

ANNUAL REPORT

2023/24

INCLUSIVITY

PROFESSIONALISM

INTEGRITY



science & innovation

Department:
Science and Innovation
REPUBLIC OF SOUTH AFRICA



TABLE OF CONTENTS

PART A: GENERAL INFORMATION 04

1. General Information of SACNASP	05
2. List of Abbreviations/Acronyms	06
3. Foreword by The Chairperson	08
4. Overview of The Chief Executive Officer	11
5. Statement of Responsibility and Confirmation of Accuracy of the Annual Report	15
6. Strategic Overview	16
6.1 Vision	16
6.2 Mission	16
6.3 Values	16
7. Constitutional Legislative and other mandates	17
7.1 Executive mandate	17
7.2 Legislative mandate	17
7.3 Draft Amendment Bill	17
7.4 Policy mandate	18
7.5 Implementation of the Decadal Plan 2022-2030	18
7.6 Tackling Grand Societal Challenges	19
8. Organisational Structure	20
8.1 SACNASP Council	20
8.2 SACNASP Staff (As Of 31 March 2024)	21

PART B: PERFORMANCE INFORMATION 22

1. Auditors Report	23
Predetermined Objectives	23
2. Situational Analysis	23
2.1 Service delivery environment	23
2.2 Organisational environment	25
2.3 Key Policy And Legislative Changes	26
3. Progress towards achievement of Institutional Impacts and Outcomes	26
3.1 SACNASP'S Strategic Outcome-Orientated Goals (SO-OGs)	26
3.2 Achievements against the Annual Performance Plan	26
3.3 Performance linked With Budgets	35
3.4 Strategy to overcome areas of underper formance	35
4. Institutional Programme Performance Information	36
4.1 Operations Department report by the operations department	36
4.2 Registration Department report by the registration department	36
4.3 Report by the Finance Department	38
4.4 Marketing and Stakeholder Management report	39



PART C: GOVERNANCE 46

1. SACNASP Council report	47
2. Portfolio Committee presentations	47
3. Executive Authority	48
4. Council Committees	48
4.1 Council members	48
4.2 Council Committee meetings	49
4.3 Report by the Registrations Committee	50
4.4 Report by the Qualifications Assessment Committee	52
4.5 Critical Skills Review Committee	54
4.6 Report by the Professional Conduct Committee	55
4.7 Report by the Strategic Projects Committee	58
5. Risk Management	60
6. Compliance with Laws and Regulations	60
7. Fraud and Corruption	60
8. Conflict of Interest	61
9. Code of Conduct	61
10. Health Safety and environmental issues	62
11. Audit Committee Report	62
12. B-BBEE Compliance Performance Information	63

PART D: HUMAN RESOURCE MANAGEMENT 64

13. Human Resources	65
13.1 HR Focus areas for 2023/24	65
13.2 Human Resource and Remuneration Committee	65
13.3 Recruitment	65
13.4 Employee Benefits and compensation	65
13.5 Performance Management	66
13.6 Labour Relations	66
13.7 Highlights of Achievements	66
13.8 Employee Wellness	66
13.9 Employment Equity	66
13.10 Challenges faced by the organisation	66
13.11 Future HR goals	66
13.12 HR Staff Statistics as of 31 March 2024	66
13.13 SACNASP Staff statistics breakdown	66

PART E: FINANCIAL INFORMATION 70

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



OF ADVANCING
PROFESSIONALISATION,
SCIENTIFIC INTEGRITY,
& INCLUSIVITY

LIST OF ABBREVIATIONS/ACRONYMS

A&RCo&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



FOREWORD BY THE CHAIRPERSON

As the Chairperson of SACNASP, I am honoured to present this Annual Report, offering a comprehensive overview of our organisation's accomplishments and performance throughout the 2023/24 financial year. This report highlights the notable progress we have made in advancing and regulating natural scientific professions, underscoring SACNASP's unwavering commitment to maintaining scientific integrity and nurturing excellence within the scientific community.

In 2023, SACNASP celebrated its 20th anniversary, a significant milestone marked by events that brought together key stakeholders who have been integral to SACNASP's remarkable journey.

STRATEGIC OVERVIEW

In alignment with national imperatives, SACNASP adheres to the National Development Plan (NDP) Vision 2030 and aligns with five of the seven key national priorities:

- 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.

In FY 2023/24, SACNASP met eight out of ten output indicators, demonstrating our dedication to fulfilling the objectives outlined in the Council's Strategic Plan. Building on the success of the second report released in 2022, SACNASP initiated collaboration with the DSI on a third report titled "The Skills and Competencies required for the Future Scientist amid Societal Grand Challenges in South Africa." This report is set for completion within the current strategic plan period ending in FY 2024/25.

SACNASP is steadfast in its commitment to the transformation of the NSPs. Our registration uptake from designated groups continues to grow, with 2 665 new registrations, including upgrades registered during the reporting period, giving rise to a total of 16 205 scientists on the SACNASP database.

This number has been verified by the registration committee and ratified by Council but excludes 142 scientists whose accounts were reactivated. Notably, 61% of the newly registered scientists were female, an increase from 53% in the FY 2022/23. This aligns with the NDP and the Department of Women, Youth and Persons with Disabilities (DWYPD) Gender Responsive Planning, Budgeting, Monitoring, Evaluation and Auditing Framework (GRPBMEAF), which promotes gender mainstreaming for enhancing women's empowerment and gender equality, fostering youth development, and promoting the realisation of the rights of individuals with disabilities. Additionally, 84% of the registrations were black natural scientists.

Priority 2 of the Medium-Term Strategic Framework (MTSF), namely Gender, Youth and Disabilities Responsive Priorities, underscores the need to reduce youth unemployment. SACNASP's student enrolment programme and Candidate Mentor Phase (CMP) programmes aim to enhance young people's employability through technical and soft skills development and mentorship. The CMP saw significant growth this year with strategic engagements with UVU Bio and Nematech playing key roles.

Both the NDP and the 2019 White Paper on STI emphasise the importance of lifelong learning to maintain scientific standards. Upon completing the candidate phase, individuals transition to the Continuing Professional Development (CPD) programme, fostering an environment conducive to lifelong learning. Notably, 50% of registered scientists participated in CPD activities. In 2023, the CPD policy underwent a review and was approved by the Council.

SACNASP engaged in multiple Science Communication and Engagement activities to inform both the profession and the public, including collaborations with the South African BRICS Youth Association (SABYA) on the 2nd Africa-BRICS Youth Forum, and involvement in the Water Services Authorities Summit, to mention a few.

SACNASP strives to improve operational efficiency by reducing registration turnaround times through various ways including pre-evaluations of qualifications. We evaluated 216 qualifications from two HEIs in the country and partnered with the University of Johannesburg Business School on a project to enhance our operations with artificial intelligence (AI) and other digital technologies.

Governance plays a key role in SACNASP's mandate to protect the profession, the public and the environment. The Professional Conduct Committee (PCC) reviewed several cases of improper conduct but issued no charge sheets or conducted disciplinary hearings during the reporting period. An internal audit was conducted to strengthen our governance, with findings to be addressed in FY 2024/25.

SACNASP achieved an unqualified audit for the FY 2023/24.

STRATEGIC RELATIONSHIPS

Guided by the Ministerial Directives, we have enhanced our relationship with China, through the China Association of Science and Technology (CAST), participating in pivotal events such as the World Women in Science Conference (held in Shaoxing, Zhejiang, China) and hosting the CAST delegation in South Africa (led by Vice President and Executive Secretary of CAST). Continentally, SACNASP also engaged with requests from Zimbabwe, the Namibian National Commission for Research, Science and Technology (NCRST), Zambia, and the Uganda National Commission on Science and Technology (UNCST) on establishing their natural science professional bodies.

SACNASP maintains robust relationships with the DSI, Voluntary Associations (VAs), government bodies, and Higher Education Institutions (HEIs). Our strengthened relationship with the DSI has resulted in the conversion of our project funding to baseline funding through the Estimates of National Expenditure (ENE) process, effective in the new financial year.

The Employer Champion Programme (ECP) was launched and engaged with the Engineering Council of South Africa (ECSA) on a student chapter. An Institutional Review, completed in 2023/24, provided valuable insights for future planning and decision-making, offering 20 recommendations that will inform our Strategic Plan 2025/30.

CHALLENGES FACED BY THE COUNCIL

A key challenge is the overstretched workforce due to the under-resourced organisation. A work-study project, with an anticipated organisational redesign to create a SACNASP fit for purpose, will address this. Cybersecurity threats have also increased, with issues such as malware and phishing attacks. Enhancing our ICT department is a key focus of this organisational redesign.

Concerns have been received about the cumbersome registration processes, poor communication, and lengthy turnaround times. These issues will be resolved through ICT system enhancement and improved communication tools, such as chatbots.

STRATEGIC FOCUS OVER THE MEDIUM TO LONG TERM

SACNASP will continue to focus on the NDP, national priorities and ministerial directives, aiming to achieve its strategic targets and develop a meaningful Strategic Plan for 2025/30. Key focus includes:

- Capacity Building: Invest in lifelong learning to develop scientists' skills and expertise.
- Research and Innovation: Encourage new technologies and solutions to address societal grand challenges and drive economic growth.
- International Collaboration: Strengthen partnerships with international scientific organisations and research institutions to facilitate knowledge exchange, collaboration on joint research, and access to global resources and expertise.
- Promotion of Diversity and Inclusion: Support initiatives to increase representation and participation in underrepresented groups. to ensure equitable access to opportunities and resources for all.
- Policy Advocacy: Advocate for science-based policies and funding mechanisms that support the growth and sustainability of the scientific sector.
- Public Engagement and Outreach: Promote scientific literacy and inspire future scientists through outreach programmes.

We will enter this new financial year with an invigorated vision and mission, committed to our contributions to the NDP and the national priorities.

On behalf of the Council, I would like to thank the Minister of Higher Education, Science and Technology, Prof Blade Nzimande, MP; the Honourable Deputy Minister, Mr Buti Manamela, MP; and officials of the DSI, for their unwavering support. I also extend my gratitude to fellow Council Members, the CEO, Dr Nompumelelo Obokoh, the Management Team, SACNASP employees, and all the VAs and registered scientists for their dedication and contribution to our success.



Prof KA Nephawe Pr.Sci.Nat.

Chairperson

25 August 2024

A portrait of Dr Nompumelelo Obokoh, a woman with short, curly dark hair, wearing black-rimmed glasses, a leopard-print jacket, and a pearl necklace. The background is a solid blue color. Above her head, there is a faint geometric pattern of lines and dots.

Dr Nompumelelo Obokoh (Pr.Sci.Nat.)

OVERVIEW BY THE CHIEF EXECUTIVE OFFICER

As we reflect on the 2023/24 financial year, I am proud to present the annual report of SACNASP. The report highlights our significant accomplishments and provides a thorough review of our financial and strategic performance. We have demonstrated robust governance practices, ensuring stability and resilience. Our strategic initiatives and dedicated team have been pivotal in driving our success, positioning us well for continued growth and excellence in the years to come.

One of the most significant achievements this year has been the remarkable increase in the registration of scientists. This surge is a testament to the growing recognition of the importance of professional registration and the value that SACNASP brings to the scientific community. It also reflects our successful outreach and engagement initiatives, which have highlighted the benefits of registration, including professional recognition, career development opportunities, and adherence to ethical standards.

We also celebrated the 20th anniversary of SACNASP under the Natural Scientific Professions (NSP) Act. No 27 of 2003. This milestone is a momentous occasion for us, offering an opportunity to reflect on our journey, celebrate our achievements, and set our sights on the future in advancing the professionalisation of the natural science domain. It became evident over the past two decades, that SACNASP has evolved into a cornerstone of the natural scientific community in South Africa, advancing professionalisation, scientific integrity, and inclusivity.

GENERAL FINANCIAL OVERVIEW

SACNASP has maintained prudent budgeting practices, leading to strong financial performance over the past year. Our financial position remains stable, with total revenue reaching R33,405,752. Total expenditures amounted to R32,012,654, resulting in a surplus of R1,393,098, which represents 4.17% of our revenue.

Our revenue is mainly derived from two sources: R19,113,478 from application and registration fees paid by registered scientists, and R13,136,111 from project funding provided by the Department of Science and Innovation (DSI), along with R1,111,062 in investment revenue. This funding supports our mandate and contributes to the National Development Plan (NDP) 2030 imperatives. In addition, we received R45,101 from the National Research Foundation-South African Agency for Science and Technology Advancement (NRF-SAASTA) to support National Science Week activities.

SPENDING TRENDS

Over the years, SACNASP executed its mandate within the framework of four programmes as defined in the project funding agreement with the Department of Science and Innovation (DSI). These programmes are Continuing Professional Development (CPD), Candidate Mentoring Programme (CMP), Information and Communications Technology (ICT), and Regulations. This financial year marks the final year that our expenditure will be driven by this funding agreement, as we transition to baseline funding starting on 1 April 2024.

SACNASP has strategically increased spending across all areas to enhance its value proposition for scientists, with a particular emphasis on lifelong learning initiatives. In response to the rising threat of cyber-attacks, we have significantly increased our investment in ICT to strengthen our defences and ensure the security of SACNASP's data. These measures are essential for maintaining the trust and confidence of our stakeholders while fostering a culture of continuous improvement and resilience.

Table 1: Spending trends over the past three years

	2021/22	2022/23	2023/24
Administration	R8 438 291	R9 808 850	R9 310 032
CPD	R1 553 037	R3 991 074	R3 874 660
CMP	R2 267 426	R2 190 440	R3 836 211
ICT	R1 140 005	R1 629 766	R3 207 525
Regulations	R111 053	R50 299	R1 569 450

CHALLENGES EXPERIENCED AND RESOLVED (BAD DEBTS)

BAD DEBT REGISTERED SCIENTISTS WRITTEN OFF PER CATEGORY

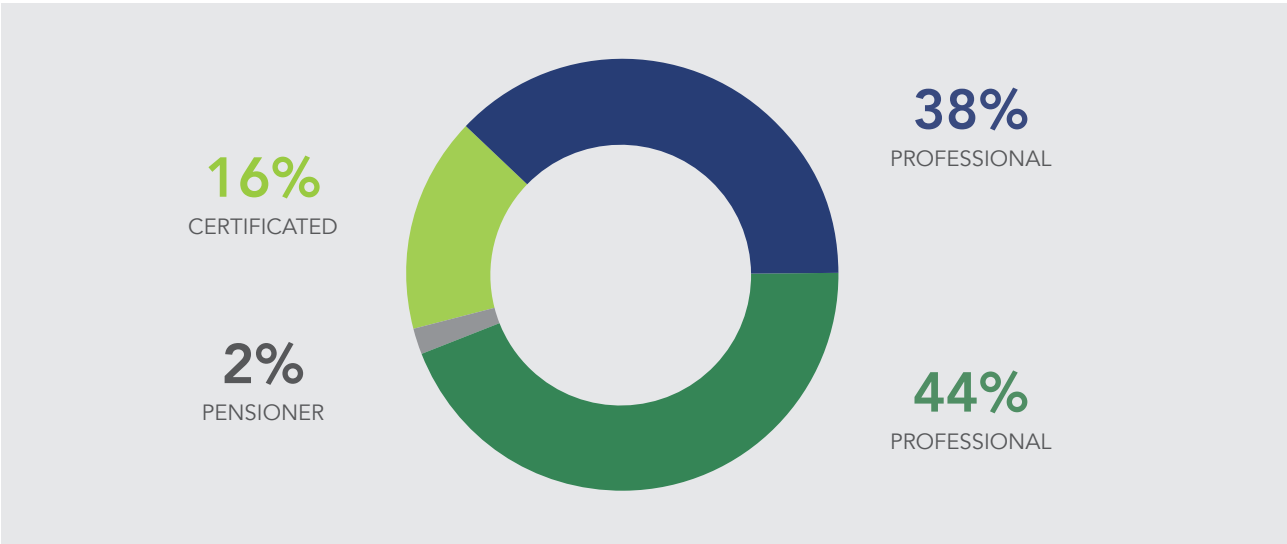


Figure 1: Bad debt written off by category of registration

Table 2: Bad debt over the past three years

Item/Year	2021/22	2022/23	2023/24
Bad debts	R4 153 562	R4 131 562	R3 174 318

In the 2023/24 period, SACNASP saw a reduction in bad debts compared to the previous two years (see Figure 2). This improvement was driven by a dedicated management team and the Audit, Risk, and ICT Committee. A targeted initiative aims to significantly reduce bad debts by the end of Q3 2024/25, focusing on recovering debts over 120 days due and preventing future debts with improved billing systems, effective communication, and early intervention. This proactive approach will enhance member retention and compliance, improving SACNASP's financial stability and enabling continued support for essential services and initiatives.

