MINING QUALIFICATIONS AUTHORITY

Mining Future Skills

Annual Report 2024-2025

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ANNUAL REPORT
2024-2025

Mining Future Skills

HONOURABLE MINISTERS, IT IS A PLEASURE TO PRESENT YOU WITH THE ANNUAL REPORT OF THE MINING QUALIFICATIONS AUTHORITY FOR THE FINANCIAL YEAR

1 APRIL 2024 TO 31 MARCH 2025

Mr Buti Manamela
Minister of Higher Education and Training

Dr Mimmy Gondwe
Deputy Minister of Higher Education and Training

Dr Nomusa Dube-Ncube
Deputy Minister of Higher Education and Training

Dr Thabo Mashongoane
MQA Interim Accounting Authority

CONTENTS

SECTION 1
General Information

1.1. PUBLIC ENTITY'S GENERAL INFORMATION

Registered name of the public entity:	**Mining Qualifications Authority (MQA)**
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Bankers Information	Standard Bank Simmonds Street, Johannesburg, 2001 South Africa
Company Secretary	Ms Siphiwe Ngwenya Managing Director IKB Company Secretaries (Pty) Ltd
Report Number :	RP178/2025
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1.2 ACRONYM LIST

AA	Accounting Authority
AET	Adult Education and Training
AFS	Annual Financial Statements
AGSA	Auditor-General South Africa
AMCU	Association of Mineworkers and Construction Union
APP	Annual Performance Plan
APR	Annual Performance Report
ARC	Audit and Risk Committee
ATR	Annual Training Reports
AQP	Assessment Quality Partner
B-BBEE	Broad-based Black Economic Empowerment
CCMA	Commission for Conciliation, Mediation and Arbitration
CEO	Chief Executive Officer
CET	Community Education and Training
CFO	Chief Financial Officer
COO	Chief Operating Officer
CoS	Centre of Specialisation
COSATU	Congress of South African Trade Unions
CRM	Customer Relationship Management
CRMEO	Chief Risk Monitoring and Evaluation Officer
CSD	Central Supplier Database
CSIR	Council for Scientific and Industrial Research
DHET	Department of Higher Education and Training
DMPR	Department of Mineral and Petroleum Resources
DQP	Development Quality Partner
EA	Executive Authority
EM	Executive Manager
EMCEO	Executive Manager: Office of the CEO
EMCS	Executive Manager: Corporate Services
EMSR	Executive Manager: Stakeholder Relations
ERP	Enterprise Resource Planning
ERRP	Economic Reconstruction and Recovery Plan
ERPS	Enterprise Resource Planning System
EXCO	Executive Committee
FINCOM	Finance Committee
FLC	Foundational Learning Competence
GDP	Gross Domestic Product
GRAP	Generally Recognised Accounting Practice
GSC	Governance and Strategy Committee
HDSA	Historically Disadvantaged South African
HEA	Higher Education Act
HET	Higher Education and Training
IT	Information Technology
IMIS	Integrated Management Information System
KZN	KwaZulu-Natal

M&E	Monitoring and Evaluation
MEDP	Management and Executive Development Programme
MHSA	Mine Health and Safety Act
MMS	Mining and Minerals Sector
MoA	Memorandum of Agreement
MoU	Memorandum of Understanding
MPRDA	Mineral and Petroleum Resources Development Act
MQA	Mining Qualifications Authority
NATED	National Accredited Technical Education Diploma
NCV	National Certificate (Vocational)
NEDLAC	National Economic Development and Labour Council
NEHAWU	National Education, Health and Allied Workers' Union
NLRD	National Learner Records Database
NSA	National Skills Authority
NSDP	National Skills Development Plan
NSFAS	National Student Financial Aid Scheme
NUM	National Union of Mineworkers
NUMSA	National Union of Metalworkers of South Africa
OFO	Organising Framework for Occupations
OHS	Occupational Health and Safety
OQSF	Occupational Qualifications Sub-Framework
OTC	Occupational Trades Convenor
PFMA	Public Finance Management Act
PWD	People with Disabilities
REMCO	Remunerations Committee
QA	Quality Assurance
QAP	Quality Assurance Partner
QDP	Quality Development Partner
QCTO	Quality Council for Trades and Occupations
RPL	Recognition of Prior Learning
SAQA	South African Qualifications Authority
SARS	South African Revenue Service
SDA	Skills Development Act
SDF	Skills Development Facilitator
SDLA	Skills Development Levies Act
SDP	Skills Development Providers
SDR	Skills Development and Research
SES	Stakeholder Engagement Session
SETA	Sector Education and Training Authority
SLA	Service-level Agreement
SMME	Small, Micro, Medium Enterprises
SSM	Small-Scale Mining
SSP	Sector Skills Plan
TVET	Technical, Vocational, Education and Training
UASA	United Association of South Africa
Unisa	University of South Africa
UPS	Uninterrupted Power Supply
WSP	Workplace Skills Plans

1.3 VISION, MISSION, VALUES AND STRATEGIC OBJECTIVES

VISION

A competent health and safety-oriented mining and minerals workforce.

MISSION

To ensure that the mining and minerals sector has sufficient competent people to improve health and safety, entrench employment equity and increase productivity standards.

VALUES

The MQA subscribes to the following values:

- Collaborative
- Customer centricity
- Innovation
- Impactful
- Ethical

STRATEGIC OBJECTIVES

1. Promote efficient and effective governance and administration.
2. Improve skills development planning and decision-making through research.
3. Promote work-based skills development to support transformation in the mining and minerals sector.
4. Facilitate access to occupationally directed learning programmes for the unemployed.
5. Support training initiatives in mining communities.
6. Ensure the delivery of quality learning programmes in the mining and minerals sector.

1.4 LEGISLATIVE AND OTHER MANDATES

The MQA is a Sector Education and Training Authority (SETA) that facilitates skills development under the Department of Higher Education and Training, to support mine health and safety in the mining and minerals sector. There are various pieces of legislation that govern the operations of the MQA. These are:

Ministry of Mineral and Petroleum Resources

- Mine Health and Safety Act (MHSA) 29 of 1996
- Minerals and Petroleum Resources Development Act (MPRDA) 8 of 2002, as amended
- Social and Labour Plan

Relevant Regulations

Ministry of Higher Education and Training

- Skills Development Act (SDA) 97 of 1998, as amended
- Higher Education Act (HEA) 101 of 1997, as amended
- National Financial Aid Scheme Act (NSFAS) 57 of 1999
- Continuing Education and Training (CET) Act of 2006
- National Qualifications Framework Act 67 of 2008

Relevant Regulations

Ministry of Finance

- Skills Development Levies Act (SDLA) 9 of 1999
- Income Tax Act 58 of 1962, Section 12H Learnership Allowances
- Public Finance Management Act (PFMA) 1 of 1999

Relevant Regulations

In addition to the legislation listed above, various national policy documents guide the development of skills in the sector, namely the National Skills Development Plan (NSDP) 2020–2030, the New Growth Path, the National Skills Accord, the Decade of the Artisan, the Medium Term Development Plan 2024-2029, the Mining and Minerals Sector Skills Plan (SSP), the King IV Report and the Code on Corporate Governance, the Protocol on Corporate Governance in the Public Sector (2002), the Companies Act 71 of 2008, Section 55 of the PFMA, Chapter 28 of the National Treasury Regulations (28.2) and all the MQA policies and procedures.

STATEMENT OF RESPONSIBILITY AND CONFIRMATION OF ACCURACY FOR THE ANNUAL REPORT FOR THE YEAR ENDED 31 MARCH 2025

To the best of my knowledge and belief, I confirm the following:

All information and amounts disclosed in the Annual Report is consistent with the Annual Financial Statements audited by the Auditor General.

The Annual Report is complete, accurate and is free from any omissions.

The Annual Report has been prepared in accordance with the guidelines on the Annual Report as issued by National Treasury.

The Annual Financial Statements on pages 108 to 152 have been prepared in accordance with the GRAP standards applicable to the public entity.

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

The Accounting Authority is responsible for establishing and implementing a system of internal control, which has been 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 (pages 99 to 101) are engaged to express an independent opinion on the Annual Financial Statements.

In my opinion, the Annual Report fairly reflects the operations, the performance information, the human resources information and the financial affairs of the entity for the financial year ended 31 March 2025.

Yours faithfully

Dr Thabo Mashongoane
Chief Executive Officer and Interim Accounting Authority
31 July 2025

1.6. STRATEGIC OVERVIEW BY THE CHAIRPERSON

Dr Thabo Mashongoane
MQA Interim Accounting Authority

As the Interim Accounting Authority of the Mining Qualifications Authority (MQA), it is my pleasure to present this annual report to the Minister of Higher Education and Training, Mr Buti Manamela, Deputy Ministers of Higher Education and Training Dr Mimmy Gondwe and Dr Nomusa Dube-Ncube, and our industry stakeholders on the activities of the MQA for the period 1 April 2024 until 31 March 2025.

The MQA is charged with the responsibility of facilitating skills development in the mining and minerals sector in terms of the Skills Development Act of 1998 as amended.

In execution of its mandate, it also supports the broad-based socio-economic empowerment charter [Mining Charter] in terms of the Mineral and Petroleum Resources Development Act of 2002 and the Mine Health and Safety Act of 1996.

During the financial year under review, the MQA remained committed to upholding the precepts of good corporate governance principles in its overall operations which resulted in the organisation achieving a clean audit outcome from the Auditor General of South Africa (AGSA) for the 2024–2025 financial year. This is a consistent achievement, for four years in a row. Additionally, the MQA achieved 100% achievement, yet again having achieved this in the previous financial year.

The MQA continues to be an efficiently run and well managed organisation, delivering favourably on its mandate. In terms of the Public Finance Management Act [PFMA], the MQA Board has exercised sufficient oversight over the core and support functions of the MQA for the period under review, and is satisfied that control measures are efficient and effective to mitigate potential risks to the MQA.

The Audit and Risk Committee also expressed satisfaction with risks identified and controls implemented during the period under review. In line with the MQA Constitution, the committees ensure that the organisation is fully functional to support its strategic mandate in their respective operational and technical capacities, as well as the governance of the MQA.

These five standing committees are the:

- Audit and Risk Committee (ARC)
- Executive Committee (EXCO)
- Finance Committee (Fincom)
- Governance and Strategy Committee (GSC)
- Remunerations Committee (REMCO)

The former Board held its strategic planning sessions from 4-5 September 2024. The focus was to revise the strategic plan and to align the good corporate governance practices, as well as strategically positioning the MQA currently and beyond 31 March 2025. During the financial year, continuous reflection was ensured as the SETA's five-year term of the NSDP from 2020 to 2025 was due to reach its end.

This resulted in the Board conducting a closeout handover meeting on 27 and 28 March 2025 to ensure the activities of the current Board are concluded. A detailed report was compiled for the incoming Board for the 2025-2030 period of the National Skills Development Plan (NSDP).

As the MQA approaches the 2025-2030 period, it continues to support the following six strategic objectives that are aligned to its legislative mandate:

1. Promote efficient and effective governance and administration.
2. Improve skills development planning and decision-making through research.
3. Promote work-based skills development to support transformation in the mining and mineral sector.
4. Facilitate access to occupationally directed learning programmes for the unemployed.
5. Support mine community training initiatives to access economic opportunities.
6. Ensure the delivery of quality learning programmes in the mining and mineral sector.

Highlights in line with its strategic objectives

Within the context of the mining and minerals sector, the Interim Accounting Authority is proud of the overall interaction between employers, labour and employees which continues to grow from strength to strength. This interaction is destined to continue to improve with the advent of the MQA's own advocacy interventions to increase participation and assist the sector to engage the MQA, fully cognisant of the value that skills development contributes to the sector.

The relationship between the MQA and Department of Mineral and Petroleum Resources (DMPR) ensures that issues of mine health and safety are addressed through skills development initiatives. A dedicated position was approved and established to increase focus in this regard to increase health and safety programmes and the monitoring thereof, to contribute to increased awareness that will result in reduced fatalities in our mines. I commend the ongoing training on mine health and safety representatives, as this undoubtedly improves the capacity and safety in mines. Unsafe working conditions continue to lead to the death of mine workers annually resulting in households losing breadwinners, which further exacerbates the issue of high unemployment. In some cases, mineworkers are severely injured resulting in the loss of ability to earn an income for their families. Increased efforts to support people with disabilities in the sector must be ensured. Although the improvements in mine health and safety are commendable, the ultimate purpose of the Mine Health and Safety Act is to ensure that there is a marked improvement in safety conditions overall so that loss of lives becomes a thing of the past.

The mining sector continues to be plagued with layoffs because of mines closing and technological advancements; however, reskilling interventions are necessary to retaining valuable employees that have played a role and contributed to the sector.

The MQA continues to respond positively to the advancement of stakeholders who live in mining communities and labour-sending areas, by developing training interventions to ensure sound economic growth of these communities.

The organisation demonstrated this through its commitment to uplift beneficiaries of the Mine Community Development programme by offering them startup kits at a handover ceremony that was held on 24 October 2024 in Roodepoort.

In another notable milestone, the MQA partnered with several Sector Education and Training Authorities (SETAs) to formally launch the Green Hydrogen Centres of Specialisation Project at a ceremony that was attended by stakeholders on 30 September 2024 at the CSIR International Convention Centre in Pretoria.

This is the MQA's collaborative initiative with the Chemical Industries Sector Education and Training Authority (CHIETA), the Transport Education and Training Authority (TETA), and the Energy and Water Sector Education and Training Authority (EWSETA).

Mandatory grants (WSP-ATR, SSP)

Skills development legislation requires that all mining companies, regardless of size, submit their Workplace Skills Plans (WSPs) and Annual Training Reports (ATRs) as part of their commitment to skills development training. The mandatory deadline date for the submission of WSPs and ATRs is 30 April annually. Employers responded positively and a large number of WSPs and ATRs were submitted by small, medium, and large companies by the set deadline. This ensures that the sector adopts a culture of continuous learning so that an informed profile of the scarce and critical skills needs within the sector is always available.

Artisan development, support for artisan aides

Following the "Decade of the Artisan" campaign founded and led by the Department of Higher Education and Training declared for the period 2014 to 2024, an increased number of young learners still continue to pursue the artisan route to learn essential skills for gainful employment, and to contribute towards the economic growth of the country.

The MQA remains committed to the objectives of artisan development and this was demonstrated by the great response from the employers in the sector who registered their learners in artisan and non-artisan learnerships. The overwhelming number of artisan aides were supported through the Artisan Recognition of Prior Learning (ARPL) process.

Technical Vocational Education and Training College Support

The MQA has established partnerships with Technical Vocational Education and Training (TVET) colleges in different regions to support the goal of improved artisan skills.

During the year under review, lecturers from TVET colleges were provided with workplace exposure to enhance the learning experience of TVET learners and lecturers to advance their skills in artisan and non-artisan trades.

Occupational Health and Safety

During the year under review, the South African mining industry recorded at least 42 fatalities. Although this demonstrated a marked decrease in the number of fatalities recorded, representing a 24% improvement compared to the 55 fatalities reported in 2023, safety in work spaces and amongst employees of the mining and minerals sector continues to be of paramount importance.

The MQA remains committed to the “Zero Harm” policy supported by various stakeholders in the sector.

The measures that are continually taken regarding safety concerns demonstrate the MQA and the sector’s commitment to continued improvements in the safety standards within the mines.

The employers in the mining and minerals sector continued to respond positively to the call to train an increased number of representatives who were trained on and completed the legislated occupational health and safety skills programme.

Literacy support for continuous learning

Literacy support is a fundamental element of skills development training that ensures continued learning opportunities for employees in the mining and minerals sector. In the year under review, the continued engagements between the MQA and employers in the sector resulted in a positive response that led to the support for the Adult Education and Training (AET), the National Accredited Technical Education Diploma (NATED) course, as well as the General Education and Training Certificate (GETC) and the Foundational Learning Competency (FLC) programmes.

This will ensure that all employees in the sector are afforded enough opportunities that will improve their skills levels and their growth within the mining and minerals sector.

Career guidance and support for graduates

Career guidance is a fundamental cornerstone in shaping the vocational choices of young maths and science learners. This underpins the MQA’s commitment to support the mining and minerals sector’s needs for transformation through skills development interventions that also target the youth.

The MQA, in the year under review, supported an increased number of previously disadvantaged learners with bursaries to pursue mining related professions at universities and artisan trades at TVET colleges.

The Sector Education and Training Authority (SETA) also undertook an extensive career guidance programme in line with the objectives of the Department of Higher Education and Training (DHET) and conducted career exhibitions that created awareness about mining related careers amongst maths and science learners.

Learners studying grade 10, 11 and 12 mathematics and physical science subjects were provided with extra curricula lessons to improve their progress in these subjects, to qualify to study mining related qualifications at universities, universities of technology and TVET colleges.

The MQA provided work experience opportunities to undergraduate learners at tertiary institutions, which is vital in ensuring that learners attain their qualifications. This was demonstrated in the positive support shown by employers in the sector, who heeded the call to offer their workplaces as learning spaces to allow graduates to improve their prospects of gaining employment within the sector, and thus contributing to the reality of a transformed mining and minerals sector.

By the end of the year under review, the MQA had a staff complement of 156 permanent staff and had implications of increased efforts to support mine communities and youth may require this complement to increase.

The MQA has also adopted a vibrant research agenda to ensure to increase understanding of the sector and to improve skills development planning and decision-making through research in line with its strategic objectives. The inaugural Research Colloquium held on 26 September 2024 at Mintek with higher education institutions and well as the sector showcased a range of instructive outcomes from the various research studies that were commissioned by the MQA over a five-year period, which offered stakeholders a holistic approach to workforce development within the mining and minerals sector.

Revenue

The MQA's revenue for the period under review, increased from R1,6 billion in 2023-2024 to R1,7 billion in 2024-2025. This is despite some labour losses in the mines due to the retrenchment of employees affecting employer skills development levy contributions.

The MQA has with the application of sound financial management practices ensured that it remain within the 10,5% statutory allocation of the administrative budget. A total of R181,2 million (excludes non-monetary items) was spent on administration costs compared to an available administration revenue of R213 million. This is a surplus on administration spending of R22 million. The MQA Board approved discretionary projects with a budget of R1 633 million to enhance skills in the mining and minerals sector with a total expenditure of R1 598 million.

The discretionary projects identified in line with the funding policy aim to address the skills gaps identified in the sector skills plan. The projects include an investment into learning programmes, occupational health and safety, work experience, internships, artisan development, bursaries portable skill for mine communities as well as programmes targeting youth to curb unemployment.

The MQA continues to support transformation in the sector. Adult Education and Training (AET) training remains a priority for the MQA and are continuing to engage and address language issues on behalf of the sector. The annual International Literacy Day (ILD) event held on 7 September 2024 in Richards Bay, KwaZulu-Natal was a highlight, as the Board witnessed the sterling work of the MQA to improve literacy in the sector.

Challenges

Although I am encouraged by the strong participation of stakeholders and partnerships, this is an effort which needs to increase even more, to ensure a greater number of employers take on learners into learning programmes, apprenticeships and other skills related initiatives.

There can never be enough emphasis placed on mine health and safety. Although there have been improvements, there remains a critical need for the increase in health initiatives. Another critical concern regarding ongoing needs of the sector remains the upskilling of miners.

In consideration of the economic downturn and imminent tariffs implemented that affect investment into our country resulting in job losses, it is critical for the MQA to mitigate the impact of job loss on the overall economy. The MQA will need to be innovative in the development of transformative initiatives to assist the sector with portable skills.

Appreciation

Ministers, stakeholders and MQA management and staff, as the delegated Accounting Authority of the MQA, I would like to extend my sincere gratitude for the support and the diligent manner with which the mandate of the MQA was executed over the past financial year.

It has been an honour and a privilege to have served as a member of the Board for the preceding five years. The MQA has prevailed in its commitment to accelerate service delivery in our sector, and the continuity of such support will ensure that the MQA will go from strength to strength.

I congratulate the MQA on the stellar performance and on consistently achieving 100% of the performance targets for two years in a row. I would like to commend the employers, for the support in implementing the mandate of the organisation, which inevitably contributes towards the consistent success of the organisation.

It is this commitment to service delivery and efforts for increased improvement that will ensure the MQA continues to be a vehicle for accelerated skills development training for the mining and minerals sector.

I acknowledge the employers and labour organisations for their continued support and feedback during the various stakeholder engagements, ensuring that communities around mines receive the skills to prevent the triple challenges of poverty, inequality, and unemployment.

I also extend my gratitude, to the MQA employees for the stellar achievement and support given during the reporting year despite challenges experienced, and which resulted the MQA's record performance.

I extend my heartfelt gratitude to the former Board and Committee members who served the MQA during the 2020-2025 period, without your dedication and support the MQA could not have reached the milestone of achieving the sterling performance, as well as improvement in its audits resulting in clean audits for four consecutive years.

The MQA remains committed to develop and implement transformative skills in the sector by "Mining Future Skills."

Dr Thabo Mashongoane
MQA Interim Accounting Authority

1.7 OPERATIONAL OVERVIEW BY THE CHIEF EXECUTIVE OFFICER

Dr Thabo Mashongoane
Chief Executive Officer

As the delegated Interim Accounting Authority of the Mining Qualifications Authority (MQA), it is my esteemed honour, as the Chief Executive Officer of the MQA, to present this overview of the MQA's overall performance for the period 1 April 2024 to 31 March 2025, to the various MQA governing structures.

During the year under review, the MQA maintained its role as a propeller of skills development initiatives for the mining and minerals sector, aimed at training for impact, a critical role the organisation holds in high regard to deliver quality learning programmes for the sector, which also resulted in the organisation achieving a positive outcome of a clean audit outcome for the fourth consecutive year.

This was enhanced by the growing positive outlook towards the MQA, and its value add, as was expressed by our various stakeholders who responded favourably to the Stakeholder Perception Survey that was conducted during 2023.

In its ongoing efforts to improve its service to the sector, the MQA rolled the survey out to measure stakeholder satisfaction experienced when conducting business with the MQA, as well as to identity areas stakeholders considered as impediments, with a view to allow the MQA to overcome these impediments.

Amongst some of the concerns that were identified in the 2023 research audit included administrative lags relating to receiving certificates on time; and delays experienced by levy-paying companies, Skills Development Facilitators and accredited skills development providers (training providers) in receiving funds from the MQA.

It is for this reason that during the period 2025-2026, the MQA will be embarking on the biennial Stakeholder Perception Audit to measure amongst key variables, the contingencies that were introduced as a response to the areas that stakeholders had identified as requiring improvement. This is set against that backdrop of the MQA's commitment as a demonstrated by its adherence to the organisation's five strategic objectives, which provide the cornerstone for the MQA's vision, mission and values for a safe, healthy and adequately skilled mining workforce.

These are:

- Promote efficient and effective governance and administration
- Improve skills development planning and decision-making through research
- Promote work-based skills development to support transformation in the mining and minerals sector
- Facilitate access to occupationally directed learning programmes for the unemployed
- Support mine community training initiatives to access economic opportunities
- Ensure the delivery of quality learning programmes in the mining and minerals sector

During the year under review, the MQA demonstrated success in discharging its mandate with regards to its performance targets as per the Service Level Agreement (SLA) with the Department of Higher Education and Training (DHET). To this end, the organisation achieved a notable total of 85 out of the 85 indicators, which is 100% of the performance targets.

The MQA is also anticipating the demerging of the Departments of Mineral Resources and Energy, to form the Department of Energy and Electricity (DEE) under Honourable Minister Kgosientsho Ramokgopa, and Department of Mineral and Petroleum Resources (DMPR) under the Honourable Minister Mr Gwede Mantashe.

The MQA trusts this separation of delegations will result in a more focused strategic role by the DMPR that will maintain the mutually beneficial relationship between the department and the MQA to benefit the needs of the different stakeholders who eagerly participate in this dynamic sector.

Occupational Health and Safety Skills Programme

The goal to achieve “Zero Harm” in the mining and mineral sector continues to form part of the mandate of various stakeholders in the sector including the Mining Qualifications Authority, the DMPR and organised labour.

The Occupational Health and Safety (OHS) skills programme and other MQA approved skills programmes are receiving immense support from all role-players to achieve the objective of producing a sustained number of skilled, qualified OHS representatives within the sector.

In the year under review, the MQA exceeded its target of training OHS representatives in the OHS and other approved skills programmes, where 2 882 entered the training programmes against the set target of 2 000. A noticeable achievement for this indicator was recorded where of 3 969 employees completed the training programme, against the set target of 3 415.

It remains the MQA’s goal to exert all effort in partnership with all stakeholders to reduce the incidence of mining-related fatalities, as well as health issues related to mining activity, by ensuring the provision of requisite training in this area.

Research in the Sector

Conducting research remains an important facet for developing the requisite learning programmes that contribute to the value-chain of skills development training within the Mining Qualifications Authority. As a key, primary element in influencing the development of required learning interventions and programmes, the MQA identifies the needs of the sector based on information collection efforts gathered from stakeholder companies within the sector.

This information is collected through research mechanisms that include the workplace skills plans (WSP), the annual training reports (ATR) and the Sector Skills Plan (SSP), to deliver a vital record of the sector as well as its employees.

With regards to research conducted, the MQA achieved 11 out of the set target of 10 research outputs. The organisation also successfully concluded 8 out of the set target of 6 memorandums of agreement with public and private institutions.

During the 2024-2025 financial year, the MQA noted remarkable increases in the number of WSP-ATRs approved for small, medium, and large companies to access a mandatory grant.

In the year under review, 446 workplace skills plans and annual training reports were approved for small-sized companies, exceeding the set target of 320 WSP-ATRs.

A total of 201 workplace skills plans and annual training reports were approved for medium-sized companies, exceeding the set target of 180 WSP-ATRs.

Additionally, 312 workplace skills plans and annual training reports were approved for medium-sized companies, exceeding the set target of 250 WSP-ATRs.

During this period, the Skills Development and Research Unit, in partnership with the MQA’s regional offices, conducted 23 capacity building workshops out of the set target of 21 to provide additional support to Skills Development Facilitators that submit WSP-ATRs on behalf of levy-paying companies.

Youth and Learner Development (Bursaries, Career Guidance, Youth Development)

The rate of unemployment amongst the youth and graduates remains a persistent challenge that is hampering South Africa’s efforts in advancing the country’s economic drive.

To realise the goal of achieving transformative skills to transform the mining and mineral sector, role-players in the sector are encouraged to provide avenues that foster adequate, youth-centric skills development and training environments that train for impact, while ensuring young, qualified candidates can access opportunities offered by the mining sector.

To contribute to this, the MQA offers youth-focused learning and training interventions to young, unemployed learners and graduates through the MQA bursary scheme, the internship and work experience programmes, and the youth development programme.

During the reporting year, 1 309 unemployed learners, against a set target of 1 300, were offered financial support in the form of a bursary, through the MQA Bursary Scheme.

A total of 712 learners, against the set target of 600, completed their studies during the reporting period, while 1 515 continuing learners were supported against the set target of 1 500.

The MQA also provides financial support to persons currently working in the mining and minerals sector to continue their studies towards qualifications that prove beneficial for the sector.

During the 2024-2025 financial year, 90 out of the set target of 70 employed individuals were granted a bursary; 27 out of the set target of 20 employed individuals successfully completed their studies during the reporting year; and 73 out of the set target of 65 continuing, employed individuals were financially supported.

The MQA's internship programme, aimed at unemployed graduates, assists graduates to find work experience and job placement opportunities. During the 2024-2025 financial year, 1 150 graduates against the set target of 1 125 were successfully placed with various host companies to attain invaluable work experience.

The introduction of work integrated learning (WIL) for learners has demonstrated the undeniable value of providing a learning approach that combines classroom learning with real-world work experiences. Through this initiative, learners' prospects of employability become greatly enhanced when they are provided with practical skills and knowledge related to their field of study.

As part of this learning approach, the MQA supported 1 166 university students requiring work integrated learning to complete their qualifications against the set target of 1 125; 623 university students against a set target of 550, completed their WIL placements during the reporting year.

The MQA recognises the benefits of furnishing learners with career guidance information during their lifespan in high school to assist them to make informed choices when selecting or deciding on a vocation. Therefore, the organisation facilitates career guidance opportunities annually which provide learners studying pure mathematics and pure physical science with information relating to careers in the mining and minerals sector.

During the year under review, the MQA participated in 56 career guidance activities in urban areas, against the target of 50; and 60 career guidance activities in rural areas against the set target of 50. The MQA also hosted 29 workshops against the set target of 25, to provide career development services and to build the capacity of career development practitioners to enable them to impart information about mining related careers to their learners.

The MQA's Youth Development Programme is a form of intervention aimed at supporting the unemployed youth located in mining communities to achieve or create employment opportunities by providing them with the requisite skills in various trades.

During the 2024-025 financial year, 3 317 unemployed youth in mining communities and labour sending areas entered a portable skills programme against the set target of 3 000, with 2 816 unemployed youth in mining communities and labour sending areas successfully completing a portable skills programme against the set target of 2 250.

TVET Support and Partnership

The drive to support TVET (Technical, Vocational Education and Training) colleges is a very important and necessary concept to address South Africa's unemployment rates, skills shortages, and economic development challenges that continue to plague the country. For many years now, TVET colleges have been acknowledged as avenues that provide practical, skills-based training that aligns with industry needs, to support employability and promote the spirit of entrepreneurship amongst graduates.

The MQA demonstrated its support for TVET colleges during the 2024-2025 financial year by establishing 31 partnerships with the colleges, against the set target of 30. This support was extended to TVET college students whereby 975 students, against the set target of 900 requiring work integrated learning to complete their qualification, were placed in workplaces. A total of 405 against the set target of 200 TVET students successfully completed their work integrated learning placements.

There was also 138 TVET graduates that successfully entered an internship programme against a set target of 120 during the reporting year.

Against a set target of 15, 17 TVET lecturers were offered an opportunity to gain industry skills through skills programmes; and 73 against the set target of 70 lecturers were awarded with a bursary.

Additionally, 33 TVET managers against the set target of 20 received training on curriculum related studies.

Mine Community Development, Small-scale Mining Support

The MQA appreciates the significance of partnerships that cement the symbiotic relationship between communities and other stakeholders who collaborate to deliver learning and training initiatives to uplift communities residing within mining areas. This forms part of the MQA's fifth strategic objective to assist these communities to access employment opportunities.

The Mine Community Development is one such programme that provides elementary training opportunities to provide economic growth opportunities that benefit beneficiaries and their communities.

During the 2024-2025 financial year, 1 500 mine community beneficiaries entered a portable skills programme, against the set target of 800; and 860 beneficiaries, out of the set target of 800, completed a portable skills programme.

Moreover, 302 beneficiaries were successfully trained in small-scale mining interventions, against the set target of 300.

Additionally, the MQA conveyed its commitment to uplift beneficiaries of the Mine Community Development programme by offering them startup kits at a handover ceremony that was held on 24 October 2024 in Roodepoort.

Learnerships, Artisan and Non-artisan Development

Support shown to employed learners to participate in skills development training opportunities is underpinned by the overwhelming response from the sector who applied for discretionary grants to train learners on various MQA learning programmes.

During the year under review, 742 employed learners were enrolled on various learnership programmes against the set target of 680. In terms of completions, 618 employed learners successfully completed their training on various learnership programmes against the set target of 585.

Continuous transformation in the mining and minerals sector remains a pivotal goal for the MQA to ensure the organisation and the sector are training for future impact. During the reporting year, a notable number of employers provided learnership opportunities to unemployed learners from the surrounding mining communities where employers have their mining operations. To demonstrate this support, 1 946 unemployed learners were enrolled on learnership programmes against a set target of 1 628; and the number of unemployed learners who completed their training was exceeded with the achievement of 1 725 learners completing their learnership programme against the set target of 1 000.

Furthermore, 53 learners entered the recognition of prior learning (RPL) learnership against the set target of 50. Against the set target of 23, 28 successfully completed their RPL learnership training.

The MQA continues to support the DHET's initiative to produce an increased number of qualified artisans each year. This drive, which has been a continuance of the department's "Decade of the Artisan" initiative since 2013, is aimed at producing 30 000 artisans annually until the year 2030.

With this goal in mind, the sector has made a significant contribution towards supporting the development of artisans through various trades. During the 2024-2025 financial year, this was evidenced by 1 607 learners being entering various artisan programmes against the set target of 1 500. Against a set target of 600, 1 314 learners, were successful in completing their artisan training.

However, not all prospective artisans have had the opportunity to undergo formal training to achieve their artisan qualification in their chosen trades. This is where the MQA's Artisan Recognition of Prior Learning (ARPL) effectively bridges the gap between a formal trade qualification by acknowledging the skills and knowledge of individuals who have gained their artisan competencies through practical experience, rather than formal training.

Therefore, during the year under review, 63 learners were assisted in successfully entering the artisan recognition of prior learning (ARPL) training programme, against the set target of 60. And 76 learners successfully completed their ARPL training against a set target of 50.

The number of learners that completed an artisan Assistant Programme was 297 against the set target of 229.

Support for Literacy in the Sector

The MQA supports literacy programmes that promote learning amongst previously disadvantaged adult learners in the mining and minerals sector.

During the 2024-2025 financial year, 1 378 learners against the set target of 800 entered the adult education and training (AET) learning programme, as well as the National Accredited Technical Education Diploma (NATED) course, and General Education and Training Certificate (GETC) programme. A total of 1 927 adult learners successfully completed these training programmes and course against the set target of 1 420.

Furthermore, 233 learners against the set target of 200, achieved completion status in their foundational learning competence (FLC) training.

SETA Partnerships and Rural Development

The MQA considers the establishment of partnerships as critical to its business as a Sector Education and Training Authority (SETA) because partnerships enable businesses to collaborate on resources, expertise, and reach, to achieve greater success than they could achieve alone. Thus, this brings added value by achieving innovation, amongst other important goals.

One such noteworthy example was the successful launch of the Green Hydrogen Centres of Specialisation Project. This is the MQA's collaborative initiative with the Chemical Industries Sector Education and Training Authority (CHIETA), the Transport Education and Training Authority (TETA), and the Energy and Water Sector Education and Training Authority (EWSETA). The project was launched successfully with much appreciation by all stakeholders, on 30 September 2024 at the CSIR International Convention Centre in Pretoria.

In total, the MQA successfully established 243 partnerships against the set target of 180 during the year under review.

The MQA has also displayed its objective of increasing focus on rural development by initiating 38 projects in this area against a set target of 20.

Stakeholder Capacity-building

In line with stakeholder development within the sector, the MQA aims to ensure the availability of skilled specialists within the mining and mineral sector that provide critical, relevant information to address the training needs of employers.

During the reporting year, 26 out of the set target of 20 skills development committees (SDC) were conducted.

Challenges

The growing number of unemployed persons and graduates is posing a challenge in ensuring the viability of the country's economy and the sustainability of communities.

However, it is notable that the sector is still responding positively to the call to support and train unemployed learners from the immediate mining communities, with learnership programmes.

Retrenchments within the different sub-sectors of the mining industry are persisting. This has a direct impact on successfully skilling mining employees through the various training initiatives that are being implemented. The MQA will continue with stakeholder engagements forums with employers in the sector to find sustainable and viable training solutions.

Greater effort will still be exercised to ensure support for youth-focused training interventions to stave off the rise of unemployment amongst the youth, by continuing to develop training interventions that encourage self-sufficiency for the greater growth of mine community economies.

Appreciation

To the Honourable Minister of Higher Education and Training Mr Buti Manamela; the Honourable Minister of Mineral and Petroleum Resources, Mr Gwede Mantashe; and ormer interim Chairperson of the MQA Board, Mr Franz Stehring, I would like to express my heartfelt gratitude for entrusting me with the responsibility to direct this capable organisation.

My undying gratitude is also extended to the former DHET Honourable Minister Dr Nobuhle Nkabane for her stewardship and guidance during his tenure at the helm of department to ensure that the priorities of skills development in the country are achieved.

The immense contribution provided by various stakeholders in the mining and minerals sector cannot be quantified as it remains part of the foundation for the MQA's achievements during the previous financial year. These include the DHET, DMPR, the MQA Board and standing committees, as well as employers and labour organisations in the sector.

I would also like to convey my appreciation to the MQA management and staff members during the year under review. Your determined commitment to the vision, mission and objectives of the MQA has been consistently demonstrated through the stellar service and support that you provide to the sector.

