



The Commission for the Promotion and
Protection of the Rights of Cultural,
Religious and Linguistic Communities

ANNUAL REPORT

2024/2025



The Commission for the Promotion and Protection of the
Rights of Cultural, Religious and Linguistic Communities

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Honorable Speaker: Thoko Didiza
Speaker of the National Assembly
Parliament of the Republic of South Africa
PO Box 15
CAPE TOWN
8000

Dear Honourable Speaker

Tabling of the Annual Report of the Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities (the CRL Rights Commission) for the year ended 31 March 2025.

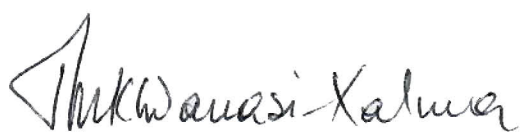
It gives me an absolute pleasure to present to you the 2024/2025 Annual Report of the CRL Rights Commission, in terms of section 181 (5) of the Constitution of the Republic of South Africa, Act 108 of 2006.

This Annual Report covers all the financial and performance activities of the CRL Rights Commission for the period 1 April 2024 to 31 March 2025.

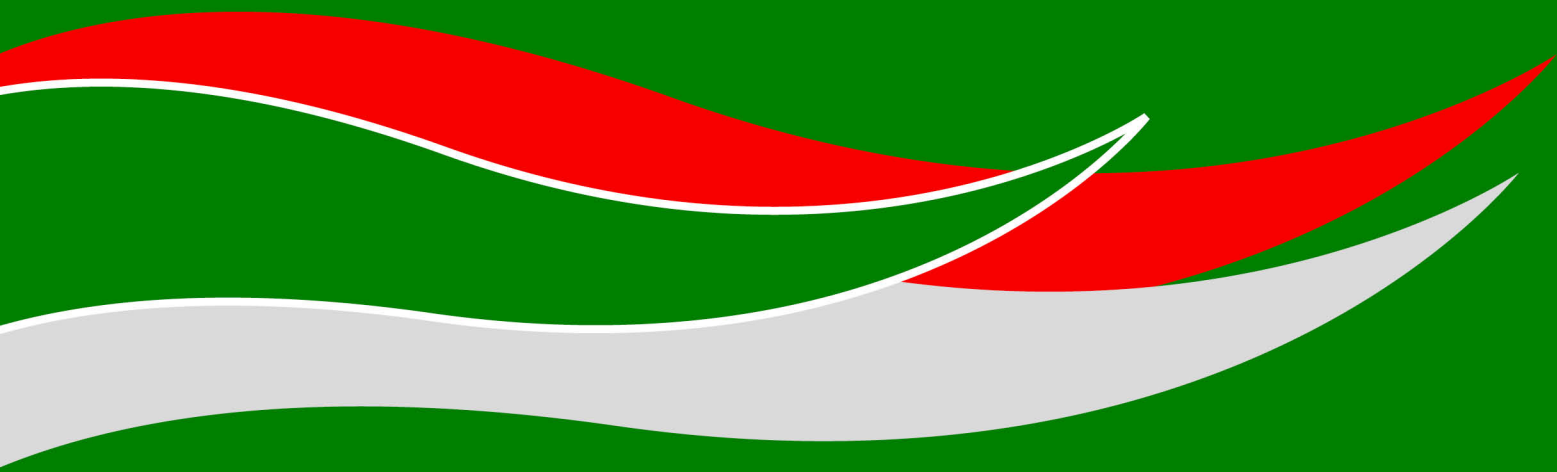
In accordance with the above provision, I hereby table the CRL Rights Commission's Annual Report 2024/2025 to give account on how the Commission fared in implementing its constitutional and legislative mandate in the year under review.

It will also be appreciated if this report would be referred to the National Assembly's Portfolio Committee on Cooperative Governance and Traditional Affairs, for formal parliamentary scrutiny.

Yours sincerely



Mrs Thoko Mkhwanazi-Xaluva
Chairperson
CRL Rights Commission
Date: 31 July 2025



PART A: GENERAL INFORMATION

**THE COMMISSION'S
GENERAL INFORMATION**

1. PART A: GENERAL INFORMATION

THE COMMISSION'S GENERAL INFORMATION

Full name of the Commission	:	Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities
Physical Address	:	33 Hoofd Street, Forum IV Ground Floor Braampark Office Park, Braamfontein, Johannesburg
Postal Address	:	Private Bag X90 000 Houghton 2041
Telephone numbers	:	011 358 9100
Fax numbers	:	011 403 2098
Email	:	info@crlcommission.org.za
Website	:	www.crlcommission.org.za
Facebook address	:	Like us at CRL rights Commission
X Handle	:	Follow us Crl_commission

2. LIST OF ABBREVIATIONS/ACRONYMS

AO	:	Accounting Officer
ATM	:	African Traditional Medicine
ATR	:	African Traditional Religion
AGSA	:	Auditor General of South Africa
CEO	:	Chief Executive Officer
CRLRC	:	Cultural, Religious and Linguistic Rights Commission
COGTA	:	Department of Cooperative Governance and Traditional Affairs
DTA	:	Department of Traditional Affairs
EO	:	Executive Office
CC	:	Community Council
CMIL	:	Communication, Marketing, Information Technology and Linkages
HDI	:	Historically Disadvantaged Individuals
IHL	:	Institutions of Higher Learning
IT	:	Information Technology
ICT	:	Information and Communication Technology
HR	:	Human Resources
PEI	:	Public Education and Information
ICR	:	Investigation and Conflict Resolution
RPPD	:	Research, Publication and Policy Development
PAA	:	Public Audit Act
ARC	:	Audit and Risk Committee
PFMA	:	Public Finance Management Act
PanSALB	:	Pan South African Language Board
NT	:	National Treasury
SALGA	:	South African Local Government Association
SCM	:	Supply Chain Management
TR	:	Treasury Regulations

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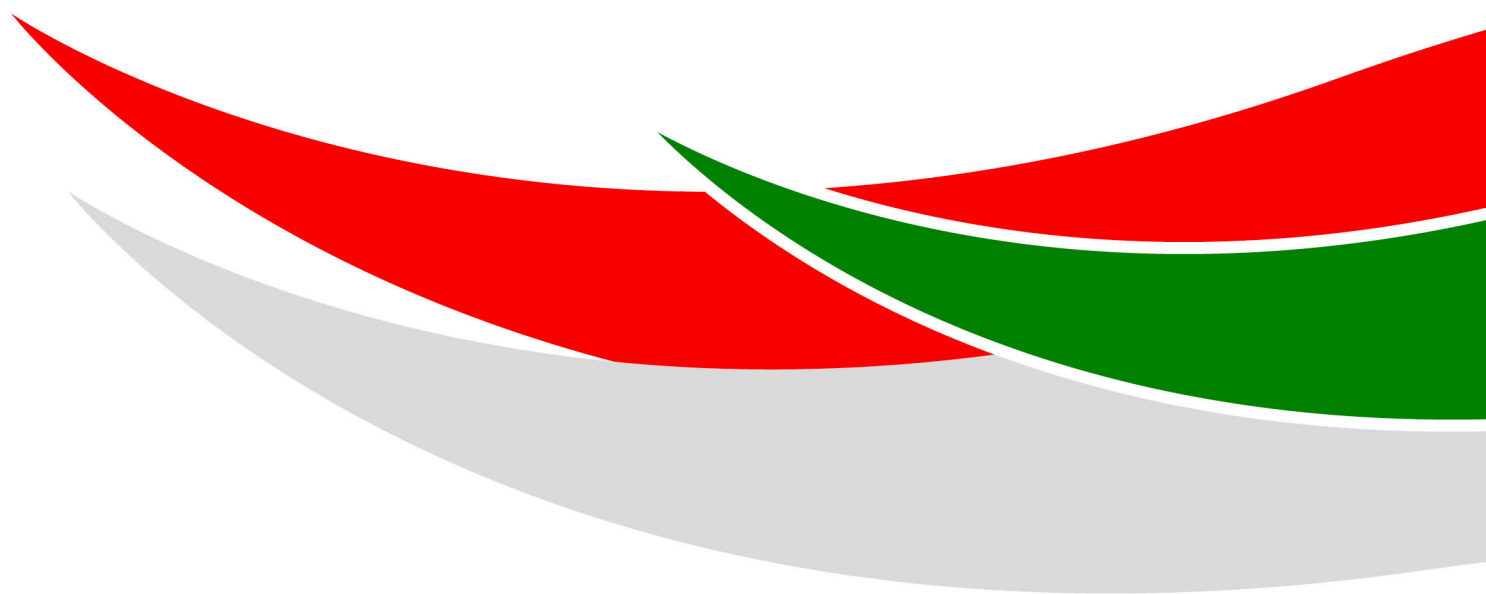
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5. FOREWORD BY THE CHAIRPERSON



The 2024/2025 financial year presented both unprecedented challenges and inspiring opportunities for the CRL Rights Commission. We commenced the year in the final quarter of the financial cycle, following a prolonged period of six months without duly appointed Commissioners. This transitional phase inevitably placed considerable strain on the institution's governance and strategic oversight functions.

Despite these constraints, the Commission remained steadfast in fulfilling its constitutional mandate. Through the dedication of our Secretariat, and the resilience of our staff, we ensured uninterrupted delivery of our programmes and services to the cultural, religious, and linguistic communities we serve. This commitment was further affirmed by the attainment of a clean audit opinion from the Auditor-General – a testament to our sound financial management, adherence to good governance principles, and accountability to the public we serve.

The appointment of the new Commission marked a turning point in our institutional journey. Informed by both the lessons of the past and the evolving needs of our communities, we embarked on crafting a new strategic direction. This process, undertaken with deliberation and inclusivity, has identified clear priorities that will guide our work in the coming years. These priorities are not only aligned with our legislative mandate but also responsive to the socio-cultural realities of a democratic South Africa now three decades into its constitutional life.

This Annual Report also marks the end of the 2019/2020-2024/2025 Strategic Plan and Medium-Term Strategic Frameworks (MTSF), a framework that set out the government's five year priorities and ushering in the Medium Term Development Plan (MTDP) 2024/2025 -2029/2030, a plan that translates priorities into operational plans and which seeks to drive inclusive growth and job creation, reducing poverty and tackling high cost of living and building a capable, ethical and developmental state.

As we reflect on the year under review, we do so with a sense of pride in what has been achieved under difficult circumstances and with renewed determination to deepen our impact. Our future path is anchored in the vision of a society in which cultural, religious, and linguistic rights are respected, protected, and promoted as an integral part of nation-building and social cohesion.

I extend my sincere appreciation to my fellow Commissioners, our Chief Executive Officer, management team, and staff for their dedication, as well as to the communities, partners, and stakeholders who continue to support our work. Together, we will advance our mission with integrity, courage, and purpose.

A handwritten signature in black ink, reading "Thoko Mkhwanazi-Xaluva".

MRS THOKO MKHWANAZI-XALUVA
CHAIRPERSON
CRL RIGHTS COMMISSION
DATE: 31 July 2025

6. STATEMENT BY THE DEPUTY CHAIRPERSON



As already reflected, we joined the CRL Rights Commission in the last quarter of the 2024/2025 financial year, stepping into the role at a time of both opportunity and challenge. Our arrival coincided with the full implementation of the Customary Initiation Act—a legislative milestone aimed at safeguarding one of our country's oldest and most culturally significant practices.

Despite the progress in policy and legal frameworks, the persistence of fatalities during initiation seasons remains a grave concern. These tragedies underscore the urgent need to balance the preservation of valued cultural traditions with the constitutional imperative to protect the right to life and human dignity.

As a Commission, we recognise that the effective implementation of the Act requires more than compliance; it demands active collaboration among traditional leaders, government departments, communities, and families. Over the coming year, we will intensify our stakeholder engagements, enhance public education efforts, and advocate for stronger monitoring and enforcement mechanisms.

It is our hope that, through our collective action, we will see a time when initiation is celebrated solely for its role in nurturing cultural identity, without the shadow of preventable loss.

A handwritten signature in black ink, appearing to read 'G. Mahlangu', written over a horizontal line.

MR GEORGE MAHLANGU
DEPUTY CHAIRPERSON
CRL RIGHTS COMMISSION

DATE: 31 July 2025

5. REPORT OF THE ACCOUNTING OFFICER



The CRL Rights Commission continued to fulfil its constitutional mandate during the 2024/2025 financial year, despite operating under severe budgetary constraints. Demonstrating strong institutional resilience, the Commission achieved a clean audit on both the Annual Financial Statements and Performance Reporting, with an upward improvement in the quality of performance information.

Overview of Financial Performance

The Commission received R45, 671 million in the year under review, compared to R46, 998 million in 2023/2024. The budget was reduced by R1, 327 million; however, operations were not significantly affected due to effective planning by management.

The under spending of R2, 183 million is as a result of a reduction in depreciation cost due to the recalculation of the useful lives of assets. Another contributing factor is the conclusion of the Commissioners' term of office on 30 June 2024, after which the Commission operated for six months without Commissioners. Consequently, daily allowance claims ceased, resulting in notable savings.

The revenue earned from interest on cash reserves to the value of R1, 729 million assisted to cushion the reduction in the baseline allocation.

The Commission recorded an over-expenditure of 182% on administrative expenses due to the hosting of the National Consultative Conference in 2024. In addition, there was an 11% over-expenditure on external fees, attributed to a general fee increases by the Auditor-General.

Three new cases of irregular expenditure were reported at the end of the 2023/2024 financial year, which was confirmed during the year under review. These cases relate to the late implementation of the revised procurement regulations issued in 2022. Proper control measures have been put in place, and the non-compliance did not recur.

The CRL Rights Commission faces serious financial constraints, which may result in a cut back from the projects that was approved in the new strategic plan developed by the newly appointed commissioners.

Strategic Alignment

Anchored in the Government's Medium-Term Strategic Framework (MTSF) priorities of social cohesion and safer communities, the Commission's programmes and activities were guided by four strategic outcomes:

- Good corporate governance and sound financial and administrative management.
- Legislative review and conflict resolution to promote and protect cultural, religious, and linguistic rights.
- Public education for structured and informed communities on cultural, religious, and linguistic rights.
- Evidence-based research to inform responsive policy and to support the revitalisation of diminished and diminishing community heritages.

The Commission operated through four core programmes:

- Administration
- Investigation and Conflict Resolution (ICR)
- Research, Publication and Policy Development (RPPD)
- Public Education and Information (PEI)

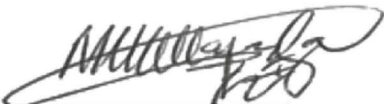
All staff members signed performance agreements aligned with the Strategic Plan (2020–2025) and the Annual Performance Plan (2024/2025) to ensure organisational accountability.

Key Highlights of 2024/2025

- **Legislative and policy review:** The Commission reviewed and provided input on several legislative and policy matters affecting cultural, religious and linguistic communities, including municipal land use regulations for religious purposes, the Life Partnership/Cohabitation Bill (Department of Home Affairs), traditional health practitioners' regulations, and the Children's Act Amendment Bill (Department of Social Development).
- **Conflict resolution:** Of the 74 complaints received, 61 were resolved, demonstrating progress in mediating disputes, particularly in cultural and religious contexts.
- **National Consultative Conference:** Successfully hosted, providing a collaborative platform to assess progress, adopt resolutions, and advance discourse on CRL rights.
- **Research outputs:** Four research reports were produced, addressing intergenerational cultural transmission, language revitalisation, and community cleansing practices.
- **Public education and awareness:** Delivered targeted campaigns and engagements on cultural diversity, initiation practices, religious tolerance in schools, and the preservation of Indigenous Knowledge Systems.

Conclusion

The CRL Rights Commission remains steadfast in advancing and protecting the cultural, religious, and linguistic rights of communities in South Africa. The achievements of the past year reflect both institutional dedication and the strength of collaborative partnerships with commissioners, communities and all relevant stakeholders.



Dr Tshimangadzo Edward Mafadza
Chief Executive Officer

CRL RIGHTS COMMISSION

Date: 31 July 2025

6. STATEMENT OF RESPONSIBILITY AND CONFIRMATION OF THE ACCURACY OF THE ANNUAL REPORT

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

All information and amounts disclosed throughout the annual report are consistent.

The annual report is complete, accurate and is free from any omissions.

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

The Annual Financial Statements (Part F) have been prepared in accordance with the modified cash standard and the relevant frameworks and guidelines issued by the National Treasury.

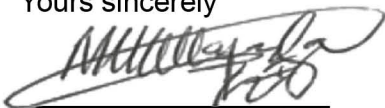
The Accounting Officer is responsible for the preparation of the annual financial statements and for the judgements made in this information.

The Accounting Officer is responsible for establishing and implementing a system of internal control that 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 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 department for the financial year ended 31 March 2025.

Yours sincerely



Dr Tshimangadzo Edward Mafadza

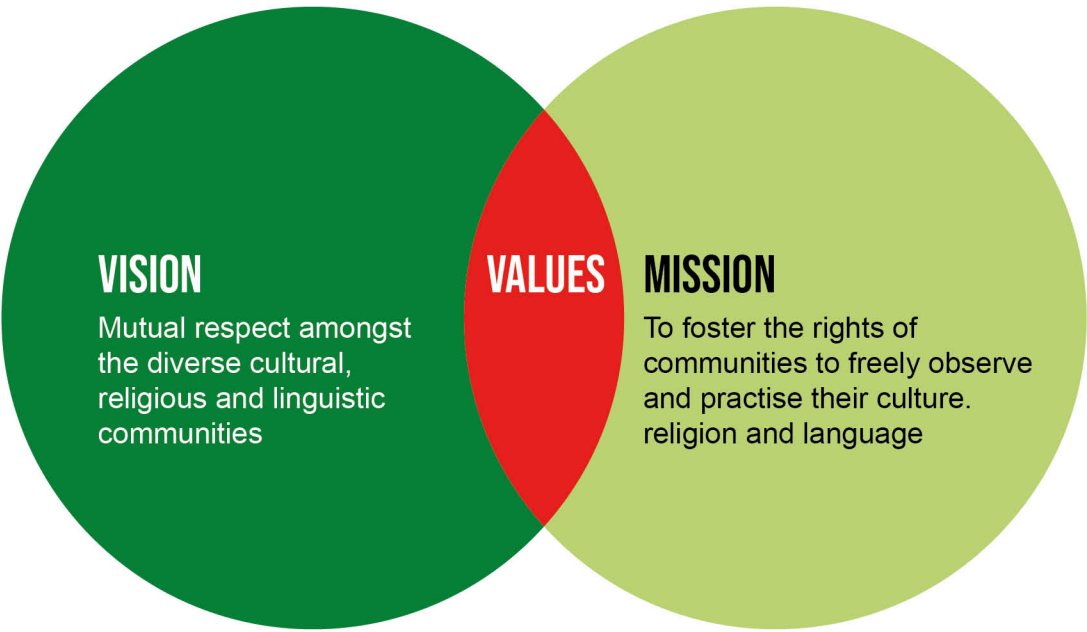
Chief Executive Officer

CRL Rights Commission

Date: 31 July 2025

7. STRATEGIC OVERVIEW

7.1 Vision and Mission



7.2 Values

In order for the Commission to serve the cultural, religious and linguistics and the nation at large, the organisation is guided by the following values

Values	Definitions	
1	Transparency	We are committed to being open, honest and straightforward in employee conduct at all times and we embark in organisational openness
2	Professionalism	We are committed to upholding high standards in self-conduct, self-presentation, and adherence to workplace policies and procedures
3	Responsiveness	We are committed to understanding the organisational, contextual and job demands so that we ensure provision of appropriate services on time, to uphold the organisational mandate
4	Accountability	We commit to taking full responsibility of decisions, conduct and actions in the workplace and to ensure support, and to assist every employee to uphold the same
5	Integrity	We commit to firm adherence to the code of conduct and ethics as prescribed by the organisational policies and procedures
6	Impartiality	We commit to firm adherence to the Code of Conduct and Ethics as prescribed by the organisational policies and procedures
7	Respect	We commit to actions of treating colleagues, partners and stakeholders with We commit to being unbiased and fair in conduct in all dealings with colleagues, partners and other stakeholders in the workplace



8. CONSTITUTIONAL AND LEGISLATIVE MANDATES

8.1 Constitutional Mandate

The Commission for the Promotion and Protection of the rights of Cultural, Religious and Linguistic Communities (CRL Rights Commission) is a constitutional institution established in terms of Section 181(1) (c) of the Constitution of the Republic of South Africa, 1996 to strengthen constitutional democracy. The CRL Rights Commission was established in order to protect and promote the rights of cultural, religious and linguistic communities. Its mandate is achievable through both proactive and reactive approaches.

In terms of sec 185 (1), the CRL Rights Commission must:

- Promote and develop peace, friendship, humanity, tolerance and national unity among cultural, religious and linguistic communities, on the basis of equality, non-discrimination and free association;
- Promote respect for and further the protection of the rights of cultural, religious and linguistic communities; and
- To recommend the establishment or recognition of community councils in accordance with national legislation of cultural or other council/councils for community/communities in South Africa

8.2 Legislative mandates

8.2.1 Legislative mandate

The powers and functions of the CRL Rights Commission are defined in section 5 (1) of the CRL Rights Act, these include among others the following:

- Conduct information and education programmes to promote public understanding of the objects, role and activities of the Commission;
- Conduct programmes to promote respect for and further the protection of the rights of cultural, religious and linguistic communities;
- Assist in the development of strategies that facilitate the full and active participation of cultural, religious and linguistic communities in nation building in South Africa;
- Promote awareness among the youth of South Africa of the diversity of cultural, religious and linguistic communities and their rights;
- Monitor, investigate and research any issue concerning the rights of cultural, religious and linguistic communities;
- Facilitate the resolution of conflict between and within cultural, religious and linguistic communities or between any such community and an organ of state where the cultural, religious or linguistic rights of a community are affected;
- Make recommendations to the appropriate organs of state regarding legislation that impacts, or may impact, on cultural, religious and linguistic rights of communities;
- Establish and maintain a database of cultural, religious and linguistic community organisations and institutions and experts on these communities;
- Educate, lobby, advise and report any issue concerning the rights of cultural, religious and linguistic communities;
- Receive and deal with requests related to the rights of cultural, religious and linguistic communities; and
- Bring any relevant matter to the attention of appropriate authority or organ of state, and, where appropriate, make recommendations to such authority or organ of state in dealing with such a matter.

8.2.2 Policy mandate

The CRL Rights Commission aims to pursue its mandate informed by the following policies:

8.2.2.1 National Development Plan (NDP)

In terms of the CRL Rights Commission Mandate the following areas are highlighted which seeks to address one of the seven priority areas of government which is priority number 5: Social Cohesion and Safe Communities:

- Foster a feeling of belonging, with accountability and responsible behaviour.
- Ensure different cultures are respected and equal citizenship for all is guaranteed, thus reversing the apartheid legacy of devaluing and erasing the heritage of black South Africans.
- Build trust, which is associated with stronger economic performance.
- Craft and implement a social compact based on mutual benefit and mutual sacrifice. Societal division impedes forming a consensus to develop, change or even implement policy.
- Create a society with a shared South African identity, without detracting from our diverse multiple identities.

8.2.2.2 National Heritage and Cultural Tourism Strategy

Section 1 of the National Heritage and Cultural Tourism Strategy of March 2012 provides;

- The guiding principles and values of sustainable tourism, sustainable development, social cohesion, public participation and public private partnership.
- The acknowledgement of the affected community rights to be consulted and to participate in the management of their cultural, religious and language heritage.

8.2.2.3 Cultural Charter for Africa

Article 1 of the CULTURAL CHARTER FOR AFRICA aims to:

- Liberate the African peoples from socio-cultural conditions which impede their development in order to recreate and maintain the sense and will for progress, the sense and will for development;
- Rehabilitate, restore, preserve and promote African cultural heritage;
- Assert dignity of the African and of the popular foundations of their culture;
- Combat and eliminate all forms of alienation and cultural suppression and oppression everywhere in Africa, especially in countries still under colonial and racist domination including apartheid;
- Encourage cultural co-operation among the States with a view to the strengthening of African unity;
- Encourage international cultural co-operation for a better understanding among peoples within which Africa will make its original and appropriate contribution to human culture;
- Promote in each country popular knowledge of science and technology; a necessary condition for the control of nature;
- Development of all dynamic values in the African cultural heritage and rejection of any element which is an impediment to progress

8.2.2.4 Regional and International conventions, covenants and charters

The South African government has acceded to or ratified the following international conventions, covenants and charters (or protocols).