This initiative aligns with SACNASP's strategic objectives by minimising the risk of losing professionals due to financial constraints or disenchantment with the registration value proposition, thereby supporting our overarching goal of retaining scientists.

CAPACITY CONSTRAINTS

A fundamental constraint identified by the Council is that the current workforce remains overstretched due to under-resourced departments, posing a strategic risk to service delivery. To address this, a work study project has been initiated and will be completed in 2024. It is anticipated that with the resulting organisational redesign in line with the draft NSP Bill in progress, we will create a fit-for-purpose SACNASP, enabling it to adequately fulfill its mandate.

NEW OR PROPOSED KEY ACTIVITIES

SACNASP has been working on four exciting new programmes to enhance the value proposition it offers.

1. **Towards enhancing SACNASP's registration and operational processes with AI:** To future-proof and streamline its registration and operational processes, SACNASP engaged with the University of Johannesburg Business School (JBS) on a pilot project titled "Improving the Operations of SACNASP with Artificial Intelligence and Other Digital Tools." The initiative began with a hackathon serving as a pilot and culminated in the signing of a Memorandum of Understanding (MoU) on November 9, 2023.
2. **Employer Champion Programme (ECP):** This programme encourages and provides a complete support system to employers who are committed to helping their scientific employees attain professional registration. SACNASP's value proposition of the ECP includes:
 - Providing resources and templates to support professional registration activities.
 - Actively supporting registered staff to maximise their professional body membership, meet CPD requirements, and adhere to professional conduct codes.
 - Validating internal scientific training materials and courses for CPD at no cost, allowing employees to earn CPD points internally.
 - Facilitating on-site registration for staff of Employer Champions.
3. **Natural Science Student Chapter (NASSC):** SACNASP has collaborated with the Engineering Council of South Africa (ECSA) student Chapter to establish a Natural Science Student Chapter. The concept was introduced to WITS university students, with plans to pilot it with students from Tshwane University of Technology and the University of Johannesburg through their Faculty of Sciences.
4. **Natural Scientific Professions e-Academy (NASPEA):** SACNASP is developing a concept note for the establishment of an e-learning academy. This platform will offer courses to help applicants who are not currently eligible for registration to attain the necessary qualifications for registration (a bridging course). Additionally, NASPEA will serve as the central portal for all SACNASP CMP and CPD training programmes.

SUPPLY CHAIN MANAGEMENT

SACNASP has a functional and compliant supply chain management (SCM) system, aligned with its policies and procedures. Our SCM processes are effective and efficient, but there is a recognised need for appropriate expertise to support SACNASP's growth and ensure adherence to best practices. All suppliers and service providers are required to be registered on the National Treasury's Central Supplier Database. SACNASP remains fully compliant with all SCM processes and systems, and there were no unsolicited bid proposals during the year under review.

AUDIT REPORT MATTERS IN THE PREVIOUS YEAR

SACNASP received an unqualified audit in the 2022/23 FY. Two audit findings were not material or significant.

- Provision for leave pay to be corrected.
- Ensure that fixed assets are correctly included in the property, plant and equipment notes in the annual financial statements.

Both findings were addressed. Based on the indicative figures and the going concern assessment, SACNASP remains viable for the foreseeable future.

OUTLOOK/FUTURE PLANS TO ADDRESS FINANCIAL CHALLENGES

Guided by the Minister's Directives, SACNASP has been fostering key partnerships with national and international organisations. Internationally, two pivotal events in the latter part of FY 2023/24 have solidified SACNASP's partnership with the China Association of Science and Technology (CAST).

Firstly, with the support of the International Cooperation and Resources (ICR) department at the DSI, a delegation of Council members and young scientists attended the World Women in Science Conference in October 2023, held in Shaoxing, Zhejiang, China.

Following this, SACNASP hosted a delegation from CAST, led by Dr. Qinghai Meng, Vice President, and Executive Secretary of CAST. The purpose of this visit was "Building Bridges: Science Engagement through South Africa-China Collaboration." SACNASP aims to sustain this relationship with mutually beneficial exchanges in 2024/25.

Nationally, SACNASP is exploring strategic relationships with the Sector Education and Training Authorities (SETAs) to enhance the skills development programmes. Additionally, there have been significant activities with Nestlé South Africa, Tiger Brands, and the SASOL Foundation.

Looking to the future, SACNASP remains committed to enhancing its services, supporting scientists, and upholding the highest standards of professionalism and ethics. The focus will be on fostering innovation, promoting interdisciplinary collaboration, and addressing the scientific challenges of our time.

ACKNOWLEDGEMENT/S

I would like to extend heartfelt gratitude to the Hon. Minister of Higher Education, Science & Innovation, Prof B.Z. Nzimande, the Hon. Deputy Minister Mr Buti Manamela MP, the Director-General and the staff of the DSI, the Chairperson of Council, Prof Khathutshelo Nephawe and Council members, staff, and all our registered scientists and partners for their unwavering support and dedication. Your contributions are the cornerstone of our success. Together, we will continue to build a vibrant and dynamic scientific community that drives progress and makes a meaningful impact on our society.



Dr Nompumelelo Obokoh Pr.Sci.Nat.
Chief Executive Officer
25 August 2024

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 Chartered Accountants Incorporated.
- The Annual Report is complete, accurate, and 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 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 2024.



Prof K Nephawe
Pr.Sci.Nat.
Chairperson



Dr Nompumelelo Obokoh
Pr.Sci.Nat.
CEO

STRATEGIC OVERVIEW



VISION

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



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.



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.



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), as amended by the Science, Technology Laws Amendment Act 7 of 2014, 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

SACNASP is not listed as a scheduled entity under the Public Finance Management Act (PFMA). SACNASP serves as the legislated regulatory body for natural science professionals in South Africa, covering various scientific fields and their applied derivatives.

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) as amended by the Science, Technology Laws Amendment Act 7 of 2014. 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 must 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 (DSI) 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 NSP Act comprise 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 three 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.
5. Changes will 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.



Figure 2: SACNASP alignment to National Priorities

SACNASP has considered these 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; and
- Promote science engagement.

7.5 IMPLEMENTATION OF THE DECADAL PLAN 2022-2030

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

- Modernisation of agricultural, manufacturing and mining sectors.
- Exploitation of new sources of growth, particularly the digital and circular economy; and
- Large research and innovation programmes in the areas of health and energy.

SACNASP can make significant contributions in several key areas:

Human Resource Development and Public Sector Capacity Building: Integrate continuing professional development (CPD) and science engagement into public sector strategies to enhance capabilities and ensure scientific professions influence public policy.

Championing Transformation, Diversity, and Inclusivity: Lead efforts to transform natural scientific professions by prioritising diversity and inclusion, elevating science engagement, and increasing the visibility of these professions across various demographics starting from the school level.

Evaluating Basic Sciences: Conduct evidence-based research to highlight the enduring importance of natural sciences amidst the focus on ICT/AI and 4IR technologies, ensuring these professions remain relevant and indispensable.

7.6 TACKLING GRAND SOCIETAL CHALLENGES:

Future of Skills, Education, and Work: Assess employment sectors for scientists and workplace changes needed to address emerging challenges and help guide policy and practice.

Climate Change and Environmental Sustainability: Explore changes in the natural science professions related to disaster management, environmental management, metrology, and climatology ensuring effective planning and response.

Role in the Decadal Plan: Assist in rebuilding state capabilities by supporting Government initiatives, particularly in disaster risk management, and ensuring DSI efforts are well-targeted and effective.

Developing Partnerships and Demonstrating Value: Collaborate with the Department of Public Service and Administration (DPSA) to create strategic partnerships and incentives. Highlight the impact of SACNASP's work through case studies that demonstrate benefits and value, emphasising contributions to national priorities.

Alignment with the MTSF: Ensure SACNASP's strategies and actions align with the Medium-Term Strategic Framework (MTSF) to effectively address national priorities and enhance intervention outcomes.

Gender Responsive Planning Budgeting Monitoring Evaluation and Auditing Framework (GRPBMEAF)

All government departments, public entities, provinces, and municipalities are mandated to deliver on women's transformation and gender equality, youth development and the rights of persons with disabilities.

SACNASP has continued to reach out to Women, Youth and Persons with Disabilities (WYPD). The CMP programme specifically promotes programmes where the focus is on the involvement of women and people with disabilities. SACNASP continues to register more female natural scientists than males annually and the ratio of females to males on the total database is increasing annually.

Going forward, SACNASP will also establish outreach and capacity-building programmes to facilitate the effective institutionalisation and mainstreaming of the Framework and transformation targets will be embedded in the entity's procurement and performance plans.

8. ORGANISATIONAL STRUCTURE

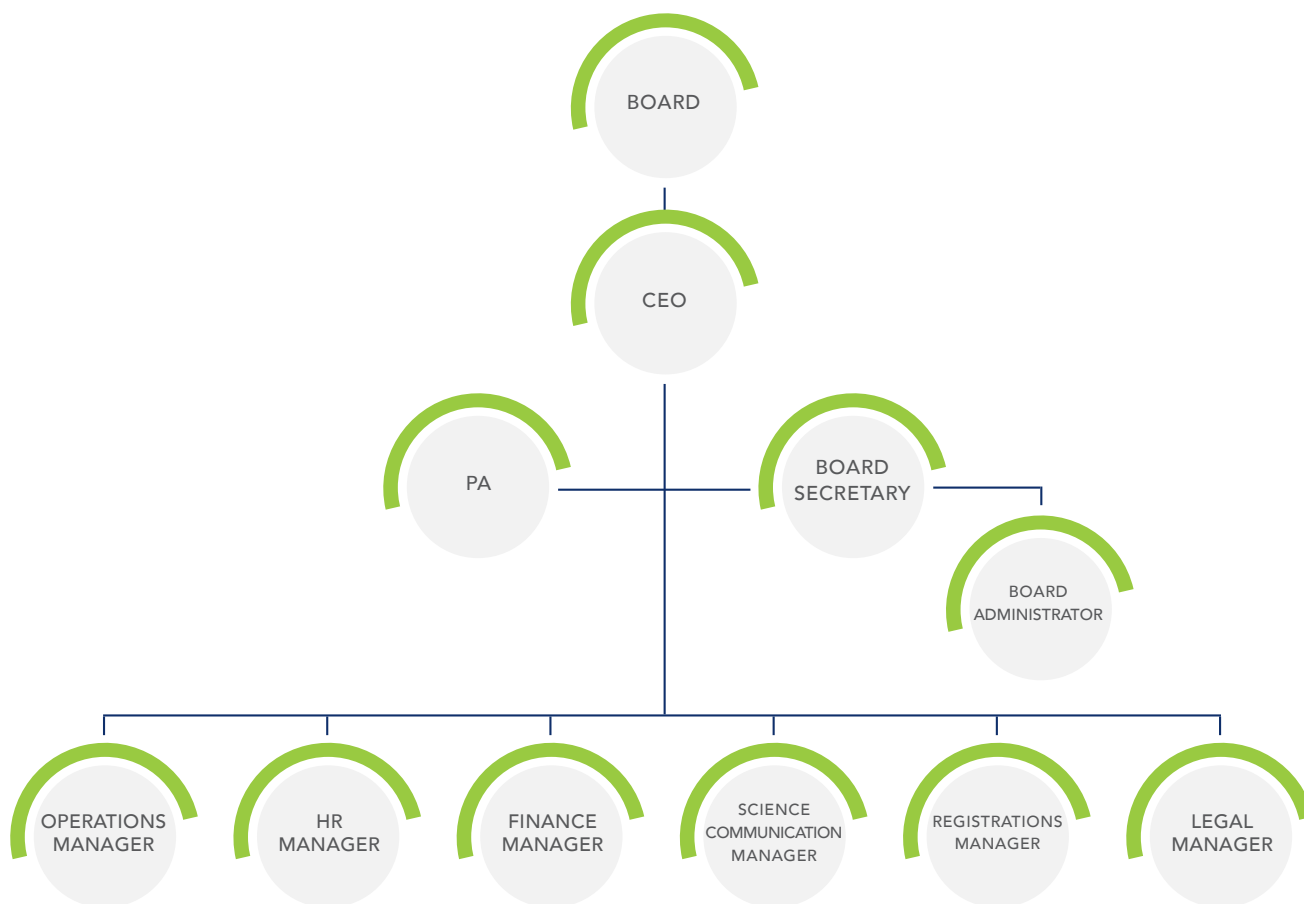


Figure 3: SACNASP organogram 2023/24

8.1 SACNASP COUNCIL

COUNCIL FROM 1 SEPTEMBER 2021

Prof Khathutshelo Nephawe *Pr.Sci.Nat.* (Chairperson)
 Prof Vanessa Steenkamp *Pr.Sci.Nat.* (Deputy Chairperson)
 Mr Neale Baartjes *Pr.Sci.Nat.*
 Dr Gerhard Cilliers *Pr.Sci.Nat.*
 Prof Roelof Coetzer *Pr.Sci.Nat.*
 Prof Sonali Das *Pr.Sci.Nat.*
 Prof Roseanne Diab *Pr.Sci.Nat.*
 Prof Inger N Fabris-Rotelli *Pr.Sci.Nat.*
 Mr Sylvester C Jewell
 Dr Tiisetso E Lephoto *Pr.Sci.Nat.*
 Dr Magezi K Mabaso *Pr.Sci.Nat.*
 Prof Peaceful L Mabeta
 Ms Matuloe P Masemola (CA) SA

Dr Mona Ben Matiwane *Pr.Sci.Nat.*
 Prof Raseelo J Moitsheki *Pr.Sci.Nat.*
 Prof Ntebogeng Sharon Mokgalaka-Fleischmann *Pr.Sci.Nat.*
 Dr Sagren Moodley (Minister's Representative)
 Ms Leanda-Marsha Mtshali
 Prof Azwindini Muronga
 Prof Desmond Musetsho *Pr.Sci.Nat.*
 Mr Bishop Ngobeli
 Mr Mpho Sekgala
 Dr Johan Strauss *Pr.Sci.Nat.*
 Dr Juanita van Heerden *Pr.Sci.Nat.*
 Dr Phillia R. Vukea (resigned December 2023)



8.2 SACNASP STAFF (AS OF 31 MARCH 2024)

Dr Nompumelelo Obokoh (Pr.Sci.Nat.), Desiree Fisher, Jessica Grobler (Pr.Sci.Nat.), Terrence Mangalana, Dr Matshidiso Matabane (Pr.Sci.Nat.), Bongeka Mojafi, Tsapo Seima, Sarah van Aardt.