Rest assured that the MQA remains committed to the ensuring health and safety principles that form part of our mineral and mineral sector and will provide support to our stakeholders to mitigate possible training challenges.

Dr Thabo Mashongoane
Chief Executive Officer
31 July 2025

1.8 ORGANISATIONAL STRUCTURE

Permanent Appointments

Acting Appointments

Thabo Mashongoane
Chief Executive Officer
1 March 2023 to Date

Xolisa Njikelana
Chief Operations Officer
1 September 2024 to Date

Carol Maila
Executive Manager
Stakeholder Relations
1 November 2024 to Date

Sonwabile Xaba
(Acting) Chief Risk
Monitoring and Evaluation
Officer 8 July 2024
to 30 June 2025

Kopano Sebudubudu
(Acting) Chief
Financial Officer
25 September 2024
to 31 May 2025

Mashudu Mavhungu
Executive manager
Corporate Services
1 May 2021 to Date

Xolisa Njikelana
(Acting) Chief
Operations Officer
1 June 2023 to
31 August 2024

Tommy Boikhutso
(Acting) Executive
Manager Relations
1 November 2024
to Date

Zodwa Mashinini
(Acting) Executive
Manager Relations
1 September 2024 to
31 October 2024

Bethuel Nemagovhani
Chief Risk Monitoring and
Evaluation Officer
1 July 2017 to Date

Lebogang Matlala
Chief Financial Officer
1 March 2023 to
31 January 2025

CORE OPERATIONS

- Strategic Planning
- Skills Development and Research
- Learning Programmes – Strategic Projects
- Learning Programmes – Operations Projects

COMMUNITY EMPOWERMENT

- Unemployed Youth
- Mine Community Support
- Small-scale mining
- Small Business Development
- Customer Service and Communication

REGIONAL SUPPORT

- Eastern Cape
- Free State
- Gauteng
- Limpopo
- KwaZulu-Natal
- Mpumalanga
- Northern Cape
- North West
- Western Cape

MONITORING, EVALUATION, RISK, QUALITY ASSURANCE

- Monitoring and Evaluation
- Risk and Fraud Administration
- Quality Assurance

FINANCE, SUPPLY, INFORMATION TECHNOLOGY

- Financial Management
- Supply Chain Management

CORPORATE SERVICES

- Corporate Governance
- Customer Service and Communication
- Human Resources
- Information Technology
- Legal and Governance
- Facilities and Office Management

SECTION 2

Corporate Governance Information

2.1. CORPORATE GOVERNANCE

Corporate governance guides the processes and systems, which are essential towards managing organisational efficiency and effectiveness within the relevant prescripts. It is in line with these guidelines that the MQA ensures that its policies, processes, procedures and practices are reviewed regularly for consistent compliance with relevant legal provisions. The parameters amplified in the organisational strategies, policies and procedures enable MQA to utilise its resources efficiently and effectively.

In accordance with Regulation 30 of the Treasury Regulations, the MQA is required to conclude a Service Level Agreement (SLA) annually with the Department of Higher Education and Training. This agreement must outline key performance indicators and the outcomes expected by stakeholders, in alignment with the principles of corporate governance applicable to the public sector.

The Accounting Authority provides strategic direction, leadership, determines goals and objectives of the MQA, and approves key policies, financial objectives, plans, goals and strategies. The MQA Constitution, the Accounting Authority Charter and the Terms of Reference for all standing committees are aligned to the principles incorporated in the Code of Corporate Practices and Conduct in the King Code reports. The AA's standing committees play a critical oversight role that creates an enabling environment for the achievement of organisational goals.

The Corporate Services unit provides support to the AA, MQA Management, Employees and Stakeholders in the execution of the organisational legislative mandate, which is aimed at facilitating Skills Development in terms of the Skills Development Act.

The manner in which the MQA executes its mandate reflects a commendable level of maturity in its corporate governance framework. The organisation takes pride in upholding values that are firmly embedded in the principles of good corporate governance.

2.2. GOVERNANCE STRUCTURES

In the execution of its oversight function, the Accounting Authority is assisted by five standing Committees that provide strategic support.

- Audit and Risk Committee (ARC)
- Remunerations Committee (REMCO)
- Finance Committee (FINCOM)
- Governance and Strategy Committee (GSC)
- Executive Committee (EXCO)

2.3 ACCOUNTING AUTHORITY STRATEGIC PLANNING SESSION

The strategic planning process forms a critical aspect within any organisation, as it is aimed at ensuring impeccable delivery of its strategic objectives. It is in line with this phenomenon, that Accounting Authority held its strategic session on 4-5 September 2024 with the purpose of reviewing the strategic direction, assessing internal and external challenges, providing direction and producing the Annual Performance Plan of the organisation.

The Strategic Planning Session also enabled the AA to deliberate on various policy initiatives aimed at streamlining operational processes for efficiency and effectiveness.

2.4 EXECUTIVE COMMITTEE (EXCO)

The EXCO meets on a monthly basis to deliberate on reports that are submitted to the Board Committee, as per recommendation by the EXCO members.

2.5 ACCOUNTING AUTHORITY

The final responsibility for the future of the organisation depends upon the Accounting Authority, as they provide guidance and direction in which the company is to be led.

Sections 50 and 51 of the Public Finance Management Act (PFMA) Act 1 of 1999, as amended, stipulate that the Accounting Authority must accept the fiduciary duties in writing.

2.6 ACCOUNTING AUTHORITY RESPONSIBILITIES

The Accounting Authority is responsible for:

- the strategic direction and control of the organisation;
- the values to which the organisation will adhere to, as formulated in its code of conduct;
- ensuring that its conduct and that of Management aligns to the values and is adhered to in all aspect of its business;
- promoting the stakeholder inclusive approach of governance.

2.7 ACCOUNTING AUTHORITY CHARTER

The Accounting Authority approves and ensures there is compliance with the Charter.

2.8 REMUNERATION OF THE ACCOUNTING AUTHORITY MEMBERS

- The remuneration of the Accounting Authority is determined by the National Treasury Rates.
- The members from the Department of Mineral Petroleum Resources are not entitled to remuneration as they are employees of the state.
- Members of the Accounting Authority are also reimbursed for their travel, and the rate per kilometre is determined by the South African Revenue Service (SARS)

2.9 ACCOUNTING AUTHORITY AND STANDING COMMITTEES' ROLES AND RESPONSIBILITIES

	NAME	FUNCTION	COMPOSITION	QUORUM	CHAIRPERSON	SECRETARY	MEETING
1.	MQA Accounting Authority	Accounting Authority policy, strategies and resource allocations	Chairperson of the Board, Five Members representing Employers, Six Members representing Labour, one Member representing the State, one Member representing the Community	Three Stakeholder groups present	Chief Inspector of Mines	External Service Provider	Quarterly
2.	Executive Committee (EXCO)	Board delegated tasks and management oversight	Chairperson of the Board, Two Members from Employers, Two Members from Labour, CEO, COO, CFO, Executive Manager Corporate Services (EMCS), Chief Risk Monitoring and Evaluation (CRMEO), Executive Manager Stakeholder Relations (EMSR).	One Stakeholder	Chief Inspector of Mines	External Service Provider	Monthly
3.	Audit and Risk Committee (ARC)	Advice on the effectiveness of financial management systems and controls in terms of the PFMA	Three external representatives, one representative per stakeholder group, representative from internal auditors, one representative from external auditors, CEO, COO, CFO, EMCS, CRMEO and EMSR	Two stakeholders from different stakeholder groups and one external representative present	External representative	External service provider	Quarterly
4.	Finance Committee (Fincom)	Advise on budget, financial control of projects and grants, levy grant disbursement.	Two Representatives per stakeholder group, CEO, COO, CFO, EMCS, CRMEO and EMSR	Two Stakeholder Groups present	Board Member	External Service Provider	Quarterly
5.	Governance and Strategy Committee (GSC)	Assist with development of policies, principles, criteria and guidelines that are necessary for the Governance function of the SETA The promotion of good governance Development of the Skills Development Strategy for the Sector	Two Representatives per stakeholder group	Two Stakeholder Groups present	Board Member	External Service Provider	Quarterly
6.	Remunerations Committee (REMCO)	Oversees the implementation of a Remuneration Framework for the MQA	Three external representatives, one representative per stakeholder group, CEO, COO, EMCS, CFO, CRMEO, EMSR	One Stakeholder & one External Representative present	External Representative	External Service Provider	Quarterly

2.10 ACCOUNTING AUTHORITY MEMBER COMPOSITION

Mr David Msiza
CHAIRPERSON
1 April 2021 to 31 March 2025

Mr Franz Stehring
INTERIM CHAIRPERSON
1 April 2021 to 31 March 2025

STATE

Mr Mthokozisi Zondi
DEPARTMENT OF MINERAL AND PETROLEUM RESOURCES
1 April 2021 to 31 March 2025

EMPLOYERS

Ms Breggie Elizabeth Howes
IMPALA PLATINUM
1 April 2021 to 31 March 2025

Ms Maboswaneng Malaza
HARMONY
1 April 2021 to 31 March 2025

Mr Ogodiseng Senye
MINERALS COUNCIL SOUTH AFRICA
15 June 2023 to 31 March 2025

Mr Reuben Gibb Motlou
THARISA MINE
1 April 2021 to 31 March 2025

Ms Sanelisiwe Dlamini-Mthethwa
TRONOX
1 April 2021 to 31 March 2025

LABOUR

Ms Anne Atlee
NATIONAL UNION OF MINEWORKERS
1 April 2021 to 31 March 2025

Mr Franz Stehring
UASA THE UNION
1 April 2021 to 31 March 2025

Adv. Johanna Jansen Van Vuuren
SOLIDARITY
1 April 2021 to 30 September 2024

Mr Olehile Kgware
NATIONAL UNION OF MINEWORKERS
1 April 2021 to 31 March 2025

Ms Tshepo Tlhapane
NATIONAL UNION OF MINEWORKERS
1 April 2021 to 31 March 2025

COMMUNITY

Mr Kenneth Netshiombo
TSHWANE UNIVERSITY OF TECHNOLOGY
1 April 2021 to 31 March 2025

2.11 ACCOUNTING AUTHORITY MEMBER MEETING ATTENDANCE

	MEMBER	ORGANISATION	CONSTITUENCY	17 April 2024	31 May 2024	31 July 2024	22 August 2024	29 August 2024	2 September 2024	4 & 5 September 2024 (Strategic Session)	9 September 2024	7 November 2024	11 November 2024	20 November 2024	25 November 2024	12 December 2024	21 February 2025	28 February 2025	18 March 2025	24 March 2025	27&28 March 2025 (Closeout handover meeting)	31 March 2025	TOTAL
1	***D. Msiza	DMR – Pretoria	State	X	√	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	1
2	*M. Zondi	DMR – Pretoria	Government	√	√	√	√	√	X	X	X	X	X	X	X	X	X	X	X	X	X	X	5
3	*K. Netshiombo	TUT	Community	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	19
4	**G. Motlou	Tharisa Mine	Employer	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	19
5	*M. Malaza	Harmony	Employer	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	X	18
6	**O. Senye	MINCOSA	Employer	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	19
7	*S. Dlamini-Mthethwa	Tronox	Employer	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	19
8	*E. Howes	Impala Platinum	Employer	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	19
9	**F. Stehring	UASA	Labour	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	19
10	**O. Kgware	NUM	Labour	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	19
11	*A. Atlee	Sibanye Still Water	Labour	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	19
12	*T. Tlhapane	NUM	Labour	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	19
13	*V. James	NUMSA	Labour	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	19
14	*H. Jansen van Vuuren	Solidarity	Labour	√	√	√	√	√	√	√	√	Retired Effective 30 September 2024											8

SECTION 3
Performance Information

3.1. STATEMENT OF RESPONSIBILITY FOR PERFORMANCE INFORMATION FOR THE YEAR ENDED 31 MARCH 2025

As the Chief Executive Officer (CEO) and the delegated Accounting Authority of the MQA, I confirm that to the best of my knowledge and belief:

- all information and amounts disclosed in the Annual Report are consistent with the Performance Information audited by the Auditor-General;
- the Annual Report is complete, accurate and free from any omissions;
- the Annual Report has been prepared in accordance with the guidelines as issued by National Treasury;

I accept that as the Accounting Authority I am responsible for the preparation of the MQA performance information, as well as for the judgements made on this information; and as the Accounting Authority, I am also 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 and the human resources information.

The MQA performance information (pages 31 to 45) approved by the MQA Accounting Authority for the year ended 31 March 2025, have been examined by the external auditors to express an independent opinion and their report is presented on pages 99 to 101 of this report.

In my opinion, the annual report fairly reflects the operations, the performance information, the human resources information and the financial affairs of the MQA for the financial year ended 31 March 2025.

Yours faithfully

Dr Thabo Mashongoane
Chief Executive Officer and Accounting Authority
31 July 2025

3.2. MQA VALUE CHAIN

SKILLS PLANNING AND RESEARCH

SECTOR SKILLS PLANNING

- Identify skills needs for the sector.
- Evaluate and approve WSP-ATRs to facilitate payment of Mandatory Grants to the qualifying companies.
- Compile a Sector Skills Plan and annual updates.
- Support sector research.

LEARNING PROGRAMMES IMPLEMENTATION AND STAKEHOLDER MANAGEMENT

STRATEGIC PROJECTS

- Lecturer Support at Higher Education Institutions (HEIs).
- Internship Support.
- Management Development Support.
- Lecturer Support at Technical, Vocational, Education and Training (TVET) Colleges.
- Support National Certificate Vocational (NCV) Level 4.
- Work Experience
- Workplace Coach Development.

OPERATIONS PROJECTS

- Adult Education and Training (AET).
- Artisan Aides.
- Artisan Learnerships.
- Foundation Learning Competency (FLC).
- Non-artisan Learnerships.
- Non-artisan Learnerships (RPL).
- Occupational Health and Safety (OHS) Representative Development.

STAKEHOLDER RELATIONS

- Mine Community Support.
- TVET Lecturer Support.
- Unemployed Youth.
- Small Scale Mining.
- SMME Development.
- Worker Initiated Training.
- NCV Level 4 Support
- Manage six (6) regional offices.

RISK, MONITORING, EVALUATION AND QUALITY ASSURANCE

RISK MANAGEMENT

- Enterprise Risk Management Function.
- Ensures compliance with the risk management strategy, policies and processes.
- Implements risk management systems.
- Facilitates the establishment and monitoring of risk throughout the organisation.
- Ensures risk assessments facilitation.
- Develops a compliance framework for the organisation to ensure good corporate governance.
- Manages, co-ordinates and monitors internal audit.
- Designs and develops a Fraud Management Strategy.
- Devises roadmaps, frameworks and structures related to the prevention and detection of fraud.
- Designs strategies and techniques to continuously monitor fraud risk.

MONITORING AND EVALUATION

- Ensures the validation of APP and the QMR performance.
- Develops a learner verification plan on funded learners and conducts visits to employers or training providers.
- Ensures the monitoring of action plans arising from assurance to prevent any risks.
- Reports and investigates any incidents of fraudulent activities in line with the Fraud Prevention Policy.
- Evaluates whether the planned deliverables meet the intended impact in line with the M&E Policy.

QUALITY ASSURANCE (QA)

- Acts as an Assessment Quality Partner (AQP) for the development of assessment tools, assessment centres and conducts the moderation process.
- Acts as a Development Quality Partner (DQP) to develop learning programmes and materials.
- Acts as Quality Assessment Partner (QAP) for the accreditation of Skills Development Providers, TVET colleges, and Assessment Centres.
- Quality assures learner records for the National Learner Records Database (NLRD).
- Certifications of learner completion including certifications for learning programmes in line with the Section 26D process.
- Approves workplace based learning and linked practitioners.

SUPPORT SERVICES

CORPORATE SERVICES

- Corporate Governance
- Human Resources
- Legal and Governance
- Customer Service and Communication
- Facilities and Office Management

FINANCE

- Finance
- Supply Chain Management
- Information Technology

3.3 THE MINING CHARTER DECLARATION, COMMITMENTS AND SCORECARD

The MQA's support for the Mining Charter objectives and elements during the reporting period included but not limited to:

Beneficiation Support

The MQA continued to support the training of learners in the diamond processing and jewellery manufacturing disciplines and funded 297 learners entering the learnership programme and 418 learners completing programmes in these disciplines in the year under review. A total of 163 learners who entered the learnership programme are learners with disability and 335 learners completed the programme.

Mine Community Development Support

The MQA supported various mining communities and labour sending areas with skills development initiatives. These programmes were not restricted to mining skills but also included training in portable skills such as plant/ poultry/ livestock production, SME Operator-Shelf Filler, new venture creation, mixed farming systems, SMMEs development, clothing manufacturing, crop farming, surface mining, domestic installation, solar water heating, electrical, carpentry, and painting. R23.9 million was disbursed for mine community support. In addition, 1 500 community learners were supported with small scale mining skills. 302 career guidance activities that were conducted in urban and rural mining communities to highlight career opportunities in the mining and minerals sector.

Historically Disadvantaged South Africans (HDSA) Support

The primary objective of the Mining Charter is to facilitate the transformation of the mining industry to ensure that historically disadvantaged South Africans, particularly black individuals have meaningful participation and ownership in mining operations. Furthermore, it aims to promote employment equity in the mining sector, ensuring that historically disadvantaged groups have access to job opportunities and are represented at all levels of the industry, including management and executive positions. The MQA, in response to the Mining Charter objectives, is implementing Management Development Programme (MDP) and Candidacy Programme; 130 HDSA learners were supported and completed MDP and 183 HDSA learners were supported on candidacy programmes.

The MQA continued supporting 11 HDSA lecturers at universities. The objective of these interventions is to transform the mining and minerals related departments within the institutions of higher learning through a provision of exposure, experience, and employment of Historically Disadvantaged South Africans. The MQA also funded 1309 unemployed bursars and 90 employed bursars in disciplines related to the mining and minerals sector. These bursaries are targeted for previously disadvantaged learners in rural communities. The MQA increased its Black Economic Empowerment (BEE) level 1–4 spend to 99% of service providers and vendors providing services to the SETA.

A number of other projects and initiatives in the MQA strategic plan supported the Mining Charter. These include programmes and projects in artisan development, core learnerships, skills development, work experience, internships, adult education, and training (AET), recognition of prior learning (RPL), occupational health and safety (OHS) and other Health and Safety Programmes. These initiatives support objectives and elements such as employment equity and human resources development.

3.4. ANNUAL PERFORMANCE REPORT FOR THE PERIOD 1 APRIL 2024 TO 31 MARCH 2025

Performance against targets agreed with the department of higher education and training. Disclaimer: Refer to the signed Annual Performance Report (APR) for Performance Information.

Service Level Agreement Performance

Number of Targets Agreed Upon	Number of Targets Not Met	Number of Targets Achieved
57	0	57
100%	0%	100%

Summary of Annual Performance Plan Achievement

Number of Targets Agreed Upon	Number of Targets Not Met	Number of Targets Achieved
85	0	85
100%	0%	100%

TOTAL OVERALL ORGANISATION PERFORMANCE: 100%

Summary of Discretionary Grants Budget Achievement

Total Expenditure	Annual Budget	Percentage Expenditure
R 1 598 831	R 1 633 055	98%

The MQA identified four programmes in line with its six strategic objectives, supported by the 10 NSDP outcomes, which are crucial to the achievement of its skills development mandate, as well as its operational efficiency:

ANNUAL PERFORMANCE REPORT FOR THE PERIOD 01 APRIL 2024 TO 31 MARCH 2025

Programme		Strategic Objective		NSDP Outcome	
PROGRAMME 1	Administration	**STRATEGIC OBJECTIVE 1**	Promote work-based skills development to support	**NSDP OUTCOME 9**	Maintain effective corporate governance.
PROGRAMME 2	Skills Planning and Research	**STRATEGIC OBJECTIVE 2**	transformation in the mining and mineral sector.	**NSDP OUTCOME 1**	Identify and increase production of occupations in high demand.
PROGRAMME 3	Learning Programmes	**STRATEGIC OBJECTIVE 3** **STRATEGIC OBJECTIVE 4:** **STRATEGIC OBJECTIVE 5**	Facilitate access to occupationally directed learning programmes for the unemployed. Support training initiatives in mine communities.	**NSDP OUTCOME 2, 3, 4, 6, 7, 8 and 10**	Link education and the workplace. Improve the level of skills in the South African workforce. Increase access to occupationally directed programmes. Support skills development for entrepreneurship and cooperative growth. Encourage and support worker-initiated training. Support career development services. Initiate rural development projects.
PROGRAMME 4	Quality Assurance	**STRATEGIC OBJECTIVE 6**	Ensure the delivery of quality and impactful learning programmes in the mining and minerals sector.	**NSDP OUTCOME 4 and 5**	Increase access to occupationally directed programmes. Support the growth of the public college system.

ANNUAL PERFORMANCE REPORT FOR THE PERIOD 01 APRIL 2024 TO 31 MARCH 2025

PERFORMANCE AGAINST TARGETS AGREED WITH THE DEPARTMENT OF HIGHER EDUCATION AND TRAINING

85 OUT OF 85 INDICATORS HAVE MET/EXCEEDED TARGET = 100%

Programme 1: Administration

Ensure efficient and effective governance and administration.

Ensure the delivery of quality and impactful learning programmes in the mining and minerals sector.

Facilitate training for stakeholders, communities and entrepreneurs.

Ref. No.	Programme performance indicator	Actual Achievement 2023-2024	Planned Target 2024-2025	Actual Achievement 2024-2025	Deviation from planned target to Actual Achievement for 2024-2025	Dashboard	Comments on Deviation
1.1	Unqualified audit outcome	Unqualified Audit Outcome	Unqualified audit outcome	**Unqualified audit outcome**	N/A		**Target Met**
1.2	Achievement of 90% spend on BBBEE level 1-4 suppliers (of goods and services)	97.25%	90%	**99%**	9%		**Target exceeded.** This is due to increased use of level 1-4 BBBEE suppliers.
1.4	Percentage of MQA twelve (12) monitorable projects monitored through learner verification	100%	100%	**125%**	25%		**Target exceeded.** One additional programme was monitored which was not part of the planned 12 monitorable projects.
1.5	Number of MQA projects evaluated per annum (Value for Money analysis) conducted	3	3	**3**	0		**Target Met**
1.6	Implementation of Change Management Strategy Recommendations/ Priorities for the MQA	30% of Change Management Priorities Implemented	30% of Change Management Priorities Implemented	**30% of Change Management Priorities Implemented**	0		**Target Met**
1.7	Quarterly SETA Good Governance report per annum	4	4	**4**	0		**Target Met**
1.8	Number of SETA offices established and maintained in TVET colleges	5	5	**5**	0		**Target Met**

ANNUAL PERFORMANCE REPORT FOR THE PERIOD 01 APRIL 2024 TO 31 MARCH 2025

Programme 2 : Research							
Improve skills development planning and decision—making through research. Facilitate training for stakeholders, communities, and entrepreneurs.							
Ref. No.	**Programme performance indicator**	**Actual Achievement 2023-2024**	**Planned Target 2024-2025**	**Actual Achievement 2024-2025**	**Deviation from planned target to Actual Achievement for 2024-2025**	**Dashboard**	**Comments on Deviation**
2.1.a	Number of workplace skills plans (WSPs) and annual training reports (ATRs) evaluated to access mandatory grants per annum	799	750	**965**	215		**Target exceeded.** This is due to the high number of companies that submitted the WSPs-ATRs against the set target as a result of additional SDF feedback and capacity building workshops conducted.
2.1.b	Number of WSPs and ATRs approved for small firms per annum	311	320	**446**	126		**Target exceeded.** This is due to the high number of companies that submitted the WSPs-ATRs against the set target as a result of additional SDF feedback and capacity building workshops conducted.
2.1.c	Number of WSPs and ATRs approved for medium firms per annum	166	180	**201**	21		**Target exceeded.** This is due to the high number of companies that submitted the WSPs-ATRs against the set target as a result of additional SDF feedback and capacity building workshops conducted.
2.1d	Number of WSPs and ATRs approved for large firms per annum	283	250	**312**	62		**Target exceeded.** This is due to the high number of companies that submitted the WSPs-ATRs against the set target as a result of additional SDF feedback and capacity building workshops conducted.
2.2	Number of sector research outputs completed per annum	11	10	**11**	1		**Target exceeded.** This was due to an additional research project conducted in the year under review.

ANNUAL PERFORMANCE REPORT FOR THE PERIOD 01 APRIL 2024 TO 31 MARCH 2025

Ref. No.	Programme performance indicator	Actual Achievement 2023-2024	Planned Target 2024-2025	Actual Achievement 2024-2025	Deviation from planned target to Actual Achievement for 2024-2025	Dashboard	Comments on Deviation
2.3	Number of MoAs signed with targeted public and private organisations	5	6	**8**	2		**Target exceeded.** This is due to the addition of new research topics from the previous 2023/2024 Financial year to the 2024/2025 Annual Research Agenda.
2.4	Number of Skills Development Facilitator capacity building workshops per annum	25	21	**23**	2		**Target exceeded.** This is due to conducting additional two virtual workshops for the new and struggling SDFs.
2.5	Number of capacity building workshops conducted for skills development committee members per annum	21	20	**26**	6		**Target Exceeded.** This is due to high demand from the sector to have their Skills Development Committee Members capacitated.

Programme 3: Learning Programmes

Facilitate opening of workplace- based learning opportunities and access to occupationally directed programmes.

Facilitate training for stakeholders, communities, and entrepreneurs.

Support industry collaboration with public college system.

Ref. No.	Programme performance indicator	Actual Achievement 2023-2024	Planned Target 2024-2025	Actual Achievement 2024-2025	Deviation from planned target to Actual Achievement for 2024-2025	Dashboard	Comments on Deviation
3.1.a	Number of learners that enter an artisan programme per annum	1706	1500	**1607**	107		**Target exceeded.** This is due to the sector's interest in increasing learner uptake and the deferrals from the previous financial year.
3.1b	Number of learners that complete an artisan programme per annum	1101	600	**1314**	714		**Target exceeded** as a result of sufficient pipeline for learners completion which was already committed.
3.1c	Number of learners that enter artisan recognition of prior learning (ARPL) programmes per annum	N/A	60	**63**	3		**Target exceeded.** This is due to the sector's interest in increasing learner uptake.

ANNUAL PERFORMANCE REPORT FOR THE PERIOD 01 APRIL 2024 TO 31 MARCH 2025

Ref. No.	Programme performance indicator	Actual Achievement 2023-2024	Planned Target 2024-2025	Actual Achievement 2024-2025	Deviation from planned target to Actual Achievement for 2024-2025	Dashboard	Comments on Deviation
3.1d	Number of learners that complete artisan recognition of prior learning (ARPL) programmes per annum	190	50	**76**	26		**Target exceeded.** Target is exceeded as a result of sufficient pipeline for learners completion.
3.1e	Number of learners that complete an artisan Assistant Programme per annum.	322	229	**297**	68		**Target exceeded.** This is due to the sector's interest in increasing learner uptake.
3.2a	Number of employees entering a learnership per annum	852	680	**742**	62		**Target exceeded.** This is due to the sector's interest in increasing learner uptake.
3.2b	Number of employees completing a learnership per annum	478	585	**618**	33		**Target exceeded.** Target is exceeded as a result of sufficient pipeline for learners completion.
3.2c	Number of unemployed learners entering a learnership per annum	1557	1628	**1946**	318		**Target exceeded.** This is due to the sector's interest in increasing learner uptake.
3.2d	Number of unemployed learners completing a learnership per annum	1406	1000	**1725**	725		**Target exceeded.** Target is exceeded as a result of sufficient pipeline for learners completion.
3.2e	Number of learners entering RPL for Learnership per annum	0	50	**53**	3		**Target exceeded.** This is due to the sector's interest in increasing learner uptake.
3.2f	Number of learners completing RPL for Learnership per annum	43	23	**28**	5		**Target exceeded.** Target is exceeded as a result of sufficient pipeline for learners completion.

ANNUAL PERFORMANCE REPORT FOR THE PERIOD 01 APRIL 2024 TO 31 MARCH 2025

Ref. No.	Programme performance indicator	Actual Achievement 2023-2024	Planned Target 2024-2025	Actual Achievement 2024-2025	Deviation from planned target to Actual Achievement for 2024-2025	Dashboard	Comments on Deviation
3.3.a	Number of workers entering Occupational Health and Safety and other MQA Approved Skills Programmes per annum	0	2000	**2882**	882		**Target exceeded.** This is due to the sector's interest in increasing learner uptake.
3.3b	Number of workers completing Occupational Health and Safety and other MQA Approved Skills Programmes per annum	4267	3415	**3969**	554		**Target exceeded.** Target is exceeded as a result of sufficient pipeline for learners completion.
3.4a	Number of learners that enter AET, NATED courses and GETC programme per annum	0	800	**1378**	578		**Target exceeded.** This is due to the sector's interest in increasing learner uptake.
3.4b	Number of learners that successfully complete AET, NATED courses and GETC programme per annum	1455	1420	**1927**	507		**Target exceeded.** Target is exceeded as a result of sufficient pipeline for learners completion.
3.5	Number of learners that successfully complete FLC per annum	241	233	**233**	0		**Variance**
3.6a	Number of graduates that enter an internship programme per annum	828	1125	**1150**	25		**Target exceeded.** This is due to the sector's interest in increasing learner uptake and budget availability on this project.
3.6b	Number of graduates that complete an Internship Programme per annum	588	500	**634**	134		**Target exceeded.** This was due to sufficient pipeline of learners from previous years who were due to complete their internship programme in the financial year and learners who were absorbed into employment.

ANNUAL PERFORMANCE REPORT FOR THE PERIOD 01 APRIL 2024 TO 31 MARCH 2025

Ref. No.	Programme performance indicator	Actual Achievement 2023-2024	Planned Target 2024-2025	Actual Achievement 2024-2025	Deviation from planned target to Actual Achievement for 2024-2025	Dashboard	Comments on Deviation
3.7a	Number of universities students requiring work integrated learning to complete their qualifications placed in workplaces per annum	759	1125	**1166**	41		**Target exceeded.** This is due to the sector's interest in increasing learner uptake and budget availability on this project
3.7b	Number of university students completed their Work Integrated Learning placements per annum	618	550	**623**	73		**Target exceeded.** This was due to Vacation Work learners registered and completed their training in the reporting period.
3.8a	Number of HDSA MMS employees that enter a Management Development Programme per annum	240	180	**232**	52		**Target exceeded.** This is due to the sector's interest in increasing learner uptake .
3.8b	Number of HDSA MMS employees that complete a Management Development programme per annum	197	100	**183**	83		**Target exceeded.** This was due to sufficient pipelines and more learners who started and completed in the same year.
3.9	Number of HDSA HET lecturers that enter into a lecturer development programme per annum	6	5	**11**	6		**Target exceeded.** This was due to heighten interest by institutions of higher learning on this project following the CEO drive engaging with Institutions of Higher learning to strengthen partnerships.
3.10	Number of HDSA MMS learners that enter candidacy programme per annum.	96	128	**130**	2		**Target exceeded.** This was due to uptake by employers on the allocated grants.

ANNUAL PERFORMANCE REPORT FOR THE PERIOD 01 APRIL 2024 TO 31 MARCH 2025

Ref. No.	Programme performance indicator	Actual Achievement 2023-2024	Planned Target 2024-2025	Actual Achievement 2024-2025	Deviation from planned target to Actual Achievement for 2024-2025	Dashboard	Comments on Deviation
3.11	Number of Mentors and coaches placed within workplaces to support employers with on-the job mentoring and coaching activities per annum	144	130	**151**	21		**Target exceeded.** This was due to demand from industry requesting additional allocations on this project
3.12a	Number of unemployed learners awarded a bursary per annum	1011	1300	**1309**	9		**Target exceeded.** This was due to high number of applications received who met the requirements to be allocated a bursary.
3.12b	Number of unemployed learners awarded a bursary completing per annum	601	600	**712**	112		**Target exceeded.** This was due to sufficient number of learners in the pipeline and due to complete in this reporting period.
3.12c	Number of unemployed learners awarded bursaries (continuing) per annum	2545	1500	**1515**	15		**Target exceeded.** This was due to a large number of unemployed learners that were successful in their studies and met the requirements to be awarded a bursary for continuation.
3.13a	Number of workers granted bursaries entered per annum	111	70	**90**	20		**Target exceeded.** This was due to high number of applications received who met the requirements to be allocated a bursary and additional budget.
3.13b	Number of workers granted bursaries completed their studies	25	25	**27**	2		**Target exceeded.** This was due to sufficient number of learners in the pipeline and due to complete in this reporting period.
3.13c	Number of workers granted bursaries (continuing) per annum	104	65	**73**	8		**Target exceeded.** This was due to a large number of employed learners that were successful in their studies and met the requirements to be awarded a bursary for continuation.

ANNUAL PERFORMANCE REPORT FOR THE PERIOD 01 APRIL 2024 TO 31 MARCH 2025

Ref. No.	Programme performance indicator	Actual Achievement 2023-2024	Planned Target 2024-2025	Actual Achievement 2024-2025	Deviation from planned target to Actual Achievement for 2024-2025	Dashboard	Comments on Deviation
3.14a	Number of mine community beneficiaries that enter a portable skills programme per annum	1337	800	**1500**	700		**Target exceeded.** This was due to demand from industry through the number of applications and additional budget .
3.14b	Number of mine community beneficiaries that complete a portable skills programme per annum	4692	800	**860**	60		**Target exceeded.** Target is exceeded as a result of sufficient pipeline for learners completion.
3.15a	Number of unemployed youth in mining communities and labour sending areas that enter a portable skills programme per annum	2425	3000	**3317**	317		**Target exceeded.** This was due to demand from industry through the number of applications and additional budget .
3.15b	Number of unemployed youth in mining communities and labour sending areas that complete a portable skills programme per annum.	2144	2250	**2816**	566		**Target exceeded.** Target is exceeded as a result of sufficient pipeline for learners completion.
3.16	Number of beneficiaries trained in small-scale mining per annum	223	300	**302**	2		**Target exceeded.** Target is exceeded as a result of sufficient pipeline for learners completion.
3.17a	Number of Career Development Events in urban areas on occupations in high demand	39	50 Career Guidance activities undertaken per annum.	**56**	6		**Target exceeded.** This is due to the responsiveness received from schools to participate in career guidance activities.
3.17b	Number of Career Development Events in rural areas on occupations in high demand	77	50 Career Guidance activities undertaken per annum	**60**	10		**Target exceeded.** This is due to the responsiveness received from schools to participate in career guidance activities.

ANNUAL PERFORMANCE REPORT FOR THE PERIOD 01 APRIL 2024 TO 31 MARCH 2025

Ref. No.	Programme performance indicator	Actual Achievement 2023-2024	Planned Target 2024-2025	Actual Achievement 2024-2025	Deviation from planned target to Actual Achievement for 2024-2025	Dashboard	Comments on Deviation
3.17c	Number of career development practitioners trained per annum	52	60	**176**	116		**Target exceeded.** This is due to the responsiveness of the career guidance practitioners to participate in the programme.
3.17d	Number of capacity building workshops on career development services initiated per annum	5	25	**29**	4		**Target exceeded.** This is due to the responsiveness of the institutions invited to participate in the programme.
3.18a	Number of TVET students requiring Work integrated Learning to complete their qualifications placed in workplaces per annum	1233	900	**975**	75		**Target exceeded.** This is due to additional budget
3.18b	Number of TVET students completed their Work Integrated Learning placements per annum	334	200	**405**	205		**Target exceeded.** This is due to sufficient pipeline of learners to complete the programme.
3.19a	Number of TVET Lectures exposed to the industry through skills programme per annum	21	15	**17**	2		**Target exceeded.** This is due to the responsiveness of the TVET Colleges to enrol their Lectures in the programme.
3.19b	Number of TVET colleges Lecturers awarded bursaries per annum.	52	70	**73**	3		**Target exceeded.** This is due to additional budget.
3.19c	Number of CET Colleges lecturers awarded skills development programmes per annum	35	15	**45**	30		**Target exceeded.** This is due to the responsiveness of the CET Colleges to participate in the programme and availability of budget.
3.20.	Number of people enrolled in CET Internships per annum	23	25	**32**	7		**Target exceeded.** This is due to the responsiveness of the CET Colleges to participate in the programme and availability of budget.