- Universal declaration of Human Rights
- International Covenant on Civil and Political Rights
- International Covenant on Economic, Social and Cultural Rights
- African Charter of Human and Peoples Rights

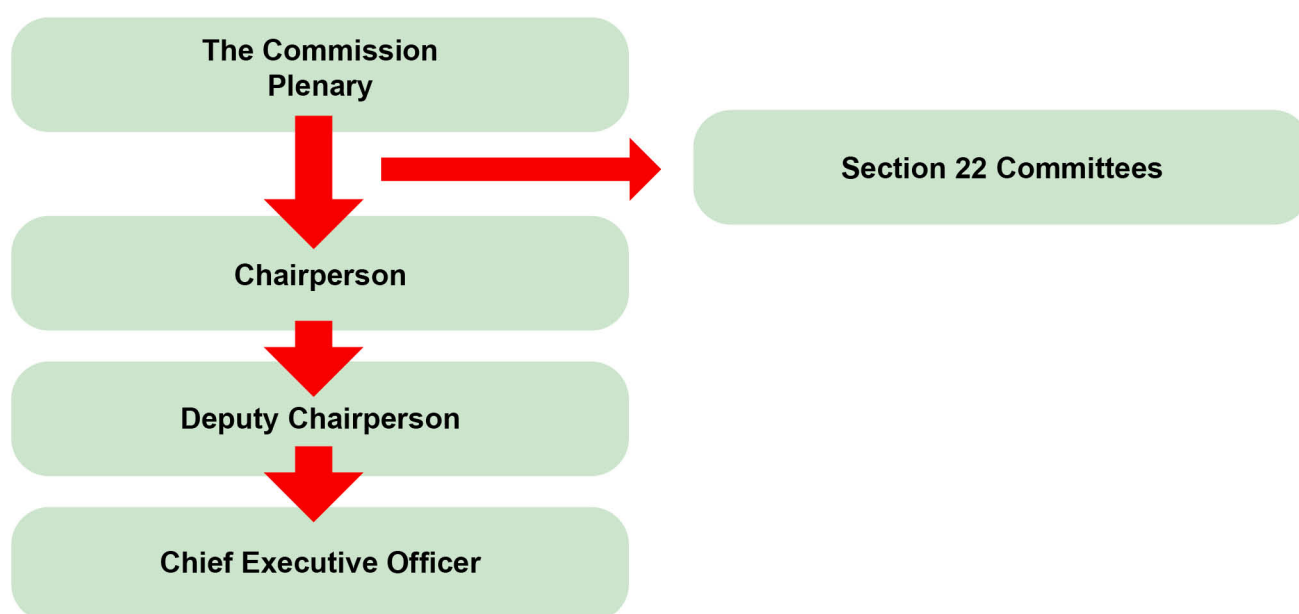
Of relevance also, is the United Nations Sustainable Development Goals 16 that stresses “Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all level”

The CRL Rights Commission can play a significant role in monitoring and evaluating the implementation of such International Instruments by the South African government and the organs of state. This is in line with the power given by the CRL Rights Commission Act section 5 (1) (g) that states:

“Make recommendations to the appropriate organs of state regarding legislation that impacts, or may impact, on cultural, religious and linguistic rights of communities”

9. ORGANISATIONAL STRUCTURE

Governance structure



In terms of the CRL Act 19 of 2002, the Commission consists of a Chairperson, appointed by the President in terms of Section 12, and no fewer than 11 and no more than 17 members, also appointed by the President in accordance with the procedure set out in Section 11.

Section 12(1) stipulates that the President must appoint either a member of the Commission or another person who meets the qualifications outlined in Section 10 as the Chairperson. Furthermore, Section 12(2) requires that the individual appointed as Chairperson must be fit and proper to hold such office. In terms of Section 19, the Chairperson is empowered to decide when and where the Commission meets. In the absence of the Chairperson, the Deputy Chairperson presides over meetings. If both are absent, the members present must elect another member to preside.

Section 22 of the CRL Act 19 of 2002 provides for the establishment of committees, which may consist of Commission members only or include members, staff, or other persons to assist the Commission in fulfilling its functions. The CRL Rights Commission is also subject to the provisions of the Public Finance Management Act (PFMA) of 1999, which further outlines the functions and responsibilities of the Chairperson as the Executive Authority of a constitutional institution.

Section 1.1 of the Treasury Regulations, read with the PFMA, expands the functions of the Chairperson beyond convening and presiding over meetings. It defines the Executive Authority, in relation to a constitutional institution with a collective body, as the Chairperson, and in the case of a single office bearer, as the incumbent of that office.

MEMBERS OF THE COMMISSION



Chairperson
Mrs. Thoko Mkhwanazi Xaluva



Deputy Chairperson
Mr. George Henry Mahlangu



Mrs Dorris Nkwe



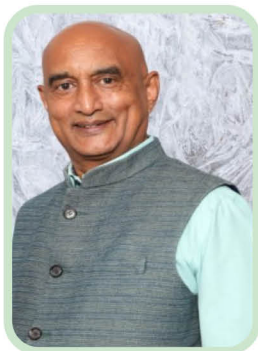
Prof Mokgale Makgopa



Advocate Kgositso Sedupane



Dr Tsholofelo Mosala



Dr Rajendran Govendor



Mr James Mapanka



Prof Muneer Abduroaf



Adv Sipho Mantula



Dr Sylvia Pheto

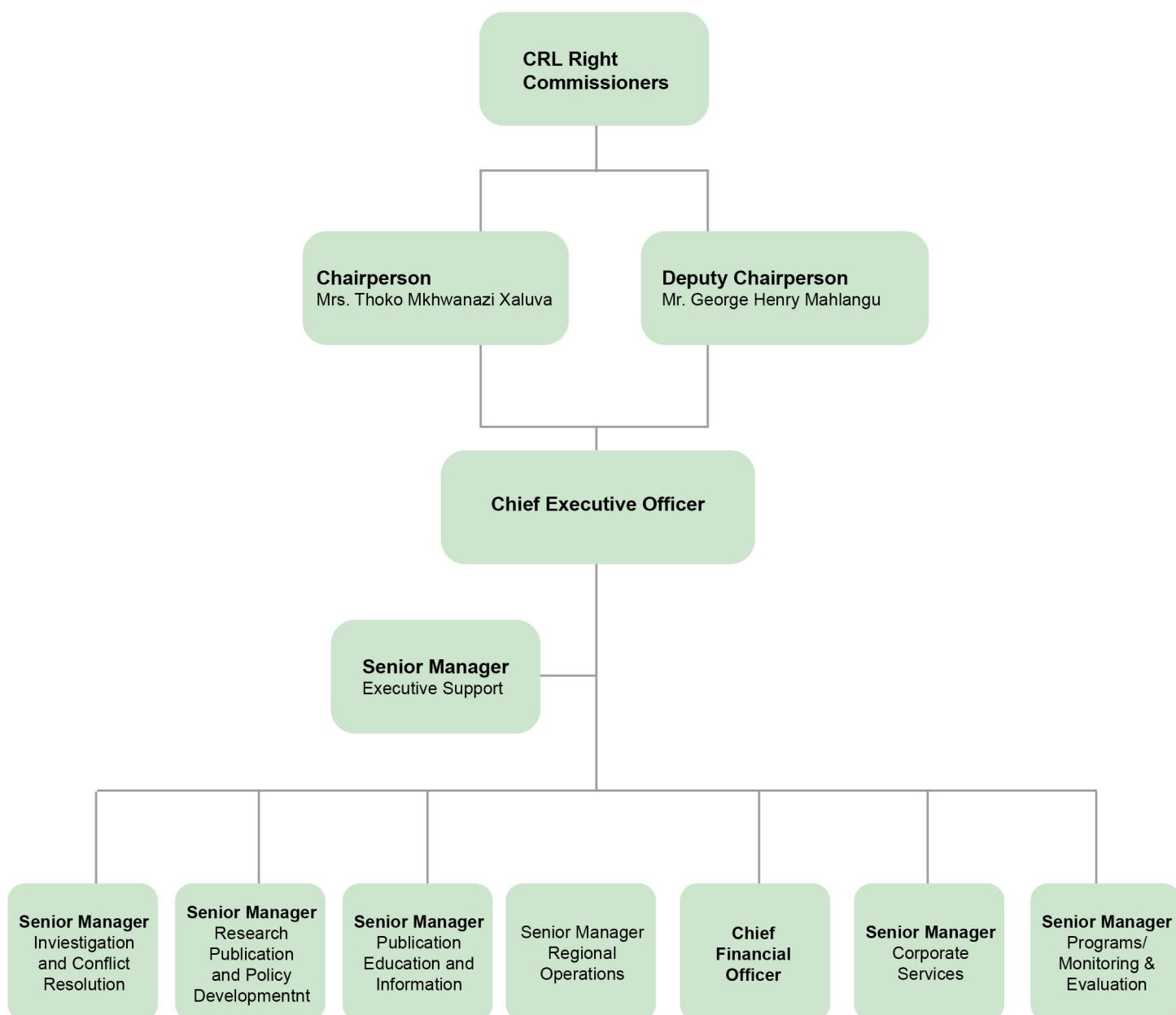


Mrs Donna Makoboka



Accounting Officer and Organisational Structure

In terms of Section 30 of the CRL Act 19 of 2002, the Commission must appoint a Chief Executive Officer (CEO). In accordance with Section 36(2)(b) of the PFMA and the Treasury Regulations, the CEO serves as the Accounting Officer of the constitutional institution and is responsible for its administrative and financial management. The Accounting Officer is tasked with establishing and developing an efficient administration, organising, controlling, and managing staff, and maintaining discipline among personnel. Additionally, the CEO is responsible for implementing the strategic framework and executing the decisions of the Commission.





PART B: **PERFORMANCE** **INFORMATION**

**OVERVIEW OF COMMISSION'S
PERFORMANCE AND ORGANISATIONAL
ENVIRONMENT**

PART B: PERFORMANCE INFORMATION

1. OVERVIEW OF COMMISSION'S PERFORMANCE AND ORGANISATIONAL ENVIRONMENT

1.1 Institutional service delivery and organisational environment

The CRL Rights Commission continues to grapple with significant organisational expenditure challenges that limit its ability to fully execute its constitutional mandate. A substantial portion of the Commission's budget — 70.83% — is allocated to employee compensation, while 29.17% is consumed by administrative overheads. This cost structure leaves little room for strategic programmes, outreach initiatives, and research activities that are essential for the promotion and protection of cultural, religious, and linguistic rights in South Africa. The limited operational budget directly affects the Commission's capacity to respond effectively to the needs of diverse communities across the country.

With only 40 employees serving a population of approximately 60.6 million people, the Commission faces a disproportionate workload relative to its human and financial resources. This imbalance has forced the organisation to prioritise critical interventions while deferring or scaling down important programmes aimed at community engagement, education, and dispute resolution. The resource constraints have also hampered the Commission's ability to expand its footprint and visibility, particularly in rural and marginalised areas where its services are most needed.

The situation was further compounded by the expiration of the term of office of the Commissioners on 30 June 2024. The absence of Commissioners for a period of six months created a governance vacuum, delaying key decision-making processes and the implementation of key strategic initiatives. This leadership gap, combined with financial and staffing challenges with some officials doubling up in acting capacities, resulted in notable under-expenditure during the reporting period, as several planned activities could not be executed without the necessary oversight and approvals especially the Commissioners Daily allowances component.

To ensure that the Commission remains effective and continues to fulfil its constitutional mandate, there is a pressing need for increased funding, structural reforms and appointments in key positions. Addressing the high proportion of budget allocated to fixed costs, while increasing the resources available for community-focused programmes, will be vital. Furthermore, appointment of Commissioners in the last three months in the year under review has propped up the Commission to be on its right trajectory, put up priority projects in the short to medium term, and has explored partnerships with civil society and government entities that can help alleviate capacity constraints and enhance the Commission's impact nationwide.

1.2 Key policy development and legislative changes

No new key policies and legislative changes were made in the year under review.

2. ACHIEVEMENT OF INSTITUTIONAL IMPACTS AND OUTCOMES

Impact Statement	Enabled environment for cultural, religious and linguist communities to co-exist and participate in the development of peace, friendship, humanity, tolerance, national unity on the basis of equality, non-discrimination and free association.			
MTSF Priorities	Social Cohesion and Safe Communities. Better Africa and the world. A capable, ethical and developmental state			
Outcomes	Outcome indicators	Baseline	Five Year Targets	Actual Achievement
Outcome 1 Good corporate governance, sound financial management and administrative support in line with legislation.	Maintenance of unqualified audit opinion and improved oversight	Clean Audit	Unqualified audit opinion for each year until 2024/2025	Unqualified audit
	Reduction of wasteful, fruitless and irregular expenditure to zero	No irregular expenditure	Zero fruitless, irregular and wasteful expenditure	Zero fruitless, wasteful and irregular expenditure
Outcome 2 Strengthened conflict resolution and legislative reviews to promote and protect cultural, religious and linguistic rights of communities	Percentage of complaints resolved within the approved turnaround times	33% of complaints handled annually	80% of complaints handled annually	80% of complaints handled annually
	Percentage and number of legislative reviews conducted.	67% of reviewed bills before Parliament	100% of reviewed Bills before Parliament	100% of reviewed Bills before Parliament
		64 municipal By-laws reviewed	80 municipal By-laws reviewed	80 municipal By-laws
Outcome 3 Research recommendations to inform evidence-based policies and sustained resuscitation of diminishing and diminished community heritages	Number of research reports with recommendations to organs of state that seeks to influence legislation and policy position.	16 research reports with recommendation produced	20 research reports with recommendations produced	20 research reports with recommendation produced
Outcome 4 Effective, structured and informed communities on cultural, religious and linguistic rights matters.	Number of engagements and educational programmes conducted, and community councils structured and recognised on cultural, religious and linguistic rights for the promotion of the objects of the Commission.	200 engagement and educational programmes conducted with cultural, religious and linguistic communities	250 engagement and educational programmes conducted with cultural, religious and linguistic communities	250 engagement and educational programmes conducted with cultural, religious and linguistic communities

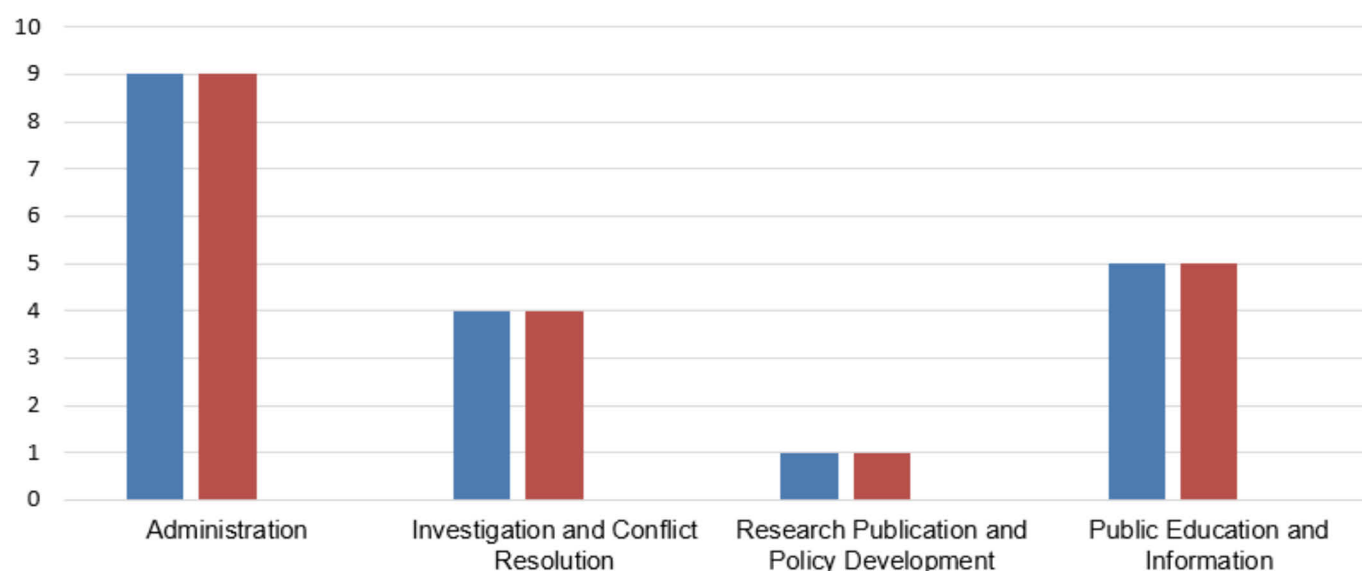
Table 1: Achievement of institutional impacts and outcomes

3. INSTITUTIONAL PROGRAMME PERFORMANCE INFORMATION

Programme	Total number of targets	No of targets fully achieved	No of targets not met	Achievement in percentage
Programme 1: Administration	9	9	0	100%
Programme 2: Investigation and Conflict Resolution	4	4	0	100%
Programme 3: Research, Publication and Policy Development	1	1	0	100%
Programme 4: Public Education and Information	5	5	0	100%
Totals	19	19	0	100%

Table 2: Summary of overall results

GRAPHIC REPRESENTATION OF THE ANNUAL RESULTS



3.1 Programme 1: Administration

This programme is divided into three sub-programmes and are listed below as follows:

Executive Office

The Office is responsible for institutional governance in the organisation and for the provision of oversight in terms of guiding the core operations of all programmes. It is responsible for monitoring compliance with ratified international instruments and charters and reporting on progress and impact made and ensure it holds management accountable at all times. It monitors and provides oversight to the work of the Commission through the Commission's Section 22 Committees and other Organs of State that are to implement its recommendations. This programme operated for 6 months without the Executive Office as the term of office of Commissioners ended on the 30th of June 2024 in the year under review. New Commissioners were appointed as of the 1st of January 2025

Office of the Chief Executive Officer

The Office is responsible for Corporate Governance of the Commission and provide support to the Executive Office. It provides strategic leadership, management and coordination between the Secretariat, Commissioners and other structures of the Commission. It is responsible for planning, monitoring and evaluation as well as for reporting.

The Internal Audit function is housed in this sub-programme. The Internal Audit function has been outsourced and both operate within the approved terms of reference. Its main function is to ensure adequacy of internal controls and governance processes.

In the absence of Commissioners, Chairperson and the Deputy Chairperson, the Chief Executive Officer continued to row and to steer the boat to ensure that the Commission lives up to its mandate. The sub-programme achieved all its targets.

Finance and Support Services

This sub-programme is responsible for the recruitment, hiring, and retention of qualified and skilled personnel. It ensures the implementation of training, development, and wellness management systems to support staff performance and wellbeing. Additionally, the sub-programme oversees **Financial Services, Internal Audit, and Risk Management**, ensuring effective and efficient financial management, supply chain processes, and compliance through robust internal controls. It also leads efforts in resource mobilisation and fundraising to address funding constraints and support the long-term sustainability of the Commission.

3.2 Programme 2: Investigation and Conflict Resolution

The purpose of the Investigation and Conflict Resolution Unit is to monitor and investigate any issue relating to cultural, religious and linguistic communities; to facilitate the resolution of friction/conflict between and within cultural, religious and linguistic communities or between any such community and an organ of state where cultural, religious and linguistic rights of a community are affected. Its purpose is to make recommendations to the appropriate organ of state regarding legislations that impacts, or may impact on the rights of cultural, religious and linguistic communities, and to bring any relevant matter to the attention of the appropriate authority or organ of state, and where appropriate, make recommendations to such an authority or organ of state in dealing with such a matter.

The unit contributed to the strengthening of the conflict resolution and legislative reviews to promote and protect cultural, religious and linguistic communities' outcome

Significant achievement of the unit in the year under review

The Investigation and Conflict Resolution unit (ICR) is responsible for handling (investigating and facilitating conflict resolution) complaints and requests where the rights of culture, religion and language are affected, so as to promote and protect the rights of cultural, religious and linguistic communities; Provide legal responses to legal requests: opinions, drafts and advice to the Commission, and to the public on cultural, religious and linguistic rights; and conduct legislative review on legislations and Bills that impact on cultural, religious and linguistic rights of communities.

Complaints handling

2024/2025 received cases

- (a) The unit received a total of 74 cases in the year 2024/2025, 33 on culture, 38 on religion and 3 on language. The unit handled and finalised 61 cases (27 on culture, 32 on religion, and 2 on language). The remaining 13 cases (6 on culture and 6 on religion and 1 on language) which were not yet finalised at the end of 2024/2025 financial year will be carried over to the new financial year 2025/2026.

- (b) The unit is expected to reach a target of 80% on complaints received in the 2024/2025 financial year.
- (c) The unit received 74 cases and dealt with and finalised 61 out of 74 cases, which makes 82% of complaints finalised. The unit's effective planning and execution as well as good teamwork in dealing with complaints contributed to its ability to meet the target.

2023/2024 carried over cases

- (a) There were 10 cases carried over from the previous year 2023/2024, 6 on culture and 4 on religion. The unit handled and finalised all 10 cases in the current year.
- (b) The unit is expected to reach a target of 80% on carried over cases from one previous year. The unit handled and finalised 100% of the carried-over cases from the previous year in the current year.

Legal opinions and drafts

The unit responded to all (100%) legal requests for advice/ opinions and drafts received in the year 2024/2025, which were applicable only in the first quarter. Those include the drafting of the resolutions of the National Consultative Conference which took place in June 2024.

Legislative Review

The unit reviewed all (100%) of the Bills and legislation that impact on the rights of cultural, religious and linguistic communities, as well as legislation that have impact thereof as determined by the complaint.

- (a) The unit reviewed the Gauteng Noise Regulations of 1999 in respect of City of Ekurhuleni; Made inputs on the Life Partnership/Cohabitation questionnaire for possible legislation by the department of Home Affairs; Traditional Health Practitioners regulations, and looked at the Children's Amendment Bill as requested by the Department of Social Development.
- (b) The unit further reviewed 16 municipal by-laws on land use for religious purposes in Free State Province.

Those reviewed were from the following municipalities: Mangaung Metropolitan municipality and Metsimaholo, Moqhaka, Ngwathe, Matjhabeng, Mafube, Masilonyane, Nala, Dihlabeng, Maluti'a Phofung, Tokologo, Tswelopele Setsotso, Mohokare, Letsemeng and Kopanong local municipalities.

3.3 Programme 3: Research, Publication and Policy Development

The Constitution of the Republic of South Africa sets out to rectify the imbalances of the past by bringing to equal par and promoting and protecting all cultural, religious and linguistic rights of communities. The task to promote and protect the cultural, religious and linguistic rights of communities faces the challenge that the heritage of most South African communities is either diminishing or it has already diminished.

Research, Publication and Policy Development (RPPD) unit of the Commission seeks to facilitate the recovery of the diminishing and diminished heritage(s) through research, in order to promote and protect the cultural, religious and linguistic rights of communities and their heritages, as well as to have diverse cultural, religious and linguistic communities living side by side in peace, friendship and harmony

In the year under review, the Research, Publication and Policy Development Unit, in line with its strategic objectives, produced the following reports on:

- The challenges and means, related to the passing down of cultural practices and traditions to the younger generations: The young people's perspectives.
- The status of IsiHlubi, IsiMpondo and Sepulana languages, their usage and recognition as regional languages.
- The Community Cleansing Ceremony in Phoenix and Surrounding Areas
- The challenges and means, related to passing down of cultural practices and traditions to the younger generations: The elders' perspectives.

The challenges and means, related to the passing down of cultural practices and traditions to the younger generations: The young people's perspectives.

Background

The intergenerational transmission of cultural practices and traditions faces increasing challenges in today's rapidly changing world. The elders' greatest concern is that, as custodians of culture and heritage, they find it difficult to impart their cultural values, traditional knowledge, social norms and cultural practices to a modern, technology advanced, culturally disconnected and western culture-orientated younger generation. The young people on the other hand wish the elders could engage them more on matters of cultural practices and honestly respond to their questions about some cultural traditions and rituals.

Objectives

The objectives of this project were to:

- Identify the primary challenges elders face in passing down cultural practices.
- Explore the perspectives of elders on cultural erosion and their proposed solutions.
- Highlight practical and adaptable strategies that could facilitate the sustainable transmission of cultures and traditions.
- Raise awareness of the need for both young people and communities to engage in preserving cultural heritage.