Sujo Abraham, Vanessa Keartland (Pr.Sci.Nat.), Yolanda Jacobs, Phutiane Letsoalo (Pr.Sci.Nat.), Pontsho Mamabolo, Hellen Mkhabela, Lientjie Mogano, Boitumelo Motaung, Tobi Mzobe (Pr.Sci.Nat.), Monde Salaze.

Stella Baloyi, Lungile Buthelezi, Lerato Hlongwane, Aviwe Khewana, Agnes Ledwaba, Khanyisa Lukwe, Tumiso Machete, Vuyiswa Mahlangu, Caroline Matseke, Puckson Mhlongo, Violet Modiselle, Suzan Pitso, Boitumelo Semenya.

PART B

PERFORMANCE

INFORMATION



1. AUDITORS REPORT PREDETERMINED OBJECTIVES

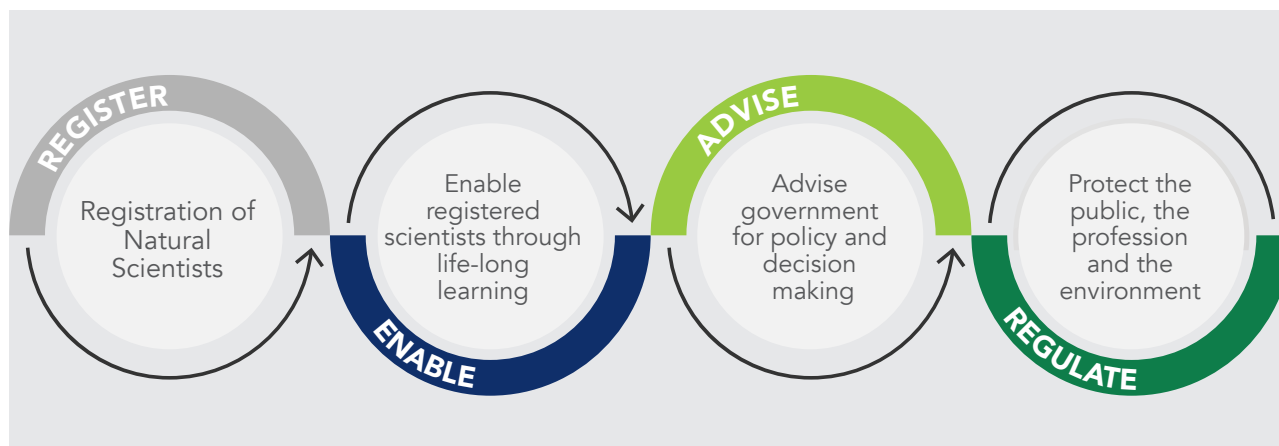
The auditor currently performs the necessary audit procedures on the performance information to provide reasonable assurance in the form of an audit conclusion.

Refer to the Report of the Auditors report page 77 as part of the Financial Information.

2. SITUATIONAL ANALYSIS

2.1 SERVICE DELIVERY ENVIRONMENT

2.1.1 SACNASP'S MANDATE IS TO REGISTER, ENABLE ADVISE AND REGULATE (REAR)



REGISTER

- A total of 3 101 applications was received this year, compared to 2 695 applications in the previous year. The previous year saw a high number of applications in the fourth quarter, particularly in the fields of Agricultural Science and Extension Science, due to an extension science project initiated by the Department of Rural Development and Land Reform (DALRRD).
- As a result of the increase in applications from the previous Q4 FY 2022/23, SACNASP experienced an upward trend in registrations, with a total of 2 665 applications registered, reflecting an increase from the previous year. However, this surge negatively impacted the SACNASP office's ability to process the applications within the desired timeframes.
- The proportion of women registrants (including existing scientists upgrading) accounted for 61%, while the racial profile of registrants was Black 84%, White 11%, Asian 3% and Coloured 2%.
- As of the end of the year, the total number of scientists registered on the SACNASP registration database, stood at 16 205.

Table 3: SACNASP registered scientists by category 2023/24

Category	Total
Professional	7 261
Certificated	1 977
Candidate	6 967
Total	16 205

ENABLE

- 782 natural science students from various Higher Education Institutions (HEIs) enrolled in SACNASP's students' programme.
- 268 mentees participated in CMP. The ratio of females to males was 70:30.
- The CPD Programme ensures that registered scientists stay up to date with advances in their field. Currently, 50% of scientists on the SACNASP database participate in CPD.

ADVISE

- SACNASP conducted fourteen webinars to promote public understanding of natural scientists' contributions to society, thus contributing to building a science-engaged citizenry.

REGULATE

- Governance is crucial to SACNASP's mandate to protect the profession, the public, and the environment. The Professional Conduct Committee (PCC) reviewed and investigated several cases of improper conduct. However, during the reporting period, no charge sheets were issued, and no disciplinary hearings were conducted.

**SACNASP achieved
eight out of ten (80%)
of its output indicators**



2.1.2 INSTITUTIONAL REVIEW

SACNASP completed its first Institutional Review in December 2023. There were 20 recommendations and 5 commendations.

The recommendations, tabulated below, will form the basis for the Annual Performance Plan 2024/25 and the Strategic Plan 2025/30.

Table 4: List of recommendations from the Institutional Review team by the SACNASP Unit

Legal
Ensure the Bill is submitted to Parliament as soon as possible.
Ensure equal representation of VAs when Board members are reduced to a maximum of 16 (new Bill).
Consequences for instances of misconduct should be made known, as is done by other professional bodies.
Finalise the delineation of work issues between SAVC and SACNASP.
Registration
The Core Competencies framework must be workshopped with the VAs.
Streamline the registration process.
Ensure procedures cover the registration of scientists with inter-disciplinary degrees.
Science communication and marketing
Increase SACNASP's value proposition through VAs.
Promote registration benefits.
Strengthen SACNASP's relationship with HEIs, VAs, and all relevant stakeholders within the National Systems of Innovation (NSI).
Lifelong learning
Encourage VAs to do more lifelong learning activities and roll out of CMP.
Training on CPD portal and acquiring credits.
Ensure greater recognition of mentors.
Finance
Consider different fee models.
General
Detailed dashboard of achievements in Annual Report.

2.2 ORGANISATIONAL ENVIRONMENT

2.2.1 STAFF CAPACITY CHALLENGES

During the period under review, SACNASP faced challenges due to a shortage of staff in critical positions in the fields of Legal, HR, and ICT. Some progress was made during the year, with the appointments of a Legal Manager in October 2023 and an HR Manager in December 2023. However, attracting skilled and qualified staff remains a persistent challenge.

The key challenges identified are:

- High staff turnover, including the resignations of the legal practitioner, financial accountant and scientific advisor.
- Attracting skilled personnel due to the low remuneration offered.
- Succession planning due to the lack of necessary skills within the organisation.

2.2.2 WORK STUDY EXERCISE

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 essential activities are critical to improve the retention of skilled personnel and to fill critical positions at SACNASP. This project will be finalised in Q2 2024/25.

2.3 KEY POLICY AND LEGISLATIVE CHANGES

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

3. PROGRESS TOWARDS ACHIEVEMENT OF INSTITUTIONAL IMPACTS AND OUTCOMES

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

- SO-OG 1** Proactively advises 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 the 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.

3.2 ACHIEVEMENTS AGAINST THE ANNUAL PERFORMANCE PLAN

SO-OG 1 Proactively advises Government and relevant stakeholders on the contributions and role of the natural scientific professions in South Africa

While SACNASP works closely with Government, its key role is to identify areas where they can contribute to policy and decision-making 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.

SACNASP is collaborating with Enterprises University of Pretoria on its third report, "The skills and competencies required for the future natural scientist amid societal grand challenges in South Africa".

Report plan:

- Conduct a situation analysis on the existing skills lists relevant to the natural sciences, evaluating their applicability to present-day requirements and assessing whether they are future-proof (still applicable in the future).
- Conduct a gap analysis to identify any missing or overlooked skills that are critical in the field.
- Investigate the local and international key drivers of change that shape the natural science sector.
- Benchmark South Africa's skills requirements in the natural sciences with the international labour market.

By using innovative approaches and methodologies, the report will identify future skills and competencies required for natural scientists not addressed in the existing skills list in addressing societal grand challenges. Future skills and competencies should also consider non-technical skills (such as softer skills) that may be required in the era of the 4IR.

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

Outcome	Output Indicator	Audited Actual Performance	Audited Actual Performance	Planned Annual Target			
		2021/22	2022/23	2023/24	Actual Achievement	Deviation	Comments
Outcome 1 Provide reports on relevant Government policy matters.	Number of reports developed to inform Government policy and legislation every two years.	Drafting the RFQ on the brief titled "The skills and competencies required for the future natural scientist amid societal grand challenges in South Africa".	Establishing a study reference group to guide the development of ToRs for the second report. "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".	Enterprises University of Pretoria was appointed as the service provider to conduct the study. The SLA was signed in Q4 2023/24.	The target was not achieved.	The DSI recommended the formation of a study reference group to guide the development of the report. The report will be developed and submitted to the DSI by Q4 2024/25.

SO-OG 2 – Enforce high professional and ethical standards for the natural scientific workforce

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.

SACNASP has implemented an efficient framework for registering and overseeing professionals in the field of natural sciences across various sectors, encompassing industry, higher education institutions, Government, and state-owned enterprises. This advancement has bolstered SACNASP's responsibility in regulating practices and ensuring the safeguarding of public interests, environmental preservation, and professional integrity.

Figure 4 indicates the key reasons why natural scientists should register with SACNASP.

In essence, SACNASP is dedicated to upholding and advancing high standards of professional conduct within the natural sciences in South Africa, while also nurturing continual progress and expansion within the field. Through these efforts, SACNASP is actively fostering a resilient and dynamic scientific community poised to make substantial contributions to the prosperity and welfare of South Africa

SACNASP continues to improve the systems and processes required for registration – there are projects in the pipeline to merge the CPD and application portal and introduce an enhanced CMP portal.

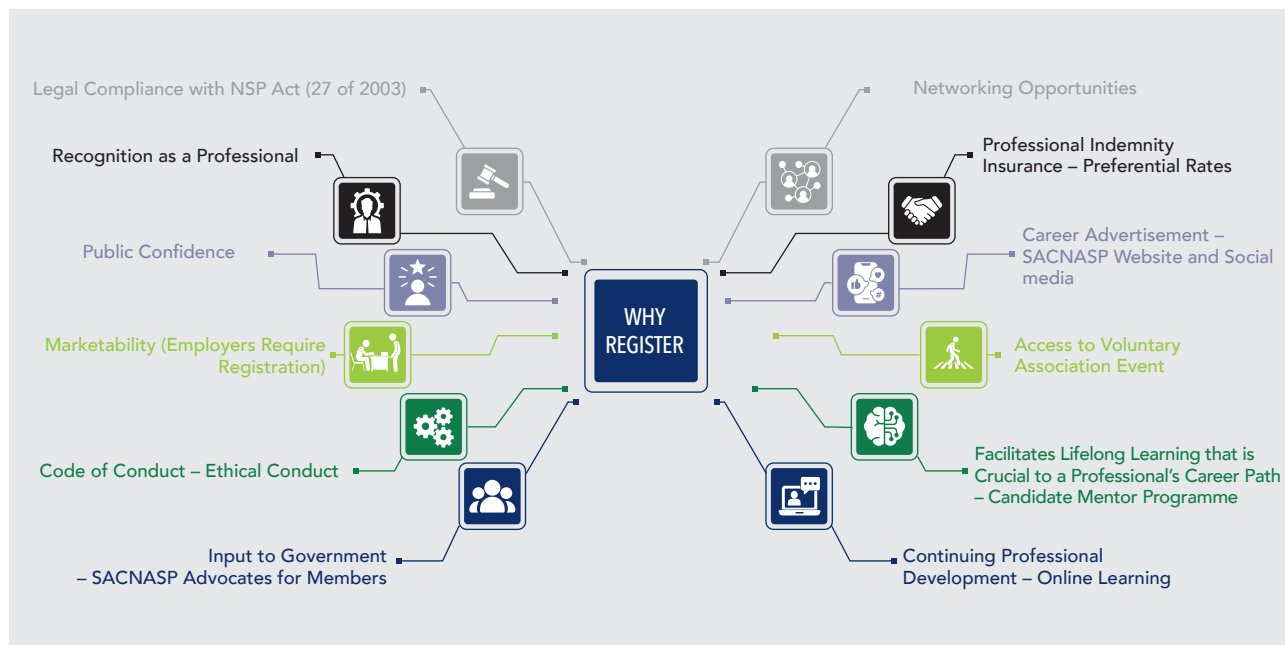


Figure 4: Why should natural scientists register with SACNASP?



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

Outcome	Output Indicator	Audited Actual Performance	Audited Actual Performance	Planned Annual Target			
		2021/22	2022/23	2023/24	Actual Achievement	Deviation	Comments
Outcome 2 Number of registered natural scientists at SACNASP	a) Number of annual registrations at SACNASP	1 820	2 150	1 500	2 665	+1 165	Target was over-achieved. SACNASP intensified its marketing initiatives and value propositions to stakeholders which increased registration numbers.
	b) Proportion of applications processed within the correct time frames	89%	93%	72%	56%	-37%	Target not achieved. The surge in applications from the previous year hampered efforts in processing applications within the prescribed timeframes. Efforts are in place to clear the backlog early 2024/25.
	c) Proportion of scientists retained annually	81%	80%	80%	93%	+13%	Target was over-achieved. Science engagements and communication initiatives, CMP and CMP programmes were enhanced to ensure registered scientists understand the value of SACNASP registration.

SO-OG 3 – Promote the natural science professions and science engagement in South Africa.

It is vital that SACNASP engage with science professionals and the public to encourage conversations about science. This engagement will lead to informed decision-making, as a population well-versed in scientific principles is better equipped to make choices about issues that affect their lives and communities. Promoting science engagement can also help diversify the scientific community, ensuring that a wide range of perspectives and talents contribute to scientific progress. This inclusivity can lead to more innovative and comprehensive solutions to complex problems.

Furthermore, encouraging interest and engagement in the natural sciences can create a more educated and skilled workforce, which is vital for the country's progress. It helps bridge the skills gap and prepares young people for careers in high-demand fields. Highlighting the importance and contribution of natural sciences can inspire future generations to pursue careers in these areas, which is essential for the long-term sustainability of the scientific workforce and for nurturing a culture of curiosity and discovery.

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

Outcome	Output indicator	Actual performance	Actual performance	Planned annual target			
		2021/22	2022/23	2023/24	Actual achievement	Deviation	Comment
Outcome 3 Facilitate public awareness to address national priorities.	The number of public awareness and engagement initiatives conducted to foster an understanding of the contribution of the natural science profession.	8	8	8	14	+6	Target was overachieved. This was due to SACNASP's intensified marketing efforts, including conferences, student research symposia, webinars, and industry guest talks. In addition to SACNASP's planned events, industry invitations further enabled SACNASP to exceed this target.

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 (see Figure 6).

The United Nations Sustainable Development Goal 4 is a commitment to “ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.” This goal is a pivotal driver for positive change, emphasising the transformative power of education in fostering a sustainable and equitable world.

The 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.

The 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 (see Figure 5).

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.