ANNUAL PERFORMANCE REPORT FOR THE PERIOD 01 APRIL 2024 TO 31 MARCH 2025

Ref. No.	Programme performance indicator	Actual Achievement 2023-2024	Planned Target 2024-2025	Actual Achievement 2024-2025	Deviation from planned target to Actual Achievement for 2024-2025	Dashboard	Comments on Deviation
3.21	Number of TVET College graduates that enter an internship programme at a TVET college per annum.	50	120	**138**	18		**Target exceeded.** This is due to the responsiveness of the TVET Colleges to participate in the programme and availability of budget.
3.22.	Annual International Literacy Day hosted	1	1 Event	**1**	0		**Target Met.**
3.23.	Number of Centres of Specialisation supported per annum	6	2	**13**	11		This is due to more TVET College getting certified as Centres of Specialisations
3.24.	Number of CET learners accessing AET programmes per annum	395	350	**385**	35		**Target exceeded.** This is due to the responsiveness of the CET Colleges to participate in the programme and availability of budget.
3.25a	Number of TVET Managers receiving training on curriculum related studies per annum	16	20	**33**	13		**Target exceeded.** This is due to the responsiveness of the TVET Colleges to participate in the programme and availability of budget.
3.25b	Number of CET Managers receiving training on curriculum related studies per annum	15	15	**17**	2		**Target exceeded.** This is due to the responsiveness of the CET Colleges to participate in the programme and availability of budget..
3.26.	Number of people to be trained on entrepreneurial skills per annum	145	60	**60**	0		**Target Met.**
3.27.	Number of cooperatives funded for skills that enhance enterprise growth and development per annum	8	5	**9**	4		**Target exceeded.** This is due to cooperatives responsiveness to participate in the programme and availability of budget.
3.28.	Number of small businesses funded for skills that enhance growth and development per annum	60	7	**35**	28		**Target exceeded.** This is due to small businesses responsiveness to participate in the programme and availability of budget.

ANNUAL PERFORMANCE REPORT FOR THE PERIOD 01 APRIL 2024 TO 31 MARCH 2025

Ref. No.	Programme performance indicator	Actual Achievement 2023-2024	Planned Target 2024-2025	Actual Achievement 2024-2025	Deviation from planned target to Actual Achievement for 2024-2025	Dashboard	Comments on Deviation
3.29.	Number of CBOs/ NGOs/ NPOs funded for skills that enhance the development and sustainability of their organization activities	27	5	**10**	5		**Target exceeded.** This is due to NPOs/ CBOs and NGOs responsiveness to participate in the programme and availability of budget.
3.30.	Number of Federations / Trade Unions supported through the relevant skills training interventions per annum	5	5	**5**	0		**Target Met.**
3.31.	Number of TVET partnerships established per annum	31	30	**31**	1		**Target exceeded.** This is due to the huge demand expressed by application in the 2023/24 funding window.
3.32.	Number of HEI partnerships established per annum	6	10	**13**	3		**Target exceeded.** This is due to increased engagement by the MQA with institutions of higher learning, actively advocating for strengthened partnerships with higher education institutions.
3.33.	Number of CET partnerships established per annum	9	9	**9**	0		**Target Met.**
3.34.	Number of SETA-Employer partnerships established per annum	586	180	**243**	63		**Target exceeded.** This was due to increased sector interest in implementing various learning programmes and improved stakeholder engagement initiatives by the MQA.
3.35.	Number of Rural Development Projects initiated per annum	27	20	**38**	18		**Target exceeded.** Due to high demand of skills development in rural areas
3.36a.	Percentage of discretionary grant budget allocated at developing high level skills	89%	57%	**107%**	50%		**Target exceeded.** To ensure inclusion of beneficiaries of high level skills and availability of budget.

ANNUAL PERFORMANCE REPORT FOR THE PERIOD 01 APRIL 2024 TO 31 MARCH 2025

Ref. No.	Programme performance indicator	Actual Achievement 2023-2024	Planned Target 2024-2025	Actual Achievement 2024-2025	Deviation from planned target to Actual Achievement for 2024-2025	Dashboard	Comments on Deviation
3.36b.	Percentage of discretionary grant budget allocated at developing intermediate skills	108%	32%	**91%**	59%		**Target exceeded.** To ensure inclusion of beneficiaries of intermediate level skills and availability of budget.
3.36c.	Percentage of discretionary grant budget allocated at developing elementary skills	66%	11%	**84%**	73%		**Target exceeded.** To ensure inclusion of beneficiaries of elementary level skills and availability of budget.
3.37	Number of learners completed short courses provided by public institution per annum	N\A	500	**502**	2		**Target exceeded.** This is due to the sector's interest in this programme.
3.38	Number of learners completed inhouse/industry-based training courses per annum	N\A	500	**569**	69		**Target exceeded.** Target is exceeded as a result of sufficient pipeline for learners completion.

ANNUAL PERFORMANCE REPORT FOR THE PERIOD 01 APRIL 2024 TO 31 MARCH 2025

Programme 4: Quality Assurance, Monitoring and Evaluation

Ensure the delivery of quality and impactful learning programmes in the Mining and Minerals Sector.

Ref No.	Programme performance indicator	Actual Achievement 2023-2024	Planned Target 2024-2025	Actual Achievement 2024-2025	Deviation from planned target to Actual Achievement for 2024-2025	Dashboard	Comments on Deviation
4.1	Number of skills development providers quality assured per annum	SDP 39 Assessment centres 5 Workplace based learning 115	SDPs 30 Assessment centres 5 Workplace based learning 115	**SDPs 56** **Assessment centres 6** **Workplace based learning 120**	SDPs 26 Assessment centres 1 Workplace based learning 5		**Target exceeded.** This is due to a high number of SDPs and large employers with multi operations for workplace audited or validated for alignment with the granted extension for learner enrolment to various qualifications as gazetted..
4.2	Number of reviewed and developed learning programmes/ assessments toolkits/ learning materials, including many completed learning programmes approved and registered	166	Review learning programme 3 Development of learning programme 12 Development learning materials (packs or modules) 84 Development of assessments toolkits 5	**Review learning programme 4** **Development of learning programme 52** **Development learning materials (packs or modules) 135** **Development of assessments toolkits 13**	Review learning programme 4 Development of learning programme 50 Development learning materials (packs or modules) 51 Development of assessments toolkits 8		**Target exceeded.** This is due to all allocated skills development providers reporting completion of developed learning and assessments instruments toolkits packs approvals.
4.3	Number of HDSA supported on primary accreditation as training providers for entry into the Mining & Minerals Sector per annum	5	5	**5**	0		**Target Met.**

3.5. STRATEGIC PLANNING AND ANNUAL PERFORMANCE PLANNING

The Strategic Planning Unit is responsible for facilitating the planning, reporting and quality management system for the organisation. Its core functions are:

- Co-ordinate the development and review of the organisational Strategic Plan (SP) and Annual Performance Plan (APP).
- Co-ordinate annually the review of the organisational Funding Policy.
- Coordinate the Discretionary Grants advertising process and recording of applications received.
- Consolidate and report on the MQA performance to the DHET, Auditor General, National Treasury, MQA management, Governance committees and Board.

STRATEGIC PLAN (SP), ANNUAL PERFORMANCE PLAN (APP) AND THE DHET SERVICE LEVEL AGREEMENT (SLA)

The draft 2024-2025 SP and APP was reviewed by Management internally and approved by Board for submission to the DHET in line with the submission compliance calendar. In November 2023, the APP was revised and approved by the Board and DHET to ensure alignment with the DHET SLA and APP indicators. It was then submitted to DHET by the due date of 31 January 2025.

MQA FUNDING POLICY

The Funding Policy was reviewed by Management and approved by the Board in November 2023 for implementation in the 2024-2025 financial year. The consultation process with MQA stakeholders was conducted through the Governance and Strategy Committee and Minerals Council South Africa (MINCOSA) Education Advisory Committee meeting, to encourage employers' participation on MQA mandatory and discretionary grants. In line with the grant regulations of 2012 as amended.

The consultation process to review the MQA funding policy starts internally by Management and Executive Management reviewing the implementation of the policy in the previous year and ensuring alignment with relevant regulations. It is then reviewed by the Governance Committees and Board for approval.

DISCRETIONARY GRANT (DG) APPLICATIONS

Four discretionary grants application windows were opened for the 2024-2025 financial year for stakeholders to apply for the MQA discretionary grants. In line with the Grant regulations of 2012 as amended.

QUARTERLY PERFORMANCE REPORT

On a quarterly basis, the Strategic Planning Unit consolidates all performance information from different departments and prepares the quarterly performance report to be tabled at the Governance Committees and Board and submitted to the DHET for compliance.

3.6. SKILL DEVELOPMENT AND RESEARCH

3.6.1 SKILL DEVELOPMENT AND RESEARCH

The mandate of the Unit is to enhance skills development planning and decision-making through research. In alignment with this mandate, the unit is responsible for skills development and research determination, delivery, and dissemination (conceptualisation, implementation, monitoring, sharing of key research insights and recommendations) of the annual Research Agenda. This includes fulfilling the following key performance areas and expectations.

- **Management of Company Registrations and Inter-SETA Transfers:**

  Responsible for overseeing the registration process of companies, including the coordination and facilitation of inter-SETA transfers for both incoming and outgoing organisations.

- **Capacity Building for Skills Development Facilitators and Committees:**

  Facilitate capacity-building initiatives for Skills Development Facilitators (SDFs) and Skills Development Committees, particularly concerning the preparation and submission of Workplace Skills Plans (WSPs) and Annual Training Reports (ATRs), which are prerequisites for accessing Mandatory Grants and, where applicable, Discretionary Grants.

- **Update of Department of Higher Education and Training (DHET) Organising Framework for Occupations (OFO) Dictionary**

  Collect inputs from experts and practitioners within the mining and minerals sector (MMS), including Skills Development Facilitators (SDFs), to update the Organising Framework for Occupations (OFO) codes relevant to the MMS, as and when required by the DHET.

- **Development and Updating of the Sector Skills Plan (SSP):**

  Develop a five-year SSP and conduct annual updates to provide robust labour market intelligence on current and future skills requirements (identify hard to fill vacancies or occupation in high demand, shortages and gaps) within the mining and minerals sector.

- **Labour Market Analysis and Research:**

  Conduct comprehensive analyses of labour market trends, identify pertinent topics, and undertake research projects or initiatives related to skills development in the mining and minerals sector.

3.6.2. ANNUAL PERFORMANCE UPDATE

3.6.2.1. REGISTRATION OF MINING AND MINERALS SECTOR ORGANISATIONS WITH THE MQA

INTER-SETA TRANSFERS	PROGRESS TO DATE
Enable organisations to transfer between Sector Education and Training Authorities (SETAs) to ensure accurate classification in alignment with their core business activities and preferred SETA designation	Thirty Inter-SETA (IST) transfers have taken place during the 2024-2025 financial year. Nine organisations have successfully transferred to the MQA, while 21 companies remain in the process.

LEVY PAYER DATABASE UPDATE	PROGRESS TO DATE
To update the MQA information management systems with the most recent employer file from DHET and monitor ISTs through this process.	The Levy Payer database update was conducted monthly after the MQA received the employer file from DHET. The last update was on 30 March 2025.

3.6.2 Review the submission of Workplace Skills Plans, Annual Training Reports and Sector Skills Plan

The MQA successfully launched its Workplace Skills Plan–Annual Training Report (WSP-ATR) system, which went live on 11 January 2024. This platform provides skills development facilitators (SDFs) with an efficient way to register and submit their organisations' WSP-ATR. A total of 965 WSP-ATR submissions were received for the 2024 submission cycle, surpassing the APP target of 750 submissions. All the submitted WSP-ATRs underwent the verification for compliance (administrative checking), evaluation, recommendation for approval or non-approval.

The table below reflects the submission status in terms of province and organisation size:

Province	Large (150+)	Medium (50 – 149)	Small (0 – 49)	Grand Total
Eastern Cape	2	2	10	14
Free State	6	5	7	18
Gauteng	112	95	219	426
KwaZulu-Natal	10	5	23	38
Limpopo	17	12	22	51
Mpumalanga	68	32	49	149
North West	68	30	47	145
Northern Cape	20	13	21	54
Western Cape	12	10	48	70
Grand Total	**315**	**204**	**446**	**965**

2024 WSP-ATR Submission Evaluation Status is indicated as follows:

Approved	Non-Approvals
959	06

Programme Description (Output Indicator)	Annual Target	Achievement
2.1.a. Number of WSP-ATRs evaluated to access mandatory grants per annum	750	965
2.1.b. Number of WSPs and ATRs approved for small firms per annum.	320	446
2.1.c. Number of WSPs and ATRs approved for medium firms per annum	185	201
2.1.d Number of WSPs and ATRs approved for large firms per annum	250	312
2.4. Number of SDF capacity building workshops conducted per annum	21	23

3.6.3. Mandatory Grant payments

The MQA has effectively and efficiently managed the disbursement of Mandatory Grants for the 2024–2025 financial year. The Skills Development and Research Unit (SDRU) is responsible for overseeing the administrative processes, including the verification, evaluation, and approval of submitted Workplace Skills Plans and Annual Training Reports (WSP-ATRs). Upon approval, the Finance Unit processes the corresponding MG payments. The table below outlines the Mandatory Grant budget and payments made to qualifying companies, categorised by size:

Budget 2024/25	Payment 2024/25	Organisations Paid	
R353 367 000.00	R362 413 000.00	**Large**	312
		Medium	201
		Small	446
		Total	959

#Small organisations are exempted from paying levies thus may or may not attract MG.

3.6.4 2024 WSP-ATR Information Management System Update and Submission Plan

The MQA appointed SoluGrowth to develop, manage, and support the MQA WSP-ATR system for the 2022/2023 to 2024/2025 financial years. Below is an overview of the activity plan for the system upgrade and the WSP-ATR submission process, including the associated timeframes:

#	Activity	Timeframes	Status
1	Review and finalise the WSP-ATR source-data template with task team	12 – 14 December 2023	Completed
2	Develop and finalise the system functionality and develop all system specification documents	18 January 2024	Completed
3	Internal System Testing	7 December 2023	Completed
4	System Go-Live	11 January 2024	Completed
5	Capacitate SDFs and relevant stakeholders on WSP-ATR system and submission process	31 January 2024 to 27 February 2024	Completed
6	Submission of WSP-ATRs to the MQA	April-May 2024	Completed

3.6.5. WSP-ATR submission update

Challenges	Recommendations
Delayed payment of MG due unavailability of skills levy downloads from DHET, precipitated by challenges regarding Skills Development levy Information System. This resulted in non-payment of MG for the third Quarter.	DHET should develop a backup system to generate skills levy downloads to ensure quarterly payment in line the SETA Grant Regulations.
Additional support is requested for SDC capacity building, particularly for new SDFs and organised labour, to enhance understanding of skills development.	SRU need to conduct SDC capacity workshops to assist the organisation especially organised labour with MQA activities.
Late access to the system by SDFs resulted in some companies being unable to meet the deadline.	To encourage SDFs during workshops to start early with their submissions.
Some OFO codes did not appear (was not pulling) in the WSP-ATR template, leading to misalignment with occupations	MQA and service provider to provide detailed manual on how to resolve the errors.
	The WSP-ATR template needs to be reviewed and updated to address the OFO codes error.

3.6.6. Review the research related to skills development in the mining and minerals sector

No.	Short Project Title	Research Objective	Research Partner	Time limits	Progress/ Status	Next phase
1	SSP 2025-2030- Legislative Imperative	In line with the DHET SSP framework, the objective is to provide critical insights into key factors influencing demand and supply with respect to skills in the MMS, in line with the National Medium-Term Development Plan priorities.	Research Team	March 2024 – August 2024	Completed	Communicate plan to stakeholders
2	Exploring the state and nature of Green Hydrogen Technologies and implications for skills development in the mining and minerals sector in South Africa-	To conduct research on the current state and nature of green hydrogen technologies in the mining and minerals sector in South Africa, identify the challenges and opportunities associated with their implementation, and examine the implications for skills development	Wits University	September 2024 – March 2025	Completed	Communicate Findings
3	The current state of artisan supply in the South African MMS	To understand and enhance artisan supply and competencies in the MMS	Wits University	September 2024 – March 2025	Completed	Communicate Findings
4	Exploring beneficiation skills that can be prioritised in the MMS	To determine the critical skills that the MMS should prioritise for the successful implementation of mineral beneficiation in South Africa	Wits University	September 2024 – March 2025	Completed	Communicate Findings

3.6.6. Review the research related to skills development in the mining and minerals sector

No.	Short Project Title	Research Objective	Research Partner	Time limits	Progress/ Status	Next phase
5	MQA four-year WSP-ATR submissions trends analysis report (2021-2024)	To analyse the WSP-ATR data submitted by sector employers for the financial years 2021-2023 to establish trends in terms of skills gaps, occupations in demand and hard-to-fill vacancies	Research Team	September 2024 – March 2025	Completed	Communicate Findings
6	Examining the skills levels and knowledge of the existing OHS representative in the MMS	To assess the current skill levels and knowledge deficiencies of OHS representatives in the MMS and identify essential areas for enhancement in training and development programmes	University of Pretoria	September 2024 – March 2025	Completed	Communicate Findings
7	A study to identify and analyse the specific MMS-related skills development needs in the North West province Explore socioeconomic, education and training landscape of the North West province and provide an overview of the current state of the mining and minerals sector (MMS) in the province.	To identify and map the key skills needs and shortages related to the MMS within the North-West province.	Wits University	September 2024 – March 2025	Completed	Communicate Findings

3.6.6. Review the research related to skills development in the mining and minerals sector

No.	Short Project Title	Research Objective	Research Partner	Time limits	Progress/ Status	Next phase
8	Assessing the implementation of ESG-Related skills to determine the requirements for skilling and upskilling of the MMS workforce in quest of attaining the Just Energy Transition (JET)	To determine ESG-related skills needed for the MMS' JET	University of Pretoria	September 2024 – March 2025	Completed	Communicate Findings
9	Identifying and analysing the factors that influence the submission rates of WSP-ATRs in the MMS	To understand factors influencing WSP-ATR submission rates in the MMS.	Wits University	September 2024 – March 2025	Completed	Communicate Findings
10	Assessment of the effectiveness of the partnership between the MQA and the community education training colleges (CETS) in the MMS	To assess the effectiveness of the partnerships between the MQA and the CETs in the MMS	Urban-Econ	January 2024-May 2024	Completed	Communicate Findings
11	Challenges and Opportunities for Small-Scale Mining in The South African Economy	To identify SSM challenges and opportunities impacting skills development	University of Pretoria	September 2024 – March 2025	Completed	Communicate Findings

3.6.7. Research Performance Update

Programme Description	Annual Target	Achievement
Output Indicator 2.2. Number of sector research outputs completed per annum	10	11
Output Indicator 2.3. Number of MOAs signed with targeted private and public organisations	6	8

3.7. LEARNING PROGRAMMES – STRATEGIC PROJECTS

The Learning Programmes Strategic Projects Unit successfully implemented nine strategic projects in the 2024/2025 financial year, reaching and exceeding most performance targets. With a strong focus on addressing skills shortages, promoting employability, and strengthening sector partnerships, the unit made substantial progress in contributing to the MQA's strategic outcomes and the broader National Skills Development Plan. Key achievements include surpassing targets in bursaries, internships, work-integrated learning, and management and executive development programmes, while formalising 13 institutional partnerships with public universities and colleges.

The nine Strategic Projects are as follows:

1. Bursaries (for unemployed and employed);
2. Work Experience (including vacation work);
3. Internships Programme;
4. Management and Executive Development Programmes Support;
5. Higher Education Institutions Lecturer Support;
6. Workplace Coaches; and
7. Candidacy Programme
8. Short Courses
9. Partnerships with Higher Educations Institutions

3.7.1. Programme Overview Summary

The table below reflects programmes, including targets and qualitative achievements which the MQA committed to rolling out during the period under review:

PROJECT NAME	ANNUAL TARGETS	QUANTITATIVE ACHIEVEMENTS	VARIANCE	% ACHIEVEMENTS
Number of graduates that enter an internship programme per annum	1 125	1 150	25	102%
Number of graduates that complete an Internship Programme per annum	500	634	134	127%
Number of university students requiring work integrated learning to complete their qualifications placed in workplaces per annum	1 125	1 166	41	104%
Number of university students completed their Work Integrated Learning placements per annum	550	623	73	113%
Number of HDSA MMS employees that enter a Management Development Programme per annum	180	232	52	129%
Number of HDSA MMS employees that complete a Management Development programme per annum	100	183	83	183%
Number of HDSA HET lecturers that enter into a lecturer development programme per annum	5	11	6	220%

PROJECT NAME	ANNUAL TARGETS	QUANTITATIVE ACHIEVEMENTS	VARIANCE	% ACHIEVEMENTS
Number of HDSA MMS learners that enter candidacy programme per annum.	128	130	2	102%
Number of Mentors and coaches placed within workplaces to support employers with on-the-job mentoring and coaching activities per annum	130	151	21	116%
Number of unemployed learners awarded a bursary per annum	1 300	1 309	9	101%
Number of unemployed learners awarded a bursary completing per annum	600	712	112	119%
Number of unemployed learners awarded bursaries (continuing) per annum	1 500	1 523	23	102%
Number of workers granted bursaries entered per annum	70	90	20	129%
Number of workers granted bursaries completed their studies	25	27	2	108%
Number of workers granted bursaries (continuing) per annum	65	73	8	112%
Number of HEI partnerships established per annum	10	13	3	130%
Number of learners completed short courses provided by public institutions per annum	500	502	2	100%

3.7.2. Programme Performance Highlights

This section provides detailed narrative summaries of each Programme, including purpose, performance and impact. Projects included Bursaries, Internships, Management Development, Lecturer Support, Workplace Coaches, Candidacy, Short Courses, and HEI Partnerships.

3.7.3 Bursaries Project

The Bursary Support Project forms part of the MQA learner support strategy, which is in line with the Mining Charter and the objectives of the National Skills Development Strategy III. The project mainly supports students who are pursuing careers within the mining and minerals sector.

3.7.3.1. During the financial year under review, the set annual intake target of 1 300 of unemployed bursars was exceeded; 1 309 unemployed bursars from universities, universities of technology and TVET colleges benefited from the MQA Bursary Scheme.

3.7.3.2. 712 unemployed bursars completed their qualification, against a target of 600.

3.7.3.3. 90 employed bursars were awarded bursaries and 27 employed bursars completed.

3.7.4. Work Experience

The MQA supports learners to obtain their university of technology qualifications by enabling them to gain the required practical work experience. which is a required component of this regulated training. University learners were also assisted with vacation work placement. During the reporting year, 1 166 out of a set annual target of 1 125 students were placed within mining companies for workplace experiential training. For the year under review, 623 learners completed their work experience programme over a target of 550.

3.7.5 Internships

The project provides structured work experience for young unemployed graduates from Higher Education Institutions and those that completed their artisan trade to complement the scarce and/or critical skills qualifications required by the mining and minerals sector. During the reporting period, 1 150 graduates out of a target of 1 125 graduates were placed at different mining companies to gain work experience. With 634 learners completing their internship programmes, of this number 118 were absorbed into employment.

3.7.6. Management and Executive Development Project

The aim of the project is to facilitate the development of mining and minerals sector employees in the area of supervision or management to support the transformation targets of the sector. A total of 232 out of a target of 180 learners were supported to study towards Management and Executive Development Programmes in the year under review, and 183, out of a target of 100 learners, completed their Management Development Programmes.

3.7.7. Higher Education Institutions Lecturer Support

This programme focuses on assisting universities to achieve employment equity and transformation by supporting the development of historically disadvantaged lecturers to be placed at institutions to gain experience. Eleven lecturers, against a target of 5, were supported in the Mining related Departments of the participating universities, during the year under review, with 41 lecturers still supported as continuing lecturers in the current year.

3.7.8. Workplace Coaches

The project is aimed at providing employers with additional coaches, which will assist with the training of learners that are registered on various MQA funded projects. These coaches are individuals that possess the required on-the-job knowledge and experience and are currently working in the sector or previously worked in the sector for number of years. During the reporting period, 151 coaches were engaged with a number of employers to transfer knowledge and skills to the learners.

3.7.9. Candidacy Programme

The project aimed at providing structured work experience for unemployed and employed individuals who would like to attain Government Certificate of Competency, Mine Surveyor Certificate and Mine Manager's Certificate. During the reporting period, 130 graduates out of a target of 128 were funded at different mining companies.

3.7.10. Short Courses Programme

The objective of the MQA Short Courses Programme is to provide targeted, skills interventions that address specific occupational needs and knowledge gaps within the mining and minerals sector. These courses are designed to enhance skills of employees in the MMS, improve workplace productivity, and support lifelong learning. In the financial year under review, the MQA set a target to support 500 learners through short courses delivered by public institutions. The entity successfully exceeded this target, with 502 learners trained.

3.7.11. Partnerships With Institutions of Higher Learning

In the year under review, the Learning Programmes Strategic Projects unit joined the CEO in the initiative to visit institutions of higher learning, as part of a proactive approach to partnership development. These visits provided the organisation with invaluable opportunities to engage directly with academic leaders, faculty members, and administrative staff, fostering meaningful dialogues and exploring avenues for collaboration. The primary aim of this initiative was to foster stronger partnerships with the institutions for implementation of skills development interventions. This initiative aimed to enhance collaboration and expand access to educational opportunities for young people. Through these strategic engagement efforts, the unit successfully achieved significant milestones in this regard and signed 13 memorandum of understanding/agreements with the institutions of higher learning to implement on various skills development initiatives.

3.7.11.1. Key areas of collaborations:

The efforts yielded tangible results, with the signing of six memorandum of understanding with the universities. These agreements encompass a range of collaborative initiatives, including but not limited to:

1. **Research Collaboration:** Facilitating joint research projects and initiatives that leverage the expertise of both academia and industry to address real-world challenges and advance knowledge in key areas.

2. **Talent Development:** Providing students with access to internship opportunities, work experience placements, and mentorship programmes aimed at enhancing their employability and professional development.

3. **Bursary Scheme Management:** Strengthening the management of MQA's bursary scheme through close collaboration with university officials, ensuring equitable distribution and effective utilisation of resources.

4. **Lecturer Support:** Support to institution to place lecturers at institutions to gain experience.

3.8. LEARNING PROGRAMMES: OPERATIONS PROJECTS

The Learning Programmes Operations Unit has implemented eight projects in the year under review, as follows:

3.8.1. Artisan Development

The Artisan Programmes offered by the MQA seeks to address the core and hard to fill artisan skills needs in the mining and minerals sector. The Artisan Programme includes Artisan Aides, which are offered either through Skills Programmes or as Qualifications, and aimed at providing opportunities to employees in the Sector who have vast experience but no formal Qualifications.

In the Artisan development space, the MQA also participates in the DHET Programme for Centres of Specialisation (CoS) which is aimed at strengthening the functioning of TVET Colleges as Centres of Excellence in the country's priority trades.

Achievements in the (CoS) Project

A total of 255 learners were registered in the year under review in this programme.

Seventy-six toolboxes were purchased for all qualified unemployed artisans, seven of which were unemployed learners that completed Artisan programmes through the Centres of Specialisation (CoS) programme and were issued with toolboxes. These are unemployed learners who, upon completion of the programme, their host employers did not provide them with toolboxes.

The rationale for providing the toolboxes to learners, who were not provided with them is as follows:

3.8.1.1. To explore self-employment opportunities, which will ensure that they achieve a sustainable livelihood.

3.8.1.2. To practise and sharpen skills acquired.

3.8.1.3. Contribute towards reducing the high rate of unemployment.

3.8.1.4. Encourage entrepreneurship.

3.8.1.5. Form co-operatives and acquire government funding.

Artisan Internship

The Artisan Internship programme was initiated and implemented for the first time during the 2024/2025 financial year. The MQA objective for implementing in-house training in the mining sector is improve the employment prospects of young people and new entrants by giving them industry relevant work experience. The objective of the Artisan Internship is to provide newly qualified artisans with additional, industry-specific exposure and practical experience in areas that were not covered or insufficiently addressed during their initial off-the-job and on-the-job training. The internship aims to ensure that artisans are fully competent, work-ready, and aligned with the specific technical and safety requirements of the mining environment.

Forty qualified artisan learners were registered under the Artisan Internship Programme in the year under review.

3.8.2. Non-Artisan (Learnerships)

The Non-Artisan Learnership Programmes are offered by the MQA to address the core and critical skills needs in the mining and minerals sector.

The Non-Artisan Learnerships include the 4IR Programme, which offers Qualifications.

4IR Learnerships

The primary purpose of the 4IR learnerships is to foster a culture of innovation and professional growth within the mining sector. 4IR skills, learnerships, and skills programmes are designed to equip the workforce and unemployed learners with essential skills needed in the evolving technological environment. This initiative aims to address critical skills shortages and enhance the employability prospects of our learners once they have 4IR skills.

Fifteen employed learners and 85 unemployed learners are registered for 4IR Qualifications.

3.8.3. Artisan Recognition of Prior Learning (ARPL)

The Artisan Recognition of Prior Learning Programme seeks to recognise employees in the industry who have experience in the Artisan related space or area but do not have Trade qualifications or Trade Skills Programmes.

3.8.4. Non-Artisan Recognition of Prior Learning

The Recognition of Prior Learning Programme for Learnerships seeks to recognise employees in the industry who have experience within those core and critical skills areas but do not have qualifications.

3.8.5. Adult Education and Training

Addressing the low level of youth and adult language and numeracy skills to enable access to further training and development in intermediate and advance skills within the mining industry. The MQA will be supporting the provision of digital skills at AET level within the Sector.

3.8.6. Occupational Health and Safety Skill Programmes

The objective of the OHS Project is to train employees in the mining and minerals sector on critical occupational health and safety skills programmes including Health and Safety Representatives. This is done to assist the Sector to comply with the requirements of the Mine Health and Safety Act 29 of 1996 and mitigation of accidents and fatalities within the Sector.

3.8.7. Foundational Learning Competence

The objective of this intervention is to train employees in the mining and minerals sector on other critical Skills Programmes related to the Foundational Learning Competence.

The Foundational Learning Competence (FLC) is designed to address the low level of skills for learners who require fundamental (Numeracy and Literacy) skills to exit NQF Level 3 and 4 New Modular Based QCTO Occupational Qualifications.

3.8.8. In-house Training

The MQA (Mining Qualifications Authority) objective for implementing in-house training in the mining sector is primarily to improve the overall competence and productivity of workers. It also addresses skills gaps specific to the operational needs of individual mining operations.

Development of the Digital Learning Programmes Platform

The Unit facilitated the processes and procedures of appointing the service provider to develop, implement, support, and administer an online interactive learning programme system, with digital capabilities and functionalities, for the MQA. The development has been completed, and the system went live on 31 March 2024.

The digital platform serves as a meeting place between employers and learners, information repository for all MQA Learning programmes. The system has four platforms: Learner Registration, Employer Registration, the system has an Alumni field, which will be for all the learners who completed the Learning Programmes that the MQA supports, and the Information Repository platform.

34 learners were recruited through the system.
30 employers and 1 327 learners have registered on the system.

Achievement against the Annual Performance Plan targets (Learners Funded by the MQA) for the 2024-2025 financial year:

These are depicted in the table below:

Project	Indicator	Baseline (2023/2024)	APP Target 2024/2025	Achievement	Variance
Artisan Development	Number of learners that enter an artisan programme per annum	1 706	1 500	**1 607**	-107
	Number of learners that complete an artisan programme per annum	1 101	600	**1 314**	-714
	Number of learners who enter artisan recognition of prior learning	0	60	**63**	-3
	Number of learners that complete artisan recognition of prior learning	190	50	**76**	-26
	Number of learners that complete an artisan aides' programme per annum	322	229	**297**	-68
Non-Artisan Learnerships	Number of employees entering learnerships per annum	552	680	**742**	-62
	Number of employees completing learnerships per annum	246	585	**618**	-33
	Number of unemployed entering learnerships per annum	1 557	1 628	**1 946**	-318
	Number of unemployed completing a learnerships per annum	1 406	1 000	**1 725**	-725

Achievement against the Annual Performance Plan targets (Learners Funded by the MQA) for the 2024-2025 financial year:

Project	Indicator	Baseline (2023/2024)	APP Target 2024/2025	Achievement	Variance
	Number of employed entering RPL for learnerships	0	50	**53**	-3
	Number of employed completing RPL for learnerships	43	23	**28**	-5
Occupational Health and Safety	Number of employees that enter the occupational health and safety representatives skills programme per annum	0	2 000	**2 882**	-882
	Number of employees that successfully complete the occupational health and safety representatives	4 297	3 415	**3 969**	-554
Adult Education and Training	Number of learners that enter AET and NATED courses	0	800	**1 378**	-578
Adult Education and Training	Number of learners that successfully complete AET and NATED courses	1 455	1 420	**1 927**	-507
Foundational Learning Competence	Number of learners that successfully complete FLC	241	200	**233**	-33
In House Training	Number of learners completed inhouse/ industry-based training courses per annum	0	500	**569**	-69
Centres of Specialisation	Number of CoS supported per annum	6	2	**13**	-11

All the targets for funded learners for the financial year under review were met and exceeded.

Achievements against the Service Level Agreements with DHET Targets (Learners funded by the Sector) for the 2024-2025 financial year:

These are depicted in the table below:

Project	Project	Baseline	SLA Target 2024/2025	Achievement	Variance
Non-Artisan Learnerships	Employed learners enrolled in learnerships	1 307	680	**1 493**	-813
	Employed learners that completed learnerships	640	300	**736**	-436
	Unemployed learners enrolled in learnerships	2 131	1200	**3 329**	-2 129
	Unemployed learners that completed learnerships	1 539	850	**1 972**	-1 122
Artisan Development	Learners enrolled in artisans' qualifications	2 638	1 500	**1 791**	-291
	Learners that completed artisans' qualifications	1 351	600	**2 119**	-1 519
Adult Education and Training	Learners enrolled in adult education and training	3 362	1 420	**3 368**	-1 948
	Learners that completed adult education and training	2 119	1 420	**2 116**	-696
Skills Programmes	Unemployed entering skills programmes	15 147	6 210	**12 665**	-6 455
	Unemployed completed skills programmes	16 483	7 245	**10 890**	-3 645
	Workers entering skills programmes	42 969	26 750	**39 078**	-12 328
	Workers completed skills Programmes	42 211	25 669	**29 375**	-3 706
Recognition of Prior Learning	Number of learners enrolled in RPL/ARPL	284	110	**335**	-225
	Number of learners completed in RPL/ARPL	250	73	**185**	-112

All the targets for non-funded learners for the financial year under review were met and exceeded.

Challenges were, however, encountered in the implementation of the projects during the financial year, including but not limited to:

- Returns of allocations for funding learners by several mining companies, citing organisational restructuring and retrenchments, etc.
- Slow uptake of learners by participating companies.

SECTION 4
Stakeholders Relations

The Stakeholder Relations Department is responsible for the establishment and fostering of stakeholder relations with the mining and minerals sector. The regional offices are located at within the provinces to ensure easy access to services and operations at the doorsteps of the employers and stakeholders. The role of the regional offices is to monitor and support regional projects, implement and manage projects located in the provinces through the MQA's regional office.

Furthermore, the mandate of the unit includes the implementation of 31 out of 85 projects on the annual performance plan (APP) targets. Key to these programmes, is responding through skills development strategic programmes, mine community and unemployed youth programmes. They create meaningful partnerships with key stakeholders in addressing the training needs of mine host communities, as well as labour sending areas, support entrepreneurs and the growth of the small, medium and micro enterprises (SMMEs), community-based organisations (CBOs) and non-governmental organisations (NGOs).