Participants

- African Youth Spirituality Organisation
- IsiXhosa Youth Society
- IsiNdebele Students Association
- First Indigenous Community Youth
- Tsonga Youth Society
- Ithembelihle Youth
- Nelson Mandela University IKS Students
- University of Venda IKS Students

Findings

The Values of Cultural Practices:

- (a) The Initiation School is valued and understood to be a rite of passage from childhood to manhood, which also serves to strengthen community identities and to give them a sense of belonging.
- (b) Importance of Ancestral Veneration and preservation of sacred sites such as Lake Fundudzi and the Dzata Ruins.
- (c) Traditional vaccination of newborns, where babies are anointed with traditional medicine and introduced to their ancestors, a practice believed to protect them from certain illnesses.
- (d) The importance of greetings and salutations, which are seen as a reflection of the communal spirit practiced by their ancestors in the past.
- (e) Respect to the traditional leadership who are the custodians of traditional cultures and customs within their communities.

Challenges to the cultural practices:

- (i) The influence of social media, which is believed to contribute to the spread of misinformation regarding cultural practices. Social media platforms often highlight the negative aspects or outcomes of cultural traditions, misrepresent and distort their true purpose and significance.

- (ii) The lack of institutional support for cultural practices within university settings. For instance, students residing in university residences have noted that there are no culturally appropriate protocols in place for situations such as ancestral callings. In such cases, institutions often resort to calling emergency medical services rather than involving someone knowledgeable in traditional healing or spiritual practices.
- (iii) Migration into urban areas also presents a considerable barrier, as many young people become increasingly disconnected with their cultural roots, while adapting to rapidly evolving societal norms.
- (iv) The pace of modern life and the appeal of contemporary global trends often result in younger generations aligning more with the current lifestyles than with the cultural values upheld by older generations.
- (v) The formal education system does not integrate cultural teachings in a meaningful way, leading to a lack of institutional support.
- (vi) Less usage of Indigenous languages is another significant challenge, as many youths are being raised speaking English only, limiting their access to cultural nuance embedded in indigenous languages.
- (vii) A generational disconnect and failure to provide answers by elders is said to be another hinder. The youth believe that the older generation are hesitant to share due to fear of being asked difficult questions which they might not be able to answer.

Recommendations

(a) Foster Intergenerational Conversations through Podcasts and Symposiums:

One of the key ways to bridge the gap between older and younger generations is to facilitate an open and respectful conversations, where cultural knowledge can be shared in a way that feels relevant to the youth. These dialogues can take the form of podcasts, where elders or traditional knowledge holders are interviewed to share stories, values, practices, and life lessons in a format that young people already consume and enjoy. Podcasts can be distributed through accessible platforms like Spotify, YouTube, and other social media channels, allowing youth to engage with cultural content on the go.

In addition, cultural symposiums can be organised at schools, community centres, or universities, where elders and youth come together to discuss various cultural themes such as initiation, sacred practices, traditional healing, and indigenous cuisine.

(b) Integration of Indigenous Knowledge Systems (IKS) and Cultural Studies into the Formal School Curriculum Starting from Primary Level:

To ensure the preservation and relevance of cultural traditions among young people, it is crucial to embed Indigenous Knowledge Systems (IKS) and cultural education within the formal schooling system. Starting from the primary level, learners should be introduced to foundational concepts of their cultural heritage such as language, rituals, traditional medicine, oral history, indigenous games, and ancestral values. This integration would give cultural knowledge the same level of importance as mainstream subjects, helping to legitimise and normalise it in the eyes of young learners.

(c) Host Youth-Centred Cultural Festivals and Events (e.g., Mapungubwe Festival, Marula Festival) to Encourage Interest and Education:

Organise cultural festivals and events that are specifically tailored for youth. This can play a powerful role in reviving interest and pride in traditional practices. Events like the Mapungubwe Festival or Marula Festival should include young people so that they can experience their culture through music, dance, storytelling, fashion, food, and indigenous crafts in a vibrant and engaging environment. These festivals should be designed to reflect modern tastes while honouring cultural heritage, making them fun, educational, and socially rewarding. It should include competitions, live performances, and digital sharing elements (e.g., social media hashtags or video contests) which will increase youth involvement and visibility.

(d) Encourage Storytelling and Oral Traditions Sessions with Elders to Preserve Language, Values, and Historical Context:

Storytelling has always been central to African cultures to pass down wisdom, morals, and historical knowledge. Encouraging elders to share folk tales, personal experiences, proverbs, and songs with youth in structured or informal settings like community evenings, school programmes or digital recordings, can help preserve both indigenous languages and cultural values. These stories can also be documented for future use in podcasts, books, or educational materials. Regular storytelling sessions foster emotional connection to culture, and reinforce the transmission of identity in a way that is both intimate and powerful.

(e) Use Music, Art, and Fashion to Present Culture in a Way that aligns with Youth aesthetics and trends:

Music, visual art, and clothing are influential tools that shape youth identity and expression. By integrating traditional elements into modern music beats, fashion styles, or artistic media, culture can be made more appealing and relevant to younger generations. For example, designers can create clothing that merges indigenous fabrics with contemporary styles, while musicians can sample traditional instruments or lyrics in popular genres. Schools and youth centres can host fashion shows, art exhibitions, or music festivals that celebrate this blend of tradition and trend. This creative fusion helps redefine culture as dynamic and evolving, rather than static or old-fashioned.

(f) Facilitate seminars and workshops in collaboration with the Department of Arts and Culture aimed at enhancing awareness and skills within the creative sector.

These sessions should focus on topics such as cultural preservation, creative entrepreneurship, art appreciation, and the impact of digital media on the arts.

The status of IsiHlubi, IsiMpondo and Sepulana Languages, their usage and recognition as regional languages

Background

IsiHlubi, IsiMpondo and Sepulana are languages spoken by communities in various regions of South Africa. Despite their rich cultural heritages and significant role in community identity, these languages are not recognised as official. As a result, these languages find themselves underdeveloped, underrepresented and not supported in environments such as schools, community or government offices. This lack of official recognition, development and support has also led them to either becoming diminished or diminishing heritages. The change of policy to recognise these languages as either provincial or regional official languages could see them develop and saved from extinction.

Objectives

- To identify effective strategies for promoting and protecting the IsiHlubi, IsiMpondo and Sepulana languages. This includes:
- To assess the history of IsiHlubi, IsiMpondo and Sepulana languages and intergenerational transmission
- To identify the factors contributing to the decline or maintenance of these languages in their respective communities.
- To come up with strategies to promote and protect them.
- To explore the status, usage, and recognition of these languages at regional and national levels.

Participants

The focus group meetings were organized with communities that speak these languages:

1. Sepulana speaking community in Mpumalanga,
2. IsiHlubi speaking community in Eastern Cape and part of KwaZulu Natal,
3. IsiMpondo speaking community in Eastern Cape.

Findings

(a) Lack of a Standardized Writing System

Although the three regional languages are widely spoken by local communities in Mpumalanga, Eastern Cape, and Limpopo, they all lack a standardized writing system, which has hindered their development in formal and educational settings.

(b) Lack of Learning Materials

The lack of standard written learning materials, literature, and documentation in these languages has made it difficult and limiting for these languages to be taught in schools or used in official communications.

(c) Lack of Formal Recognition of these Languages

The lack of formal recognition of these languages, either as official or regional languages, has led to their status and usage decline.

(d) Lack of Usage of Mother Tongue in Schools

Children in schools face penalties and punishments for writing or speaking in their mother tongue, and this discourages them from using this language as their mother tongue.

(e) Influence of Apartheid Era Martial Law

It is believed that the diminishing regional languages are because apartheid-era martial law decreed the “cease to exist” of some languages, and the new democratic dispensation has not done enough to correct this.

(f) Unfair Competition with Peers

Most students find themselves compelled by circumstances to compete in schools, with their peers who write exams in their mother tongues, and they are expected to pass them.

Recommendations

The Department of Basic Education

The Department of Basic Education should consider hiring Sepulana, IsiMpondo and IsiHlubi teachers, especially in areas where these languages are spoken, so that children can be taught in their mother tongue languages.

The Department of Communications

The Department of Communications, in collaboration with ICASA, should encourage and advocate for the granting of community radio stations licenses for the stations to broadcast in Sepulana, IsiHlubi and IsiMpondo.

Pan South African Language Board

- Pansalb should proactively develop and standardize Sepulana, IsiMpondo and IsiHlubi for them to enjoy equal status as other languages, as either official or regional languages.
- Pansalb should develop comprehensive language resources for Sepulana, IsiMpondo and IsiHlubi, including dictionaries, textbooks, literature, and oral history archives. This documentation will aid educational initiatives and ensure the preservation of these languages for future generations.

The Provincial and Local Governments

The Provincial and Local Governments, in regions where these languages are spoken, should consider officially recognizing them as regional official languages and thus elevating their status, and promoting their equitable usage alongside other languages.

Community Cleansing Ceremony in Phoenix and Surrounding Areas

Background

The CRL Rights Commission held hearings with the representatives from the Indian and African communities, following the violence that erupted in Phoenix and some surrounding areas in KwaZulu Natal. At the end of these hearings, both members of the Indian and African community recommended that a cleansing ceremony be held as a form of peace-building and social cohesion. The CRL Rights Commission became involved in these hearings, pursuant of its legislative mandate of promoting peace, friendship, humanity, tolerance and national unity among and within cultural, religious and linguistic communities.

Objectives

- To contribute towards peace-building and social cohesion between the members of the Indian and African communities in KwaZulu Natal.
- To give opportunity to members of both communities, as part of social cohesion, to partake and perform cleansing ceremonies.
- To foster mutual respect among the cultural, religious, and linguistic communities.

Participants

Meetings were held with the families who lost their loved ones, the victims, police, Izinduna, religious leaders, community representatives from both the members of the Indian and African community.

Findings

The two communities suggested the idea of the cleansing ceremony

The two communities reiterate their willingness to participate in the cleansing ceremony, especially after the incidents that led to the flow of blood.

Repatriation of Spirits

Some families suggested that the CRL Rights Commission should consider assisting families with the repatriation of spirits ceremony first before the actual cleansing ceremony. The victims, bereaved families and survivors say that while they agree with the idea of a community cleansing ceremony, they feel that it will be an injustice and unfair for them to partake in a community cleansing ceremony before there has been the individual family's repatriation of spirits ceremonies first. This is so as the victims, members of the bereaved families and survivors say that while they agree with the idea of a community cleansing ceremony, they feel that it would be an injustice and unfair for them to partake in a community cleansing ceremony before there has been the individual family's repatriation of spirits ceremonies first.

The Number of Days for the Ceremony

The Izinduna's wish is that the cleansing ceremony should be held at a Provincial level rather than make it a Phoenix and surrounding areas thing as the events leading to the deaths affected people in the entire province and beyond.

The Traditional Izinduna's wish

The Izinduna's wish is that the cleansing ceremony should be held at a Provincial level rather than make it a Phoenix and surrounding areas thing as the events leading to the deaths affected people in the entire province and beyond.

The Phoenix Provincial Task Team

The Phoenix Provincial Task Team, composed of various government institutions, must still meet and discuss among themselves their roles and responsibilities towards the Cleansing Ceremony, especially in as far as the promised money to assist families and the victims is concerned.

Recommendations

The community cleansing ceremony should happen, as all stakeholders consulted, agreed with the idea of a community cleansing ceremony.

The affected individual families who cannot afford the repatriation of spirits ceremony must be assisted as promised by some organs of state, to conduct a repatriation of spirits first.

The Challenges and Means related to passing down of Cultural Practices and Traditions to the Younger Generations: The Elders' Perspectives.

Background

The intergenerational transmission of cultural practices and traditions faces increasing challenges in today's rapidly changing world. The elders' greatest concern is that, as custodians of culture and heritage, they find it difficult to impart their cultural values, traditional knowledge, social norms and cultural practices to a modern, technology advanced, culturally disconnected and Western culture-orientated younger generation.

Objectives

- To identify the primary challenges elders face in passing down cultural practices.
- To explore the perspectives of elders on cultural erosion and their proposed solutions.
- To highlight practical and adaptable strategies that could facilitate the sustainable transmission of cultures and traditions.
- To raise awareness of the need for both young people and communities to engage in preserving cultural heritage.

Findings

Generational Disconnect

Most elders think that there is a generational disconnect, as more and more young people do not share the same interests in traditional customs as their elders. Younger people would rather prioritise mainstream modern culture over their own heritage.

Constitutional Rights and Freedom

The increased sense of the constitutional freedom and individual rights in our modern society contributes to this challenge, as younger people are less inclined to follow traditional customs or authority.

Lack of Interest

The young people are not interested or eager to learn about their cultural traditions because of the fast pace of modern life and the dominance of global of Western cultures.

Christian Influence

Due to their Christian religious beliefs and influence, many tend to negatively view their cultural practices.

Social Media and Electronic Gadgets

Most young people would rather be on social media or electronic gadgets, and as a result spend less and less time with their elders to learn about their cultures and traditions.

Ceremonial Practices

Ceremonial practices, such as traditional dances, initiations, rituals, and festivals, are also at risk, as they are often tied to specific cultural contexts, and they seem irrelevant to the younger people in a modern, globalized world.

A Liking for Fast Foods

The liking of fast foods against traditional food practices, often passed down through generations, has brought with it many diseases and obesity among the youth.

Recommendations

Incorporation of Technology and Social Media in Teaching about Culture

The private sector should help incorporate technology, using platforms like social media, and television to showcase traditional practices in a way that resonates with the younger generations. For example, creating stories on traditional crafts and dances, that will capture their attention while making these practices accessible and relatable.

Popularisation of Cultural Festivals or Community gatherings.

Each cultural community should popularise the interactive events, such as cultural festivals or community gatherings, where young people can actively participate in cooking, dancing, or storytelling etc. These events will allow young people to experience their heritage first-hand in a fun and social setting.

Popularising Story Telling

The different cultural communities could popularise storytelling by coming up with techniques that blend traditional narratives with modern themes or contemporary issues. This would help young people to see the relevance of these stories and their importance for today.

Teaching Different South African Cultures in Schools

The Department of Basic Education should incorporate the different community cultural practices into school curricula or after-school programmes. This can include lessons on history, language, art, music, and literature specific to different cultures, allowing students to explore these traditions in a structured, engaging way.

Traditional Leadership

Traditional councils and communities should organise cultural festivals, which shall provide a platform for young people to experience cultural practices first-hand.

Programme 4: Public Education and Information

Purpose of the Programme

To develop information and educational programmes that promote public understanding of the objects of the Commission, and to foster respect for and protection of cultural, religious, and linguistic (CRL) communities. The programme also seeks to assist in developing strategies that encourage the full and active participation of CRL communities in nation-building in South Africa.

Furthermore, it aims to promote awareness among the youth about the diversity of CRL communities and their rights, as well as to establish and strengthen Community Councils to enhance the visibility of the CRL Rights Commission for improved promotion and protection of the rights of cultural, religious, and linguistic communities.

Focus Areas of the Programme

Public Education and Information Programme Development:

This area focuses on developing targeted learning materials to promote and protect cultural, religious, and linguistic rights. It also involves managing related public education programmes that foster public understanding of issues pertaining to the protection and promotion of CRL rights.

Community Councils

Facilitate the establishment and strengthening of Community Councils to promote and protect CRL rights at the local level.

Youth Engagement:

Explore creative approaches to engage the youth of South Africa and promote awareness of the diversity of CRL communities and their rights. This includes collaboration with schools, youth organisations, and other youth development programmes.

Educational Campaigns Conducted

During the year under review, the Commission, through the Public Education and Information (PEI) Unit, conducted engagement under the following themes:

- Understanding cultural, religious, and linguistic tolerance in a diverse school environment and revitalising diminished Indigenous Knowledge Systems.
- Promotion of the rights of communities to develop their diminished heritages.
- Understanding Cultural, Religious & Linguistic Tolerance in a Diverse School Environment

The Unit also conducted awareness campaigns with communities across various provinces under the following themes:

- Promoting cultural and religious diversity.
- Promotion and protection of initiations as cultural heritage.
- Sharing preliminary recommendations from the CRLC Initiation Conference.
- Encouraging youth participation in building social cohesion through cultural and religious values.
- Embracing cultural, religious, and linguistic rights as heritage among the youth.

Objectives of the engagements and awareness campaigns

- To raise public awareness about the importance of respecting and valuing diverse cultural and religious practices in South Africa.
- To foster mutual understanding and peaceful coexistence among communities of different cultural and religious backgrounds.
- To educate the public on constitutional provisions and rights that protect cultural and religious diversity.
- To encourage dialogue and partnerships among cultural and religious leaders to address intolerance and discrimination.
- To highlight the positive contributions of diverse cultural and religious communities to nation-building and social cohesion.

Discussions and Observations from the engagements and awareness campaigns

- In Mpumalanga, communities raised concerns about the activities of foreign pastors in villages, which they felt were negatively affecting people's lives.

- Questions were raised regarding how the Commission is addressing the issue of fake pastors, both local and foreign.
- Concerns were expressed about farmers refusing to allow burials on their land.
- Communities highlighted cases of learners whose schooling is disrupted due to ancestral callings, with some dropping out permanently.
- Moral erosion was identified as a concern, with participants noting that children respect only their biological parents while showing disrespect to other elders.
- Incidents were reported of learners exhibiting violent behaviour during spiritual manifestations, sometimes resulting in injuries.
- Religious groups raised concerns that some of their holy days, such as Hindu observances, were no longer recognised or had been reduced in number.
- Language dominance at schools was raised as an issue, especially in Sesotho-speaking areas near the Lesotho border, where communities wish to use their mother tongue.
- Concerns were expressed about learners and teachers wearing religious regalia such as ibhayi or isiphandla at schools following initiation rituals.
- Communities in Mnambithi raised concerns about the language barrier created by policies written only in English.
- Some schools reported challenges linked to religious practices conflicting with school policies, such as the requirement for male learners in the Shembe Church to keep beards.
- The higher incidence of spiritual manifestations among girls than boys was noted as an area of concern.
- Communities requested clarity on the turnaround time for assistance from the CRL Rights Commission, given its limited presence in the provinces.

Findings and Recommendations from the awareness campaigns and engagements

- Measures should be implemented against both local and foreign pastors who operate without approval from traditional leadership.
- Residents should be cautioned against joining churches that exhibit questionable or harmful practices. Only pastors authorised by local authorities should operate in communities.
- Learners manifesting spiritual behaviour should be temporarily released to the care of their parents. Parents must take responsibility for understanding their children's spiritual conditions.
- All stakeholders should recognise that schools are primarily spaces for teaching and learning, not for religious practices.
- Religious education should be taught in schools objectively and without indoctrination. Teachers must avoid promoting their personal beliefs.
- Parents should inform schools at admission if their children have known spiritual conditions, to enable appropriate responses when manifestations occur.
- The wearing of religious regalia at school should be regulated to prevent disruptions.
- Parents intending to send their children to initiation schools should notify the school in advance, and existing school attendance policies should be followed.

Educational Campaign Footprint (2024–2025)

Mpumalanga Province

- Dundonald Ext. 1 Community under Mpsikazi Traditional Council – 23 July 2024
- Dundonald Ext. 2 Community under Mpsikazi Traditional Council – 24 July 2024
- Redhill Community under Mpsikazi Traditional Council – 25 July 2024
- Mandela Section Community under Mpsikazi Traditional Council – 25 July 2024

North West Province

- Legkraal-Legotla Community under Bakgatla ba Ga Fela Traditional Leadership – 14 August 2024
- Bakgatla ba Ga Fela Museum – 14 August 2024
- Disake Village Community under Bakgatla ba Ga Fela Traditional Council – 15 August 2024
- Motlhabe Village Community under Bakgatla ba Ga Fela Traditional Council – 16 August 2024

Gauteng Province

- Merafong Local Municipality (Carltonville Community) – 25 September 2024
- Simunye, West Rand Community – 26 September 2024
- Munsenville, Mogale Sub-Region – 27 September 2024

Limpopo Province

- Mapela Village and Tribal Council (in collaboration with PanSALB, Limpopo PLC, CGE, and Public Protector) – 18 October 2024
- Manenzhe Thondoni Village and Manenzhe Tribal Council – 26 November 2024
- Lwathuda Village and Manenzhe Tribal Council – 27 November 2024
- Tanda Village and Manenzhe Tribal Council – 28 November 2024
- University of Venda (Mother-Tongue Commemoration Dialogue) – 26 February 2025

Eastern Cape Province

- Bebeza Village and Mandisa Bebeza Tribal Council – 29 October 2024
- Qoboshane-Lower-Telle Village and Mandisa Bebeza Tribal Council – 30 October 2024
- Ekra Village and Mandisa Bebeza Tribal Council – 31 October 2024

Free State Province

- Sasolburg Community – 12 November 2024
- Parys Community – 13 November 2024

National and Collaborative Activities

- Values in Education Unit Expo (Gauteng Department of Basic Education) – 4–5 February 2025
- Human Rights Month Roadshows and Exhibitions with SAHRC and Constitution Hill Museum – 20–21 March 2025

Community Engagement Footprint

The Commission conducted various community engagement meetings, including with:

- Chiefs and Traditional Councils (e.g., Bagatla ba Ga Fela, Bagatla ba Mmakau, Manenzhe, and Mandisa Bebeza).
- Faith-based organisations (e.g., Church of Scientology, Evangelical Alliance of South Africa, SACC, IFCC).
- Government stakeholders (e.g., COGTA, Department of Basic Education, Municipalities, eThekweni Metro).
- Academic and youth institutions (e.g., schools, universities, and youth councils).
- Khoi and San Community Councils across the Western Cape.
- Intergovernmental forums and strategic planning sessions.

These engagements demonstrate the Commission's expanding national footprint and its continued effort to promote dialogue, protect community rights, and advance social cohesion through cultural, religious, and linguistic diversity.

MARKETING ACTIVITIES

Background

The Communication & Marketing Unit is expected to identify and create opportunities to raise the Commission's profile. To realise this goal, the Unit is expected to continuously explore opportunities to raise awareness at exhibitions as well as to provide support to the other programmes in the Commission during their respective project implementation or events.

Purpose of exhibiting:

- To create awareness campaigns and to make exhibitions.
- To promote cultural, religious and linguistic rights of communities.
- To share the Commission's publications with communities or visitors to the exhibition stalls.
- These include, among others, the Newsletter, the CRL Act No. 19 of 2002, the Information Card, the Complaint Form, and the Community Councils Registration Form.

For that reason, the Communication and Marketing Unit participated at the following exhibitions:

Exhibitions

- 9 May 2024: Exhibited at the Open Day organised by the Gauteng Office of the Premier at Mehlareng Stadium in Tembisa.
- 27 June 2024: Exhibited at the 5th National Consultative Conference at Birchwood Hotel.
- 2 – 5 July 2024: Exhibited at the Orientation and Induction of the newly appointed Members of Parliament - Cape Town, with 233 people who were willing to register their details on our visitors register.
- 6 – 8 August 2024: Exhibited at the Southern African Development Community (SADC) Public Service Commission's (PSC) Forum meeting in Cape Town with 53 people who were willing to register their details on our visitors register.
- 23 August 2024: Exhibited at the Presidential Imbizo with President Ramaphosa, an oversight visits to monitor the implementation of the District Development Model in Ekurhuleni Metropolitan Municipality in Tsakane with 148 people who were willing to register their details on our visitors register.
- 12 September 2024: Exhibited at the Limpopo Department of Co-operative Governance, Human Settlements and Traditional Affairs (CoGHSTA) Official opening of Limpopo Provincial House of Traditional and KhoiSan leaders in Tafelkop. Due to overcrowding at this event, we could not run the register.
- 02 November 2024: Exhibited at the Children's Festival organised by the Department of Social Development in Gauteng, Reiger Park Sports Field with 900 attendees and 300 registered people who visited our exhibition stand.

The Government of the Republic of South Africa, like other countries declared the first Saturday of November as National Children's Day. However, because this is a worldwide celebration, the fitting name is International Children's Day. The aim behind this collective celebration is to promote international togetherness, raise awareness among children worldwide, and improve children's welfare.

South Africa, as a country, recognises and affirms children's rights under the Children's Rights Act of 2005 (as amended). Department of Social Development, as the custodian of this Act and its responsibilities, is mandated to ensure that children's rights are promoted and protected. In commemoration of the day, the Department of Social Development, together with the Department of Sport, Arts & Culture hosted a related event.

The event was focussed around four critical themes, which were aimed at encouraging young children between the ages of 10 and 14 to participate in activities focussed on empowering them with information in dealing with the current social ills that plague our communities, namely: Substance Abuse, Teenage Pregnancy, Child Abuse and exploitation of children. These four areas of focus are:

- Showcasing of fifteen (15) Drum Majorette Groups from across Gauteng Province. The event served as a recruitment initiative to all in attendance and beyond. The festival targeted children from across the province, as well as representatives from the Schools. Governing Bodies, Drum Majorettes Associations and Children from State and Non-Profit Organisations.
- Run Child and Youth Care centres.
- Information Kiosks: NPOs were displaying the services rendered, i.e., Substance Abuse NPOs, Designated Child Protection and Family Organisations, Substance Abuse Gig Truck, Depression and Anxiety Organisations. The CRL Rights Commission was promoting the 'Amatshitshi' messaging aimed at encouraging young girls to maintain their purity.
- Launch of Holiday Programme Plans for December 2024 and beyond.