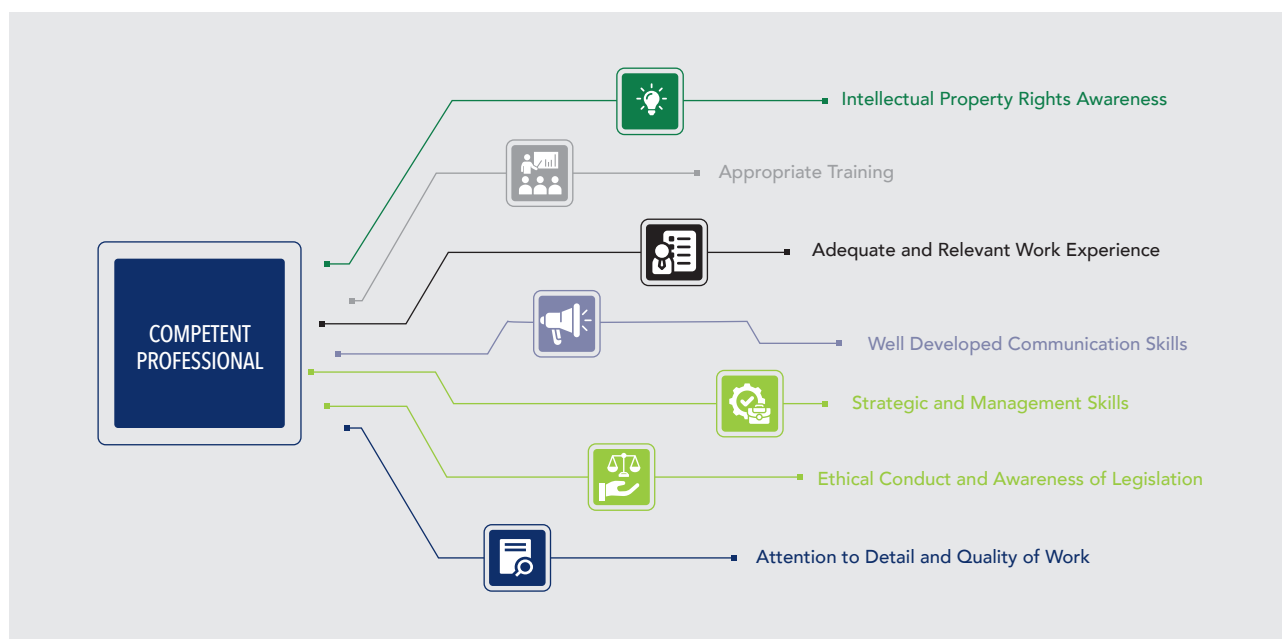


Figure 5: Requirements to become a competent scientist

SACNASP has been actively collaborating with HEIs to raise awareness among students about the registrability of their chosen studies with SACNASP. In 2023, SACNASP partnered with the University of Johannesburg Business School to use the capabilities of digital technologies including artificial intelligence (AI). This collaboration aims to speed up identifying whether courses are registerable or non-registerable with SACNASP. In addition, this partnership will incorporate technological innovations into SACNASP’s registration process facilitating the timely processing of applications and accommodating increasing application volumes.

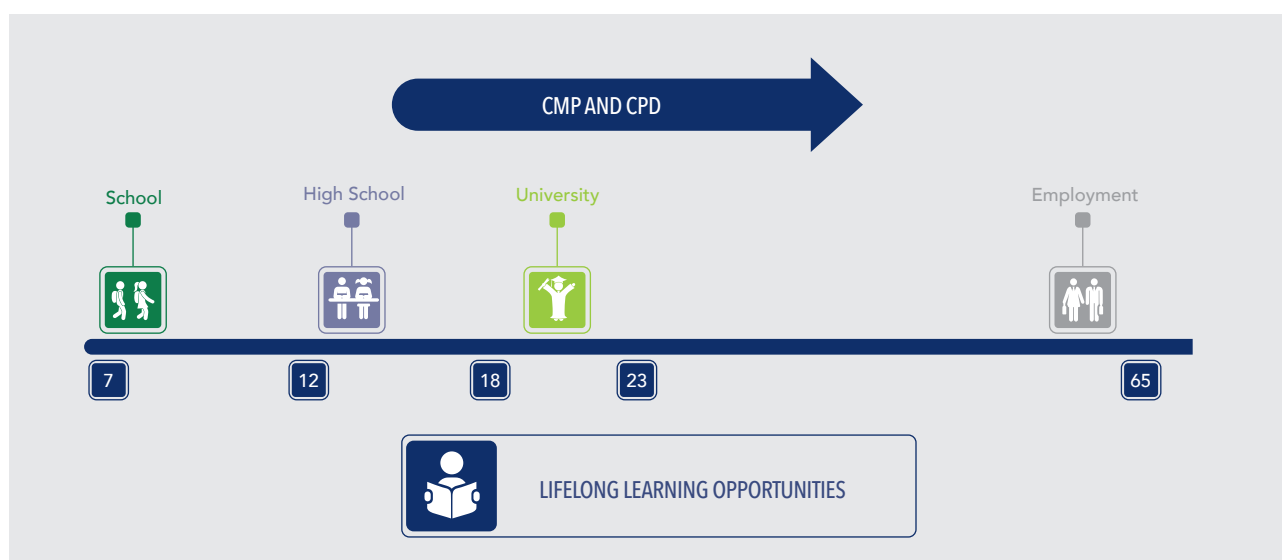


Figure 6: Path towards lifelong learning and skills development

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

Outcome	Output indicator	Audited actual performance	Audited actual performance	Planned annual target			
		2021/22	2022/23	2023/24	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.	37%	42%	50%	50%	None	Target achieved.

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

Outcome	Output indicator	Audited actual performance	Audited actual performance	Planned actual target			
		2021/22	2022/23	2023/24	Achievement	Deviation	Comment
Outcome 5 Transformation of the natural science sector to increase participation of designated groups	Number of women and youth participating in SACNASP students' enrolment programmes.	25	1076	700	782	+82	Target was over-achieved. SACNASP embarked on a dedicated marketing drive focussing on student enrolment.
	Number of women and youth participating in the CMP programme.	17	42	100	268	+168	Target was over-achieved. Strategic partnerships with UVU Bio and Nemtech significantly increased SACNASP's mentorship uptake.



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

Outcome	Output indicator	Audited actual performance	Audited actual performance	Planned actual target			
		2021/22	2022/23	2023/24	Achievement	Deviation	Comment
Outcome 6 To contribute towards education qualifications and learning pathways for natural scientists.	The number of HEI natural science programmes evaluated for endorsement in conjunction with the CHE.	New target	356	6	216	+210	Target was over-achieved. SACNASP employed two interns dedicated to completing the evaluations of all qualifications across various HEIs.

SO-OG 5 – Foster a culture of good corporate governance.

SACNASP instituted and executed systems aimed at ensuring adherence to legislative and policy frameworks, encompassing the identification and management of all associated risks and internal controls. Consistent with this commitment, in 2023, an internal auditor was appointed and tasked with providing internal audit services to SACNASP. The recommendations of the 2023/24 Internal Audit will be actioned in the 2024/25 FY. Additionally, a new strategic risk register was formulated for appraisal by both management and Council.

Strategic Objective 5: To foster a culture of good corporate governance

Outcome	Output indicator	Audited actual performance	Audited actual performance	Planned annual target			
		2021/22	2022/23	2023/24	Achievement	Deviation	Comment
Outcome 7 Compliance with legislative and policy framework.	Unqualified audits achieved.	Unqualified audit.	Unqualified audit.	Unqualified audit.	Unqualified audit.	None.	Target achieved.

3.3 PERFORMANCE LINKED WITH BUDGETS

Table 6: Linking performance with budgets

Programme/activity/ objective	2023/24			2022/23		
	Budget	Actual Expenditure	(Over)/Under Expenditure	Budget	Actual Expenditure	(Over)/Under Expenditure
	R	R	R	R	R	R
DSI Project: Continuing Professional Development Programme	4 300 945	3 874 318	426 627	3 100 000	3 991 074	(891 074)
DSI Project: Development of Candidate Mentoring Phase Programme	2 200 000	3 836 211	(1 636 211)	2 100 000	2 190 440	(90 440)
DSI Project: Information Technology Platform	1 500 000	3 207 525	(1 707 505)	2 500 000	1 629 766	870 234
DSI Project: Regulations	1 999 055	1 569 450	429 605	2 300 000	50 299	2 249 701
Total	10 000 000	12 487 504	(2 487 504)	10 000 000	7 861 597	2 138 421

Note: The over expenditure as per the table below are supported by unspent funds from the previous year. Therefore, the opening balance together with the current balance will equate to an under expenditure and not an over expenditure.

3.4 STRATEGY TO OVERCOME AREAS OF UNDERPERFORMANCE

SACNASP did not meet the target for output indicator 1 on “Number of reports developed to inform Government policy and legislation every two years”. Although two biennial reports have been developed to inform Government policy and legislation, the third report was not concluded. Following consultations with the DSI, a study reference group comprised of external experts within the NSI was appointed to guide the report’s development. There were delays in the SCM process but the service provider for the third report has now been appointed and SACNASP will complete this report by the end of 2024/25.

In the previous financial year (2022/23), SACNASP experienced challenges with participation in the student enrolment programmes (Outcome 5) focusing on encouraging participation from women and youth. However, increased interventions at HEIs and increased marketing interventions have led to significant improvements in this outcome. This outcome still requires enhanced interventions to achieve the target for the entire strategic period.

Similar challenges were experienced in the CMP Programme in the 2022/23 reporting period. However, in 2023/24 strategic interventions were provided to these programmes to meet the targets. SACNASP engaged with organisations to encourage their mentees to register with SACNASP and grow SACNASP’s mentee database.

The two indicators associated with Outcome 5 – participation in student enrolment and CMP require intense focus in 2024/25, not only to achieve the Annual Performance Plan targets, but also the targets laid out in the Strategic Plan 2020/2025.

There have been challenges in the turnaround time for applications, resulting in our failure to achieve Outcome 2 b) The proportion of applications processed with the correct timeframes. The Memorandum of Understanding (MoU) entered into with the University of Johannesburg in November 2023 constitutes a pivotal component in the transformation of the application process, aimed at mitigating long waiting periods through the use of digital technologies including artificial intelligence (AI) functionalities. During the developmental phase of these features, SACNASP will concurrently undertake initiatives to expedite the manual processing of registration applications.

4. INSTITUTIONAL PROGRAMME PERFORMANCE INFORMATION

4.1 REPORT BY THE OPERATIONS DEPARTMENT

SACNASP's Operations Department offers a variety of support services, including Marketing, ICT, and HR. In December 2023, a new HR Manager was appointed, and the HR function began reporting directly to the CEO.

Centralised Azure Cloud platform:

Implementing a centralised Azure Cloud platform has greatly improved our ability to monitor servers, network, and security organisation wide. This approach provides better visibility and control, enhancing system reliability and security.

Integration of Microsoft Intune:

Adding Microsoft Intune has strengthened our device management capabilities, making endpoint management more efficient and ensuring compliance with security policies. This integration has simplified device provisioning and management, boosting overall productivity.

Upgraded telephone systems with Yeastar version:

Upgrading our telephone systems to the Yeastar version has enabled advanced functionalities such as setting up ring groups for all departments. Additionally, its integration capabilities with other systems will enhance communication efficiency within the organisation leading to smoother internal communication and improved collaboration.

Implementation of SendGrid Twilio for bulk invoicing:

Adopting SendGrid Twilio for bulk invoicing has streamlined our invoicing process and improved customer communication. This solution allows us to efficiently deliver invoices to a large number of clients, increasing customer satisfaction and reducing administrative overheads.

CHALLENGES:

Cybersecurity:

SACNASP has received increasing cybersecurity threats over the year. Concern about the security of the database was addressed with the internal auditor and in the 2024/25 FY a full investigation into system security will be conducted.

HANDLING HIGH VOLUME OF QUERIES:

Our main challenge is the high volume of daily queries, which the current system struggles to manage effectively. Despite our staff's efforts, SACNASP needs a more robust system to handle queries efficiently.

The ICT Department has made significant strides in enhancing the organisation's technological capabilities. However, addressing the challenge of managing high volumes of queries remains a top priority. By implementing a CRM system and integrating a ticketing system in the future, we aim to improve efficiency, enhance client satisfaction, and ensure timely resolution of queries across all communication channels.

4.2 REPORT BY THE REGISTRATION DEPARTMENT

The Registration Department received 3 101 new applications for new or additional fields of practice and upgrades during the 2023/24 financial year and 2 665 scientists were registered. The Registrations Department faced a high volume of applications due to the previous year's DALRRD programme aimed at recruiting 10 000 agricultural extension practitioners. This resulted in a growing build-up of pending applications with bottlenecks in both the Registration Department and the Professional Advisory Committees.

Table 7: Year-on-year registration of new scientists

2020/21	2021/22	2022/23	2023/2024
1 413	1 820	2 150	2 665

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 among the youth.

SACNASP is now able to measure the number of disabled natural scientists on the database as per the requirement of the Department of Women, Youth and Persons with Disabilities.

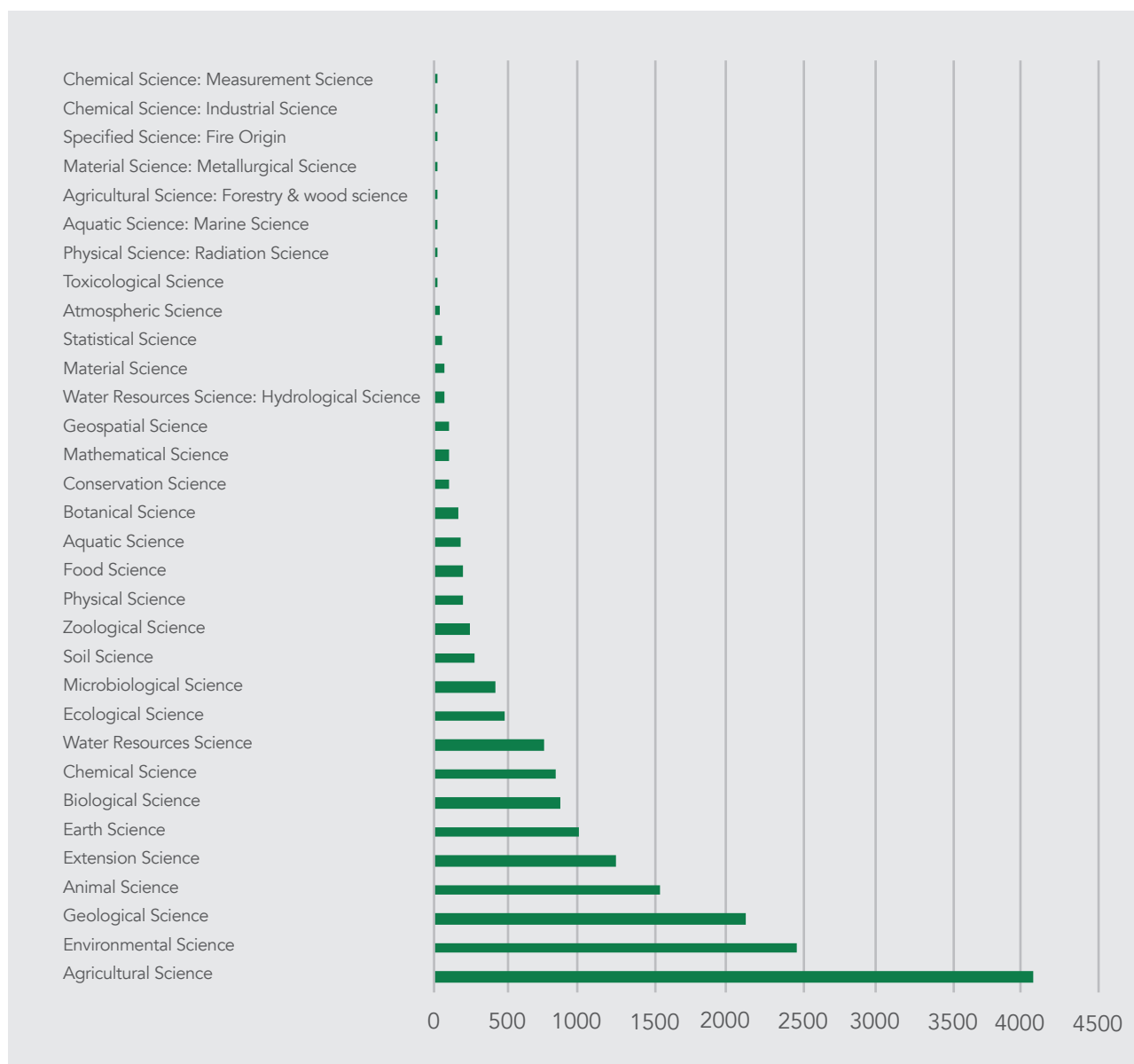


Figure 7: Total number of registered scientists by field of practice

The fields of practice with the highest registration numbers continue to be Agricultural Science, Environmental Science and Geological Science, as was the case in previous years. This is largely due to the strict registration requirements set by employers and government departments for scientists in these fields. Additionally, for Environmental Science and Geological Science, there are specific functions in the roles that can only be performed by registered scientists, such as the signing off of Competent Persons Reports.