The department supported the mining and minerals sector through the following interventions:

4.1. Capacity Building Initiative for Career Development Practitioners;

4.2. Career Guidance events for learners (in rural and urban areas) and educators;

4.3. CET/TVET Colleges Support;

4.4. Mine Community Development Support;

4.5. Unemployed Youth Development Support;

4.6. Small-scale Mining Project;

4.7. SMME, NGO and CBO Support;

4.8. Skills Development Committee Capacity Building;

4.9. Worker Initiated Training;

4.10. Other Advocacy Initiatives

4.1 Capacity Building Initiative for Career Development Practitioners

The MQA embarked on the Capacity Building Initiatives for Career Development Practitioners, in partnership with Harmony, DRD Gold and Siyanda Bakgatla mines, CET Colleges and the Department of Basic Education. The objective of the initiative was to train Career Development Practitioners (Life Orientation teachers) in the different career paths in the mining and minerals sector, opportunities, and the mandate of both the Mines and the MQA, with regards to skills development.

The capacity building workshops were carried out in the Gauteng, North West, Limpopo and Eastern Cape provinces. The emphasis is on a train-the-trainer model of delivery to secure sustainability in supporting learners to make wise career choices. Twenty-nine capacity building workshops were conducted for 176 practitioners who attended the sessions.

Career Practitioners Capacity Building Workshop between Moses Kotane Local Education Office, the MQA and the Siyanda Bakgatla Platinum Mine.

Career Practitioners Capacity Building Workshop in partnership with Harmony Gold and Gauteng CET

4.2. Career Guidance events for learners (in rural and urban areas) and educators

- The Stakeholder Relations Department together with Customer Services and Communication Unit participated in 116 career guidance exhibitions across the country in events that the MQA was either invited to or initiated by targeting schools in different areas. The 116 career guidance activities were conducted in 60 rural and 56 urban areas. The objective was to share with learners and out of school youths, the opportunities that are available at the MQA for different profiles and the following areas were the focus amongst others:

- Guidance on subject choices;
- Bursaries opportunities;
- Work Integrated Learning and Internships; and
- Artisan and non-artisan career advice among others.

The table below reflects on career guidance (both rural and urban areas) events attended in each province within the 2024 – 2025 financial year:

NO	PROVINCE	URBAN	RURAL	TOTAL
1.	Eastern Cape	6	3	9
2.	Free State	10	4	14
3.	Gauteng	10	1	11
4.	KwaZulu-Natal	5	10	15
5.	Limpopo	7	13	20
6.	Mpumalanga	9	7	16
7.	Northern Cape	3	9	12
8.	North West	3	12	15
9.	Western Cape	3	1	4
TOTAL		**56**	**60**	**116**

The MQA CEO, Dr Thabo Mashongoane, addressing stakeholders at the open day of the Eastern Limb Career Week 2024.

The MQA partners annually with the Mines in the Eastern Limb to host career week in the Fetakgomo Tubatse District. In the year under the review, the MQA, in partnership with Anglo-American, BCR, Bokoni Platinum, BAUBA, BlackRiver, Dwarsrivier, Glencore, Modikwa Platinum, Northam, Sefateng Chrome, Samancor and Two Rivers Platinum mines held the Eastern Limb career week from 10-14 June 2024, with 4 321 learners from 22 schools attending.

4.3. CET/TVET Colleges Support

The CET/TVET colleges support programme provides financial support for the training of CET/TVET colleges learners, lecturers and managers with the necessary skills that improve their teaching in the colleges, as well as offering the alumni of the same institutions opportunities to kick-start their own career paths. CET AET learners are also supported to improve their chances of employability and or participation in the economy. During the year under review, the MQA collaborated with CET and TVET colleges to successfully roll-out the following interventions:

Additionally, the MQA supports TVET College graduates enter WIL programmes to complete their training and be certified as artisans. NCV learners with engineering qualifications at level 4 are registered into a learnership, with a view to passing their trade test with Indlela Olifantsfontein Trade Test Centre. During the reporting period the MQA completed 405 learners at a cost of R83 547 450.

The trades breakdown is as follows:

Artisan Trades	Number of Artisans Completed	Budget Spent
Boilermaker	51	R10 520 790,00
Diesel Mechanic	06	R1 237 740,00
Electrician	250	R51 572 500,00
Fitter and Turner	78	R16 090 620,00
Welding	20	R4 125 800,00
TOTAL	**405**	**R83 547 450,00**

Presidential Youth Employment Initiative

The President of South Africa announced the Presidential Youth Employment Initiative in 2022, with the intention to place TVET learners on internship and work experience programmes for a minimum period of 12 months within the TVET and CET colleges. The project has been ongoing since the announcement. The approved stipend amount for the project is R3 500. This initiative targets youth who require work exposure to obtain their qualifications and those that require internship opportunities to gain work experience. The target for 2024/2025 financial was 900 learners. Due to availability of budget, the MQA registered the 946 learners on the programme in the year under review. Although the programme caters for the scope in and outside the Mining and Minerals Sector, the MQA prioritises learners enrolled in engineering related fields. The MQA had set the budget of R64 155 000,00 for new intake. Below is the geographic spread of TVET colleges allocated per province:

Graphic spread of TVET Colleges:

Western Cape	Eastern Cape	KwaZulu-Natal	Gauteng	Limpopo	Free State	Mpumalanga	TOTAL
2	2	2	2	3	1	2	**14**

4.4. Mine Community Development Support

The Mine Community Development training intervention facilitates and supports the training of mine host community members and labour sending areas on skills to render such communities sustainable.

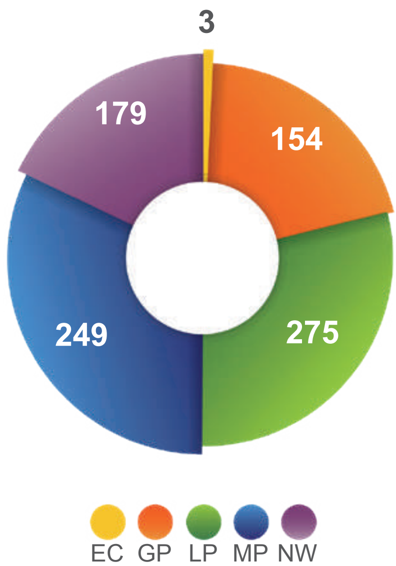
A total of **1 500 Mine** Community Development project beneficiaries were enrolled in 2024-2025 financial year on a variety of training interventions, including end-user-computing skills, security training, early child development and upholstery. Nationally, 48 service providers were allocated funding and the provincial distribution of projects is depicted in the table:

Service providers allocated funding:

GP	NW	FS	EC	KZN	LP	NC	MP	WC	TOTAL
5	8	5	7	8	7	4	3	1	**48**

In the year under review, 860 learners completed their training programmes in different interventions such as bricklaying, satellite installation, professional driving, system support, tractor loader backhoe and horticulture. The MQA had a budget of R32 628 000.00 for implementation in the year 2024/25 for this project

No of learners that completed per province



The post training opportunities that were available for the learners were

- Employment
- Start-up kits per individual or registered cooperative
- Linkage to other sources of funding for continued support.

4.5. Unemployed Youth Project

The objective of the Unemployed Youth Development project is to train the unemployed youth beneficiaries (18-35-year-old) from mine host communities and or labour sending areas on accredited portable skills for employability and sustainability. A budget of R61 938 000.00 was allocated to recruit 3 000 beneficiaries to start training in the year under review, and to cater for the commitments made in the previous financial years.

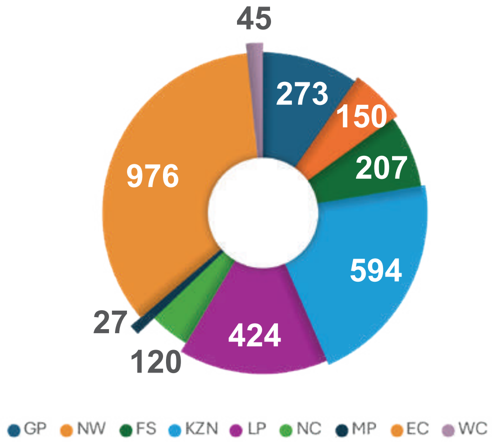
Due to sufficient budget, 3 317 learners were enrolled in amongst others, fall of ground competent person, computer programming, drone training, wireman's licence, beauty and nail technology, house wiring, electrical network control and mobile phone repairs. In the year under review, 2 816 beneficiaries completed various training interventions and 20 projects were allocated.

The anticipated completion date for this allocation is in the next financial year.
Below is the geographic spread of projects allocated per province:

Projects allocated per province:

GP	NW	FS	EC	KZN	LP	NC	MP	WC	TOTAL
3	1	3	2	2	2	1	5	1	**20**

Number of beneficiaries that completed the youth development project per province



The **2 816** beneficiaries who are reported competent, completed the following skills programmes:

- Animal and plant production
- Carpentry
- Bread, flour confectionery and baking
- Clothing manufacturing
- Fresh meat processing
- General forestry
- Renewable energy
- Mobile phone repairs

Learners were provided with start-up kits to start their own business either as individuals or cooperatives aligned with the skills they acquired during training.

4.6. Small-Scale Mining Project

A total of 302 beneficiaries (unemployed people/ retrenched, soon to be retrenched and ex-mine workers) from mining communities and/or labour sending areas were trained and completed accredited small scale mining programmes. This training programme empowers small scale miners with formal training so that they can acquire a qualification and operate sustainable businesses or be employed in a small mining operation.

A total budget of R4 500 000.00 was set aside for implementation of the project. The only one accredited training provider for Small Scale Mining skills programme was allocated to train learners from three provinces for the 2024/2025 financial year. The table below reflects the geographic spread of beneficiaries trained in the year under review:

Beneficiaries trained:

NW	MP	FS	TOTAL
69	113	120	**302**

4.7. SMME, NGO and CBO Support

The MQA trains and supports cooperatives, SMMES, NPOs, CBOs and NGOs with skills required to ensure the entities remain sustainable. Ten Cooperatives, 35 SMMEs and 10 NPOs/ CBOs and NGOs were supported in the 2024- 2025 FY, at a cost of R2 100 000. These entities are based in Mpumalanga. The primary objective of the project is to train and support small business, cooperatives and NGOs/CBOs/NPOs with accredited, relevant, and required training and mentorship.

4.8. Skills Development Committee Capacity Building

As part of advocacy and capacity building, the Stakeholder Relations Department facilitates capacity building workshops to capacitate the skills development committee members in their role within the skills development mandate in the MMS. Employers approach the MQA and indicate what their challenges are in relation to the SDC functionality and or lack thereof. The MQA facilitated 26 capacity building workshops in the year under review, in the provinces listed:

Capacity Building Workshops:

NW	FS	EC	LP	NC	MP	WC	TOTAL
2	5	3	4	5	6	1	**26**

4.8.1. International Literacy Day Celebration

The MQA successfully held a webinar, as part of the 2024 International Literacy Day (ILD) celebration on 3 September 2024 and a celebratory event on 7 September 2024. The 2024/2025 ILD was themed "Literacy Key for Technological Skills of the Future." The MQA hosted a webinar virtually through Zoom and had about 120 attendees. The webinar provided a platform for discussion on the importance of literacy in equipping individuals with technological skills necessary for the future of the mining and minerals sector.

- **Webinar Highlights:**

The below topics were discussed in the webinar session:

- Effective Practices for Integrating Technology into Adult Learning, presented by Cde Phuthuma Manyathi, Deputy President of AMCU.
- The Shift to AI and Literacy, discussed by Ms. Mynie Kriek from Solidarity's Education and Training Department.
- Preparing Adults for the Technological Future, delivered by Adv. Monica van Der Walt from DHET.
- Personal Experiences: Mr. Vuyolwethu Toli and Mr. Lefty Mashego shared insights from their roles in educational support for the National Union of Metalworkers of South Africa (NUMSA) and the National Union of Mineworkers (NUM), respectively.

- **Celebration Event:**

The Mining Qualifications Authority and MQA's stakeholders in the MMS celebrated the International Literacy Day (ILD) on 7 September 2024 in Richards Bay, KwaZulu-Natal at the Zululand Chamber of Business Forum. Over 500 guests, comprising of AET learners, MQA Board Members and Staff, Representatives from DHET, SETAs Trade Unions, AET Task Team, Senior Management from Tronox and Harmony Gold Mining, attended the event.

The MQA uses this day to demonstrate to existing AET learners in the industry the importance of AET and opportunities that such programmes can offer to committed learners.
The 2024 ILD event was a success, reflecting strong participation from stakeholders and the effective execution of the event plan.

It provided a platform to celebrate the achievements of AET learners and reinforced the importance of literacy for technological advancement in the mining industry. The MQA appreciates Tronox for co-sponsoring the event. Its contribution went a long way in ensuring a successful event. The MQA will continue to work with its partners to promote adult literacy and skills development.

4.8.2. Stakeholder Engagement Sessions

In the period under review, the engagement sessions were held in all nine provinces from 4-29 November 2024. The theme for Sessions was "Strengthening partnerships for impactful skills to enable sustainable future in mining."

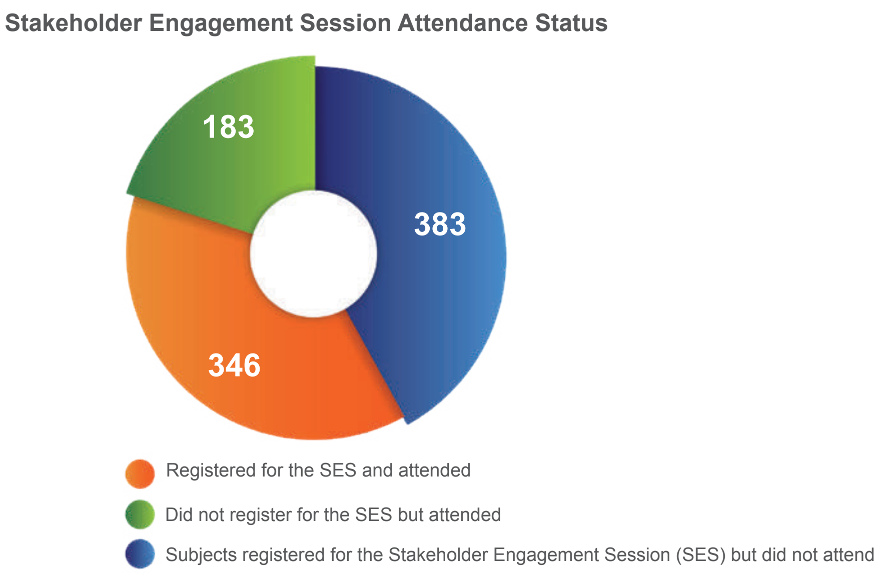
The messaging comprised, amongst other core MQA offerings:

- Changes to the Funding Policy
- Preparing and compiling information for the WSP and ATR submissions for the 2025/26 Financial Year
- Implementation of the gazette on the Ministerial directive for the pre-2009 qualifications
- MQA's new corporate identity
- 2025/26 Financial Year Annual Performance Plan (APP) and budget.

Province	Venue	Date
Limpopo	Polokwane	4 November 2024
Mpumalanga	Witbank	6 November 2024
North West	Rustenburg	8 November 2024
Western Cape	Cape Town	11 November 2024
KwaZulu-Natal	Virtual	15 November 2024
Eastern Cape	East London	18 November 2024
Free State	Welkom	20 November 2024
Gauteng	Johannesburg	22 November 2024
Northern Cape	Kathu	29 November 2024

4.8.2.1. Stakeholder Engagement Session Attendance Analysis

Figure 1

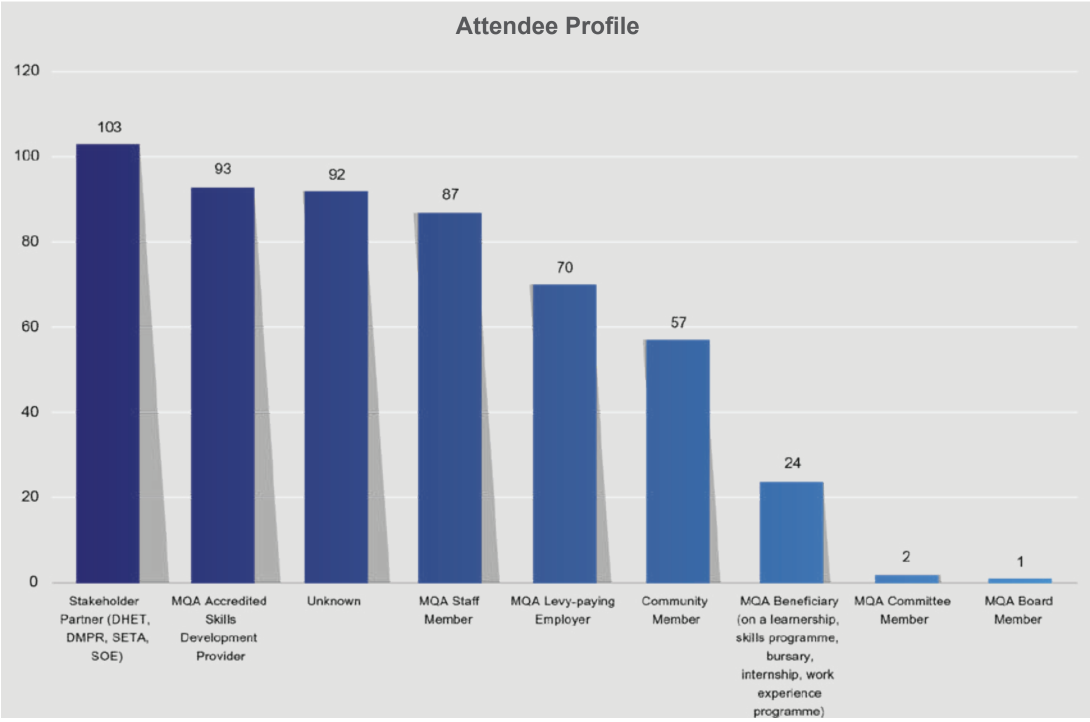


The attendance analysis is based on 912 subjects. As shown in figure 1:

- 383 subjects registered for the Stakeholder Engagement Session (SES) but did not attend.
- 346 registered for the SES and attended
- 183 did not register for the SES but attended.

A total number of 529 subjects attended the SES which reflects a 58% turnout.
If those that did not register had to be excluded from this analysis, the results would show a 47% turnout.

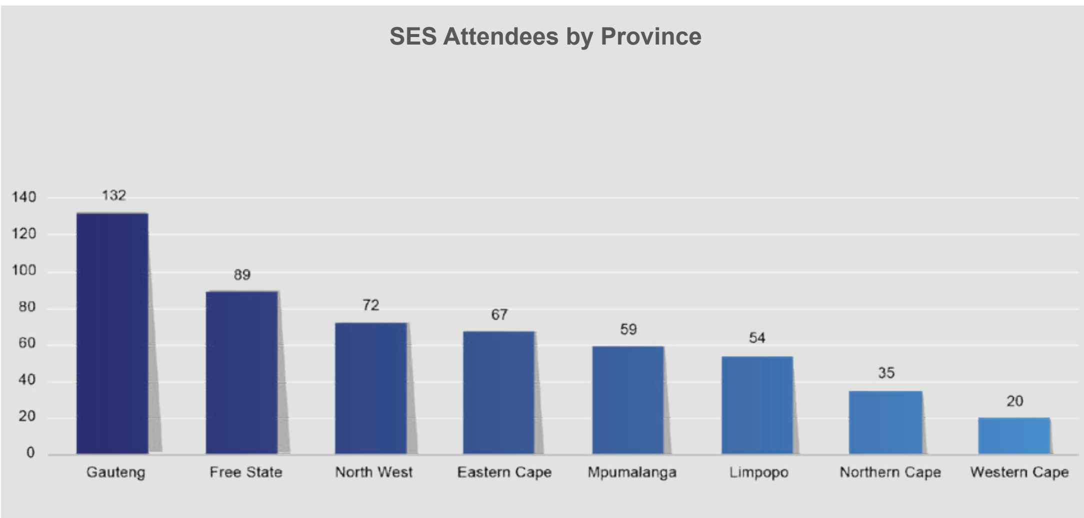
Figure 2



The attendee profile analysis is based on the number of those who attended the National SES which amounts to 529. The highest count of the attendees comprising mining stakeholders were 103.

The MQA Accredited Providers comprised the second highest number of attendees.

Figure 3



The Stakeholder Engagement Session attendees per province provides the segmented view of attendees by province. Gauteng had the highest turnout of attendees at 132 followed by Free State at 89. Western Cape had the lowest turnout at 20. The average attendance for the National SES was 66.

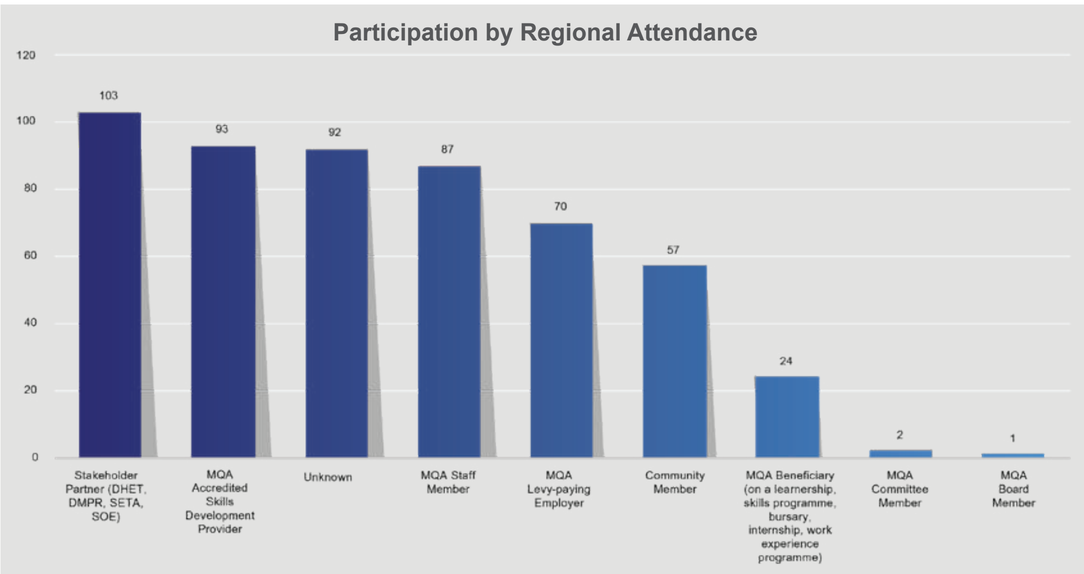
4.9. Worker Initiated Training

The purpose of the programme is to encourage and support worker-initiated training of federations' and trade unions' members, shop stewards and office bearers through the relevant skills training interventions per annum.

Five Unions were funded during the 2024-2025 financial year for an amount of R10 256 000.00 for a total number of 2 400 learners. The spread is as below:

No.	Name of the Union	No. of learners	Programmes funded	Amount
1.	UASA	80	Short Courses	R160 000.00
2.	NUM	630	Short Courses Skills Programmes ARPL	R5 300 000.00
3.	Solidarity	480	Short Courses	R960 000.00
4.	NUMSA	450	Short Courses Skills Programmes Learnerships	R1 950 000.00
5.	AMCU	760	Short Courses Skills Programmes	R1 886 000.00

Figure 4



4.10. Other Advocacy Initiatives

The MQA participates in the Provincial Skills Development Forums and support initiatives aimed at sustainable development and community empowerment, including the Presidential Imbizos. In conclusion, the Stakeholder Relations Department remains dedicated to its mission of enhancing socio-economic development through targeted interventions and collaborative partnerships. We express gratitude to all stakeholders for their support and participation in our endeavours.

4.11. CUSTOMER SERVICE AND COMMUNICATION

One of the pillars of every organisation is the Customer Service and Communication division, as it plays a crucial role of being a key support driver, for an efficiently running entity. Within the MQA the Customer service and Communication Unit is established as one of the key support units, responsible for supporting the core operation business with customer relationship and communication related deliverables. The deliverables of which are guided by a five-year Board approved Communication Strategy and an annual Operational Plan. The following report provides a comprehensive account of the planned and unplanned activities implemented during the 2024-2025 financial year.

The functions of the Customer Service and Communication Unit are aligned to support the MQA's vision, mission, values, strategic objectives, and legislative mandate, which are amongst others, to:

- provide effective, accurate and reliable communication to its stakeholders by implementing structured activities in a planned and structured manner;
- position the MQA as a recognisable brand amongst its existing and potential stakeholders in the mining and minerals sector, government, and the public at large;
- promote the MQA as a credible brand amongst its stakeholders;
- manage the reputation of the MQA by managing the perception of stakeholders guided by informed research; and
- maintain and implement good governance practices in the implementation of the Unit's roles and duties.

The communication process within the organisation is used to bridge the communication gap between the organisation and its stakeholders, improve performance, and customer service delivery. The Unit developed and implemented a range of communication; customer service, marketing, and public relations interventions, with an objective of communicating effectively with its stakeholders and protecting the organisation's brand and reputation. The crafting and dissemination of specific strategic messages to the identified target audiences is what drives the mandate of the Unit. During the year under review, the Unit focused on the following deliverables:

4.11.1. COMMUNICATION STRATEGY IMPLEMENTATION

The implementation of customer service and communications activities are aligned to the Board-approved 2020–2025 Communication Strategy. The strategy is implemented in line with the MQA Strategic Plan, the DHET Annual Performance Plan (APP), and the allocated budget.

4.11.2. 2024-2025 OPERATIONAL PLAN

The 2024-2025 Operational Plan, which is line with the five-year Communication Strategy, was compiled and circulated to Management. This was to ensure that the performance milestones were monitored and effectively met. The Operational Plan is updated regularly, as activities are implemented.

4.11.3. RESEARCH

In line with the Annual Performance Plan (APP), the MQA conducts the Biennial Stakeholder Perception Survey. The survey was conducted and completed with the submission of a detailed report in March 2024, including the recommendations for improvement.

One feedback session was held with the Executive team on 3 April 2024 and one with the staff on 7 June 2024. An Action Plan, listing the proposed recommendations and actions was compiled and most of the survey proposed recommendations were implemented by the identified business units.

4.11.4. MARKETING AND COMMUNICATION INTERVENTIONS

4.11.4.1. EVENT MANAGEMENT

The Unit identified planned and unplanned activities were organised, coordinated and managed by the Unit throughout the year. In many instances, the unit supported the organisation with their various Unit respective activities for the success of their events. Below are some of the events and activities which took place during the 2024-2025 financial year.

Invest in African Mining Indaba

The MQA successfully participated at the 2025 Invest in Mining Indaba, from 3-6 February 2025, hosted at the Cape Town International Convention Centre. Once again stakeholders were enthusiastic, ready to share in the programme that was planned for the event. The event recorded an attendance of at least 12 000 delegates attending.

The delegates included Ministers, government representatives from South Africa and international countries; speakers; thought leaders; Chief Executive Officers from around the world and the African diaspora; potential mining sector investors; mining sector industry subject matter experts; women empowerment groups; various youth groups and learners that have chosen careers in mining from various higher education institutions.

InterSETA Skills Summit

The MQA through the Customer Service and Communication Unit, together with other SETAs, planned and executed the successful 2024 InterSETA Skills Summit and the launch of the SETA Integrated High Impact Programmes, held on 23-24 April 2024 at the Birchwood Conference Centre in Johannesburg. The MQA contributed R300 000.00 towards the event. A detailed report has been compiled and shared with the Executive team.

New MQA Corporate Identity Launch

The Customer Service and Communication Unit successfully launched the new MQA Corporate Identity on 16 August 2024. The new brand was also unveiled at key MQA events, such as the International Literacy Day (ILD) on 7 September 2024, the Research Colloquium on 26 September 2024, the Accredited Training Provider (ATP) Forums during August and September 2024, as well as at the Annual Consultative Conference (ACC) and Stakeholder Engagement Forums. The staff members and stakeholders have well received the new Corporate Identity. A detailed report on the launch has been compiled and submitted to the Executives.

International Literacy Day

The Customer Service and Communication Unit supported the Stakeholder Relations Unit with the planning and hosting of the International Literacy Day event, held at the Zululand Chamber of Business Foundation (ZCBF), in Richards Bay on 7 September 2024. The unit was part of the task team that was established. The unit supported the Stakeholder Relations Department, led by the Mpumalanga Regional Office team, with the planning process as part of the co-ordinating team. It also assisted with the paperwork involved in appointing service providers, branding and compiled all the speeches for the event as well as assisted with the Industrial Theatre concept and directing of the play.

On the day before the event, the CS & Comm Unit worked with the Stakeholder Relations staff members to set up the venue, ensuring that there was sufficient branding, and went through the running order of the day. Prior to the event, the speeches were compiled by the unit for the speakers present. On the day, the unit promoted the event on various social media platforms and ensured the efficiency of the proceedings, in partnership with the Stakeholder Relations Unit. A media release was compiled and circulated to various media houses. The media release was published in the Engineering News.

Inaugural Research Colloquium

The Customer Service and Communication Unit supported the Skills Development and Research Unit with the planning and hosting of the Inaugural Research Colloquium held at Mintek in Randburg on 26 September 2024. The unit assisted with the planning process as part of the co-ordinating team. It also assisted with the paperwork involved in appointing service providers, as well as the branding for the event.

On the day before the event, the Customer Service and Communication Unit worked with the Skills Development and Research Unit staff members to set up the venue, ensuring that there was sufficient branding, and went through the running order of the day. On the day, the unit promoted the event on various social media platforms and ensured the efficiency of the proceedings, in partnership with the Stakeholder Relations Unit. A media release was compiled and circulated to various media houses. The media release was published in the Engineering News.

Hydrogen Centre of Specialisation Soft Launch

The Customer Service and Communication Unit provided the necessary support to the Operations Department, led by the Learning Programmes Unit in hosting the Hydrogen Centre of Specialisation Soft Launch held at the CSIR, in Pretoria on 30 September 2024.

On the day of the event, the CS and Comm Unit ensured that the venue was well branded and the unit promoted the event on various social media platforms and ensured the efficiency of the proceedings in partnership with the organising committee. A media release was compiled and circulated to various media houses. The media release was published in the Engineering News.

MHSC Occupational Health and Safety Summit

The Mine Health and Safety Council (MHSC) and its Tripartite Stakeholders hosted the 2024 Mine Occupational Health and Safety (OHS) Tripartite Summit on 16-18 October 2024, at the Gallagher Convention Centre in Midrand. The MQA was invited to exhibit at the event and participated successfully.

The OHS Summit created a platform for all tripartite stakeholders in the South African Mining Industry (SAMI) to engage and provide solutions to assist the industry in achieving success in improving OHS performance. The Summit provided a platform for engagement on mine health and safety matters and to report on progress from previous agreed Summit milestones.

This included engaging on the current state of affairs on OHS and proper tracking and monitoring of the implementation of proposals and initiatives to ensure that the SAMI accelerates the journey to Zero Harm in the industry.

Annual Consultative Conference

The MQA successfully convened a 2024 Annual Consultative Conference (ACC)/ Annual General Meeting (AGM) during the third quarter of the 2024-2025 financial year. The event was held on 1 November 2024 at the Cedarwoods of Sandton.

The number of stakeholders who planned to attend the event was 300, however, on the day of the event 325 attended (317 in-person and 8 virtual).

MINTEK 90TH Anniversary

The MQA was invited and successfully participated at the Mintek's 90th anniversary commemoration. The event was hosted on 11-12 November 2024, at the Sandton Convention Centre. Mintek is South Africa's leading research council in mineral and metallurgical innovation, and it celebrated the nine decades of pioneering work and industry leadership.

This anniversary event was not only a reflection of Mintek's enduring heritage and commitment but also a testament to the collaborative efforts of the South African Government, the and Petroleum Resources (DMPR) and all associated entities. The Mintek@90 Celebration featured an industry conference, an industry exhibition, bringing together government, the private sector, state-owned entities, academia, and industry stakeholders. This multifaceted celebration used the occasion as a platform to foster industry collaboration for future innovation in the sector.

Stakeholder Engagement Forums

The Customer Service and Communication Unit supported the Stakeholder Relations Unit with the National Stakeholder Engagement Forums, hosted in all the provinces during the months of November and December 2024. Various promotional efforts were conducted by the Unit prior to the event, such as staff and sector communication, as well as website and media adverts. The Unit assisted with the planning process as part of the co-ordinating team. The Unit ensured sufficient branding at all the venues and promoted the events on social media platforms on the days the events were hosted. The event was also published on all MQA social media platforms and the newsletter.

4.11.4.2. PRINTED MEDIA

Advertisements

The MQA publishes advertisements to promote its services, communicate new developments and to invite stakeholders to various skills development activities taking place. Twenty-six adverts were published during the year under review, which included tenders, marketing, and promotion. Recruitment advertisements were published on the MQA social media platforms.

MQA Newsletter (Printed and Digital Flipbook)

The Unit compiled and distributed four quarterly newsletter issues during the year under review. Printed copies were distributed to companies, training providers and learners on MQA programmes. The digital flipbook versions were uploaded onto the MQA website, MQA's social media handles and emailed when requested. The MQA News continues to be one of the communication channels that stakeholders regard as a positive communication medium that keeps them informed about the MQA.

Marketing Materials (Printed)

The MQA produces a range of marketing materials such as brochures to inform stakeholders about the role of the MQA, learning programmes the MQA has available, as part of its discretionary projects, and that stakeholders should participate in, and highlights the benefits of skills development, as well as other programmes, such as career guidance that takes place as part of the services of the organisation.

Staff and Stakeholder Communiqués

The MQA compiles and circulates staff and stakeholder communiqués weekly to communicate pertinent information related to the business of the MQA.

Annual Report (2023–2024)

The 2023-2024 MQA Annual Report was compiled timeously and delivered in compliance with the Auditor-General of South Africa (AGSA) and parliamentary requirements. The Annual Report was submitted at the end of August 2024 and tabled in Parliament by the Department of Higher Education and Training (DHET) in November 2024. No parliamentary questions were received pertaining to the Annual Report post tabling. The Annual Report was also tabled by the CEO at the Annual Consultative Conference held on 1 November 2024 in Johannesburg. The Report was distributed to all government departments, in line with the Parliamentary distribution list, as well as to the National Libraries. Additional requests were received for printed copies. The report was also uploaded onto the MQA's website.

4.11.4.3. DIGITAL MEDIA

Website Maintenance

During the year under review, a total of 58 website posts on behalf of the various MQA units were uploaded. This is mostly updated and correct information related to the various business Units.

Social Media

The MQA is also active on the social media platforms, as they serve a key communication tool to disseminate key messages and communicate with its stakeholders. The MQA is active on Facebook, Twitter, Instagram and YouTube.

The Customer Service and Communication Unit consistently monitors comments on social media to safeguard the reputation of the MQA and engages with concerned units where challenges exist. Key to the success of corporate social media is the 'paid for' boosting services, as well as allocating influencers. This is an engagement that will be necessary for the MQA going forward.

X (Twitter)

The page followers for the period under review, grew to 1 030, as compared to 925 at the same time last year.

Facebook

The page followers for the period under review, grew to 10 633 as compared to 8 050 at the same time last year.

Instagram

The page followers for the period under review, grew to 1 814, as compared to 1 436 last year at the same time.

YouTube Channel

The MQA YouTube channel grew to 189 subscribers, as compared to 107 subscribers at the same time last year, with 397 views during the year under review.

4.11.5. PUBLIC RELATIONS

As part of the promotional efforts of the MQA the following interviews were conducted in the media to the position the organisation.

NO	DATE	PROGRAMME	TOPIC
1	31 January 2025	Radio 702 The Aubrey Masango Show	In-depth discussion on various issues related to skills development in the mining and minerals sector
2	5 February 2025	SABC News Late Edition	The future of mining in terms of the requisite skills and training required
3	10 February 2025	Talk Radio 702 Clement Manyathela Show	A deep dive into the work of the MQA
4	21 February 2025	SAfm The Morning Brief	The importance of training and skills development in the South African Mining sector
5	6 March 2025	Capricorn Talk with Nghamula Chauke	Transforming the mining and minerals sector through training
6	13 March 2025	You FM Business Hour	The MQA's role in developing skills in the mining and minerals sector

4.11.6. CUSTOMER SERVICE

The Customer Service role within the MQA includes the management of the Customer Relationship Management (CRM) system, frontline face-to-face and telephone monitoring at MQA's receptions, as well as conducting research on stakeholder perceptions.

4.11.6.1. CUSTOMER RELATIONSHIP MANAGEMENT (CRM)

The Customer Relationship Management (CRM) system focuses on the creation of cases, recording and reporting of stakeholder interactions and tracking their resolution.