The targeted number for the festival was expected to be nine hundred (900) children across the Province, as well as 300 Stakeholders, including Student Governing Body Representatives, Drum Majorettes Federations and Parents.

The Department of Social Development requested the CRL Rights Commission to partner and participate in this festival. The Commission was tasked with conveying a message of support. The CRL referred to virginity inspection, maidens and the involvement of CRL in protecting and supporting the cultural practice of virginity inspection. The Commission conveyed a message that was aimed at encouraging both girls and boys to abstain until they are of age, where they can make sound and informed decisions before engaging in sexual activities.

The three officials, Ms. Seloane, Dr. Tsanwani, and Ms. Zikalala, exhibited at the CRL stand and interacted with over 300 learners, who were part of the majorettes, along with their teachers, principals, and members of the school governing bodies and interacted with the attendees about the Commission's mandate and programmes.

- 4 - 5 February 2025: Exhibited at the Human Rights Expo organised by the Department of Education in Ekurhuleni South District at the Alberton Teachers Centre.

One of the main priorities is Creating rights-based, socially cohesive and inclusive environments in schools. This is realised by ensuring that all schools' communities know, respect, protect and promote children's rights to education, and promote equality, freedom from discrimination, dignity and all other rights necessary for children to enjoy their right to education equally.

The Commission was invited to facilitate and exhibit to the Representative Council of Learners (RCLs) in Secondary schools, Prefects in primary schools, and schools for Learners with Special Educational Needs (LSEN), as well as all stakeholders in schools.

Objectives of the Expo:

- To encourage role players to discuss human rights and how they can be used to improve the quality of education in our schools.
- To introduce role players to the concept of Ubuntu and why it matters in our schools.
- To enhance role players' understanding of how prejudice and discrimination destroy relationships and learning at school.
- To explain the important democratic value of tolerance and how it helps build better schools.
- To cultivate a sense of responsibility among teachers, learners and communities as and when they claim their rights.

The Commission through its PEI official exhibited at the CRL stand and interacted with the learners who were part of the school delegations, together with their teachers, principals, and members of the school governing bodies.

- 20 March 2025: Exhibited at the Human Rights Festival – Schools' Day Programme organised at the Constitution Hill, Johannesburg.
- The Constitution Hill in Johannesburg hosted a successful Human Rights Festival, different Schools in Gauteng were invited to bring learners from Grades 6-11 (delegates). The event also provided a platform for organisations to exhibit and share information with attendees.

Key Highlights:

- **Interactive Exhibits:** Organisations showcased their work, promoting human rights awareness and education. As the Cultural, Religious, and Linguistic Rights Commission, we emphasised the importance of learners knowing their rights, especially in the environments they find themselves in, such as schools.
- **Learner Engagement:** Learners actively participated in discussions, engagement, and activities, fostering a deeper understanding of human rights.
- **Information Sharing:** Attendees gained insights into various human rights issues, organizations, and initiatives.

The festival served as a tool for:

- Educating learners about human rights and other rights as outlined in the South Africa Constitution and their importance.
- Encouraging youth participation in human rights discussions.
- Fostering a sense of community and social responsibility.

PEI mended a stall and interacted with learners who were part of the school delegations, together with their teachers, principals, and members of the school governing bodies, about the Commission's mandate and programmes.

- 21 March 2025: Exhibited at the Provincial Human Rights Day commemoration in Sedibeng Sharpeville Stadium, coordinated by the Gauteng Department of Sport, Arts, Culture and Recreation, together with the Office of the Premier.
- This Human Rights Day was a significant commemoration that took place, attended by the Premier of the Gauteng Province and representatives from various government departments, chapter 9 institutions, traditional leadership and religious leaders, etc.
- It was an event aimed at celebrating and promoting awareness of human rights within the community of Sedibeng District Municipality and surrounding municipalities in Gauteng.
- CRL Rights Commission actively participated alongside other departments, showcasing initiatives and programmes dedicated to upholding human rights values. The event drew a diverse audience, comprising community members of all ages, which fostered dialogue and engagement on important issues. Various activities and exhibitions were set up to educate attendees about their rights and the resources available to them.

- Overall, the commemoration served as a powerful reminder of the importance of human rights and the collective effort required to protect and promote them within society.

Communication and media

In the year under review the Commission conducted several media campaigns, media conference and dialogues listed below as follows:

- CRL Rights Commission conducted a dialogue on erosion of social values - a threat to the democratic order on 23 May 2024 at the CRL Rights Commission office.
- 21 May 2024 - media invite to a dialogue on the erosion of social values – a threat to the democratic order.
- 18 June 2024 - media invite issued by the Commission in respect of the 5th National Consultative Conference.
- Media engagements regarding the Commission's 5th national consultative conference (NCC) on 25th - 27th June 2024. The Commission received extensive media coverage about this event.
- 28 June 2024 - Media statement informing the media houses about the proceedings and the resolutions of the 5th National Consultative Conference.
- 30 August 2024 – The CRL Rights Commission welcomes the sentence meted against a Pastor who was accused of raping a girl at a playground in Mbombela
- 19 September 2024 – Media Alert in respect of an educational campaign with the Gauteng West Rand Communities on 25, 26 and 27 September 2024
- 30 September 2024 – Media Advisory about a linguistic Human Rights Campaign to be executed by the CRL Rights Commission, and PANSALB as well as Chapter Nine Institutions along with Mokopane, Mapela Village Community in Limpopo Province on 18 October 2024
- 09 October 2024 – Media statement issued by the Commission in response to the passing away of Pastor Ray McCauley
- 28 October 2024 – Media Advisory in respect of the education campaign to be conducted by the CRL Rights Commission in the Eastern Cape, JOE Gqabi District, Senqu Local Municipality with Qoboshane Lowerlite Community
- 31 October 2024 – Media Advisory in respect of the Commission participating at a faith in focus and local media engagement project on 01 – 02 November 2024
- 01 November 2024 – Media advisory – the CRL Rights Commission is to participate at the events celebrating National Children's Day
- 09 January 2025 - CRL Rights Commission released a media statement on the appointment of 12 Commissioners for the CRL Rights Commission for a term of five years.
- 04 February 2025 – Media Advisory - invitation to a press conference to be addressed by the new commissioners after its strategic planning session held on 04 – 06 February 2025.
- 02 March 2025 – The CRL Rights Commission extends its wishes to the Muslim community as they commence the Holy Month of Ramadan
- 20 March 2025 -The CRL Rights Commission has released a message of condolences on the passing away of advocate Ashwin Trikamjee.
- 27 March 2025 – The CRL Rights Commission is not in support of the Amatshitshi Festival
- 31 March 2025 – The CRL Rights Commission conveys warm wishes for EID

Media statements issued by the Commission

- 21 May 2024: Media invitation to a dialogue on the erosion of social values – a threat to the democratic order.

First Quarter CRL Rights Commission's Facebook and Twitter pages,

- Facebook has 13950 likes.
- 13,491 people following the CRL Facebook Page.
- X has 2,410 followers
- CRL X follows 1,600 Accounts.

Facebook Page overview in 28 days

- Post reach-1,554
- Post engagement-18
- New Page Followers-15
- Interactions Reactions -42
- Photo views-82

Second Quarter Social Media Report April - June 2024

- Facebook has 13956 likes.
- 13,480 people following the CRL Facebook Page.

Third Quarter Social Media Report

- 13K followers - 123 following
- Twitter 2372 followers

Fourth Quarter Social Media Report

- X 1,586 Followers - 127 Following
- Facebook 13.5K followers • 124 following

CRL RIGHTS COMMISSION ANNUAL PERFORMANCE REPORT 2024/25

Programme 1: Administration

Outcome	Output	Output Indicator	Audited Actual Performance 2023/2024	Planned Annual Target 2024/25	Actual Achievement 2024/25	Deviation from planned target to actual achievement	Reasons for deviations
Good corporate governance, sound financial management and administrative support in line with legislation	Reports and recommendations for increased oversight, reporting and evaluation and coordination	Number of implemented recommendations from Plenary and oversight committee meeting held per annum	8 implemented recommendations made from Plenary and oversight committee meetings held per annum	8 implemented recommendations made from Plenary and oversight committee meetings held per annum	8 implemented recommendations made from Plenary and oversight committee meetings held per annum	Target met	No deviation
		Number of quarterly performance reports reviewed by the Chief Executive Officer and the Internal Auditors per annum	4 reviewed performance reports per annum	4 reviewed performance reports per annum	4 reviewed performance reports per annum	Target met	No deviation
		Number of quarterly financial statements reviewed by the Chief Financial Officer and the Internal Auditors per annum	4 quarterly financial statements reviewed per annum	4 quarterly financial statements reviewed per annum	4 quarterly financial statements reviewed per annum	Target met	No deviation
	Approved performance agreements aligned to the strategy and the structure of the Commission	Number of quarterly internal audit review reports per annum	4 quarterly internal audit reports per annum	4 quarterly internal audit reports per annum	4 quarterly internal audit reports per annum	Target met	No deviation
		Percentage of approved performance agreements aligned to the strategy and the structure annually	100% approved annual performance agreements aligned to the strategy and the structure annually	100% approved annual performance agreements aligned to the strategy and the structure annually	100% approved annual performance agreements aligned to the strategy and the structure annually	Target met	No deviation

Table 3: Performance Information Tables

Outcome	Output	Output Indicator	Audited Actual Performance 2023/2024	Planned Annual Target 2024/25	Actual Achievement 2024/25	Deviation from planned target to actual achievement	Reasons for deviations
	Approved workplace skills development plan	Percentage of workplace skills development plan implemented per annum	100% of workplace skills plan implemented per annum	100% of workplace skills plan implemented per annum	125% of workplace skills plan implemented per annum	Target met - overachieved	Prioritised staff trainings outside of the normal Workplace Skills Plan.
	Approved and effective internal controls to resolve internal and external audit findings.	Percentage of queries on internal and external audit findings resolved annually.	100% of all queries on internal and external audit findings resolved per annum	100% of all queries on internal and external audit findings resolved per annum	100% of all queries on internal and external audit findings resolved per annum	Target met	No deviation
	Report on risk management strategies implemented	Number of reports on implemented risk management strategy per annum	4 reports on implemented risk management strategies per annum	4 reports on implemented risk management strategies per annum	4 reports on implemented risk management strategies per annum	Target met	No deviation
	Reports on maintained and upgraded infrastructure and implemented ICT Governance Strategy per annum	Number of reports on maintained and upgraded infrastructure and implemented ICT Governance Framework per annum	4 reports on maintained and upgraded infrastructure and implemented ICT Governance Framework per annum	4 reports on maintained and upgraded infrastructure and implemented ICT Governance Framework per annum	4 reports on maintained and upgraded infrastructure and implemented ICT Governance Framework per annum	Target met	No deviation
Programme 2: Investigation and Conflict Resolution							
Outcome	Output	Output Indicator	Audited Actual Performance 2023/2024	Planned Annual Target 2024/25	Actual Achievement 2024/25	Deviation from planned target to actual achievement	Reasons for deviations
Strengthened conflict resolution and legislative reviews to promote and protect cultural, religious and linguistic rights of communities	Register of complaints/ requests resolved.	Percentage of complaints/ requests resolved per annum	80% of new complaints handled annually	80% of new complaints resolved annually	82% of new complaints resolved annually	Target met- overachieved	Effective planning and execution of complaints

Outcome	Output	Output Indicator	Audited Actual Performance 2023/2024	Planned Annual Target 2024/25	Actual Achievement 2024/25	Deviation from planned target to actual achievement	Reasons for deviations
			80% of carried over complaints from the previous year handled annually	80% of the carried over complaints from the previous year resolved annually	100% of the carried over complaints from the previous year resolved annually	Target met - overachieved	Effective planning and execution of complaints
	Report on reviewed Bills before Parliament that impact on cultural, religious and linguistic communities/or make recommendations on the legislation that impacts cultural, religious and linguistic rights as guided by received complaints.	Percentage of reviewed Bills before Parliament that impact on cultural, religious and linguistic rights of communities/ or legislation that impacts cultural, religious and linguistic rights of communities as guided by the received complaints per annum.	Review 100% Bills before Parliament that impact on cultural, religious and linguistic rights of communities/ or make recommendations on the legislation that impacts on cultural, religious and linguistic rights of communities as guided by received complaints annually.	Review 100% Bills before Parliament that impact on cultural, religious and linguistic rights of communities/ or make recommendations on the legislation that impacts on cultural, religious and linguistic rights of communities as guided by received complaints annually.	100% of Bills before Parliament that impact on cultural, religious and linguistic rights of communities/ or make recommendations on the legislation that impacts on cultural, religious and linguistic rights of communities as guided by received complaints annually were reviewed.	Target met	No deviation
	Report on reviewed By-laws that impact cultural, religious and linguistic rights of communities as guided by received complaints	Number of reviewed municipal by-laws that impact cultural, religious and linguistic rights of communities as guided by received complaints per annum	16 reviewed municipal by-laws that impact cultural, religious and linguistic rights of communities per annum	16 reviewed municipal by-laws that impact cultural, religious and linguistic rights of communities per annum	16 reviewed municipal by-laws that impact cultural, religious and linguistic rights of communities per annum	Target met	No deviation

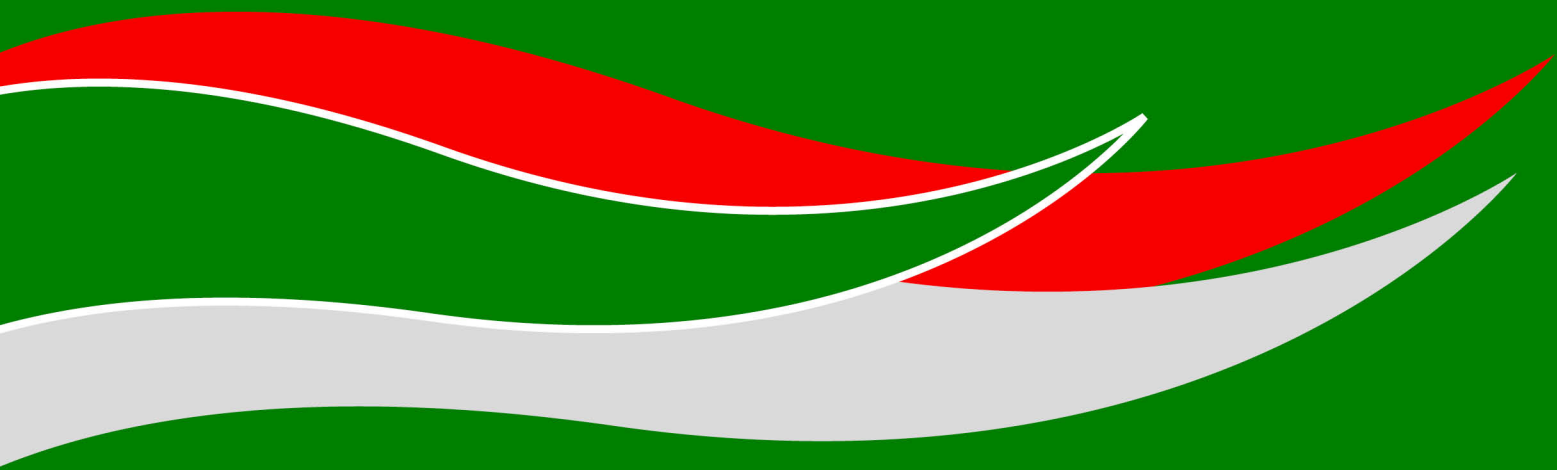
Programme 3: Research, Publication and Policy Development

Outcome	Output	Output Indicator	Audited Actual Performance 2023/2024	Planned Annual Target 2024/25	Actual Achievement 2024/25	Deviation from planned target to actual achievement	Reasons for deviations
Research recommendations to inform evidence-based policies and sustained resuscitation of diminishing and diminished community heritages	Research reports on cultural, religious and linguistic rights produced.	Number of research reports on cultural, religious and linguistic rights produced per annum	4 Research reports on a topic approved by the research committee have been produced	4 research reports on cultural, religious and linguistic rights produced per annum	4 research reports on cultural, religious and linguistic rights produced per annum	Target met	No deviation

Programme 4: Public Education and Information (PEI)

Outcome	Output	Output Indicator	Audited Actual Performance 2023/2024	Planned Annual Target 2024/25	Actual Achievement 2024/25	Deviation from planned target to actual achievement	Reasons for deviations
Effective, structured and informed communities on cultural, religious and linguistic rights matters	Reports on engagements with communities on cultural, religious and linguistic rights of communities conducted	Number of engagements with communities on cultural, religious and linguistic communities conducted per annum	30 engagements with PEE stakeholders on C-R-L matters have been conducted	35 engagements with communities on cultural, religious and linguistic rights of communities per annum	35 engagements with communities on cultural, religious and linguistic rights of communities were conducted per annum	Target met	No deviation

Outcome	Output	Output Indicator	Audited Actual Performance 2023/2024	Planned Annual Target 2024/25	Actual Achievement 2024/25	Deviation from planned target to actual achievement	Reasons for deviations
	Reports on public educational awareness campaigns on cultural, religious and linguistic rights of communities conducted	Number of public educational awareness campaigns on cultural, religious and linguistic rights of communities conducted per annum	25 public educational awareness campaigns on cultural, religious and linguistic rights of communities have been conducted per annum	30 public educational awareness campaigns on cultural, religious and linguistic rights of communities conducted per annum	30 public educational awareness campaigns on cultural, religious and linguistic rights of communities conducted per annum	Target met	No deviation
	Established and maintained database of cultural, religious and linguistic community organisation and institutions	Number of updated, established and maintained database of community organisation and institutions per annum	1 updated maintained database of community organisation and institutions per annum	1 updated maintained database of community organisation and institutions per annum	1 Established and maintained database of community organisation and institutions per annum	Target met	No deviation
	Reports on the implemented internal and external communication and marketing strategy	Number of reports on implemented internal and external communication and marketing strategy	4 reports on implemented internal and external communication strategy	4 reports on implemented internal and external communication strategy per annum	4 reports on implemented internal and external communication strategy per annum	Target met	No deviation
	Reports on activities on social media platform per annum	Number of reports on activities on social media platform per annum	4 reports on activities on social media platform per annum	4 reports on activities on social media platform per annum	4 reports on activities on social media platform per annum	Target met	No deviation



PART C:

GOVERNANCE

PART C: GOVERNANCE

1. Introduction

Corporate governance at the CRL Rights Commission—comprising Commissioners serving in various committees including Plenary—is aligned with the principles of King IV. For the purposes of King IV, governance is defined as the exercise of ethical and effective leadership by the governing body to achieve the following outcomes: ethical culture, good performance, effective control, and legitimacy.

The primary governance roles of the governing body include steering and setting strategic direction, approving policies and plans, ensuring accountability for organisational performance, and overseeing the implementation and execution of strategies by management. King IV allows the governing body to delegate operational execution of approved strategies to management through the Chief Executive Officer (CEO).

2. Risk Management

The CRL Rights Commission has an established Risk Management Policy and Strategy. Annual risk assessments are conducted, accompanied by quarterly progress reports that evaluate the implementation of mitigation strategies. The Risk Management Committee meets quarterly to monitor the implementation of risk interventions and to provide advisory support.

Quarterly progress reports are presented to the Audit and Risk Committee for further oversight and are subsequently shared with the Plenary to ensure awareness and proactive management of emerging risks.

3. Fraud and Corruption

The Commission has adopted a comprehensive Fraud Prevention Plan, which forms part of its integrated approach to managing fraud. This approach ensures the presence of strong internal controls, timely investigations, and prosecution of perpetrators where necessary.

The Commission relies on robust systems of control and risk management to minimise opportunities for fraud. An anonymous whistle-blowing mechanism is in place, facilitated by the Public Service Commission's hotline (0800 701 701), which is promoted through various electronic platforms.

Additionally, regular staff workshops are planned to raise awareness about fraud, its forms, triggers, warning signs, and prevention methods. The Commission also liaises quarterly with the Public Service Commission to identify and report any corruption-related cases. As of this reporting period, no fraud cases have been referred to the Commission.

4. Minimising Conflict of Interest

To manage potential conflicts of interest, particularly in Supply Chain Management (SCM), all staff—especially SCM officials—and suppliers are required to declare interests upon appointment, annually, and whenever relevant changes occur.

If a conflict arises, the affected official must recuse themselves from the process. In cases involving suppliers, any declared conflict disqualifies them from participating in the procurement process.

5. Code of Conduct

The Commission subscribes to ethical conduct and has adopted the Code of Conduct outlined in the Public Service Regulations. It promotes corrective disciplinary measures and provides employee support. Disciplinary processes may include verbal or written warnings, final warnings, suspension (with or without pay), and dismissal, depending on the severity of misconduct.

6. Health, Safety and Environmental Issues

The Commission is committed to the health and safety of its employees and visitors. It promotes a safe working environment by regularly assessing occupational risks, including ergonomic, physical, and psychosocial hazards. These assessments aim to eliminate potential risks and enhance employee well-being and morale.

7. Portfolio Committees

Portfolio Committees play an oversight role in monitoring the Commission's service delivery. The CRL Rights Commission engaged virtually with the Portfolio Committee via Zoom on the following dates:

No	Date	Purpose of the meeting
1	20 August 2024	Strategic Plan and APP
2	18 October 2024	Annual Report
3	25 April 2025	2nd and 3rd Quarter Report, SP and APP

Table 4: Portfolio Committee Meeting

8. Internal Audit and Audit Committees

The Internal Audit function and the Audit and Risk Committee operate independently and provide oversight on governance, internal controls, and risk management. These elements are vital to ensuring the Commission complies with applicable accounting and auditing standards.

Internal controls include policies and procedures established by management to support the reliability of financial reporting—such as bank reconciliations, access control for financial systems, and inventory audits.

9. Audit Committee report

We are pleased to present the Audit and Risk Committee Report for the financial year ended 31 March 2025. The Committee, appointed by the Accounting Officer for a renewable three-year term, performs its duties in accordance with the PFMA (Section 77) and Treasury Regulation 27.

The Committee operates under its formally adopted Charter, which outlines its composition, responsibilities, and procedures. All responsibilities defined in the Charter have been duly fulfilled, including a review of the Commission's accounting policies and practices.

Membership and attendance

No	Name and Surname	Date Appointed	Meetings Held	Qualifications
1	Ms Margaret Phiri	November 2019 to date	6 of 6	CA(SA),CTA/B Compt Hons
2	Mr Thabo Poee	January 2020 to date	6 of 6	CA(SA), B Compt Hons MBL
3	Mr Luyanda Mangquku	January 2020 to date	6 of 6	CA(SA)B Com Accounting Hons, CFE

Table 5: Audit and Risk Committee Membership

Effectiveness of Internal Controls

The Committee, based on internal audit findings and engagements with management and external auditors, is satisfied that internal controls at the Commission were effective and adequate for preparing the 2024/25 Annual Financial Statements. However, certain areas have been identified for improvement and are being addressed.

Internal Audit

The Committee ensures that the outsourced Internal Audit function remains independent and sufficiently resourced. The Internal Audit Charter, the Annual Plan, and the three-year rolling risk-based internal audit plan were reviewed and approved.

Internal Audit provided assurance regarding the adequacy and effectiveness of internal controls, identifying areas for improvement and recommending corrective measures to management and the Committee.

Enterprise Risk Management

Risk Management is integral to good governance at the Commission. A shared understanding of risk categories, tolerance levels, and potential impacts exists across the organisation. A detailed risk register has been developed to monitor and manage these risks.

The Audit and Risk Committee provides oversight of the risk management process and recommends appropriate strategies and policies to the Commission.

In-Year Management Reports (PFMA Compliance)

Throughout the reporting period, management submitted quarterly performance and financial reports to the Committee. These enabled effective monitoring of the Commission's financial position and performance against planned objectives. The Committee is satisfied with the quality and reliability of these reports.

Evaluation of Financial Statements

The Committee reviewed the Annual Financial Statements for the year ended 31 March 2024 and confirms that they were prepared in accordance with GRAP (Generally Recognised Accounting Practice) standards and complied with PFMA requirements in all material respects.

Auditor-General's Report

The Committee concurs with and accepts the Auditor-General's findings and conclusions. It recommends that the audited Annual Financial Statements be accepted, together with the Auditor-General's Report.