4.3 REPORT BY THE FINANCE DEPARTMENT

SACNASP has achieved positive financial results during the year under review. Revenue increased by 3% compared to the previous year, primarily due to the implementation of percentage fee increases in 2023/24 and a higher number of applications, upgrades, and reinstatement fees received in the 2024 financial year. Strict budget controls contributed to a surplus of R1 393 098.

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. In 2024/25, the task team's work plan will focus on key strategies aimed at reducing the number of bad debtors. These strategies include enhanced debt collection and retention efforts by driving the value proposition of SACNASP, which will include expanding and promoting CPD and CMP programmes.

Funding from the DSI has been instrumental in marketing the business, implementing and maintaining IT systems for improved registration processes, and developing the CDP website. Importantly, SACNASP will now receive baseline funding starting in April 2024.

The Strategic Plan (2021-2025) and APP ensure that the Council adopts a strategic approach to financial planning by outlining a forward-looking strategy for a five-year period. This approach aligns the Council's strategic goals with the Government's priorities outlined in the NDP and considers the resources available to fund the delivery and achievement of these goals.

4.4 MARKETING AND STAKEHOLDER MANAGEMENT REPORT

Promoting the natural science professions and science engagement is vital for South Africa's development, resilience, and global standing. It empowers individuals, drives innovation, and effectively addresses both local and global challenges. 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, as detailed in Table 8 below.

Table 8: SACNASP's public engagement events for the 2023/24 FY

No	Description
1.	2 nd Africa-BRICS Youth Forum. SACNASP held a panel discussion on pathways into the labour market and self-employment for Natural Scientists, 26 to 28 June 2023
2.	Webinar "Transitioning towards the circular economy in South Africa", 21 June 2023
3.	Webinar "Climate change and biodiversity risks -an African perspective," August 2023
4.	Webinar "Using innovation to tackle water security challenges in South Africa, August 2023.
5.	20 th Anniversary Celebration – 20 years of advancing professionalism, scientific integrity, and inclusivity, November 2023
6.	Highlighting the urgency and importance of transforming Africa's food systems (side event at the Science Forum South Africa 2023), December 2023
7.	Adapting to a changing world. Pathways for Natural Science graduates in the labour market in alignment with the Science, Technology, and Innovation (STI) Decadal Plan (side event Science Forum South Africa), December 2023.
8.	Water Services Authorities Summit. The summit focussed on formulating action plans to address the deteriorating state of water services in South Africa, January 2024
9.	ARC-DALRRD Conference. SACNAP delivered a keynote speech highlighting the importance of regulating the food sector, in light of the mass food product recalls that occurred in South Africa in 2023, February 2024
10	The GDARDE Conference. SACNASP presented on the professionalisation of the private sector that was due on 1 April 2024, February 2024
11	University of Limpopo. Online presentation on the importance of professional registration and its relevance to protecting the profession.
12	South African Radiation Protection Association (SARPA); SACNASP had an exhibition.

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 in South Africa.

During the reporting period, SACNASP began to implement 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.

Key strategic activities included:

1. A highlight on SACNASP's calendar was the 20th anniversary celebration which acknowledged SACNASP's rich history, but also highlighted the collective effort and passion that defines SACNASP. The celebration also laid the foundation for an inspiring future. The reflections and commendations from distinguished speakers, including those from the United Nations University (UNU) and the Under-Secretary of the UN, Prof. Tshilidzi Marwala, as well as the inspiring message from Dr Gwen Ramokgopa, a health professional, gender, and political activist, served as powerful reminders of our collective responsibility to contribute to national development. We were also honoured to have a number of esteemed guests, including the Honourable Chairperson of the Portfolio Committee, Ms. Nompandolo Mkhathswa.
2. SACNASP received a special invitation to attend and exhibit at the International Association for Impact Assessment, South Africa (IAIAsa) 2023 Annual National Conference from 22 to 25 August 2023. Furthermore, Dr Nompumelelo Obokoh, CEO of SACNASP, was a member of a panel discussing the role of professional organisations in implementing ethics and compliance in relevant sectors, along with the Environmental Assessment Practitioners Association of South Africa (EAPASA), Engineering Council of South Africa (ECSA), Department of Public Service and Administration (DPSA) and the Department of Forestry, Fisheries and the Environment (DFFE). The panel discussion aimed to deliberate on the framework and processes established by professional organisations for addressing issues of misconduct by designated professionals.
3. SACNASP received a special invitation to attend and present at the 25th Biennial South African Association for Food Science and Technology (SAAFoST) Congress from 28 to 30 August 2023. Dr Nompumelelo Obokoh gave a talk on understanding the value of professional registration and compliance with the NSP Act providing an excellent opportunity to engage with various stakeholders in the sector.
4. On 30 November 2023, a delegation from the China Association for Science and Technology (CAST), led by Vice President and Executive Secretary Dr Qinghai Meng, visited as part of an initiative to foster collaboration between South Africa and China in the field of science. The visit, under the banner of "Building Bridges: Science Engagement through South Africa-China Collaboration," included a productive exploratory meeting with Mr Daan du Toit, Deputy Director-General for International Cooperation and Resources at the Department of Science and Innovation. In addition to high-level discussions, the delegation toured various facilities of the Council for Scientific and Industrial Research (CSIR), further cementing the bilateral science engagement. SACNASP also played a crucial role in hosting the delegation and facilitating presentations from both sides that underscored areas of shared interest and objectives. The planned collaborations between CAST and South African entities are set to span a diverse range of activities, including scholarly communication, science popularisation, the establishment of science and technology think tanks, and the promotion of international academic exchanges.
5. Discussions with Taylor & Francis on 28 November 2023, and during the Science Forum South Africa in December, aimed to explore collaborative training opportunities for SACNASP scientists in academic writing and publishing. This partnership aims to enhance the capabilities of SACNASP's registered scientists in authoring journal articles and scholarly books. Taylor & Francis submitted a preliminary concept document outlining the scope of this collaboration, which SACNASP is currently evaluating.
6. SACNASP was invited to the SheSTEAM Summit, organised by the African Research Collaboration (ARC), focusing on promoting STEAM (Science, Technology, Engineering, Arts, and Mathematics) education for young girls in disadvantaged areas. The Summit, held on 3 February 2024, offered SACNASP an opportunity to explore collaborative ways to effectively implement and enhance its own SheSTEAM education initiative.

Science Forum South Africa 2023

SACNASP, the Human Sciences Research Council (HSRC) and other partners hosted a side event at the Science Forum South Africa aimed at highlighting the urgency of transforming Africa's food systems. In addition, SACNASP hosted an event on their report "Adapting to a changing world – pathways for natural science graduates in the labour market."

Science Festivals Highlights

National Science Week (NSW) is an annual event designed to exhibit and communicate awareness of science. It is an initiative of the Department of Science and Innovation (DSI), a countrywide celebration of science involving various stakeholders and/or role players conducting science-based activities during the week.

National Science Week was launched on 22 July 2023 at the University of Venda in Thohoyandou, Limpopo Province, with the theme "Building a Culture of Evidence-Based Practice." During the week of 31 July 2023 to 5 August 2023, SACNASP focused on ten schools engaging with a total of 2 059 learners across various districts in Gauteng Province, ranging from primary to secondary school. We partnered with Myezo Environmental Management whose interns conducted science shows.

National Science and Technology Forum (NSTF) Brilliants Programme

For the second consecutive year, SACNASP was one of the sponsors of the National Science and Technology Forum (NSTF) Brilliants Programme #NSTF2023. This programme recognises the importance of nurturing youth for the advancement of South Africa and encourages students to pursue careers in Science, Technology, Engineering and Mathematics (STEM).



*Prof Vanessa Steenkamp (Pr.Sci.Nat.); Deputy Chairperson on Council, Dr Nompumelelo Obokoh (Pr.Sci.Nat.) SACNASP CEO; and Mr Daan Du Toit Deputy Director-General:
International Co-operation and Resources (ICR) with the Brilliants Programme students at the NSTF awards on 13 July 2023*

SACNASP also assists VAs in sponsoring their events that are accredited for CPD points. Eight VAs were supported in 2023/24.

Table 9: Sponsored VA events

No	Sponsored VA events
1	Zoological Society of South Africa (ZSSA)
2	Southern African Society of Aquatic Scientists (SASAqS)
3	Southern African Association of Geomorphologists (SAAG)
4	Land Rehabilitation Society of South Africa (LaRSSA)
5	International Association for Impact Assessment South Africa (IAiAsa)
6	Nematological Society of South Africa (NSSA)
7	South African Wetland Society (SAWS)
8	South African Society for Agricultural Extension (SASAE)

Candidate Mentoring Phase (CMP) programme.

The primary goal of the CMP is to provide mentees with the resources they need to reach their full potential, helping them identify and achieve career development and personal growth goals that align with business objectives. This programme offers a valuable opportunity for aspiring, new, and experienced mentees to share experiences and knowledge. In return, mentors can nurture the next generation of natural scientists within their fields and earn CPD credits for mentoring young graduates.

The following VAs were involved in the implementation of the CMP programme during the 2023/24 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) and, for the first time in this programme, the South African Association for Food Science and Technology (SAAFoST). A total of thirty-nine mentees are part of the VA CMP programme.



SAWS mentee engaging in fieldwork.



SASAS CMP workshop

SACNASP, as part of its launch of the Employer Champion Programme at UVU Bio, supported the professionalisation of graduates by deploying staff to speak with the candidates and facilitate the onboarding of 43 UVU Bio graduates as Candidate Natural Scientists.

SACNASP also partnered with the NEMATECH Science Graduate Mentorship Programme, which is designed to assist unemployed natural science graduates in securing employment, internships, and gaining knowledge about opportunities in the science industry. SACNASP's participation during Quarters 2 and 3 involved delivering a presentation on the importance of professionalisation, providing a detailed breakdown of the value proposition as attested to by the professional development programmes. Following this engagement, the two hundred graduates participating in this mentorship programme were onboarded onto the SACNASP database as Candidate Natural Scientists and as additions to the CMP cohort.

Table 10: Revenue collection

Sources of Revenue	2024/24			2022/2023		
	Estimate	Actual Amount Collected	(Over)/Under Collection	Estimate	Actual Amount Collected	(Over)/Under Collection
	R	R	R	R	R	R
Revenue (Scientists – All fees)	21,265,099	19,113,478	2,151,621	19,962,471	18,567,835	1,394,636
DSI Project Income	10,000,000	13,136,111	(3,136,111)	1,400,000	8,656,132	(7,256,132)
SAASTA Grant – National Science Week	-	45,101	(45,101)	-	49,466	(49,466)
Interest income	479,860	1,111,062	(631,202)	334,262	518,748	(184,486)
Total	31,744,959	33,405,752	(1,660,793)	21,696,733	27,792,181	(6,095,448)





20 YEARS

OF ADVANCING
PROFESSIONALISATION,
SCIENTIFIC INTEGRITY,
& INCLUSIVITY

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 third 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.

2. PORTFOLIO COMMITTEE PRESENTATIONS

Date	Format	Presentation
13 March 2024	Physical iThemba LABS Auditorium	Consideration of the Committee Legacy Report

SACNASP Council Chairperson and CEO met with the Parliamentary Portfolio Committee on Higher Education, Science, and Innovation on one occasion. This is the end of the sixth administration and the Committee compiled a Legacy Report which provided a high-level overview of the Committee's work with key recommendations for the seventh administration to consider.

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

Finalise the Bill and submit it to the next administration.

SACNASP must play a role in the professionalisation of the public service.

SACNASP will continue to address these areas of concern.



We urge professional bodies and regulatory authorities to take action against members who are found to have acted improperly and unethically"
- His excellency Mr Cyril Ramaphosa, President of the Republic of South Africa, State of the Nation Address
16 February 2018

3. EXECUTIVE AUTHORITY

SACNASP's Executive Authority is the Minister of Higher Education, Science, and Innovation. The 2023/24 Annual Performance Plan on which this report is based, was tabled in Parliament on 8 March 2023.

4. COUNCIL COMMITTEES

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.

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; and
- 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 11: 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 (resigned 31/12/2023)
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>
Prof KD Musetsho <i>Pr.Sci.Nat.</i>	Nominated by the public
Prof R Diab <i>Pr.Sci.Nat.</i>	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 Das <i>Pr.Sci.Nat.</i>	Ms L-M Mtshali
Prof RJ Moitsheki <i>Pr.Sci.Nat.</i>	
Prof IN Fabris-Rotelli <i>Pr.Sci.Nat.</i>	
Dr J Strauss <i>Pr.Sci.Nat.</i>	
Dr MB Matiwane <i>Pr.Sci.Nat.</i>	

4.2 COUNCIL COMMITTEE MEETINGS

Table 12: Attendance register of Council Committee meetings 2023/24

Council member	Representing	Council + Strat Planning	EXCO	A&RCo	HR & RemCO	PCC	SPC	Reg Co
Total number of meetings		6	10	6	4	6	5	10
Prof KA Nephawe	VA	5	10	-	-	-	5	-
Prof V Steenkamp	VA	5	1	-	-	-	2	-
Mr RNL Baartjes	VA	6	2	-	-	6	-	-
Dr G Cilliers	VA	5	-	-	-	6	-	-
Prof JLR Coetzee	VA	4	-	6	-	-	-	10
Prof S Das	VA	5	-	-	3	-	-	-
Prof R Diab	VA	5	10	-	-	-	5	-
Prof IN Fabris-Rotelli	VA	4	-	6	-	-	-	-
Mr SC Jewell	Public	5	10	-	-	4	-	-
Dr TE Lephoto	Public	5	-	-	-	-	2	-
Dr MK Mabaso	State	5	-	-	-	4	-	-
Prof PL Mabeta	Public	1	9	-	4	-	-	-
Ms MP Masemola	Public	6	9	6	-	-	-	-
Dr MB Matiwane	VA	6	-	-	4	-	-	-
Prof RJ Moitsheki	VA	3	-	6	-	-	-	-
Prof NS Mokgalaka-Fleischmann	Public	6	-	-	-	-	-	9
Dr S Moodley	State (DSI)	3	-	-	-	-	-	-
Ms L-M Mtshali	Public	5	-	5	-	4	-	-
Prof A Muronga	VA	4	-	-	-	-	4	-
Prof KD Musetsho	VA	6	10	-	-	-	-	7
Mr B Ngobeli	VA	4	-	-	4	-	-	-
Mr M Sekgala	State	1	-	-	3	-	-	-
Dr J Strauss	VA	3	-	-	-	-	3	-
Dr PR Vukea	State	4	-	-	-	-	2	-
Prof J van Heerden	VA	4	-	-	-	-	-	-
Mr T Rasenyalo	Co-opted to PCC	-	-	-	-	4	-	-