The monthly generated reports highlight the resolved cases in each unit. Every stakeholder complaint received is assigned a case number to enable the stakeholder to follow-up using the case reference number if the query is not resolved timeously. The MQA CRM functionality is limited, in that it is not organisation-wide and is also reactive in nature, so there is no tracking of the status of queries. For it to be effective, a proactive system used by the entire organisation with tracking and escalation functionality will serve the organisation best.

There were 21 compliments and a total number of 1 666 resolved queries received from the units and recorded onto the CRM system and resolved during 1 April 2024 and 31 March 2025.

4.11.6.2. FRONTLINE AND TELEPHONE SERVICES

Telephone Services

One of the MQA values is professionalism and the frontline staff members are always encouraged to portray that daily, as they offer customer service to all MQA stakeholders. The number of telephone calls received, as well as those not attended to, are monitored through a report generated by Comtech, an external service provider.

During the year under review, the MQA head office received 141 321 calls. Out of the calls, 107 600 calls were answered, and 33 939 calls were unanswered.

Frontline Support

The MQA received in excess of 6 873 walk-in visitors throughout its offices during the financial year. To aid the efficiency of services, self-help registration and feedback kiosks were installed as a pilot at head office, and these will be installed at all MQA offices.

4.12. CAREER GUIDANCE

Gauteng Province achievements

The Customer Service and Communication Unit are responsible for the execution of the Gauteng province career guidance events, 12 events took place during the 2024–2025 period from a target of 10.

SECTION 5
Corporate Services

The Corporate Services department plays a key role within the MQA by providing strategic leadership and oversight on roles that include corporate governance, legal services, contract management, marketing and communication, human resources as well as facilities and office management services.

It is through these functions that Corporate Services supports the MQA Board and its committees, management, employees and stakeholders in the process of fulfilling its legislative mandate whilst ensuring effective engagement with all relevant stakeholders.

5.1. HUMAN RESOURCES

Human Resources (HR) is a strategic function of the organisation and contributes immensely to the creation, enforcement and inculcation of a high-performance culture. The employee life cycle from entry to exit is managed by Human Resources. The Human Resources unit offered services to the MQA by following six Strategic Objectives namely, Workforce Planning, Organisational Development, Employee Remuneration and Retention, Governance, Human Resources Administration and Employee Relations.

5.1.1. HUMAN RESOURCES STRATEGIC OBJECTIVES

The report focuses on the HR activities that were carried out during the reporting period in relation to its Strategic Objectives.

5.1.2. Human Resources Performance Against Planned Strategic Objectives

Below is an account of the unit's performance for the year under review.

Deliverables	Planned Activity	Comment
Workforce Planning	Filling of vacancies	During the 2024/2025 FY the MQA recruited 40 permanent positions were placed, as well as two internship and one temporary role.
Organisational Development	Organisational Design	Following the OD project initiated in 2023/2024 the HR unit focused on the capacitation of the MQA structure through placement of strategic and necessary roles.
	Employee Engagement	As part of its strategic mandate, HR initiated a staff engagement project to assess employee sentiment and identify areas for improvement. The survey results informed targeted actions aimed at enhancing engagement, morale, and organisational performance.
	Learning and Development	Learning and Development: R3 315 845.14 was spent on assisting employees to further their studies and through other learning programmes and training.
Governance	Remuneration Committee support	During the 2024/2025 period, HR received consistent support from the Remuneration Committee (REMCO), which convened as required to provide oversight and guidance. This collaboration ensured sound governance and alignment with organisational policies and practices
Human Resources Administration	Management of Human Resources budget	The salary expenditure of the MQA amounted to R129 773 965.69 within the approved budget of R136 226 590,04. Full details of budget spent is available under the Financial Statements.

Deliverables	Planned Activity	Comment
Employee Relations	Wage Negotiations	During the 2024/2025 period, the MQA and NEHAWU successfully concluded the annual salary negotiation process, resulting in an agreement on salary adjustments, which were implemented accordingly.
	Employee Wellness	The MQA values the wellbeing of all employees. Employees are provided with assistance and support through the appointed Wellness service provider, as well as many directed internal initiatives and engagements with employees

5.1.3 Personnel Cost per Programme (Permanent, Fixed Term, Temporary Staff and Interns)

Programme Number	Units	Number of Employees	Costs
Programme 1	(Support Units/ M&E/Strategic planning/Exec)	72	R63 589 243.19
Programme 2	Skills Development and Research	11	R6 488 698.28
Programme 3	LP(Ops/ strategic/ bursaries)/SRU	73	R43 740 358.21
Programme 4	Quality Assurance	16	R16 870 615.54
TOTAL		**172**	**R129 773 965.69**

5.1.4 Personnel Cost per Occupational Level (Permanent, Fixed Term, Temporary Staff and Interns)

Occupational Level	Personnel Expenditure (R'000)	% of personnel exp. to total personnel cost (R'000)	No. of Employees	Average personnel cost per employee (R'000)
Top Management	R15 226 009.78	12%	7	R2 175 144.25
Senior Management	R25 938 313.12	20%	14	R1 852 736.65
Professionally Qualified	R33 437 378.26	26%	28	R1 194 192.08
Skilled Technical	R50 779 426.63	39%	108	R470 179.88
Semi-Skilled	R1 958 509.21	2%	8	R244 813.65
Unskilled	R2 434 328.69	2%	7	R347 761.24
TOTAL	**R129 773 965.69**	**100%**	**172**	**R754 499.80**

5.1.5 Performance Rewards (Permanent, Fixed Term, Temporary Staff)

Occupational Level	Performance rewards	Personnel Expenditure (R'000)	No. of Employees	% of performance rewards to total personnel cost (R'000)
Top Management	R1 347 195.37	R15 226 009.78	4	1.04%
Senior Management	R3 161 532.16	R25 938 313.12	13	2.44%
Professionally Qualified	R4 336 040.93	R33 437 378.26	25	3.34%
Skilled Technical	R7 439 577.33	R50 779 426.63	94	5.73%
Semi-skilled	R329 114.37	R1 958 509.21	7	0.25%
Unskilled	R297 474.78	R2 434 328.69	8	12.22%
TOTAL	**R16 910 934.94**	**R129 773 965.69**	**151**	**25.02%**

5.1.6 Training and Development:

Programme/ activity/ objective	Personnel Expenditure (R'000)	Training Expenditure	Training Expenditure as a % of Personnel Cost	No. of Employees trained	Average training cost per employee
Training and Development	R129 773 965.69	R773 196.69	0.60%	180	R4 295.54
Study Assistance	R129 773 965.69	R2 542 648.45	1.96%	41	R62 015.82
TOTAL	**R129 773 965.69**	**R3 315 845.14**	**2.56%**	**221**	**R15 003.82**

5.1.7 Employment Vacancies Permanent roles:

Occupational Level	Approved Posts	No. of Employees	No. of Vacancies	% of Vacancies
Top Management	6	5	1	16.66%
Senior Management	16	13	3	18.75%
Professionally Qualified	36	27	9	3%
Skilled Technical	121	97	25	33%
Semi-skilled	6	7	0	0%
Unskilled	7	7	0	0%
TOTAL	**192**	**156**	**38**	**20%**

5.1.8 Employment Changes: Permanent

Occupational Levels	Employment at beginning of period	Appointments	Terminations	Employment at end of the period
Top Management	4	2	1	5
Senior Management	13	2	2	13
Professionally Qualified	25	6	4	27
Skilled Technical	66	30	9	87
Semi-skilled	7	0	0	7
Unskilled	8	0	1	7
TOTAL	**123**	**40**	**17**	**146**

5.1.9 Reasons for Staff Leaving: All Staff

Reason for Staff Leaving	Number of Employees	Percentage
Death	0	0%
Resignation	16	94%
Dismissal	0	0%
Retirement	1	6%
Ill health	0	0%
Expiry of Contract	0	0%
TOTAL	**17**	**100%**

5.1.10 Labour Relations: Misconduct and Disciplinary Action

Nature of disciplinary Action	Number of Disciplinary Actions
Verbal Warning	2
Written Warning	2
Final Written warning	1
Dismissal	0

5.1.11 Employment Equity Status and Employment Equity Target 31 March 2025

Occupational Levels	MALE							
	AFRICAN	COLOURED	INDIAN	WHITE				
	Current	Target	Current	Target	Current	Target	Current	Target
Top Management	4	4	0	1	0	0	0	0
Senior Management	4	7	0	2	0	0	0	0
Professionally Qualified	9	12	0	1	1	1	0	2
Skilled Technical	31	25	1	1	2	1	0	1
Semi-skilled	2	2	0	0	0	0	0	0
Unskilled	2	2	0	0	0	0	0	0
TOTAL	**52**	**52**	**1**	**5**	**3**	**2**	**0**	**3**

Occupational Levels	FEMALE							
	AFRICAN	COLOURED	INDIAN	WHITE				
	Current	Target	Current	Target	Current	Target	Current	Target
Top Management	1	1	0	1	0	0	0	0
Senior Management	7	7	1	1	0	1	1	1
Professionally Qualified	15	13	0	2	1	1	1	3
Skilled Technical	52	45	1	2	0	2	0	2
Semi-skilled	4	5	1	0	0	2	0	0
Unskilled	5	6	0	0	0	0	0	0
TOTAL	**84**	**77**	**3**	**6**	**1**	**6**	**2**	**6**

Occupational Levels	Employees with Disabilities			
	Male	Female		
	Current	Target	Current	Target
Top Management	0	0	0	0
Senior Management	0	0	0	0
Professionally Qualified	1	2	0	1
Skilled Technical	1	0	1	1
Semi-skilled	0	0	0	0
Unskilled	0	0	0	0
TOTAL	**2**	**2**	**1**	**2**

5.2. LEGAL AND GOVERNANCE

The Legal and Governance Unit's (Legal Unit) key responsibilities focus on the strategic support to the MQA for legal, compliance and governance matters summarised below:

- Drafting, monitoring and training on all MQA agreements;
- Ensuring that the MQA complies with all relevant legislation;
- Identification, management and mitigation of all legal and governance risks;
- Development and maintenance of all stakeholder / customer relationships;
- Tracking and monitoring of service provider performance against agreed obligations; and
- Professional legal service to the organisation.

The Legal Unit attended to numerous queries, which ranged from drafting of agreements, drafting of legal opinions and assisting in fraud investigations. The Legal Unit shall continue to provide its role in a professional manner, in particular concentrating on legal risk prevention and mitigation through the hosting of training workshops and the development of effective legal and governance framework.

Contract Management

Contract management can be said to be the effective contract administration and management of contracts made with customers, vendors, partners, or employees. This involves negotiation, support and effective management of agreements.

As part of contract management, the Legal Unit reviewed all the templates of agreements that the MQA has. The Legal Unit is engaged in a process of reviewing its agreement management system in line with best public entity practice. The Legal Unit sends a report to all units on their agreements in order to track the progress and the contract cycle of the agreements. The Legal Unit engages each unit on a monthly basis on their agreements.
The Legal Unit handles all the contracts on behalf of all other the units.

The number of public procurement agreements as per the end user stakeholder group /unit are represented in the Table below:

UNIT	NUMBER
Skills Development and Research	13
Strategic Planning	3
Learning Programmes	2
Information Technology	14
Finance	1
Supply Chain Management	1
Monitoring and Evaluations	6
Risk and Compliance	5
Corporate Services	2
Chief Executive Office	5
Legal and Governance	23
Office Management	9
Customer Relations and Communication	8
Human Resources	7
MQA Board	1
TOTAL	**100**

The Legal Unit drafts Memorandum of Understanding (MOU) on behalf of units. These MOUs are generally agreements, which do not contain any financial obligations on the MQA and the other party to the agreement and are sometimes used as the first step in signing an agreement. The use of MOU is great for forming and formalising relationships with stakeholders.

LIST OF MQA MOUs	
UNIT	**TOTAL NUMBER**
STAKEHOLDER RELATIONS	7
LEARNING PROGRAMMES	3
	10

Legal Services

The Legal Unit provides comprehensive legal services to all units of the MQA. These services include the advice and general legal opinion work to all units of the MQA on a variety of matters.

The Legal Unit also started a process to appoint a panel of attorneys to assist the MQA in the provision of expert legal opinions and litigation support. This is an important step in ensuring that the MQA receives the best and most up to date external legal support.

No. of CCMA and Litigation Matters			
Description	**Total**	**Resolved**	**Ongoing**
No. of Litigation Cases	4	1	3
No. of CCMA Cases	1	1	0

Compliance and Governance

The Legal Unit assists the MQA with compliance to its legislative and regulatory obligations. The Legal Unit advises upon request on the rules, practices and processes, by which the MQA is directed and controlled and advises the organisation on the best way forward in line of such prescripts.

5.3. FACILITIES AND OFFICE MANAGEMENT

The Facility Unit of the Mining Qualifications Authority (MQA) plays a pivotal role in ensuring the effective management and maintenance of the organisation's buildings and facilities. The Unit is staffed by a dedicated team, including a facilities Manager; two administrators; a security officer; and eight housekeepers, and reports to the Executive Management Corporate Services.

The unit's core function is to ensure that buildings are effectively and efficiently managed.

Key competencies of the unit include the following:

- Technical operations and maintenance
- Occupational health and safety and emergency preparedness
- Space management
- Utility management
- Fleet management.
- Records management
- Infrastructure project management (excluding IT infrastructure)
- Office management support to the MQA Regional Offices

Our focus this year is to create and maintain safe, functional and productive environment for our organisation and all its occupants by ensuring that our built environment is safe, efficient, comfortable and conducive to productivity.

Achievements:

- Timeously conducted routine maintenance and put in place preventative measures to ensure the upkeep of MQA's buildings and equipment.
- Ensured compliance with Occupational Health and Safety (OHS) standards, prioritising the safety and well-being of all employees.
- Addressed challenges of frequent water cuts by installing water storage solutions to ensure business continuity.
- Initiated plans for space planning to accommodate the newly approved structure and the relocation of regional offices, aiming to improve accessibility for stakeholders.

Challenges

- Frequent water cuts disrupted building operations, highlighting the need for alternative water storage solutions.

Future Focus:

In the upcoming year, the Facility Unit will continue its efforts in space planning, explore further alternatives for cost-effective power supply, as currently it relies on diesel for its back up power.

The Facility Unit remains committed to providing excellence in the management of MQA's facilities, ensuring a clean, safe, and healthy work environment for all occupants. It recognises its role in contributing to the mission of the MQA and will continue to utilise key performance metrics, general feedback, and collaboration with departments to achieve objectives important to both the MQA and its stakeholders.

Conclusion:

In conclusion, the Facility Unit remains steadfast in its commitment to providing excellence in the management of MQA's facilities. It looks forward to another year of progress and achievement as it continues to ensure the safety, functionality, and efficiency of the facilities.

5.4. Information Technology

The Information Technology Unit is a strategic partner to the organisation with its main responsibility is to ensure that there is enhancement of efficiency and effectiveness within business through the use of information and technology resources.

The Unit is implementing its approved Information Technology Master Plan and the Enterprise Architecture (EA) which started with the integration of Management Information System (MIS) and Enterprise Resource Planning (ERP) Solution. The integrated solution is aimed to automate the core operations and support business process in order to improve the efficiency and effectiveness with the business functions.

The project commenced few years ago, with the re-engineering of the business process within the organisation.

These re-engineered business processes are critical for the design and architecture of the planned integration Information System which MQA is implementing.

In the year 2024/2025 financial year the Unit, through its appointed implementation service provider / partner, successfully transitioned the human resources and payroll functions from the legacy system to the new solution.

The automation of the full value chain of the MQA operations and other support functions have started with gathering the user requirements, and the development and implementation of these functions is expected to be completed in December 2025.

In the main the below are the objectives of the integrated solution, as far as the operations functions are concerned:

a) Automate and integrate the SETA's core operations and support activities;

b) Implement an Ease of Use and Ease of Access system for the MQA and the mining and minerals sector, as well as other key stakeholders including Higher Education Institutions, government departments and other public relevant entities;

c) Maintain an accurate data warehouse of all MQA skills development data while maintaining high levels of data integrity and data security;

d) Implement an easily scalable, adaptable and portable system (the system should support mobility);

e) Maximum availability, inter-operability, efficiency and robustness (the service provider must provide adequate hardware and bandwidth that is stable);

f) The Integrated Management Information System, (IMIS) and Enterprise Resource Planning System (ERPS) should have Business Intelligence capabilities with easy-to-use report writing, query, cubes, dashboards, search and help functions;

g) The IMIS and ERPS system should have an overall project management module with process workflow and document management capabilities, contract management amongst other modules;

h) The system must have adequate Disaster Recovery and Business Continuity Deployment.

i) The proposed system will have multiple security layers which will ensure that access to the MQA's Management Information System (MIS) is always secure.

SECTION 6

Risk, Monitoring, Evaluation and Quality Assurance

Strategy is inextricably intertwined with monitoring and evaluation (M&E). In order to determine the impact of the MQA's return on investment in the mining and minerals sector's training programmes against the number of people trained, the Board established the Risk Monitoring and Evaluation unit. It is an integral part of the MQA's value chain and it contributes towards, among other things, organisational strategy, planning, monitoring, impact assessment and evaluation. M&E Department enables the organisation to track its impact on skills development in the sector.

The Unit's key roles and responsibilities focus on providing strategic support to the MQA to achieve the following goals:

- monitoring compliance with the MQA's policies, procedures and legislation throughout the MQA and its service providers;
- ensuring the validation of actual performance against source documents prior to the information being submitted and reported to the executive authority; and
- conducting site visits (physical or desktop verification) to the MQA's levy-paying companies and other projects to ascertain the following in respect of all learners that are eligible for grants:
- accuracy;
- existence;
- completeness; and
- compliance with relevant legislation and MQA policies.

Utilising a risk-based approach takes up the issues raised in previous reports and the adequacy and effectiveness of existing compensating controls and programmes, taking specific challenges into consideration:

- conducting evaluation to ensure the relevance, effectiveness and efficiency of the MQA's policies, and that project methodologies selected are designed to achieve the organisation's strategic objectives; and
- ensuring the MQA adopts a zero-tolerance approach to fraud and corruption. This applies to both internal and external parties.

6.1. MONITORED PROJECTS

Monitoring is an ongoing process that focuses on the assessment of projects, programmes and day to-day activities and deliverables required for achievement and performance. It is for this reason that the Unit conducted 229 Learner verifications to ascertain whether learners are eligible for grants and are receiving training as per their training plans, MoAs and SLAs signed with the MQA. A total of 5 782 verified learners in 13 different projects was monitored against the planned target of twelve. Against the annual target of 100%, the unit monitored 108% of the programmes during the financial year.

The table below reflects the number of times monitorable programmes were verified in the current financial year:

Monthly verifications conducted for the financial year 2024/2025: the achievement for the year is 108%

NO	Learning Programme	GP	NW	LP	NC	MP	KZN	FS	WC	EC	TOTALS
1	Candidacy Programme	1	7	11	0	0	0	0	0	0	19
2	Unemployed Youth Development Programme	192	150	430	120	120	994	253	0	760	3019
3	Mine Community Programme	132	0	223	0	0	19	0	0	360	734
4	Work Experience	136	60	5	0	81	27	0	8	0	317
5	Internship	388	60	86	25	111	32	4	15	0	715
6	Artisans	89	11	5	20	40	0	0	0	0	165

NO	Learning Programme	GP	NW	LP	NC	MP	KZN	FS	WC	EC	TOTALS
7	Work Integrated Learning	37	0	61	29	23	18	36	58	0	262
8	Non-Artisan	169	0	34	32	7	0	0	0	23	265
9	Workplace Coaches and Mentors	52	13	2	0	0	3	0	0	0	70
10	HET Lecture Support	0	0	6	0	0	0	0	15	0	21
11	TVET College Support NCV, Level 4 Graduate	39	14	0	0	44	0	5	0	0	102
12	Management Executive Development Programme	6	3	0	0	0	4	0	0	0	13
13	Small Scale Mining	0	0	0	0	74	0	0	0	0	74
	TOTALS	**1 241**	**318**	**863**	**226**	**500**	**1 097**	**298**	**96**	**1 143**	**5 782**

6.2. TRACER/IMPACT ANALYSIS STUDIES

The unit is tasked with conducting impact analysis studies (value for money analysis). The MQA's impact analysis studies are aimed at investigating and exploring the level of the MQA's contribution to the advancement of skills development within the mining and minerals sector, and the transformation made by the MQA's grants in supporting the programmes. It involves tracing the whereabouts of former beneficiaries to determine what has happened in their careers and their lives during and after completion of their respective programmes. This is also aimed at analysing the outcomes of MQA-funded programmes and their impact.

During the year under review, M and E conducted the following three tracking and tracer study on impact analysis and assessment of the Effectiveness and Relevance of MQA funded for the 2021/2022 – 2023/2024 financial years:

- National Certificate (Vocational) NCV NQF L4 Graduates
- Presidential Youth Employment Initiative (PYEI); and p
- Community Education and Training (CET), Adult Education and Training (AET).

Some of the findings from the impact analysis studies are as follows:

6.2.1 NCV LEVEL 4 GRADUATED:

Summary of Key Findings/Challenges

- Limited job placement opportunities
- Lack of access to relevant equipment and tools of trade
- Financial constraints
- Lack of post-graduation career support
- Lack of protective clothing at the workplace
- Stipend is not enough to cover all the basic needs i.e. accommodation, food and transport.

Recommendations for NCV

- MQA must enhance and increase Industry Partnerships and Collaborations: Strengthen collaborations with industry stakeholders to ensure that the training programmes align with current industry needs and standards.
- MQA must continuously review and update NCV Curriculum regularly: Regularly review and update the curriculum to incorporate the latest industry trends, technologies, and skills requirements.

- MQA Should continue to provide Work-Integrated Learning: Integrate practical work experience into the programme through internships, apprenticeships, or on-the-job training. This helps students apply theoretical knowledge in real-world settings and gain valuable work experience.

- MQA must focus on Soft Skills Development: Include the training on soft skills, such as communication, teamwork, problem-solving, and critical thinking. These skills are essential and valuable for success in any job and can enhance graduates' overall employability

- MQA must offer Career Guidance and Support: Provide career counselling and support services to help students navigate their career paths, identify job opportunities, and develop necessary skills for job searching.

- MQA must continue to expand and increase Access to Technology: Ensure that students have access to modern technology and digital tools, which are increasingly important in today's job market. This can include computer labs, software training, and online resources.

- MQA should continue to Promote Inclusivity and Diversity: Ensure that the programme is accessible to all students, including those from marginalised communities. Implement policies and practices that promote diversity and inclusivity in the classroom and workplace.

- MQA should implement Continuous Assessment: Use continuous assessment methods to monitor students' progress and provide timely feedback. This helps identify areas where students may need additional support and allows for early intervention.

- MQA should continue to evaluate and monitor NCV Programme outcomes: Regularly evaluate and monitor the programme's outcomes to assess its effectiveness in achieving its goals. Use this data to make informed decisions about programme improvements and future directions

6.2.2 PRESIDENTIAL YOUTH EMPLOYMENT INITIATIVE (PYEI):

Summary of Key Findings/Challenges

- High unemployment rate amongst PYEI beneficiaries

- Financial constraints

- Job role misalignment or mismatch

- Lack of post placement career support

- Employers' perspective, support and experience

Recommendations for PYEI

- MQA must enhance its support for collaboration with different stakeholders.

- MQA must expand and support outreach (Programmes) initiatives: Increase the awareness about the PYEI programme through various channels, including social media.

- MQA must focus on improving and updating/ reviewing skills development offerings: Prioritise training programmes that equip participants with in-demand skills, such as digital literacy, technical skills, and entrepreneurial skills

- MQA must fund/grant mentorship and support programmes: Implement or support mentorship programmes that connect young participants with experienced professionals/mentors in their field.

- MQA must expand, strengthen and tighten its monitoring and evaluation processes: Establish a robust monitoring and evaluation mechanisms to track the progress and impact of the programmes

- MQA must continue to assist and address barriers limiting the youth employment: Identify and address barriers that prevent youth employment such as lack of transportation, accommodation, or acquiring the necessary experience/skills.

- MQA must continue to promote inclusivity and diversity: Ensure that the PYEI programme is inclusive and accessible to all young people, including those from marginalised communities.

- MQA must encourage and support the leverage of technology: Utilise digital tools and platforms to streamline the application process, provide online training, and facilitate communication between beneficiaries and programme administrators.

- MQA must fund and encourage entrepreneurship: Support emerging young entrepreneurs by providing access to funding and business development services to establish and grow their businesses.

- MQA should encourage sustainable funding: Secure sustainable funding sources to ensure the long-term viability of the programme and its ability to support a larger number of beneficiaries.

6.2.3 CET AET:

Summary of Key findings/challenges

- Transport costs: Lack of transport money/colleges tend to be far away for many learners

- Absenteeism due to personal social challenges (drinking, health & marital challenges)
- Teacher absenteeism or resignation. Teachers are not always enough for all courses
- Lack of incentives: leaners prefer programmes that offer stipend or at least food
- Competing priorities: Dropouts due to part-time jobs, pregnancies etc
- Infrastructure: at times conditions at centres are unbearable
- Old age/prefer practical courses
- Language/preference for multi-lingual teachers
- Incorporative employers: AET classes are conducted during working hours
- Learning hours-learning after school classes e.g. 14h00 to 19h00
- Disability- most forms of disability cannot be accommodated/No support facilities

Common barriers faced by colleges

- Inappropriate or dilapidated infrastructure
- Sharing classrooms with formal schools (colleges do not have own facilities)
- Poor security at schools for equipment e.g. sewing machines and computers.
- Lack of proper training equipment (too theoretical)
- Lack of stationery
- Quality Assurance
- Inadequate teachers/remuneration

Recommendations for CET AET

- Introduce stipend: to support transport costs and food. Learners could pay back when fortunes change
- Provide more educators and re-visit AET levels to ease progression to Grade 12
- Increase CET AET awareness in the communities by using conventional media like TV, radio and billboards
- Make the courses more practical instead of theory only (suitability for adults)/agriculture courses/ Quality Assurance mechanisms
- To manage distance issues: consider setting up mobile or own colleges instead of using schools
- Partner private sector to seek donations for scientific calculators, laptops and desktops as learners need to use them in employment, their businesses and studying further.
- Create and a database of learners from each college to ease Monitoring and Evaluation as well as encourage peer networking. Set-up feedback mechanism and ensure regular community needs assessment studies to enhance relevance of the programme.
- Give career guidance, motivation for studying further and starting own business
- To minimise drop-outs due to pregnancy - partner care-givers to assist those with babies

6.3 AUDIT TRACKING

During the year under review, the external audit tracking register for the 2024-2025 audit report, as well as the 2024-2025 interim management report, was developed and monitored. Management was assisted in developing action plans that do not only consider the external auditors' recommendations, but most importantly address root causes so as to prevent recurrence. The status on the tracking registers was presented to management, the joint Audit, Risk and Finance Committee and the Board on a quarterly basis.

6.4 PERFORMANCE MANAGEMENT

The MQA's strategic objectives are implemented and tracked through the APP in five different programmes. The Unit provided assurance that the MQA's performance information for each quarter fairly reflected the actual achievements against planned objectives, indicators and targets as per the SLA and APP.

6.5. RISK MANAGEMENT

The MQA Board has approved the Risk Management Policy and Strategy. As part of policy implementation, the strategic and operational risk registers were compiled subsequent to the risk assessment workshops that were held and approved by the Board during the 2024-2025 financial year. Risk assessment exercises are conducted once a year and the registers are updated regularly with the review of the residual risk as and when the implementation of the action plans necessitates this. Emerging risks are considered when registers are updated. Risk registers are presented to the joint Audit, Risk and Finance Committee and the Board on a quarterly basis.

6.6. FRAUD AND CORRUPTION PREVENTION ACTIVITIES

The MQA has adopted a zero-tolerance approach to any form of fraudulent activities. To this extent, a fraud hotline is operational, and the external service provider supply fraud hotline reports on a monthly basis.

All allegation of fraud and corruption are investigated and consequence management affected where wrongdoing has been identified. The MQA has a revised its Fraud and Corruption Policy and Fraud Prevention Strategy.

6.7. QUALITY ASSURANCE

The Quality Assurance (QA) unit has been delegated in terms of Skills Development (SDA) Act 97 of 1998, Chapter 3 section 10(e), to perform any function delegated to it by the QCTO in terms of section 26I through a signed SLA as a Quality Partner on delegated roles and responsibilities with QCTO till 2030. Further, mandated for workplace approval within its jurisdiction as allocated by the Minister.

Therefore, the primary roles and responsibilities deliverables are:

1.1 Review or develop learning programmes for registration as occupational qualifications and support learning materials development as a Development Quality Partner (DQP) body.

1.2 Development of assessment tool banks and assessment centre criteria for designated occupational qualifications in terms of national standard as an Assessment Quality Partner (AQP) body.

1.3 Conducts integrated accreditation audits to Skills Development Providers, assessment centres and suitability workplace for learner placement including registration of assessors and moderators as a Quality Assurance Partner (QAP) body.

1.4 Conduct quality assurance monitoring on assessment centres conducts for learner assessments and achievements for certifications.

1.5 Conduct quality assurance learner achievement for certification including uploading into National Learner Records Database (NLRD).

6.7.1 DEVELOPMENT QUALITY PARTNER (DQP) FUNCTIONS

As a designated Qualifications Development Partner (QDP) under the QCTO, the MQA is delegated to review, and develop learning programmes for registration in terms of the Occupational Qualifications Sub-Framework (OQSF). This includes the development of learning materials aligned with the standards of the learning programme within mining and minerals sector.

In fulfilling this responsibility, the MQA collaborates with relevant subject matter experts to ensure that all qualifications and materials meet sectoral demands and regulatory standards.

Therefore, during the 2024/2025 financial year, 191 learning programmes and learning material packs were reviewed or developed. These achievements are outlined as follows:

- 6 Occupational Qualifications (new and reviewed).
- 50 New Skills Programmes developed, of which 21 of these newly developed Skills Programmes have been registered.
- 127 Learning Material Packs developed for Occupational Qualifications and 8 learning material packs were reviewed (unit standard based)

These efforts contribute significantly to the ongoing transformation and skills development within the mining and minerals sector.

6.7.2 ASSESSMENT QUALITY PARTNER FUNCTIONS

As an Assessment Quality Partner (AQP), the MQA is delegated by the QCTO to carry out functions for designated occupational qualifications registered in terms of the OQSF. These responsibilities include the development of assessment tool banks and assessment centre criteria aligned with national standards for specified occupational qualifications and part-qualifications.

During the 2024/2025 financial year, progress in developing Quality Assessment Specifications and related tools was impacted by the planned de-registration of certain occupational qualifications. Despite this, the following achievements were recorded:

- 13 assessment tools developed.
- 13 assessment tools submitted to the QCTO for approval.
- 9 assessment tools remain under development.
- 12 qualifications with approved assessment tools have been finalised for implementation by the sector.

These activities support the MQA's ongoing commitment to maintaining high standards in occupational assessments across the mining and minerals sector.

6.7.3 QUALITY ASSURANCE PARTNER (QAP) FUNCTIONS

As a delegated QAP of the QCTO, the MQA conducts integrated accreditation audits for Skills Development Providers (SDPs) and workplaces offering occupational qualifications, part qualifications, learnerships, and skills programmes. This function also includes the registration of assessors and moderators within the mining and minerals sector. Effective execution of this mandate requires close collaboration with stakeholders and is supported by a dedicated audit team that includes subject matter and technical experts. Accreditation recommendations for full qualifications are submitted to QCTO, while those for skills programmes and workplace approvals fall under MQA's SETA responsibilities.

As of the end of the 2024/2025 financial year, the MQA had 182 performance achievements reported, 56 accreditations (new, scope extensions, compliance audited and system access), six Assessment or Trade Test Centres and 120 workplaces approved. Additionally, five HDSA providers were supported.

In the same period, 1 638 applications were received for assessor and moderator registration, at least 1 260 were processed; at least 836 new or re-registrations for assessors, 289 moderators, 108 assessor scope extensions, and 27 assessor transfers between providers. A total of 378 applications remain pending, due to incomplete submissions.

6.7.4 MONITORING ASSESSMENT CENTRES AND LEARNER ASSESSMENT PROCESS

During the reporting period, the MQA conducted quality assurance monitoring on assessment centres responsible for learner assessments and certification achievements. This process aimed to ensure that assessments were conducted in accordance with national standards and quality requirements set by the QCTO.

The monitoring included site visits, verification of assessment processes, and evaluation of compliance with assessment centre criteria. The implementation progress revealed overall adherence to assessment protocols, though certain areas were identified for improvement, such as recordkeeping, assessor alignment, and timely submission of learner achievements. Feedback was provided to relevant centres; to support continuous improvement, and follow-up actions were initiated where necessary.

This quality assurance initiative plays a crucial role in maintaining the credibility of learner certifications and ensuring consistent standards across the sector. Despite that this process is still at early stage, the following achievements were recorded:

- Assessment guidelines were developed and approved.
- Two EISA were planned and scheduled, however, were on hold a day before the assessment dates.
- Two Monitoring audits were conducted and one of the two was a collaboration with the QCTO.

6.7.5 LEARNER COMPLETION AND CERTIFICATIONS

The MQA continues to fulfil its responsibilities for the quality assurance of learner achievements, including the uploading of results to the National Learner Records Database (NLRD) and the issuing of certificates for historically registered qualifications and skills programmes within the mining and minerals sector.

The primary responsibilities include establishing and maintaining a comprehensive database to record learner achievements, supporting the certification process for both learners and accredited providers, and certifying learners who have successfully completed skills programmes or full qualifications.

By the end of the 2024/2025 financial year, the MQA recorded 41 916 learner completions across various learning programmes. However, during the period under review, 61 549 certificates were successfully printed and issued, whilst 20162 were for the period under review, with 41 387 were from previous period.

The high number of printed certificates were due to grace period for allowing providers to enter legacy learner training records prior migration to new system and lapsing of legacy learning programmes. Below table detailed current breakdown of completions by programme type;

TYPES	LEARNER COMPLETIONS	PRINTED/ISSUED CERTIFICATED
Skills Programmes Statement of Attainments	40 293	58 998
Non-Artisan Learnership Qualifications	1 623	2 551
*Artisan Qualifications Completions	1 779	1 833
Re-Issues	732	688
Verified certificates for various reasons	5 337	-

Artisan Trades certifications are issued by QCTO through the National Artisan Moderation Body, whilst MQA continued with the trade test Serial Numbers allocations for 12 trades to Trades Test Centres within mining and minerals sector.

The MQA adhered and maintained National Learner Records Data (NLRD) including uploading of learner achievements in terms of QCTO specifications to SAQA standard. Therefore, GREEN status in both league tables was achieved.

SECTION 7

PFMA Compliance - Supply Chain Management

The Supply Chain Management (SCM) Unit is responsible for ensuring the effectiveness and efficiency of the development, maintenance and implementation of an automated procurement system that enables a provisioning system that is aligned to the Supply Chain Management principles espoused in the constitution as an integral part of the broader Management Information System. The function ensures that goods, work, or services are delivered to the right place, in the right quantity, with the right quality, at the right cost and at the right time.