Mrs. Margaret Phiri

Chairperson: Audit and Risk Committee

Date: 30 July 2025



PART D:
HUMAN
RESOURCES
MANAGEMENT

PART D: HUMAN RESOURCES MANAGEMENT

1. Introduction

In line with strategic direction of the CRL Rights Commission, the Programme on Human Resources gives account on the management of human capital and strategic interventions to strengthen capacity within the organisation. Sufficient commitment and resources dispensed towards ensuring that the Commission achieve the planned objectives and deliverables, manage organisational risks and challenges, while ensuring improved service delivery with adequate level of compliance to applicable systems and regulatory frameworks.

2. Overview of Human Resources

The human resource priorities for the 2024/25 financial year included amongst others, the filling of vacancies with the aim to reduce the vacancy rate in the approved staff establishment, implementation of the revised organisational structure, clearing of the backlog of employee performance assessments and recognition of good performance for the past 3 years, implementation of training programmes in line with the approved Workplace Skills Development Plan, and ensuring compliance with reporting requirements of the Department of Labour in relation to the quarterly employment statistics and reporting of institutional performance according to DPME reporting standards.

During the year under review, the CRL Rights Commission concluded its Capacity and Capability Review project. The project was commissioned to ensure alignment of the organisational structure with the strategic objectives of the Commission, identify performance gaps and interventions required to deliver on its mandate. The Project culminated in the review and configurations of the organisational structure to ensure that the Commission has adequate human resource capacity. The total number of posts on the revised organisational structure is 106, including Regional Offices. Of these positions, 36 were filled with 70 positions remaining vacant at 31st March 2025. The Unit reviewed the Job Descriptions of all employees in line with the new structure.

Employee Performance Assessment and rewards for 2024/2025 will be implemented in the current year in accordance with the Performance Management Development System applicable to the Commission. The entity achieved 100% for timeous submission of Performance Agreements for the year under review. The breakdown of the training expenditure was limited to vocational trainings and workshops. A total of R83 000.00 was spent on workplace skills development training for the year under review.

There are Human Resources policies in place and implemented accordingly in line with the applicable legislative frameworks with two (2) additional policies that were developed during the year under review. The implementation of the Employee Health and Wellness Programme remains a key priority for Human Resource to ensure that the working environment is conducive for productive performance. The process to procure a service provider for employee health and wellness services to support employees and promote organisational effectiveness whilst maintaining work-life balance is underway.

Key achievements for the year under review include the filling of key positions in Programmes and support functions. The Unit will have continuous engagement with Management on better ways to manage leave. The recruitment process for managerial positions will be prioritised to strengthen capacity for managerial role and oversight in the organisation.

3. Human Resources Oversight Statistics

Personnel-Related Expenditure

The following tables summarise the final audited personnel-related expenditure by programme and by salary bands. In particular, it provides an indication of the following:

- amount spent on personnel
- amount spent on salaries, overtime, homeowner's allowances and medical aid.

Table 6: Personnel expenditure by programme for the period 1 April 2024 and 31 March 2025

Programme	Total expenditure (R'000)	Personnel expenditure (R'000)	Training expenditure (R'000)	Professional and special services expenditure (R'000)	Personnel expenditure as a % of total expenditure	Average personnel cost per employee (R'000)
Office of the Chairperson	4,882,920.57	1,976,495.79	-	120,831.59	40.48	494,123.95
Office of the Chief Executive Officer	6,664,661.75	3,169,888.42	-	131,000.00	47.56	1,056,629.47
Office of the Chief Financial Officer	9,399,535.40	5,526,841.60	-	182,169.84	58.8	690,855.20
Corporate Services	6,789,070.28	2,331,684.98	82,831.18	449,692.82	34.34	388,614.16
Communication, Marketing and Information Technology	4,078,450.07	3,100,428.11	-	1,523.75	76.02	620,085.62
Research, Publication and Policy Development	3,069,218.19	2,604,809.51	-	-	84.87	868,269.84
Public Education and Information	7,480,198.45	1,425,013.83	-	460,450.00	19.05	475,004.61
Investigation and Conflict Resolution	2,825,791.89	2,208,598.75	-	-	78.16	552,149.69
Total	45,189,846.60	22,343,760.99	82831.18	1345668	439.28	5,145,732.54

Table 7. Personnel costs by salary band for the period 1 April 2024 and 31 March 2025

Salary band	Personnel expenditure (R'000)	% of total personnel cost	No. of employees	Average personnel cost per employee (R'000)
Lower skilled (levels 1-2)	396,955.08	1.82	2	198,477.54
Semi-skilled (levels 3-5)	591,046.82	2.72	2	295,523.41
Highly skilled production (levels 6-8)	2,094,508.79	9.62	7	299,215.54
Highly skilled supervision (levels 9-12)	13,077,250.49	60.09	19	688,276.34
Senior and top management (levels 13-14)	5,602,103.76	25.74	4	1,400,525.94
Total	21,761,864.94	99.99	34	2,882,018.77

Table 8. Salaries, Overtime, Home Owners Allowance and Medical Aid by programme for the period 1 April 2024 and 31 March 2025

Programme	Salaries		Overtime		Homeowners Allowance		Medical Aid	
	Amount (R'000)	Salaries as a % of personnel costs	Amount (R'000)	Overtime as a % of personnel costs	Amount (R'000)	HOA as a % of personnel costs	Amount (R'000)	Medical aid as a % of personnel costs
Office of the Chairperson	4,882,920.57	21.85	1,353.54	0.01	43,287.27	0.19	106,542.00	0.48
Office of the Chief Executive Officer	6,664,661.75	29.83	3,158.26	0.01	21,135.09	0.09	103,320.00	0.46
Communications and Marketing	9,399,535.40	42.07	37,382.80	0.17	84,540.36	0.38	156,396.00	0.7
Office of the Chief Financial Officer	6,789,070.28	30.38	9,640.62	0.04	111,288.73	0.5	101,258.00	0.45
Corporate Services	4,078,450.07	18.25	14,268.77	0.06	50,425.47	0.23	87,880.00	0.39
Legal Services & Conflict Management	3,069,218.19	13.74	6,496.99	0.03	25,721.28	0.12	43,156.00	0.19
Research & Policy Development	7,480,198.45	33.48	12,673.22	0.06	28,273.29	0.13	44,088.00	0.2
Public Education and Engagement	2,825,791.89	12.65	3,935.08	0.02	79,296.00	0.35	123,384.00	0.55
Total	33,642,264.28	150.57	84,397.48	0.38	379,545.13	1.71	556,162.00	2.48

Table 9. Salaries, Overtime, Home Owners Allowance and Medical Aid by salary band for the period 1 April 2024 and 31 March 2025

Salary band	Salaries		Overtime		Homeowners Allowance		Medical Aid	
	Amount (R'000)	Salaries as a % of personnel costs	Amount (R'000)	Overtime as a % of personnel costs	Amount (R'000)	HOA as a % of personnel costs	Amount (R'000)	Medical aid as a % of personnel costs
Lower Skilled (level 1-2)	396,955.08	1.82	2,584.68	0.01	44,304.36	0.2	7,608.00	0.03
Skilled (level 3-5)	591,046.82	2.72	3,897.68	0.02	42,280.18	0.19	54,540.00	0.25
Highly skilled production (levels 6-8)	2,094,508.79	9.62	30,761.08	0.14	56,546.58	0.26	24,802.00	0.11
Highly skilled supervision (levels 9-12)	13,077,250.49	60.09	42,912.95	0.2	249,813.66	1.15	563,686.00	2.59
Senior management (level 13-16)	4 5,602,103.76	25.74	-	-	-	-	123,336.00	0.57
Total	16,159,761.18	99.99	80,156.39	0.37	0.37	1.8	773,972.00	3.55

Employment and Vacancies

The tables in this section summarise the position with regard to employment and vacancies.

The following tables summarise the number of posts on the establishment, the number of employees, the vacancy rate, and whether there are any staff that are additional to the establishment.

This information is presented in terms of three key variables:

- programme
- salary band
- critical occupations (see definition in notes below).

Departments have identified critical occupations that need to be monitored. In terms of current regulations, it is possible to create a post on the establishment that can be occupied by more than one employee. Therefore, the vacancy rate reflects the percentage of posts that are not filled.

Table 10. Employment and vacancies by programme as on 31 March 2025

Programme	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
Office of the Chairperson	4	4	0%	0
Office of the Chief Executive Officer	9	3	66.66%	0
Regional Operations Department	37	0	100%	0
Office of the Chief Financial Officer	15	8	46.66%	0
Corporate Services	17	9	47%	0
Investigations & Conflict Resolution	7	3	57%	0
Research Publication & Policy Development	6	3	50%	0
Public Education and Information	11	6	45.45%	0
Total	106	36	66.03%	0

Table 11. Employment and vacancies by salary band as on 31 March 2025

Salary band	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
Lower skilled (1-2)	2	2	0%	0
Skilled(3-5)	11	6	45.45%	0
Highly skilled production (6-8)	15	4	73.33%	0
Highly skilled supervision (9-12)	67	18	26.86%	0
Senior management (13-16)	11	6	50%	0
Total	106	36	66.03%	0

Table 12. Employment and vacancies by critical occupations as on 31 March 2025

Critical occupation	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
Administrative Related	49	8	83.67%	0
Building & Other Property Caretakers	3	2	33.33%	0
Clerks & Related Personnel	8	4	50%	0
Client Information Clerks (Switchboard/ Receptionist)	1	1	0%	0
Communication and Information Related	1	1	0%	0
Finance & Economics Related	3	2	33.33%	0
Head of Department/ Chief Executive Officer	1	1	0%	0
Household & Laundry Workers	2	2	0%	0
Human Resources & Related Professionals	5	2	60%	0
Information Technology Personnel	4	2	50%	0
Legal Related	5	2	60%	0
Senior Management	7	3	42.85%	0
Logistical Support Personnel	5	3	40%	0
Member of Executive Council	2	2	0%	0
Other Administrative & Related Clerks & Organisers	3	3	0%	0
Total	106	36	66.03%	0

Notes

- The CORE classification, as prescribed by the DPSA, should be used for completion of this table.
- Critical occupations are defined as occupations or sub-categories within an occupation –
 - (a) in which there is a scarcity of qualified and experienced persons currently or anticipated in the future, either because such skilled persons are not available or they are available but do not meet the applicable employment criteria;
 - (b) for which persons require advanced knowledge in a specified subject area or science or learning field and such knowledge is acquired by a prolonged course or study and/or specialised instruction;
 - (c) where the inherent nature of the occupation requires consistent exercise of discretion and is predominantly intellectual in nature; and
 - (d) in respect of which a department experiences a high degree of difficulty to recruit or retain the services of employees.

3.2. Filling of SMS Posts

The tables in this section provide information on employment and vacancies as it relates to members of the Senior Management Service by salary level. It also provides information on advertising and filling of SMS posts, reasons for not complying with prescribed timeframes and disciplinary steps taken.

Table 13. SMS post information as on 31 March 2025

SMS Level	Total number of funded SMS posts	Total number of SMS posts filled	% of SMS posts filled	Total number of SMS posts vacant	% of SMS posts vacant
Director-General/ Head of Department	1	1	100%	0	0%
Salary Level 16	0	0	0%	0	0%
Salary Level 15	0	0	0%	0	0%
Salary Level 14	0	0	0%	0	0%
Salary Level 13	6	3	50%	3	50%
Total	7	4	57.14%	3	50%

Table 14. SMS post information as on 30 September 2024

SMS Level	Total number of funded SMS posts	Total number of SMS posts filled	% of SMS posts filled	Total number of SMS posts vacant	% of SMS posts vacant
Director-General/ Head of Department	1	1	100%	0	0%
Salary Level 16	0	0	0%	0	0%
Salary Level 15	0	0	0%	0	0%
Salary Level 14	0	0	0%	0	0%
Salary Level 13	8	3	37.5%	5	62.5%
Total	9	4	44.44%	5	55.55%

Table 15. Advertising and filling of SMS posts for the period 1 April 2024 and 31 March 2025

SMS Level	Advertising	Filling of Posts	
	Number of vacancies per level advertised in 6 months of becoming vacant	Number of vacancies per level filled in 6 months of becoming vacant	Number of vacancies per level not filled in 6 months but filled in 12 months
Director-General/ Head of Department	NIL	NIL	NIL
Salary Level 16	NIL	NIL	NIL
Salary Level 15	NIL	NIL	NIL
Salary Level 14	NIL	NIL	NIL
Salary Level 13	NIL	NIL	NIL
Total	NIL	NIL	NIL

Table 16. Reasons for not having complied with the filling of funded vacant SMS - Advertised within 6 months and filled within 12 months after becoming vacant for the period 1 April 2024 and 31 March 2025

Reasons for vacancies not advertised within six months
The Commission’s current financial baseline does not allow for the permanent filling of SMS positions.
Reason for Non-Compliance
The current financial baseline does not allow for the permanent filling of SMS positions.
Reason for Non-Compliance
The current financial baseline does not allow for the permanent filling of SMS positions.

Reasons for vacancies not filled within twelve months
The Commission’s current financial baseline does not allow for the permanent filling of SMS positions.

Notes

In terms of the Public Service Regulations Chapter 1, Part VII C.1A.3, departments must indicate good cause or reason for not having complied with the filling of SMS posts within the prescribed timeframes.

Table 17. Disciplinary steps taken for not complying with the prescribed timeframes for filling SMS posts within 12 months for the period 1 April 2024 and 31 March 2025

Reasons for vacancies not advertised within six months
Not applicable

Reasons for vacancies not filled within six months
Not applicable

Notes

In terms of the Public Service Regulations Chapter 1, Part VII C.1A.2, departments must indicate good cause or reason for not having complied with the filling of SMS posts within the prescribed timeframes. In the event of non-compliance with this regulation, the relevant executive authority or head of department must take appropriate disciplinary steps in terms of section 16A(1) or (2) of the Public Service Act.

Job Evaluation

Within a nationally determined framework, executing authorities may evaluate or re-evaluate any job in his or her organisation. In terms of the Regulations, all vacancies on salary levels 9 and higher must be evaluated before they are filled. The following table summarises the number of jobs that were evaluated during the year under review. The table also provides statistics on the number of posts that were upgraded or downgraded.

Table 18. Job Evaluation by Salary band for the period 1 April 2024 and 31 March 2025

Salary band	Number of posts on approved establishment	Number of Jobs Evaluated	% of posts evaluated by salary bands	Posts Upgraded		Posts downgraded	
				Number	% of posts evaluated	Number	% of posts evaluated
Lower Skilled (Levels 1-2)	2	0	0%	0	0%	0	0%
Skilled (Levels 3-5)	11	0	0%	0	0%	0	0%
Highly skilled production (Levels 6-8)	15	0	0%	0	0%	0	0%
Highly skilled supervision (Levels 9-12)	67	0	0%	0	0%	0	0%
Senior Management Service Band A	8	0	0%	0	0%	0	0%
Senior Management Service Band B	1	0	0%	0	0%	0	0%
Senior Management Service Band C	1	0	0%	0	0%	0	0%
Senior Management Service Band D	1	0	0%	0	0%	0	0%
Total	106	0	0%	0	0%	0	0%

The following table provides a summary of the number of employees whose positions were upgraded due to their post being upgraded. The number of employees might differ from the number of posts upgraded since not all employees are automatically absorbed into the new posts and some of the posts upgraded could also be vacant.

Table 19. Profile of employees whose positions were upgraded due to their posts being upgraded for the period 1 April 2024 and 31 March 2025

Gender	African	Asian	Coloured	White	Total
Female	NIL	NIL	NIL	NIL	NIL
Male	NIL	NIL	NIL	NIL	NIL
Total	NIL	NIL	NIL	NIL	NIL
Employees with disability					Nil

The following table summarises the number of cases where remuneration bands exceeded the grade determined by job evaluation. Reasons for the deviation are provided in each case.

Table 20. Employees with salary levels higher than those determined by job evaluation by occupation for the period 1 April 2024 and 31 March 2025

Occupation	Number of employees	Job evaluation level	Remuneration level	Reason for deviation
Administrative Related	3	7	9	Restructuring Process
Financial Clerks & Credit Controllers	1	6	7	Restructuring Process
Total number of employees whose salaries exceeded the level determined by job evaluation	4			
Percentage of total employed	12.12%			

The following table summarises the beneficiaries of the above in terms of race, gender, and disability.

Table 21. Profile of employees who have salary levels higher than those determined by job evaluation for the period 1 April 2024 and 31 March 2025

Gender	African	Asian	Coloured	White	Total
Female	4	0	0	0	4
Male	0	0	0	0	0
Total	4	0	0	0	4

Employees with a disability	NIL	NIL	NIL	NIL	NIL
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Notes

If there were no cases where the salary levels were higher than those determined by job evaluation, keep the heading and replace the table with the following:

Total number of Employees whose salaries exceeded the grades determine by job evaluation	4
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Employment Changes

This section provides information on changes in employment over the financial year. Turnover rates provide an indication of trends in the employment profile of the department. The following tables provide a summary of turnover rates by salary band and critical occupations (see definition in notes below).

Table 22. Annual turnover rates by salary band for the period 1 April 2024 and 31 March 2025

Salary band	Number of employees at beginning of period- 1 April 2024	Appointments and transfers into the department	Terminations and transfers out of the department	Turnover rate
Lower skilled (Levels 1-2)	2	0	0	0%
Skilled (Levels3-5)	2	4	0	0%
Highly skilled production (Levels 6-8)	2	2	0	0%
Highly skilled supervision (Levels 9-12)	15	3	0	0%
Senior Management Service Bands A	3	0	0	0%
Senior Management Service Bands B	1	0	0	0%
Senior Management Service Bands C	1	1	1	100%
Senior Management Service Bands D	1	1	1	100%
Contracts	9	0	9	30.5%
Total	36	11	11	30.5%

Table 23. Annual turnover rates by critical occupation for the period 1 April 2024 and 31 March 2025.

Critical occupation	Number of employees at beginning of period- April 2024	Appointments and transfers into the department	Terminations and transfers out of the department	Turnover rate
Administrative Related	6	3	3	50%
Building & Other Property Caretakers	1	0	0	0%
Clerks & Related Personnel	4	0	0	0%
Client Information Clerks (Switchboard/Receptionist)	1	0	0	0%
Communication and Information Related	1	0	0	0%
Finance & Economics Related	1	0	0	0%
Financial Clerks & Credit Controllers	1	0	0	0%
Head of Department/ Chief Executive Officer	1	0	0	0%
Household & Laundry Workers	2	0	0	0%
Human Resources & Related Professionals	2	1	1	50%
Information Technology Personnel	2	1	1	50%
Legal Related	3	1	1	33.33%
Senior Management	3	0	0	0%
Logistical Support Personnel	3	1	1	0%
Member of Executive Council	2	2	2	100%
Other Administrative & Related Clerks & Organisers	3	3	3	100%
TOTAL	36	11	11	30.5%

Notes

- The CORE classification, as prescribed by the DPSA, should be used for completion of this table.
- Critical occupations are defined as occupations or sub-categories within an occupation –
 - (a) in which there is a scarcity of qualified and experienced persons currently or anticipated in the future, either because such skilled persons are not available or they are available but do not meet the applicable employment criteria;
 - (b) for which persons require advanced knowledge in a specified subject area or science or learning field and such knowledge is acquired by a prolonged course or study and/or specialised instruction;
 - (c) where the inherent nature of the occupation requires consistent exercise of discretion and is predominantly intellectual in nature; and
 - (d) in respect of which a department experiences a high degree of difficulty to recruit or retain the services of employees.

The table below identifies the major reasons why staff left the department.

Table 24. Reasons why staff left the department for the period 1 April 2024 and 31 March 2025

Termination Type	Number	% of Total Resignations
Death	0	0%
Resignation	0	0%
Expiry of contract	11	30.5%
Dismissal – operational changes	0	0%
Dismissal – misconduct	0	0%
Dismissal – inefficiency	0	0%
Discharged due to ill-health	0	0%
Retirement	0	0%
Transfer to other Public Service Departments	0	0%
Other	0	0%
Total	11	30.5%
Total number of employees who left as a % of total employment	30.5%	

Table 25. Promotions by critical occupation for the period 1 April 2024 and 31 March 2025

Occupation	Employees 1 April 2022	Promotions to another salary level	Salary level promotions as a % of employees by occupation	Progressions to another notch within a salary level	Notch progression as a % of employees by occupation
NIL	NIL	NIL	NIL	NIL	NIL
NIL	NIL	NIL	NIL	NIL	NIL
TOTAL	NIL	NIL	NIL	NIL	NIL

Table 26. Promotions by salary band for the period 1 April 2024 and 31 March 2025

Salary Band	Employees 1 April 20YY	Promotions to another salary level	Salary bands promotions as a % of employees by salary level	Progressions to another notch within a salary level	Notch progression as a % of employees by salary bands
Lower skilled (Levels 1-2)	NIL	NIL	NIL	NIL	NIL
Skilled (Levels 3-5)	NIL	NIL	NIL	NIL	NIL
Highly skilled production (Levels 6-8)	NIL	NIL	NIL	NIL	NIL
Highly skilled supervision (Levels 9-12)	NIL	NIL	NIL	NIL	NIL
Senior Management (Level 13-16)	NIL	NIL	NIL	NIL	NIL
Total	NIL	NIL	NIL	NIL	NIL

Employment Equity

Table 27. Total number of employees (including employees with disabilities) in each of the following occupational categories as on 31 March 2025

Occupational category	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Legislators, senior officials and managers	4	0	0	1	1	0	0	0	6
Professionals	0	0	0	0	0	0	0	0	0
Technicians and associate professionals	3	1	0	0	10	0	0	0	14
Clerks	1	0	0	0	10	0	1	1	13
Service and sales workers	0	0	0	0	0	0	0	0	0
Skilled agriculture and fishery workers	0	0	0	0	0	0	0	0	0
Craft and related trades workers	0	0	0	0	0	0	0	0	0
Plant and machine operators and assemblers	0	0	0	0	0	0	0	0	0
Elementary occupations	1	0	0	0	2	0	0	0	3
Total	9	1	0	1	23	0	1	1	36
Employees with disabilities	0	0	0	0	0	0	0	0	0

Table 28. Total number of employees (including employees with disabilities) in each of the following occupational bands as on 31 March 2025

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management	1	0	0	0	1	0	0	0	2
Senior Management	3	0	0	1	0	0	0	0	4
Professionally qualified and experienced specialists and mid-management	3	1	0	0	13	0	1	1	19
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	1	0	0	0	2	0	0	0	3
Semi-skilled and discretionary decision making	2	0	0	0	1	0	0	0	3
Unskilled and defined decision making	0	0	0	0	5	0	0	0	5
Total	10	1	0	1	22	0	1	1	36

Table 29. Recruitment for the period 1 April 2024 to 31 March 2025

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management	1	0	0	0	1	0	0	0	2
Senior Management	0	0	0	0	0	0	0	0	0
Professionally qualified and experienced specialists and mid-management	0	1	0	0	4	0	0	0	5
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	1	0	0	0	3	0	0	0	4
Semi-skilled and discretionary decision making	0	0	0	0	0	0	0	0	0
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0
Total	2	1	0	0	8	0	0	0	11
Employees with disabilities	0	0	0	0	0	0	0	0	0

Table 30. Promotions for the period 1 April 2024 and 31 March 2025

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management	0	0	0	0	0	0	0	0	0
Senior Management	0	0	0	0	0	0	0	0	0
Professionally qualified and experienced specialists and mid-management	0	0	0	0	0	0	0	0	0
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	0	0	0	0	0	0	0	0	0
Semi-skilled and discretionary decision making	0	0	0	0	0	0	0	0	0
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Employees with disabilities	0	0	0	0	0	0	0	0	0

Table 31. Terminations for the period 1 April 2024 and 31 March 2025

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management	1	0	0	0	1	0	0	0	2
Senior Management	0	0	0	0	0	0	0	0	0
Professionally qualified and experienced specialists and mid-management	0	1	0	0	4	0	0	0	5
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	1	0	0	0	3	0	0	0	4
Semi-skilled and discretionary decision making	0	0	0	0	0	0	0	0	0
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0
Total	2	1	0	0	8	0	0	0	11
Employees with Disabilities	0	0	0	0	0	0	0	0	0

Table 32. Disciplinary action for the period 1 April 2024 and 31 March 2025

Disciplinary action	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
None	0	0	0	0	0	0	0	0	0

Table 33. Skills development for the period 1 April 2024 and 31 March 2025

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Legislators, senior officials and managers	4	0	0	1	1	0	0	0	6
Professionals	0	0	0	0	0	0	0	0	0
Technicians and associate professionals	2	1	0	0	10	0	1	1	15
Clerks	3	0	0	0	9	0	0	0	12
Service and sales workers	0	0	0	0	0	0	0	0	0
Skilled agriculture and fishery workers	0	0	0	0	0	0	0	0	0
Craft and related trades workers	0	0	0	0	0	0	0	0	0
Plant and machine operators and assemblers	0	0	0	0	0	0	0	0	0
Elementary occupations	1	0	0	0	2	0	0	0	3
Total	10	1	0	1	22	0	1	1	36
Employees with disabilities	0	0	0	0	0	0	0	0	0

Signing of Performance Agreements by SMS Members

All members of the SMS must conclude and sign performance agreements within specific timeframes. Information regarding the signing of performance agreements by SMS members, the reasons for not complying within the prescribed timeframes and disciplinary steps taken is presented here.

