above are Trade receivables with credit balances amounting to R1 354 436 (2022: R888 056). Refer to note 5.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (CONTINUED)

9. Deferred income

Deferred income is made up of DSI Project funding and annual fees invoiced in advance.

	2023	2022
9.1 DSI Project Funding	11,309,558	14,087,496
9.2 Fees invoiced in advance	14,215,188	13,257,008
9.3 Application fees received in advance	240,099	244,201
	25,764,845	27,588,705

The Minister of Higher Education, Science and Innovation agreed to fund SACNASP as part of the project funding agreement to assist SACNASP in executing its mandate of remaining relevant and aligned to the National Development Plan.

The duration of the project extends over a three (3) year period (2022 - 2025) and SACNASP will receive an estimated amount of R35 584 000 over this period. Amount received 2022/2023 financial year : R5 300 000 (Part payment). The second instalment of R10 000 000 is expected to be received in July 2023

The funds should be used exclusively for the projects or as per direction by the DSI and SACNASP agreement. The deferred income on the government grant is recognised in surplus or deficit on a systematic basis over the periods necessary to match the income with the related DSI project costs that the grant is intended to compensate.

9.1 DSI Project Funding

Opening balance	14,087,495	9,336,618
Deposit received	5,300,000	9,935,563
Interest received	586,060	416,053
DSI Project movement (refer to note 12)	(8,143,576)	(5,226,601)
VAT	(520,421)	(374,138)
	11,309,558	14,087,495

Included in the above balance is an amount of R2 176 393 (2022: R3 358 661) which is committed for existing and ongoing projects (refer to note 22).

9.2 Fees invoiced in advance

Comprises of annual registration fees invoiced in February for the ensuing year.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (CONTINUED)

10. Provisions

Reconciliation of provisions - 2023

Provisions for leave

Opening balance	Utilised during the year	Total
415,501	168,480	583,981

Reconciliation of provisions - 2022

Provisions for leave

Other provisions

486,755	(71,254)	415,501
49,412	(49,412)	-
536,167	(120,666)	415,501

Provision for employee benefits is made up of leave pay provision. Leave pay provision reduces when an employee takes official leave days or leaves the Council and the leave is paid out to that employee. Ex gratia bonus is paid out when performance conditions are met.

11. Revenue

Annual fees

Application fee

Critical skills fee

PAIA Request Fee

Upgrading fee

Reinstating fee

Qualification fee

CPD validation

2023	2022
13,257,008	13,303,273
3,712,734	2,577,203
167,757	301,531
-	35
347,409	312,182
660,435	404,191
351,653	559,010
69,500	175,000
18,566,496	17,632,425

12. Other income

SAASTA Grant - National Science Week

Refund on insurance

DSI Project Income (Refer to note 9.1)

49,466	221,750
16,280	-
8,656,132	5,600,739
8,721,878	5,822,489

Income from the DSI Project is recognised in the income statement only when performance conditions are met.

The income received from SAASTA was to promote the National Science Week.

The refund on insurance is an amount received from an insurance claim due to loss of laptops.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (CONTINUED)

13. Operating surplus

Operating surplus for the year is stated after accounting for the following:

	2023	2022
Operating lease charges		
Lease rentals on operating lease		
• Contractual amounts	686,198	1,250,516
Profit on assets	-	(179,513)
Amortisation on intangible assets	13,543	-
Auditors remuneration	120,209	122,667
Bad debts	4,131,562	4,153,599
Council Travel	32,324	9,943
Depreciation on property, plant and equipment	140,693	233,858
DSI Project: Continuing Professional Development Programme	3,991,074	1,553,037
DSI Project: Development of Candidate Mentoring Phase	2,190,440	2,267,426
DSI Project: Information Technology Platform	1,629,766	1,140,005
DSI Project: Regulations	50,299	111,053
Employee costs	9,808,850	8,438,291

14. Depreciation, amortisation and impairments

The following items are included within depreciation, amortisation and impairments:

Depreciation		
Property, plant and equipment	140,693	233,858
Amortisation		
Intangible assets	13,543	-
Total depreciation, amortisation and impairments	140,693	233,858
Depreciation		
Amortisation	13,543	-
	154,236	233,858

15. Investment revenue

Interest revenue	482,508	152,412
Interest income		
Bank	36,240	9,807
	518,748	162,219

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (CONTINUED)

16. Profit on assets gains

	2023	2022
Profit on assets gains	-	179,513

The Fixed Asset Register was reviewed by an independent service provider during the 2022 financial year to review detail lines and possible disposal and impairment adjustments required were actioned as per the service providers recommendations.

17. Taxation

No provision was made for taxation in the annual financial statements because the Council is exempt from income tax in terms of section 10(1)(cA) of the Income Tax Act No.58 of 1962.

18. Operating lease

Commitments for minimum lease payments in relation to non cancellable operating leases are payable as follows:

Future minimum lease payments

- Within one year	1,268,155	1,268,155
- In second to fifth year	924,634	924,634
	2,192,789	2,192,789

The month-to-month lease agreement ceased at the end of November 2021 when Council entered into a two year operating lease for 24 months from December 2021 ending in November 2023.