7.1 Procurement by other means

No	Project Description	Name of Supplier	Actual Value of contract	Reason for the Deviation	Award Date	Contract start date	Contract expiry
1.	Motivation for approval of ratification on the appointment of Dell Technologies for the storage area network files system recovery service rendered to MQA	Dell Technologies	R406 691,75	Emergency/ Urgent Cases	2024/04/10	2023/03/17	Once Off
2.	Renewal of Supply Chain Management system(iQual. Net) license and maintenance agreement	Predicate Logistics	R103 218,03	Sole service provider	2024/04/30	2024/04/30	2025/04/29
3.	Motivation to deviate from the procurement process to book attendance for the level iEQ 9 accreditation programme from the sole supplier integrative enneagram solution	Integrative Enneagram Solution	R21 250,00	Sole service provider	2024/05/13	2024/07/22	2024/07/25
4.	Motivation to deviate from the procurement process to book attendance for the 2024 power BI mastery workshop/training from the sole supplier LN Global Solution	LN Global solution	R12 990,00	Sole service provider	2024/05/10	2024/05/15	2024/05/17
5.	Motivation to deviate from the procurement process to book accommodation for Chief Executive Officer and Corporate Services Executive Manager and The Chief Risk Executive	Ivory Tree Game Lodge	R13 143,00	The recommended supplier is above the National Treasury maximum allowable rate for domestic accommodation	2024/05/13	2024/05/13	2024/05/14
6.	Urgent electrical repair services at block B ground floor	Fungani Electrical	R6 819,50	Circuit braker in block B ground floor tripped, resulting in a complete power outage.	2024/09/27	2024/08/05	2024/08/05
7.	Ratification for not obtaining three quotes from the airlines flying from OR Tambo international Airport to King Shaka International Airport and Booking of Emergency Accommodation.	South African Airways (SAA) and Garden Court OR Tambo	R43 798,00	Ratification for not obtaining three quotes	2024/09/06	2024/09/06	Once Off

No	Project Description	Name of Supplier	Actual Value of contract	Reason for the Deviation	Award Date	Contract start date	Contract expiry
8.	Request for ratification for procurement of urgent services for the generator diagnoses and repairs	PMD Electrical Services	R43 369,65	Emergency/ Urgent Cases	2024/12/20	2024/12/04	Once Off
9.	Motivation to appoint SoluGrowth Pty Ltd as sole provider for support and maintenance of the MQA information Management System (SIMS)	SoluGrowth	R4 941 941.30	Sole service provider	2025/03/31	2025/04/01	2026/03/31
10	Motivation to utilise less than three quotations for flights that service specific routes for the 2025/2026 financial year	N/A	N/A- RFQ on assignment basis	Utilise less than three quotations for flights	2025/03/31	2025/04/01	2026/03/31

7.2. Contract Variations and Expansions

No variations or expansions above the thresholds prescribed in terms of the instruction note on Enhancing Compliance, Transparency and Accountability in Supply Chain Management are reported in the annual report

The MQA was evaluated in terms of Section 9(1) of the Broad-Based Black Economic Empowerment Amendment Act 53 of 2003 as amended by the Broad-Based Black Economic Empowerment Amendment Act, 2013 (Act No 46 of 2013). The B-BBEE Status awarded is non-compliant.

The following table depicts the compliance status of the organisation: -

CRITERIA	RESPONSE YES/ NO	WHAT MEASURES HAVE BEEN TAKEN TO COMPLY
Determining qualification criteria for the issuing of licenses, concessions, or other authorisations in respect of economic activity in terms of any law.	No	N/A
Developing and implementing a preferential procurement policy.	Yes	The Preferential Procurement Policy was incorporated into Supply Chain Management (SCM) policy.
Determining qualification criteria for the sale of state-owned enterprises.	No	N/A
Developing the criteria for entering into partnerships with private sector.	Yes	The MQA developed a partnership framework which include partnership with the private sector.
Determining criteria for the awarding of incentives, grants and investment schemes in support of B-BBEE	Yes	The MQA considers equity imperatives when evaluating supplier bids.

7.3. Information on Irregular, Fruitless and Wasteful Expenditure and Material Losses

7.3.1 Reconciliation of irregular expenditure

Description	2024/2025	2023/2024
	R'000	R'000
Opening balance	20 614	20 595
Add: Irregular expenditure confirmed	299	19
Less: Irregular expenditure condoned		
Closing balance	**20 913**	**20 614**

7.3.2 Reconciling notes

Description	2024/2025	2023/2024
	R'000	R'000
Irregular expenditure for the current year	299	19
Total	**299**	**19**

7.3.3 Details of current and previous year irregular expenditure condoned

Description	2024/2025	2023/2024
	R'000	R'000
Irregular expenditure condoned	-	-
Total	**-**	**-**

7.3.4 Reconciliation of fruitless and wasteful expenditure

Description	2024/2025	2023/2024
	R'000	R'000
Opening balance	-	-
Additions	18	
Less: Fruitless and wasteful expenditure written off		
Closing balance	**18**	**-**

7.3.5 Details of current and previous year irregular expenditure not recovered and written off

Description	2024/2025	2023/2024
	R'000	R'000
Fruitless and wasteful expenditure written off	-	-
Total	-	-

7.4. Conflict of Interest

The Mining Qualifications Authority (MQA), as a public entity is required to operate within a strict legislative and regulatory framework. This includes the Public Finance Management Act (PFMA), 1999, and National Treasury Regulations, both of which emphasize transparency, fairness, and ethical conduct, particularly in procurement and supply chain management.

The MQA has put policy and processes in place to manage conflict of interest in supply chain management as follows:

7.4.1. Declaration of Interest by Bid Committee Members

All members involved in the Bid Specification, Evaluation, and Adjudication Committees are required to declare any potential or actual conflicts of interest in writing before the commencement of each process. This is standard practice aligned with:

- Treasury Regulation 16A8.4 – which addresses ethical conduct in supply chain management (SCM)
- SCM guidelines issued by National Treasury

If a member:

- Has any financial or personal interest in a bidding company
- Has a relationship (family, business, or otherwise) with any supplier or bidder
- Stands to benefit directly or indirectly from the award of a contract

They must recuse themselves immediately from participating in that procurement process.

7.4.2. Use of SBD Forms (Standard Bidding Documents)

All bidders and suppliers are required to complete:

- SBD 4 – Declaration of Interest
- SBD 8 & 9 – Address past SCM practices and certification of independence

This allows the MQA to:

- Detect relationships between suppliers and employees
- Prevent fronting and collusive practices
- Ensure the integrity of the process

7.4.3. Code of Conduct and Ethics

As a Schedule 3A Public Entity, the MQA must enforce a Code of Conduct for SCM officials that includes:

- Prohibition of accepting gifts, hospitality, or favours from suppliers
- Ethical reporting channels for whistleblowing
- Disciplinary processes for non-compliance or unethical behaviour

7.4.4. Segregation of Duties in Bid Committees

The three-committee system (Bid Specification, Evaluation, and Adjudication) ensures that no single individual has undue influence over the entire procurement cycle. Conflict of interest is managed by:

- Assigning different officials to different committees
-
- Ensuring oversight and review by independent parties (e.g., Internal Audit or the Audit & Risk Committee)

7.4.5. Internal Audit and Oversight

The MQA's Internal Audit unit and Audit and Risk Committee (ARC) are mandated to:

- Audit SCM processes regularly
- Investigate allegations of conflict of interest
- Recommend controls to strengthen ethical procurement practices

They report directly to the Accounting Authority, ensuring independence.

7.4.6. Consequences of Conflict of Interest

Where a conflict is discovered:

- The bid may be cancelled or disqualified
- Disciplinary or legal action may be taken against the implicated official
- Suppliers involved may be blacklisted via the Central Supplier Database (CSD) or National Treasury's restricted suppliers list

Furthermore, all employees of the MQA are required annually to declare any conflict of interest.

SECTION 8

Report of The Audit and Risk Commitee

REPORT OF THE AUDIT AND RISK COMMITTEE

The Audit and Risk Committee (Committee) is pleased to present its report for the financial year ended 31 March 2025.

Background

The Committee is a sub Committee of the Board constituted in terms of Section 51(1) (a) (ii) and 76(4) (d) of the Public Finance Management Act (PFMA), read together with the National Treasury Regulation 27(1). The role and responsibility of the Committee are provided for in its Terms of Reference and any other duties delegated to it from time to time by Accounting Authority (the Board).

Terms of Reference

The Committee has adopted formal Terms of Reference (Audit and Risk Committee Charter), which was approved by the Board. Furthermore, the Committee reports that it regulated its affairs and discharged its responsibilities in compliance with its adopted Charter and the PFMA, read in conjunction with the National Treasury Regulations.

The Committee has discharged its functions through attendance of Committee meetings and discussions with Executive Management, Internal Audit, Auditor-General of South Africa (AGSA) and relevant external advisers where appropriate. The Committee is required to meet at least four times per annum, with the authority to convene special meetings as circumstances might require.

Membership and Attendance

The Committee's Charter prescribe that it be constituted by three independent members as well as representatives from each constituency, which includes organised labour and organised employers. For the financial year under review, the Committee met four (4) times, as per its terms of reference which require a minimum of four meetings per annum. The Committee also convened Three (3) special meeting to consider and recommend reports of the Auditor-General for Board approval, and Internal Audit reports. Below are details of meetings held during the year under review:

MEMBER	CONSTITUENCY	MEETINGS ATTENDED					
		20 May 2024	24 July 2024	13 August 2024	22 October 2024	28 October 2024	29 January 2025
P Phukubje*	Independent	✓	✓	✓	✓	✓	✓
Adv J C Weapond	Independent	✓	✓	✓	✓	✓	✓
M. Malope	Independent	✓	✓	✓	✓	✓	✓
A. Atlee	Organised labour	✓	✓	✓	✓	✓	✓
H. Jansen van Vuuren	Organised labour	✓	✓	✓	✓	✓	✓
S. Dlamini Mthethwa	Organised Employer	✓	✓	✓	✓	✓	✓
E. Howes	Organised Employer	✓	✓	✓	✓	✓	✓

A further two in-committee meetings were held in the period 19 April 2024 and 6 June 2024

* Chairperson of the Audit and Risk Committee

The Members of the Committee have the required qualifications, skills and experience in business, finance, accounting, internal audit, risk management, Information technology, legal and compliance management.

The Role and Responsibilities of the Committee

The Committee assists the Board in discharging its oversight responsibilities, which includes the evaluation of the adequacy and efficiency of accounting policies, internal controls, financial reporting processes, and technology and information governance.

The Chairperson (on behalf of the Committee) reports to the Board on a quarterly basis, regarding the Committee's deliberations, decisions and recommendations in line with the approved Charter. The key focus areas of the Committee for the 2024/25 financial year includes the following:

- Provide assurance over the integrity of the MQA's financial statements and accounting policies;
- Provide assurance on the effectiveness of the internal control, governance and risk management systems;
- Review the internal audit, risk management, compliance and the IT control environment;
- Review of key risk and opportunity management, including mitigation plans;
- Monitor the performance against predetermined objectives/ performance information.

Internal Audit

During the year under review, the Internal Audit function was outsourced to a service provider. The Internal Audit Charter and the Internal Audit Plan were approved by the Committee in accordance with the Internal Auditing Standard and its Charter. The Committee hereby confirms that the internal audit function has unrestricted access to all documents it requires to fulfil its function.

For the year under review the Internal audit function focused on key areas of risk, weaknesses in internal controls and through the reports, it was evident that the control environment significantly improved.

The Effectiveness of Internal Control Environment

The Committee noted the significant improvement in the internal control environment both on the financial management and performance information. The MQA has attained the desired audit outcome commonly known as a clean audit for four consecutive years i.e., no material misstatements were noted in the annual financial statements, no material non-compliance with laws and regulations were noted, and no material misstatements were noted on reliability and usefulness of reported performance information. The Committee intends to enhance its oversight to ensure that the audit outcome is further sustained in the upcoming financial years.

Implementation of Corrective Actions

The AGSA's review confirms that several audit commitments made in the prior year were implemented through the implementation of appropriate corrective actions.

Risk Management

The Board has assigned oversight of the MQA's risk management function to the Committee. The Committee fulfils an oversight role regarding the risks of financial reporting, internal financial controls, fraud risk and information technology as they relate to the annual financial statement and performance information.

Evaluation of the Financial Statements

The Committee has amongst others:

- reviewed and discussed the audited annual financial statements and performance report to be included in the annual report with the AGSA, with the Chief Executive Officer and with the Accounting Authority.
- reviewed the AGSA's audit report and management report on the findings of the audit and management's response and has reviewed all changes in accounting policies and practices.
- has noted and reviewed the AGSA's assessment of the usefulness and reliability of performance information examined.

The Committee concurs with and supports the AGSA's opinion on the Annual Financial Statements and other legal and regulatory matters and is of the view that the audited Annual Financial Statements fairly presents the financial affairs of the MQA.

The Auditor-General South Africa

The Committee concurs and accepts the conclusions and the unqualified audit opinion on the Annual Financial Statements for the year ended 31 March 2025.

Mr Phuthi Phukubje
Chairperson of the Audit and Risk Committee
Date: 31 July 2025

SECTION 9

Report of the Auditor-General

Report of the Auditor-General to Parliament on Mining Qualifications Authority

Report on the audit of the financial statements

Opinion

1. I have audited the financial statements of the Mining Qualifications Authority set out on pages 108 to 152, which comprise the statement of financial position as at 31 March 2025, statement of financial performance, statement of changes in net assets, cash flow statement and statement of comparison of budget and actual amounts for the year then ended, as well as notes to the financial statements, including a summary of significant accounting policies.

2. In my opinion, the financial statements present fairly, in all material respects, the financial position of the Mining Qualifications Authority as at 31 March 2025 and its financial performance and cash flows for the year then ended in accordance with the Standards of Generally Recognised Accounting Practice (GRAP) and the requirements of the Public Finance Management Act 1 of 1999 (PFMA) and the Skills Development Act 97 of 1998 (SDA).

Basis for Opinion

3. I conducted my audit in accordance with the International Standards on Auditing (ISAs). My responsibilities under those standards are further described in the responsibilities of the auditor-general for the audit of the financial statements section of my report.

4. I am independent of the public entity in accordance with the International Ethics Standards Board for Accountants' International Code of ethics for Professional Accountants (including International Independence Standards) (IESBA code) as well as other ethical requirements that are relevant to my audit in South Africa. I have fulfilled my other ethical responsibilities in accordance with these requirements and the IESBA code.

5. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Responsibilities of the Accounting Authority for the Financial Statements

6. The Accounting Authority is responsible for the preparation and fair presentation of the financial statements in accordance with the GRAP and the requirements of the PFMA and the SDA and for such internal control as the accounting authority determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

7. In preparing the financial statements, the accounting authority is responsible for assessing the public entity's ability to continue as a going concern; disclosing, as applicable, matters relating to going concern; and using the going concern basis of accounting unless the appropriate governance structure either intends to liquidate the public entity or to cease operations, or has no realistic alternative but to do so.

Responsibilities of the Auditor-General for the audit of the financial statements

8. My objectives are to obtain reasonable assurance about whether the 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 my opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with the ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

9. A further description of my responsibilities for the audit of the financial statements is included in the annexure to this auditor's report. This description, which is located at page 105, forms part of my auditor's report.

Report on the audit of the Annual Performance Report

10. In accordance with the Public Audit Act 25 of 2004 (PAA) and the general notice issued in terms thereof; I must audit and report on the usefulness and reliability of the reported performance against predetermined objectives for the selected programmes presented in the annual performance report. The accounting authority is responsible for the preparation of the annual performance report.

11. I selected the following programmes presented in the annual performance report for the year ended 31 March 2025 for auditing. I selected programmes that measure the public entity's performance on its primary mandated functions and that are of significant national, community or public interest.

Programme	Page numbers	Purpose
Programme 1: Administration	33	The purpose of programme 1 is to ensure the delivery of quality and impactful learning programmes in the mining and minerals sector and facilitate training for stakeholders, communities, and entrepreneurs.
Programme 3: Learning programmes	35	The purpose of programme 3 is to facilitate opening of workplace-based learning opportunities and access to occupationally directed programmes, facilitate training for stakeholders, communities, and entrepreneurs and to support industry collaboration with public college system

12. I evaluated the reported performance information for the selected programmes against the criteria developed from the performance management and reporting framework, as defined in the general notice. When an annual performance report is prepared using these criteria, it provides useful and reliable information and insights to users on the public entity's planning and delivery on its mandate and objectives.

13. I performed procedures to test whether:
    - the indicators used for planning and reporting on performance can be linked directly to the public entity's mandate and the achievement of its planned objectives
    - all the indicators relevant for measuring the public entity's performance against its primary mandated and prioritised functions and planned objectives are included
    - the indicators are well defined to ensure that they are easy to understand and can be applied consistently, as well as verifiable so that I can confirm the methods and processes to be used for measuring achievements
    - the targets can be linked directly to the achievement of the indicators and are specific, time bound and measurable to ensure that it is easy to understand what should be delivered and by when, the required level of performance as well as how performance will be evaluated
    - the indicators and targets reported on in the annual performance report are the same as those committed to in the approved initial or revised planning documents
    - the reported performance information is presented in the annual performance report in the prescribed manner and is comparable and understandable.
    - there is adequate supporting evidence for the achievements reported and for the reasons provided for any over- or underachievement of targets.

14. I performed the procedures for the purpose of reporting material findings only; and not to express an assurance opinion or conclusion.

15. I did not identify any material findings on the reported performance information for the selected programmes.

Other matter

16. I draw attention to the matters below.

Achievement of Planned Targets

17. The annual performance report includes information on reported achievements against planned targets and provides explanations for over- or under achievements.

Report on Compliance with Legislation

18. In accordance with the PAA and the general notice issued in terms thereof, I must audit and report on compliance with applicable legislation relating to financial matters, financial management and other related matters. The accounting authority is responsible for the public entity's compliance with legislation.

19. I performed procedures to test compliance with selected requirements in key legislation in accordance with the findings engagement methodology of the Auditor-General of South Africa (AGSA). This engagement is not an assurance engagement. Accordingly, I do not express an assurance opinion or conclusion.

20. Through an established AGSA process, I selected requirements in key legislation for compliance testing that are relevant to the financial and performance management of the public entity, clear to allow consistent measurement and evaluation, while also sufficiently detailed and readily available to report in an understandable manner. The selected legislative requirements are included in the annexure to this auditor's report.

21. did not identify any material non-compliance with the selected legislative requirements.

Other information in the Annual Report

22. The accounting authority is responsible for the other information included in the annual report. The other information does not include the financial statements, the auditor's report and those selected programmes presented in the annual performance report that have been specifically reported on in this auditor's report.

23. My opinion on the financial statements, and my reports on the audit of the annual performance report and compliance with legislation do not cover the other information included in the annual report and I do not express an audit opinion or any form of assurance conclusion on it.

24. My responsibility is to read this other information and, in doing so, consider whether it is materially inconsistent with the financial statements and the selected programmes presented in the annual performance report or my knowledge obtained in the audit, or otherwise appears to be materially misstated.

25. I did not receive the finalised other information prior to the date of this audit report. When I do receive and read this information, and if I conclude that there is a material misstatement therein, I am required to communicate the matter to those charged with governance and request that the other information be corrected. If the other information is not corrected, I may have to retract this auditor's report and re-issue an amended report as appropriate. However, if it is corrected this, will not be necessary.

Internal Control Deficiencies

26. I considered internal control relevant to my audit of the financial statements, annual performance report and compliance with applicable legislation; however, my objective was not to express any form of assurance on it.

27. I did not identify any significant deficiencies in internal control.

Auditor-General

Pretoria
31 July 2025

AUDITOR-GENERAL
SOUTH AFRICA

Auditing to build public confidence

Annexure to the Auditor's Report

The annexure includes the following:

- The auditor-general's responsibility for the audit
- The selected legislative requirements for compliance testing

Auditor General's Responsibility for the Audit

Professional judgement and professional scepticism

As part of an audit in accordance with the ISAs, I exercise professional judgement and maintain professional scepticism throughout my audit of the financial statements and the procedures performed on reported performance information for selected programmes and on the public entity's compliance with selected requirements in key legislation.

Financial statements

In addition to my responsibility for the audit of the financial statements as described in this auditor's report, I also:

- identify and assess the risks of material misstatement of the 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 my 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 public entity's internal control
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made
- conclude on the appropriateness of the use of the going concern basis of accounting in the preparation of the financial statements. I also conclude, based on the audit evidence obtained, whether a material uncertainty exists relating to events or conditions that may cast significant

doubt on the ability of the public entity to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements about the material uncertainty or, if such disclosures are inadequate, to modify my opinion on the financial statements. My conclusions are based on the information available to me at the date of this auditor's report. However, future events or conditions may cause a public entity to cease operating as a going concern.

- evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and determine whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

Communication with those charged with Governance

I communicate with the Accounting Authority regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

I also provide the Accounting Authority with a statement that I have complied with relevant ethical requirements regarding independence and communicate with them all relationships and other matters that may reasonably be thought to bear on my independence and, where applicable, actions taken to eliminate threats or safeguards applied.

Compliance with Legislation – Selected Legislative Requirements

The selected legislative requirements are as follows:

Legislation	Sections or Regulations
Public Finance Management Act 1 of 1999	Section 51(1)(b)(i); 51(1)(b)(ii); 51(1)(e)(iii); 53(4); Section 54(2)(c); 54(2)(d); 55(1)(a); 55(1)(b); Section 55(1)(c)(i); 56(1); 57(b); 66(3)(c)
Treasury Regulations, 2005	Regulation 8.2.1; 8.2.2; 16A3.2; 16A3.2(a); Regulation 16A6.1; 16A6.2(a); 16A6.2(b); Regulation 16A6.3(a); 16A6.3(a); 16A6.3(b); Regulation 16A6.3(c); 16A6.3(e); 16A6.4; 16A6.5; Regulation 16A6.6; 16A.7.1; 16A.7.3; 16A.7.6; Regulation 16A.7.7; 16A8.3; 16A8.4; 16A9.1(b)(ii); Regulation 16A 9.1(d); 16A9.1(e); 16A9.1(f); Regulation 16A9.2; 16A9.2(a)(ii); 30.1.1; 30.1.3(a); Regulation 30.1.3(b); 30.1.3(d); 30.2.1; 31.2.1. Regulation 31.2.5; 31.2.7(a); 32.1.1(a); 32.1.1(b); Regulation 32.1.1(c); 33.1.1; 33.1.3
Companies Act 71 of 2008	Section 45(2); 45(3)(a)(ii); 45(3)(b)(i); 45(3)(b)(ii); Section 45(4); 46(1)(a); 46(1)(b); 46(1)(c); Section 112(2)(a); 129(7)
Construction Industry Development Board Act 38 of 2000	Section 18(1)
Construction Industry Development Board Regulations, 2004	Regulation 17; 25(7A)
Second amendment National Treasury Instruction note. 5 of 202/21	Paragraph 1
Erratum National Treasury Instruction note. 5 of 202/21	Paragraph 2
National Treasury instruction note 5 of 2020/21	Paragraph 4.8; 4.9; 5.3
National Treasury instruction note 1 of 2021/22	Paragraph 4.1

Legislation	Sections or Regulations
National Treasury instruction note 4 of 2015/16	Paragraph 3.4
National Treasury SCM Instruction note 4A of 2016/17	Paragraph 6
National Treasury SCM Instruction note 03 of 2021/22	Paragraph 4.1; 4.2(b); 4.3; 4.4; 4.4(a); 4.17; 7.2;
Paragraph 7.6	
National Treasury SCM instruction note 11 of 2020/21	Paragraph 3.4(a); 3.4(b); 3.9
National Treasury SCM instruction note 2 of 2021/22	Paragraph 3.2.1; 3.2.4; 3.2.4(a); 3.3.1
Legislation	**Sections or Regulations**
Practice note 11 of 2008-9	Paragraph 2.1; 3.1 (b)
Practice note 5 of 2009-10	Paragraph 3.3
Practice note 7 of 2009-10	Paragraph 4.1.2
Preferential Procurement Policy Framework Act 5 of 2000	Section 1; 2.1(a); 2.1(f)
Preferential Procurement Regulations, 2022	Regulation 4.1; 4.2; 4.3; 4.4; 5.1; 5.2; 5.3; 5.4
Preferential Procurement Regulations, 2017	Regulation 4.1; 4.2; 5.1; 5.3; 5.6; 5.7; 6.1; 6.2; 6.3; Regulation 6.5; 6.6; 6.8; 7.1; 7.2; 7.3; 7.5; 7.6; 7.8; Regulation 8.2; 8.5; 9.1; 9.2; 10.1; 10.2; 11.1; 11.2
Prevention and Combating of Corrupt Activities Act 12 of 2004	Section 34(1)

SECTION 10

Annual Financial Statements for the Period Ended 31 March 2025

Index

Accounting Authority Statement

The members are required by the Public Finance Management Act (Act 1 of 1999), 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.

The Accounting Authority is responsible for the preparation and presentation of Annual Financial Statements that are relevant and reliable, the integrity of the information contained therein, the maintenance of effective control measures, compliance with relevant laws and regulations and the related financial information contained elsewhere in the Annual report.

Further responsibilities of the Accounting Authority include amongst others:

- Management and safeguarding of the assets, as well as the management of revenues, expenditures and liabilities.
- The submission of all reports, returns, notices and other information to Parliament, Department of Higher Education and Training and National Treasury, as required by the Public Finance Management Act.
  It is the responsibility of the members to ensure that the Annual Financial Statements fairly present the state of affairs of the entity as at the end of the financial year and the results of its operations and cash flows.

To meet these responsibilities, the Accounting Authority has set standards, which require that management implement effective and efficient systems of financial risk management and internal controls, as well as transparent financial reporting and accounting systems.

The external auditors are engaged to express an independent opinion on the Annual Financial Statements and were given unrestricted access to all financial records and related data.

The Annual Financial Statements have been prepared in accordance with the Standards of Generally Recognised Accounting Practice (GRAP) including any interpretations, guidelines and directives issued by the Accounting Standards Board.

The Annual Financial Statements set out on pages 108 to 152, which have been prepared on the going concern basis were approved by the Accounting Authority in its meeting of 30 May 2025 and were signed on its behalf by:

Dr Thabo Mashongoane
Chief Executive Officer and Accounting Authority
31 July 2025

Statement of Financial Performance

	Note(s)	2025 R'000	2024 R'000 Re-stated
Revenue		**1 709 151**	**1 676 457**
Revenue from non-exchange transactions		**1 638 337**	**1 589 938**
Skills development levy income	3	1 617 970	1 572 998
Skills development levy interest and penalties	3	18 282	13 810
Grants recoveries	6	2 084	3 130
Revenue from exchange transactions		**70 814**	**86 519**
Investment income	4	70 624	86 347
Other income	5	190	172
Expenditure		**(2 152 687)**	**(1 792 469)**
Administration expenditure	8	(180 254)	(157 399)
Employer grants andprojects expenditure	7	(1 961 243)	(1 625 264)
Transfers to other public entities(QCTO)	9	(11 191)	(9 806)
Loss on disposal of assets and liabilities		(8)	(199)
Deficit		**(443 544)**	**(116 211)**

Statement of Financial Position

	Note(s)	2025 R'000	2024 R'000 Re-stated
Assets		**787 371**	**1 111 440**
Non-current assets		**73 080**	**67 494**
Property, plant and equipment	10	60 678	63 655
Intangible assets	11	12 402	3 839
Current assets		**714 291**	**1 043 946**
Receivables from non-exchange transactions	14	1 185	1 050
Trade and other receivables from exchange transactions	12	6 555	7 630
Inventories	13	781	913
Cash and cash equivalents	15	705 769	1 034 353
Liabilities		**4 925 54**	**3 730 79**
Current liabilities		**492 554**	**373 079**
Grants and transfers payable from non-exchange transactions	17	458 979	340 087
Trade and other payables from exchange transactions	18	6 382	6 773
Provisions	19	27192	26 219
Net Assets		**294 817**	**738 362**
Reserves		**294 817**	**738 362**
Revaluation reserves		23 516	23 516
Administration reserves		49 564	43 978
Mandatory grant reserves		346	410
Discretionary reserves		221 392	670 458

Statement of Changes in Net Assets

	Note(s)	Revaluation reserves	Administration reserves	Mandatory grant reserves	Discretionary reserves	Total reserves	Accumulated surplus	Total net assets
		R '000	R'000	R '000	R '000	R '000	R '000	R '000
Balance at 01 April 2023 - as previously stated Prior period		**23 516**	**43 281**	**417**	**787 359**	**854 573**	**-**	**854 573**
errors - discretionary grants expenditure Balance at 01		-	-	-	-	-	-	-
April 2023 - Restated		**23 516**	**43 281**	**417**	**787 359**	**854 573**	**-**	**854 573**
Surplus /(Deficit) for 2024 as previously stated		-	-	-	-	-	(113 932)	(113 932)
Allocation of un-appropriated deficit for 2024 as previously stated		-	40 248	42 894	(197 074)	(113 932)	113 932	-
Prior period errors - discretionary grants erroneously omitted		-	-	-	(2 279)	(2 279)		(2 279)
Transfer to discretionary reserves		-	(39 551)	(42 901)	82 452	-	-	-
Restated* Balance at 01 April 2024		**23 516**	**43 978**	**410**	**670 458**	**738 362**	**-**	**738 372**
		-	-	-	-	-	(443 544)	(443 544)
Allocation of un-appropriated surplus	2	-	22 098	38 240	(503 883)	(443 544)	443 544	-
Transfer to Discretionary reserves		-	(16 512)	(38 304)	54 816	-	-	-
Balance at 31 March 2025		**23 516**	**49 564**	**346**	**221 391**	**294 818**	**-**	**294 818**

Statement of Comparison of Budget and Actual Amounts
Budget and actual amounts on accrual and comparative basis

	Note(s)	Approved and Final Budget (A)	Actual (C)	Variance (C - A)
		R'000	R'000	R'000
Statement of Financial Performance				
Revenue from exchange transactions		**78 090**	**70 814**	**-7 276**
Other income	30.1	-	190	190
Interest received - investment	30.1	78 090	70 624	(7 466)
Revenue from non-exchange transactions		**1 624 676**	**1 638 337**	**13 661**
Grants recoveries	30.1	-	2 084	2 084
Skills Development Levy: Income	30.7	1 624 676	1 617 970	(6 706)
Levy: Interest and penalties	30.1	-	18 282	18 282
Approved Surpluses for utilisation in 2023/24	30.8	672 234	-	(672 234)
Total revenue		**2 375 000**	**1 709 151**	**(665 849)**
Total expenditure		**2 375 000**	**2 152 687**	**(222 313)**
Personnel costs	30.2	119 492	100 819	(18 673)
Transfer to QCTO		11 191	11 191	(0)
Depreciation and amortisation	30.3	8 079	7716	(363)
Repairs and maintenance	30.4	2508	1935	(573)
Employer grant and project expenditure	30.6	1985659	1961243	(24 416)
General Expenses	30.5	56690	69784	13 094
Net Surpluses for utilisation on DG Commitments	30.8	191 381	-	(191 381)
Operating surplus /(deficit)		-	(443 536)	(443 536)
Loss on disposal of assets and liabilities		-	8	8
Surplus /(Deficit) for the year	**30.8**	**-**	**(443 544)**	**(443 544)**
Statement of Financial Position				
Capital Expenditure	30.3	24907	13411	(11496)

Cash Flow Statement

	Note(s)	2025 R'000	2024 R'000
Receipts		**1 709 561**	**1 672 069**
Levies, interest and penalties		1 636 468	1 586 696
Interest income		72 504	83 942
Other cash receipts from stakeholders		589	1 431
Payments		**(2 024 733)**	**(1 719 599)**
Grant and projects		(1 802 282)	(1 528 915)
Cash paid to employees and/or on behalf of employees		(136 156)	(123 063)
Payments to suppliers and others		(86 295)	(67 621)
Net cash flows from operating activities	**20**	**(315 172)**	**(47 530)**
Cash flows from investing activities		(13 411)	(7 358)
Purchase of property, plant and equipment	10	(3 379)	(3 862)
Proceed from sale of Property, plant and Equipment		-	-
Purchase of other intangible assets	11	(10 032)	(3 496)
Net cash flows from investing activities		**(13 411)**	**(7 358)**
Net increase / (decrease) in cash and cash equivalents		**(328 583)**	**(54 888)**
Cash and cash equivalents at the beginning of the year		1 034 353	1 089 241
Cash and cash equivalents at the end of the year	**15**	**705 770**	**1 034353**

The Minister of Higher Education and Training approved a budget of R2.375 billion for the period 1 April 2024 to 31 March 2025.

1. Basis of preparation

The Annual Financial Statements have been prepared on the historical cost basis, except where they were adjusted for present/fair values as required by the respective accounting standards.

The Annual Financial Statements have been prepared in accordance with the effective Standards of Generally Recognised Accounting Practice (GRAP), including any interpretations, guidelines and directives issued by the Accounting Standards Board.

The principal accounting policies adopted in the preparation of the Annual Financial Statements are set out below and are in all material respects consistent with those of the previous year, except as otherwise indicated.

1.1 Currency

The Annual Financial Statements presented are in South African Rands and all figures have been rounded off to the nearest thousands (R'000) were indicated.

1.2 Revenue from non-exchange transactions Skills

Development Levy (SDL) income

In terms of section 3(1) and 3(4) of the Skills Development Levies Act (the Levies Act), 1999 (Act No. 9 of 1999) registered member companies of the MQA pay 1% of the total payroll cost as Skills Development Levy (SDL). The levies paid to the South African Revenue Services (SARS) that collects the levies on behalf of the Department of Higher Education and Training (DHET).

Eighty percent (80%) of SDL contributions by companies in the mining and minerals sector are transferred to the MQA and 20% to the National Skills Fund (NSF) by the Department of Higher Education and Training.

SDL income received by the MQA is set aside in terms of the Skills Development Act, 1998 (Act No. 97 of 1998) as amended and the Skills Development Levy Grant Regulations (Grant Regulations), issued in terms of this Act, for the purposes of:

	2025
Administration cost (including 0.5% transfer to QCTO)	10.50%
Mandatory grants	20.00%
Discretionary grants and projects	49.50%
	80.00%

In addition to these amounts, employers that fail to file their returns and pay skills development levies within the prescribed time limits as set by SARS, are charged interest and penalties at rates prescribed by SARS from time to time. The said regulation regulating the 20% mandatory grant was set aside, however the court did not indicate what mandatory grant percentage should be paid. The MQA continued measuring mandatory grants at 20% since it's the best available information.

The interest and penalties charged are remitted to the DHET, which in turn transfers them to the MQA. The interest and penalties are disclosed separately as Skills Development Levy penalties and interest.

With effect from 01 August 2005 companies with an annual payroll cost by DHET of less than R500 000, are exempted in accordance with section 4(b) of the Skills Development Levies Act, 1999, as amended.

Inter-SETA transfers

Revenue is adjusted for transfers of employers between SETAs that arise due to incorrect allocation to a SETA on registration for Skills Development Levy or changes to their business that result in a need to change SETAs. Such adjustments are disclosed separately as Inter-SETA transfers. The amount of Inter-SETA adjustments is calculated according to the most recent Standard Operating Procedure as issued by the DHET from November 2009.

When transfers from other SETAs to the MQA occur, the levies transferred are recognised as revenue and allocated between the respective categories as reflected above to maintain their original identity.

For transfers from the MQA to other SETAs, the levies in the respective categories are reduced by the amounts transferred or transferable to other SETAs.

Recognition of revenue from non-exchange transactions

Skills Development Levy income is recognised when it is probable that future economic benefits will flow to the MQA and these benefits can be measured reliably. This occurs when the DHET either makes an allocation or payment to the MQA, whichever occurs first, as required by Section 8 of the Skills Development Levies Act, 1999 (Act No.9 of 1999).

Levy contributions from employers with an annual payroll of less than R500 000 are not recognised as revenue but as a provision, as they represent an obligation as they are due to be refunded to such employers because the employers are exempted from paying skills development levies.

Previously, this provision was accumulated indefinitely, but with effect from the 25 August 2013, the DHET advised SETAs that this provision may be utilised for discretionary grants purposes after the expiry of 5 years in terms of section 109(4) of the Tax Administration Act, as the employers may not claim the moneys back after 5 years.

Measurement of revenue from non-exchange transactions

SDL income is measured at the fair value of the consideration received or receivable and that is the amount of the increase in net assets recognised by the MQA.

Chapter 1 (6)(3) of the skills development levies act states that “If the amount of any levy, interest or penalty paid by an employer to the Commissioner was not Leviable or payable, or was in excess of the amount leviable or payable in terms of this Act, that amount must be refunded to that employer by the Commissioner, which refund is a drawback against the National Revenue Fund”. Refunds are recovered directly from monthly returns and are reflected as a net reversal per scheme year on the revenue details provided by DHET. The SETA recognises revenue monthly on net basis per scheme which includes monthly net reversals per scheme year.

Government grants and donor funding income

Conditional government grants and other conditional donor funds are recognised as a liability when they become receivable and are recognised as income on a systematic basis over the period necessary to match the grants with the related costs, which they are intended to compensate.

Unconditional grants received are recognised as revenue when the amounts are received or become receivable.

Funds for special projects transferred from government grants and other donors are recognised as a liability until the related eligible special project expenses are incurred, when the liability is extinguished and revenue is recognised.