Table 34. Signing of Performance Agreements by SMS members as on 31 May 2024.

SMS Level	Total number of funded SMS posts	Total number of SMS members	Total number of signed performance agreements	Signed performance agreements as % of total number of SMS members
Director-General/ Head of Department	1	1	1	100%
Salary Level 16	0	0	0	0
Salary Level 15	0	0	0	0
Salary Level 14	0	0	0	0
Salary Level 13	3	3	3	100%
Total	4	4	4	100%

Table 35. Reasons for not having concluded Performance agreements for all SMS members as on 31 March 2025.

Reason
Not applicable

Notes

- The reporting date in the heading of this table should be aligned with that of Table 34

Table 36. Disciplinary steps taken against SMS members for not having concluded Performance agreements as on 31 March 2023.

Reason
Not applicable

Notes

- The reporting date in the heading of this table should be aligned with that of Table 36

Performance Rewards

To encourage good performance, the department has granted the following performance rewards during the year under review. The information is presented in terms of race, gender, disability, salary bands and critical occupations (see definition in notes below).

Table 37. Performance Rewards by race, gender and disability for the period 1 April 2024 and 31 March 2025

Race and Gender	Beneficiary Profile			Cost	
	Number of beneficiaries	Number of employees	% of total within group	Cost (R'000)	Average cost per employee
African	NIL	NIL	NIL	NIL	NIL
Male	NIL	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL	NIL
Asian	NIL	NIL	NIL	NIL	NIL
Male	NIL	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL	NIL
Coloured	NIL	NIL	NIL	NIL	NIL
Male	NIL	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL	NIL
White	NIL	NIL	NIL	NIL	NIL
Male	NIL	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL	NIL
Total	NIL	NIL	NIL	NIL	NIL

Table 38. Performance Rewards by salary band for personnel below Senior Management Service for the period 1 April 2024 and 31 March 2025

Salary band	Beneficiary Profile			Cost		Total cost as a % of the total personnel expenditure
	Number of beneficiaries	Number of employees	% of total within salary bands	Total Cost (R'000)	Average cost per employee	
Lower Skilled (Levels 1-2)	NIL	NIL	NIL	NIL	NIL	NIL
Skilled (level 3-5)	NIL	NIL	NIL	NIL	NIL	NIL
Highly skilled production (level 6-8)	NIL	NIL	NIL	NIL	NIL	NIL
Highly skilled supervision (level 9-12)	NIL	NIL	NIL	NIL	NIL	NIL
Total	NIL	NIL	NIL	NIL	NIL	NIL

Table 39. Performance Rewards by critical occupation for the period 1 April 2024 and 31 March 2025

Critical occupation	Beneficiary Profile			Cost	
	Number of beneficiaries	Number of employees	% of total within group	Cost (R'000)	Average cost per employee
NIL	NIL	NIL	NIL	NIL	NIL
Total	NIL	NIL	NIL	NIL	NIL

Notes

- The CORE classification, as prescribed by the DPSA, should be used for completion of this table.
- Critical occupations are defined as occupations or sub-categories within an occupation –
 - (a) in which there is a scarcity of qualified and experienced persons currently or anticipated in the future, either because such skilled persons are not available or they are available but do not meet the applicable employment criteria;
 - (b) for which persons require advanced knowledge in a specified subject area or science or learning field and such knowledge is acquired by a prolonged course or study and/or specialised instruction;
 - (c) where the inherent nature of the occupation requires consistent exercise of discretion and is predominantly intellectual in nature; and
 - (d) in respect of which a department experiences a high degree of difficulty to recruit or retain the services of employees;

Table 40. Performance-related rewards (cash bonus), by salary band for Senior Management Service for the period 1 April 2024 and 31 March 2025

Salary band	Beneficiary Profile			Cost		Total cost as a % of the total personnel expenditure
	Number of beneficiaries	Number of employees	% of total within salary bands	Total Cost (R'000)	Average cost per employee	
Band A	NIL	NIL	NIL	NIL	NIL	NIL
Band B	NIL	NIL	NIL	NIL	NIL	NIL
Band C	NIL	NIL	NIL	NIL	NIL	NIL
Band D	NIL	NIL	NIL	NIL	NIL	NIL
Total	NIL	NIL	NIL	NIL	NIL	NIL

Foreign Workers

The tables below summarise the employment of foreign nationals in the commission in terms of salary band and major occupation.

Table 41. Foreign workers by salary band for the period 1 April 2024 and 31 March 2025

Salary band	01 April 2022		31 March 2023		Change	
	Number	% of total	Number	% of total	Number	% Change
Lower skilled	NIL	NIL	NIL	NIL	NIL	NIL
Highly skilled production (Lev. 6-8)	NIL	NIL	NIL	NIL	NIL	NIL
Highly skilled supervision (Lev. 9-12)	NIL	NIL	NIL	NIL	NIL	NIL
Contract (level 9-12)	NIL	NIL	NIL	NIL	NIL	NIL
Contract (level 13-16)	NIL	NIL	NIL	NIL	NIL	NIL
Total	NIL	NIL	NIL	NIL	NIL	NIL

Table 42. Foreign workers by major occupation for the period 1 April 2024 and 31 March 2025

Major occupation	01 April 2024	31 March 2025	Change			
	Number	% of total	Number	% of total	Number	% Change
NIL	NIL	NIL	NIL	NIL	NIL	NIL

Leave utilisation

The Public Service Commission identified the need for careful monitoring of sick leave within the public service. The following tables provide an indication of the use of sick leave and disability leave. In both cases, the estimated cost of the leave is also provided.

Table 43. Sick leave for the period 1 April 2024 and 31 March 2025

Salary band	Total days	% Days with Medical certification	Number of Employees using sick leave	% of total employees using sick leave	Average days per employee	Estimated Cost (R'000)
Lower Skills (Level 1-2)	27	29.62%	2	100%	13.5	R11 393.70
Skilled (levels 3-5)	20	15%	5	83.33%	4.0	R11 024.38
Highly skilled production (levels 6-8)	13	69.23%	3	100%	4.33	R12 667.85
Highly skilled supervision (levels 9-12)	117.5	46.80%	15	83.33%	7.83	R174 807.27
Top and Senior management (levels 13-16)	2.5	0%	1	16.66%	2.5	R8 978.53
Total	180	41.66%	26	72.22%	6.92	R218 871.73

Table 44. Disability leave (temporary and permanent) for the period 1 April 2024 and 31 March 2025

Salary band	Total days	% Days with Medical certification	Number of Employees using disability leave	% of total employees using disability leave	Average days per employee	Estimated Cost (R'000)
Lower skilled (Levels 1-2)	0	0	0	0	0	0
Skilled (Levels 3-5)	0	0	0	0	0	0
Highly skilled production (Levels 6-8)	0	0	0	0	0	0
Highly skilled supervision (Levels 9-12)	333	100%	3	16.66%	111	R459 707.94
Senior management (Levels 13-16)	0	0	0	0	0	0
Total	333	100%	3	16.66%	111	R459 707.94

The table below summarises the utilisation of annual leave. The wage agreement concluded with trade unions in the PSCBC in 2000 requires management of annual leave to prevent high levels of accrued leave being paid at the time of termination of service.

Table 45. Annual Leave for the period 1 January 2024 to 31 December 2024

Salary band	Total days taken	Number of Employees using annual leave	Average per employee
Lower skilled (Levels 1-2)	58	2	29.80
Skilled Levels 3-5)	77	6	12.83
Highly skilled production (Levels 6-8)	48	4	12.0
Highly skilled supervision (Levels 9-12)	388.5	19	20.5
Senior management (Levels 13- 16)	74	4	18.5
Total	645.5	35	18.4

Table 46. Capped leave for the period 1 January 2024 to 31 December 2024

Salary band	Total days of capped leave taken	Number of Employees using capped leave	Average number of days taken per employee	Average capped leave per employee as on 31 March 2022
Lower skilled (Levels 1-2)	NIL	NIL	NIL	NIL
Skilled Levels 3-5)	NIL	NIL	NIL	NIL
Highly skilled production (Levels 6-8)	NIL	NIL	NIL	NIL
Highly skilled supervision(Levels 9-12)	NIL	NIL	NIL	NIL
Senior management (Levels 13-16)	NIL	NIL	NIL	NIL
Total	NIL	NIL	NIL	NIL

The following table summarise payments made to employees as a result of leave that was not taken.

Table 47. Leave payouts for the period 1 April 2024 and 31 March 2025

Reason	Total amount (R'000)	Number of employees	Average per employee (R'000)
Leave payout for 2023/24 due to non-utilisation of leave for the previous cycle	0	0	0
Capped leave payouts on termination of service for 2023/24	0	0	0
Current leave payout on termination of service for 2023/24	0	0	0
Total	0	0	0

HIV/AIDS & Health Promotion Programmes

Table 48. Steps taken to reduce the risk of occupational exposure

Units/categories of employees identified to be at high risk of contracting HIV & related diseases (if any)	Key steps taken to reduce the risk
Not applicable	NA

Table 49. Details of Health Promotion and HIV/AIDS Programmes (tick the applicable boxes and provide the required information)

Question	Yes	No	Details, if yes
1. Has the department designated a member of the SMS to implement the provisions contained in Part VI E of Chapter 1 of the Public Service Regulations, 2001? If so, provide her/his name and position.	Yes		Mr. BM Motjopye Acting Manager Human Resources
2. Does the department have a dedicated unit or has it designated specific staff members to promote the health and well-being of your employees? If so, indicate the number of employees who are involved in this task and the annual budget that is available for this purpose.	Yes		Mr. BM Motjopye Acting Manager Human Resources
3. Has the department introduced an Employee Assistance or Health Promotion Programme for your employees? If so, indicate the key elements/services of this Programme.		No	
4. Has the department established (a) committee(s) as contemplated in Part VI E.5 (e) of Chapter 1 of the Public Service Regulations, 2001? If so, please provide the names of the members of the committee and the stakeholder(s) that they represent.		No	
5. Has the department reviewed its employment policies and practices to ensure that these do not unfairly discriminate against employees on the basis of their HIV status? If so, list the employment policies/practices so reviewed.		No	
6. Has the department introduced measures to protect HIV-positive employees or those perceived to be HIV-positive from discrimination? If so, list the key elements of these measures.		No	
7. Does the department encourage its employees to undergo Voluntary Counselling and Testing? If so, list the results that you have achieved.	Yes		Employees are encouraged to undergo VCT, during the wellness day events.
8. Has the department developed measures/indicators to monitor & evaluate the impact of its health promotion programme? If so, list these measures/indicators.		No	

Labour Relations

Table 50. Collective agreements for the period 1 April 2024 and 31 March 2025

Subject matter	Date
DPSA Circular DPSA Circular No. 11 of 2024: Cost of living adjustment for SL 1- 12	April 2024
DPSA Circulars No. 33 of 2024: Adjustment of Housing Allowance	July 2024

Notes

If there were no agreements, keep the heading and replace the table with the following:

Total number of Collective Agreement	None
--------------------------------------	------

The following table summarises the outcome of disciplinary hearings conducted within the department for the year under review.

Table 51. Misconduct and disciplinary hearings finalised for the period 1 April 2024 and 31 March 2025

Outcomes of disciplinary hearings	Number	% of total
Correctional counselling	0	0
Verbal warning	0	0
Written warning	0	0
Final written warning	0	0
Suspended without pay	0	0
Fine	0	0
Demotion	0	0
Dismissal	0	0
Not guilty	0	0
Case withdrawn	0	0
Total	0	0%

Notes

If there are no agreements, keep the heading and replace the table with the following:

Total number of Disciplinary hearing finalised	N/A
--	-----

Table 52. Types of misconduct addressed at disciplinary hearings for the period 1 April 2024 and 31 March 2025

Type of misconduct	Number	% of total
Not applicable		
Total		

Table 53. Grievances logged for the period 1 April 2024 and 31 March 2025

Grievances	Number	% of Total
Number of grievances resolved	1	2.7%
Number of grievances not resolved	0	0
Total number of grievances lodged	1	2.7%

Table 54. Disputes logged with Councils for the period 1 April 2024 and 31 March 2025

Disputes	Number	% of Total
Number of disputes upheld	0	0
Number of disputes dismissed	0	0
Total number of disputes lodged	0	0

Table 55. Strike actions for the period 1 April 2024 and 31 March 2025

Total number of persons working days lost	0
Total costs working days lost	0
Amount recovered as a result of no work no pay (R'000)	0

Table 56. Precautionary suspensions for the period 1 April 2024 and 31 March 2025

Number of people suspended	0
Number of people whose suspension exceeded 30 days	0
Average number of days suspended	0
Cost of suspension(R'000)	0

Skills development

This section highlights the efforts of the department with regard to skills development.

Table 57. Training needs identified for the period 1 April 2024 and 31 March 2025

Occupational category	Gender	Number of employees as at 1 April 2024	Training needs identified at start of the reporting period			Total
			Learnerships	Skills Programmes & other short courses	Other forms of training	
Legislators, senior officials and managers	Female	1	0	0	0	0
	Male	5	0	1	0	1
Technicians and associate professionals	Female	7	0	10	0	10
	Male	3	0	0	0	0
Clerks	Female	14	0	12	0	12
	Male	3	0	0	0	0
Elementary occupations	Female	2	0	1	0	1
	Male	1	0	0	0	0
Sub Total	Female	24	0	24	0	24
	Male	12	0	11	0	11

Table 58. Training provided for the period 1 April 2024 and 31 March 2025

Occupational category	Gender	Number of employees as at 1 April 2024	Training provided within the reporting period			
			Learnerships	Skills Programmes & other short courses	Other forms of training	Total
Legislators, senior officials and managers	Female	1	0	0	2	2
	Male	5	0	0	0	0
Technicians and associate professionals	Female	7	0	0	7	7
	Male	4	0	0	3	3
Clerks	Female	14	0	9	11	20
	Male	3	0	0	0	0
Elementary occupations	Female	2	0	0	1	1
	Male	1	0	0	1	1
Sub Total	Female	24	0	0	0	0
	Male	12	0	0	0	0
Total		36	0	9	25	34

Injury on duty

The following tables provide basic information on injury on duty.

Table 59. Injury on duty for the period 1 April 2024 and 31 March 2025

Nature of injury on duty	Number	% of total
Required basic medical attention only	0	0
Temporary Total Disablement	0	0
Permanent Disablement	0	0
Fatal	0	0
Total	0	0

Utilisation of Consultants

The following tables relates information on the utilisation of consultants in the department.

In terms of the Public Service Regulations “consultant’ means a natural or juristic person or a partnership who or which provides in terms of a specific contract on an ad hoc basis any of the following professional services to a department against remuneration received from any source:

- The rendering of expert advice;
- The drafting of proposals for the execution of specific tasks; and
- The execution of a specific task which is of a technical or intellectual nature, but excludes an employee of a department.

Table 60. Report on consultant appointments using appropriated funds for the period 1 April 2024 to 31 March 2025

Project title	Total number of consultants that worked on project	Duration (work days)	Contract value in Rand
Caseware Support	1	261 days	R141 018.64
Telephone support and voice contract	1	261 days	Voice based on usage
Travel Management Services	1	261 days	Based on usage
Pastel Evolution and Payroll Support & Maintenance	1	261 days	R201 825.00
Risk Management and Review	1	261 days	R271 700.00
Internal Audit Services	1	261 days	R2 502 553.07
Asset Management Services	1	103 days	R76 078.16

Total number of projects	Total individual consultants	Total duration Work days	Total contract value in Rand
Finance:6	6	261 days	R3 193 174.87
IT:1	1	261 days	Based on usage

Table 61. Analysis of consultant appointments using appropriated funds, in terms of Historically Disadvantaged Individuals (HDIs) for the period 1 April 2024 and 31 March 2025

Project title	Percentage ownership by HDI groups	Percentage management by HDI groups	Number of consultants from HDI groups that work on the project
Caseware Support	38.13%	61.8%	1
Telephone system support and voice contract	100%	100%	1
Travel Management Services	57%	57%	1
Pastel Evolution and Payroll Support & Maintenance	51%	51%	1
Risk Management and Review	100%	100%	1
Internal Audit Services	100%	36%	1
Asset Management Services	100%	100%	1

Table 62. Report on consultant appointments using Donor funds for the period 1 April 2024 and 31 March 2025

Project title	Total Number of consultants that worked on project	Duration (Work days)	Donor and contract value in Rand
NIL	NIL	NIL	NIL
Total number of projects	Total individual consultants	Total duration Workdays	Total contract value in Rand
NIL	NIL	NIL	NIL

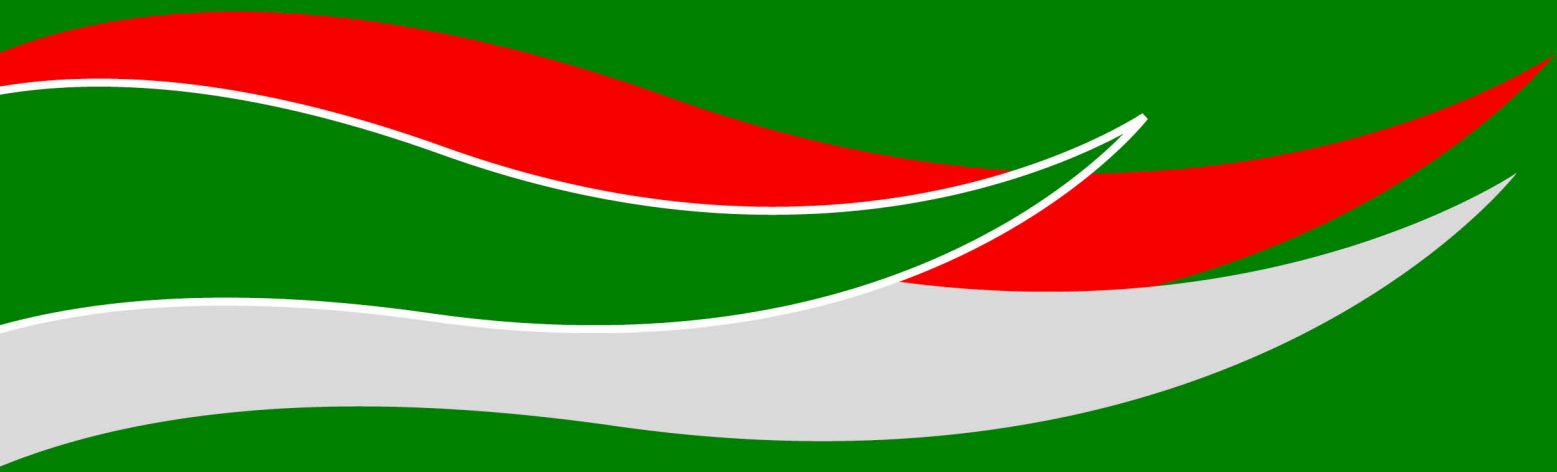
Table 63. Analysis of consultant appointments using Donor funds, in terms of Historically Disadvantaged Individuals (HDIs) for the period 1 April 2024 and 31 March 2025

Project title	Percentage ownership by HDI groups	Percentage management by HDI groups	Number of consultants from HDI groups that work on the project
NIL	NIL	NIL	NIL

Severance Packages

Table 64. Granting of employee-initiated severance packages for the period 1 April 2024 and 31 March 2025

Salary band	Number of applications received	Number of applications referred to the MPSA	Number of applications supported by MPSA	Number of packages approved by department
Lower skilled (Levels 1-2)	0	0	0	0
Skilled Levels 3-5)	0	0	0	0
Highly skilled production (Levels 6-8)	0	0	0	0
Highly skilled supervision(Levels 9-12)	1	0	0	1
Senior management (Levels 13-16)	0	0	0	0
Total	1	0	0	1



PART E: COMPLIANCE REPORTING

PART E: COMPLIANCE REPORTING

1. Irregular expenditure

	2024 R' 000	2023 R' 000
Opening balance	12 157	11 981
Add: irregular expenditure confirmed	-	2
Irregular expenditure under assessment in the prior year that was confirmed not to be irregular.	3 222	-
Under assessment	-	3 221
Determination or investigation	223	2 841
Condoned by relevant authority	-	3 043
Transferred to receivables for recovery	-	
Written off as irrecoverable	-	
Not condoned and removed	-	
Closing balance	9 158	11 981

Table 65: Table of Irregular Expenditure

No new cases of irregular expenditure were reported during the period under review.

Details of current and previous year disciplinary or criminal steps taken because of irregular expenditure.

- The investigation in respect of R223 000 reported during the previous period is still under investigation.
- No further disciplinary or criminal steps have been undertaken during the year under review in respect of irregular expenditure.
- The amount of R 3, 222 m has been confirmed not to be irregular expenditure.

2. Fruitless and wasteful expenditure

	2024 R' 000	2023 R' 000
Opening balance	1 694	1 694
Under assessment, determination and or investigation	-	-
Transferred to receivables	-	-
Written off irrecoverable	-	-
Closing balance	1 694	1 694

Table 66: Fruitless and Wasteful Expenditure

Details of current and previous year disciplinary or criminal steps taken because of fruitless and wasteful expenditure

- Nor further disciplinary or criminal steps were taken.

3. Procurement by other means: Format of disclosure

Project description	Name of supplier	Type of procurement by other means	Contract number	Value of contract
None				

Table 67: Procurement by other means: Format of Disclosure

4. Contract variations and expansions: Format of disclosure.

Project description	Name of supplier	Contract modification type (expansion or variation)	Contract number	Original contract value	Value of previous expansions or variations (if applicable)	Value of current contract, expansion, or variation
Lease Building and Parking	JHI Properties Pty. Ltd.	Expansion	N/A	R 15 692 438.80	R 0.00	R 3 367 080.53

Table 68: Contract Variations and Expression: Format of Disclosure



PART F:
FINANCIAL
INFORMATION
REPORT OF THE AUDITOR GENERAL

PART F: FINANCIAL INFORMATION

REPORT OF THE AUDITOR GENERAL

Report on the audit of the financial statements

Opinion

1. I have audited the financial statements of the Commission for the Promotion of the Rights of Cultural and Linguistic Communities (CRL) set out on pages 90 to 117 which comprise the statement of financial position as at 31 March 2025, statement of financial performance, statement of changes in net assets, statement of cash flows and statement of comparison of budget information with actual information 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 Commission for the Promotion of the Rights of Cultural and Linguistic Communities (CRL) as at 31 March 2025 and its financial performance and cash flows for the year then ended in accordance with Standards of Generally Recognised Accounting Practices (Standards of GRAP) and the requirements of the Public Finance Management Act 1 of 1999 (PFMA).

Context 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 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 Standards of GRAP and the requirements of the PFMA 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 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 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 86, 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 programme presented in the annual performance report. The accounting authority is responsible for the preparation of the annual performance report.
11. I selected the following programme presented in the annual performance report for the year ended 31 March 2025 for auditing. I selected a programme that measure the entity's performance on its primary mandated functions and that is of significant national, community or public interest.

Programme	Page numbers	Purpose
Programme 2 - Legal services and conflict resolution	25-26 43-44	To monitor, and investigate any issue relating to cultural, religious and linguistic communities, to facilitate the resolution of friction between and within cultural, religious and linguistic communities or between any such community and organ of state where the cultural religious or linguistic rights of a community are affected to make recommendations to the appropriate organ of state regarding legislation that impact or may impact on the rights of cultural, religious and linguistic communities and to bring any relevant matter to the attention of the appropriate authority or organ of state where appropriate, make recommendations to such authority or organ of state in dealing with such a matter

12. I evaluated the reported performance information for the selected programme 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 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 entity's mandate and the achievement of its planned objectives
 - all the indicators relevant for measuring the 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 under achievement of targets/measures taken to improve performance.
14. I performed the procedures for the purpose of reporting material findings only; and not to express an assurance opinion or conclusion.