4.3 REPORT BY THE REGISTRATIONS COMMITTEE

Table 13: Members of the Committee and fields of practice

Full name	PAC field of practice
Prof Desmond Musetsho (Chairperson)	Council representative
Prof Mokgalaka-Fleischmann (Chairperson of the QAC)	Council representative
Dr Rudzani Mathobo (PAC Chairperson)	Agricultural Science
Mr Phendukani Hlatshwayo (PAC Deputy Chairperson)	Agricultural Science
Dr Mahlako Makgahlela (PAC Chairperson)	Animal Science
Dr Ockert Einkamerer (PAC Deputy Chairperson)	Animal Science
Dr Tatenda Dalu (PAC Chairperson)	Aquatic Science
Mr Byron Grant (PAC Deputy Chairperson)	Aquatic Science
Ms Rene Von Gruenewaldt (PAC Chairperson)	Atmospheric Science
Dr Theresa Leigh Bird (PAC Deputy Chairperson)	Atmospheric Science
Dr Kirsten Lucas (PAC Chairperson)	Biological Science, Microbiological Science
Prof Jansen van Rensburg (PAC Deputy Chairperson)	Biological Science, Microbiological Science
Ms Catharina Venter (PAC Chairperson)	Botanical Science
Ms Charleen Smuts (PAC Deputy Chairperson)	Botanical Science
Dr Kelly Marnewick (PAC Chairperson)	Conservation Science
Prof Willem Myburgh (PAC Deputy Chairperson)	Conservation Science
Ms Suzanne Finney (PAC Chairperson)	Chemical Science, Material Science
Prof Patricia Belinda Crosby Forbes (PAC Deputy Chairperson)	Chemical Science, Material Science
George Henry (PAC Chairperson)	Earth Science, Geological Science
Dr Craig Smith (PAC Deputy Chairperson)	Earth Science, Geological Science
Ms Katherine Taggart (PAC Chairperson)	Ecological Science
Mr Dieter Kassier Member (Nominated for Deputy Chairperson)	Ecological Science
Ms Jacolette Adam (PAC Chairperson)	Environmental Science
Dr Khathutshelo Tshipala (PAC Deputy Chairperson)	Environmental Science
Dr René Bastian (PAC Chairperson)	Extension Science
Mr Mark Anthony (PAC Deputy Chairperson)	Extension Science
Dr Gerda Botha (PAC Chairperson)	Food Science
Prof Arno Hugo (PAC Deputy Chairperson)	Food Science
Dr Eric Mashimbye (PAC Chairperson)	Geospatial Science
Dr Romano Lottering (PAC Deputy Chairperson)	Geospatial Science
Prof Ebrahim Momoniat (PAC Chairperson)	Mathematical Science
Prof H Siweya (Deputy Chairperson)	Mathematical Science

Full name	PAC field of practice
Prof Pardon Muchaonyerwa (PAC Chairperson)	Soil Science
Dr Gerhard Nortje (PAC Deputy Chairperson)	Soil Science
Prof Joseph Asante (PAC Chairperson)	Specified Science: Fire origin and cause investigation. Physical Science
Mr Andre de Beer (PAC Deputy Chairperson)	Specified Science: Fire origin and cause investigation. Physical Science
Prof Roelof Coetzer (PAC Chairperson)	Statistical Science
Prof Yogorani Chhana (PAC Deputy Chairperson)	Statistical Science
Prof Vanessa Steenkamp (PAC Chairperson)	Toxicological Science
Dr Charleen Andraos (PAC Deputy Chairperson)	Toxicological Science
Mr Dewald van Staden (PAC Chairperson)	Water Resources Science
Mr Sibusiso Dlamini (PAC Deputy Chairperson)	Water Resource Science
Dr Maud Bonato (PAC Chairperson)	Zoological Science
Mr Mokgatla Jerry Molepo (PAC Deputy Chairperson)	Zoological Science

NUMBER OF MEETINGS

During the 2023/24 financial year, the RCO met eleven (11) times, the QAC met eight (8) times (two special meetings), and the CSRC met eleven (11) times.

ROLE OF THE COMMITTEE

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

THE YEAR IN REVIEW

There were 3 101 applications tabled at the RCO during the 2023/24 financial year. Of these, 2 665 were successful, resulting in registration and 270 were declared not registrable. Table 14 sets out the applications tabled and decisions per meeting by the committee.

Table 14: 2023/24 applications tabled at the RCO (including upgrades and new fields of practice)

Quarter	RC meeting	Number of evaluations tabled	Number resulting in a registration	Number declared not registrable
Q1	April 2023	432	356	49
Q1	May 2023	126	107	15
Q1	June 2023	463	403	57
Q2	Jul 2023	189	164	14
Q2	Aug 2023	253	211	22
Q2	Sep 2022	267	235	17
Q3	Oct 2023	321	280	23
Q3	Nov 2023	219	188	15
Q4	Jan 2024	367	325	17
Q4	Feb 2024	198	165	24
Q4	Mar 2024	266	231	17
Total for year		3 101	2 665	270

These applications resulted in 1 704 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 Institute of Waste Management of Southern Africa (IWISA) and the Geo-Information Society of South Africa (GISSA). The Council denied the application of one voluntary association, namely the National Water and Sanitation Association (NWSA).

A Strategic Planning Session was held for all staff of SACNASP. The session sought to encourage all the staff members to be actively involved and to understand the strategic mandate of the organisation. This provided insight for the Council Strategic Planning session.

4.4 REPORT BY THE QUALIFICATIONS ASSESSMENT COMMITTEE

The QAC considered the registrability of the foreign qualifications of 153 applicants during the 2023/24 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 15: Number of applications considered at QAC meetings from April 2023 to March 2024 per category.

No	Date of meeting	Number of applications considered	Professional natural scientist	Certificated natural scientist	Candidate natural scientist
1	Apr 2023	21	15	4	2
2	Jun 2023	38	29	2	7
3	Aug 2023	11	6	1	4
4	Oct 2023	37	18	7	12
5	Dec 2023	16	7	4	5
6	Feb 2024	18	8	4	6
7	Feb 2024	12	10	1	1
	Total	153	93	23	37

Table 16: Distribution of the applications considered by the QAC across the fields of practice

Field of practice	Number of applications	Field of practice	Number of applications
Agricultural Science	13	Geological Science	22
Animal Science	10	Geospatial Science	1
Atmospheric Science	2	Materials Science	6
Aquatic Science	0	Mathematical Science	8
Biological Science	15	Microbiological Science	5
Botanical Science	1	Physical Science	1
Chemical Science	23	Soil Science	0
Conservation Science	5	Specified Science	0
Earth Science	0	Statistical Science	3
Ecological Science	0	Toxicological Science	2
Environmental Science	23	Water Resources Science	7
Extension Science	1	Water Resources Science: Hydrology	1
Food Science	3	Zoological Science	1
		Total	153

Evaluation of natural science programmes at HEIs

A proof of concept was developed for the evaluation of natural science programmes offered by HEIs across South Africa for alignment with SACNASP registration requirements. 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), the North-West University, and the University of Zululand. In the 2023/24 FY, 216 natural science programmes at the University of Fort Hare and the University of Cape Town were evaluated, of which 187 aligned with SACNASP's registration requirements.

Table 17: Qualifications at Higher Education Institutions (HEIs) assessed for alignment with SACNASP's registration requirements.

University	Faculty / department / college	Total	In alignment with SACNASP's registration requirements	Not in alignment with SACNASP's registration requirements
Fort Hare University	Faculty of Science and Agriculture	122	107	15
University of Cape Town	Faculty of Science	94	80	14
TOTAL		216	187	29

4.5 CRITICAL SKILLS REVIEW COMMITTEE

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.

The CSRC considered a total of 65 applications for Confirmation of Skills letters (this was up from 52 the previous year). Of these, 54 were approved and 10 were not approved.

Table 18: Applications for Critical Skills letters

Field of practice	Professional natural scientist	Certificated natural scientist
Agricultural Science	5	0
Animal Science	0	0
Aquatic Science	0	0
Biological Science	11	2
Botanical Science	0	0
Chemical Science	11	5
Conservation Science	1	0
Earth Science	1	0
Ecological Science	0	0
Environmental Science	0	1
Extension Science	1	0
Food Science	1	0
Geological Science	8	0
Geospatial Science	1	0

Field of practice	Professional natural scientist	Certificated natural scientist
Material Science	1	0
Mathematical Science	8	0
Microbiological Science	4	0
Physical Science	0	0
Soil Science	0	0
Statistical Science	0	3
Water Resources Science	0	0
Zoological Science	1	0
TOTAL	54	10

Prof Desmond Musetsho *Pr.Sci.Nat*
Chairperson Registrations Committee

4.6 REPORT BY THE PROFESSIONAL CONDUCT COMMITTEE

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)
External Legal Counsel representative (RW Attorneys)

During the year under review, the Professional Conduct Committee (PCC) held four meetings, namely, on 17 May 2023, 4 August 2023, 26 October 2023, and 6 March 2024.

ROLES AND RESPONSIBILITIES

The mandate of the PCC is to regulate compliance with the Natural Scientific Professions (NSP) Act (No 27 of 2003) and 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 fully investigates submissions of alleged improper conduct in accordance 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, the 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 guides 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) Finalised the Induction/Guidelines for Investigating Committees document, outlining the protocols and procedures for conducting investigations into professional misconduct cases.
- (b) Provided substantial input on the National Scientific Professions (NSP) Bill, ensuring that the interests and standards of the scientific profession were adequately represented in the legislative process, while also closely monitoring progress on the NSP Bill and engaging with relevant stakeholders to provide feedback and advocate for the inclusion of provisions that uphold professional standards and ethics.
- (c) Approved the Rules for the conduct of disciplinary hearings by the Disciplinary Tribunal, establishing the framework for fair and transparent disciplinary proceedings.
- (d) Assigned a dedicated legal team to review the existing Code of Conduct, aligning it with the forthcoming NSP Act to ensure regulatory compliance and consistency.
- (e) Explored enhancements to the whistleblowing hotline service, aiming to improve accessibility and effectiveness in reporting instances of professional misconduct within the scientific community.
- (f) Recruited the Legal Manager for SACNASP to bolster the capacity of the Legal Department, enabling more efficient handling of legal matters and disciplinary cases.
- (g) Conducted a comprehensive review of the process for reporting professional misconduct, identifying areas for improvement and streamlining to enhance effectiveness and efficiency.
- (h) Explored potential information technology solutions to modernise reporting processes, aiming to leverage technology for faster and more secure reporting mechanisms.
- (i) Initiated tender processes for the panel of attorneys, addressing resource needs and strengthening the committee's legal expertise and capabilities.
- (j) Conducted a thorough review and update of the committee's Terms of Reference, Standard Operating Procedures, and work plans, ensuring alignment with regulatory requirements and best practices.
- (k) Conducted ongoing reviews of legal and professional conduct documents to ensure compliance with regulatory requirements and best practices.
- (l) Introduced compliance undertakings for members of investigating committees, ensuring adherence to ethical standards and procedural requirements.
- (m) Investigated complaints of professional misconduct thoroughly and recommended appropriate disciplinary actions based on the findings of the investigations.

During the period under review, 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) Gross negligence in approving invoices without proper documentation.
- (b) Defrauding the company by creating and approving inflated invoices.
- (c) Failure to adhere to conflict-of-interest policies.
- (d) Making false declarations regarding conflict of interest.
- (e) Misuse of company resources for private purposes.
- (f) Gross misconduct in the handling of laboratory samples.
- (g) Violation of ethical standards regarding animal testing procedures.
- (h) Falsification of research data.
- (i) Failure to disclose conflicts of interest in research collaborations.
- (j) Plagiarism in research publications.
- (k) Breach of confidentiality in handling sensitive research data.
- (l) Improper conduct in peer review processes.
- (m) Failure to report potential conflicts of interest in research funding.
- (n) Allegations of scientific misconduct related to manipulation of experimental results.
- (o) Breach of research ethics regarding the treatment of human subjects.
- (p) Identity theft, involving the fraudulent use of another person's identity for professional gain.

Where the Investigating Committees find that there is a prima facie case to be answered by a respondent(s), the PCC recommends that the Council issue a charge sheet and appoint a disciplinary tribunal. During the reporting period, there was no charge sheet issued and no disciplinary hearings were conducted. In one case, 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. This matter is still ongoing.

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 whistleblowing hotline, scientists are likely to be under greater scrutiny to fully comply with SACNASP's Code of Conduct. This heightened awareness could lead to a rise in reports from the public and other sources regarding potential violations of ethical standards.

Mr SC Jewell

Chairperson: Professional Conduct Committee

4.7 REPORT BY THE STRATEGIC PROJECTS COMMITTEE

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 the 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 Pr.Sci.Nat. (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 five meetings, on 10 May 2023, 26 July 2023, 31 October 2023, 16 January 2024 and 16 March 2024. The meeting of 16 January was to review the strategic risks of SACNASP and to commence the strategic planning process for the Strategic Plan 2025/30.

Achievements and challenges

- 1) The SPC provides oversight to SACNASP management for the implementation of the DSI-funded projects.
 - a. SACNASP is in the process of conceptualising a research study titled 'Skills and Competencies required for the Future Natural Scientist amid Societal Grand Challenges in South Africa'. The study reference group was successfully established, and ToRs were developed. Following an SCM process, Enterprises University of Pretoria was appointed as the service provider to develop the report.
 - b. 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 782 natural science students from various higher education institutions in South Africa were enrolled, of whom 55% were women.

SACNASP is implementing the CMP programme to build a pipeline for the next generation of skilled natural scientific professionals in South Africa, through partnerships with four voluntary associations. In the 2023/24 FY, SACNASP extended its reach to include mentees from industry.

Against the quarterly target of 50%, 50% of registered natural scientists have updated their CPD statuses.

- c. A total of 8 VA events were sponsored during the period under review.
 - d. SACNASP was involved in 14 public awareness and engagement initiatives to foster the understanding of the contribution of the natural science professions for the reporting period under review.
- 2) The Strategic Projects Committee provides advice to the Council. The following topics were addressed by the SPC and tabled at EXCO and Council.
- a. **Data Science – Incorporation Strategies for SACNASP.**
SACNASP is investigating the possibility of integrating Data Science (or Scientific Computing) as a recognised field of practice, following a directive from the Minister of Higher Education, Science and Innovation. The initiative will involve a series of consultative workshops and extensive discussions with affected voluntary associations and experts in the field.
 - b. **The Progress Against the Recommendations from the Institutional Review.**
SACNASP is currently implementing the recommendations from the Institutional Review which was recently completed by an independent panel. The review highlighted the need to address overlapping jurisdictions with other councils, update the National Science Professions Bill, simplify registration processes, enhance visibility and value proposition, and streamline CPD systems. Management is actively addressing feedback from the DSI, engaging with government departments, automating registration processes, and increasing SACNASP's visibility through initiatives such as student chapters and promotional activities
 - c. **Strategic Plan 2025/30.**
The SPC is overseeing the development of SACNASP's strategic plan for 2025-2030. This plan outlines SACNASP's future initiatives and objectives, focusing on enhancing professional standards, incorporating new fields of practice, improving registration processes, and fostering strategic partnerships. The SPC provides critical oversight and guidance throughout the planning process, ensuring alignment with SACNASP's long-term goals and the needs of the natural scientific profession. Ongoing discussions and approvals are taking place at Council meetings to finalise and implement the strategic plan

Prof R Diab Pr.Sci.Nat

SPC Chairperson



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.

An internal auditor was appointed in 2023. The risk register was reviewed and updated by management and approved by Council. The risks are identified in table 19.