1.3 Revenue from Exchange Transactions Investment Income

Interest income is accrued on a time proportion basis, taking into account the capital invested and the effective interest rate over the period to maturity.

Other income

Other income from rendering of services is recognised as revenue when the outcome of a transaction can be estimated reliably, and this occurs when:

- The amount of revenue can be measured reliably,
- It is probable that the economic benefits or service potential associated with the transaction will flow to the entity,
- The stage of completion of the transaction at the reporting date can be measured reliably, and
- The costs incurred for the transaction and the costs to complete the transaction can be measured reliably.

Revenue from exchange transactions is measured at the fair value of the consideration received or receivable.

1.4 Administration, Grants and Project Expenditure

In terms of the Grant Regulations, registered employers may recover 20% of their levy payments (excluding interest and penalties) in the form of mandatory grants, provided they timeously submit such plans and reports as prescribed in terms of Grants Regulations.

Accounting Policies

In addition, registered employers that participate in skills development initiatives prescribed in the National Skills Development Plan and the MQA’s Sector Skills Plan can apply for and be granted discretionary grants to supplement their training cost.

Mandatory grants

Mandatory grants expenditure and the related payables are recognised when an employer has submitted an application for the grant in the prescribed format, within the legislated cut-off period and the application has been approved, as the payment then becomes probable.

The grant is equivalent to 20% of the total levies paid by the employer during the corresponding financial period for the skills planning and annual training report grants.

The related liability is measured at the present value of the expected future cash out-flow as determined in accordance with the Act and the grant regulations and is based on the amount of levies actually received.

Retrospective amendments by SARS

The MQA calculates and pays mandatory grants to employers based on the levy information from the DHET as obtained from SARS.

Where SARS retrospectively amends the information on levies collected, this may result in grants that have been paid to certain employers that are in excess of the amount the MQA is permitted to have granted to employers as mandatory grants.

A receivable relating to the overpayment to the employers in earlier periods is raised at the amount of such grant overpayments, net of bad debts and provisions for irrecoverable amounts.

Discretionary grants and project expenditure

The MQA may, in terms of the grant regulation 7, out of funds set out in grant regulation 7(3), determine and allocate discretionary grants to employers, education and training providers and the mining and mineral sector.

The allocation of discretionary grants and projects is dependent on employers submitting the prescribed application, in the prescribed format and within the prescribed cut-off period as well as the availability of funds.

The discretionary grants and project expenditure, and the related payables, are recognised when the application has been approved, the conditions for the grant payments, as set out in the MQA funding policy, have been met and it is probable that the SETA will approve the payment.

The liability is measured at the present value of the expected future cash outflow as determined in accordance with the Act and the grant regulations, and is based on the monetary value of grants allocations that are due and payable at year-end.

Project expenditure comprises:

- costs that relate directly to a specific contract;
- costs that are attributable to contract activity in general and can be allocated to a project; and
- such other costs as are specifically chargeable to the MQA under the terms of a contract.

Such costs are allocated using methods that are systematic and rational and are applied consistently to all costs having similar characteristics.

Discretionary grants and project costs are recognised as expenditure in the period in which they are incurred. A receivable is recognised, net of a provision for irrecoverable amounts for incentive and other payments made to the extent of expenditure not yet incurred.

Discretionary grants and project administration expenditure

In terms of the MQA Funding policy “The MQA may utilise up to a maximum of 7.5 % of discretionary funds for project related administration costs as budgeted for and/or motivated and recommended by the CFO and approved by the CEO (only for relevant and applicable programmes).” The SETA grants regulations also permit the utilisation of the maximum of 7.5% of the discretionary funds for Project administration purposes.

Administration expenditure

The MQA recognises administration expenditure when there is a decrease in economic benefits or service potential during the reporting period in the form of outflows or consumption of assets or incurrences of liabilities that result in decreases in net assets. MQA presents each administration line item by nature separately in the notes to the Annual Financial Statements. The amounts are presented on an accrual basis in the accounting period when they are incurred.

1.5 Prepayments

The MQA may, in certain instances, when required by the terms of the contract of a service provider or the beneficiary, make advance payments. The MQA initially

Accounting Policies

records this advance payments as a prepayments (assets), and then charges it to the expense account (Income statement) over the usage period in line with the applicable GRAP requirements pertaining to expenses.

1.6 Irregular, fruitless and wasteful expenditure

Irregular expenditure means expenditure incurred in contravention of, or not in accordance with, a requirement of any applicable legislation.

Fruitless and wasteful expenditure means expenditure that was made in vain and would have been avoided had reasonable care been exercised.

All irregular, fruitless and wasteful expenditure is charged against the respective expenditure class in the reporting period in which it is incurred and disclosed in the notes to the Annual Financial Statements when confirmed.

The amount recorded is equal to the value of the irregular expenditure incurred, unless it is impractical to determine, in which case reasons are therefore provided in the notes.

Irregular, fruitless and wasteful expenditure is de-recognised in line with the applicable framework when it is either:

- condoned by the relevant authority if no official was found to be liable in law;
- recovered from an official liable in law;
- written off if it's irrecoverable from an official liable in law; or
- written off if it is not condoned and not recoverable.

1.7 Property, plant and equipment

Recognition

Property, plant and equipment are tangible items that are held for use in the production or supply of goods or services, for rental to others, or for administrative purposes and are expected to be used during more than one reporting period.
The cost of an item of property, plant and equipment is recognised as an asset only if it is probable that future economic benefits or service potential associated with the item will flow to the MQA, and the cost or fair value of the item can be measured reliably.

Initial measurement

An item of property, plant and equipment that qualifies for recognition as an asset is initially measured at its cost. Where an asset is acquired at no cost, for a nominal cost, or it is measured at a value representing its fair value as at the date of acquisition.

Subsequent measurement

Subsequent to initial recognition, assets are either carried at cost less accumulated depreciation and any accumulated impairment losses and, in respect of the building, at a re-valued amount, being its fair value at the date of the revaluation less subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation

Depreciation is the systematic write-off of the depreciable amount recognised in respect of an item of property, plant and equipment over its useful life.

The depreciation charge for each period is recognised in the surplus or deficit unless it is included in the carrying amount of another asset.

Each part of an item of property, plant and equipment with a cost that is significant in relation to the total cost of the item is depreciated separately.

The residual values and the useful lives of all assets are reviewed at each reporting date and, if expectations differ from previous estimates, any changes are accounted for as changes in accounting estimates.

Impairment

Where the recoverable service amount of an asset is less than its carrying amount, the carrying amount of the asset is reduced to its recoverable service amount. That reduction is an impairment loss.

An impairment loss is recognised in the surplus or deficit for the period, unless the asset is carried at fair value or re-valued amount. The impairment loss of a re-valued asset decreases or increases the revaluation surplus or deficit.

All items of property, plant and equipment are assessed for any indications of impairment at each reporting date. If the impairment indications exist, the recoverable service amounts are estimated.

An impairment loss recognised in prior periods is reversed if there has been a change in the estimates used to determine the asset's recoverable service amount since the last impairment loss was recognised.

Compensation from third parties for items of property, plant and equipment that were impaired, lost or given are included in the surplus or deficit when the compensation becomes receivable.

Cost basis

Depreciation is calculated on the straight-line method to write off the cost of each asset to an estimated residual value over its estimated useful life over the following periods:

Item	Average useful life
Office furniture	10 - 15 Years
Motor vehicles	4 - 5 Years
Office equipment	3 - 10 Years
Computer equipment	2 - 5 Years
Fixtures and Fittings	10 - 15 Years
Office Building	30 - 50 Years
Cell phones	2 - 3 Years

Revaluation basis

Where the fair value of assets can be measured reliably they may be carried at a re-valued amount, being the fair value at the date of the revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

The fair value of items of land and buildings is determined from market-based evidence of an appraisal undertaken by a member of the valuation profession who holds a recognised and relevant professional qualification. Land and buildings will be revalued at least every 5 years. The fair value of other items of plant and equipment is ascertained by reference to quoted prices in an active and liquid market.

Revaluations are made with sufficient regularity to ensure that the carrying amount does not differ materially from that which would be determined using fair value at the reporting date.

If an item of property, plant and equipment is re-valued, the entire class of property, plant and equipment to which that item belongs, is re-valued. If an asset is re-valued upwards, the increase is credited directly to revaluation surplus unless the upward revaluation reverses a previous downward revaluation, in which case it is recognised in the surplus or deficit for the period.

If assets are re-valued downwards, the decrease is recognised in the surplus or deficit for the period unless the downward revaluation reverses a previous upward revaluation credit, in which case it is applied against a revaluation credit in respect of that asset.

De-recognition

The carrying amount of an item of property, plant and equipment is derecognised on disposal or when no future economic benefits or service potential is expected from its use or disposal. Gains or losses arising from de-recognition of items of property, plant and equipment are determined as the difference between the sales proceeds and the carrying amounts of such items and are included in the surplus or deficit for the period when the item is derecognised.

Key accounting judgements

In the application of the MQA's accounting policies, management is required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on past experience and other factors that are considered to be relevant. Actual results may differ from estimates.

The estimates and the underlying assumptions are reviewed on an on-going basis. The financial effects of the reviews to the accounting estimates are recognised in the period in which the estimates are reviewed if the revision affects only that period, or in the period of the review and future periods if the review affects both current and future periods.

Key sources of estimation uncertainty

The following are the key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

The MQA is currently established as a SETA until 31 March 2030. In the light of the extension of MQA's establishment until 31 March 2030, management is required to consider how it affects the period over which assets are expected to be available for use by the MQA.

As a result of the fact that the MQA was originally established in terms of the Mine Health and Safety Act, Act no 29 of 1996 (as amended) and was later incorporated into the SETAs, management determined, consistently with prior years, that the useful lives of assets should not be limited by the MQA's establishment as a SETA.

Management's determination of useful lives also affects the determination of residual values of assets. The MQA reviews the estimated useful lives and residual values of property, plant and equipment used for the purpose of depreciation calculations in light of the definition of residual value. Estimated useful lives and residual values will continue to be reviewed annually in future.

1.8 Intangible assets

Recognition

Intangible assets are identifiable non-monetary assets without physical substance.

An intangible asset is recognised if it is probable that the expected future economic benefits or service potential that are attributable to the asset will flow to the MQA and the cost or fair value of the asset can be measured reliably.

The useful life or service potential of an intangible asset is assessed as to whether it is finite or indefinite. An intangible asset is regarded as having an indefinite useful life when, based on an analysis of all of the relevant factors, there is no foreseeable limit to the period over which the asset is expected to generate net cash inflows or service potential.

An intangible asset is regarded as having an indefinite useful life when, based on an analysis of all of the relevant factors, there is no foreseeable limit to the period over which the asset is expected to generate net cash inflows or service potential.

Initial measurement

An intangible asset is measured at its cost and, where an intangible asset is acquired at no cost, or for a nominal cost, the cost is measured at its fair value as at the date of acquisition.

Subsequent measurement

Subsequent to initial recognition, an intangible asset is carried either at cost less accumulated amortisation and any accumulated impairment losses or at a re-valued amount, being its fair value at the date of the revaluation less subsequent accumulated amortisation and subsequent accumulated impairment losses.

Amortisation

The amortisable / depreciable amount of an intangible asset with a finite useful life is allocated on a systematic basis over its useful life. Amortisation begins when the asset is available for use and is in a condition necessary for it to be capable of operating in the manner intended by management. Amortisation ceases at the earlier of the date that the asset is classified as held for sale, and the date that the asset is derecognised.

Impairment

Different intangible assets may be tested for impairment at different times. However, if an intangible asset was initially recognised during the current reporting period, that intangible asset is tested for impairment before the end of the current reporting period.

An impairment loss is recognised in the surplus or deficit, unless the asset is carried at a re-valued amount and an impairment loss of a re-valued asset is treated as a revaluation decrease. An impairment loss recognised in prior periods is reversed if there has been a change in the estimates used to determine the asset's recoverable service amount since the last impairment loss was recognised.

The increased carrying amount of an asset attributable to a reversal of an impairment loss shall not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset in prior periods. A reversal of an impairment loss is recognised immediately in the surplus or deficit unless the asset is carried at re-valued amount, and then a reversal of an impairment loss of a re-valued asset is treated as a revaluation increase.

Cost basis

The amortisation is charged to the statement of financial performance in a manner that reflects the pattern in which the asset's future economic benefits or service potential are expected to be consumed or on a straight-line method as follows:

Item	Average useful life
Computer software	2-3 years

Revaluation basis

The revaluation of intangible assets to fair value is determined by reference to an active market.

If an intangible asset cannot be re-valued because there is no active market for this asset, the asset is carried at its cost less any accumulated amortisation and impairment losses.

If the fair value of a re-valued intangible asset can no longer be determined by reference to an active market, the carrying amount of the asset is its re-valued amount at the date of the last revaluation by reference to the active market less any subsequent accumulated amortisation and any subsequent accumulated impairment losses.

Revaluations are made with such regularity that, at the reporting date, the carrying amount of the intangible asset does not differ materially from its fair value.

If an intangible asset is re-valued upwards, the increase is credited directly to a revaluation surplus unless the increase reverses a revaluation decrease of the same asset previously recognised in the surplus or deficit, in which case it is recognised in the surplus or deficit.

If an intangible asset is re-valued downwards, the decrease is recognised in the surplus or deficit unless the increase relates to any credit balance in the revaluation surplus in respect of that asset, in which case the decrease is debited directly to a revaluation surplus in respect of that asset.

De-recognition

An intangible asset is derecognised on disposal or when no future economic benefits or service potential are expected from its use or disposal.

Gains or losses arising from de-recognition of intangible assets are determined as the difference between the net disposal proceeds and the carrying amount of the asset. It is recognised in the surplus or deficit.

1.9 Inventories Recognition

Inventories are assets in the form of materials or supplies to be consumed or distributed in the rendering of services. Inventories are recognised as an asset if it is probable that future economic benefits or service potential associated with the item will flow to the entity and they can be measured reliably.

Initial measurement

Inventories that qualify for recognition as assets are initially measured at cost, and when acquired at no cost, or for nominal consideration, their cost is their fair value as at the date of acquisition.

Subsequent measurement

Inventories held for distribution in the rendering of services at no charge or for a nominal charge, are measured at the lower of cost and current replacement cost.

Recognition as an expense

Consumables are recognised as an asset on the date of acquisition and measured at the cost of acquisition. It is subsequently recognised in surplus or deficit as it is consumed. Subsequent to initial recognition, inventory is measured at cost or current replacement cost, whichever is least.

The amount of any write-down of inventories to current replacement cost and all losses of inventories are recognised as an expense in the period the write-down or loss occurs.

1.10 Leases Finance leases

Finance leases are leases that transfer substantially all the risks and rewards incidental to ownership of an asset to the MQA. The title may or may not eventually be transferred.

At the commencement of the lease term, finance leases are recognised as assets and liabilities in the statement of financial position at amounts equal to the fair value of the leased asset or, if lower, the present value of the minimum lease payments, each determined at the inception of the lease.

The discount rate used in calculating the present value of the minimum lease payments is the interest rate implicit in the lease, if this is impracticable to determine, the lessee's incremental borrowing rate is used. Any initial direct costs of the lessee are added to the amount recognised as an asset.

Minimum lease payments are apportioned between the finance charge and the reduction of the outstanding liability. Finance charges arising out of finance lease agreements are allocated to each period during the lease term so as to produce a constant periodic rate of interest on the remaining balance of the liability.

Contingent rents are charged as expenses in the periods in which they are incurred.

A finance lease also gives rise to a depreciation expense for depreciable assets in each accounting period. The depreciation policy for depreciable-leased assets is consistent with that for depreciable assets that are owned. Where there is no reasonable certainty that the MQA will obtain ownership by the end of the lease term, assets held under finance leases are depreciated over the shorter of the lease term and their useful lives.

Finance leases - lessee

Finance leases are recognised as assets and liabilities in the statement of financial position at amounts equal to the fair value of the leased property or, if lower, the present value of the minimum lease payments. The corresponding liability to the lessor is included in the statement of financial position as a finance lease obligation.

The discount rate used in calculating the present value of the minimum lease payments is the interest rate implicit in the lease.

Minimum lease payments are apportioned between the finance charge and reduction of the outstanding liability. The finance charge is allocated to each period during the lease term so as to produce a constant periodic rate on the remaining balance of the liability.

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

Operating leases

Operating leases are leases that do not transfer substantially all the risks and rewards incidental to ownership of an asset, title may not eventually be transferred.

All incentives for the agreement of a new or renewed operating lease are recognised as an integral part of the net consideration agreed to for the use of the leased asset, irrespective of the incentive's nature or form or the timing of payments.

Lease payments under operating lease are recognised as an expense in the statement of financial performance on a straight- line basis over the lease term, unless another systematic basis is more representative of the time pattern of the MQA's benefit.

When an operating lease is terminated before the lease period has expired, any payment required to be made to the lessor by way of penalty is recognised as an expense in the reporting period in which termination takes place.

1.11 Employee benefits

Short-term employee benefits are benefits (other than termination benefits) that are due to be settled within twelve months after the end of the period in which employees render the related service. The MQA awards the following short-term employee benefits:

- wages, salaries and social security contributions;
- short-term compensated absences (such as paid annual leave)
- bonus, incentive and performance related payments payable within twelve months after the end of the reporting period; and
- Non-monetary benefits (communication tools).

The employee benefits are recognised as an expense and liability during the reporting period in which the employee has rendered the services.

If the amount already paid exceeds the undiscounted amount of the benefits, the MQA recognises that excess as an asset (prepaid expense) to the extent that the prepayment will lead to, for example, a reduction in future payments or a cash refund and as an expense

Termination benefits

Termination benefits are employee benefits payable as a result of either the MQA's decision to terminate an employee's employment before the normal retirement date or an employee's decision to accept voluntary redundancy in exchange for those benefits, and mainly comprise proceeds from a defined contribution plan. The assets of the defined contribution plan are held by a third party trustee-administered fund and are funded by payments from the MQA and its employees.

Payments to the defined contribution benefit plan are charged to the statement of financial performance in the year to which they relate.

Obligations arising out of the MQA and employee contributions to the fund are measured on an undiscounted basis unless they fall due wholly after twelve months after the end of the period in which the employees rendered the related services.

1.12 Provisions

Provision for bonuses is for persons in the employ of the MQA, in line with the rewards and benefits policy. The performance bonus payable is up to a maximum of 20% of the annual cost to company depending on performance ratings achieved during the financial year and is depended upon financial viability at the time of payment.

Provision for leave is made for persons in the employ of the MQA, in line with the Leave policy. The leave provision is raised for all outstanding leave balances of the MQA employees which they are unconditionally entitled to at year end and is measured at the daily rate per outstanding leave days for all employees with leave balances.

Recognition

A provision is a liability of uncertain timing or amount and is recognised when and only when:

- there is a present obligation (whether legal or constructive) as a result of a past event,
- it is probable that an outflow of resources embodying economic benefits or service potential will be required to settle the obligation, and
- a reliable estimate of the amount of the obligation can be made.

Measurement

The amount recognised as a provision is the best estimate of the expenditure required to settle the present obligation at the reporting date.

Usage and review

Provisions are reviewed at each reporting date and adjusted to reflect the current best estimate. If it is no longer probable that an outflow of resources embodying economic benefits or service potential will be required to settle the obligation, the provision is reversed.

1.13 Commitments

Commitments are future liabilities that arises due to contractual obligations that exist at the end of the financial year that will oblige the MQA to make a payment or payments in the ensuing year;

Contractual obligation' means there is an agreement (written) with specific terms between a SETA and a third party whereby the third party undertakes to perform something in relation to a discretionary project for which a SETA will be obliged to make payment against the discretionary grant;

Amounts disclosed in the notes to the Annual Financial Statements in respect of commitments are measured on the basis of the contractual amount.

Amounts disclosed in the notes to the Annual Financial Statements in respect of commitments are derecognised when either the grant programmes are terminated, contract expires or when the contractual obligation is fully paid.

1.14 Contingencies

A contingent liability is:

- a possible obligation that arises from past events whose existence will be confirmed only by the occurrence or non- occurrence of one or more uncertain future events not wholly within the control of the entity; or
- a present obligation that arises from past events but is not recognised because it is not probable that an outflow of resources embodying economic benefits or service potential will be required to settle the obligation or the amount of the obligation cannot be measured with sufficient reliability.

Amounts disclosed in respect of contingent liabilities are measured on the basis of the best estimate of the outcome of the possible obligation that may arise, using experience of similar transactions or reports from independent experts.

A contingent assets is:

- a possible asset that arises from past events, and whose existence will be confirmed only by the occurrence or non- occurrence of one or more uncertain future events not wholly within the control of the entity.

Amounts disclosed in respect of contingent assets are measured on the basis of the best estimate of the outcome of the possible asset that may arise, using experience of similar transactions or reports from independent experts.

1.15 Financial instruments

A financial instrument is any contract that gives rise to a financial asset of one entity and a financial liability or a residual interest of another entity.

Financial Assets

Financial assets are cash or contractual rights to receive cash or another financial asset from another entity or exchange of financial assets or financial liabilities with another entity under conditions that are potentially favourable.

Financial assets are recognised in the statement of financial position when, and only when, the entity becomes a party to the contractual provisions of the instrument.

Cash and cash equivalents

Cash and cash equivalents are measured at fair value.

Investments

The following categories of investments are measured at subsequent reporting dates at amortised cost by using the effective interest rate method if they have a fixed maturity or at cost if there is no fixed maturity:

- Held-to-maturity investments; and
- An investment that does not have a quoted market price in an active market and whose fair value cannot be measured reliably.

Investments are recognised and derecognised on a trade date where the purchase or sale of an investment is under a contract whose terms require delivery of the investment within the timeframe established by the market concerned. Investments are initially measured at fair value, net of transaction costs except for those financial assets classified as a fair value through profit or loss, which are initially measured at fair value.

The classification depends on the nature and purpose of financial assets and is determined at the time of initial recognition.

Loans and Receivables

Trade receivables, loans and other receivables that have fixed or determinable payments and are not quoted in an active market are classified as loans and receivables.

Loans and receivables are measured at amortised cost using the effective interest rate method less any impairment.

Interest income is recognised by applying the effective interest, except for short-term receivables where the recognition of interest would be immaterial.

Effective interest rate method

The effective interest method is a method of calculating the amortised cost of a financial asset and of allocating interest income over the relevant period.

The effective interest is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset or, where appropriate, a shorter period.

Impairment of financial assets

Financial assets are assessed for indicators of impairment at each reporting period.

Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows of the investment have been impacted.

For financial assets carried at amortised cost, the amount of the impairment is the difference between the asset's carrying amount and the present value of estimated future cash flows, discounted at the original effective interest rate.

The carrying amount of the financial asset is reduced by the impairment loss directly for all financial assets. When a trade receivable is uncollectable, it is written off against the allowance account. Subsequent recoveries of amounts previously written off are credited against the allowance for doubtful debts. Changes in the carrying amounts of doubtful debts are recognised in the surplus or deficit for the reporting period.

Accounting Policies

Financial Liabilities

Financial liabilities are classified as either financial liabilities at fair value through profit and loss (FVTPL) or other financial liabilities. Financial liabilities are classified as FVTPL where the financial liability is either held for trading or is designated as FVTPL. Account payables do not bear interest and are stated at their nominal value.

Other financial liabilities

Other financial liabilities are initially measured at the fair value, net of transaction costs. Other financial liabilities are subsequently measured at amortised cost, using the effective interest method.

1.16 Reserves

Reserves are sub-classified in the statement of changes in net assets between the following:

- Administration reserve
- Employer grant reserve
- Discretionary reserve

This sub-classification is made based on the restrictions placed on the distribution of monies received in accordance with the Grant Regulations and referred to in accounting policy note 1.3.

Interest and penalties received from SARS, as well as interest received on investments, are utilised for discretionary grants and projects.

The items of revenue and expenditure are recognised on the accrual basis of accounting, consequently, the reserves disclosed in the statement of changes in net assets and movements disclosed in note 2 do not represent cash reserves or fund monies as implied in the Grants Regulations.

- Administration reserve represents the net book value of intangible assets, property, plant and equipment and related revaluation surpluses.
- Employer grant reserve represents possible mandatory grants claims from newly registered employers that are eligible to submit their mandatory grants claims at year end in terms of the grant regulations.
- Discretionary reserve represents the excess of discretionary grants revenue over discretionary and projects expenditure and includes transfers from administration and mandatory grant reserve where appropriate.

1.17 Related Party Transactions

A related party is a person or an entity with the ability to control or jointly control the other party, or exercise significant influence over the other party, or vice versa, or an entity that is subject to common control, or joint control.

The following are regarded as related parties of the MQA:

(a) A person or a close member of that person's family is related to the MQA if that person:

(i) has control or joint control over the reporting MQA;

(ii) has significant influence over the MQA; or

(iii) is a member of the management of the MQA

An entity is related to the MQA if any of the following conditions apply:

(i) the entity is a member of the same economic entity (which means that each controlling entity, controlled entity and fellow controlled entity is related to the others);

(vi) the entity is controlled or jointly controlled by a person identified in (a)(i) above;

(vii) a person identified in (a)(i) has significant influence over that entity.

Related party transaction is a transfer of resources, services or obligations between the reporting entity and a related party, regardless of whether a price is charged.

The MQA is expected from disclosure requirements in relation to related party transactions if transactions occurs within normal supplier and/or client/recipient relationships on terms and conditions no more or less favourable than those which it is reasonable to expect the MQA to have adopted if dealing with that individual entity or person in the same circumstances and terms and conditions are within the normal operating parameters established by that reporting entity's legal mandate.

Accounting Policies

Where a MQA is exempt for disclosure requirements as per the above narrative information about the nature of the transactions and the related outstanding balances will be disclosed to enable users of the Annual Financial Statements to understand the effect of related party transactions on its Annual Financial Statements.

1.18 Comparatives

Where necessary, comparative figures have been restated, adjusted or reclassified to achieve fair presentation and to conform to changes in presentation that arise due to changes in accounting policies, errors, reporting standards and legislation.

2. Allocation of Net Surplus for the year to Reserves

	ALLOCATION-2025			
	Total per Statement of financial performance	Administration funds	Mandatory grant funds	Discretionary grants funds
	R'000	R'000	R'000	R'000
Total revenue	**1 709 151**	**213 551**	**400 653**	**1 094 948**
Skills development levy: income	1 636 253	213 361	400 653	1 022 239
Admin levy income (10.5%)	212 276	212 276	-	-
Public sector levies (DMPR)	1 085	1 085	-	-
Grant levy income (20%)	400 653		400 653	-
Grant levy income (69.5%)	1 003 957		-	1 003 957
Levy: penalties and interest	18 282		-	18 282
Donor, interest and other income	**72 898**	**190**	**-**	**72 709**
Grants recoveries	2 084	-	-	2 084
Investment income	70 624	-	-	70 624
Other income	190	190	-	-
Total expenditure	**2 152 687**	**191 444**	**362 413**	**1 598 831**
Administration expenditure	180 254	180 254	-	-
Transfers to other public entities (QCTO)	11 191	11 191	-	-
Mandatory grants expenditure	362 413	-	362 413	-
Discretionary grants and project expenditure	1 598 831	-	-	1 598 831
Loss on disposal of assets and liabilities	8	8	-	-
Surplus / (deficit) allocated	**(443 544)**	**22 098**	**38 240**	**(503 883)**

	ALLOCATION - 2024			
	Total per Statement of financial performance	Administration funds	Mandatory grant funds	Discretionary grants funds
	R'000	R'000	R'000	R'000
Total revenue	**1 676 457**	**207 652**	**391 963**	**1 076 842**
Skills development levy: income	**1 586 808**	**207 480**	**391 963**	**987 364**
Admin levy income (10.5%)	206 320	206 320	-	-
Grant levy income (20%)	391 963	-	391 963	-
Grant levy income (69.5%)	973 554	-	-	973 554
Levy: penalties and interest	13 810	-	-	13 810
Public sector levies (DMPR)	1 160	1 160	-	-
Donor, interest and other income	**89 649**	**172**	**-**	**89 477**
Grants recoveries	3 130	-	-	3 130
Investment income	86 347	-	-	86 347
Other income	172	172	-	-
Total expenditure	**1 792 469**	**167 205**	**349 070**	**1 276 194**
Administration expenditure	157 399	157 399	-	-
Transfers to other public entities (QCTO)	9 806	9 806	-	-
Mandatory grants expenditure	349 070	-	349 070	-
Discretionary grants and project expenditure	127 6194	-	-	127 6194
Loss on disposal of assets and liabilities	199	199	-	-
Surplus / (deficit) allocated	**(116 211)**	**40 248**	**42 894**	**(199 352)**

3. Revenue from non-exchange transactions

	2025 R'000		2024 R'000 Restated
Skills development levy income	**1 617 970**		**1 572 997**
Levy income: Administration	**213 361**		**207 480**
Levies received	213 383		207 456
Levies received from SARS	212 298		206 271
Public sector levies (DMPR)	1 085		1 160
Inter-SETA transfers in	-		32
Inter-SETA transfers out	-		(7)
Movement in Inter-SETA transfers	(22)		24
Levy income: Employer Grants	**400 653**		**391 963**
Levies received	400 653		391 917
Levies received from SARS	400 653		391 870
Inter-SETA transfers in	-		60
Inter-SETA transfers out	-		(14)
Movement in Inter-SETA transfers	-		47
Levy income: Discretionary Grants	**1 003 957**		**973 554**
Levies received	1 004 061		973 369
Levies received from SARS	1 004 061		973 255
Inter-SETA transfers in	-		150
Inter-SETA transfers out	-	-	(35)
Movement in Inter-SETA transfers	(105)	-	184
Interest and penalties: skills development levy income	**18 282**		**13 810**
Levy interest	8 616		5 968
Levy penalties	9 666		7 842

Chapter 1 (6)(3) of the skills development levies act states that "If the amount of any levy, interest or penalty paid by an employer to the Commissioner was not Leviable or payable, or was in excess of the amount leviable or payable in terms of this Act, that amount must be refunded to that employer by the Commissioner.The refunds i.e retrospective reversals of R 45 517 327,80 (2024: R6 560 576,86) were paid by SARS to the employer companies.

4. Investment Income		
Interest received	70 624	86 347
5. Other income	190	173
Insurance recoveries	33	-
Learning materials and other recoveries	154	35
Staff recoveries	1	2
Receipts from other entities	1	136
6. Sundry recoveries	2 084	3 130
Bursary recoveries	1 912	541
SDL recoveries	172	289
Projects recoveries	-	458
Interest income on Projects recoveries*	-	1 842

*Interest on the Arbitrator's award @10% per annum

7. Employer Grants and Project Expenditure

	2025 R'000	2024 R'000 Restated
Employer grants and projects expenditure	**1 961 243**	**1 625 264**
Mandatory grants expenditure and bad debts	**362 413**	**349 070**
Mandatory grants expenditure	362 685	348 782
Mandatory grants bad debts	(273)	288
Discretionary grants and Project expenditure and bad debts	**1 598 831**	**1 276 194**
A001 – HEI Lecturer Support	30 622	22 297
A002 – Bursaries	306 574	232 306
A003 – Work Experience	120 232	76 342
A004 – Standard Setting	70	591
A005 – Learning Materials (LM) Development	2 962	1 953
A006 – Internships (GDP)	287 991	261 726
A007 – Non - Artisan Learnerships	119 312	98 312
A008 – Skills Development Facilitator Support	703	537
A009 – ABET	18 541	14 508
A010 – OHS Rep Development	9 923	10 668
A013 – MQA Artisan Development	381 862	205 530
A014 – RPL / Artisan Aides - Employed	4 455	4 830
A015 – TVET College Support	148 006	150 553
A017 – FLC Grant Incentive	1 165	1 205
A019 – Mine Community Development	23 797	64 102
A020 – Workplace Coach Development	35 640	27 960
A021 – Youth Development	46 395	31 780
A022 – Management Development	11 081	9 739
A023 - Artisan RPL	3 060	8 350
A041 HDSA Management Development Candidacy	32 186	20 513
A042 HDSA Accredited Training Provider Support	500	500
A043 – Impact Assessment	1 269	1 571
A044 – Partnership Research	7 283	5 830
A045-Small Business Support	1 130	950
A046-In-House Training	1 066	-
A047-Short Courses	1 004	-
A048-4IR Learnerships	2 000	-
Discretionary grants and Project expenditure Bad debts	-	23 542
Included in Discretionary grants and Project expenditure is:	32 944	22 825
Administration costs*	32 944	22 825

*Included in the Administration costs is 94.03% cost of employment (2024: 86,91%) budgeted and costed under Discretionary grants and Project expenditure.

8. Administration expenditure

	Note(s)	2025 R'000	2024 R'000 Restated
Total Administration expenditure		180 254	157 399
Depreciation, amortisation and impairments		7 716	6 463
Maintenance, repairs and running costs		1 935	2 286
Property and buildings		1 798	2 138
Machinery and equipment		137	149
Advertising, marketing and promotions, communication		10 772	7 916
Consulting and professional fees		13 080	3 239
Legal fees		3 628	353
Cost of employment	8.1	100 819	100 297
Travel and accommodation		7 160	6 456
Staff training and development		2 777	2 107
Remuneration of Board and committee members		4 862	3 765
Internal audit fees		802	498
External audit fees		5 245	3 929
Printing and Stationery		918	1 035
Conferences, meetings and seminars		5 192	4 925
Insurance		738	710
Rates & taxes, water, electricity & security		4 232	3 938
Donations & sponsorships		169	110
Rental - operating leases		1 127	813
IT expenses		8 057	7 545
Subscription and membership fees		181	121
Other expenses		841	894
8.1 Cost of employment		**94 069**	**94 641**
Basic salaries		47 462	41 671
Performance awards		13 039	13 164
Other non-pensionable allowance		30 266	33 492
Temporary staff		335	3 931
Leave provision movement		2 107	1 491
SDL		860	892
Social contributions		6 749	5 656
Pension contributions		6 057	5 307
UIF		232	258
Other salary related costs		460	91
		100 819	100 297
Average number of employees		156	162

9. Transfers to other public entities

	2025 R'000	2024 R'000
Transfer to QCTO	11 191	9 806

SETA Grant Regulation 2(4) provides that a SETA will transfer as part of its administration costs an amount that does not exceed 0.5% of the total levy paid by employers to the QCTO (Entity under common control with the MQA) for quality assurance functions and the actual quantum will be determined by the Minister of Higher Education and Training. The Minister determined the amount disclosed above.

10. Property, plant and equipment

	2025			2024		
	Cost / Valuation	Accumulated depreciation / impairment	Carrying value	Cost / Valu-ation	Accumulated depreciation/ impairment	Carrying value
	R'000	R'000	R'000	R'000	R'000	R'000
	93 520	(32 842)	60 678	93 560	(29 905)	63 655
Office furniture	5 727	(3 941)	1 786	5 460	(3 653)	1 807
Motor vehicles	999	(596)	403	709	(539)	170
Office equipment	6 965	(5 432)	1 533	8 075	(6 251)	1 824
Computer equipment	8 198	(5 639)	2 559	7 563	(5 313)	2 250
Fixtures and Fittings	12 129	(11 324)	805	12 209	(10 756)	1 454
Office Building	58 820	(5 715)	53 105	58 820	(2 857)	55 963
Cell phones	683	(196)	487	723	(536)	188

	RECONCILIATION - 2025					
	carrying amount	Additions	Disposals	Depreciation	Revaluation surplus	carrying amount
	R'000	R'000	R'000	R'000	R'000	R'000
	63 656	3 379	(111)	(6 246)	-	60 677
Office furniture	1 808	328	-	(349)	-	1 786
Motor vehicles	170	290	-	(58)	-	403
Office equipment	1 823	239	(4)	(526)	-	1 533
Computer equipment	2 250	1 888	(80)	(1 499)	-	2 560
Fixtures and Fittings	1 454	26	-	(675)	-	805
Office Building	55 963	-	-	(2 857)	-	53 105
Cell phones	188	608	(28)	(282)	-	487

	RECONCILIATION - 2024					
	Opening carrying amount	Additions	Disposals	Depreciation	Revaluation surplus	Closing carrying
	R'000	R'000	R'000	R'000	R'000	R'000
	66 032	3 863	(199)	(6 040)	-	63 656
Office furniture	1 490	887	(130)	(440)	-	1 808
Motor vehicles	231	-	-	(60)	-	170
Office equipment	1 277	1 054	(2)	(506)	-	1 823
Computer equipment	1 541	1 844	(61)	(1 074)	-	2 250
Fixtures and Fittings	2 171	-	-	(718)	-	1 454
Office Building	58 820	-	-	(2 857)	-	55 963
Cell phones	502	78	(6)	(386)	-	188

Further details on the office building

The 3 934 square metre building is situated on ERF 917, 7 Anerley Road, Parktown, Johannesburg. There are no restrictions on the title to the property, plant and equipment and no items are pledged as security for liabilities.