I did not identify any material findings on the reported performance information for the programme

Other matter

15. I draw attention to the matter below.

Achievement of planned targets

16. 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

17. 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 entity's compliance with legislation.
18. 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.
19. 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 [type of auditee], 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.
20. I did not identify any material non-compliance with the selected legislative requirements.

Other information in the annual report

21. 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 programme presented in the annual performance report that have been specifically reported on in this auditor's report.
22. 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.
23. 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 programme presented in the annual performance report or my knowledge obtained in the audit, or otherwise appears to be materially misstated.
24. I did not receive the other information prior to the date of this auditor's report. When I do receive and read this information, 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

25. 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.
26. I did not identify any significant deficiencies in internal control.

Auditor-General



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 audit¹
- 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 [consolidated and separate] financial statements and the procedures performed on reported performance information for selected [programmes/ objectives/ development priorities] and on the [type of auditee]'s compliance with selected requirements in key legislation.

[Consolidated and separate] financial statements

In addition to my responsibility for the audit of the [consolidated and separate] 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 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 [consolidated and separate] 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 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 [consolidated and separate] 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 [type of auditee] to cease operating as a going concern.
- evaluate the overall presentation, structure and content of the [consolidated and separate] 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 requirements²

The selected legislative requirements are as follows: 3

Legislation	Sections or regulations
Public Finance Management Act No.1 of 1999 (PFMA)	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
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 No. 5 of 202/21	Paragraph 1
Erratum National Treasury Instruction No. 5 of 202/21	Paragraph 2
National Treasury instruction No 5 of 2020/21	Paragraph 4.8; 4.9; 5.3
National Instruction No. 1 of 2021/22	Paragraph 4.1
National Instruction No. 4 of 2015/16	Paragraph 3.4
National Treasury SCM Instruction No. 4A of 2016/17	Paragraph 6
National Treasury SCM Instruction No. 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 No. 11 of 2020/21	Paragraph 3.4(a); 3.4(b); 3.9
National Treasury SCM Instruction No. 2 of 2021/22	Paragraph 3.2.1; 3.2.4; 3.2.4(a); 3.3.1
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 No. 5 of 2000 (PPPFA)	Section 1(i); 2.1(a); 2.1(b); 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	

PART F:
ANNUAL
FINANCIAL
STATEMENT

Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities

Annual Financial Statements for the year ended 31 March 2025

General Information

Auditors	The Auditor General of South Africa
Legal form	The CRL Rights Commission is a Constitutional Institution legislated by the Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities Act, Act 19 of 2002.
Operations	The CRL Rights Commission deals mainly with social sciences of culture, religion and languages. The CRL Rights Commission's main objective is to facilitate nation building through Promotion and Protection of the Rights of Cultural, Religious and Linguistic communities.
Governing legislation	The operations of the CRL Rights Commission are mainly governed by the following legislations: The Constitution of South Africa; The Public Finance Management Act, Act 1 of 1999; and The CRL Rights Commission Act, Act 19 of 2002

Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities

Annual Financial Statements for the year ended 31 March 2025

Index

The reports and statements set out below comprise the annual financial statements for the year ended 31 March 2025 presented to the Parliament:

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Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities

Annual Financial Statements for the year ended 31 March 2025

Accounting Officer's Responsibilities and Approval

The Accounting Officer is required by the Public Finance Management Act (Act 1 of 1999), to maintain adequate accounting records and is responsible for the content and integrity of the annual financial statements for the year ended 31 March 2025 and related financial information included in this report. It is the responsibility of the Accounting Officer to ensure that the financial statements fairly present the state of affairs of the entity and the results of its operations and cash flows for the period. The Auditor General is engaged to perform an independent review on the annual financial statements and has been given unrestricted access to all financial records and related data.

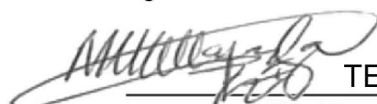
The annual financial statements have been prepared in accordance with Standards of Generally Recognised Accounting Practice (GRAP) including any interpretations, guidelines, and directives issued by the Accounting Standards Board.

The annual financial statements are based upon appropriate accounting policies consistently applied and supported by reasonable and prudent judgements and estimates.

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

The Accounting Officer is of the opinion, based on the information and explanations given by management, that the system of internal control provides reasonable assurance that the annual financial records may be relied on for the preparation of the annual financial statements for the year ended 31 March 2025. However, any system of internal financial control can only provide reasonable, and not absolute, assurance against material misstatement or loss.

The Accounting Officer has reviewed the entity's cash flow forecast for the year ending 31 March 2026 and, in the light of this review and the current financial position, is satisfied that the CRL Rights Commission has adequate resources to continue in operational existence for the foreseeable future. The CRL Rights Commission is entirely dependent on government funding for continued operations. The annual financial statements are prepared on the basis that the CRL Rights Commission is a going concern and that the CRL Rights Commission has no intention to curtail materially the scale of its operations. Although the Accounting Officer is primarily responsible for the financial affairs of the CRL Rights Commission he is supported by the CRL Rights Commission's internal auditors and management.


TE Mafadza
Designation Chief Executive Officer


CM Smuts
Designation Chief Financial Officer

Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities

Annual Financial Statements for the year ended 31 March 2025

Statement of Financial Position as at 31 March 2025

	Note	2025 R '000	2024 R '000
Assets			
Current Assets			
Trade and other receivables from exchange transactions	7	429	447
Prepayments	6	891	175
Cash and cash equivalents	8	26 580	25 283
		27 900	25 905
Non-Current Assets			
Property, plant and equipment	3	4 043	3 704
Intangible assets	4	17	29
		4 060	3 733
Total Assets		31 960	29 638
Liabilities			
Current Liabilities			
Operating lease liability	5	-	205
Trade and other payables from exchange transactions	11	1 993	1 616
Provisions	10	1 067	1 110
		3 060	2 931
Total Liabilities		3 060	2 931
Net Assets		28 900	26 707
Accumulated surplus	9	28 900	26 707
Total Net Assets and Liabilities		31 960	29 638

Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities

Annual Financial Statements for the year ended 31 March 2025

Statement of Financial Performance for the year ended 31 March 2025

	Note	2025 R '000	2024 R '000
Revenue			
Revenue from exchange transactions			
Other income	12	1 729	1 562
Transfer revenue from non-exchange revenue			
Government grants & subsidies	13	45 671	46 998
Total revenue		47 400	48 560
Expenditure			
Employee costs	14	(26 361)	(26 974)
Depreciation and amortisation	15	(330)	(1 184)
Administrative expenditure	17	(6 870)	(5 290)
Auditors fees	18	(1 787)	(1 998)
Other operating expenses	16	(9 859)	(10 027)
Total expenditure		(45 207)	(45 473)
Surplus for the year		2 193	3 087

Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities

Annual Financial Statements for the year ended 31 March 2025

Statement of Changes in Net Assets

	2025 R '000	Total
Balance at 01 April 2023	23 620	23 620
Surplus for the year	3 087	3 087
Balance at 01 April 2024	26 707	26 707
Surplus for the year	2 193	2 193
Total recognised in income and expenses for the year	2 193	2 193
Balance at 31 March 2025	28 900	28 900

Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities

Annual Financial Statements for the year ended 31 March 2025

Cash Flow Statement

	Note	2025 R	2024 R
Cash flows from operating activities			
Receipts			
Cash receipts from transfer payments		45 671	46 998
Other income		1	-
Interest received		1 691	1 527
		47 363	48 525
Payments			
Employee costs		(26 299)	(26 629)
Suppliers		(19 120)	(15 556)
		(45 419)	(42 185)
Net cash flows from operating activities	19	1 944	6 340
Cash flows from investing activities			
Purchase of property, plant and equipment	3	(647)	(734)
Net increase/(decrease) in cash and cash equivalents		1 297	5 606
Cash and cash equivalents at the beginning of the year		25 283	19 677
Cash and cash equivalents at the end of the year	8	26 580	25 283

Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities

Annual Financial Statements for the year ended 31 March 2025

Statement of Comparison of Budget and Actual Amounts

Budget on Cash Basis

	Approved budget	Adjustments	Final Budget	Actual amounts on comparable basis	Difference between final budget and actual	Reference
Figures in thousands	R	R	R	R	R	

Statement of Financial Performance

Revenue

Revenue from non-exchange transactions

Other income	936	-	936	1 729	85 %	1.
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Transfer revenue

Government grants & subsidies	45 671	-	45 671	45 671	-	
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Total revenue from exchange and non-exchange transactions	46 607	-	46 607	47 400	-	
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Expenditure

Personnel	33 012	-	33 012	(26 361)	20 %	2.
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Depreciation and amortisation	330	-	330	(330)	-	
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Other operating expenses	9 572	-	9 572	(9 859)	(3)%	3.
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Administrative expenditure	2 417	-	2 417	(6 870)	(182)%	4.
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Auditors Fess	1 607	-	1 607	(1 787)	(11)%	5.
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Total expenditure	46 938	-	46 938	(45 207)	-	
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Actual amount on Comparable Basis As Presented in the Budget and Actual Comparative Statement	-	-	-	2 193	-	
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Analysis of variances

1. Other income.

Finance income

The increase in investment was due to interest earned on cash held due to under expenditure incurred during the reporting periods and prior reporting periods.

Assets taken on at fair value

Assets taken on at fair value represents the portion of the market value after discount from the supplier for cellphones which was not invoiced by the supplier.

2. The 20% under expenditure in employee costs is due to approved positions of Manager - Public Education, Manager - HR and - Legal Service not filled for financial period under review and other vacancies.

3. The over expenditure of 3% on other operating expenses was due to National Consultative Conference held in June 2024.

4. The over expenditure of 182% on administrative expenditure is mainly due to National Consultative Conference held in June 2024.

5. The 11% over expenditure on external auditing was due to general fees increase by Auditor General during this financial year.

Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities

Annual Financial Statements for the year ended 31 March 2025

Accounting Policies

1. Presentation of Annual Financial Statements.

1.1 Basis of preparation

The annual financial statements have been prepared in accordance with Generally Recognised Accounting Practice (GRAP), issued by the Accounting Standards Board in accordance with Section 89 of the Public Finance Management Act (Act No. 1 of 1999, as amended).

Accounting policies for material transactions, events or conditions not covered by the GRAP reporting framework have been developed in accordance with paragraphs 8, 10 and 11 of GRAP 3 and the hierarchy approved in Directive 5 issued by the Accounting Standards Board.

The financial statements have been prepared on an accrual basis of accounting and are in accordance with the historical cost convention, except for the cash flow information, which is prepared on a cash basis, unless specifically stated otherwise.

The principal accounting policies adopted in the preparation of these financial statements are set out below.

Assets, liabilities, revenues and expenses have not been offset except where offsetting is required or permitted by a Standard of GRAP.

The accounting policies are applied consistently with those used to present the previous annual financial statements, unless otherwise explicitly stated. The details of any changes in accounting policies are explained in the relevant policy.

1.2 Critical Judgements and Key Sources of Estimation Uncertainty

The CRL Rights Commission makes estimates and assumptions that affect the reported amounts of assets and liabilities within the current and subsequent financial years. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Significant judgements made includes provisions for leave credits and estimations in respect of the useful life values of property, plant and equipment. The method of calculation applied in respect of provisions is disclosed in accounting policy 1.11.

1.3 Basis of preparations

The annual financial statements have been prepared in accordance with the Standards of Generally Recognised Accounting Practice (GRAP), issued by the Accounting Standards Board in accordance with Section 91(1) of the Public Finance Management Act (Act 1 of 1999).

These annual financial statements have been prepared on an accrual basis of accounting and are in accordance with historical cost convention as the basis of measurement, unless specified otherwise.

1.4 Presentation currency

These financial statements are presented in South African Rand since it is the currency in which the majority of the CRL Rights Commission's transactions are denominated. The amounts disclosed in the financial statements have been rounded off to the nearest thousand Rand.

1.5 Exchange revenue

Revenue is the gross inflow of economic benefits or service potential during the reporting period when those inflows result in an increase in net assets.

Interest income.

Exchange revenue constitute interest earned on bank accounts as a result of positive bank balances.

Interest income is recognised on an accrual basis throughout the year, taking into account the cash on hand in approved bank accounts of the CRL Rights Commission using the effective rate.

Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities

Annual Financial Statements for the year ended 31 March 2025

Accounting Policies

1.6 Non-exchange revenue

Transfers

The CRL Rights Commission recognises transfers at the date when funds are deposited in the bank account of the CRL Rights Commission. The CRL Rights Commission receives its budget allocation in the form of transfer payments through the budget vote of the Department of Co-operative Governance and Traditional Affairs. Revenue from non - exchange transactions are generally recognised to the extent that the related receipt or receivable qualifies for recognition as an asset and there is no liability to pay back the amount.

1.7 Leases

Leases are classified as a finance leases where substantially all the risks and rewards associated with ownership of an asset are transferred to the CRL Rights Commission.

Leases in which a significant portion of the rights and rewards of ownership are retained by the lessor are classified as operating leases.

As Lessee

Property, plant and equipment subject to finance lease agreements are capitalised at their cash cost equivalent. Corresponding liabilities are included in the Statement of Financial Position as finance lease obligations. The cost of the item of property, plant and equipment is depreciated at appropriate rates on the straight-line basis over its estimated useful life. Lease payments are allocated between the lease finance cost and the capital repayment using the effective interest rate method. Lease finance costs are expensed when incurred.

Operating leases are those leases that do not fall within the scope of the above definition. Operating leases are recognised on the straight-line basis over the term of the relevant lease.

In the event that lease incentives are received to enter into operating leases, such incentives are recognised as a liability. The aggregate benefit of incentives is recognised as a reduction of rental expense on a straight-line basis, except where another systematic basis is more representative of the time pattern in which economic benefits from the leased asset are consumed.

Operating leases - lessor

Initial direct costs incurred in negotiating and arranging operating leases are added to the carrying amount of the leased asset and recognised as an expense over the lease term on the same basis as the lease revenue.

The aggregate benefit of incentives is recognised as a reduction of rental expense over the lease term on a straight-line basis. Income for leases is disclosed under revenue in the statement of financial performance.

Operating lease payments are recognised as an expense on a straight-line basis over the lease term. The difference between the amounts recognised as an expense and the contractual payments are recognised as an operating lease asset or liability.

Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities

Annual Financial Statements for the year ended 31 March 2025

Accounting Policies

1.8 Property, plant and equipment

Property, plant and equipment are tangible non-current assets (including infrastructure assets) that are held for use in the production or supply of goods or services, rental to others, or for administrative purposes, and are expected to be used during more than one year.

Property, plant and equipment are initially recognised at cost on its acquisition date. The cost of an item of property, plant and equipment is the purchase price and other costs attributable to bring the asset to the location and condition necessary for it to be capable of operating in the manner intended by the CRL Rights Commission. Trade discounts and rebates are deducted in arriving at the cost. The cost also includes the necessary costs of dismantling and removing the asset and restoring the site on which it is located.

Where an asset is acquired by the CRL Rights Commission for no amount or nominal consideration through a non-exchange transaction, its cost is deemed to be equal to the fair value of that asset on the date acquired.

The cost of an item of property, plant and equipment acquired in exchange for non-monetary assets or monetary asset, or a combination of monetary asset and non-monetary assets is measured at fair value of an asset given up, unless the fair value of the asset received is more clearly evident. If the acquired item could not be measured at its fair value, its cost is measured at the carrying amount of the assets given up.

Subsequent expenditure relating to property, plant and equipment is capitalised if it is probable that the future economic benefits or potential service delivery associated with subsequent expenditure will flow to the entity and the cost or fair value of subsequent expenditure can be reliably measured. Subsequent expenditure incurred on an asset is only capitalised when it increases the capacity or future economic benefits associated with the asset. Where the entity replaces parts of an asset, it derecognises the part being replaced and capitalises the new component.

Subsequent measurement

Property, plant, and equipment are measured at cost, less accumulated depreciation and accumulated impairment.

The useful lives of items of property, plant and equipment have been assessed as follows:

Depreciation

Land is not depreciated as it is regarded as having unlimited life. Depreciation on assets other than land is calculated using the straightline method, to allocate their cost or revalued amounts less their residual values over the estimated useful lives of the assets. The depreciation method used reflects the pattern in which the assets' future economic benefits or service potential are expected to be consumed by the entity.

The CRL Rights Commission re-assesses the useful lives and residual value of property, plant, and equipment annually. Management considers the expected useful lives of the individual asset, to determine the remaining period over which the class assets are expected to be used. Residual value is determined only in respect of motor vehicles at 20% of cost.

The depreciation rates are based on the following estimated useful life.

Item	Useful Lives/(Years)
Furniture and fixtures	30 years
Motor vehicles	10 years
Office equipment	8 years
Computer equipment	13 years
Leasehold improvements	Period of the lease
Mobile communication devices	2 years

The useful life and depreciation method of each asset in an asset class is reviewed at the end of each reporting date. The CRL Rights Commission re-assesses the useful life of the property, plant and equipment annually for any indication that the CRL Rights Commission's expectations have changed. If the expectation differs from previous estimates, the change is accounted for as a change in accounting estimate.

Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities

Annual Financial Statements for the year ended 31 March 2025

Accounting Policies

1.8 Property, plant and equipment (continued)

De-recognition of assets

An asset is de-recognised and withdrawn from service due to impairment or when the asset is replaced due to it reaching the end of its useful life. The CRL Rights Commission is not a profit making institution and does not therefore use any of its assets with the objective to generate commercial gain.

The gain or loss arising from de-recognition of an item of property, plant and equipment is included in the statement of financial performance when the item is de-recognised. The gain or loss arising from the de-recognition of an item of property, plant and equipment is determined as the difference between the net disposable proceeds, if any, and the carrying amount of the item.

1.9 Impairment of non-cash generating assets

The CRL Rights Commission assesses assets to be cash generating, when the asset is used with the objective to generate commercial return. The CRL Rights Commission assesses assets to be a non-cash generating asset when the asset is not used with the objective to generate commercial return. Commercial return means that positive cash flows are expected to be significantly higher than the cost of the asset.

Recognition and measurement

At the end of each reporting date, the condition of non-cash generating assets is reviewed to determine whether there is an indication of impairment or reversal of impairment. If such indication exist, the recoverable service amount of the asset is estimated in order to determine the extent of impairment loss, if any.

Where the recoverable service amount is less than the carrying amount, the carrying amount of the asset is reduced to the recoverable service amount. The reduction is recognised as an impairment loss. An impairment loss is recognised immediately in the Statement of Financial Performance. Recoverable service amount of a non-cash generating asset is the higher of the fair value less cost to sell, and its value in use as estimated.

The CRL Rights Commission assesses all its tangible and intangible assets at reporting date to determine whether there is any indication that an asset may be impaired. If there is any indication that the asset may be impaired the recoverable service amount is estimated for the individual asset. The recoverable service amount is calculated as depreciated replacement cost. Depreciated replacement cost is calculated as the replacement cost of the asset less depreciation in line with the useful life expired for the asset.

Reversal of impairment loss

The CRL Rights Commission assesses at each reporting date whether there is any indication that an impairment loss recognised in prior periods for an asset may no longer exist or may have decreased. If any such indication exists, the CRL Rights Commission estimates the recoverable service amount of that asset.

An impairment loss recognised in prior periods on an asset 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 carrying amount of the asset is increased to its recoverable service amount. The increase is a reversal of an impairment loss.

A reversal of an impairment loss for an asset is recognised immediately in the statement of financial performance.

In allocating a reversal of an impairment loss for a non-cash generating unit, the carrying amount of an asset is not increased above the lower of:

- its recoverable service amount; and
- the carrying amount that would have been determined (net of amortisation or depreciation) had no impairment loss been recognised for the asset in prior periods.

Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities

Annual Financial Statements for the year ended 31 March 2025

Accounting Policies

1.10 Intangible assets

Recognition

An intangible asset is recognised when:

- it is probable that the economic benefit associated with the asset will flow to the CRL Rights Commission; and
- the cost of an asset or its value can be measured reliably.

The cost of an intangible asset is calculated at the value at which the asset was purchased.

Initial measurement

Intangible assets are initially measured at cost. The cost of an intangible asset is the purchase price and other costs attributable to bring the intangible asset to the location and condition necessary for it to be capable of operating in the manner intended by the CRL Rights Commission, or where an intangible asset is acquired at no cost, or nominal cost, the cost shall be its fair value as at the date of acquisition. Trade discounts and rebates are deducted in calculating the cost.

Intangible assets acquired separately or internally generated are reported at cost less accumulated amortisation and accumulated impairment losses.

Subsequent measurement

Amortisation is calculated on cost, using the straight line method, over the useful lives of assets, which is 10 years upon initial recognition. Where intangible assets are deemed to have an indefinite useful life, such intangible assets are not amortised.

The estimated useful life, residual values and amortisation method are assessed at each reporting date on an indicator basis.

Amortisation of an asset commences when the asset is ready for its intended use.

The useful lives of intangible assets have been assessed as follows:

Item	Useful life
Computer software	10 years
Office 365	3 years

De-recognition of intangible assets

An intangible asset is derecognised when the separate item of intangible asset is disposed off or withdrawn from service or replaced. The gain or loss from de-recognition of intangible assets are determined as the difference between the proceeds, if any, and carrying amount of the item.

The gain or loss arising from de-recognition of an intangible asset is included in surplus or deficit when the asset is derecognised.

The useful lives and amortisation method of intangible assets are assessed on an annual basis.

The residual value of intangible assets is assumed to be zero.

1.11 Financial instruments

The CRL Rights Commission shall recognise a financial asset or a financial liability in its Statement of Financial Position when, the CRL Rights Commission becomes a party to the contractual provisions of the instrument. Financial assets carried on the Statement of Financial Position includes cash and cash equivalents, and trade and other receivables.

Initial measurement

When a financial asset or financial liability is recognised initially, the CRL Rights Commission shall measure it at its fair value, plus in the case of a financial asset or a financial liability not subsequently measured at fair value cost, transaction costs that are directly attributable to the acquisition or issue of the financial asset or financial liability.

Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities

Annual Financial Statements for the year ended 31 March 2025

Accounting Policies

1.11 Financial instruments (continued)

Subsequent measurement

The CRL Rights Commission measures all financial assets and financial liabilities after initial recognition using the following categories:

- financial instruments at fair value;
- financial instruments at amortised cost; and
- financial instruments at cost.

Impairment

The CRL Rights Commission shall assess at the end of each reporting period whether there is any objective evidence that an impairment loss on the financial asset measured at amortised cost has been incurred. If any evidence exists, the CRL Rights Commission shall determine the amount of any impairment loss. The amount of impairment loss is measured as the difference between the carrying amount of a financial asset and present value of estimated future cash flows (excluding future credit losses that have been incurred) discounted at the financial asset's original effective interest rate. The carrying amount of the asset shall be reduced through the use of an allowance account. The amount of the loss shall be recognised in the surplus or deficit.

De-recognition

The CRL Rights Commission derecognises financial asset when:

- the contractual rights to cash flows from the financial asset expire, are settled or waived;
- the CRL Rights Commission transfers to another party substantially all of the risks and rewards of ownership of the financial asset; or
- the CRL Rights Commission, despite having retained some significant risks and rewards of ownership of a financial asset, has transferred control of the asset to another party and the other party has the practical ability to sell the asset in its entirety to an unrelated third party, and is able to exercise that ability unilaterally and without needing to impose additional restriction on the transfer.

Measurement

Financial instruments are initially measured at fair value, which includes transaction costs. Subsequent to initial recognition these instruments are measured as set out below.

Financial assets

The CRL Rights Commission's principal financial assets are cash and equivalents, and trade and other receivables.

Cash on hand and cash equivalents are short term, highly liquid investments that are held with registered banking institutions with maturities of three months or less and are subject to insignificant interest rate risk.

Cash and cash equivalents, and trade and other receivables are measured at amortised cost.

Financial liabilities

The CRL Rights Commission's principal financial liabilities are trade and other payables. The trade and other payables do not bear interest and are stated at amortised cost.

Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities

Annual Financial Statements for the year ended 31 March 2025

Accounting Policies

1.12 Provisions

Recognition

The CRL Rights Commission recognises a provision when a present legal or constructive obligation exists as a result of past events, and it is probable that an outflow of economic benefits will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation.

Measurement

The amount recognised as a provision shall be the best estimate of expenditure required to settle the obligation at reporting date.

Leave provision

Leave provision is calculated on the liability for leave credits due to each member as at the reporting date. Leave provision for employees who are on structured salary is calculated by dividing the monthly salary at cost to company by average monthly working days multiplied by the leave days that has actually accrued to that employee.