19. Cash generated from operations

Profit before taxation	1,618,737	916,975
Adjustments for:	154,236	233,858
Depreciation and amortisation		
Profit on assets	-	(179,513)
Interest received	(518,748)	(162,219)
Movements in provisions	168,480	(120,666)
Changes in working capital:	385,387	2,188,224
Trade and other receivables		
Trade and other payables	1,212,501	(38,411)
Deferred income	(1,823,860)	4,649,278
	1,196,733	7,487,526

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (CONTINUED)

20. Related parties

Relationships

Entities with significant influence	Department of Science and Innovation
Members of key management	Council members
Partnership	South African Agency For Science and Technology Advancement (SAASTA)

Related party balances and transactions with entities with control, joint control or significant influence over the Council

Related party balances

	2023	2022
Amounts included in deferred income regarding related parties		
Department of Science and Innovation	11,309,558	14,087,495
Amounts included in Trade and Other Payables regarding related parties		
South African Agency For Science and Technology Advancement (SAASTA)	50,000	221,750
Non-exchange Revenue		
South African Chemical Institute (SACI)	-	139,357

Related party balances and transactions with key management personnel of the Council or its parent

Honoraria fees

Prof. K.A. Nephawe (<i>Pr.Sci.Nat.</i>)	164,533	149,169
Mr N.L. Baartjes (<i>Pr.Sci.Nat.</i>)	24,902	33,744
Dr R. Coetzer (<i>Pr.Sci.Nat.</i>)	29,841	21,090
Mr K. D. Musetsho (<i>Pr.Sci.Nat.</i>)	64,707	65,360
Dr J. van Heerden (<i>Pr.Sci.Nat.</i>)	21,279	23,199
Ms M.P Masemola CA(SA)	59,957	42,693
Prof. S. Das	16,998	12,654
Prof. R Diab	49,944	47,424
Prof. I.N. Fabris-Rotelli	23,388	12,654
Mr. S.C. Jewell	50,365	43,206
Dr. T.E. Lepphoto (<i>Pr.Sci.Nat.</i>)	16,998	12,654
Dr. P.L. Mabeta	54,099	36,366
Dr. M.B. Matiwane Cert.Sci.Nat	19,107	14,763
Prof. R.J. Moitsheki (<i>Pr.Sci.Nat.</i>)	19,170	10,545
Prof. N.S. Mokgalaka-Fleishmann	54,786	25,821
Ms. L.M. Mtshali	19,107	14,763
Prof. A Muronga	16,998	10,545
Dr. G.C Cilliers (<i>Pr.Sci.Nat.</i>)	2,109	6,327
Prof. V Steenkamp (<i>Pr.Sci.Nat.</i>)	76,365	63,270
Non-council Members	455,572	594,194
	1,240,225	1,240,441

Council members receive honoraria for attending Council meetings and various committee meetings as set out in the Governance section of the Annual Report.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (CONTINUED)

Critical skills visa assessment fee

Council Members
Non-council Members

2023	2022
1,500	20,250
36,750	87,000
38,250	107,250
-	61,587
113,250	52,463
113,250	114,050

Evaluation fees

Council Members
Non-council Members

21. Key personnel emoluments

Executive

2023

Dr N.H Obokoh (*Pr.Sci.Nat.*) (Appointed 01.10.2022)

2022

Dr P Rampersadh (*Pr.Sci.Nat.*) (Resigned 28.02.2022)

Emoluments	Disability insurance and Retirement contributions	Total
762,886	37,115	800,001
1,290,060	47,205	1,337,265

22. Commitments

DSI Project: Continuing Professional Development Programme
DSI Project: Development of Candidate Mentoring Phase
DSI Project: Information Technology Platform
DSI Project: Regulations

2023	2022
560,000	1,663,560
70,000	148,709
692,990	692,990
853,403	853,402
2,176,393	3,358,661

Annual Financial Statements
for the year ended 31 March 2023

DETAILED INCOME STATEMENT

	Notes	2023	2022
Revenue	11	18,566,496	17,632,425
DSI Project Income	12	8,656,132	5,600,739
SAASTA Grant - National Science Week	12	49,466	221,750
Investment revenue	15	518,748	162,219
Total revenue		27,790,842	23,617,133
Profit on assets gains	16	-	179,513
Refund on insurance	12	16,280	-
		16,280	179,513
Operating expenses			
Accounting Fees and Consulting		1,500	1,590
Advertising		142,453	162,419
Auditors remuneration		120,209	122,667
Bad debts		4,131,562	4,153,599
Bank charges		467,646	401,252
Catering and meetings		27,003	12,463
Cleaning		3,374	1,644
Computer expenses		125,578	120,758
Council travel		32,324	9,943
DSI Project: Continuing Professional Development Programme		3,991,074	1,553,037
DSI Project: Development of Candidate Mentoring Phase		2,190,440	2,267,426
DSI Project: Information Technology Platform		1,629,766	1,140,005
DSI Project: Regulations		50,299	111,053
Depreciation, amortisation and impairments		154,236	233,858
Fees waived		-	139,357
Employee costs		9,808,850	8,438,291
Covid-19 related expenditure		130	55,960
Honoraria		1,313,280	1,461,741
HR Services		488,024	82,773
Insurance		119,541	79,678
Lease rentals on operating lease		686,198	1,250,516
Legal and Professional Conduct related expenses		63,143	137,631
Office expenses		42,846	44,695
Printing and stationery		10,975	59,947
Promotions National Science Week		49,466	221,750
Registration related expenses		22,000	-
Repairs and maintenance		838	4,641
Subscriptions		51,829	37,202
Telephone and fax		93,366	82,311
Training		34,464	89,273
Transport and freight		44,569	17,315
Professional conduct expenses		291,402	384,876
Total operating expenses		26,188,385	22,879,671
Surplus for the year		1,618,737	916,975





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science & innovation

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