The office building was re-valued on 31 March 2023 by an independent valuer who holds a qualification in property valuations and is a member of South African Council for Property Valuer's Profession. The valuation was based on the Income Capitalisation Method as well as the Comparable Sales Method in the prior year. The first method was carried out with reference to the open market rentals, market escalations and market related costs while the latter was carried out with reference to comparable market related sales and both methods were used to determine the market related valuation. The building is due for another revaluation in March 2028.

11. Intangible assets

	2025			2024		
	Cost/Valuation	Accumulated depreciation/ impairment	Carrying value	Cost / Valuation	Accumulated depreciation/ impairment	Carrying value
	R'000	R'000	R'000	R'000	R'000	R'000
	15 188	(2 785)	12 402	6 778	(2 939)	3 839
Computer software	15 188	(2 785)	12 402	6 778	(2 939)	3 839

	RECONCILIATION 2025					
	Opening carrying amount	Additions	Disposals	Other changes, movements	Depreciation	Closing carrying amount
	R'000	R'000	R'000	R'000	R'000	R'000
	3 840	10 032	-	-	(1 469)	12 403
Computer software	3 840	10 032	-	-	(1 469)	12 403

	RECONCILIATION 2024					
	Opening carrying amount	Additions	Disposals	Other changes, movements	Depreciation	Closing carrying amount
	R'000	R'000	R'000	R'000	R'000	R'000
	766	3 496	-	-	(422)	3 840
Computer software	766	3 496	-	-	(422)	3 840

	2025 R '000	2024 R '000
Maintenance, repairs and running costs paid to service providers	**1 935**	**2 286**
Property and buildings	1 798	2 138
Machinery and equipment	137	149

12. Receivables from exchange transactions

	2025 R'000	2024 R'000 Restated
	6 555	**7 630**
Staff Advances	42	24
Prepayments	1 035	1 198
Deposits	4	4
Other receivables	3 966	3 015
Interest receivable	1 508	3 388
13. Inventories		
Consumable stores	781	913
Recognised as an expense during the year	661	795
14. Receivables from non-exchange transactions	**1 185**	**1 050**
Mandatory grants receivables	410	148
Inter-Seta - Administration	75	97
Inter-Seta - Employer grants	143	143
Inter-Seta - Discretionary	352	456
Discretionary funds receivables	206	206
14.1 Mandatory grants receivables	**410**	**148**
Overpayments to employers	497	396
Provision for doubtful debts	(110)	(272)
Net effect of SARS retrospective adjustments	**387**	**125**
Mandatory grants receivable from other SETAs	23	23
Change in Movement in the statement of financial performance	(162)	177
14.2 Discretionary grants receivables	**206**	**206**
Discretionary funds receivables	23 749	23 749
Provision for doubtful debts - Discretionary Grants	(23 542)	(23 542)
Change in movement in the statement of financial performance	-	23 542

The MQA calculates and pays mandatory grants to employers based on the levy information from the DHET as obtained from SARS in line with Skills Development Levies Act. Where SARS retrospectively amends the information on levies collected, this may result in grants that have been paid to certain employers that are in excess of the amount the MQA is permitted to have granted to employers as mandatory grants thus resulting in mandatory grant receivable being raised. Furthermore, the Court ruled in favour of the MQA and issued an order for the service provider to pay sum of profits, 10% of the interest and the costs of arbitration. Several attempts were made through the attorneys and sheriffs to recover the debt with no success. The attorneys advised the MQA to liquidate the service provider. The MQA as required by the standard of GRAP assess non contractual receivables for impairment at the end of each reporting period and the above disclosed provision for bad debts was based on impairment indicators identified by management in line with GRAP.

R 497 000 (2024: R 396 000) was recognised as a receivable relating to actual payments of mandatory grants, which were previously paid and subsequently reversed by employers in the reporting period.

A provision for bad debts of -R 162 000 (2024: R 177 000) has been raised respectively with the change in movement recognised in the financial performance of R 273 000(2024:-R 288 000).respectively

15. Cash and cash equivalents

	2025 R'000	2024 R'000
	705 769	**1 034 353**
Cash at bank	111 636	378 638
Cash on Paycard	7	20
Cash on Paycard and at bank	111 643	378 658
Short-term investments/instruments	594 126	655 694

The Skills Development Act Regulations states that the MQA may, if not otherwise specified by the Public Finance Management Act, invest the moneys in accordance with the investment policy approved by the MQA Accounting Authority.

Treasury Regulation 31.3 requires that, unless exempted by the National Treasury, the MQA as a public entity that is listed in Schedule 3A of the Act must invest surplus funds with the Corporation for Public Deposits (CPD).

Surplus funds were deposited with the South Africa Reserve Bank in the CPD account of the MQA in line with the Treasury Regulation

Borrowings/Loans

In terms of PFMA section 66(3)(c), public entities may borrow money or, issue a guarantee, indemnity or security only through the Minister of Higher Education, Science and Technology or the Minister of the Department of Mineral resource, as the case may be, acting with the concurrence of the Minister of Finance.
In terms of Treasury Regulation 32.1.1, the MQA as schedule 3A public entity may borrow money for bridging purposes with the approval of the Minister of Finance, subject to certain conditions.

No such borrowings were entered into during the period.

16. Employee benefit obligations Defined contribution plan

The MQA operates a defined contribution umbrella pension fund. Each employee contributes 8% and the MQA 16% in respect of each employee. The employee's future benefits depend on the operating efficiency and investment earnings of the fund.

17. Grants and transfers payable from non-exchange transactions

	2025 R'000	2024 R'000
	458 979	**340 087**
Skills development grants payable - mandatory	40 606	1 379
Skills development grants payable - discretionary	418 317	338 652
Inter-SETA payables - Administration	7	7
Inter-SETA payables - Employer grants	14	14
Inter-SETA payables - Discretionary	35	35

18. Trade and other payables from exchange transactions

	2025 R'000	2024 R'000
	6 382	**6 773**
Trade payables	4 365	3 904
Trade creditors accruals	1 534	1 811
Cell phone contracts obligations	483	227
Payroll creditors and accruals	-	831

19. Provisions

Reconciliation of provisions	2025			
	Opening Balance	Utilised during	Addition	Total
	R'000	R'000	R'000	R'000
	26 218	**(14 842)**	**15 815**	**27 191**
SARS Creditors - Administration	**396**	**(60)**	**88**	**424**
SARS Creditors - Mandatory	**755**	**(113)**	**167**	**809**
SARS Creditors - Discretionary	**1 867**	**(281)**	**414**	**2 000**
Administration provisions-Leave	**5 556**	**(2 301)**	**2 107**	**5 362**
Administration provisions -Bonus	**17 644**	**(12 087)**	**13 039**	**18 596**

Reconciliation of provisions	2024			
	Opening Balance	Utilised during	Addition	Total
	R'000	R'000	R'000	R'000
	25 587	**(15 294)**	**15 925**	**26 218**
SARS Creditors - Administration	386	(157)	167	396
SARS Creditors - Mandatory	737	(299)	317	755
SARS Creditors - Discretionary	1 820	(739)	786	1 867
Administration provisions-Leave	6 087	(2 022)	1 491	5 556
Administration provisions-Bonus	16 557	(12 077)	13 164	17 644

20. Cash generated from operations

	2025 R'000	2024 R'000
Surplus (Deficit)	(443 544)	(116 211)
Adjustments for:		
Depreciation and amortisation	7 716	6 463
Loss/ (Gain) on sale of assets and liabilities	8	199
Movements in provisions	974	631
Other non-cash items	103	2
Changes in working capital		
Inventories	132	(730)
Receivables from exchange transactions	1 075	(3 724)
Other receivables from non-exchange transactions	(136)	26 152
Payables from exchange transactions	(391)	1 261
Transfers payable (non-exchange)	118 892	38 428
	(315 172)	**(47 529)**

21. Contingent Liabilities

21.1 Mandatory grant reserve

A balance of R346 000 (2024: R 410 000) has been set aside in terms of the accounting policy. The amount of the outflow depends on the new employers' awareness about the provisions of the grants regulations that entitle them to claim the grants within six months of their first registration as employers for the purposes of the Skills Development Levies Act.

The employers have until 31 August 2025 to claim the mandatory grants after which they expire and will be credited to the discretionary funds in terms of the grant regulations.

21.2 Business Unity South Africa (BUSA) vs. Department of Higher Education and Training

21.2.1 In October 2019, BUSA won a court case against DHET where the department's decision to decrease the mandatory grant levies and grants percentage was decreased from 50% to 20% in terms of section 4(4) of the SETA Grant Regulations was set aside. The court did not decide on the mandatory levy or grant percentage, nor did it specify whether the ruling should be applied retrospectively or prospectively. The effect of the ruling is that the Minister would have to decide on the percentage for mandatory grants in consultation with the sector. The Minister has not yet made the decision with regard to the mandatory grant percentage.

21.2.2 DHET continued to show the mandatory levies portion as 20% from 2019/20 financial year to date in the levy download information. The MQA continued to pay and accrue mandatory grants at 20% in line with the levy download percentage. In the absence of a revised percentage and mandatory grant expenditure in Notes 2 and 7 as well as the mandatory grant liability in notes 7 and 14 were calculated using mandatory grant percentage of 20%.

21.2.3 The MQA, therefore, discloses a contingent liability for mandatory grants payable to qualifying levy payers and this disclosure was due to the intention of the litigants, BUSA, to increase the mandatory grant percentage of 20%.The timing and amount of this contingent liability is uncertain and no reasonable estimate can be made at this point. Currently the department is in discussions with BUSA and the outcome of the discussions are unknown.

21.3 Litigations

Contractual disputes with training providers, service providers and former employees resulted in three claims lodged with the courts against the MQA for an amount of R 45 629 791 (2024: R 51 639 965). All three of the cases were from the preceding years and uncertainty regarding the outflow is still the same as the prior years because the cases are still ongoing.

21.4 Retention of surpluses

Section 53 (1) of the PFMA, requires public entities not to budget for a deficit and not to accumulate surpluses unless prior written approval is received from National Treasury. The surpluses as at 31 March 2025 were as follows:

Account balance description	2025 R'000	2024 R'000
Cash and Cash Equivalents	705 769	1 034 353
Debtors	7 740	8 680
Creditors	(492 554)	(373 079)
Total Surpluses	220 956	669 954

22. Contingent assets

The MQA has instituted one legal claims against third parties and based on the legal opinion, there is a probability of an inflow amounting to R 0.00 (2024: R 94 105).

23. Commitment note as at 31 March 2025

	2024			
PROGRAMMES	Opening Balance	Utilised during	Addition	Total
	R'000	R'000	R'000	R'000
TOTAL	**1 376 952**	**(1 705)**	**1 375 247**	**1 425 849**
MQA-A001 – HEI Lecturer Support	1 783	-	1 783	58 896
MQA-A002 – Bursaries	39 675	-	39 675	54 511
MQA-A003 – Work Experience	61 428	-	61 428	135 007
MQA-A006 – Internships (GDP)	239 949	(304)	239 645	301 360
MQA-A007 – Non-Artisan Learnerships	83 750	-	83 750	84 785
MQA-A013 – MQA Artisan Development	586 655	-	586 655	505 442
MQA-A015 – TVET College Support	184 762	(1 391)	183 371	116 815
MQA-A019 – Mine Community Development	48 692	(11)	48 681	45 127
MQA-A020 – Workplace Coach Development	15 360	-	15 360	15 120
MQA-A022 – Management Development	4 759	-	4 759	4 988
MQA-A023 – ARPL	-	-	-	325
MQA-A041 – Candidacy	51 113	-	51 113	70 493
MQA-A044 - Research Partnerships	763	-	763	1 020
MQA-A021 – Youth Development Project	57 115	-	57 115	27 010
MQA-A045-Small Business Support	1 150	-	1 150	1 950
MQA-A048-4IR Learnerships	-	-	-	3 000

24. Irregular, fruitless and wasteful expenditure

	2025 R'000	2024 R'000
Irregular expenditure	299	19
Fruitless and wasteful expenditure	18	-
Total	317	19

24.1 Irregular expenditure for the current financial year include:

24.1.1. Amounts incurred and confirmed in the current financial year. *

24.2 Irregular expenditure for the previous financial year include:

24.2.1. Amounts incurred and confirmed in the previous financial year.

25. Financial instruments

In the course of its operations, the MQA is exposed to interest rate, credit, liquidity and market risk. The MQA has developed a comprehensive risk strategy in order to monitor and control these risks.

The MQA's exposure to cash flow risk, interest rate risk and the effective interest rates on the financial instruments at reporting date are as follows:

	2025				
	Floating rate		Non-interest bearing		Total
	Amount	Effective interest rate	Amount	Weighted average period until maturity	
	R'000	%	R'000	Years	R'000
Assets					
Cash	705 769	8%	-		705 769
Accounts receivable from exchange transactions	-		6 555	4 years	6 555
Less: Prepayments	-		(1 035)		(1 035)
Accounts receivable from non-exchange transactions	-		1 185	2 years	1 185
Less: Inter-Seta receivables	-		(569)		(569)
Less: Mandatory grants receivables	-		(410)		(410)
Total financial assets	**705 769**		**5 726**		**711 496**
Liabilities					
Accounts payable from exchange transactions	-		(6 382)	2 years	(6 382)
Accounts payable from non- exchange transactions	-		(458 979)	2 years	(458 979)
Add: Inter-Seta Payables	-		56		56
Add: Mandatory grants payables	-		40 606		40 606
Total financial liabilities	-		(424 699)		(424 699)
	705 769		**(418 973)**		**286 796**

2024					
	Floating rate		Non-interest bearing		
	Amount	Effective interest rate	Amount	Weighted average period until maturity	Total
	R'000	%	R'000	Years	R'000
Assets					
Cash	1 034 353	6%	-		1 034 353
Accounts receivable from exchange transactions	-		7 630	4years	7 630
Less: Prepayments	-		(1 198)		(1 198)
Accounts receivable from non-exchange transactions	-		1 050	2years	1 050
Less: Inter-Seta receivables	-		(696)		(696)
Less: Mandatory grants receivables	-		(148)		(148)
Total financial assets	**1 034 353**		**6 638**		**1 040 991**
Liabilities					
Accounts payable from exchange transactions	-		(6 773)	2years	(6 773)
Accounts payable from non-exchange transactions	-		(340 087)	2years	(340 087)
Add: Inter-Seta Payables	-		56		56
Add: Mandatory grants payables	-		1 379		1 379
Total financial liabilities	-		(345 425)		(345 425)
	1 034 353		**(338 787)**		**695 566**

Credit risk

Financial assets, which potentially subject the MQA to the risk of non-performance by counter-parties and thereby subject to credit concentrations of credit risk, consist mainly of cash and cash equivalents, investments and accounts receivable.

The MQA limits its counter-party exposure by only dealing with well-established financial institutions approved by the National Treasury. The Accounting Authority continuously monitors the MQA's exposure.

Credit risk with respect to levy paying employers is limited due to the nature of the income received. The MQA's concentration of credit risk is limited to the industry (mining industry) in which it operates.

Ageing of trade and other receivables from non-exchange transactions	2025	2024
	Fair valued/ Amortised cost	Fair valued/ Amortised cost
Receivables from exchange transactions	R '000	R '000
Less: Prepayments	6555	7630
Receivables from non-exchange transactions	(1 035)	(1 198)
Less: Inter-Seta receivables	1 185	1 050
Less: Mandatory grants receivables	(569)	(696)
Due 0- 3 Years	(410)	(148)
Cash and cash equivalents	**5 726**	**6 638**

Ageing of trade and other receivables from non-exchange transactions	2025	2024
	Fair valued/ Amortised cost	Fair valued/ Amortised cost
	R '000	R '000
Not past due	**705 769**	**1 034 353**

The MQA manages liquidity risk through proper management of working capital, capital expenditure, long-term cash projections and monitoring of actual vs. forecasted cash flows and its cash management policy.

	2025	2024
	Between 0 and 3 years	Between 0 and 3 years
	R '000	R '000
Trade and other payables from exchange transactions	(6 382)	(6 773)
Trade and other payables from non-exchange transactions	(458 979)	(340 087)
Add: Inter-Seta Payables	56	56
Add: Mandatory grants payables	40 606	1 379
Due 0-3 Years	**(424 699)**	**(345 425)**

Market risk

The MQA is exposed to fluctuations in the employment market, for example sudden increases in unemployment and changes in the wage rates adversely affects the MQA revenues.

26. Related party transactions

The MQA is a Schedule 3A public entity under the control of Department of Higher Education and Training as well as the Department of Mineral and Petroleum Resources, it is therefore, related to controlled entities under both departments and national departments in the same sphere of government with the two mentioned departments. The related parties include amongst others, Public Universities and Technical Vocational Education Training colleges. The transactions the MQA had with related parties include amongst others, projects in terms of the MQA funding policy and the SETA grants regulations, and all were within the legislated mandate of the MQA. Furthermore, the MQA receives monthly transfer from DHET for levies collected. This is in line with normal operations of the MQA and the details are included in note 3.

26.1 Inter-SETA transactions

Inter-SETA transactions and balances arise due to the movement of employers from one SETA to another and levies due from the SETA to which the employers erroneously contributed its levies and or submitted its WSP/ATR. No other transactions occurred during the period with other SETAs.

Sector Education and Training Authorities	2025	2024
	Amount receivable (payable)	Amount receivable (payable)
	R '000	R '000
	514	**640**
MERSETA	51	51
SERVICES SETA	186	186
HW SETA	104	104
W&R SETA	-	127
LG SETA	3	3
FASSET	63	63
CETA	106	106

26.2 Other public entities

	2025			
	Write-Off	Debtor	Payable	Commitments
	R '000	R '000	R '000	R '000
	-	**23**	**6 593**	**5 330**
ETDP SETA	-	23	-	-
Mintek	-	-	5 872	2 711
Petroleum Agency SA	-	-	468	1 370
Council for Geoscience	-	-	253	1 250

	2024			
	Write-Off	Debtor	Payable	Commitments
	R '000	R '000	R '000	R '000
	-	**23**	**5 407**	**8 355**
ETDP SETA	-	23	-	
Mintek	-	-	5 038	6 414
Petroleum Agency SA	-	-	283	1 515
Council for Geoscience	-	-	86	426

26.3 Universities and TVET colleges

	2025		2024	
	R'000	R'000	R'000	R'000
	Amount Payable	Amount committed	Amount Payable	Amount committed
Cape Peninsula University of Technology	2 047	19 788	839	48
Capricorn TVET College	40	428	222	1 441
Central University of Technology Free State	562	4 939	93	3 172
Durban University of Technology	2 036	1 793	246	1 260
Ekurhuleni East TVET College	2 177	7 975	3 727	8 063
Flavius Mareka TVET College	-24	1 360	33	3 422
Goldfields TVET College	42	409	-	1 131
Mangosuthu University of Technology	61	2 441	11	623
Mopani South East TVET College	2 759	12 279	1 298	8 887
Nelson Mandela Metropolitan University	443	1 045	740	709
Nkangala FET College	65	-	5	-
North West University	7 022	2 504	669	169
Northern Cape Urban TVET College	651	764	809	1 709
Orbit TVET College	-60	386	222	1 372
Sekhukhune TVET College	1 670	5 356	33	4 780
South West Gauteng College	2 695	11 296	491	5 795
University of Johannesburg	22 991	19 681	26 865	5 426
Tshwane University of Technology	33 163	7 416	19 654	6 222
University of Venda	4 706	13 908	3 371	760
University of Pretoria	9 038	888	1 245	431
University of Fort Hare	314	179	69	262
University of Stellenbosch	5 568	97	77	179
University of KwaZulu Natal	396	840	0	547
University of the Free State	1 146	3 845	53	942
University of the Witwatersrand	20 224	4 387	1 234	2 047
University of Limpopo	2 613	5 968	3 985	682
Vhembe TVET College	33	377	716	1 738
Walter Sisulu University	4 623	3 277	57	352
University of the Western Cape	1 016	8 012	49	2 026
University of Cape Town	5 275	9 495	1 699	165
Maluti TVET College	33	290	222	1 156
Motheo TVET College	60	483	1 553	944
Buffalo City TVET College	-	-	168	106
Rhodes University	354	87	659	49
Northern Cape Rural TVET College	17	338	695	1 493
Vaal University of Technology	1 485	5 974	6 119	5 221
Western TVET College	17	500	-	1 381

	2025		2024	
	R'000	R'000	R'000	R'000
	Amount Payable	Amount committed	Amount Payable	Amount committed
University of South Africa	7 757	9 005	3 748	2 492
Gert Sibande TVET College	726	1 620	33	999
Vuselela TVET College	774	2 348	4	43
Central Johannesburg College	-	11	-	43
Ekurhuleni West TVET College	5	72	1 034	1 161
Lephalale TVET College	36	175	631	362
Majuba TVET College	3 817	9 903	1 584	6 006
Nkangala TVET College	854	3 170	716	2 132
Sedibeng TVET College	-	16	-	108
Taletso TVET College	-	11	5	43
King Sabata Dalindyebo TVET	-	374	548	1 502
West Coast TVET College	1 645	6 054	275	1 439
Lovedale TVET College	33	341	485	1 439
Ingwe TVET College	-	365	309	1 544
Northlink TVET College	66	396	606	1 597
College of Cape Town	414	2 577	39	273
Westcol TVET College	-	-	503	-
Letaba TVET College	1 386	8 162	231	2 701
Sefako Makgatho Health Sciences University	683	2 810	-	106
Waterberg TVET College	489	1 471	84	26
University of Mpumalanga	109	433	37	271
Tshwane North TVET College	-	22	-	86
Tshwane South TVET College	33	3 458	443	4 615
Sol Plaatje University	767	25	-	86
Ehlanzeni TVET College	-	49	7	43
King Hintsa TVET College	800	3 475	869	1 439
Limpopo CET	223	808	-	-
Mpumalanga CET College	138	685	110	340
North West Community Education & Training College	365	1 560	333	828
Ikhala TVET College	1 077	6 224	254	1 439
Eastern Cape CET College	165	799	86	1 049
Umfolozi TVET College	1 023	9 642	254	4 554
False Bay TVET College	103	370	221	1 083
Esayidi TVET College	117	335	-	1 257
University of Zululand	399	230	-	61
KwaZulu Natal CET College	240	1 074	86	599
Free State CET	299	802	168	1 113
Sir Val Duncan TVET College	-	-	-	189

	2025		2024	
	R'000	R'000	R'000	R'000
	Amount Payable	Amount committed	Amount Payable	Amount committed
Western Cape CET College	203	750	56	725
Northern Cape CET College	39	488	98	683
Goldfields TVET College	661	4 040	225	1 197
Gauteng CET College	233	1 056	330	420
	160 933	**244 005**	**92 332**	**120 796**

26.4 Board fees

	2025	2024
Board member	Fees paid	Fees paid
	R '000	R '000
	2 752	**2 699**
R Motlou	262	253
S Dlamini-Mthethwa	20	163
F Stehring	488	326
J Van Vuuren	197	274
A. Atlee	416	420
V James	222	273
K Netshiombo	253	304
O Kgware	329	268
O Senye	325	242
T Tlhapane	240	176

26.5 Departments

Entity	2025		
	Amount receivable	Amount payable	Amount Committed
	R'000	R'000	R'000
Department of Mineral and Petroleum Resources	**0**	**603**	**-**
	0	**603**	**-**

Entity	2024		
	Amount receivable	Amount payable	Amount Committed
	R'000	R'000	R'000
Department of Mineral and Petroleum Resources	**-**	**1 400**	**156**
	-	**1 400**	**156**

In the past the Board resolved that, in respect of bursaries, the MQA may enter into Memorandum of Agreements (MOAs) with entities listed below. The bursary beneficiaries allocated as a result of the MOAs are selected by the entities using selection and funding criteria that is aligned to the criteria used to select and fund other MQA bursary beneficiaries. Subsequently the Board reconsidered the decision, and no allocation was made for 2021/2022 financial year until further notice. The disclosure is for the students that were already in the programme.

Stakeholder details	Constituency	2025 Total amount payable	2025 Total Commitment	2024 Total amount payable	2024 Total Commitment
		R'000	R'000	R'000	R'000
DMPR	State	37	61	52	114
JB Marks	Organised Labour	44	67	24	113
Anglo Gold Ashanti	Organised Employers	22	22	26	26
Harmony Gold Mine	Organised Employers	-	56	-	13
Richards Bay Mining	Organised Employers	-	-	13	13
Total		**103**	**207**	**115**	**280**

26.7 Board sub-committee fees

		2025	2024
Committee member	Committee	Fees paid	Fees paid
		R'000	R'000
		797	**495**
P Phukubje (Chairperson 2024/2025)	ARC	**270**	**107**
Adv JC Weapond	ARC	**172**	**88**
M Sikhosana	ARC	**121**	**60**
Y Mqoboli (Chairperson 2024/2025)	REMCO	**116**	**122**
I Swafo	REMCO	**73**	**72**
L Motsosi	REMCO	**45**	**46**

26.8 Executive managers

Initials, Surname and Title(s)	Basic Salaries	Performance Bonuses	Leave Paid Out	Non-Pensionable Allowances	Acting Allowances	Pension Contribution	Totals 2025	Totals 2024
Dr T Mashongoane (CEO)	1 637	393	98	697	-	237	**3 062**	**2 979**
N B Nemagovhani (CRM&EO)	1 009	310	75	840	-	144	**2 378**	**2 226**
M Mavhungu (EMCS)	842	321	75	1 056	-	129	**2 423**	**2 254**
L Matlala (CFO)	2 094	323	405	643	-	130	**3 595**	**2 286**
X Njikelana (ACOO) (COO)	1 029	338	85	630	196	162	**2 440**	**2 071**
B Mathebula (ACOO)	-	-	-	-	-	-	**-**	**1 939**
T Boikhutso (AEMSR)	1 252	239	61	159	182	197	**2 090**	**1 934**
S Xaba (ACRM&EO)	626	249	60	859	326	97	**2 217**	
Z Mashinini (AEMSR)	737	247	58	703	73	114	**1 932**	
M Clark (AEMSR)	-	-	-	-	-	-	**-**	**2 014**
T Tsotetsi (AEMSR)	-	-	-	-	-	-	**-**	**1 937**
K Sebudubudu (ACFO)	511	228	56	882	279	78	**2 034**	**-**
C Maila (EMSR)	403	-	-	324	-	62	**789**	**-**
T Nogxina (EMCEO)	625	-	-	7	-	-	**632**	**-**
Grand Totals	**10 765**	**2 648**	**973**	**6 800**	**1 056**	**1 350**	**23 592**	**19 640**

Notes:

Dr T Mashongoane appointed as CEO effective 01-03-2023
N B Nemagovhani appointed CRM&EO effective 01-08-2017, Suspended effective 07-07-24
M Mavhungu appointed as EMCS effective 01-05-2021
L Matlala appointed CFO effective 01-03-2022 to 31-01-2025, Placed on Precautionary Suspension effective 25-09-24 to 31-01-2025
X Njikelana (Senior Manager: LP) Appointed Acting COO from 01-06-2023 to 31-08-24, Appointed COO effective 01-09-24
T Boikhutso (RMNW) appointed Acting EMSR from 01-12-2023 to 30-06-24, extended 01-07-24 to 31-08-24
S Xaba (Senior Manager M&E) appointed Acting CRM&EO effective 08-07-24 to 31-03-25
Z Mashinini (Senior Manager Learning Programmes Strategic) appointed Acting EMSR effective 01-09-2024 to 31-10-24
K Sebudubudu (Senior Manager Finance) appointed ACFO effective 25-09-24 to 31-03-25
C Maila appointed EMSR effective 01-11-24
T Nogxina appointed Executive Manager (Office of the CEO) effective 01 December 2024

27. Events after the reporting date Adjusting events

Adjusting events
There were no adjusting events after the reporting period for the period under review.

Non-adjusting events
There were no non-adjusting events after the reporting period for the period under review.

28. New standards and interpretations

At the date of authorisation of these Annual Financial Statements, the following Generally Recognised Accounting Practice standards and interpretations were in issue but not yet effective. The following standards and interpretations are applicable to the MQA, and may or may not have an impact on future Annual Financial Statements.

GRAP 1: Presentation of Financial Statements

The standard was issued in November 2022 and its effective date is not yet determined. The standard prescribes the basis for presentation of general purpose financial statements, to ensure comparability both with the entity's financial statements of previous periods and with the financial statements of other entities. This Standard sets out overall considerations for the presentation of financial statements, guidelines for their structure and minimum requirements for their content.

It is expected that the standard will affect future presentation, accounting and disclosures of the MQA.

GRAP 103: Heritage Assets

The standard was issued in June 2022 and its effective date is not yet determined. The standard prescribes the accounting and disclosure requirements for heritage assets. Heritage assets are assets that have cultural significance, and are held indefinitely for the benefits of present and future generation.

It is expected that the standard will not affect future accounting and disclosures of the MQA.

GRAP 104: Financial Instruments

The standard was issued in April 2019 and its effective date is 01 April 2025. The standard prescribes principles for recognising, measuring, presenting and disclosing financial instruments. Financial instruments are contractual arrangements that give rise to a financial asset in one entity and a financial liability or residual interest of another.

It is expected that the standard will affect future recognition, measurement, presentation and disclosure of financial instruments of the MQA.

GRAP 105: Transfer of Functions Between Entities Under Common Control

The standard was issued in February 2024 and its effective date is not yet determined. The standard prescribes principles and requirements for the acquirer and transferor in a transfer of functions between entities under common control and its effects. A transfer of functions is the reorganisation and/or the re-allocation of functions between entities by transferring functions between entities or into another entity.

It is expected that the standard will affect future recognition, measurement, presentation and disclosure of the MQA.

GRAP 106: Transfer of Functions Between Entities Not Under Common Control

The standard was issued in February 2024 and its effective date is not yet determined. The standard prescribes principles and requirements for the acquirer in a transfer of functions between entities not under common control and its effects. A transfer of functions is the reorganisation and/or the re- allocation of functions between entities by transferring functions between entities or into another entity.

It is expected that the standard will affect future recognition, measurement, presentation and disclosure of the MQA.

GRAP 107: Mergers

The standard was issued in February 2024 and its effective date is not yet determined. The standard prescribes principles and requirements for the combined entity and combining entities in a merger and its effects. A merger is the establishment of a new combined entity in which none of the former entities obtain control over any other and no acquirer can be identified.

It is expected that the standard will affect future recognition, measurement, presentation and disclosure of the MQA.

29. Going concern

The Annual Financial Statements have been prepared based on accounting policies applicable to a going concern. This basis presumes that funds will be available to finance future operations and that the realisation of assets and settlement of liabilities, contingent obligations and commitments will occur in the ordinary course of business.

The Board is satisfied that the MQA has adequate financial resources to continue in operation for the foreseeable future and accordingly the Annual Financial Statements have been prepared on a going concern basis.

SETAs are established through the provisions of the Skills Development Act and the MQA has been re-licensed as a SETA until 31 March 2030.

30. Statement of comparison of budget and actual amounts – Variances explanations

The budget for income, current and capital expenditure is prepared on the accrual basis of accounting. The budget is based on anticipated operational activities, tangible and intangible assets required to achieve targets set out in the Annual Performance Plan (APP) as well as estimated costs to carry out such activities or acquire the required assets.

The approved budget includes only the activities of the MQA and is for the period 1 April 2024 to 31 March 2025.

MATERIAL DIFFERENCES BETWEEN THE BUDGET AND ACTUAL AMOUNTS

30.1 Other Income, Grants recoveries and Levy Interest and penalties

Levy interest and penalties are due to non-compliance with the Skills Development Levies Act and the MQA did not anticipate that Employers will not comply, hence there was no budget and this resulted in a 100% variance. Furthermore, the MQA did not anticipate that there will be Grants recoveries and Other Income.

Interest received - investment was 10% below the budget due to a lower bank balance compared to prior years, and decrease in the interest rates as a result of SARB reducing the Repo rate. The majority of the MQA funds are now invested with the CPD which offers lower rates compared to commercial banks.

30.2 Personnel costs

Under spending on personnel costs was mainly due to vacant positions not yet filled.

30.3 Capital Expenditure and Depreciation and Amortisation

Actual expenditure was below the budget mainly because of the delays in delivery of the assets due to unavailability of stock towards the year end and due to delay in the appointment of the service provider for ERP system.

30.4 Repairs and maintenance

Expenditure was lower by 23% in comparison with budget due to lower diesel refills as a result of reduction in black outs.

30.5 General Expenses

Actual expenditure was higher than the budget by 23%. There were unforeseen overspendings on some budget line items (ie. Legal fees and Consultancy and Professional fees) which were catered for by savings from other line items.

30.6 Employer grant and project expenditure

99% of the employer grant expenditure budget was spent, the overspending was incurred in Mandatory grants (MG) and there was a saving on Discretionary grants (DG).

The MG budget was exceeded due to the increase in the submission of the WSP/ATR. The DG budget was slightly under-spent due to savings from various projects.

30.7 Skills Development Levy: Income

The SDL income was slightly above budget due to more levies received than anticipated, however the actuals almost approximate the budget.

30.8 Approved surpluses

Public entities are not required to accumulate surpluses unless approved by the National Treasury. The MQA received the approval for utilisation of surpluses in 2024/2025 and the surpluses already form part of the reserves. The MQA utilised and committed the surplus in 2024/2025.

31. Prior period errors

In the current year some line items of the Annual Financial Statements disclosed in the prior years were restated due to errors which were identified. The errors were as a result of transactions erroneously omitted and or erroneously accounted for. The restatements were done retrospectively in line with the standard. Below are classes of transactions, account balances and disclosure notes which were restated as a result of errors:

	2024 R'000
31.1 Employer grant and project expenditure (statement of financial performance)	
As previously disclosed	1 622 985
Mandatory grants and Discretionary grants erroneously accounted for and/or omitted	2 279
Restated amount	**1 625 264**
31.2 Surplus for the year (statement of financial performance)	
As previously disclosed	(113 932)
Employer grants and project expenditure adjustment above	(2 279)
Restated amount	**(116 211)**
31.3 Grant and transfer payables from non-exchange (statement of financial position)	
As previously disclosed	337 808
Prior year creditors omission 2022/23	-
Prior year accrual erroneously included 2023/24	(453)
Prior year payables omission 2023/24	2 732
Prior year accruals erroneously omitted 2022/23	-
Restated amount	340 087
31.4 Discretionary reserves (Statement of financial position)	
As previously disclosed	672 736
Expenditure previously omitted 2022/23	-
Expenditure previously omitted 2023/24	(2 279)
Restated amount	670 457
31.5 Reserves (Statement of financial position)	
As previously disclosed	740 641
Expenditure previously omitted 2022/23	-
Expenditure previously omitted 2023/24	(2 280)
Restated amount	738 361
31.6 Commitments - Opening Balances (Disclosure notes)	
As previously disclosed	1 376 952
Commitments erroneously included in 2023/2024	(1 705)
Restated amount	**1 375 247**

	2024 R'000
31.7 Related Parties: Other public entities - Universities and TVET colleges - Committed	
As previously disclosed	99 233
Other public entities - Universities and TVET colleges - Committed previously omitted in 2023/2024	21 563
Restated amount	**120 796**
31.8 Other public entities - Universities and TVET colleges - Payable	
As previously disclosed	91 228
Other public entities - Universities and TVET colleges - Payable previously omitted in 2023/2024	1 104
Restated amount	**92 332**
31.9 Retention of Surplus (Disclosure)	
As previously disclosed	672 233
Expenditure omitted 2023/2024	(2 279)
Restated amount	**669 954**

Notes

Notes

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