Leave provision for employees that are not on a structured salary package is calculated by dividing monthly basic salary by average working monthly days multiplied by actual leave credits that have been accrued to the employee. An additional 37% is added in lieu of benefits. The leave provision is utilised by the leave being taken or the actual leave value paid out to the employee. Some days are forfeited.

Change of provision

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 shall be reversed.

1.13 Employee benefits

Contributions to the defined contribution retirement plan and defined benefit retirement plan are charged to the Statement of Financial Performance in the year in which they relate. The CRL Rights Commission has no legal or constructive obligation to pay further contributions in respect of the provident fund once the contributions have been paid because the provident fund is a defined contribution plan. The pension fund is a state plan and is accounted for as a defined contribution plan. Additional contribution to the plan is the responsibility of the state and not of the CRL Rights Commission.

The actual cost of short-term employee benefits, such as vacation leave and sick leave, bonuses and non-monetary benefits are recognised in the period in which the service is rendered. The expected cost of compensated absence is recognised as an expense in the Statement of Financial Performance as the employee renders service that increase their entitlement.

State plan

The CRL Rights Commission classifies the state plan as a defined benefit plan under the terms of the plan (including any constructive obligation that goes beyond the formal terms). When sufficient information is not available to use defined benefit accounting for the plan, the CRL Rights Commission account for the plan as if it was a defined contribution plan.

Staff members of the CRL Rights Commission by means of election belong to a defined benefit plan which is managed by the Government Employee Pension Fund. Sufficient information in the form of actuarial calculations relating to the CRL Rights Commission's employees is not available as the employees are part of a larger pension fund plan managed by the Government Employee Pension Fund. Therefore, the defined benefit plan is disclosed as a defined contribution plan.

1.14 Going concern assumption

The CRL Rights Commission is considered a going concern due to its status as a Constitutional Institution. Detail in respect of the going concern status of the CRL Rights Commission is disclosed in "note 21".

1.15 Related parties

Only transactions with related parties that do not arise in the ordinary course of business are disclosed.

Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities

Annual Financial Statements for the year ended 31 March 2025

Accounting Policies

1.15 Related parties (continued)

Transactions with key management personnel are recognised as related party transactions. Key management personnel is defined as being individuals with the authority and responsibility for planning, directing and controlling activities of the CRL Rights Commission. All individuals from the level of Senior Manager and Commissioners are regarded as key management in terms of the definition of the financial reporting standards. Senior Manager's and Commissioner's remuneration is disclosed in note 20.

Close family members of key management are considered to be those family members who may be expected to influence, or be influenced by the key management individuals, in their dealings with the entity.

Transactions outside the normal cause of business with related parties are disclosed, recognised and accounted for at actual cost.

The Department of Co-operative Governance and Traditional Affairs and CRL Rights Commission in the context of national sphere of government in terms of GRAP 20 "Related party transactions" are considered related parties and has been disclosed as such in note 26.

1.16 Fruitless and wasteful expenditure

Fruitless and wasteful expenditure is expenditure that was made in vain and would have been avoided had reasonable care been exercised. Fruitless and wasteful expenditure is accounted for as expenditure in the Statement of Financial Performance and where recovered, it is subsequently accounted for as other income in the Statement of Financial Performance.

1.17 Budget information

General purpose financial reporting by the entity shall provide information on whether resources were obtained and used in accordance with the legally adopted budget.

The approved budget is prepared on a cash basis and presented by programmes linked to performance outcome objectives. The approved budget and final budget for the fiscal period from 2024/04/01 to 2025/03/31 is presented in the annual financial statements. The approved budget apply to the CRL Rights Commission only.

A comparison between the surplus for the year as per the Statement of Financial Performance and the budget is included in the Statement of Comparison of Budget and Actual Amounts.

1.18 Irregular expenditure

Irregular expenditure is recorded in section E of the annual report. The amount recorded is equal to the value of the irregular expenditure incurred, unless it is impractical to determine, in which case reasons thereof must be provided in the notes. Irregular expenditure receivables are measured at the amount that is expected to be recovered and recognised when settled or written off as irrecoverable.

1.19 Prepayments

The CRL Rights Commission discloses material payments made in advance on goods or services to be acquired. Prepayments are accounted for as current assets if the goods or services are to be delivered within one year from reporting date and as long term assets if goods or services are to be delivered beyond one year as per note 6.

1.20 Events after reporting date

Events after the reporting date that came to the attention of management are reported in note 27.

1.21 Contingencies

A contingent liability is disclosed on the notes to the annual financial statements. A contingent liability should be described sufficiently to ensure that the user of the annual financial statements understands its nature and possible impact in the future.

Contingent assets and contingent liabilities are not recognised. Contingencies are disclosed in note 25.

Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities

Annual Financial Statements for the year ended 31 March 2025

Notes to the Annual Financial Statements

2. New standards and interpretations

2.1 Standards and interpretations issued, but not yet effective

The entity has not applied the following standards and interpretations, which have been published and are mandatory for the entity's accounting periods beginning on or after 01 April 2025 or later periods:

Standard/ Interpretation:	Effective date: Years beginning on or after	Expected impact:
GRAP 106 (as revised) Transfer of Functions Between Entities Not Under Common Control	Not effective yet	Unlikely there will be a material impact
GRAP 103 (amended): Heritage Assets	Not effective yet	Unlikely there will be a material impact
GRAP 104 (as revised): Financial Instruments	1 April 2025	Unlikely there will be a material impact

Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities
Annual Financial Statements for the year ended 31 March 2025

Notes to the Annual Financial Statements

3. Property, plant, and equipment

	2025 R' 000			2024 R' 000		
	Cost	Accumulated depreciation	Carrying value	Cost	Accumulated depreciation	Carrying value
Mobile Communication devices	178	(131)	47	131	(90)	41
Furniture and fixtures	2 383	(1 793)	590	2 383	(1 749)	634
Motor vehicles	1 609	(297)	1 312	1 609	(168)	1 441
Office equipment	2 493	(1 854)	639	2 493	(1 623)	870
Computer equipment	2 469	(1 014)	1 455	1 916	(1 198)	718
Total	9 132	(5 089)	4 043	8 532	(4 828)	3 704

Reconciliation of Property, Plant, and Equipment - 2025

	Opening balance	Additions	Disposals	Depreciation	Total
Mobile communication devices	41	47	-	(41)	47
Furniture and fixtures	634	-	-	(44)	590
Motor vehicles	1 441	-	-	(129)	1 312
Office equipment	870	-	-	(231)	639
Computer equipment	718	647	(37)	127	1 455
	3 704	694	(37)	(318)	4 043

Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities

Annual Financial Statements for the year ended 31 March 2025

Notes to the Annual Financial Statements

3. Property, plant, and equipment (continued)

Reconciliation of Property, Plant, and Equipment - 2024

	Opening balance	Additions	Disposals	Depreciation	Total
Mobile communication devices	93	11	-	(63)	41
Furniture and fixtures	744	-	-	(110)	634
Motor vehicles	948	652	-	(159)	1 441
Office equipment	1 129	-	(3)	(256)	870
Computer equipment	876	71	-	(229)	718
Leasehold improvements	16	-	-	(16)	-
	3 806	734	(3)	(833)	3 704

Change in the estimated useful lives of assets

Depreciation before change of remaining useful lives - Computers (530)

Depreciation post change of remaining useful lives - Computers 657

Depreciation charged to statement of financial performance

127

Depreciation before change remaining useful lives - Furniture

Depreciation post change of remaining useful lives - Furniture (314)

270

Depreciation charged to statement of financial performance.

(44)

There are no encumbrances or restrictions on property, plant, and equipment.

The asset register is available for inspection at the registered offices of CRL Rights Commission.

There are no contractual commitments on property, plant, and equipment at financial year end.

Repairs and maintenance in respect of property, plant, and equipment are disclosed in note 16.

Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities

Annual Financial Statements for the year ended 31 March 2025

Notes to the Annual Financial Statements

4. Intangible assets

	2025		2024	
	Cost	Accumulated amortisation	Carrying value	Cost
				Accumulated amortisation
				Carrying value
Computer software	132	(115)	17	132
				(103)
				29

Reconciliation of intangible assets - 2025

	Opening balance	Amortisation	Total
Computer software	29	(12)	17

Reconciliation of intangible assets - 2024

	Opening balance	Amortisation	Total
Computer software	50	(21)	29
Office 365	330	(330)	-
	380	(351)	29

There are no contractual commitments on intangible assets at year end.

The asset register is available for inspection at the registered office of CRL Rights Commission. There are no encumbrances on intangible assets.

Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities

Annual Financial Statements for the year ended 31 March 2025

Notes to the Annual Financial Statements

	2025 R '000	2024 R '000
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5. Operating lease liability

Current portion

Building	-	188
Parking	-	18
	-	206

6. Prepayments

Current portion

Back up licence fees	95	-
Landlord	306	-
Pastel evolution and payroll	221	-
Casware	112	-
Microsoft Office 365	157	153
Insurance premiums	-	22
	891	175

Prepayments are made in respect of contractual obligations that the CRL Rights Commission is committed to through normal procurement processes.

7. Receivables from exchange transactions

Deposits (Landlord)	332	332
Receivable from third parties	4	11
Accrued income	93	104
	429	447

Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities

Annual Financial Statements for the year ended 31 March 2025

Notes to the Annual Financial Statements

	2025 R '000	2024 R '000
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8. Cash and cash equivalents

Cash and cash equivalents consist of:

Cash on hand	3	3
Call deposit account	26 577	24 592
Demand deposit account balance	-	688
	26 580	25 283

All funds of the CRL Rights Commission are held with First National Bank Of South Africa.

All funds are available for use by CRL Rights Commission and there are no restricted funds.

There is no encumbrances on cash and cash equivalents held by the Commission.

9. Accumulated surplus

Accumulated surplus - 2025

	Accumulated surplus	Total
Opening balance	26 707	26 707
Net surplus	2 193	2 193
	28 900	28 900

Accumulated surplus - 2024

	Accumulated surplus	Total
Opening balance	23 620	23 620
Net surplus	3 087	3 087
	26 707	26 707

10. Provisions

Reconciliation of provisions - 2025

	Opening Balance	Additions	Utilised during the year	Total
Provision for leave pay	1 110	1 067	(1 110)	1 067

Reconciliation of provisions - 2024

	Opening Balance	Additions	Utilised during the year	Total
Provision for leave pay	886	1 110	(886)	1 110

Majority of employees utilised accumulated leave credits, resulting in a decrease in leave provision. The leave provision for the current year is lower, resulting in a decrease in employee cost of R43 000.

Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities

Annual Financial Statements for the year ended 31 March 2025

Notes to the Annual Financial Statements

	2025 R '000	2024 R '000
11. Payables from exchange transactions		
Trade payables	1 141	1 113
Accrued bonuses	604	503
Accrued trade payables	248	-
	1 993	1 616
12. Other income - exchange transactions		
The amount included in revenue arising from exchange of goods or services are as follows:		
Finance income from bank accounts - Cash	1 588	1 450
Finance income from bank accounts - Accrued	93	104
Asset taken at fair value	47	8
Disposal of assets	1	-
	1 729	1 562
13. Revenue from non-exchange transactions		
Transfer from the Department of Co-operative Governance and Traditional Affairs	45 671	46 998
14. Employee costs		
Basic salary	17 201	16 465
Commissioners remuneration	1 023	2 079
Unemployment Insurance fund	73	76
Skills development levy	213	212
Other non pensionable allowances	5 793	6 294
Sub-total	24 303	25 126
Pension fund - Defined benefit plan	1 014	888
Provident fund - Contribution benefit plan	1 044	960
Sub-total	2 058	1 848
	26 361	26 974
Staff compliment	35	35
Remuneration of the Chairperson and the Deputy Chairperson is included in the normal employee cost, but it has been disclosed with the Commissioners remuneration in the related party transactions in note 26.		
15. Depreciation and amortisation		
Depreciation and amortisation costs	330	1 184

Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities

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Notes to the Annual Financial Statements

	2025 R '000	2024 R '000
16. Other operating expenditure		
Software licenses	1 065	1 638
Consulting and professional fees	1 346	1 082
Computer expenses	108	426
Operating lease	3 466	3 292
Travel and subsistence allowance	2 792	2 834
Marketing	568	60
Repairs and maintenance	165	240
Communication and courier cost	212	225
Staff training and development	83	90
Loss on disposal of assets	2	19
Photographic expense	52	121
	9 859	10 028
17. Administrative expenses		
Recruitment advertisement	219	44
Internal auditing	509	924
Insurance	114	89
Legal expenses	391	233
Catering	234	471
Stationary and printing	583	899
Venues and facilities	3 667	1 715
Acquisition of non-capital assets	37	-
Bank charges	24	19
Water and electricity	55	32
Municipal charges	381	60
Common area electricity	388	581
Rates and Taxes	260	223
Interest paid	8	-
	6 870	5 290
18. Auditors' Fees		
Fees	1 787	1 998
19. Cash generated from operations		
Surplus	2 163	3 087
Adjustments for:		
Depreciation and amortisation	330	1 184
Disposal of asset	(37)	19
Increase in provisions	(43)	(224)
Income accrued	(93)	(104)
Asset taken on at fair value	(47)	(8)
Bonus accruals	(101)	(120)
(Decrease) /Increase in prepayments	(716)	1 195
Changes in working capital:		
Receivables from exchange transactions	18	13
Decrease/(Increase) in payables from exchange transactions	337	966
Increase /(Decrease) in operating lease liabilities	206	332
Non cash	(73)	-
	1 944	6 340

Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities

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Notes to the Annual Financial Statements

20. Commissioners and prescribed officer's emoluments

Commissioners

2025							
	Appointment date	Basic salary	Structured Salary	Provident fund	Other benefits	Fees	Total
DL Mosoma (Chairperson)	2019/07/01	267	122	-	5	-	394
SM Pheto (Deputy Chairperson)	2019/07/01	178	151	27	3	-	359
M Abudroaf	2019/07/01	-	-	-	-	54	54
T Mosala	2019/07/01	-	-	-	-	84	84
NV Tyamzashe	2019/07/01	-	-	-	-	59	59
RS Schoeman	2019/07/01	-	-	-	-	-	-
S Dlamini	2019/07/01	-	-	-	63	80	143
FS Khama	2019/07/01	-	-	-	-	67	67
RT Kgatla	2019/07/01	-	-	-	-	67	67
RD Botha	2019/07/01	-	-	-	2	46	48
TN Mkhwanazi Xaluva Chairperson	2025/01/01	209	122	-	-	-	331
G Mahlangu (Chairperson)	2025/01/01	178	71	27	1	1	277
SM Pheto	2025/01/01	-	-	-	9	29	38
R Govender	2025/01/01	-	-	-	1	25	26
J Maphanka	2025/01/01	-	-	-	3	25	28
T Nkwe	2025/01/01	-	-	-	-	17	17
A Makgopa	2025/01/01	-	-	-	3	25	28
D Makoboka	2025/01/01	-	-	-	-	34	34
S Mantula	2025/01/01	-	-	-	-	21	21
KA Sedupane	2025/01/01	-	-	-	-	-	-
		832	466	54	90	633	2 075

2024							
	Appointment date	Basic salary	Structured Salary	Provident fund	Other benefits	Fees	Total
DL Mosoma (Chairperson)	2019/07/01	829	648	-	47	-	1 524
SM Pheto (Deputy Chairperson)	2019/07/01	705	443	113	70	-	1 331
M Abudroaf	2019/07/01	-	-	-	1	203	204
T Mosala	2019/07/01	-	-	-	3	321	324
NV Tyamzashe	2019/07/01	-	-	-	-	119	119
RS Schoeman	2019/07/01	-	-	-	69	-	69
S Dlamini	2019/07/01	-	-	-	187	228	415
FS Khama	2019/07/01	-	-	-	-	368	368
RT Kgatla	2019/07/01	-	-	-	18	230	248
RD Botha	2019/07/01	-	-	-	30	360	390
		1 534	1 091	113	425	1 829	4 992

* Vacancies that was created by commissioners that have resigned have not been filled.

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Notes to the Annual Financial Statements

20. Commissioners and prescribed officer's emoluments (continued)

Audit and Risk Committee

2025

	Appointment Date	Other Benefits	Fees	Total
M Phiri (Chairperson)	2019/08/01	1	103	104
T Poee	2019/12/01	-	35	35
L Mangquku	2019/12/01	-	43	43
		1	181	182

2024

	Appointment Date	Other Benefits	Fees	Total
M Phiri (Chairperson)	2019/08/01	-	92	92
T Poee	2019/12/01	1	52	53
L Mangquku	2019/12/01	-	39	39
		1	183	184

Senior Management Emoluments

2025

	Appointment date	Basic salary	Structured salary	Pension/Provident fund	Other benefits	Total
Chief Executive - TE Mafadza	2008/04/01	913	698	135	36	1 782
Chief Financial Officer	2006/06/01	996	289	150	7	1 442
Senior Manager - B Makeketa	2008/01/14	826	555	135	-	1 516
Senior Manager - RM Mkholo	2016/12/01	767	516	126	-	1 409
		3 502	2 058	546	43	6 149

2024

	Appointment date	Basic salary	Structured salary	Pension/Provident fund	Other benefits	Total
Chief Executive Officer TE Mafadza	2008/04/01	844	460	111	73	1 488
Chief Financial Officer CM Smuts	2006/06/01	952	273	144	2	1 371
Senior Manager B Makeketa	2008/01/14	705	371	107	21	1 204
Senior Manager RM Mkholo	2016/12/01	715	376	108	1	1 200
		3 216	1 480	470	97	5 263

* There were no transactions with related parties or individuals other than those disclosed above.

Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities

Annual Financial Statements for the year ended 31 March 2025

Notes to the Annual Financial Statements

	2025 R '000	2024 R '000
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21. Going concern

During the current 2025/2026 medium term expenditure framework the CRL Rights Commission is allocated a baseline allocation of R 48 670 000. These financial statements have been prepared on a going concern basis because the existence of the CRL Rights Commission is protected in the Constitution of the Republic of South Africa.

There is no intention to change the shape and function of the CRL Rights Commission by parliament in the foreseeable future.

Management considered the cash flow forecast for the year ending 31 March 2025 and in light of this review and the current financial position of the CRL Rights Commission, is satisfied that the Commission has sufficient resources to continue operations for the foreseeable future.

22. Reconciliation of fruitless and wasteful expenditure

Irregular Expenditure	223	2
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23. Operating lease

The CRL Rights Commission rents premises with lease rental of R217 731.40 (R200 538.90 +R17 192.50) per month according to the lease agreement that commenced on 1 June 2019, with a lease term of five years. The escalation of the operational lease is set at 8% per annum.

Minimum lease payment - 2025	Within 1 year	Within 2 - 5 years	Total
Building	-	-	-
Minimum lease payment - 2024	Within 1 year	Within 2 - 5 years	Total
Building	187	-	187
Parking	18	-	18
	205	-	205

24. Financial instruments

Financial risk management

Financial instruments consist of cash and cash equivalents, trade and other receivables and trade and other payables. There are no receivables that are past due and not impaired.

The cash deposits are held with First National Bank incorporated in South Africa.

Financial assets

Trade and other receivables	429	429
Cash and cash equivalents	26 580	26 580

Monthly maturity analysis of financial liabilities - 2025	1-3 months	4-6 months	7-9 months	10-12 months	Total
Trade payables	1 991	-	-	-	1 991
Monthly maturity analysis of financial liabilities - 2024	1-3 months	4-6 months	7-9 months	10-12 months	Total
Trade payables	1 113	-	-	-	1 113

Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities

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Notes to the Annual Financial Statements

2025
R '000

2024
R '000

24. Financial instruments (continued)

Liquidity risk

The CRL Rights Commission has no financial liabilities that extend beyond twelve months.

Trade and other payables

The CRL Rights Commission is only exposed to liquidity risk in respect of maintaining sufficient cash to pay creditors as they become due. The CRL Rights Commission manages liquidity risk through ongoing review of future commitments.

Credit risk

Credit risk is managed by the use of accredited financial service providers as approved by National Treasury.

Credit risk consist mainly of cash deposits and cash equivalents. The CRL Rights Commission only deposit cash with a major bank with a credit rating of Baa3.

The CRL Rights Commission considered the credit rating of the financial service provider and is satisfied with the quality of credit.

The maximum exposure to credit risk for the CRL Rights Commission at the end of the period were as follows:

Financial assets

Trade and other receivables

Monthly maturity analysis of financial assets - 2025	1-3 months	4-6 months	7-9 months	10-12 months	Total
Trade and other receivables	429	-	-	-	429
	429	-	-	-	429

Monthly maturity analysis of financial assets - 2024	1-3 months	4-6 months	7-9 months	10-12 months	Total
Trade and other receivables	447	-	-	-	447
	447	-	-	-	447

Interest rate risk

The CRL Rights Commission has no significant interest-bearing assets. The CRL Rights Commission's income and operating cash flows are totally independent of changes in the market interest rate risk.

25. Contingencies

The CRL Rights Commission issued a report in respect of complaints about the Kwa Sizabantu mission. After the investigation report was issued the complainants were dissatisfied with the report and have launched an application in the high court to have the report set aside. No financial implications is expected from this court action save for the fees of the legal team appointed on this matter. Complainants from the case mentioned above has lodged a separate legal action in which the complainants claim an aggregated amount of R19 million in damages due to emotional strife. The matter have not been awarded a court date yet.

Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities

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Notes to the Annual Financial Statements

	2025 R '000	2024 R '000
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26. Related parties

Related party transactions

Payments made to Commissioners, Audit Committee members and Senior Management of the CRL Rights Commission are treated as related and are disclosed as a related party transaction in note 20.

The transfer to the CRL Rights Commission is through the budget vote of the Department of Cooperative Governance and Traditional Affairs and therefore the Department of Cooperative Governance and Traditional Affairs is treated as a related party and are disclosed as a related party transaction in note 13.

27. Events after the reporting date

The operating lease contract for the head office of the CRL Rights Commission expired on the 31 May 2024. Management advertised a tender for office accomodation. The tender process closed unsuccessfully. Management then approached National Treasury which provided guidance that the Accounting Officer may extend the lease agreement. Subsequently, the landlord submitted an offer to extend the lease contract at a beneficial rate. Management opted to renew the lease for a period of 5 years.



NOTES

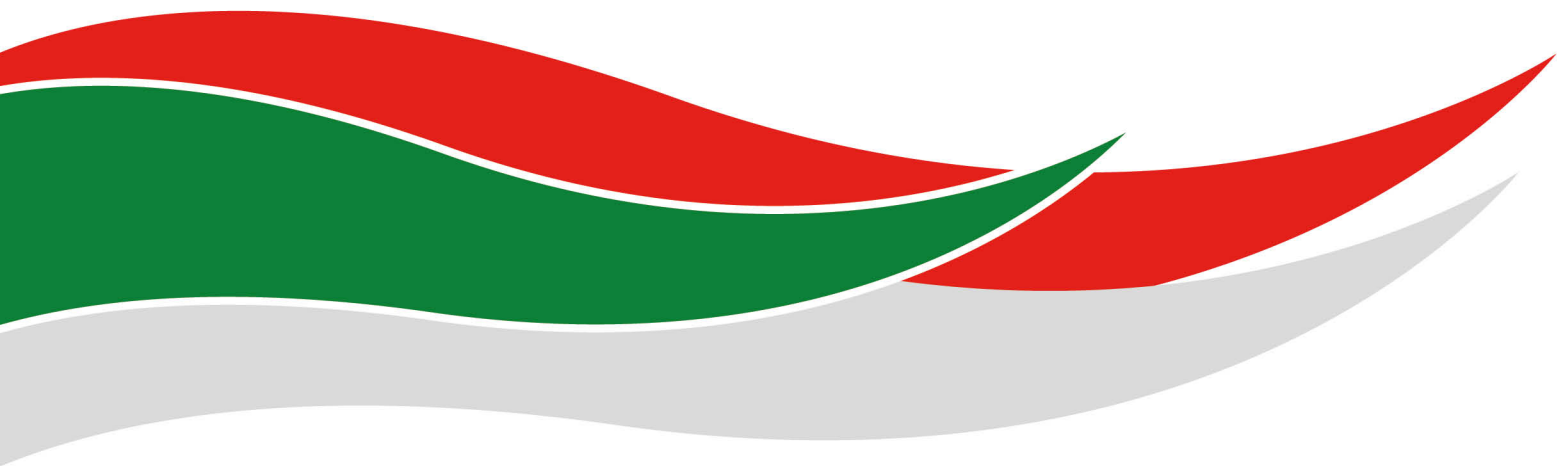


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