Table 19: Strategic Risk Register 2023/24

Risk description
1) Failure to adequately and effectively advise Government and its relevant stakeholders on the value and progression of the natural science profession.
2) Inability to maintain high professional and ethical standards among practising scientists for the benefit of the profession and the public.
3) Non-compliance with legislative and policy framework.
4) Inadequate implementation of integrated and secured ICT infrastructure and business application systems.
5) Inadequate structure to support the organisational needs and mandate (fit for purpose).
6) Threat to financial sustainability.
7) Inefficient enterprise risk management (ERM) at SACNASP.

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 as 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 committees.

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 conflict of interest.

9. CODE OF CONDUCT

In 2022, 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. This code of conduct remains until the new Bill is promulgated.

Concerning 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.

Concerning 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, 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 which the registered person has a 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, documents or any other evidence required for the verification of their work, in accordance with document management laws, regulations, 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 not misleading or derogatory of the dignity of the profession.

Concerning 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 with 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.

Concerning operating outside the boundaries of South Africa:

- Must, when practising their science professions in another country, do so in accordance with the 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. The key area of concern has been the office space at SACNASP, and a lease agreement was signed so that SACNASP can occupy additional space to accommodate the increasing number of staff members and also refit the office to improve the working conditions of staff. All staff are office-based although a hybrid policy is under review.

11. AUDIT COMMITTEE REPORT

A report of the Audit and Risk Committee appointed for the reporting year, appears in Part E: Financial information, page 75.



12. B-BBEE COMPLIANCE PERFORMANCE INFORMATION

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

Table 20 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 RESOURCES MANAGEMENT



13. HUMAN RESOURCE MANAGEMENT

Members of the Committee (including any non-SACNASP/Council members)

Prof Peaceful L Mabeta (Chairperson)

Mr Bishop Ngobeli

Prof Sonali Das *Pr.Sci.Nat.*

Dr Mona Ben Matiwane *Pr.Sci.Nat.*

Mr Mpho Sekgala

In 2023 to 2024, the Human Resources Unit 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 Science and Innovation and the registered scientists. The HR Department transitioned from being integrated within the Operations Unit up until November 2023, after which it evolved into an independent unit with the recruitment of the new HR Manager on 1 December 2023.

The HR Unit strives to transform SACNASP by providing HR services that support its mission. The HR team played a pivotal role in supporting the workforce, driving key initiatives, and fostering a positive and inclusive work culture. It strives to enable SACNASP employees to reach their fullest potential, endeavouring to foster a workforce with high morale and a dedicated commitment to surpassing organisational objectives and values.

13.1 HR FOCUS AREAS FOR 2023/24

HR will prioritise the enhancement of performance management systems to drive employee engagement and productivity, whilst also focusing on SACNASP's organisational design and development to ensure structural agility and alignment with organisational objectives.

13.2 HUMAN RESOURCE AND REMUNERATION COMMITTEE

The HR and RemCo met four times online during the period 2023/24 to oversee the matters relating to cost-of-living adjustments, employee relations and policies including recruitment of managerial staff.

13.3 RECRUITMENT

SACNASP has always maintained a balanced approach by regularly promoting job openings both within the organisation and to external candidates to facilitate employees' career development. Our recruitment efforts attracted a diverse pool of talented candidates resulting in the onboarding of three new employees in critical positions.

During the period under review, the positions of Legal Manager, HR Manager, and Accountant were filled through external recruitment.

13.4 EMPLOYEE BENEFITS AND COMPENSATION

SACNASP implemented rewards and recognition in line with the Council policies.

Employees received salary increases for the year 2023/24.

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

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

13.5 PERFORMANCE MANAGEMENT

The integral role of the Human Resources function in driving performance management, is underscored by its alignment of performance contracts with the Annual Performance Plan.

13.6 LABOUR RELATIONS

During this period, discussions took place with the unions' representatives concerning wage negotiations.

As of the reporting date, SACNASP is currently addressing one grievance matter and one disciplinary matter.

13.7 HIGHLIGHT OF ACHIEVEMENTS

Training was given for the following:

- Social media marketing.
- Supply chain training; and
- SAGE 300 training was given to the Finance Department's staff.

13.8 EMPLOYEE WELLNESS

Employee wellness services are provided to all employees by ICAS / Lyra well-being.

The Grievance Policy, a policy related to HR, was reviewed and approved during the year.

13.9 EMPLOYMENT EQUITY

SACNASP has successfully ensured the representation of designated groups within its workplace, with women occupying several key positions. In December 2023, the Council submitted its Employment Equity Report for the year to the Department of Labour.

13.10 CHALLENGES FACED BY THE ORGANISATION

Some of the challenges faced by SACNASP include financial limitations that hinder talent acquisition, an inadequately trained workforce, and limited digitisation on the integration of current systems and processes.

13.11 FUTURE HR GOALS

Future goals include attaining market-related salaries and attracting skilled personnel to meet the Council's strategic objectives. The primary focuses are upskilling current staff and recruiting for key positions.

13.12 HR STAFF STATISTICS AS OF 31 MARCH 2024

- Permanent: 22
- Contract: 9 (including temporary and fixed-term contracts).

13.13 SACNASP STAFF STATISTICS BREAKDOWN

SACNASP staff composition is made up of 77 per cent women and 23 per cent men. Out of 31 staff members, 77,42 per cent are African, 12,90 per cent are White, 6,45 per cent are Indian and 3,23 per cent are Coloured.

Table 21: Staff remuneration by grade

Levels	Total personnel cost	% of personnel xp	Number of employees	Average personnel cost per employee
Top management	1 729 430,75	12%	1	1 729 430,75
Professional qualified	1 613 346,99	11%	5	322 669,40
Senior management	4 550 520,09	32%	7	650 074,30
Skilled	6 223 102,65	44%	19	327 531,72
Grand total	14 116 400,48		32	

Table 22: Council remuneration

Name	Remuneration	Other allowance	Other reimbursements	Total
Prof Nephawe	186,197.00		72,258.23	258,455.23
Mr Jewell	107,490.00		56,849.73	164,339.73
Prof Mokgalaka-Fleishmann	74,347.00			74,347.00
Prof Musetsho	67,847.00		13,263.28	81,110.28
Prof Diab	61,331.00		9,252.66	70,583.66
Ms Masemola	55,362.00			55,362.00
Prof Coetzer	43,440.00		1,513.16	44,953.16
Prof Steenkamp	43,440.00		51,632.75	95,072.75
Mr Baartjes	41,799.00			41,799.00
Prof Mabeta	39,080.00		14,207.00	53,287.00
Ms Mtshali	34,752.00			34,752.00
Prof van Heerden	28,236.00			28,236.00
Prof Fabris-Rotelli	21,720.00			21,720.00
Prof Matiwane	21,720.00			21,720.00
Prof Moitsheki	19,548.00			19,548.00
Prof Muronga	17,376.00		7,869.05	25,245.05
Prof Das	17,376.00			17,376.00
Dr Lephoto	15,204.00			15,204.00
Prof Ngobeli	2,172.00			2,172.00
	898,437.00	-	226,845.86	1,125,282.86

Table 23: Staff by age

Age group	20-29	30-39	40-49	50-59	Above 60	Total
Number	4	13	6	4	4	31
Percentage	12,90	41,94	19,36	12,90	12,90	100

Table 24: Employment changes

Level of management	At the beginning	Appointments	Termination	At the end
Top management	1	0	0	1
Senior management	4	4	1	7
Professionally qualified	6	1	2	5
Junior management	3	0	0	3
Semiskilled	15	0	0	15
Total	29	5	3	31

Table 25: Reasons for staff leaving

Reason	Number	Percentage
Death	0	0
Ill health	0	0
Resignation	1	2,94
Dismissal	0	0
End of contract	2	5,8
Total	3	8,8



Table 26: Employment equity status

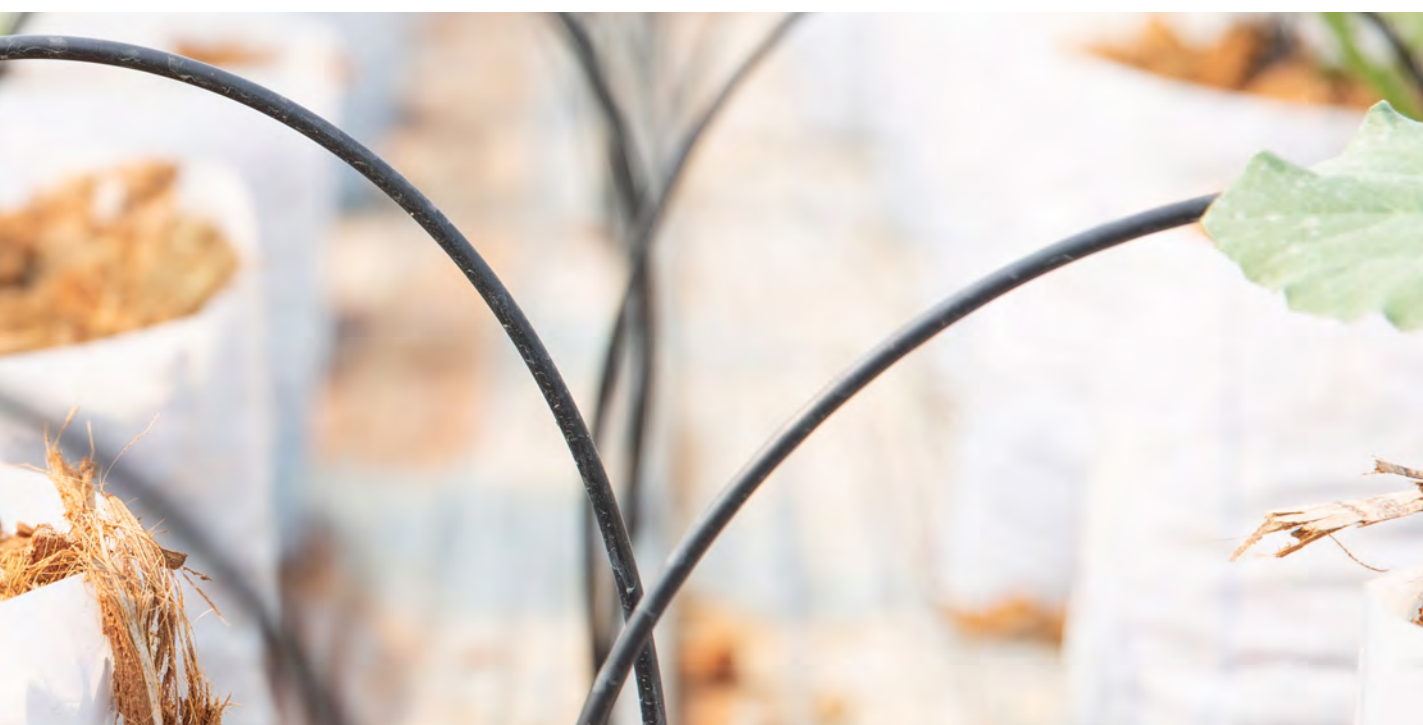
Race	Male	Female	Total
African	7	17	24
Coloured	0	1	1
Indian	0	2	2
White	0	4	4
Total	7	24	31

Table 27: Disabled staff

Levels	Male	Female	Total
Top management	0	0	0
Senior management	0	1	1
Professionally qualified	0	0	0
Junior management	0	0	0
Semiskilled	0	0	0
Total	0	1	1

Table 28: Disciplinary action taken

Nature of disciplinary action	
Verbal warning	0
Written warning	2
Final written warning	0
Dismissal	0



PART E

FINANCIALS



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 Pr.Sci.Nat Prof. V. Steenkamp Pr.Sci.Nat Mr N.L. Baartjes Pr.Sci.Nat Dr. G. Cilliers Pr.Sci.Nat Prof. R.L.J. Coetzer Pr.Sci.Nat Prof. S. Das Pr.Sci.Nat Prof. R. Diab Pr.Sci.Nat Prof. I.N. Fabris-Rotelli Pr.Sci.Nat Mr. S.C. Jewell Dr. T.E. Lephoto Pr.Sci.Nat Dr. M.K. Mabaso Pr.Sci.Nat Prof. P.L. Mabeta Ms. M.P. Masemola CA(SA) Dr. M.B. Matiwane Pr.Sci.Nat Prof. R.J. Moitsheki Pr.Sci.Nat Prof. N.S. Mokgalaka Fleishmann Pr.Sci.Nat Dr. S. Moodley Ms. L.M. Mtshali Prof. A. Muronga Prof. K. D. Musetsho Pr.Sci.Nat Mr. B. Ngobeli Mr. M. Sekgala Dr. J. Strauss Pr.Sci.Nat Dr J. van Heerden Pr.Sci.Nat Dr P.R. Vukea - Resigned 31/12/2023
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

Annual Financial Statements
for the year ended 31 March 2024

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 2024
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:

Council Members' Responsibilities and Approval	74
Audit, Risk and ICT Committee Report	75
Independent Auditor's Report	77
Council Members' Report	79
Statement of Financial Position as at 31 March 2024	82
Statement of Comprehensive Income	83
Statement of Changes in Equity	84
Statement of Cash Flows	85
Accounting Policies	86
Notes to the Annual Financial Statements	91

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

Detailed Income Statement	101
---------------------------	-----

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 2025 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 77 - 78.

The annual financial statements set out on pages 82 - 85, which have been prepared on the going concern basis, were approved by the Council on 31 July 2024 and were signed on its behalf by:

Approval of financial statements



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



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

AUDIT, RISK AND ICT COMMITTEE REPORT

1. Audit, Risk and ICT Committee Members

This report is provided by the Audit, Risk and ICT Committee appointed in respect of the 2024 financial year of the South African Council for Natural Scientific Professions.

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

Council Member	Attendance
Ms. M.P. Masemola CA(SA)	6/6
Ms L.M. Mtshali. (Appointed 01/04/2023)	5/6
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 <i>Pr.Sci.Nat</i>	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 6 times in the 2024 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.

Apart from the assurance provided by the Council and Audit and Risk Committee, SACNASP has outsourced a service provider to provide the full internal audit function..

4. External Audit

RAiN Chartered Accountants was appointed by the Council as the external auditors for 2024 financial year. The committee is satisfied that RAiN Chartered Accountant is independent of the Council.

The audit fee was approved in March 2024 for the 2024 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 2024 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 Risk and ICT Committee



RAiN
CHARTERED
ACCOUNTANTS

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 xx to xx, which comprise the statement of financial position as at 31 March 2024, 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 2024, 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 2024", 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 page xx. 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.

Annual Financial Statements
for the year ended 31 March 2024

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 intend 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
30 July 2024

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 2024.

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
Mr N.L. Baartjes <i>Pr.Sci.Nat</i>	Member
Dr. G. Cilliers <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 2024

Council members	Office
Prof. S. Das <i>Pr.Sci.Nat</i>	Member
Prof. R Diab <i>Pr.Sci.Nat</i>	Member
Prof. I.N. Fabris-Rotelli <i>Pr.Sci.Nat</i>	Member
Mr. S.C. Jewell	Member
Dr. T.E. Lepphoto <i>Pr.Sci.Nat</i>	Member
Dr. M.K. Mabaso <i>Pr.Sci.Nat</i>	Member
Prof. P.L. Mabeta	Member
Ms. M.P. Masemola CA(SA)	Member
Dr. M.B. Matiwane <i>Pr.Sci.Nat</i>	Member
Prof. R.J. Moitsheki <i>Pr.Sci.Nat</i>	Member
Prof. N.S. Mokgalaka Fleishmann <i>Pr.Sci.Nat</i>	Member
Dr. S. Moodley	Member
Ms. L.M. Mtshali	Member
Prof. A. Muronga	Member
Dr K. D. Musetsho <i>Pr.Sci.Nat</i>	Member
Mr. B. Ngobeli	Member
Mr. M Sekgala	Member
Dr. J. Strauss <i>Pr.Sci.Nat</i>	Member
Dr J. van Heerden <i>Pr.Sci.Nat</i>	Member
Dr P.R. Vukea - Resigned 31/12/2023	Member

5. Events after the reporting period

The Council has approved the Annual Performance plan for the next five (5) years.

6. 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.

7. Auditors

RAiN Chartered Accountants were re-appointed in office as external auditors by the Council for the year ended 31 March 2024.

8. Council secretary

The Council secretary is Mrs D Fisher.

9. Chairperson

The annual financial statements set out on pages xx to xx, which have been prepared on the going concern basis, would be approved by Council on 31 July 2024, and were signed on its behalf by:



Prof. K.A. Nephawe Pr.Sci.Nat Chairperson
31 July 2024

Annual Financial Statements
for the year ended 31 March 2024

STATEMENT OF FINANCIAL POSITION AS AT 31 MARCH 2024

	Note(s)	2024	2023 Restated *
Assets			
Non-Current Assets			
Property, plant and equipment	3	232,949	296,100
Intangible assets	4	121,333	83,970
		354,282	380,070
Current Assets			
Trade and other receivables	5	14,610,456	11,961,365
Cash and cash equivalents	7	23,756,804	24,790,145
Deposit receivable	6	206,499	206,499
		38,573,759	36,958,009
Total Assets		38,928,041	37,338,079
Equity and Liabilities			
Equity			
Accumulated surplus		6,598,090	5,204,992
Liabilities			
Current Liabilities			
Trade and other payables	8	6,544,744	5,784,261
Deferred income	9	24,950,255	25,764,845
Provisions	10	834,952	583,981
		32,329,951	32,133,087
Total Equity and Liabilities		38,928,041	37,338,079

STATEMENT OF COMPREHENSIVE INCOME

	Note(s)	2024	2023 Restated *
Revenue	11	19,113,478	18,567,835
DSI Project Income	12	13,136,111	8,656,132
SAASTA Grant - National Science Week	12	45,101	49,466
Total revenue		32,294,690	27,273,433
Refund on Insurance	12	-	16,280
Operating expenses		(32,012,654)	(26,203,589)
Operating surplus	13	282,036	1,086,124
Investment revenue	15	1,111,062	518,748
Surplus for the year		1,393,098	1,604,872

Annual Financial Statements
for the year ended 31 March 2024

STATEMENT OF CHANGES IN EQUITY

	Retained income	Total equity
Restated* Balance at 01 April 2022	3,600,120	3,600,120
Total comprehensive income for the year	1,604,872	1,604,872
Restated* Balance at 01 April 2023	5,204,992	5,204,992
Total comprehensive income for the year	1,393,098	1,393,098
Balance at 31 March 2024	6,598,090	6,598,090

STATEMENT OF CASH FLOWS

	Note(s)	2024	2023 Restated *
Cash flows from operating activities			
Cash receipts from customers		29,034,026	35,156,821
Cash paid to suppliers and employees		(30,929,738)	(33,960,088)
Cash (used in) generated from operations	18	(1,895,712)	1,196,733
Interest income		1,111,062	518,748
Net cash from operating activities		(784,650)	1,715,481
Cash flows from investing activities			
Purchase of property, plant and equipment	3	(148,082)	(182,404)
Purchase of other intangible assets	4	(100,609)	(97,513)
Net cash from investing activities		(248,691)	(279,917)
Total cash movement for the year		(1,033,341)	1,435,564
Cash at the beginning of the year		24,790,145	23,354,581
Total cash at end of the year	7	23,756,804	24,790,145

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.

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.

ACCOUNTING POLICIES (CONTINUED)

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.

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.

ACCOUNTING POLICIES (CONTINUED)

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.

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.

ACCOUNTING POLICIES (CONTINUED)

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.

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

	2024			2023		
	Cost or revaluation	Accumulated depreciation	Carrying value	Cost or revaluation	Accumulated depreciation	Carrying value
Furniture and fixtures	697,969	(677,070)	20,899	677,846	(624,460)	53,386
IT equipment	991,369	(779,319)	212,050	863,409	(620,695)	242,714
Total	1,689,338	(1,456,389)	232,949	1,541,255	(1,245,155)	296,100

Reconciliation of property, plant and equipment - 2024

	Opening balance	Additions	Depreciation	Closing balance
Furniture and fixtures	53,386	20,122	(52,609)	20,899
IT equipment	242,714	127,960	(158,624)	212,050
	296,100	148,082	(211,233)	232,949

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

A Fixed Asset Register is available for inspection at the registered office of the Council.

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

	2024			2023		
	Cost	Accumulated amortisation	Carrying value	Cost	Accumulated amortisation	Carrying value
Computer software, other	889,002	(767,669)	121,333	788,393	(704,423)	83,970

Reconciliation of intangible assets - 2024

	Opening balance	Additions	Amortisation	Closing balance
Computer software, other	83,970	100,609	(63,246)	121,333

Reconciliation of intangible assets - 2023

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

5. Trade and other receivables

	2024	2023
Trade receivables	18,102,149	15,144,228
Provision for bad debts allowance	(3,491,693)	(3,182,863)
	14,610,456	11,961,365

Trade receivables with credit balances amounting to R1 416 993 (2023: R1 354 436) 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	371,464	(243,121)
31 - 60 days	14,344,888	11,308,516
61 - 90 days	(4,981)	49,212
91 - 120 days	(4,541)	12,326
120+ days	3,395,319	4,017,295
	18,102,149	15,144,228

6. Deposit receivable

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

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (CONTINUED)

7. Cash and cash equivalents

Cash and cash equivalents consist of:

	2024	2023
Cash on hand	28	428
Bank balances	13,639,044	3,520,892
Short-term deposits	10,117,732	21,268,825
	23,756,804	24,790,145

Included in short-term deposits is an amount of R8 630 236 (2023: R11 309 558) received from DSI for the DSI project. Refer to note 9.1.

8. Trade and other payables

Trade payables	3,723,072	2,748,100
Unallocated deposits	566,198	695,480
VAT	1,784,164	1,911,241
SAASTA Grant - National Science Week	9,997	534
Accrued expenses	461,313	415,863
Operating lease liability	-	13,043
Year-end accruals	6,544,744	5,784,261
	5,768,856	4,556,355
Aging on debtors with credit balances		
0 - 30 days	(92,316)	(488,483)
31 - 60 days	288,128	160,465
61 - 90 days	(28,882)	(37,715)
91 - 120 days	(7,836)	(20,860)
120 days+	(1,576,087)	(967,843)
	(1,416,993)	(1,354,436)

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 416 993 (2023: R1 354 436). 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.

	2024	2023
9.1 DSI Project Funding	8,630,236	11,309,558
9.2 Fees invoiced in advance	16,077,684	14,215,188
9.3 Application fees received in advance	242,335	240,099
	24,950,255	25,764,845

The National Treasury has approved the establishment of baseline funding of the SACNASP under the Estimates of National Expenditure (ENE). The 2024/25 Medium-Term Expenditure Framework (MTEF) allocation for SACNASP is R31,5 million, broken down as:

- R10 million for the 2024/25 financial year (FY),
- R10,5 million for the 2025/26 FY, and
- R11 million for the 2026/27 FY.

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	11,309,558	14,087,495
Deposit received	10,000,000	5,300,000
Interest received	456,790	586,060
DSI Project movement	(12,677,281)	(8,143,576)
VAT	(458,831)	(520,421)
	8,630,236	11,309,558

Included in the above balance is an amount of R2 334 517 (2023: R2 176 392) 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 - 2024

	Opening balance	Utilised during the year	Total
Provisions for leave	554,432	33,777	588,209
Other Provisions	29,549	217,194	246,743
	583,981	250,971	834,952

Reconciliation of provisions - 2023

Provisions for leave	486,755	(71,254)	415,501
Other provisions	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

	2024	2023
Annual fees	14,215,188	13,257,008
Application fee	2,431,656	3,714,073
Critical skills fee	149,312	167,757
Upgrading fee	494,229	347,409
Reinstating fee	1,437,806	660,435
Qualification fee	288,787	351,653
CPD validation	96,500	69,500
	19,113,478	18,567,835

12. Other income

SAASTA Grant - National Science Week	45,101	49,466
Refund on insurance	-	16,280
DSI Project Income	13,136,111	8,656,132
	13,181,212	8,721,878

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 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:

	2024	2023
Operating lease charges		
Lease rentals on operating lease		
• Contractual amounts	1,399,124	686,198
Amortisation on intangible assets	63,246	13,543
Auditors remuneration	126,610	120,209
Bad debts	3,174,318	4,131,562
Council Travel	440,994	32,324
Depreciation on property, plant and equipment	211,233	140,693
DSI Project: Continuing Professional Development Programme	3,874,660	3,991,074
DSI Project: Development of Candidate Mentoring Phase	3,836,211	2,190,440
DSI Project: Information Technology Platform	3,207,525	1,629,766
DSI Project: Regulations	1,569,450	50,299
Employee costs	9,310,032	9,808,850

14. Depreciation, amortisation and impairments

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

Depreciation		
Property, plant and equipment	211,233	140,693
Amortisation		
Intangible assets	63,246	13,543
Total depreciation, amortisation and impairments		
Depreciation	211,233	140,693
Amortisation	63,246	13,543
	274,479	154,236

15. Investment revenue

Interest revenue		
Interest income	992,117	482,508
Bank	118,945	36,240
	1,111,062	518,748

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (CONTINUED)

16. 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.

17. Operating lease

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

	2024	2023
Future minimum lease payments		
- Within one year	1,537,293	1,268,155
- In second to fifth year	2,255,339	924,634
	3,792,632	2,192,789

Council entered into a 2 (two) year operating lease with The Innovation Hub for the rental of offices commencing from June 2024 to May 2026.

18. Cash (used in) generated from operations

Surplus for the year	1,393,098	1,604,872
Adjustments for:		
Depreciation and amortisation	274,479	154,236
Interest received	(1,111,062)	(518,748)
Movements in provisions	250,971	168,480
Changes in working capital:		
Trade and other receivables	(2,649,091)	383,847
Trade and other payables	760,483	1,227,906
Deferred income	(814,590)	(1,823,860)
	(1,895,712)	1,196,733

19. Related parties

Relationships

Entities with significant influence
Members of key management
Partnership
Technology Advancement (SAASTA)

Department of Science and Innovation
Council members
South African Agency For Science and

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

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (CONTINUED)

19. Related parties (continued)

	2024	2023
Related party balances		
Amounts included in deferred income regarding related parties Department of Science and Innovation	8,630,236	11,309,558
Amounts included in Trade and Other Payables regarding related parties South African Agency For Science and Technology Advancement (SAASTA)	9,997	50,000
Related party balances and transactions with key management personnel of the Council or its parent		

	2024	2023
Honoraria fees		
Prof. K.A. Nephawe Pr.Sci.Nat	186,197	164,533
Mr N.L. Baartjes Pr.Sci.Nat	41,799	24,902
Dr R. Coetzer Pr.Sci.Nat	43,440	29,841
Prof. K. D. Musetsho Pr.Sci.Nat	67,847	64,707
Dr J. van Heerden Pr.Sci.Nat	28,236	21,279
Ms M.P Masemola CA(SA)	55,362	59,957
Prof. S. Das Pr.Sci.Nat	17,376	16,998
Prof. R Diab Pr.Sci.Nat	61,331	49,944
Prof. I.N. Fabris-Rotelli Pr.Sci.Nat	21,720	23,388
Mr. S.C. Jewell	107,490	50,365
Dr. T.E. Lephoto Pr.Sci.Nat	15,204	16,998
Dr. P.L. Mabeta	39,080	54,099
Dr. M.B. Matiwane Pr.Sci.Nat	21,720	19,107
Prof. R.J. Moitsheki Pr.Sci.Nat	19,548	19,170
Prof. N.S. Mokgalaka-Fleishmann	74,347	54,786
Ms. L.M. Mtshali	34,752	19,107
Prof. A Muronga	17,376	16,998
Dr. G.C Cilliers Pr. Sci.Nat	-	2,109
Prof. V Steenkamp Pr.Sci.Nat	43,440	76,365
Mr. B. Ngobeli	2,172	-
Non-council Members	535,936	455,572
	1,434,373	1,240,225

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)

	2024	2023
Critical skills visa assessment fee		
Council Members	2,250	1,500
Non-council Members	45,000	36,750
	47,250	38,250
Evaluation fees		
Council Members	450	-
Non-council Members	120,900	113,250
	121,350	113,250

20. Key personnel emoluments

	Emoluments	Other allowances*	Disability insurance and Retirement contributions	Total
Executive				
2024				
Dr N.H Obokoh (<i>Pr.Sci.Nat.</i>)	1,655,835	12,374	73,596	1,741,805

	Emoluments	Disability insurance and Retirement contributions	Total
2023			
Dr P Rampersadh (<i>Pr.Sci.Nat.</i>)	762,886	37,115	800,001

*Other allowances relate to subsistence and travel.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (CONTINUED)

21. Prior period errors

The prior period adjustment to the application fee was done during this financial year and amounted to R1540 (inclusive of VAT).

Another prior year adjustment relates to honoraria amounting to R15204.

The correction of the error(s) results in adjustments as follows:

Statement of Financial Position

	2024	2023
Trade and other payables	15,204	15,204
Trade and other receivables	1,540	1,540
Vat	201	201

Profit or Loss

Honoraria	(15,204)	(15,204)
Application Fee	1,339	1,339

22. Commitments

DSI Project: Continuing Professional Development Programme	1,236,657	560,000
DSI Project: Development of Candidate Mentoring Phase	30,000	70,000
DSI Project: Information Technology Platform	667,860	692,990
DSI Project: Regulations	400,000	853,402
	2,334,517	2,176,392

DETAILED INCOME STATEMENT

	Note(s)	2024	2023
Revenue	11	19,113,478	18,567,835
DSI Project Income	12	13,136,111	8,656,132
SAASTA Grant - National Science Week	12	45,101	49,466
Investment revenue	15	1,111,062	518,748
Total revenue		33,405,752	27,792,181
Refund on insurance	12	-	16,280
		-	16,280
Operating expenses			
Accounting Fees and Consulting		3,000	1,500
Advertising		304,401	142,453
Auditors remuneration		126,610	120,209
Bad debts		3,174,318	4,131,562
Bank charges		463,951	467,646
Catering and meetings		63,714	27,003
Cleaning		4,019	3,374
Computer expenses		137,191	125,578
Council travel		440,994	32,324
DSI Project: Continuing Professional Development Programme		3,874,660	3,991,074
DSI Project: Development of Candidate Mentoring Phase		3,836,211	2,190,440
DSI Project: Information Technology Platform		3,207,525	1,629,766
DSI Project: Regulations		1,569,450	50,299
Depreciation, amortisation and impairments		274,479	154,236
Employee costs		9,310,032	9,808,850
Covid-19 related expenditure		-	130
Honoraria		1,602,973	1,328,484
HR Services		211,344	488,024
Insurance		167,479	119,541
Lease rentals on operating lease		1,399,124	686,198
Legal and Professional Conduct related expenses		640,840	63,143
Office expenses		66,061	42,846
Benchmarking and work study		516,250	-
Printing and stationery		3,499	10,975
Promotions National Science Week		45,101	49,466
Registration related expenses		-	22,000
Repairs and maintenance		38,534	838
Subscriptions		53,981	51,829
Telephone and fax		153,690	93,366
Training		79,213	34,464
Transport and freight		152,277	44,569
Professional conduct expenses		91,733	291,402
Total operating expenses		32,012,654	26,203,589
Surplus for the year		1,393,098	1,604,872





INCLUSIVITY

PROFESSIONALISM

INTEGRITY



science & innovation

Department:
Science and Innovation
REPUBLIC OF SOUTH AFRICA

